

Workforce Focus

From the Workforce Planning Board
of Waterloo Wellington Dufferin

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Promising Occupations

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Recession Resistant Sectors

A look at stable or expanding sectors in Ontario from December 2007 to December 2008.

Ambulatory Health Care: Gain of 800 facilities and approximately 3,400 workers for a 2% growth rate.

Nursing and Residential Care: Gain of 4 new large facilities and approximately 500 workers.

Social Assistance: Expansion of services for a 3% growth rate and approximately 2,200 new workers.

Food Services and Drinking Places: Gain of 226 establishments for approximately 3,000 new workers.

Food and Beverage Wholesalers: Gain of 80 establishments for approximately 200 new workers.

Food and Beverage Stores: Gain of 70 stores for approximately 370 workers.

Building Material and Garden Equipment Dealers: Gain of 32 stores for approximately 1,300 new workers.

Health and Personal Care Stores: Gain of 177 stores for approximately 1,500 new workers.

Construction of buildings, heavy and civil construction and specialty trade contractors: Each grew by 2%.

Food Manufacturing: Loss of smaller firms offset by new or expanding large facilities.

Miscellaneous Manufacturing: Sector includes medical equipment, jewelry and silverware, sporting goods, and office supplies among others. Gain of 30 facilities and approximately 360 new workers.

Waste Management and Remediation Services: 5% growth with 22 new facilities and approximately 580 workers.

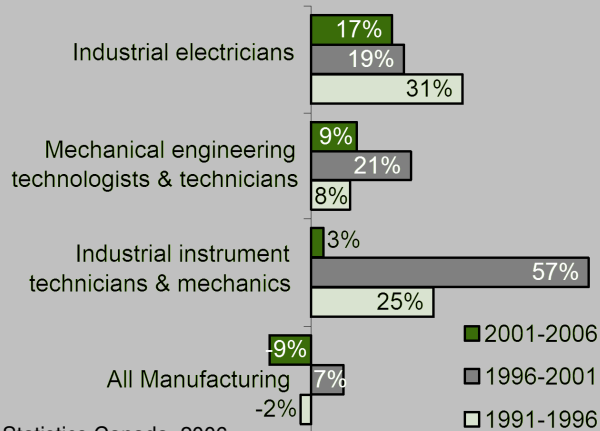
Couriers and messengers: Gain of 39 establishments and approximately 123 workers.

Professional, Scientific and Technical Services: Sector includes legal, accounting, architectural, engineering, computer systems, scientific R & D, and advertising. Gain of approximately 1,800 workers.

Canadian Business Patterns, 2008

Manufacturing's Stable Occupations

5 year growth rates of select occupations, Ontario



Statistics Canada, 2006

These three occupations have consistently grown in Ontario, even when the manufacturing sector as a whole has struggled. It is likely that they will be less threatened in this current recession. Manufacturing sectors anticipated to recover fastest are computers, plastics and rubber, fabricated metals, machinery, wood and furniture.

Source: Centre for Spatial Economics, 2009

Top College Program Employment Rates

These college programs had at least half of their recent graduates working full-time in the related field six months after graduation*

Architectural technology	Horticulture technician
Aviation technician	Human resources management
Business administration- materials and operations management	Insurance
Chemical engineering technology	Interior design
Child and youth worker	Marketing management
Civil engineering technology	Mechanical engineering technician
Computer engineering technology	Motive power technician
Computer systems technology	Office administration executive
Construction engineering technology	Office administration legal
Dental assisting	OT/PT assistant
Dental hygiene	Paramedic
Electrical engineering technology	Pharmacy technician
Electronic engineering technology	Practical nursing
Esthetician	Public relations
Film and television production	Radiology
Heating, A/C, refrigeration technician	Veterinary technician

*Minimum 100 graduates in Ontario in 2006.

Source: Ontario Colleges Key Performance Indicators, 2007.



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Guiding Today's Workforce for Tomorrow's Workplace

Contact the Workforce Planning Board at:
218 Boida Ave, Unit 5, Ayr, ON, N0B 1E0 519.622.7122
E-mail: info@workforceplanningboard.com
Web: www.workforceplanningboard.com

Created by : Dane Rice

Promising Local Occupations

Good Employment Prospects in Waterloo Region, Wellington, and Dufferin

- Financial Auditors and Accountants:** Retirements will create job opportunities in this aging workforce.
- Customer Service and Information Clerks:** Strong growth as a number of new call centres have come to the area.
- Biologists:** Biotechnology and health sectors are expected to be a growing source of new employment opportunities.
- Specialist Physicians:** Prospects best in radiation oncology, psychiatry, surgery, emergency medicine, cardiology, geriatrics, pediatrics anesthesia and internal medicine.
- General Practitioners and Family Physicians:** Greatest demand in family practices and rural communities.
- Audiologists and Speech Pathologists:** An aging population and early intervention initiatives will spur demand.
- Occupational Therapists:** Growing demand for alternative health treatment following an illness or injury.
- Registered Nurses:** Nearly 10% of this local workforce will be retiring between 2008 and 2012.
- Medical Radiation Technologists:** The strongest demand is in larger urban centres.
- Nurse Aides, Orderlies and Patient Service Associates:** Future demand will be largely in long term care facilities.
- Community and Social Service Workers:** Opportunities are best for those with appropriate post-secondary education.
- Chefs and Cooks:** Despite the sector's sensitivity to economic cycles, the best trained chefs and cooks are in demand.
- Police Officers :** Most local police services, the OPP and the RCMP recruit new constables throughout the year.
- Food and Beverage Servers:** Population growth and tourism are contributing to demand for these workers.
- Automotive Service Technicians, Truck Mechanics and Mechanical Repairers:** Still a need for qualified people.
- Truck Drivers:** Demand is especially strong for drivers with "D", "A", or "AZ" licences.
- Nursery and Greenhouse Workers:** A growing demand for specialty horticultural products, such as organic foods.

Source: Human Resources and Skills Development Canada, 2008.

Replacement Ratio

When the ratio of entrants (age 25 to 34) to near-retirees (age 50 to 60) is below one, it points to a potential net out-flow of workers. This could reflect less demand for an occupation, but could also indicate a local employment gap. Employment in this region collectively has a replacement ratio of 1.12. The following local occupations have a low replacement ratio:

Replacement ratio (1.0 = Full replacement)

Waterloo-Wellington-Dufferin, 2006

Specialist physicians	0.19
Letter carriers	0.20
Bus drivers	0.21
Bookkeepers	0.28
Medical laboratory technologists	0.29
Secretaries (except legal and medical)	0.32
General practitioners and family physicians	0.33
Mail, postal and related clerks	0.38
Painters and decorators	0.42
Legal secretaries	0.44
Medical secretaries	0.44
Licensed practical nurses	0.45
Truck drivers	0.48
Plumbers	0.55
Registered nurses	0.58

Source: Statistics Canada Census Data, 2006.

Local Concentration

A low concentration of a particular occupation could reflect a different industrial composition, but could also indicate a local employment gap. The following occupations have a low local concentration relative to provincial averages:

Relative local concentration (1.0 = Average)

Waterloo-Wellington-Dufferin, 2006

Land survey technologists and technicians	0.19
Jewellers and watch repairers	0.22
Denturists	0.35
Architects	0.38
Upholsterers	0.44
Dental technologists, technicians, and laboratory bench workers	0.47
Cardiology technologists	0.47
Pharmacists	0.51
Respiratory therapists, clinical perfusionists and cardio-pulmonary technologists	0.52
Paralegal and related occupations	0.54
Specialist physicians	0.55
Medical sonographers	0.55
Chefs	0.56
Dry cleaning and laundry occupations	0.56
Audio and video recording technicians	0.60

Source: Statistics Canada Census Data, 2006.

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Ontario

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