

# Workforce Focus

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

**In this Issue:  
TOPS highlights**

- The 7 workforce development issues identified in the annual Trends, Opportunities, & Priorities document released this month.

## IDENTIFYING AND ADDRESSING SKILLED TRADES SHORTAGES

Trade-Employing Sector	Trend	Employment % Change 1991-2001
Manufacturing	A lack of highly skilled trades professionals is a concern across the sector which employs 60,000 workers, or 17.8% of the regions workforce.	 11.7%
Construction	A record 700 million in building permits in 2003 for the region has created a skilled labour shortage.	 3.3%
Agriculture	Despite sector retraction, the transition to modern farming brings a greater need for the skilled trades of the sector.	 22.6%

**Skilled trade shortages result from :**

- Perceived undesirability of trades career
- Lack of focus by education to trades
- Employers difficulty in attracting apprentices and journeypersons

**Initiatives to address shortages:**

- Provide labour market information on where and when the shortages may occur
- Promote trades within High Schools
- Improve transitioning from school to work
- Integrate trades into the education system

## HEALTH CARE SHORTAGES

**Main Issues**

**High turnover among young nurses:**

- Often limited to part time or casual work
- Downloading of tasks
- Intergenerational conflict
- Transferability of skills

**Lack of general practitioners:**

- Med. students more attracted to Lab and hospital opportunities
- Long hours and entrepreneurial aspect
- Lack of succession planning
- Under supply of residences for training

**Community Action Proposals**

**Nursing Mentorship:** Aging nurses mentor younger ones to curb retention problem.

**Health professionals with disabilities:** Skills can be used in higher administration.

**Community Residency Program :** Address doctor shortage in rural areas.

**Pooling General Practitioner Resources:** Alleviate practice start up costs.

**Recognition of Foreign Training:** Competency based assessments for FTP's.

## AGING WORKFORCE

The average age of the region's employed workforce is increasing but at a much slower rate than the province as a whole. However, with the retirement of the baby boom generation there is potential for considerable shortages.

**Occupations with the greatest share of workforce over 50:**

Skilled Occupations in Primary Industry	47.0%
Senior Management Occupations	41.4 %
Skilled Administrative & Business Occupations	31.2%

The aging workforce in the healthcare sector is of notable concern. From 1996-2001 the share of healthcare professionals over 45 grew from 28% to 46%.

Researching workforce statistics and trends in order to identify gaps is a proposed action to address this demographic shift.



For more information please contact The Local Training Board at:  
705 Consortium Court, London ON N6E 2S8 (519) 672-3499 info@localboard.on.ca

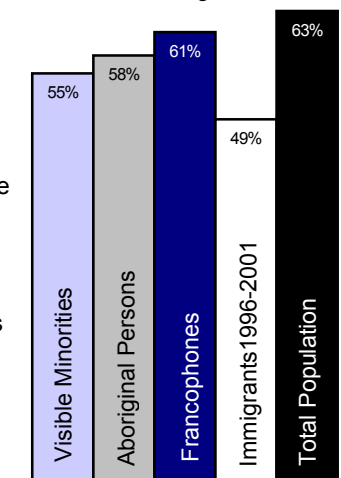
## Under-Representation of Equity Groups Among Higher Level Occupations

The polarization of incomes is greater among immigrants than any other group. Though to a lesser extent, visible minorities are also polarized in their incomes. Aboriginals are least represented in the high wage occupations, while Francophones are essentially on par with the total population in the income category.

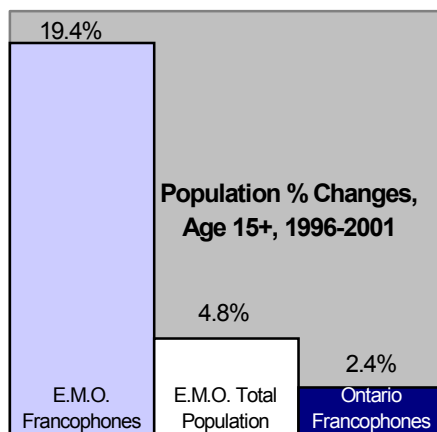
Employment opportunities have not responded to qualifications as immigrants who immigrated to the region between 1996 and 2001 had a much higher level of education than did immigrants landing from 1991 to 1996. The medical sector is a primary example of how delays in recognition of credentials often make it difficult for foreign trained immigrants to continue a profession.

Identifying higher level occupations where equity groups may have an opportunity for employment is a community issue to undertake.

Employment Rates  
EMOLTB Region, 2001



## Growing French Speaking Community



The region's Francophone population is growing at a much faster rate than the region as a whole and the Ontario wide Francophone population. This growth requires additional services for the French speaking community, which is made difficult as the community is scattered throughout the region.

In addition, many funding organizations only recognize as French-Canadian, individuals whose mother tongue is French. This excludes a segment of immigrants who speak French at home despite having a different mother tongue.

A goal is to develop a better understanding of the number of people in the community that use French as their language at home.

## Fewer Employees With More Responsibilities

A trend in the service sector is the need for trained and energetic people with sales experience. The problem is the sector's perceived undesirability as a career for much of its young workforce. This results in a high turnover rate and a lack of on the job training.

Improving workforce practices in Small and Medium size business will help them to respond more effectively as workforce needs arise. Initiatives include providing resources and workshops for small and medium size enterprises, and creating a community event that provides access to students leaving high school and entering the workforce.

## Environmental Movement Entering Mainstream

Occupations in environmental fields are becoming more prevalent in our community.

Construction Industry: Designing sophisticated, energy conserving buildings.

London Home Builders Association: Implementing an enviro-guide for housing.

Automotive Industry: Expanding hybrid vehicle lines.

Needed is career awareness information for students and teachers, detailing the environmental careers in a variety of sectors.

Mentoring and apprenticeship possibilities in new occupations will also be explored.

Canada

SEE OUR FULL TOPS REPORT ON THE WEB AT  
[WWW.LOCALBOARD.ON.CA](http://WWW.LOCALBOARD.ON.CA)

Ontario