

Workforce Focus

From the Hamilton Training Advisory Board

In this Issue:

Promising Occupations

- Provincial Trends
- Local Opportunities

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.

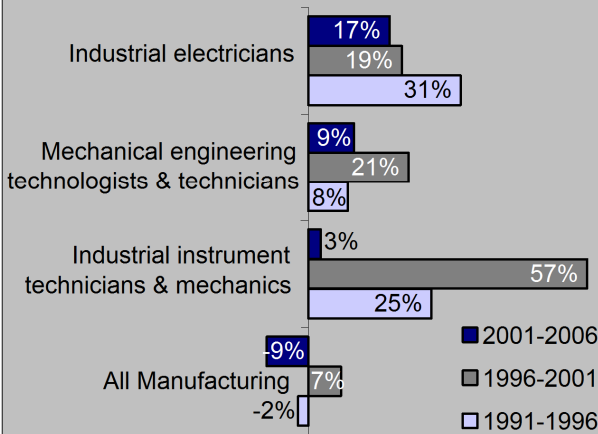
Couriers and messengers: Gain of 39 establishments and approximately 123 workers.

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.



For more information please contact The Hamilton Training Advisory Board at:
Hamilton City Centre 77 James St. North, Unit 117, Hamilton ON. L8R 2K3 (905) 521-5777 info@htab.ca

Workforce Focus is an original publication of the Elgin, Middlesex, Oxford Local Training Board

Created by : Dane Rice

Promising Local Occupations: Hamilton

Financial Auditors & Accountants: Demand will be steady, mainly due to the aging workforce and replacement needs.

Bookkeepers: Job opportunities will come from retirements in this large occupational group.

Customer Service and Information Clerks: Replacement needs will be significant despite offshore competition.

Web Designers and Developers: Consulting and freelance work are areas of growth within this occupation.

Specialist Physicians: There is a high need for psychiatrists, dermatologists and pathologists.

General Practitioners and Family Physicians: Though not an under-serviced area, demand is still strong.

Optometrists: Greater demand due to vision care needs of a growing and ageing population.

Pharmacists: Replacing retiring pharmacists and an ageing population will increase demand.

Physiotherapists: The high level of education required limits the number of new graduates entering the field.

Occupational Therapists: Growing demand for alternative health treatment following an illness or injury.

Registered Nurses: The Canadian Nurses Association predicts a national shortage of 59,000-113,000 nurses by 2011.

Medical Laboratory Technologists and Technicians: Steady employment in university, college, and hospital labs.

Respiratory Therapists, Perfusionists & Cardio-Pulmonary Technologists: Ageing population increases demand.

Medical Radiation Technologists: One of the fastest growing primary health care fields.

Licensed Practical Nurses: An aging workforce and an aging population are increasing demand.

Dental Assistants: Openings are created as assistants upgrade to higher paying hygienist position.

Nurse Aides, Orderlies and Patient Service Associates: A large occupational group with steady replacement needs.

Early Childhood Educators and Assistants: Opportunities are better for those with related post-secondary education.

Cooks: Even with the sector's sensitivity to economic cycles, the best trained cooks are in high demand.

Police Officers : Most local police services, the OPP and the RCMP recruit new constables throughout the year.

Hairstylists and Barbers: Replacement needs and growth in this industry increases demand for new workers.

Casino Occupations: Proximity to Flamboro, Brantford and Niagara casinos provides opportunities.

Carpenters: New construction has slowed, but opportunities in renovation work may arise from government incentives.

Automotive Service Technicians, Truck Mechanics and Mechanical Repairers: Still a need for qualified people.

Truck Drivers: Recruitment and retention is particularly challenging in the long-haul sector.

Millwrights & Industrial Mechanics: Beyond the slowdown, higher skilled industrial workers will have opportunities.

Automotive Service Technicians, Truck Mechanics and Mechanical Repairers: Still a need for qualified people.

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 0.84. The following local occupations have a low replacement ratio:

Replacement ratio (1.0 = Full replacement) Hamilton, 2006

Secretaries (except legal and medical)	0.28
Heavy equipment operators (except crane)	0.30
Truck drivers	0.36
Structural metal, platework fabricators & fitters	0.38
Mail, postal and related clerks	0.40
Millwrights and industrial mechanics	0.43
Heavy-duty equipment mechanics	0.43
Plumbers	0.44
Letter carriers	0.45

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) Hamilton, 2006

Graphic arts technicians	0.24
Financial and investment analysts	0.41
Power system electricians	0.43
Software engineers and designers	0.46
Optometrists	0.46
Chiropractors	0.47
Computer programmers & interactive media developers	0.47
Landscape architects	0.50
Upholsterers	0.53
Denturists	0.56

Source: Statistics Canada Census Data, 2006.

**EMPLOYMENT
ONTARIO**

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



THE VIEWS EXPRESSED IN THIS DOCUMENT DO NOT NECESSARILY REFLECT THOSE OF
THE GOVERNMENT OF ONTARIO.