

Workforce Focus

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

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Compensation

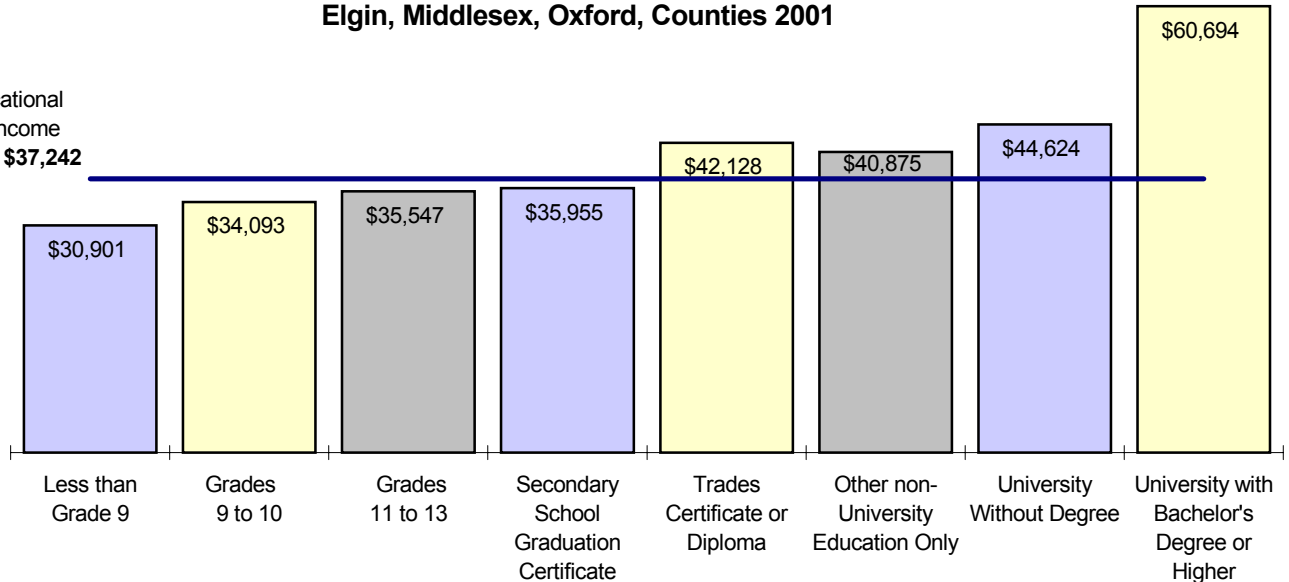
- Occupational and Educational comparisons
- Employee satisfaction

Show me the Money!

Earnings by Educational Attainment

Elgin, Middlesex, Oxford, Counties 2001

All Educational Levels Income Median: **\$37,242**



Source: 2001 Census Data, Statistics Canada

Pay Satisfaction

Employee Characteristics	% of employees who are satisfied with their pay		
	Not satisfied	Satisfied	Very satisfied
Overall	23.5	57.9	18.3
Educational Attainment			
Less than high school	23.5	60.9	15.3
High school	20.8	58.5	20.5
Some university or post secondary	24.8	57.3	17.6
University	22.7	57.2	20.1
Occupational Group			
Managers	15.4	62.8	21.6
Professionals	25.9	57.2	16.7
Technical/Trades	23.4	58.2	18.3
Marketing/ Sales	24.1	59.9	15.8
Clerical/ Administrative	25.7	52.6	21.3
Production workers	26.5	58.3	15.2

Source: 2001 Workplace and Employee Survey, Statistics Canada

Earnings and Education

The annual employment income median is \$37,242. This number represents what the middle person of the region's 177,820 full year, full time workers earns yearly. When examining earnings by educational attainment, this median divides those with a high school graduation certificate or less, from those with a trade, college, or university education.

Satisfaction Levels by Income

Overall, 76% of workers are satisfied with their pay. Interesting findings :

- By educational attainment, those with less than a high school education are most "satisfied", yet least "very satisfied". Those with some university or post secondary are least satisfied.
- By Occupation, managers are most satisfied. Production workers are least satisfied.



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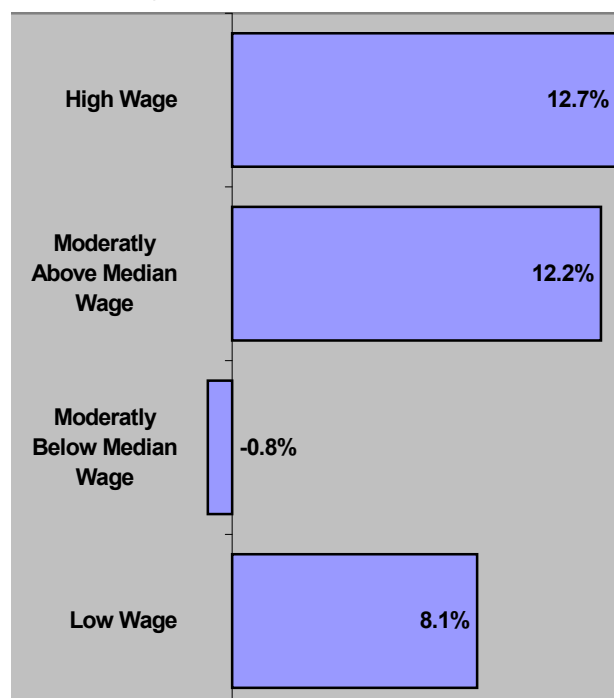
**Occupational Incomes with Comparison to Ontario Average
Elgin, Middlesex, Oxford, 2001**

	Occupation	Average Income	% of ON. Average
High wage	Senior Managers	91,034	73%
	Professionals in Health	69,333	100%
	Professionals in Business and Finance	60,647	89%
	Professionals in Natural & Applied Sciences	59,246	93%
	Professionals in Social Science, Education, Government Services, & Religion	55,448	95%
	Processing, Manufacturing, & Utilities Supervisors & Skilled Operators	54,968	101%
	Middle & other Managers	52,352	86%
Moderately above median wage	Tech. Occ's Related to Natural & Applied Science	45,842	93%
	Trades & Skilled Transport & Equipment Operator	43,761	96%
	Technical & Skilled Occupations in Health	41,561	100%
	Skilled Sales & Service Occupations	41,106	95%
	Processing & Manufacturing Machine Operators & Assemblers	40,046	108%
	Intermediate Occs. in Transport, Equipment	37,894	101%
Moderately below median wage	Professionals in Art & Culture	36,812	80%
	Skilled Administrative & Business Occupations	36,194	92%
	Trades Helpers, Construction Labourers & Related Occupations	35,522	101%
	Labourers in Processing, Manufacturing & Utilities	33,895	103%
	Intermediate Sales & Service Occupations	33,046	94%
	Clerical Occupations	32,595	96%
	Labourers in Primary Industry	31,608	98%
	Technical & Skilled Occupations in Art, Culture, Recreation and Sport	31,541	83%
	Assisting Occ's in Support of Health Services	29,179	101%
	Paraprofessional Occs. in Law, Social Services,	28,092	91%
Low wage	Skilled Occupations in Primary Industry	27,044	86%
	Elemental Sales and Service Occupations	25,052	96%
	Intermediate Occupations in Primary Industry	23,476	94%
	Total - All Occupations	42,824	91%

Source: 2001 Census Data, Statistics Canada

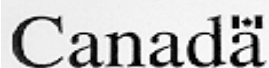
Comparing to the Province
Collectively, the region's workers earn 91% of the provincial average. The local cost of living has a significant influence on this income level. Senior managers are the top earners of the region, yet earn the least of all occupations when compared to their counterparts across the province. Also fairing poorly by this comparison are Professionals in Art & Culture, and Technical & Skilled Occupations in Art, Culture, Recreation and Sport. Fairing best are Processing & Manufacturing Machine Operators & Assemblers who earn 108% of the provincial average.

**Employment Growth by Occupational Wage Group
Elgin, Middlesex, Oxford, 1996-2001**



Source: 2001 Census Data, Statistics Canada

Employment Growth
The annual employment income median for the region is \$37,242. Occupations which on average earn over or less than 25% of this median are High wage and Low wage, with all other occupations falling into moderately above or below median wage categories. Overall the region enjoyed 7.2% growth in this period. The only group suffering a net loss in employment was the moderately below median wage earners. Within this group, gains in Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance, were overcome by losses in Intermediate Sales and Service Occupations, and Clerical Occupations.



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