

# Workforce Focus

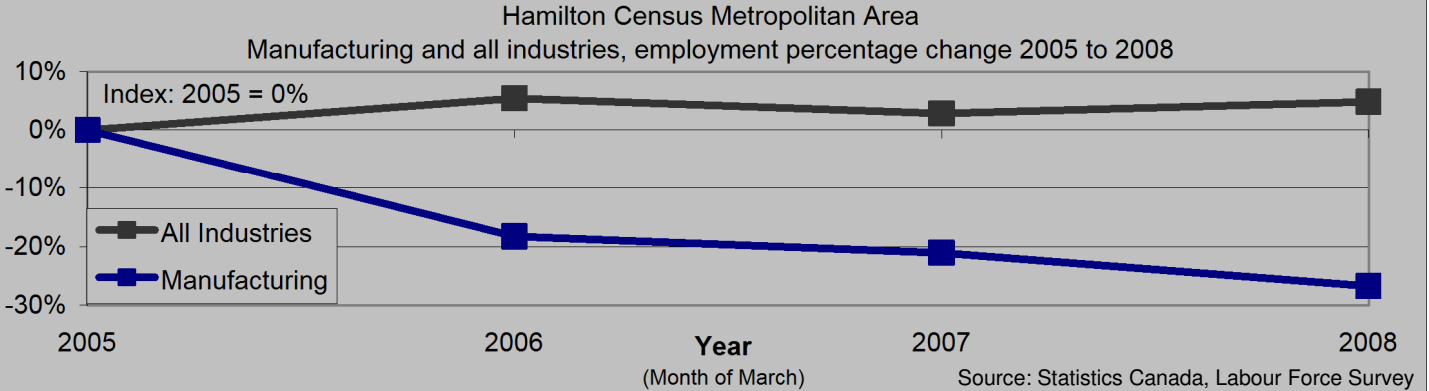
From the Hamilton Training Advisory Board

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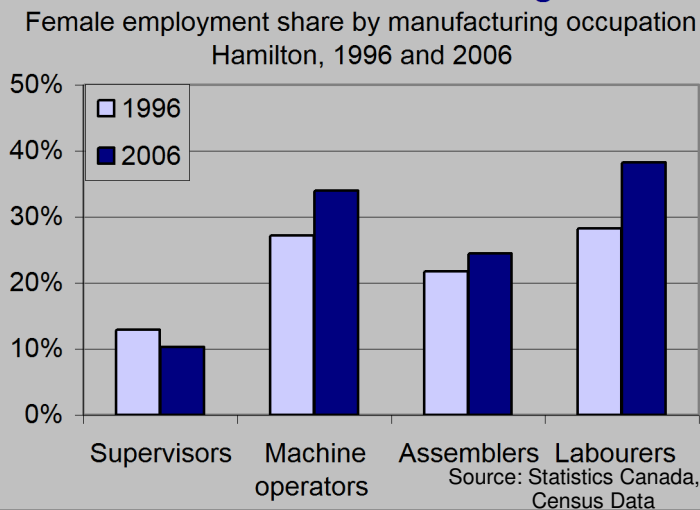
## Employment Trends



## Steady Decline

Manufacturing employment in the Hamilton census metropolitan area declined by 27% from March 2005 to March 2008 for a loss of 19,000 jobs. This region is not alone as Ontario's manufacturing has collectively declined by 15% and lost 163,000 jobs over this period. Contributing factors have included foreign competition, automation, and more recently, a slumping U.S. economy and strong Canadian dollar. Despite manufacturing's troubles, the local economy overall has produced modest growth, though provincial growth has been stronger.

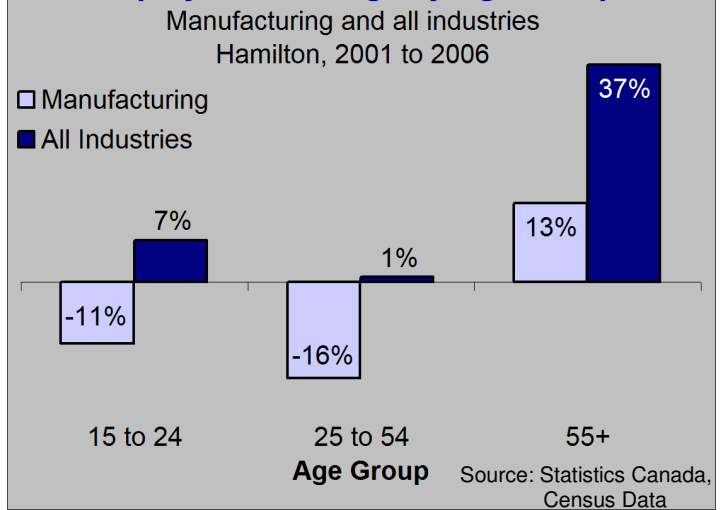
## Women in Manufacturing



## Increasing Female Presence

Though manufacturing continues to be male dominated, women have made gains in their share of employment. From 1996 to 2006 the share of women in the industry rose from 25 to 31%. The greatest gains were in the labouring occupations where women now comprise 38% of all workers. Contrary to these trends, inequality increased in the share of supervisory positions.

## Employment Change by Age Group



## Aging Workforce

Local manufacturing employment declined for all but the oldest age group, where the number of workers over age 55 increased by 13% from 2001 to 2006. This trend is likely due to the large baby boom cohort that is increasingly passing age 55, and seniority rights in many manufacturing workplaces that lay off younger workers first. Manufacturing is however aging slower than average.



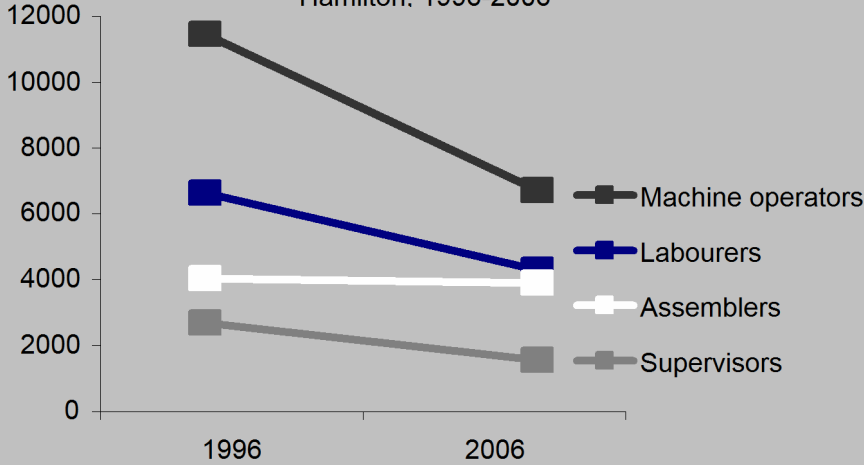
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### Occupational Change

Employment change by manufacturing occupation  
Hamilton, 1996-2006



Source: Statistics Canada, Census Data

### Changing Composition

All local manufacturing occupations declined in employment from 1996 to 2006, with supervisors and machine operators suffering the greatest. Their employment numbers dropped by 45% and 42% respectively. Despite this, Hamilton still has a higher share of machine operators and a lower share of assemblers than the provincial average.

### Recent Start-ups and Closures

Hamilton

Manufacturing sectors by significant net establishment change  
December 2006 to December 2007

Machinery	+8
Non-Metallic Mineral Product	+6
Leather and Allied	-4
Printing and Related Activities	-6
Clothing	-6
Textile Product Mills	-7
Food	-8
Furniture and Related Product	-13
Fabricated Metal Product	-16

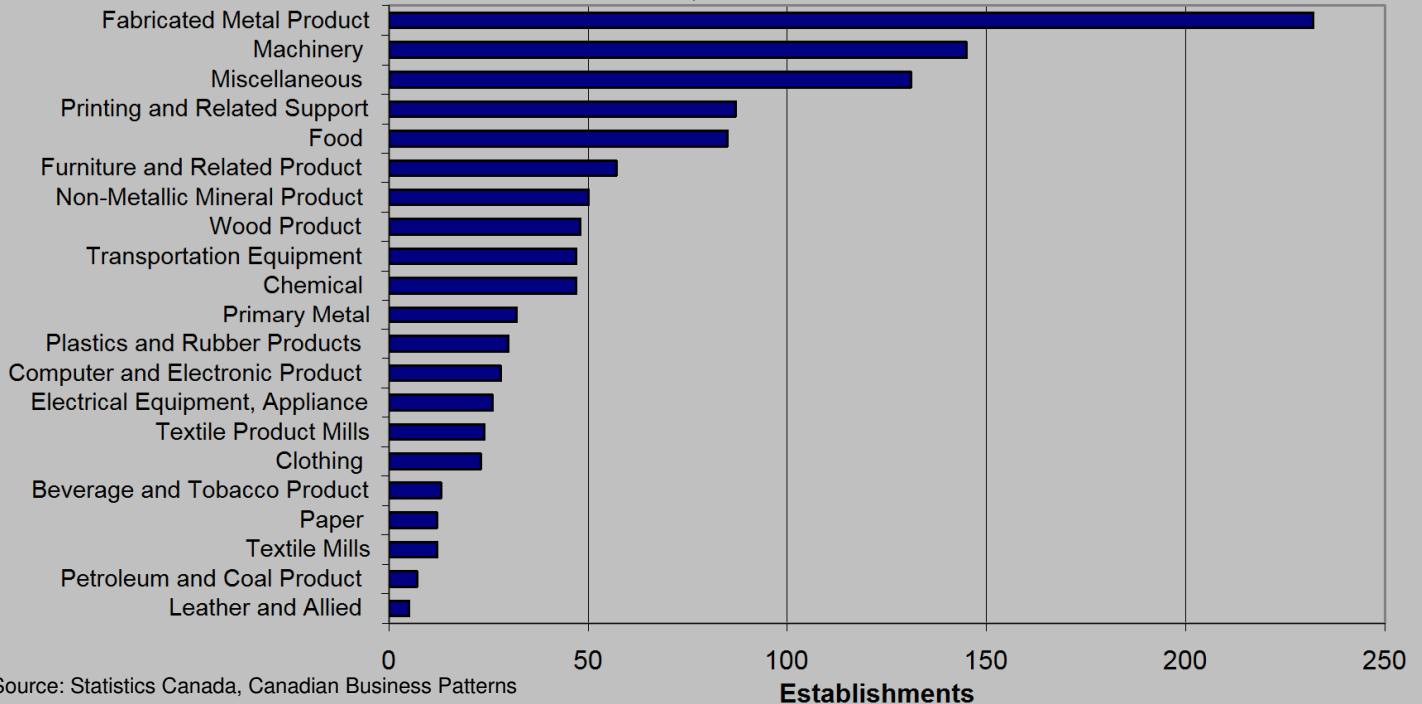
### Sector Trends

A total of three manufacturing sectors experienced expansion over last year, while many more contracted. Fabricated metal has suffered in nearly every region across the province.

-Business Patterns

### Manufacturing Industries by Share of Establishments

Hamilton, December 2007



Source: Statistics Canada, Canadian Business Patterns

### Prevalent Sectors

In terms of the number of establishments, fabricated metal leads local manufacturing. This sector is typically a medium-sized employer. Machinery manufacturing, which is also typically a medium-sized employer, ranks second.

**EMPLOYMENT  
ONTARIO**

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