

Workforce Focus

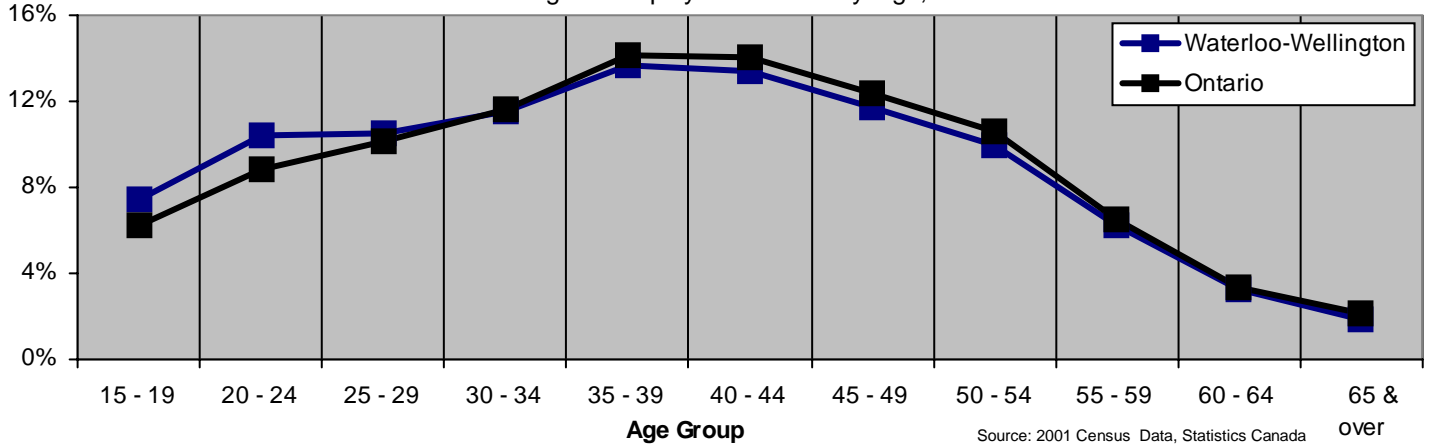
From the Waterloo-Wellington Training & Adjustment Board
 "Guiding today's workforce for tomorrow's workplace"

In this Issue: Aging Workforce

- Number of Retirements
- Retirement Rates
- Projected Shortages

The Shape of Our Workforce

Percentage of Employed Persons by Age, 2001



Where the Boomers are:

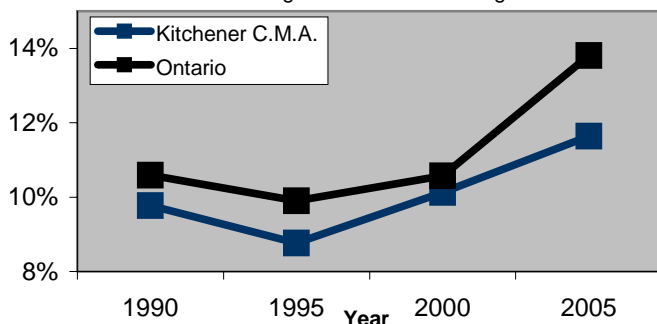
In 2006, the front end of the baby boom is now retiring while the younger boomers are just beyond mid-career. In Waterloo-Wellington, youth make up a slightly greater share of the workforce than the provincial norm.

More are Working Longer

The Kitchener Census Metropolitan Area includes Cambridge, Waterloo, North Dumfries and Woolrich. Workers over age 55 made up 11.6% of this regions workforce in 2005. Though less than the provincial level of 13.8%, this regions older workforce share is rising after a drop in the mid 1990's. From a different perspective, 33% of people over 55 are still working in the Kitchener C.M.A., the highest level since recording began in 1987. 31% of people over 55 are still working in Ontario, the highest level since 1979.

Increasing Share of Workforce

Percentage of workforce over age 55



When and Where will our Shortages Occur?

Above normal retirement rates for 2011, 2016, 2021

Source: 2001 Census Data, Statistics Canada

Major Occupational Group	# of Occupations		
	2011	2016	2021
Business, finance & administration	4	10	10
Natural and applied sciences	1	4	5
Health	3	7	5
Social science, education, government service & religion	2	3	5
Art, culture, recreation and sport	4	4	6
Sales & service	2	2	3
Trades, transport & equipment operators	4	8	11
Primary industry	0	1	1
Processing, manufacturing & utilities	3	5	8
All Occupations	23	44	54

Forecasting Employment Gaps

In this region, 23 occupations could be experiencing worker shortages by 2011, while 54 could be by 2021. Occupations within business, finance and administration and trades, transport and equipment operators will likely experience the greatest of these.

Potential Occupation Shortages by 2011 Waterloo-Wellington Region (Managing & Supervising Occupations Exempt)

Specific Occupation	Total number of workers retiring before 2011	Percentage of workers retiring before 2011
Tobacco processing machine operators	130	57.8%
Librarians	125	41.0%
Medical laboratory technologists and pathologists' assistants	95	30.6%
Education policy researchers, consultants and program officers	80	36.4%
Fabric, fur and leather cutters	65	27.1%
Graphic arts technicians	60	34.3%
Immigration, employment insurance and revenue officers	60	27.3%
Blacksmiths and die setters	45	29.0%
Boilermakers	45	32.1%
Court recorders and medical transcriptionists	45	32.1%
Court officers and justices of the peace	40	57.1%
Inspectors and testers, fabric, fur and leather products manufacturing	30	35.3%
Transportation route and crew schedulers	30	40.0%
Opticians	25	50.0%
Non-destructive testers and inspectors	25	35.7%
Power systems and power station operators	20	40.0%
Technical occupations related to museums and art galleries	20	36.4%
Actors and comedians	20	57.1%

Source: 2001 Census Data, Statistics Canada

Looking Ahead

As the workforce ages, employers are all drawing on the same shrinking pool to attract and retain people. More on the job training will be required to orient new hires and to prepare for management succession. With these labour market changes will come new opportunities to expand diversity in the workplace, drawing on the large pool of qualified women, visible minorities and persons with disabilities that has developed in recent years.

Source: HR Professional Magazine, Oct/Nov 2003

Comparing Retirement Rates of Ontario to Waterloo-Wellington Region

Source: 2001 Census Data, Statistics Canada

Major Occupational Group	Percentage of Workers Retiring Before:			
	2011		2016	
	ON.	W.W.	ON.	W.W.
Management	14.7%	14.0%	30.1%	29.8%
Business, finance & administration	12.8%	13.8%	26.1%	27.6%
Natural and applied sciences	9.7%	6.9%	21.1%	16.7%
Health	14.7%	14.2%	30.3%	29.8%
Social science, education, government service & religion	16.6%	15.7%	30.3%	28.2%
Art, culture, recreation & sport	7.5%	9.2%	18.7%	20.6%
Sales & service	8.0%	7.1%	17.0%	15.3%
Trades, transport & equipment operators	12.6%	12.3%	25.8%	24.5%
Primary industry	0.0%	0.0%	7.1%	7.8%
Processing, manufacturing & utilities	12.8%	11.6%	26.0%	22.8%
All Occupations	11.5%	11.1%	24.0%	22.9%

Future Challenges

The wheels of demographic change grind slowly, but even slow-moving changes can surprise with the size of their impact. The need for advance planning and encouragement of good public policy will be pressing.

Source: Aging Populations and the Workforce, British-North American Committee, 2001.

Local Retirement Concerns

Forecasted retirement rates for Waterloo-Wellington are significantly higher than the provincial average in Arts, culture, recreation and sport for 2011 and 2016 and in Business, finance and administration for 2016.

Canada

SEE MORE LABOUR MARKET INFORMATION
ON THE WEB AT WWW.WWTAB.COM

Ontario

THE VIEWS EXPRESSED IN THIS DOCUMENT DO NOT NECESSARILY REFLECT THOSE OF THE GOVERNMENT OF CANADA OR THE GOVERNMENT OF ONTARIO.