

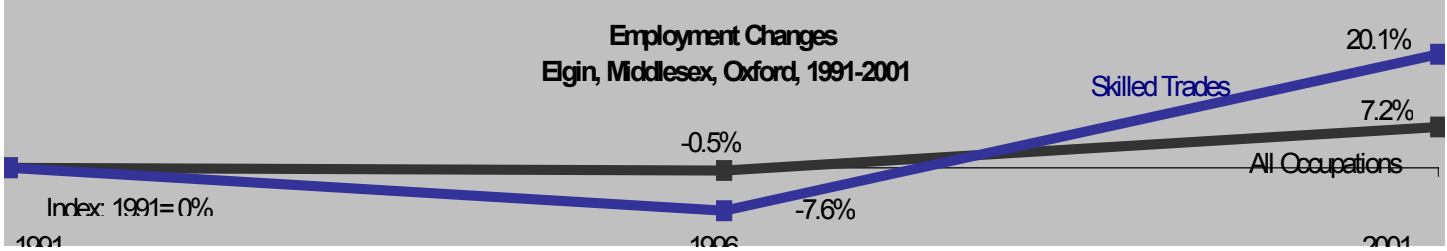
Workforce Focus

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

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Trades Employment Change 10 largest net gains and losses Elgin, Middlesex, Oxford, 1991-2001

Occupation with NOC Code (Specific Trade in brackets where needed)	Employment levels by year		
	1991	2001	10 year change
7321 Motor Vehicle Mechanics, Technicians and Mechanical Repairers	2430	3055	625
3414 Other Aides and Assistants in Support of Health Service (Optics Technician)	460	1065	605
7241 Electricians ,Except Industrial and Power System	630	1060	430
7242 Industrial Electricians	400	725	325
7232 Tool and Die Makers	680	990	310
7313 Refrigeration and Air Conditioning Mechanics	165	460	295
7251 Plumbers	495	775	280
9511 Machining Tool Operators	425	695	270
7271 Carpenters	1325	1575	250
7295 Floor Covering Installers	195	400	205
7231 Machinists and Machining and Tooling Inspectors	1340	1220	-120
6251 Butchers and Meat Cutters, Retail and Wholesale	435	305	-130
6252 Bakers	905	745	-160
8253 Farm Supervisors & Specialized Livestock Workers (Herdspeople, Horse Groom)	490	300	-190
2242 Electronic Service Technicians	925	710	-215
4212 Community and Social Service Workers	1675	1440	-235
1472 Storekeepers and Parts Clerks	980	640	-340
6242 Cooks	2920	2495	-425
7611 Construction Trades Helpers and Labourers	2445	1930	-515
9483 Electronics Assemblers, Fabricators, Inspectors & Testers	900	270	-630

Source: 2001 Census Data, Statistics Canada

Source: Statistics Canada 2001: A special compilation for the EMOLB



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Location Quotient

- Measure of specialization of a community in different sectors or occupations
- $$\frac{\% \text{ local employment in the occupation}}{\% \text{ provincial employment in the occupation}}$$

Location Quotient Interpretation:

- Greater than 1.25: relatively high % employment
-Could indicate a surplus though regions industry strengths must be considered
- 0.75 to 1.25: average % employment
-Indicates no apparent strength or gap
- Less than 0.75: relatively low % employment
-Possible gaps in services

Concentration Level Comparison Number of Tradesperson per Capita Elgin, Middlesex, Oxford, and Ontario 2001

	Occupation with NOC code (Specific Trade in brackets where needed)	E.M.O. % of Labour Force	Ontario % of Labour Force	Location Quotient
Relative High Concentration	8251 Farmers and Farm Managers (Fruit Grower)	2.35%	0.94%	2.50
	8253 Farm Supervisors and Specialized Livestock Workers (Swine and Dairy Herdsperson, Horse Groom)	0.10%	0.05%	2.18
	7373 Water Well Drillers	0.01%	0.01%	1.78
	7316 Machine Fitters (Tool Builder & Integrator)	0.06%	0.03%	1.77
	7265 Welders and related machine operators	0.89%	0.58%	1.54
	7282 Cement Finishers	0.09%	0.06%	1.47
	7291 Roofers and Shinglers	0.15%	0.11%	1.42
	7332 Electric Appliance Servicers and Repairers	0.08%	0.05%	1.42
	7295 Floor Covering Installers	0.14%	0.10%	1.41
	7232 Tool and Die Makers	0.34%	0.24%	1.39
Relative Low Concentration	7283 Tilesetters	0.03%	0.04%	0.76
	7266 Blacksmiths and Die Setters	0.01%	0.01%	0.75
	2242 Electronic Service Technicians	0.24%	0.34%	0.73
	7344 Jewellers, Watch Repairers & Related Occ's	0.03%	0.04%	0.72
	7252 Steamfitters, Pipefitters & Sprinkler System Installers	0.07%	0.10%	0.68
	9452 Fabric, Fur and Leather Cutters	0.03%	0.05%	0.64
	7314 Railway Carmen/women	0.01%	0.02%	0.62
	7315 Aircraft Mechanics and Aircraft Inspectors	0.04%	0.06%	0.56
	2243 Industrial Instrument Technicians and Mechanics	0.02%	0.07%	0.36
	9483 Electronics Assemblers, Fabricators, Inspectors and Testers (Micro electronics manufacturer, Surface mount assembler)	0.09%	0.29%	0.32

Source: 2001 Census Data, Statistics Canada

In order to examine employment levels for the skilled trades, they must be classified into a National Occupational Code, which in some cases is broader than a specific trade. The trade of fruit grower for example falls into framers and farm managers, limiting the degree to which we can draw conclusions (though it is interesting how concentrated the region is in farmers). Construction and Industrial trades make up most of the high concentration trades where a surplus could be occurring. Specialized technical trades like Electronics manufacturer, Instrument technician, and aircraft mechanics, are trades in which a shortage of supply may exist.

Income Comparisons

**Annual Incomes for full time/ full year trades people
Elgin, Middlesex, Oxford, and Ontario 2001**

	Occupation with NOC Code (Specific Trade in brackets where needed)	E.M.O.	ON.	E.M.O % of ON
	All trades	\$ 37538	\$ 39014	96%
Relative High Income	7266 Blacksmiths and Die Setters	61006	45878	133%
	9485 Assemblers, Fabricators and Inspectors, Industrial Electrical Motors and Transformers	38991	32973	118%
	7263 Structural Metal and Platework Fabricators and Fitters	49201	42026	117%
	7295 Floor Covering Installers	35015	30039	117%
	7314 Railway Carmen/women	55623	47878	116%
	7262 Boilermakers	52474	46901	112%
	7244 Electrical Power Line and Cable Workers	61981	57079	109%
	7318 Elevator Constructors and Mechanics	64982	60114	108%
	9511 Machining Tool Operators	42076	39055	108%
	8251 Farmers and Farm Managers (Fruit Grower)	21498	19991	107%
Relative Low Income	7272 Cabinetmakers	25050	30054	83%
	7282 Cement Finishers	33312	39986	83%
	7334 Motorcycle and Other Related Mechanics	32574	39156	83%
	8253 Farm Supervisors and Specialized Livestock Workers (Swine and Dairy Herdsperson, Horse Groom)	20009	24980	80%
	2243 Industrial Instrument Technicians and Mechanics	47633	59686	80%
	7291 Roofers and Shinglers	24027	30680	78%
	7293 Insulators	31047	40228	77%
	7344 Jewellers, Watch Repairers and Related Occupations	19993	26370	76%
9452 Fabric, Fur and Leather Cutters	17280	25087	69%	
7283 Tilesetters	24135	36018	67%	

Source: 2001 Census Data, Statistics Canada

Compensation Comparisons

The median tradesperson in the region earns \$ 37,538 yearly, while the provincial counterpart earns \$ 39,014. The local cost of living has an influence on earnings for all occupations. Blacksmiths and Die Setters fair particularly well in this region, earning 33% more than the provincial norm. On the other end, Tilesetters fair quite poorly, earning 33% less than their provincial counterparts.

Regions trades well compensated

The median trades person in Elgin Middlesex, Oxford, makes 96% of the Ontario trades worker median. However, all occupations for the region earn 91% of the provincial counterparts. As a result the regions median trades person makes nearly \$300 more a year than the median regional worker, compared to the province where a skilled trades person makes nearly \$600 less than the median worker.

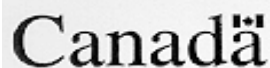
Skilled Trades Survey

The Elgin, Middlesex, Oxford, Training Board has been conducting an on-going survey of skilled trades employers, seeking to identify the trades workforce composition, apprenticeship practices, and future demand. The following is a summary of the feedback obtained to date.

Trades Workforce		
Certification Rate Certified trades people divided by all people working in trades.	74%	
Average Retirement Age	60.7	
1 Year Retirement Rate Share of trades people expected to retire in the next year.	3.4%	
5 Year Retirement Rate Share of trades people expected to retire in the next 5 years.	9.6%	
Apprentices		
Training Rate Share of trades employers who have trained apprentices in the last 5 years.	77.3%	
Completion Rate (with initial employer) Share of apprentices who have successfully completed their apprenticeship with their original employer in the last 5 years.	65%	
Transfer Rate Share of apprentices who switched employers during their apprenticeship in the last 5 years.	26.5%	
Withdraw Rate Share of apprentices who have withdrawn from their apprenticeship in the last 5 years.	8.2%	
Hiring Rate Share of apprentices hired upon apprenticeship completion by their training employer in the last 5 years.	90.6%	
2 Year Retention Rate Share of former apprentices remaining employed with their training employer after 2 years	75.0%	
Hiring Estimates		
Employers were asked how many of each type of worker they would like to hire:	In Next Year	In Next 5 Years
New apprentices Initial signing	.9	1.7
Experienced apprentices Currently apprenticing elsewhere	.7	1
Uncertified workers Able to work in trade but are not certified	.3	.6
Certified journey persons Certified in trade they are working in	1.1	1.6
Supply and Demand		
Employers experiencing difficulty finding trades workers in the past	87%	
Employers anticipating difficulty finding trades workers in the future	91%	

Participate in the Skilled Trades Survey

Regional employers are invited to visit the Local Training Board website at www.localboard.on.ca to fill out a survey.



**SEE MORE LABOUR MARKET INFORMATION
ON THE WEB AT WWW.LOCALBOARD.ON.CA**



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