

Workforce Focus

From the Hamilton Training Advisory Board

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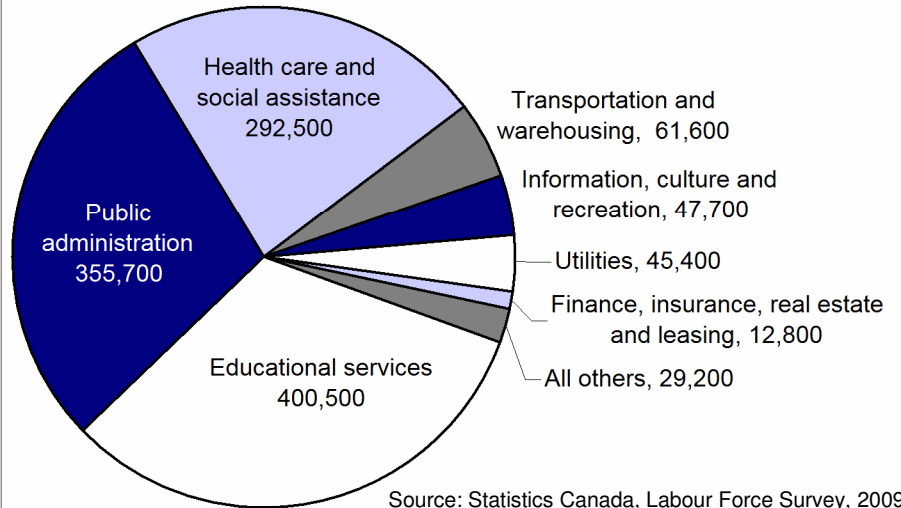
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The Workforce

Though public sector employment can be found in many industries, the majority takes place in three sectors: public administration, education, and health care and social assistance. Public Administration includes policing, firefighting, the military and a wide variety of administrative positions. A large majority of educational services are publicly operated, employing 31% of the public sector in 2009. Publicly operated health care and social services employ 23% of the public workforce. (Nearly as much health care employment is operated privately, though a large share of it is publicly funded). While Ontario's public sector employment has increased by 30% in the past ten years, the composition has changed little.

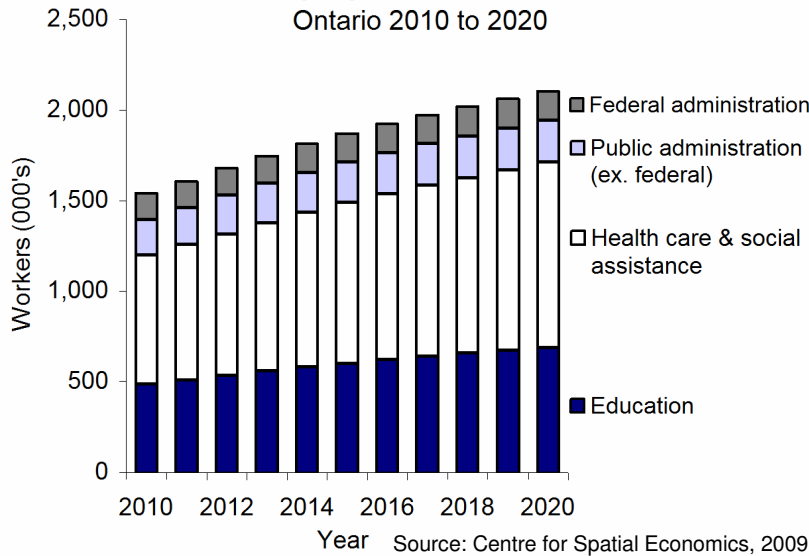
Public Sector Employment Composition

Workers by Industry, Ontario, 2009



Major Public Sectors Employment Forecast

Ontario 2010 to 2020



Outlook

With the global recession of the past two years, the provincial government moved quickly to restrain its spending and froze the size of the provincially operated workforce, with a commitment to reduce it by five per cent by March 31, 2012. This will be achieved through attrition and other measures, while there is no proposal for mandatory layoffs.

In the anticipated recovery and years following, the wider public sector at all levels of government is expected to continue creating new jobs, with most being in healthcare and education. Health care and social services are forecasted to grow by 45% for a net gain of 315,000 jobs by 2020. Education is forecasted to grow by 41% for a net gain of 200,000, while public administration at all levels is anticipated to grow by 13% for a total of 45,000 jobs.

Sources: Government of Ontario-2010 Budget, and Centre for Spatial Economics, 2009.

Career Streams in the Public Sector

Administrative and Support Services • Communications and Marketing • Consulting and Planning • Corrections and Enforcement • Customer and Client Services • Education and Training • Finance and Economics • Health and Social Services • Human Resources • Information Technology • Inspections and Investigations • Lands and Resources • Legal Services • Policy and Analysis • Maintenance and Trades • Management • Science and Engineering

Source: Government of Ontario, 2010

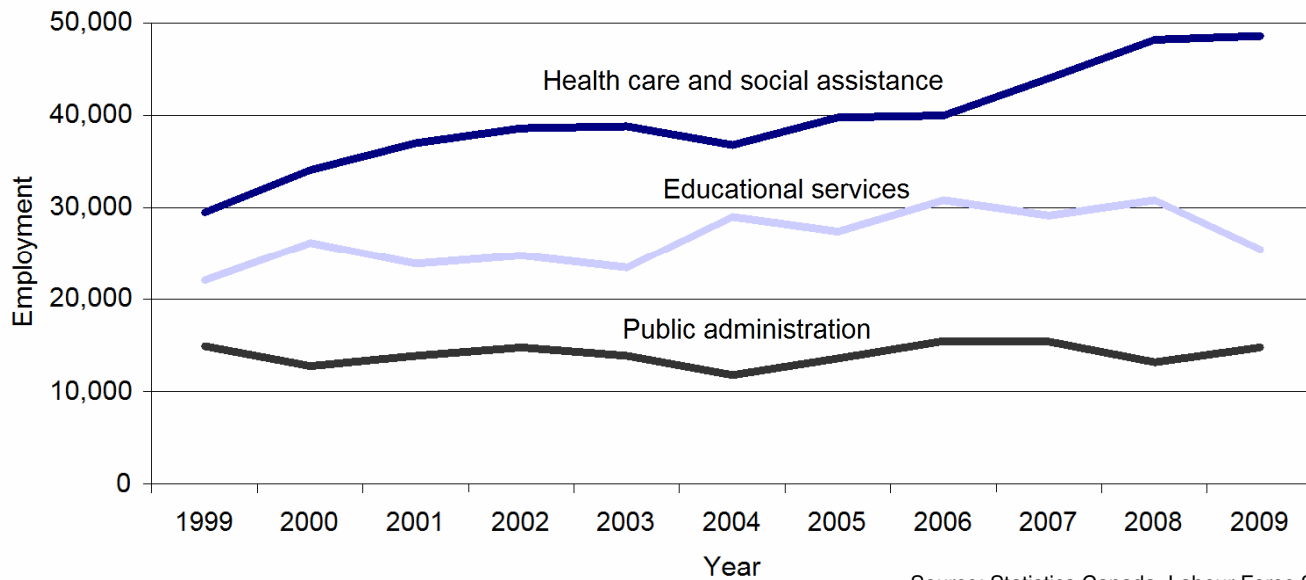


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Public Sector Employment Trend Major Public Sectors, Hamilton, 1999-2009



Source: Statistics Canada, Labour Force Survey, 2009

Local health care and social services employment grew by 19,100 jobs from 1999 to 2009, while educational services grew by 3,400 jobs over this period. The public administration workforce decreased by 100 workers over this period. (Health care and social assistance in this chart includes both publicly and privately operated services).

Prominent Occupations in the Local Public Sector

Hamilton

Source: Statistics Canada, Census Data, 2006

	Employed	Steady Previous Growth	High Retirement Rate
Education			
Elementary school and kindergarten teachers	3,835	✓	✓
Post-Secondary Teaching and Research Assistants	2,305	✓	
Secondary school teachers	2,190		✓
Early childhood educators and assistants	1,820	✓	
Elementary and secondary school teacher assistants	1,440	✓	✓
Healthcare and Social Assistance			
Registered nurses	5,325		✓
Nurse aides, orderlies and patient service associates	2,825	✓	✓
Community and social service workers	1,140	✓	
Receptionists and Switchboard Operators	1,060	✓	
Public Administration			
Police officers (except commissioned)	785		
Immigration, Unemployment Insurance and Revenue Officers	455	✓	✓
General office clerks	400	✓	
Firefighters	390		✓

Large occupations will tend to have more frequent opportunities and ongoing replacement needs. Steady previous growth in this table refers to positive local employment change between both 1996 and 2001, and 2001 and 2006. Steady previous growth could indicate a particularly stable occupation. A high retirement rate in this table refers to a forecasted 10-year retirement rate of at least 15% higher than that of the total local workforce.

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