

# Workforce Focus

*From the Workforce Development Board.*

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## 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.

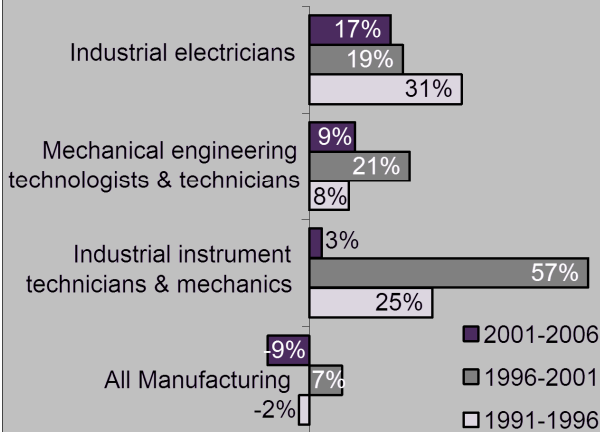
**Couriers and messengers:** Gain of 39 establishments and approximately 123 workers.

**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.

## Promising Local Occupations

Good Employment Prospects in Peterborough, Kawartha Lakes, Haliburton, and Northumberland

- Financial Auditors and Accountants:** Retirements will create job opportunities as half of local workforce is age 50+.
- Customer Service and Information Clerks:** Strong growth as a number of new call centers have come to the area.
- Pharmacists:** Replacing retiring pharmacists and an ageing population will increase demand.
- Physiotherapists:** Local employers have expressed a need for qualified Physiotherapists.
- Registered Nurses:** The Canadian Nurses Association predicts a national shortage of 59,000-113,000 nurses by 2011.
- Licensed Practical Nurses:** Nursing homes in rural areas and small communities find it more difficult to recruit LPN's.
- Nurse Aides, Orderlies and Patient Service Associates:** Job growth and retirements will create openings each year.
- College and Other Vocational Instructors:** Retraining trend increases demand for continuing and vocational training.
- Early Childhood Educators and Assistants:** Opportunities are better for those with related post-secondary education.
- Cook & Chefs:** Despite the sector's sensitivity to economic cycles, the best trained chefs and cooks are in demand.
- Police Officers :** Most local police services, the OPP and the RCMP recruit new constables throughout the year.
- Food and Beverage Servers:** High turnover creates demand, though most of the jobs in this occupation are part-time.
- 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.
- Construction Trades Helpers and Labourers:** Physical demanding work results in high turnover.

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

#### Replacement ratio (1.0 = Full replacement)

Peterborough, Kawartha Lakes,  
Haliburton, and Northumberland , 2006

Bookkeepers	0.17
Farmers and farm managers	0.20
Secretaries (except legal and medical)	0.23
Janitors and caretakers	0.28
Administrative clerks	0.31
Professionals in business services	0.31
Purchasing agents and officers	0.35
General office clerks	0.40
Accounting and related clerks	0.44
Registered nurses	0.48
Retail salespersons and sales clerks	0.51
Machinists, machining and tooling inspectors	0.54
Labourers in food and beverage processing	0.58
Cashiers	0.58

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)

Peterborough, Kawartha Lakes,  
Haliburton, and Northumberland , 2006

Dentists	0.29
Interior designers	0.30
Financial and investment analysts	0.33
Medical sonographers	0.35
Computer network technicians	0.38
Machining tool operators	0.41
Insurance adjusters and claims examiners	0.43
Business development officers and marketing researchers and consultants	0.44
Banking, insurance and other financial clerks	0.44
Electrical and electronics engineers	0.48
Chemical engineers	0.53
Dietitians and nutritionists	0.54
Mechanical engineers	0.59
Tilesetters	0.59

Source: Statistics Canada Census Data, 2006.

**EMPLOYMENT  
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Template originally developed by the Elgin, Middlesex, Oxford Local Training Board