

# THE LABOUR MARKET REPORT



# Contents

Issue 3 – January 2017 .....	1
Contents .....	2
Labour Force .....	3
Chart 1 - Participation, Employment and Unemployment Rates – 2015 and 2016.....	3
Employment .....	3
Chart 2 - Annual Employment by Industry.....	3
Chart 3 - Annual Employment by Occupation Type.....	5
On-line Job Postings .....	6
Chart 4 - Job postings by locations (total 3 <sup>rd</sup> and 4 <sup>th</sup> Quarter 2016).....	6
Chart 5 - Job postings by industry (3 <sup>rd</sup> and 4 <sup>th</sup> Quarter 2016).....	7
Chart 6 - Top 10 Job Posting by NOC (3 <sup>rd</sup> and 4 <sup>th</sup> Quarter 2016) .....	7
Chart 7 - Job postings by Skill Levels by Occupation (Top 5 postings in each category) .....	8



**Workforce Planning Board**  
of Waterloo Wellington Dufferin

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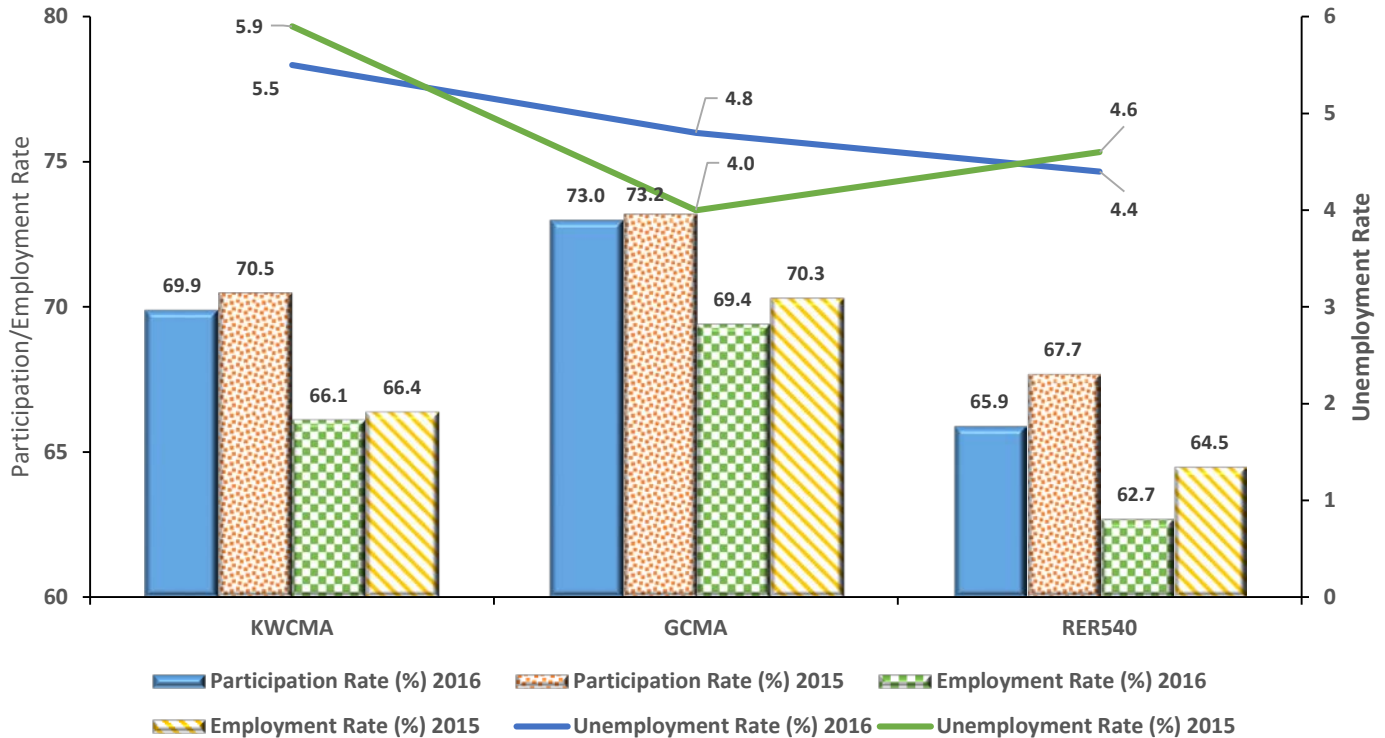


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# THE LABOUR MARKET REPORT

## Labour Force

Chart 1 - Participation, Employment and Unemployment Rates – 2015 and 2016<sup>1</sup>



Source: Statistics Canada, CANSIM 282-0123 + 282-0129

## Employment

Chart 2 - Annual Employment by Industry

Industry	RER540 2015	RER540 2016	Diff	KCMA 2015	KCMA 2016	Diff	GCMA 2015	GCMA 2016	Diff
Total employed	231.9	229.6	-2.3	279.8	281.6	1.8	90.5	90.6	0.1
Agriculture	X	X	X	X	1.6	X	X	X	X
Forestry, Fishing, Mining, Quarrying, Oil and Gas	X	X	X	X	X	X	X	X	X
Utilities	X	X	X	1.7	X	X	X	X	X
Construction	22.1	21.7	-0.4	18.5	19.6	1.1	5.6	6.1	0.5
Manufacturing	36.1	40.4	3.8	48.3	49.3	1.0	15.9	16.6	0.7
Trade	33.1	35.4	2.3	39.4	41.3	1.9	11.2	12.7	1.5

<sup>1</sup> **KWCMA** consists of Waterloo Region minus Wilmot & Wellesley Townships; **GCMA** consists of the City of Guelph and Guelph Eramosa Township; **Rural ER540 (RER540)** consists of Waterloo Region, Wellington, Dufferin and Simcoe Counties minus the CMAs of Barrie, Guelph and KW.

Industry	RER540 2015	RER540 2016	Diff	KCMA 2015	KCMA 2016	Diff	GCMA 2015	GCMA 2016	Diff
Transportation and Warehousing	13.5	9.8	-3.7	13.1	12.5	-0.6	2.2	2.3	0.1
Finance, Insurance, Real Estate and Leasing	9.5	7.6	-1.9	22.3	23.4	1.1	4.7	4.0	-0.7
Professional, Scientific and Technical Services	10.4	10.0	-0.4	21.0	25.6	4.6	8.0	7.4	-0.6
Business, Building and other Support Services	6.5	9.1	2.6	11.0	9.5	-1.5	2.5	3.8	1.3
Educational Services	17.1	12.0	-5.1	25.2	27.7	2.5	10.8	10.5	-0.3
Health Care and Social Assistance	30.1	27.8	-2.3	27.6	25.2	-2.4	10.2	9.6	-0.6
Information, Culture and Recreation	7.2	7.9	0.7	9.8	9.5	-0.3	3.4	3.3	-0.1
Accommodation and Food Services	16.7	18.0	1.3	20.5	15.8	-4.7	6.1	5.8	-0.3
Other Services	11.0	10.2	-0.8	11.6	10.6	-1.0	4.2	3.1	-1.1
Public Administration	8.6	8.8	0.2	8.2	8.9	0.7	4.6	4.1	-0.5

Source: CANSIM 282-0131 and 282-0125

Manufacturing employment continues to steadily rise across all three geographic areas. Employment in P.S.T (Professional, Scientific and Technical Services) in Guelph has stabilized after a couple of years of high growth rates. P.S.T in KCMA was the sector with the highest employment growth across all three regions.

Chart 3 - Annual Employment by Occupation Type

NOC	RER540			KCMA			GCMA		
	2015	2016	Diff.	2015	2016	Diff.	2015	2016	Diff.
Management Occupations	21.6	21.8	0.2	20.1	22.7	2.6	7.4	6.8	-0.6
Business, Finance and Administration Occupations	29.6	33.5	3.9	45.2	45.3	0.1	12.5	11.4	-1.1
Natural and Applied Sciences and related Occupations	10.8	12.0	1.2	27.3	30.0	2.7	8.5	7.3	-1.2
Health Occupations	16.8	15.0	-1.8	14.3	14.6	0.3	6.0	5.6	-0.4
Occupations in Education, Law and Social Community and Government Services	24.2	19.8	-4.4	32.3	32.9	0.6	13.2	15.0	1.8
Occupations in Art, Culture, Recreation and Support	5.4	4.9	-0.5	7.5	8.2	0.7	3.5	2.7	-0.8
Sales and Service Occupations	52.4	57.3	4.9	66.0	62.2	-3.8	20.9	21.8	0.9
Trades, Transport and Equipment Operators and Related Occupations	44.8	39.6	-5.2	36.2	39.6	3.4	9.9	10.1	0.2
Natural Resources, Agriculture and Related Production Occupations	8.7	6.1	-2.6	2.4	2.3	-0.1	X	X	X
Occupations in Manufacturing and Utilities	19.9	20.9	1	28.6	23.8	-4.8	7.7	8.7	1.0

Source: CANSIM 282-0159 and 282-0157

The tables used to provide this occupation data in previous reports have been discontinued by StatsCanada in 2015. We apologize for any inconvenience to may cause with comparison to previous data.

Although Manufacturing employment increased in KCMA in 2016, the types of occupations directly associated with the industry saw a decline in employment. Recruitment difficulties within the industry may be resulting in unfilled jobs thus reflected in these declining numbers.

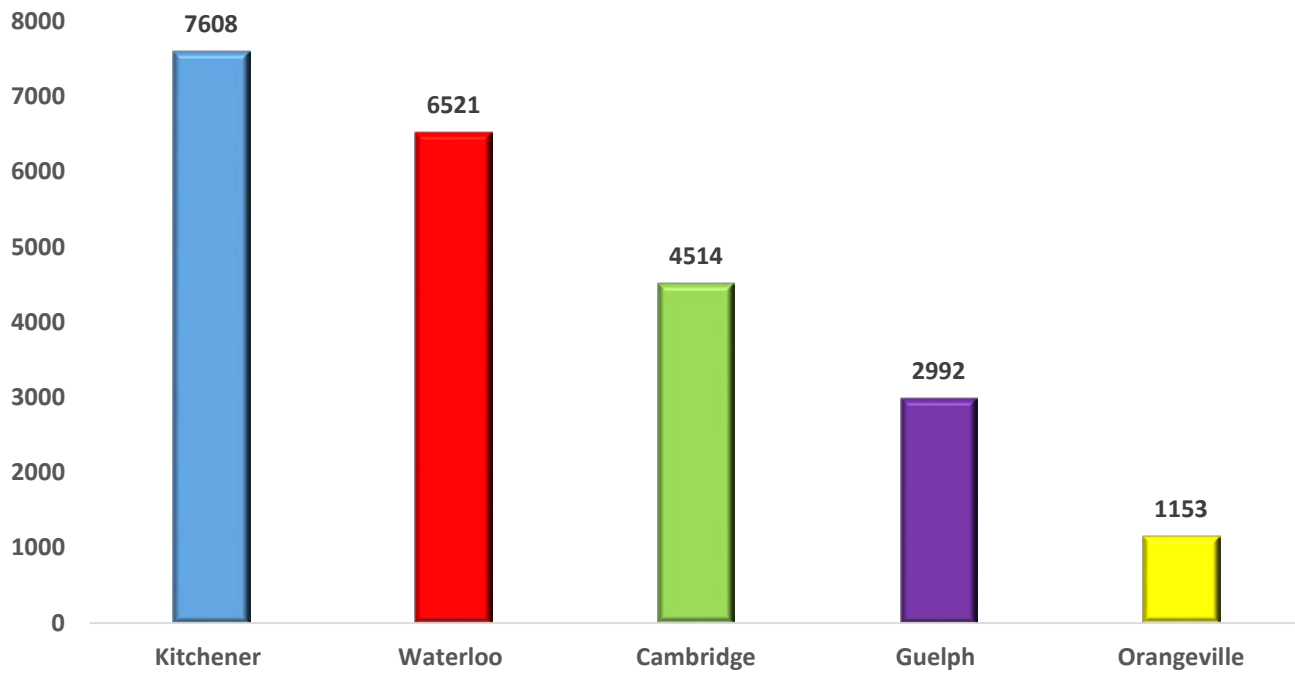
# On-line Job Postings

*Online Job postings for 3<sup>rd</sup> and 4<sup>th</sup> Quarter 2016*

There were a total of 23,948 jobs posted in Waterloo Wellington Dufferin between July 1<sup>st</sup> and December 31<sup>st</sup> 2016.

There were a total of 17,714 postings that could be associated with a NOC Code. There were a further 6,234 Job Titles that did not provide enough information to associate them with a NOC Code.

Chart 4 - Job postings by locations (total 3<sup>rd</sup> and 4<sup>th</sup> Quarter 2016)



Source: Vicinity Jobs

Chart 5 - Job postings by industry (3<sup>rd</sup> and 4<sup>th</sup> Quarter 2016)

NAICS	Industry	Number of Postings in WWD
11	Agriculture, Forestry, Fishing and Hunting	1
21	Mining, Quarrying, and Oil and Gas Extraction	0
22	Utilities	5
23	Construction	169
31-33	Manufacturing	1,290
41	Wholesale Trade	390
44-45	Retail Trade	1,296
48-49	Transportation and Warehousing	254
51	Information and Cultural Industries	441
52	Finance and Insurance	1,775
53	Real Estate and Rental and Leasing	397
54	Professional, Scientific and Technical Services	871
55	Management of Companies and Enterprises	6
56	Administrative and Support, Waste Management and Remediation Services	1,112
61	Educational Services	631
62	Health Care and Social Assistance	69
71	Arts, Entertainment and Recreation	117
72	Accommodation and Food Services	238
81	Other Services (Except Public Administration)	185
91	Public Administration	152

Source: Vicinity Jobs

Chart 6 - Top 10 Job Posting by NOC (3<sup>rd</sup> and 4<sup>th</sup> Quarter 2016)

4 Digit NOC	Number of Postings
6421 – Retail Salespersons	1,213
6552 – Other Customer and Information Services Representatives	765
6623 – Other Sales Related Occupations	751
0621 – Retail and Wholesale Trade Managers	607
2173 – Software Engineers and Designers	605
6411 – Sales and Account Representatives – Wholesale Trade (non-technical)	495
7511 – Transport Truck Drivers	361
4412 – Home Support Workers, Housekeepers and Related Occupations	343
3012 – Registered Nurses and Registered Psychiatric Nurses	308
1411 – General Office Support Workers	306

Source: Vicinity Jobs

Chart 7 - Job postings by Skill Levels by Occupation (Top 5 postings in each category)  
3<sup>rd</sup> and 4<sup>th</sup> Quarter 2016

<b>A: University Education</b>	
0621 – Retail and Wholesale Trade Managers	607
2173 – Software Engineers and Designers	605
3012 – Registered Nurses and Registered Psychiatric Nurses	308
0601 – Corporate Sales Managers	223
0125 – Other Businesses Services Managers	219
<b>B: College or Vocational Education or Apprenticeship Training</b>	
7311 – Construction Millwrights and Industrial Mechanics	273
6322 – Cooks	241
1241 – Administrative Assistants	199
7237 – Welders and Related Machine Operators	167
1221 – Administrative Officers	164
<b>C: Secondary School and/or Occupation-Specific Training</b>	
6421 – Retail Salespersons	1,213
6552 – Other Customer and Information Services Representatives	765
6411 – Sales and Account Representatives – Whole Trade (non-technical)	495
7511 – Transport Truck Drivers	361
4412 – Home Support Workers, Housekeepers and Related Occupations	343
<b>D: On-the-job Training or No Formal Education Required</b>	
6623 – Other Sales Related Occupations	750
6611 – Cashiers	289
6622 – Store Shelf Stockers, Clerks and Order Fillers	278
9619 – Other Labourers in Processing, Manufacturing and Utilities	215
6711 – Food Counter Attendants, Kitchen Helpers and Related Support Occupations	147

Source: Vicinity Jobs