

Workforce Focus

From the Hamilton Training Advisory Board

In this Issue:

Sectoral Analysis

- Skill Intensity, Turnover, Wage Growth
- Employment Trend, Diversity, Gender Balance

High Turnover

Sub-sectors with high rates of both job generation and job losses, Ontario

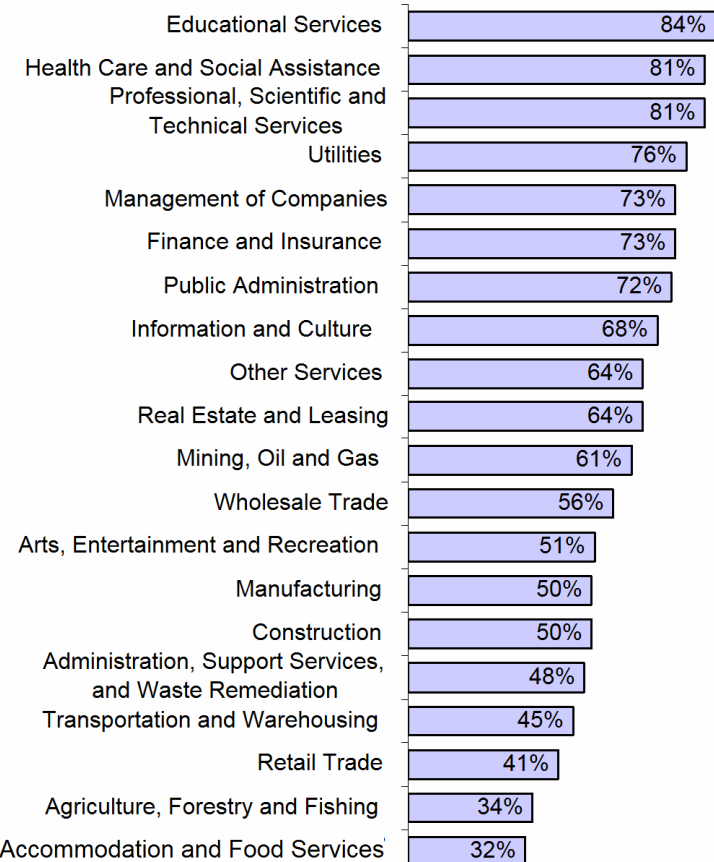
- Construction of Buildings
- Gasoline Stations
- Professional, Scientific and Technical Services
- Food Services and Drinking Places
- Furniture and Home Furnishings Stores
- Repair and Maintenance
- Real Estate
- Forestry and Logging
- Personal and Laundry Services
- Animal Production
- Support Activities for Agriculture and Forestry
- Petroleum Product Wholesaler-Distributors
- Rental and Leasing Services
- Truck Transportation
- Administrative and Support Services
- Specialty Trade Contractors
- Clothing and Clothing Accessories Stores

These sectors have above average rates of both job generation and job loss. This high level of turnover heightens the need for retention strategies and training.

Source: Statistics Canada, Longitudinal Employment Analysis Program, 2006

Skill Intensity

Ontario Workforces by Share with Post-Secondary Education



Skill intensity is measured here by the share of a workforce with either a trades certificate, college diploma, or university degree. Collectively, 59% of Ontario's employed workforce has a post-secondary education.

Source: Statistics Canada, Census Data, 2006

High Wage-Growth Sectors

	2009 Median Hourly Wage, Full-time Workers	Wage Growth Rate 1999 to 2009
Public administration	\$30.80	43%
Agriculture	\$14.00	40%
Health care and social assistance	\$22.60	37%
Professional, scientific and technical services	\$26.70	37%
Finance, insurance, real estate and leasing	\$23.60	34%

The wages of all full-time workers in Ontario grew by 31% between 1999 and 2009. The above sectors experienced above average wage growth rates during this period.

Source: Statistics Canada, Labour Force Survey, 2009



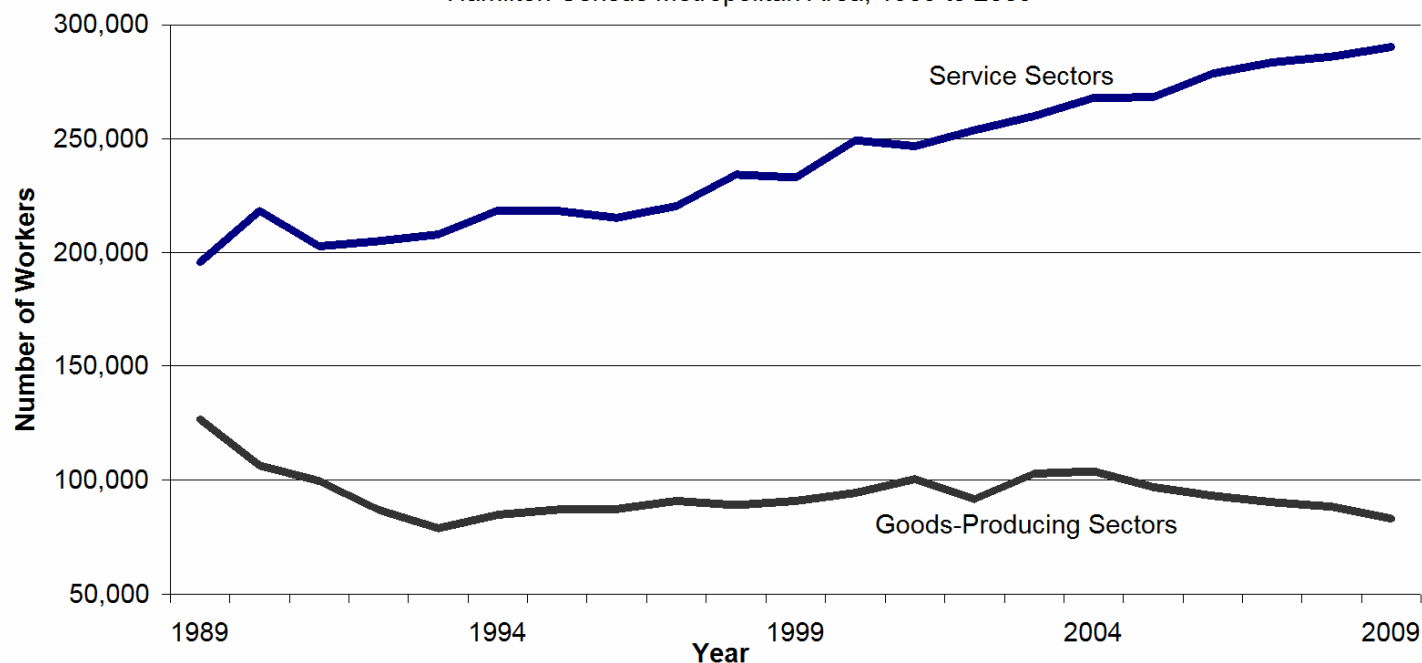
For more information please contact The Hamilton Training Advisory Board at: Hamilton City Centre 77 James St. North, Unit 117, Hamilton ON. L8R 2K3 (905) 521-5777 info@htab.ca

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

Created by : Dane Rice

Employment Trend

Goods-Producing and Service Sectors
Hamilton Census Metropolitan Area, 1989 to 2009



Source: Statistics Canada, Labour Force Survey, 2009

Diverging Paths

Following a steep decline in the early nineties, local goods-producing employment has remained relatively unchanged over the past 15 years. This sector once represented 39% of all local employment in 1989, but as the service sector steadily grows, the goods-producing sector now employs just 22% of the local workforce. In Ontario, the goods-producing sector's share of employment fell from 31% to 21% over this period.

Diversity

Sectors by Share of Visible Minority (V.M) Workers
Three Highest and Lowest Concentrations
Hamilton, 2006

	# of V.M.'s	V.M. share of workforce
All Sectors	45,770	13%
High Worker Diversity:		
Agriculture, forestry, fishing and hunting	1,075	23%
Accommodation and food services	3,770	16%
Health care and social assistance	6,385	16%
Low Worker Diversity:		
Arts, entertainment and recreation	580	8%
Public administration	1,155	8%
Construction	1,615	7%

Source: Statistics Canada, Census Data, 2006

Gender Balance

Sectors by Share of Female Workers
Three Highest and Lowest Concentrations
Hamilton, 2006

	# of Women	Female share of workforce
All Sectors	173,815	48%
High Female Representation:		
Health care and social assistance	33,470	84%
Educational services	18,505	67%
Finance and insurance	10,205	62%
Low Female Representation:		
Manufacturing	14,195	25%
Utilities	450	25%
Construction	2,585	12%

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.