

# Workforce Development Board



Integrated Local Labour Market Planning  
2009

Lawlor & Associates Consultants Inc.

Anticipation



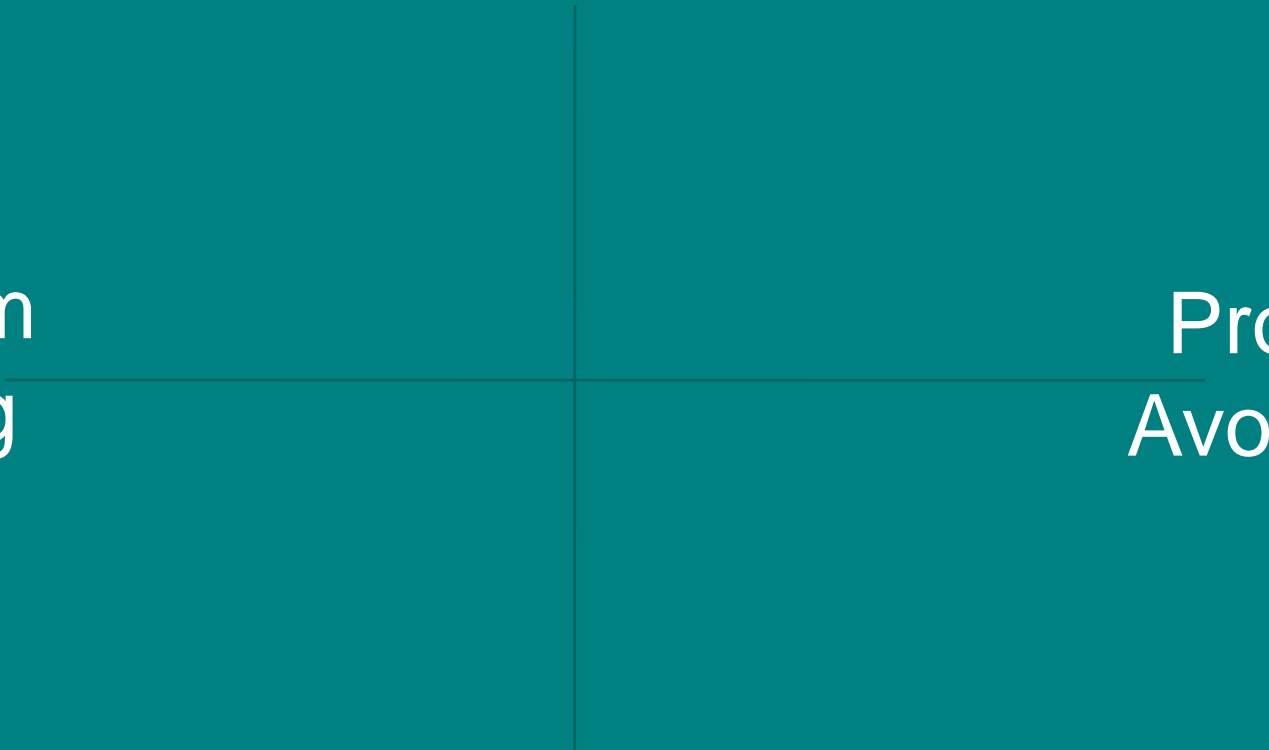
Reaction

Anticipation

Problem  
Solving

Problem  
Avoidance

Reaction



Anticipation

Problem Solving

Problem Avoidance



Past  
Oriented  
Management

Reaction

Anticipation

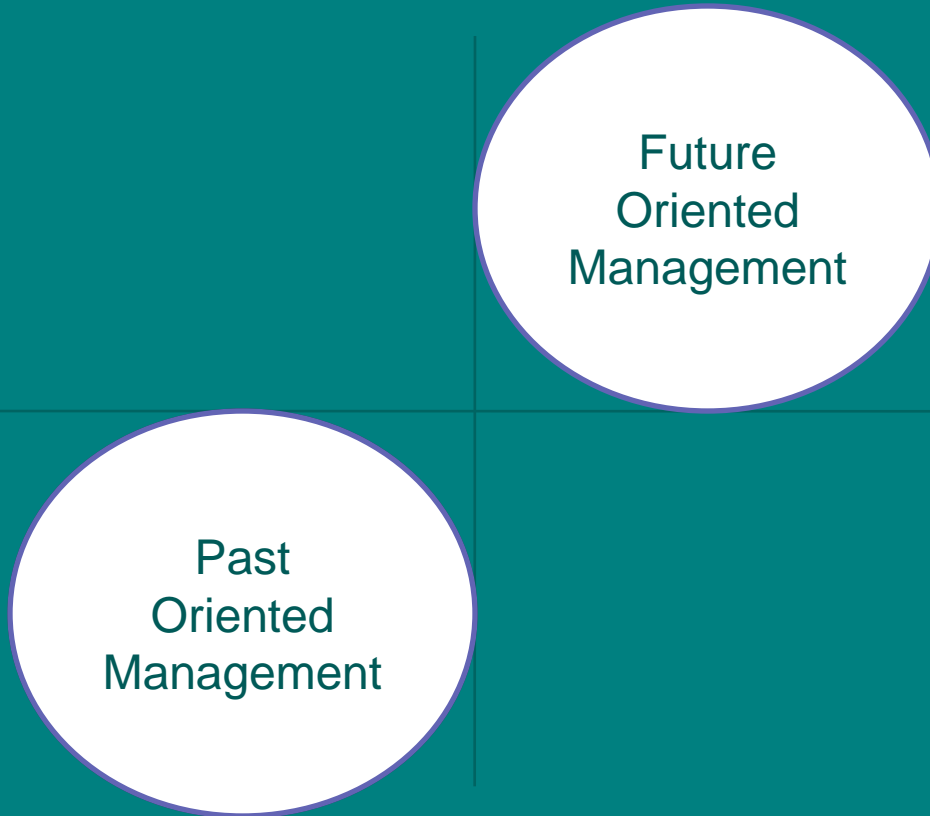
Future  
Oriented  
Management

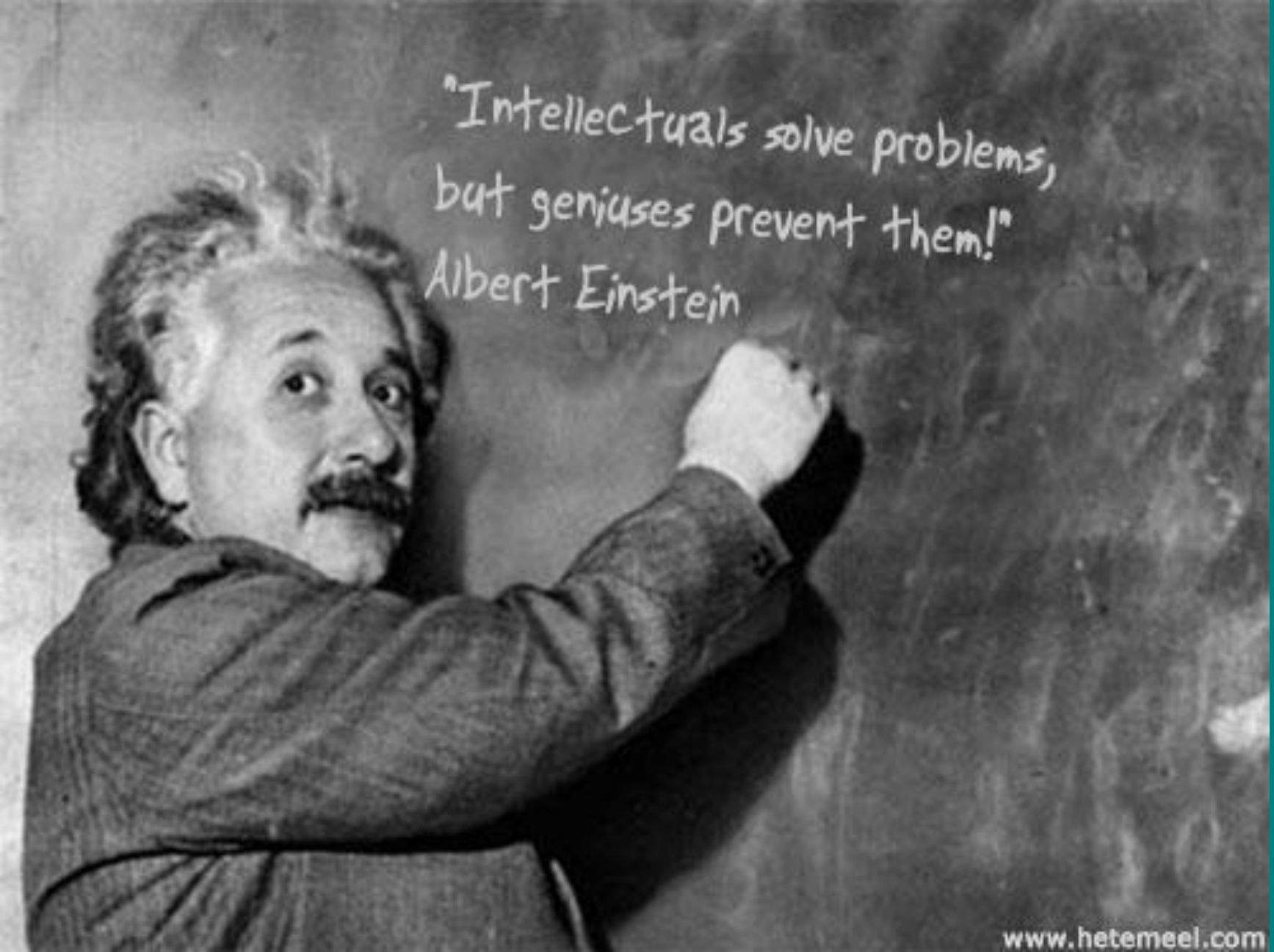
Problem  
Solving

Problem  
Avoidance

Past  
Oriented  
Management

Reaction



A black and white photograph of Albert Einstein, with his characteristic wild hair and mustache, looking over his shoulder towards the camera while writing on a chalkboard. He is wearing a dark, long-sleeved jacket. The chalkboard is filled with faint, illegible markings from previous writing. The quote is written in a clear, white, sans-serif font.

"Intellectuals solve problems,  
but geniuses prevent them!"  
Albert Einstein

# Paradigm Shifts

- “Who the hell wants to hear actors talk”?
  - Harry Warner, Warner Bros. Pictures, 1927

# Paradigm Shifts

- “Who the hell wants to hear actors talk?”
  - Harry Warner, Warner Bros. Pictures, 1927
- “I think there is a world market for about five computers.”
  - Thomas J. Watson, Chairman of IBM, 1943

# Paradigm Shifts

- “Who the hell wants to hear actors talk?”
  - Harry Warner, Warner Bros. Pictures, 1927
- “I think there is a world market for about five computers.”
  - Thomas J. Watson, Chairman of IBM, 1943
- “There is no reason for any individual to have a computer in their home.”
  - Ken Olsen, President of Digital Equipment Corp., 1977

**Economist** [555]



John Maynard Keynes

"The difficulty with change lies not in accepting new ideas, but in shedding old ones."

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# The Evolution of the Canadian Economy 1891 - 2001

<b>Year</b>	<b>Primary</b>	<b>Secondary</b>	<b>Service</b>
1891	49%	20%	31%
1951			
2001			

Source: Krahn and Lowe, Work, Industry and Canadian Society, 2007

# The Evolution of the Canadian Economy 1891 - 2001

<b>Year</b>	<b>Primary</b>	<b>Secondary</b>	<b>Service</b>
1891	49%	20%	31%
1951	22%	31%	47%
2001			

Source: Krahn and Lowe, Work, Industry and Canadian Society, 2007

# The Evolution of the Canadian Economy 1891 - 2001

<b>Year</b>	<b>Primary</b>	<b>Secondary</b>	<b>Service</b>
1891	49%	20%	31%
1951	22%	31%	47%
2001	5%		

Source: Krahn and Lowe, Work, Industry and Canadian Society, 2007

# The Evolution of the Canadian Economy 1891 - 2001

<b>Year</b>	<b>Primary</b>	<b>Secondary</b>	<b>Service</b>
1891	49%	20%	31%
1951	22%	31%	47%
2001	5%	21%	

Source: Krahn and Lowe, Work, Industry and Canadian Society, 2007

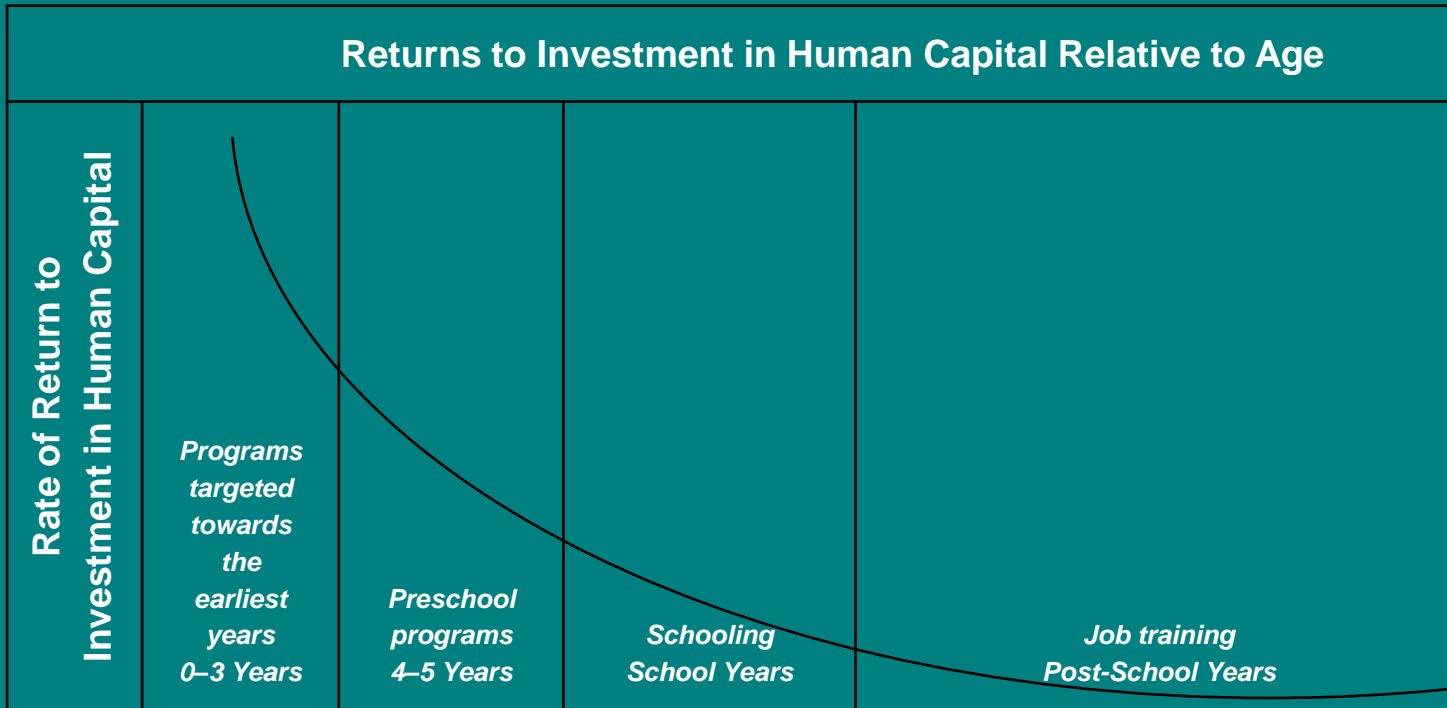
# The Evolution of the Canadian Economy 1891 - 2001

<b>Year</b>	<b>Primary</b>	<b>Secondary</b>	<b>Service</b>
1891	49%	20%	31%
1951	22%	31%	47%
2001	5%	21%	74%

Source: Krahn and Lowe, Work, Industry and Canadian Society, 2007

# Manufacturing Declines Continue

- Based on a Statistics Canada Study entitled Trends in Manufacturing Employment, Canada lost 322,000 manufacturing jobs from 2004 – 2008 --- a loss of 15% in manufacturing jobs over the period.
- In 2004, manufacturing represented 14.4% of total employment, while in 2008, it represented only 11.5%.
- Textiles and clothing, one of the largest manufacturing sectors in Canada, saw almost half of its jobs disappear.
- One in five motor vehicle jobs and more than one in four motor vehicle parts manufacturing jobs were lost
- Ontario lost 198,600 manufacturing jobs
- This does not account for the dramatic losses of 129,000 jobs in January, 2009 --- the highest monthly loss since records were first kept in 1974



Source: Florida and Martin, Ontario in the Creative Age, page 25 from James J. Heckman, Schools, Skills, and Synapses, Discussion Paper No. 3515, Institute for Study of Labour, May 2008

# Employer Requirement for Soft Skills/Essential Skills

- Writing
- Reading Text
- Numeracy
- Computer Use
- Document Use
- Thinking Skills
- Adornment
- Scent
- Attire
- Oral Communication
- Working with Others
- Continuous Learning
- Emotional Intelligence
- Leadership
- Punctuality
- Manners
- Addictions
- Work Ethic

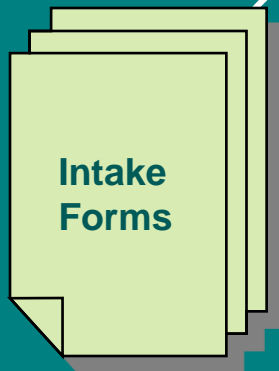
# Customer Seeking Services

## SITUATION

Youth Job Seeker  
Laid off Employee  
Low Levels of Education  
Limited Literacy Levels  
Limited Essential Skills  
Limited Transferable Skills  
Stressed

## NEEDS

Training  
Upgrading  
Employment  
Determining Right Program  
Technical Assistance  
Counseling  
Support



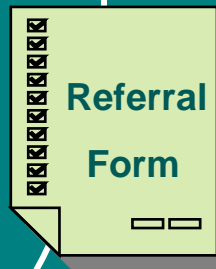
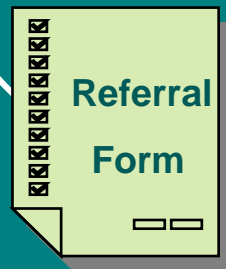
Internet Access



Phone calls



Next Stop



# Integrated Local Labour Market Planning?

- A process that strengthens key partnerships involved in identifying and prioritizing labour market needs in communities across Ontario.
- It involves working collaboratively with other ministries, municipalities and Service Canada to support the development of a locally coordinated focus on customer needs.
- It supports Employment Ontario's emphasis on integrated service delivery.
- The goal is to customize a labour market planning process for each of the planning zones, province-wide.

# Local Priorities

To identify local priorities we may ask questions such as:

- What would your community be like if you had the power to make it any way you wanted?
- What would the labour market look like?
- What would be the sources of economic prosperity and growth?
- How would individual customers learn and prosper in or enter/re-enter the labour market?

# Questions

- What issues in the local labour market need urgent or renewed action?
- How is the community responding to Ministry/government strategic priorities?
- How has the community responded to emerging and new Ministry/government funded programs and initiatives?
- What new or special initiatives are required to promote innovations in the local labour market, respond to urgent needs and/or respond to emerging trends affecting the local labour market?

# Priorities

- How will the needs highlighted by the labour market analysis be ranked, rated and weighted to determine priorities?
- We will request attendees at each of the 18 consultation sessions that are scheduled, to complete a comprehensive questionnaire on local labour market issues.

# Priorities may be identified in terms of:

- Service delivery integration and co-ordination (e.g. focus here would be on what needs to be done not how. )  
Government partners are responsible for organizing how services will be delivered in a community).
- Enhanced customer service levels and targets.
- Need for new programs or re-mixing of programs and funding.
- Need for program re-design and/or adaptation to meet local needs.
- Customer needs --- employer, individuals, community

# Haliburton Third Level NOC Summary

**\*All data presented in the following tables is based on the 2006 Census of Canada**

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
2223 Forestry technologists and technicians	10	100	100	100	0	0
7215 Contractors and supervisors, carpentry trades	10	100	100	100	0	0
7413 Taxi and limousine drivers and chauffeurs	10	100	100	100	100	0
7422 Public works maintenance equipment operators	10	100	100	100	0	0
7621 Public works and maintenance labourers	15	100	100	100	100	67
224 Technical Occupations in Electronics and Electrical Engineering	15	100	100	100	100	67
6216 Other service supervisors	15	100	100	100	67	67
6431 Travel counsellors	15	100	100	100	100	67
9498 Other assemblers and inspectors	15	100	100	100	100	67
1242 Legal secretaries	20	100	100	50	50	50
7216 Contractors and supervisors, mechanic trades	20	100	100	75	75	0
512 Writing, Translating and Public Relations Professionals	35	100	100	86	57	29
7414 Delivery and courier service drivers	40	100	100	88	63	38
5244 Artisans and craftspersons	45	100	100	78	44	44
0011 Legislators	10	100	100	100	100	100
0014 Senior managers - health, education, social and community services and membership organizations	10	100	100	100	0	0

# Haliburton Third Level NOC Summary Cont'd

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
0016 Senior managers - goods production, utilities, transportation and construction	40	100	100	100	100	75
0313 School principals and administrators of elementary and secondary education	10	100	100	100	100	100
041 Managers in Public Administration	15	100	100	100	100	0
0413 Government managers, education policy development and program administration	10	100	100	100	100	0
0641 Commissioned police officers	10	100	100	100	100	0
0912 Utilities managers	10	100	100	100	100	100
1121 Specialists in human resources	20	100	100	100	100	50
1227 Court officers and justices of the peace	10	100	100	0	0	0
1454 Survey interviewers and statistical clerks	15	100	100	100	100	0
146 Mail and Message Distribution Clerks	40	100	100	100	75	25
1471 Shippers and receivers	10	100	100	100	100	100
1473 Production clerks	10	100	100	100	100	0
2123 Agricultural representatives, consultants and specialists	15	100	100	100	100	100
2131 Civil engineers	10	100	100	100	100	100
2242 Electronic service technicians (household and business equipment)	10	100	100	100	100	0
2263 Inspectors in public and environmental health and occupational health and safety	10	100	100	100	100	0
3113 Dentists	10	100	100	100	100	100
3114 Veterinarians	10	100	100	100	0	0
3131 Pharmacists	10	100	100	0	0	0

# Haliburton Third Level NOC Summary Cont'd

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
321 Medical Technologists and Technicians (Except Dental Health)	10	100	100	0	0	0
4151 Psychologists	10	100	100	100	100	0
511 Librarians, Archivists, Conservators and Curators	10	100	100	100	100	100
5242 Interior designers	10	100	100	100	100	100
622 Technical Sales Specialists, Wholesale Trade	10	100	100	100	0	0
6221 Technical sales specialists, wholesale trade	10	100	100	100	0	0
6462 Correctional service officers	10	100	100	100	100	0
6463 By-law enforcement and other regulatory officers, n.e.c.	10	100	100	100	0	0
648 Other Occupations in Personal Service	20	100	100	100	50	0
6483 Pet groomers and animal care workers	10	100	100	100	100	100
721 Contractors and Supervisors, Trades and Related Workers	70	100	100	50	36	14
7219 Contractors and supervisors, other construction trades, installers, repairers and servicers	25	100	100	40	40	40
7264 Ironworkers	10	100	100	0	0	0
7284 Plasterers, drywall installers and finishers, and lathers	10	100	100	0	0	0
7311 Construction millwrights and industrial mechanics (except textile)	10	100	100	100	100	0
734 Upholsterers, Tailors, Shoe Repairers, Jewellers and Related Occupations	10	100	100	100	100	100
7351 Stationary engineers and auxiliary equipment operators	25	100	100	40	40	0
7352 Power systems and power station operators	10	100	100	100	0	0
737 Crane Operators, Drillers and Blasters	20	100	100	0	0	0
7373 Water well drillers	15	100	100	0	0	0

# Haliburton Third Level NOC Summary Cont'd

	<b>Total -</b>	<b>40+ %</b>	<b>45+ %</b>	<b>50+ %</b>	<b>55+ %</b>	<b>60+ %</b>
7381 Printing press operators	10	100	100	100	100	100
7445 Other repairers and servicers	10	100	100	100	100	100
8431 General farm workers	20	100	100	100	50	50
9214 Supervisors, plastic and rubber products manufacturing	10	100	100	100	100	0
9482 Motor vehicle assemblers, inspectors and testers	10	100	100	100	0	0
9484 Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	10	100	100	100	100	100
9486 Mechanical assemblers and inspectors	10	100	100	0	0	0
9513 Woodworking machine operators	10	100	100	0	0	0
9517 Other products machine operators	10	100	100	0	0	0
9617 Labourers in food, beverage and tobacco processing	10	100	100	100	100	0
735 Stationary Engineers and Power Station and System Operators	35	100	100	57	29	0

# Kawartha Lakes Third Level NOC Summary

	Total	40+ %	45+ %	50+ %	55+ %	60+ %
2123 Agricultural representatives, consultants and specialists	10	100	100	100	100	100
2232 Mechanical engineering technologists and technicians	10	100	100	100	100	0
2251 Architectural technologists and technicians	10	100	100	100	0	0
823 Underground Miners, Oil and Gas Drillers and Related Workers	10	100	100	100	0	0
9473 Binding and finishing machine operators	10	100	100	100	0	0
5243 Theatre, fashion, exhibit and other creative designers	10	100	100	100	100	100
1212 Supervisors, finance and insurance clerks	15	100	100	67	0	0
1227 Court officers and justices of the peace	15	100	100	100	100	67
6214 Dry cleaning and laundry supervisors	15	100	100	67	0	0
7351 Stationary engineers and auxiliary equipment operators	15	100	100	100	100	0
0642 Fire chiefs and senior fire-fighting officers	20	100	100	100	100	75
7442 Waterworks and gas maintenance workers	20	100	100	50	50	0
2252 Industrial designers	25	100	100	100	100	80
4165 Health policy researchers, consultants and program officers	25	100	100	100	80	40
7334 Motorcycle and other related mechanics	40	100	100	25	0	0
0012 Senior government managers and officials	20	100	100	100	50	0

# Kawartha Lakes Third Level NOC Summary

## Cont'd

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
0013 Senior managers - financial, communications and other business services	80	100	100	100	88	75
081 Managers in Primary Production (except agriculture)	10	100	100	100	100	100
0811 Primary production managers (except agriculture)	10	100	100	100	100	100
1235 Assessors, valuers and appraisers	70	100	100	86	50	29
1423 Desktop publishing operators and related occupations	10	100	100	100	100	0
2212 Geological and mineral technologists and technicians	10	100	100	100	0	0
2244 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	10	100	100	100	100	0
2262 Engineering inspectors and regulatory officers	10	100	100	100	0	0
2271 Air pilots, flight engineers and flying instructors	10	100	100	100	100	100
3113 Dentists	10	100	100	100	100	0
3216 Medical sonographers	10	100	100	100	100	0
4168 Program officers unique to government	15	100	100	100	100	0
5132 Conductors, composers and arrangers	10	100	100	100	100	100
5136 Painters, sculptors and other visual artists	75	100	100	80	53	13
521 Technical Occupations in Libraries, Archives, Museums and Art Galleries	20	100	100	50	50	0
5226 Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	10	100	100	100	0	0
6213 Executive housekeepers	10	100	100	100	100	0
7214 Contractors and supervisors, metal forming, shaping and erecting trades	10	100	100	100	0	0

# Kawartha Lakes Third Level NOC Summary

## Cont'd

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
7247 Cable television service and maintenance technicians	20	100	100	50	0	0
7331 Oil and solid fuel heating mechanics	10	100	100	0	0	0
7342 Tailors, dressmakers, furriers and milliners	25	100	100	100	100	100
7361 Railway and yard locomotive engineers	10	100	100	0	0	0
7362 Railway conductors and brakemen	10	100	100	100	100	0
7445 Other repairers and servicers	10	100	100	100	0	0
8222 Supervisors, oil and gas drilling and service	10	100	100	100	0	0
8231 Underground production and development miners	10	100	100	100	0	0
824 Logging Machinery Operators	10	100	100	100	100	0
8241 Logging machinery operators	10	100	100	100	100	0
8412 Oil and gas well drilling workers and services operators	10	100	100	0	0	0
9414 Concrete, clay and stone forming occupations	10	100	100	100	100	100
9421 Chemical plant machine operators	15	100	100	100	100	0
944 Machine Operators and Related Workers in Textile Processing	10	100	100	100	100	0
9462 Industrial butchers and meat cutters, poultry preparers and related workers	10	100	100	100	0	0
9465 Testers and graders, food and beverage processing	10	100	100	0	0	0
9472 Camera, platemaking and other pre-press occupations	10	100	100	0	0	0
9481 Aircraft assemblers and aircraft assembly inspectors	10	100	100	100	100	100
064 Managers in Protective Service	35	100	100	100	100	71
1234 Insurance underwriters	30	100	100	33	0	0

# Kawartha Lakes Third Level NOC Summary Cont'd

	<b>Total -</b>	<b>40+ %</b>	<b>45+ %</b>	<b>50+ %</b>	<b>55+ %</b>	<b>60+ %</b>
1244 Court recorders and medical transcriptionists	30	100	100	100	67	33
3131 Pharmacists	30	100	100	67	33	0
3151 Head nurses and supervisors	35	100	100	71	29	0
6461 Sheriffs and bailiffs	30	100	100	67	0	0

# Northumberland Third Level NOC Summary

	Total	40+ %	45+ %	50+ %	55+ %	60+ %
1222 Executive assistants	10	100	100	100	100	100
2212 Geological and mineral technologists and technicians	10	100	100	100	100	100
5111 Librarians	10	100	100	100	0	0
6214 Dry cleaning and laundry supervisors	10	100	100	0	0	0
1211 Supervisors, general office and administrative support clerks	15	100	100	100	100	67
1423 Desktop publishing operators and related occupations	15	100	100	67	67	67
5131 Producers, directors, choreographers and related occupations	15	100	100	100	67	0
5223 Graphic arts technicians	15	100	100	100	100	100
6215 Cleaning supervisors	15	100	100	67	67	0
0011 Legislators	20	100	100	100	100	50
3114 Veterinarians	20	100	100	75	0	0
9215 Supervisors, forest products processing	20	100	100	100	100	50
1227 Court officers and justices of the peace	35	100	100	100	86	29
1235 Assessors, valuers and appraisers	35	100	100	71	29	0
0641 Commissioned police officers	10	100	100	100	100	100
1214 Supervisors, mail and message distribution occupations	10	100	100	100	100	0
1224 Property administrators	50	100	100	80	50	20

# Northumberland Third Level NOC Summary

## Cont'd

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
1233 Insurance adjusters and claims examiners	20	100	100	50	0	0
1234 Insurance underwriters	20	100	100	50	0	0
1244 Court recorders and medical transcriptionists	20	100	100	50	50	0
1476 Transportation route and crew schedulers	10	100	100	100	100	0
2113 Geologists, geochemists and geophysicists	15	100	100	100	0	0
2142 Metallurgical and materials engineers	10	100	100	100	0	0
2146 Aerospace engineers	10	100	100	100	0	0
2175 Web designers and developers	20	100	100	100	50	50
2244 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	10	100	100	0	0	0
2261 Non-destructive testers and inspectors	10	100	100	0	0	0
3217 Cardiology technologists	10	100	100	100	100	0
4111 Judges	10	100	100	100	100	100
4164 Social policy researchers, consultants and program officers	15	100	100	100	0	0
4215 Instructors and teachers of persons with disabilities	10	100	100	100	100	0
5227 Support occupations in motion pictures, broadcasting and the performing arts	10	100	100	100	100	0
5232 Other performers	10	100	100	0	0	0
6463 By-law enforcement and other regulatory officers, n.e.c.	15	100	100	100	100	100
7213 Contractors and supervisors, pipefitting trades	10	100	100	0	0	0
722 Supervisors, Railway and Motor Transportation Occupations	10	100	100	100	100	0

# Northumberland Third Level NOC Summary Cont'd

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
7222 Supervisors, motor transport and other ground transit operators	10	100	100	100	0	0
7351 Stationary engineers and auxiliary equipment operators	20	100	100	50	50	0
736 Train Crew Operating Occupations	15	100	100	100	0	0
7361 Railway and yard locomotive engineers	15	100	100	100	0	0
7451 Longshore workers	15	100	100	0	0	0
9451 Sewing machine operators	10	100	100	0	0	0
9472 Camera, platemaking and other pre-press occupations	10	100	100	100	100	0
3111 Specialist physicians	30	100	100	100	67	33

# Peterborough Third Level NOC Summary

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
8252 Agricultural and related service contractors and managers	10	100	100	100	0	0
4111 Judges	15	100	100	100	100	100
5132 Conductors, composers and arrangers	20	100	100	100	100	75
9473 Binding and finishing machine operators	20	100	100	100	50	0
0411 Government managers, health and social policy development and program administration	10	100	100	100	100	0
0713 Transportation managers	40	100	100	100	25	0
1113 Securities agents, investment dealers and brokers	20	100	100	50	50	50
1227 Court officers and justices of the peace	30	100	100	100	67	67
1443 Court clerks	15	100	100	0	0	0
1452 Correspondence, publication and related clerks	10	100	100	0	0	0
1476 Transportation route and crew schedulers	15	100	100	100	100	0
2122 Forestry professionals	30	100	100	100	67	0
2152 Landscape architects	10	100	100	100	0	0
2172 Database analysts and data administrators	20	100	100	50	0	0
2264 Construction inspectors	35	100	100	57	29	0
3216 Medical sonographers	10	100	100	100	100	0

# Peterborough Third Level NOC Summary Cont'd

	<b>Total -</b>	<b>40+ %</b>	<b>45+ %</b>	<b>50+ %</b>	<b>55+ %</b>	<b>60+ %</b>
5123 Journalists	20	100	100	100	100	100
5222 Film and video camera operators	10	100	100	100	0	0
6461 Sheriffs and bailiffs	10	100	100	0	0	0
6463 By-law enforcement and other regulatory officers, n.e.c.	20	100	100	100	50	50
6672 Other attendants in accommodation and travel	10	100	100	100	0	0
6682 Ironing, pressing and finishing occupations	10	100	100	100	100	0
7263 Structural metal and platework fabricators and fitters	40	100	100	75	50	50
7316 Machine fitters	35	100	100	71	71	43
7382 Commercial divers	10	100	100	100	100	0
822 Supervisors, Mining, Oil and Gas	20	100	100	50	50	50
9415 Inspectors and testers, mineral and metal processing	15	100	100	0	0	0
9433 Papermaking and finishing machine operators	10	100	100	100	100	0
9487 Machine operators and inspectors, electrical apparatus manufacturing	10	100	100	100	100	0

# Peterborough CY Third Level NOC Summary

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
7381 Printing press operators	10	100	100	100	0	0
9224 Supervisors, furniture and fixtures manufacturing	15	100	100	100	67	0
3114 Veterinarians	15	100	100	67	67	0
7216 Contractors and supervisors, mechanic trades	20	100	100	50	50	0
1212 Supervisors, finance and insurance clerks	25	100	100	80	40	40
5242 Interior designers	25	100	100	100	40	0
1432 Payroll clerks	30	100	100	83	33	0
922 Supervisors, Assembly and Fabrication	30	100	100	67	33	0
0012 Senior government managers and officials	20	100	100	100	50	0
0132 Postal and courier services managers	10	100	100	100	0	0
0411 Government managers, health and social policy development and program administration	10	100	100	100	100	0
1227 Court officers and justices of the peace	10	100	100	100	100	100
1423 Desktop publishing operators and related occupations	10	100	100	100	100	0
1452 Correspondence, publication and related clerks	10	100	100	0	0	0
1462 Letter carriers	50	100	100	80	40	0
2143 Mining engineers	10	100	100	100	100	0
2152 Landscape architects	10	100	100	100	0	0
2222 Agricultural and fish products inspectors	10	100	100	100	0	0
2243 Industrial instrument technicians and mechanics	20	100	100	50	50	50

# Peterborough CY Third Level NOC Summary

## Cont'd

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
2261 Non-destructive testers and inspectors	10	100	100	100	100	100
3121 Optometrists	10	100	100	100	100	0
3214 Respiratory therapists, clinical perfusionists and cardio-pulmonary technologists	10	100	100	100	0	0
3216 Medical sonographers	10	100	100	100	100	0
3217 Cardiology technologists	10	100	100	100	0	0
3219 Other medical technologists and technicians (except dental health)	10	100	100	100	0	0
4111 Judges	10	100	100	100	100	100
5132 Conductors, composers and arrangers	10	100	100	100	100	100
5135 Actors and comedians	10	100	100	0	0	0
5222 Film and video camera operators	10	100	100	100	0	0
6484 Other personal service occupations	10	100	100	100	100	100
6682 Ironing, pressing and finishing occupations	10	100	100	100	100	0
7263 Structural metal and platework fabricators and fitters	10	100	100	100	0	0
7312 Heavy-duty equipment mechanics	10	100	100	100	100	100
7341 Upholsterers	10	100	100	100	0	0
7351 Stationary engineers and auxiliary equipment operators	10	100	100	0	0	0
7372 Drillers and blasters - surface mining, quarrying and construction	10	100	100	100	0	0
7612 Other trades helpers and labourers	10	100	100	0	0	0
7622 Railway and motor transport labourers	10	100	100	100	0	0
9211 Supervisors, mineral and metal processing	25	100	100	40	0	0

# Peterborough CY Third Level NOC Summary

## Cont'd

	Total -	40+ %	45+ %	50+ %	55+ %	60+ %
9212 Supervisors, petroleum, gas and chemical processing and utilities	20	100	100	100	0	0
9214 Supervisors, plastic and rubber products manufacturing	10	100	100	0	0	0
9415 Inspectors and testers, mineral and metal processing	10	100	100	0	0	0
9424 Water and waste plant operators	10	100	100	100	0	0
944 Machine Operators and Related Workers in Textile Processing	20	100	100	50	50	50
9471 Printing machine operators	10	100	100	100	0	0
9473 Binding and finishing machine operators	10	100	100	100	100	0
9512 Forging machine operators	10	100	100	100	0	0
9615 Labourers in rubber and plastic products manufacturing	20	100	100	50	0	0
737 Crane Operators, Drillers and Blasters	30	100	100	67	33	33