

# Workforce Focus

From the Elgin, Middlesex, Oxford, Local Training Board.

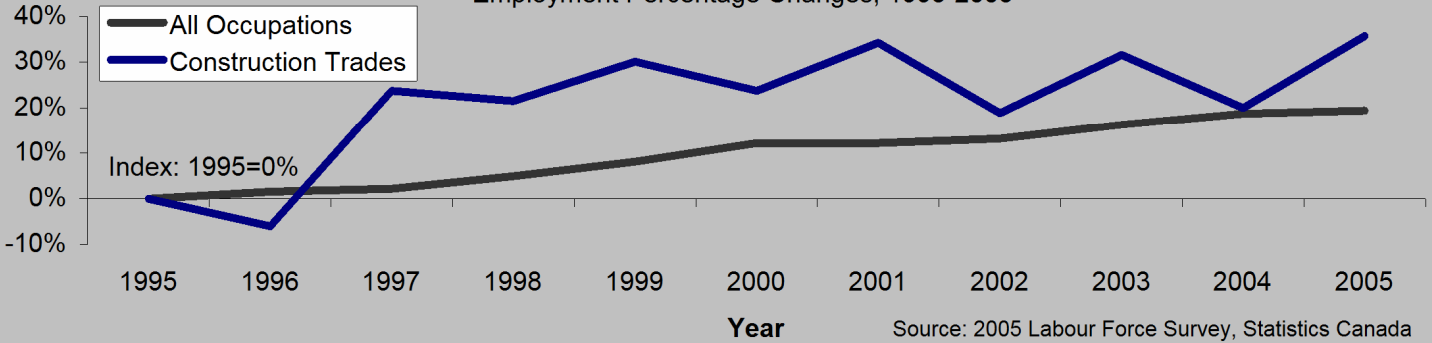
**In this Issue:**

**Construction**

- Potential shortages
- Demographic profile
- Education levels

## Employment Trends

Southwestern Ontario Construction Trades and All Occupations  
Employment Percentage Changes, 1995-2005



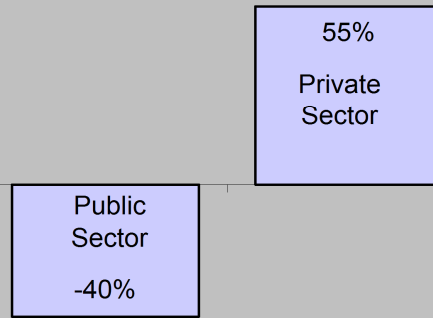
### Employment Volatility

Though employment in regional construction has outgrown that of the overall economy, it is a much less stable sector. Volatility in employment makes it difficult to attract workers and expensive to sustain training systems that require investment in equipment and materials and face extended periods of underutilization. Training systems, like most parts of construction, face an extraordinary level of risk.

Source: Construction Sector Council, 2001

### Construction Employment Change By Sector

Ontario, 1995-2005



The source of construction sector employment growth has been the private sector.

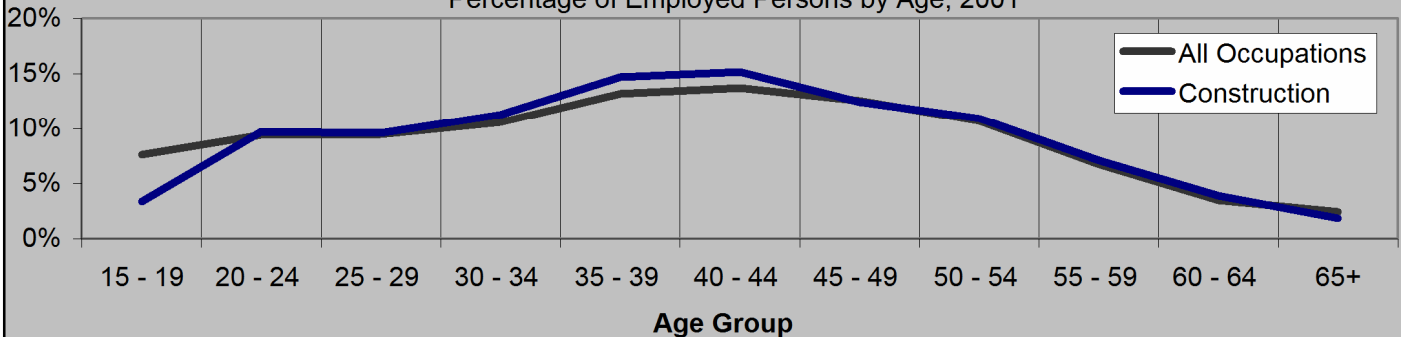
### Work Structure

Though now stabilizing, the share of self-employment in construction has risen from past decades. Self-employment is a leading indicator of reliance on piecework and in some cases, work in the underground economy. The shift away from paid employment is particularly important for all types of training. Apprenticeship and more informal on-site training rely on the structure of working relationships usually associated with paid employment.

Source: Construction Sector Council, 2001

## Workforce Age Profile

Southwestern Ontario Construction  
Percentage of Employed Persons by Age, 2001



The only distinction of the construction sector's age profile is the lower share of teenage workers.



The Elgin, Middlesex, Oxford  
Local Training Board  
Commission locale de  
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### Potential Shortages

Construction occupations with notable retirement projections, Elgin-Middlesex-Oxford

Occupation	Percentage of workers retiring by 2011	Number of workers retiring by 2011	Average age of workforce
Construction millwrights and industrial mechanics	23%	345	43.1
Welders and related machine operators	12%	300	38.9
Electricians (except industrial and power system)	20%	110	40.8
Steamfitters, pipefitters, and sprinkler system installers	37%	50	45.6

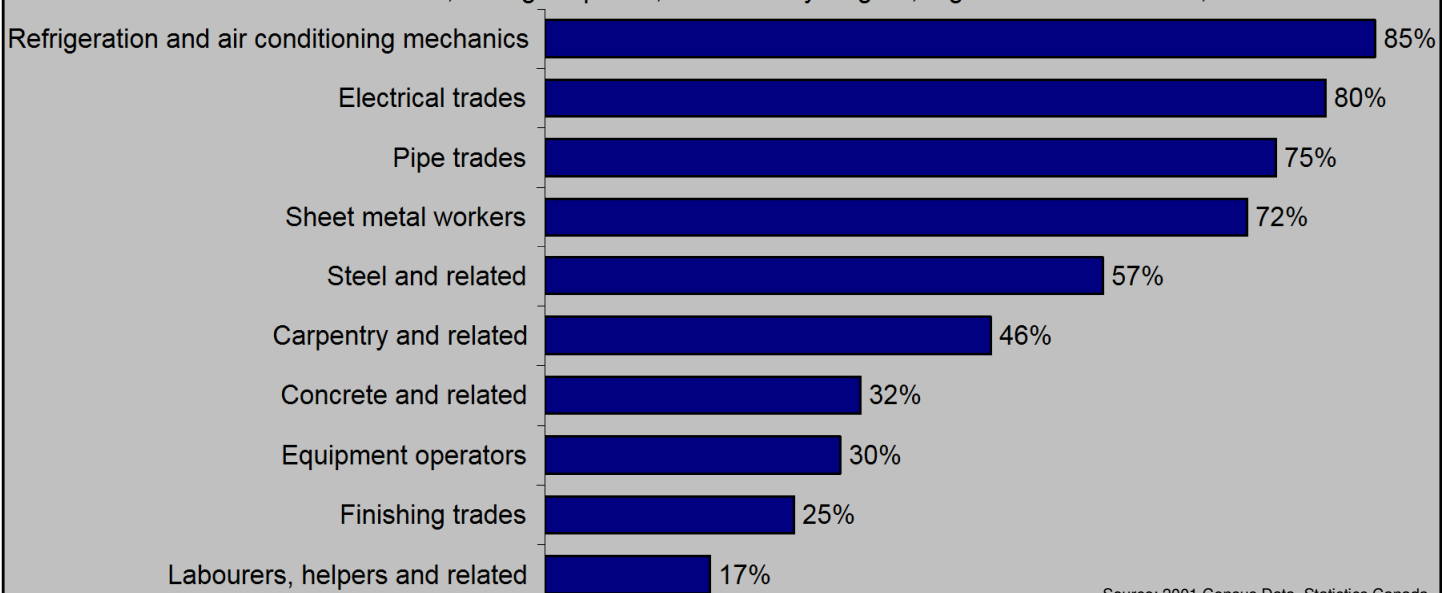
Source: 2001 Census Data, Statistics Canada

### Retirement Forecasts

Construction millwrights and industrial mechanics have the largest volume of forecasted retirements in this region and the potential for greatest replacement demand. The pipe trades have a high percentage of the workforce forecasted to retire by 2011. This may put added strain on the normal recruitment and skills training process.

### Educational Attainments

Proportion of Labour Force in Construction Trade Groups with Trade Certificate, College Diploma, or University Degree, Elgin-Middlesex-Oxford, 2001



Source: 2001 Census Data, Statistics Canada

Collectively, 47% of this region's construction workforce has post-secondary training. Refrigeration and air conditioning mechanics represent the highest concentration of post-secondary graduates.

### New Faces?

The construction industry is competing with many other industries that have similar demographic profiles and are also facing future labour shortages. In order to attract and retain the same groups of people that these other industries are also trying to attract and retain, the construction industry must raise its profile and become an industry and a career path of choice for an increasing number and variety of people. Visible minorities are underrepresented in this region's construction industry with 4% of the employment compared to a 6% share of all other occupations.

### Workforce Composition

Elgin-Middlesex-Oxford, 2001

	Construction	All Occupations
Men	97%	53%
Women	3%	47%
Visible Minorities	4%	6%
Aboriginals	1%	1%
Francophones	2%	2%
Recent Immigrants	1%	1%

Source: 2001 Census Data, Statistics Canada

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