

THE LABOUR MARKET REPORT



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Workforce Planning Board
of Waterloo Wellington Dufferin

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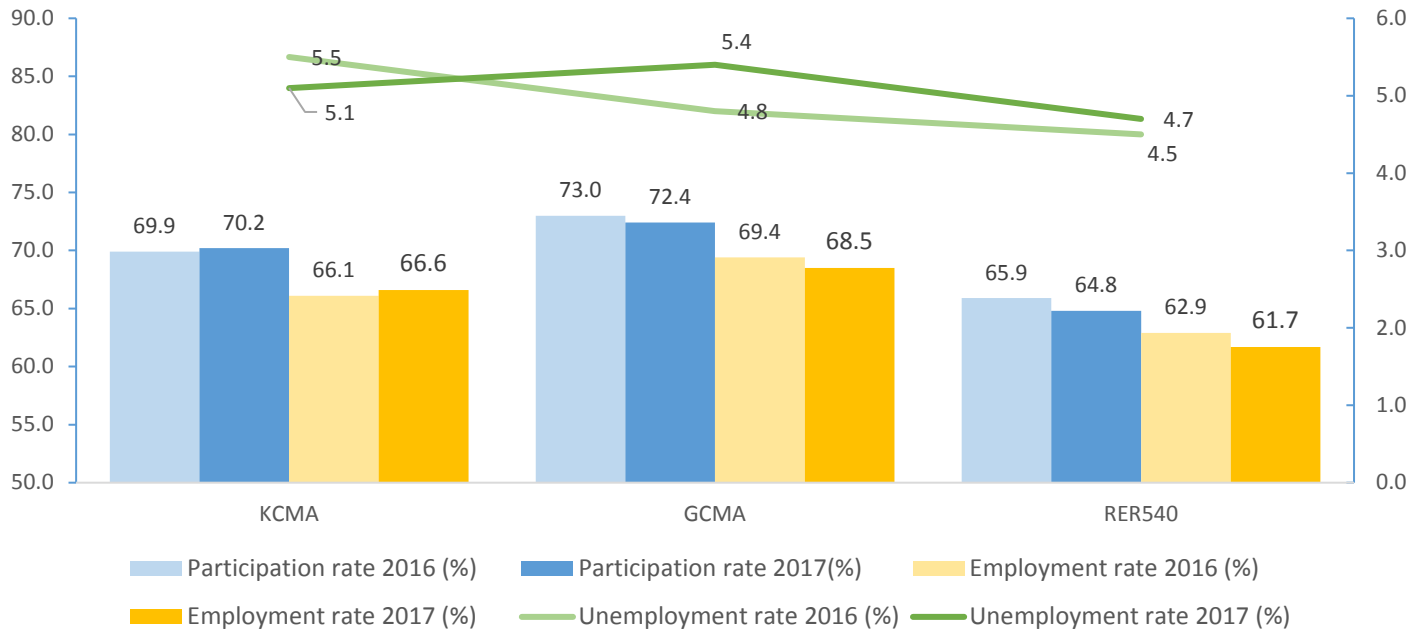


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The views expressed in this document do not necessarily reflect those of the Government of Canada and the Government of Ontario.

THE LABOUR MARKET REPORT

Labour Force

Chart 1 - Participation, Employment and Unemployment Rates – 2016 and 2017¹



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



¹ **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.

Employment

Chart 2 - Annual Employment by Industry

Industry	KWCMA			GCMA			RER540		
	2016	2017	Diff	2016	2017	Diff	2016	2017	Diff
Total employed (x 1,000)	281.6	287.8	2%	90.6	90.8	0%	229.6	229.5	0%
Agriculture	x	x	x	x	x	x	x	x	x
Forestry, Fishing, Mining, Quarrying, Oil and Gas	x	x	x	x	x	x	x	x	x
Utilities	x	x	x	x	x	x	x	x	x
Construction	19.6	19.6	0%	6.1	5.7	-7%	21.7	25.4	17%
Manufacturing	49.3	51.3	4%	16.6	16.8	1%	40.4	34.7	-14%
Wholesale and Retail trade	41.3	40.3	-2%	12.7	11.7	-8%	35.4	36.8	4%
Transportation and Warehousing	12.5	10.4	-17%	2.3	2.3	0%	9.8	11.3	15%
Finance, Insurance, Real Estate, Rental and Leasing	23.4	22.8	-3%	4	5.2	30%	7.6	8.8	16%
Professional, Scientific and Technical Services	25.6	24.9	-3%	7.4	7.5	1%	10	12.3	23%
Business, Building and Other Support Services	9.5	10	5%	3.8	2	-47%	9.1	10.6	16%
Educational Services	27.7	25.6	-8%	10.5	11.8	12%	12	12.6	5%
Health Care and Social Assistance	25.2	29.2	16%	9.6	9.5	-1%	27.8	29	4%
Information, Culture and Recreation	9.5	9	-5%	3.3	3.4	3%	7.9	10.4	32%
Accommodation and Food Services	15.8	20.1	27%	5.8	6	3%	18	14.5	-19%
Other Services	10.6	10.1	-5%	3.1	2.7	-13%	10.2	8.3	-19%
Public Administration	8.9	9.3	4%	4.1	3.9	-5%	8.8	7.3	-17%

Source: Statistics Canada CANSIM 282-0131 and 282-0125

Despite significant demand for workers in the Transportation and Warehousing sector the number of people working continues to decline. This likely means there are a significant number of vacant positions.

Chart 3 - Annual Employment by Occupation Type (# employed per NOC x 1,000)

National Occupational Classification (NOC)	KCMA			GCMA			RER540		
	2016	2017	Diff	2016	2017	Diff	2016	2017	Diff
Management Occupations	22.7	27.4	21%	6.8	6.3	-7%	21.8	23.4	7%
Business, Finance and Administration Occupations	45.3	43.6	-4%	11.4	13.7	20%	33.5	29.6	-12%
Natural and Applied Sciences and Related Occupations	30	28.1	-6%	7.3	7.6	4%	12	9.8	-18%
Health Occupations	14.6	16.7	14%	5.6	6.7	20%	15	17.7	18%
Occupations in Education, Law and Social, Community and Government Services	32.9	32.4	-2%	15	12.2	-19%	19.8	19.9	1%
Occupations in Art, Culture, Recreation and Sport	8.2	6.8	-17%	2.7	2.5	-7%	4.9	7.8	59%
Sales and Service Occupations	62.2	65.9	6%	21.8	19.4	-11%	57.3	54.4	-5%
Trades, Transport and Equipment Operators and Related Occupations	39.6	38	-4%	10.1	12.1	20%	39.6	46.3	17%
Natural Resources, Agriculture and Related Production Occupations	2.3	3	30%	x	x	x	x	x	x
Occupations in Manufacturing and Utilities	23.8	25.9	9%	8.7	9	3%	20.9	14.3	-32%

Source: Statistics Canada CANSIM 282-0159 and 282-0157

Total employment across the 3 regions has remained fairly steady with the exception of KW where an additional 6,000 people were working in 2017.



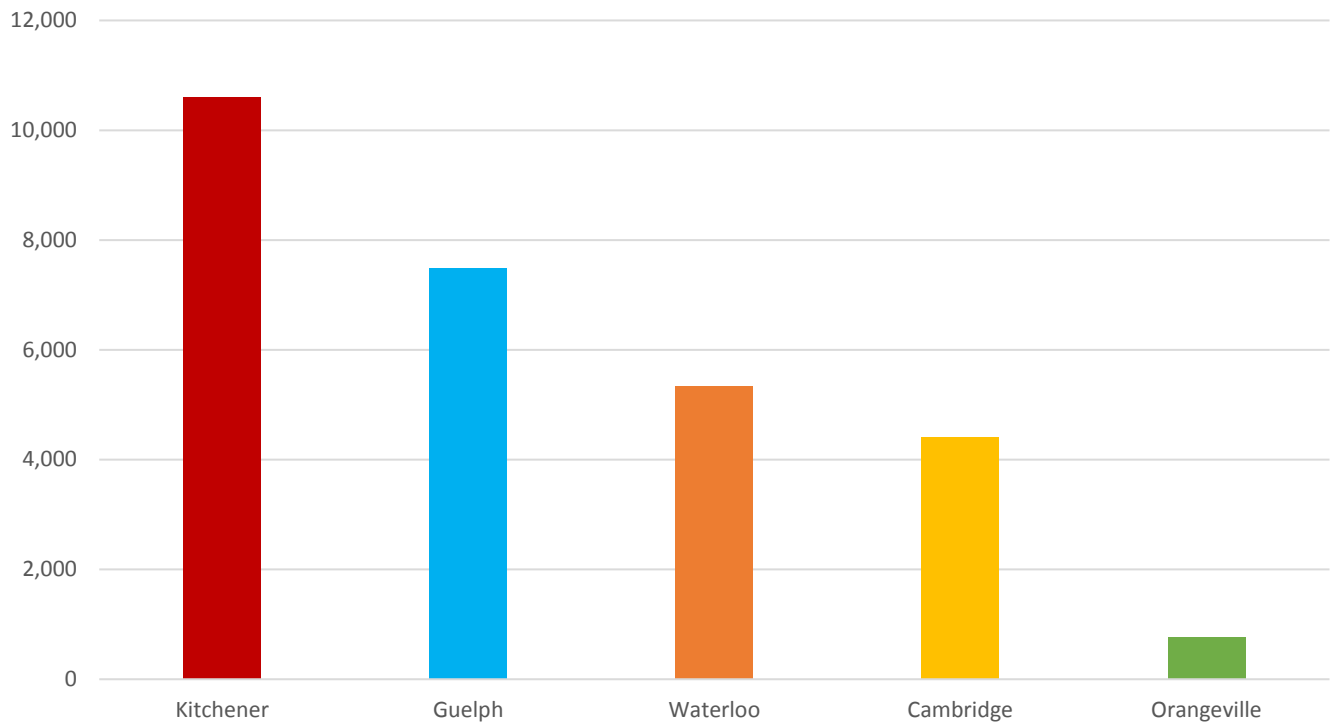
On-line Job Postings

Online Job Postings for 3rd and 4th Quarter 2017

There were 29,789 jobs posted in Waterloo Wellington Dufferin between July 1st and December 31st, 2017.

There were 27,980 postings that could be associated with a NOC Code. There were a further 1,878 job titles that did not provide enough information to associate them with a NOC Code.

Chart 4 - Job Postings by Top 5 Locations (3rd and 4th Quarter 2017)



Source: CEB Talent Neuron

Chart 5 - Job Postings by Industry (3rd and 4th Quarter 2017)

NAICS	Industry	Number of Postings in WWD
11	Agriculture, Forestry, Fishing and Hunting	31
21	Mining, Quarrying, and Oil and Gas Extraction	2
22	Utilities	10
23	Construction	443
31-33	Manufacturing	1,012
41	Wholesale Trade	369
44-45	Retail Trade	1,528
48-49	Transportation and Warehousing	291
51	Information and Cultural Industries	270
52	Finance and Insurance	474
53	Real Estate and Rental and Leasing	165
54	Professional, Scientific and Technical Services	997
55	Management of Companies and Enterprises	57
56	Administrative and Support, Waste Management and Remediation Services	2,117
61	Educational Services	88
62	Health Care and Social Assistance	665
71	Arts, Entertainment and Recreation	102
72	Accommodation and Food Services	644
81	Other Services (Except Public Administration)	458
91	Public Administration	50

Source: CEB Talent Neuron

Chart 6 - Top 10 Job Posting by NOC (3rd and 4th Quarter 2017)

4 Digit NOC	Number of Postings
6421 – Retail Salespersons	1,232
7511 – Transport Truck Drivers	1,046
6211 – Retail Sales Supervisors	930
6552 – Other Customer and Information Services Representatives	845
2174 – Computer Programmers and Interactive Media Developers	772
6711 – Food Counter Attendants, Kitchen Helpers and Related Support	668
6411 – Sales and Account Representatives - Wholesale Trade (non-technical)	503
6311 – Food Service Supervisors	481
6322 – Cooks	452
2282 – User Support Technicians	386

Source: CEB Talent Neuron

Chart 7 - Job postings by Skill Levels by Occupation (Top 5 postings in each category) 3rd and 4th Quarter 2017

A: University Education		
NOC	Description	# of Postings
2174	Computer programmers and interactive media developers	728
1111	Financial auditors and accountants	358
2141	Industrial and manufacturing engineers	316
2171	Information systems analysts and consultants	308
0124	Advertising, marketing and public relations managers	296
B: College or Vocational Education or Apprenticeship Training		
7511	Transport truck drivers	453
2282	User support technicians	234
2175	Web designers and developers	231
9223	Supervisors, electrical products manufacturing	144
3413	Nurse aides, orderlies and patient service associates	142
C: Secondary School		
6421	Retail salespersons	1,083
6211	Retail sales supervisors	751
6552	Other customer and information services representatives	732
6711	Food counter attendants, kitchen helpers and related support	563
6311	Food service supervisors	401

Source: CEB Talent Neuron

Job postings requiring only high school or on the job training continue to make up the largest segment of the current job market.