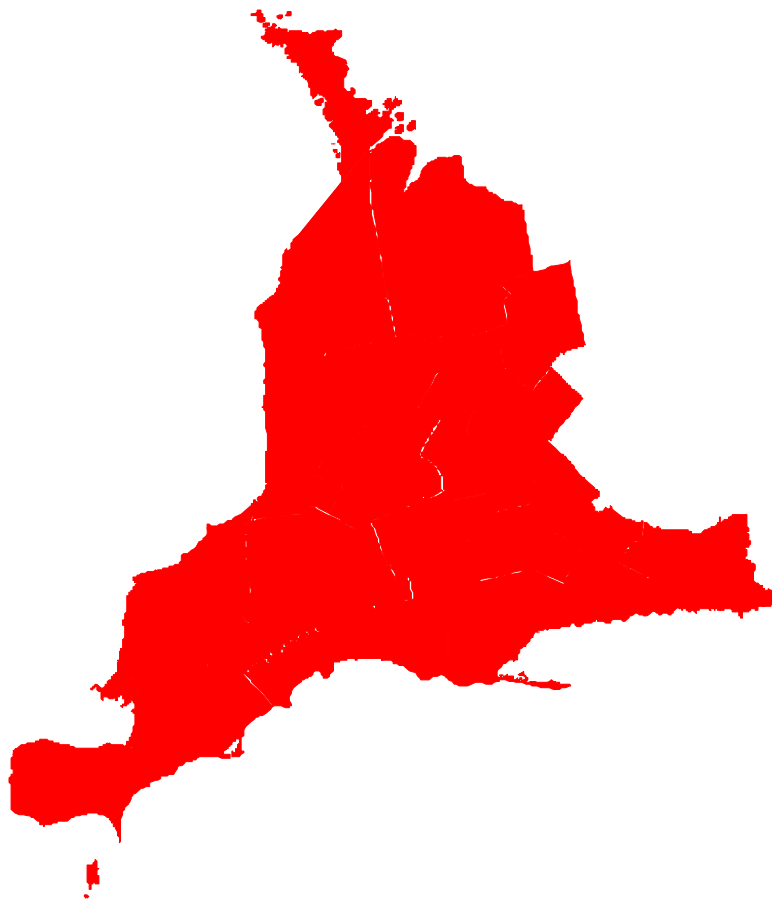
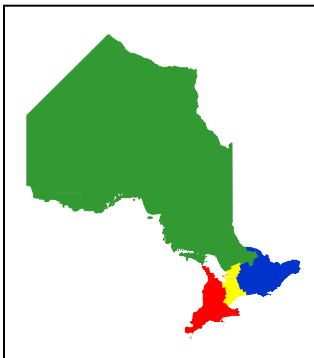


LABOUR MARKET INFORMATION

**Employment Ontario Western Region
2008 Annual Labour Market Report**



Produced by: Labour Market Information and Research Unit
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The Labour Force Survey collects monthly information on the labour market activities of Canada's working age population. The data is collected from a sample of 53,500 households (15,500 in Ontario) each month. The primary objective of the survey is to provide reliable estimates of employment and unemployment for Canada and the provinces, and to provide descriptive and explanatory data for each group. Data is also available for sub-provincial geographies.

Although the LFS is a valuable source for labour market information, caution should be used in interpreting period to period changes, especially for small geographic areas or for small data cells. All survey data is subject to sampling and non-sampling type errors that may result in misleading estimates. Documentation on LFS data quality is available from Statistics Canada's website at www.statcan.ca/english/sdds/document/3701_D4_T2_V3_E.pdf.

Cette publication est disponible en français sous le nom de:

Rapport annuel sur le marché du travail 2008 : Emploi Ontario Région de l'Ouest

2008 Western Region Summary

The Western Region accounted for about 28% of Ontario's 10.4 million working age population (15 years and over) and almost 28% of the province's 7 million labour force in 2008. While the Western Region has a slightly larger share of youth (aged 15-24) in its labour force than does Ontario overall (17% and 16% respectively), its demographic profile is generally the same. Outside of the Welland and Windsor areas, the Region has a lower than average francophone share in its population. However, it is a location of choice for immigrants within Ontario, with Windsor, Kitchener-Waterloo, and Hamilton having the highest settlement levels and visible minority population shares outside of the Greater Toronto Area (GTA) and Ottawa. The Region also has several large native reserves, including Ontario's largest, the Six Nations Reserve near Brantford.

The Western Region's unemployment rate climbed up to a six year high of 6.6% in 2008, from 6.3% in 2007. The number of unemployed people in the Western Region was 131,300, up 8,800 or 7.2% from 2007.

Employment in the Western Region has generally expanded at a slower than average rate over the period from 1998-2008. Employment growth has slowed significantly since 2003, and the Region's average employment level was virtually unchanged between 2006 and 2007. In 2008 employment edged up by 0.9%, with both full-time and part-time employment sharing in the gains.

In recent months economic issues and concerns originating in the US have had a profound impact on the Western region's current health and near-term economic prospects. While a high exchange rate, high energy costs and competition from global competitors were obstacles to economic growth only a few months ago, they have now given way to concerns of falling US demand and its impact on our exports (particularly auto). Falling domestic consumer and business confidence has negative implications for the entire economy and remedial measures by the authorities provide no assurance of a short or painless downturn.

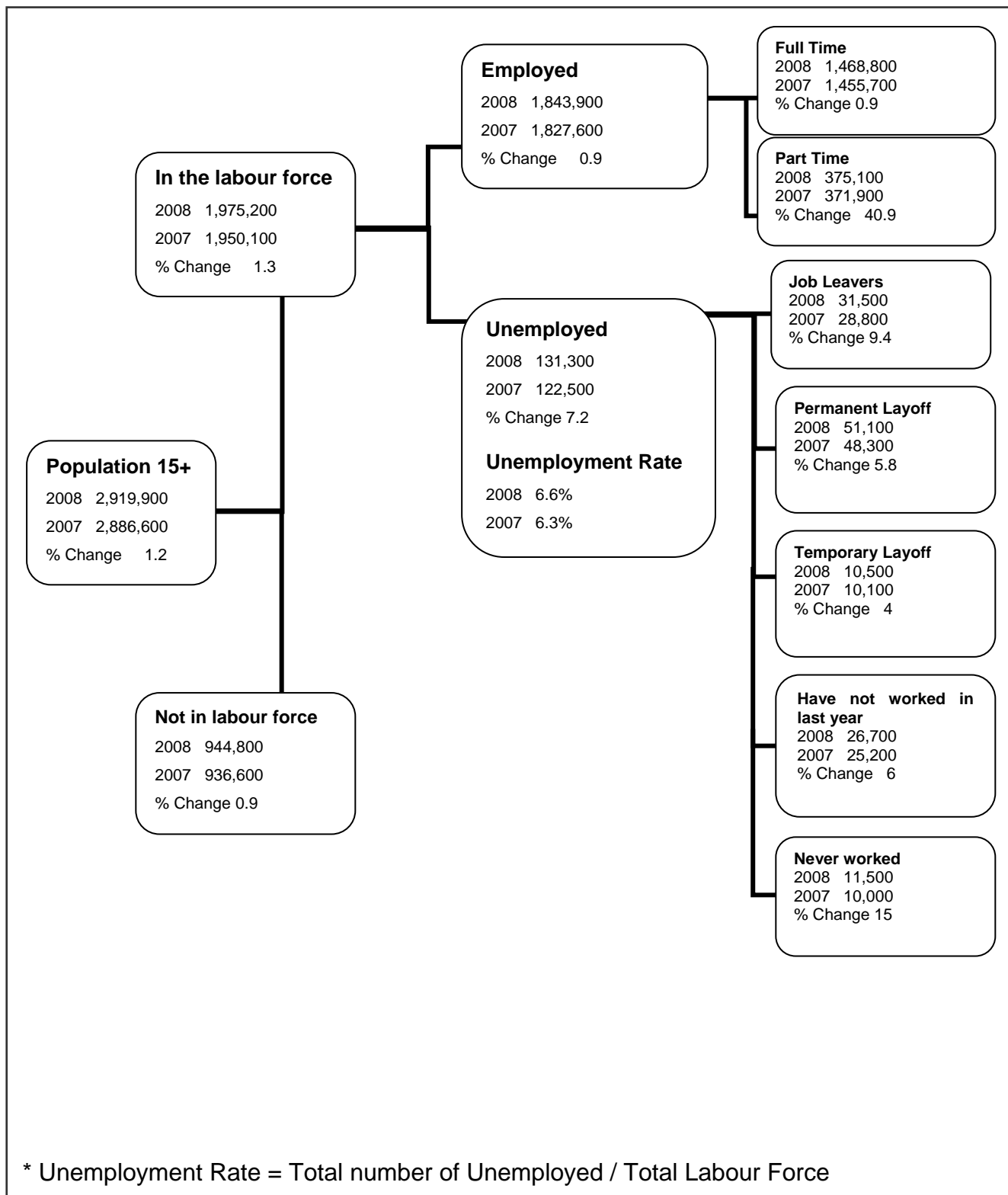
The region's large auto and related sector has been particularly hard hit in the past year, with auto assemblers cutting back production and delaying planned investment. Numerous individuals in this and related sectors have lost their jobs and the numbers continue to mount.

The Windsor area has been particularly hard hit by the downturn in manufacturing (i.e. auto). Since 2004 Windsor has had the highest unemployment rate of all Ontario CMAs. In 2008 Windsor again registered the highest unemployment rate in Ontario, 9.4%. This was considerably higher than the next highest unemployment rate (St. Catharines, 7.4%).

In addition to shorter-term concerns, there are numerous structural and long-term challenges which the Western region will also have to contend with. These will

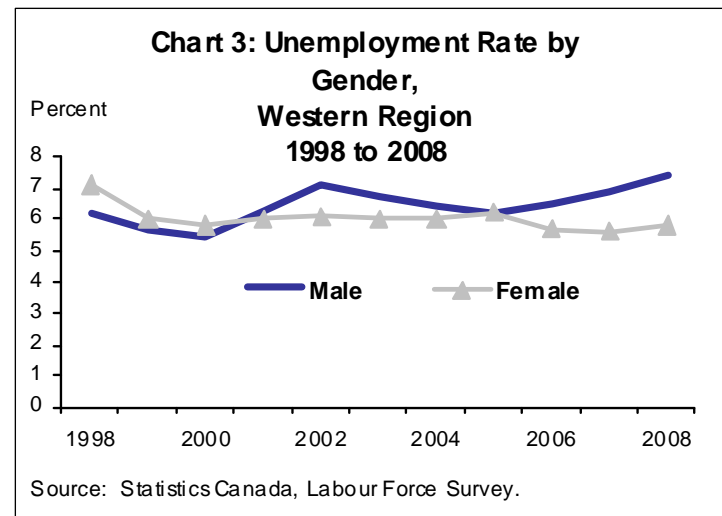
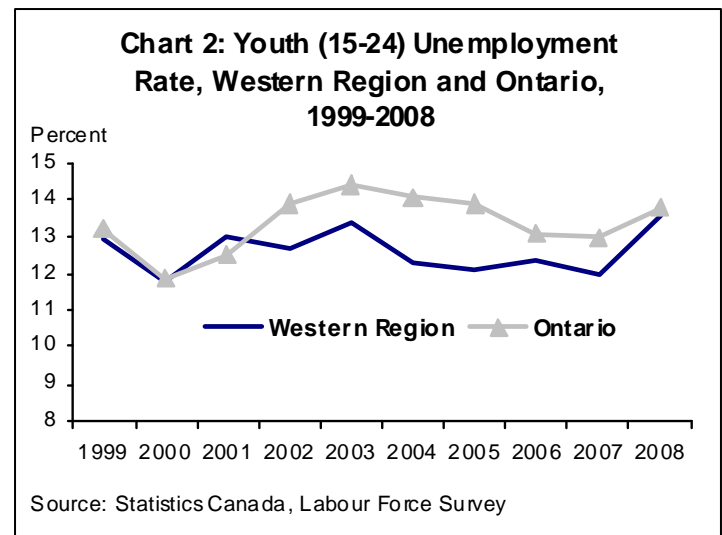
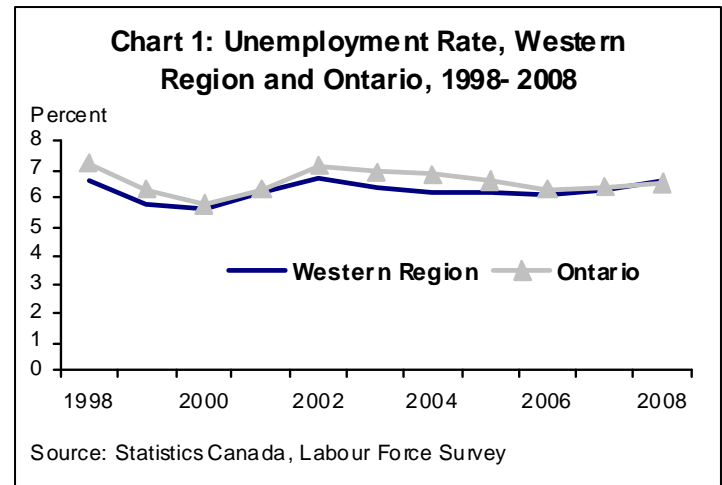
become more pronounced in the medium and longer-terms. They include globalization, technological advances, new social concerns (i.e. the environment), and the aging of the population and labour force, among others. These factors are independent of the business cycle and will be a concern for some time to come.

Ontario Western Region Labour Market 2008



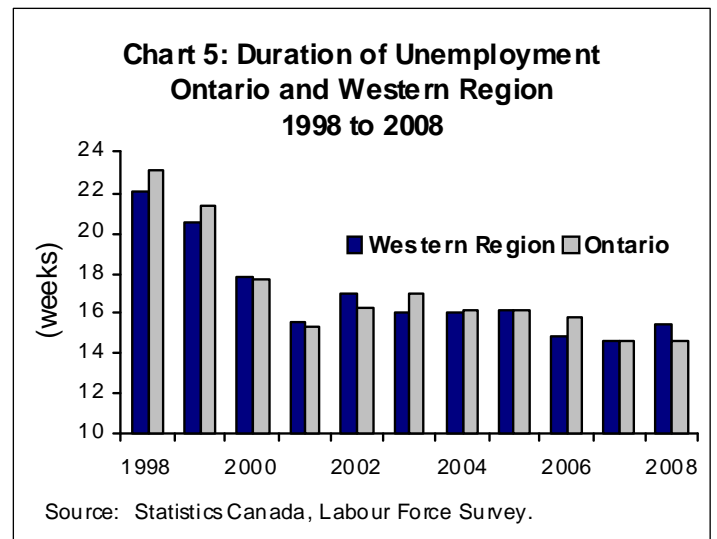
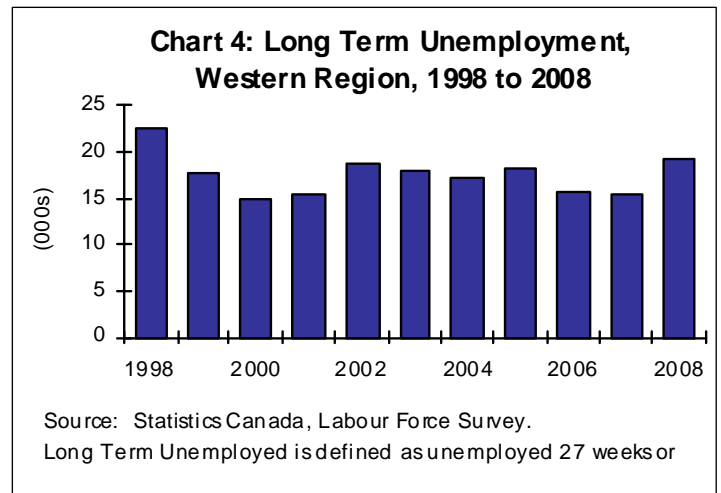
Unemployment

- The Western Region's unemployment rate climbed up to a six year high of 6.6% in 2008, from 6.3% in 2007. It surpassed the Ontario average of 6.5%, after remaining below the Ontario average throughout the previous decade.
- The number of unemployed people in the Western Region was 131,300, up 8,800 or 7.2% from 2007.
- In 2008, the youth (aged 15-24) unemployment rate in the Western Region jumped to 13.6% from 12.0% in 2007. This was its highest rate over the past decade.
- For the most since 2002, the unemployment rate for youth in the Western Region had remained at least one percentage point below the provincial average.
- Ontario's youth unemployment rate was 13.8% in 2008, up from 13% in 2007.
- In 2008, the female unemployment rate in the Western region was 5.8%, an increase from 5.6% in 2007. This was 1.6 percentage points below the unemployment rate for males in the region (7.4%) and the widest gap during the 1998-2008 period. This difference was also larger than the Ontario average, with unemployment rates of 6.1% for females and 6.9% for males in 2008.
- The unemployment rate for females generally remained below that for males since 2000. Most recently in the region, it had declined from 6.2% in 2005 to 5.6% in 2007. During the period the male unemployment rate rose from 6.2% in 2005 to 6.9% in 2007.



Duration of Unemployment

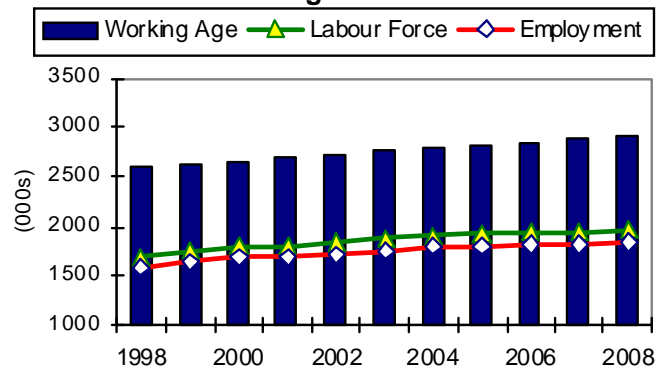
- In 2008, long-term unemployment (i.e. the number of people who have been unemployed for 27 weeks or more) in the Western Region increased to its highest level since 1998.
- In 2008, there were an estimated 19,200 people in the Western Region unemployed for 27 weeks or more, a 28% increase or 4,200 more people who were long-term unemployed compared with 2007.
- Long-term unemployed people represented about 13.4% of total unemployment in the Western Region in 2008, up from 12.6% in 2007 but slightly lower than the provincial average of 14.6% in 2008.
- In 2008, the average number of weeks people were unemployed in the Western Region was 15.4 weeks, an increase from an average 14.7 weeks in 2007. There had been a declining trend since 1998.
- Between 2007 and 2008, there was no change in the average number of weeks people were unemployed in the Ontario. The average duration of unemployment also declined in the province over the last decade.



Employment

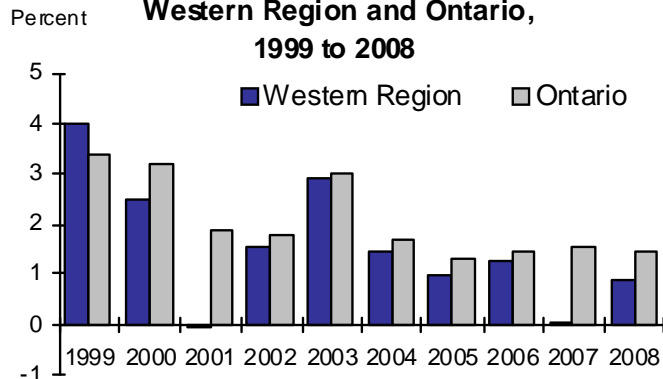
- In 2008, the total working age population (15 years and over) for the Western Region was estimated at 2,919,900 people, an increase of 1.2% from 2007 and 12.9% higher than in 1998. The Western Region accounted for almost 28% of Ontario's 10.5 million working age population in 2008.
- Employment in the Western Region grew most of the period between 1999 and 2008, although the pace has been somewhat erratic.
- In 2008, there were approximately 1,843,900 people employed in Western Ontario, an increase of 0.9% from 2007, and about 16% from 1998. Still, employment in the Western Region grew faster than the working age population, which rose by 1.2% from 2007 and 12.9% from 1998. In 2008, Ontario overall employed increased 1.4% from 2007 and 17.9% since 1998.
- With the exception of 1999, employment in the Western Region expanded more slowly than the Ontario average over the past 10 years. Employment grew by average of 1.5% per year between 1999 and 2008, slower than the 2.1% annual growth rate for Ontario as a whole. Consequently, Western Region's share of Ontario's employment fell from 30.6% in 1998 to 27.6% in 2008. Between 1998 and 2008, total net employment in Western Region and Ontario grew by 260,700 and 1,520,200, respectively.
- Historically, the employment rate in the Western Ontario Region has been close to the Ontario average. The employment rate is the share of the working age

Chart 6: Working Age Population, Labour Force and Employment, Western Region 1998 to 2008



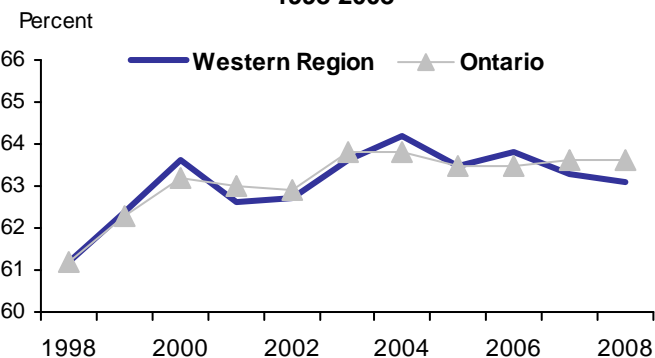
Source: Statistics Canada, Labour Force Survey

Chart 7: Employment Growth, Western Region and Ontario, 1999 to 2008



Source: Statistics Canada, Labour Force Survey

Chart 8: Employment Rate, Western Region and Ontario, 1998-2008



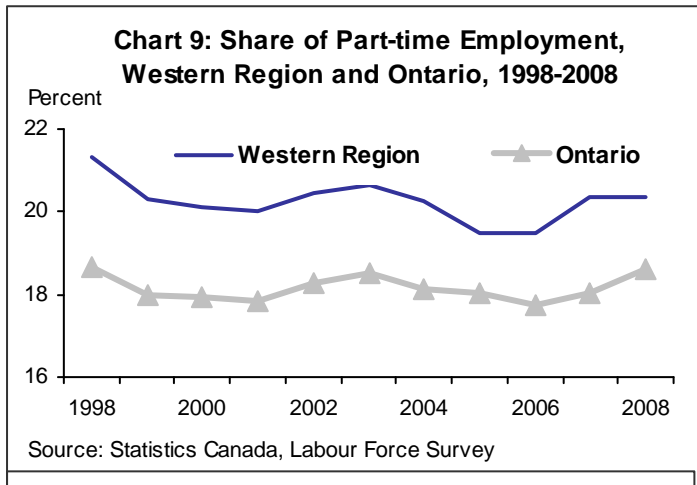
Source: Statistics Canada, Labour Force Survey

population (15 years and older) that is working. While both rates have risen since 1997, they have dropped from their peak in 2004.

- In 2008, 63.1% of working age people in the Western Region had jobs, compared to 63.6% in Ontario overall.

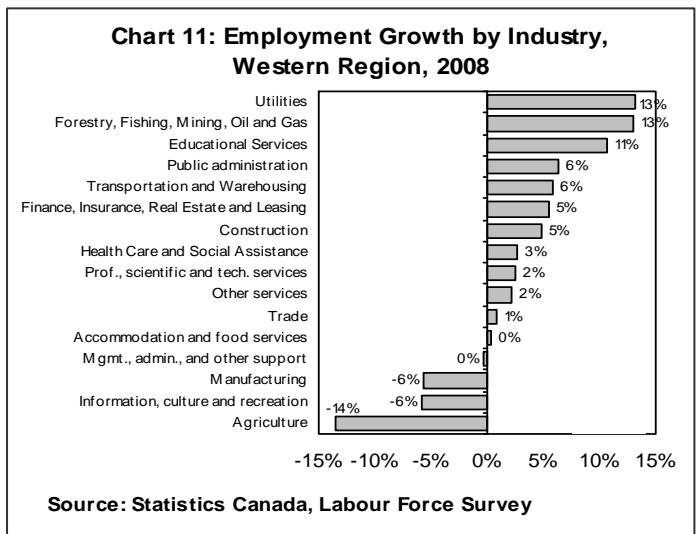
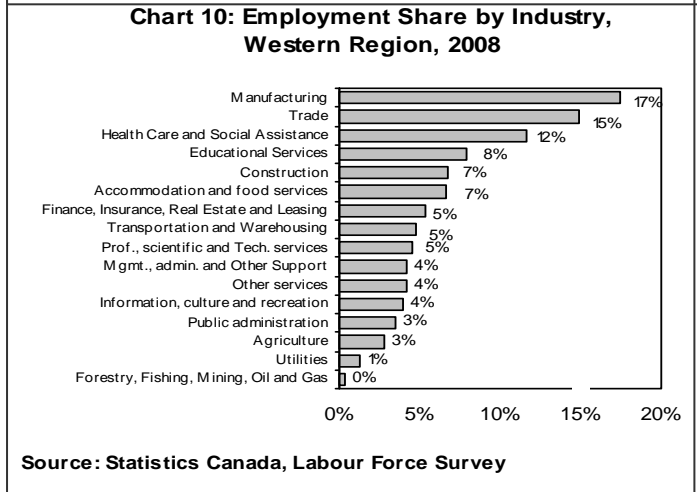
Part-time Employment

- Historically, part-time workers have represented a larger share of employment in the Western Region than in Ontario as a whole. In 2008, 20.3% of all employment was part-time in the Western Region, compared with 18.6% in Ontario.



Employment by Industry

- In 2008, the three largest industries represented about 44% of all employment in the Western Region: manufacturing (17.4%); wholesale and retail trade (15%); and health care and social assistance (11.6%). The share of workers in the Western Region in manufacturing was well above the provincial average (13.5%) in 2008.
- In 2008, the industries that experienced the largest employment growth in the region from 2007 were utilities (up 2,700 or 13.1%), forestry, fishing, mining, oil and gas (up 700 or 12.9%) and educational services (up 14,000 or 10.7%).
- In 2008, on a percentage basis, the largest employment level declines in the Western Region occurred in agriculture (down 13.6%); and in information, culture and recreation (down 5.9%). However, in absolute terms, manufacturing showed the largest job loss with employment falling by 19,300 workers, more than twice the number of the next closest industry (agriculture). Manufacturing employment in the Western Region has been falling steadily over the past four years, and is

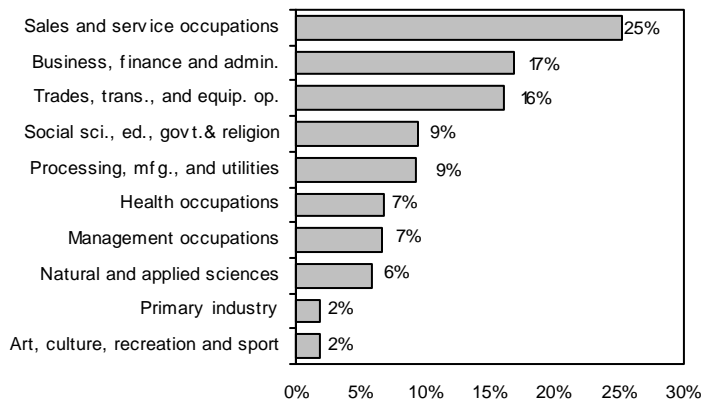


now more than 74,500 workers below its 2003 peak.

Employment by Occupation

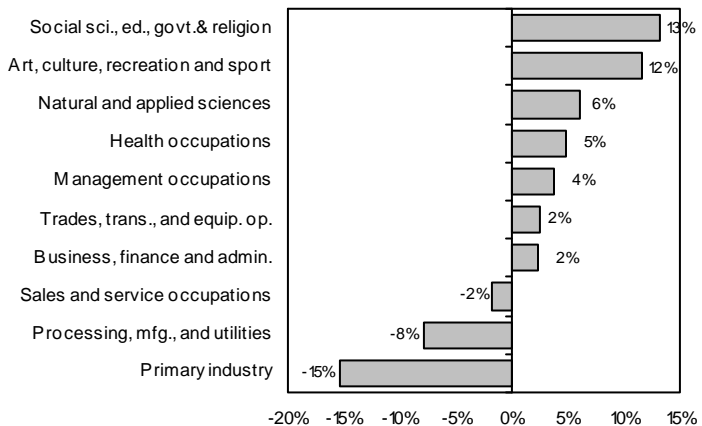
- One in four workers in the Western Region was employed in sales and service occupations in 2008. Business, finance and administrative professionals, and trades, transport and equipment operators and related occupations each covered about 16% of the workforce. Together these three groups represented close to six out of every 10 workers in the Western Region in 2008.
- Employment in the Western Region grew fastest in the occupations in social science, education, government service and religion (up 17,500, or 13%), art, culture, recreation and sport occupations (up 3,000, or 11.6%), and natural and applied sciences and related occupations (up 5,800, or 6%) between 2007 and 2008.
- Occupations unique to primary industry experienced the largest employment loss (down 5,500 or 15%) between 2007 and 2008, on a percentage basis. However, in absolute term, occupations unique to processing, manufacturing and utilities experienced the largest job loss (down 12,400 or 8%). Workers in this occupational group are concentrated within the manufacturing sector.

Chart 12: Employment Share by Occupation, Western Region, 2008



Source: Statistics Canada, Labour Force Survey

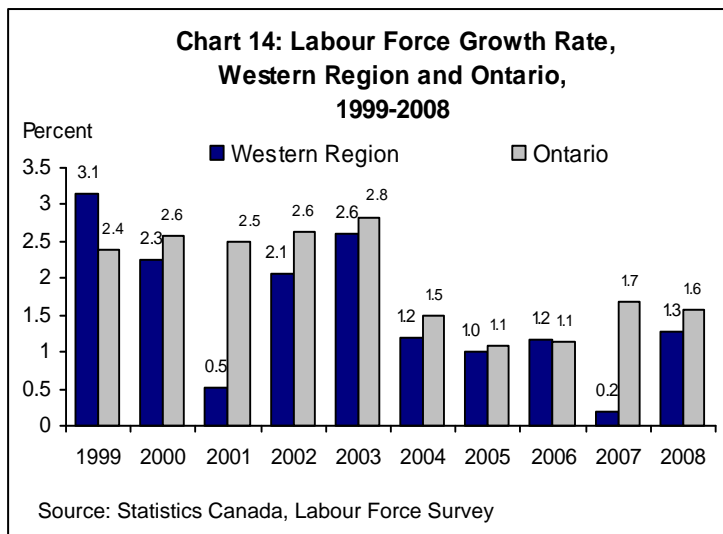
Chart 13: Employment Growth by Occupation, Western Region, 2008



Source: Statistics Canada, Labour Force Survey

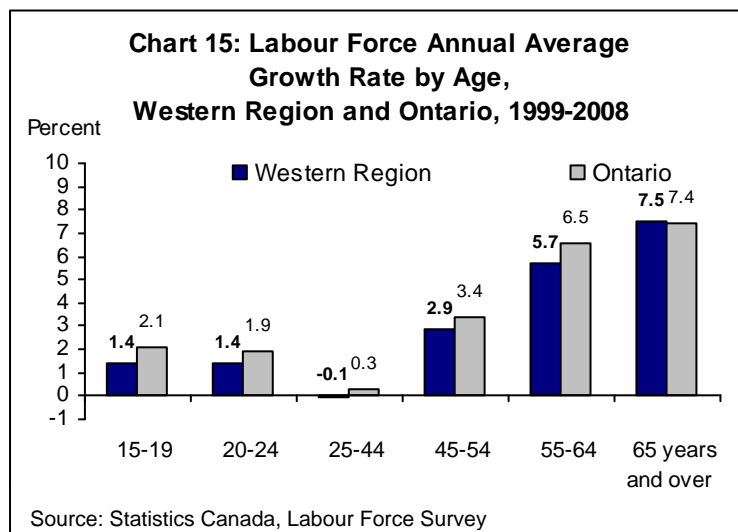
Labour Force

- The Western Region’s labour force grew more slowly than the Ontario average for most of the period between 1998 and 2008, with labour force growth in the region (up 0.2%) slowest in 2007.
- In 2008, the labour force in the Western Region grew by 1.3% (an estimated 25,100 people), which was higher than the increase (up 0.9% or 16,300 jobs) in the Region’s employment. The increase in the Region’s labour force was slightly below the Ontario overall average of 1.6%.



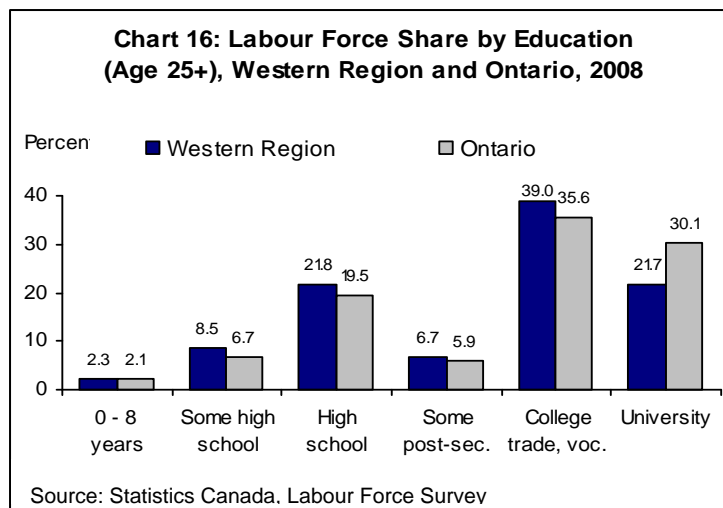
Labour Force by Age

- From 1999 to 2008, the average rate of growth in the Western Region’s labour force was lower than that for Ontario across all age groups. The growth in each cohort was consistent with their population change. Labour force growth for the oldest cohort (65+) rose a small percentage faster (7.5%) than the provincial pace (7.4%) during the period.



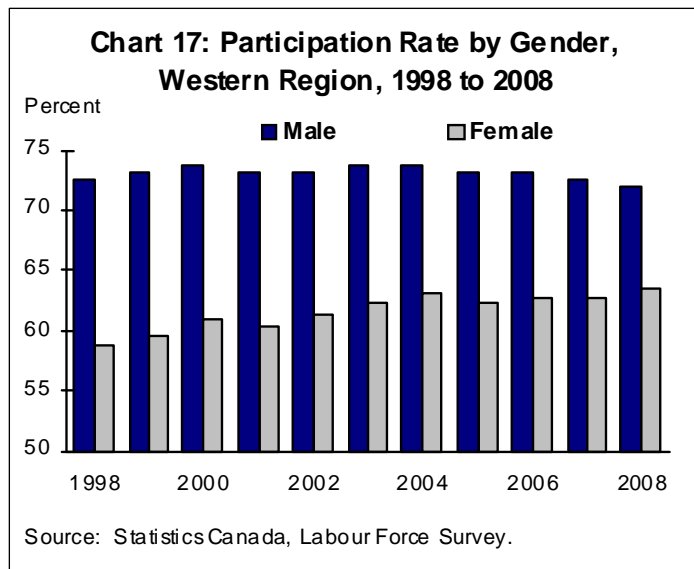
Labour Force by Education

- In 2008, a higher than average share of the Region’s adult labour force (aged 25 and older) had college, trade or vocational qualifications compared with the province overall (39% versus 36%), while a lower than average share had university level attainment (22% versus 30%).
- More adults (32.6%) in the Region had a high school-level education or less, compared with their Ontario counterpart. (28.3%).



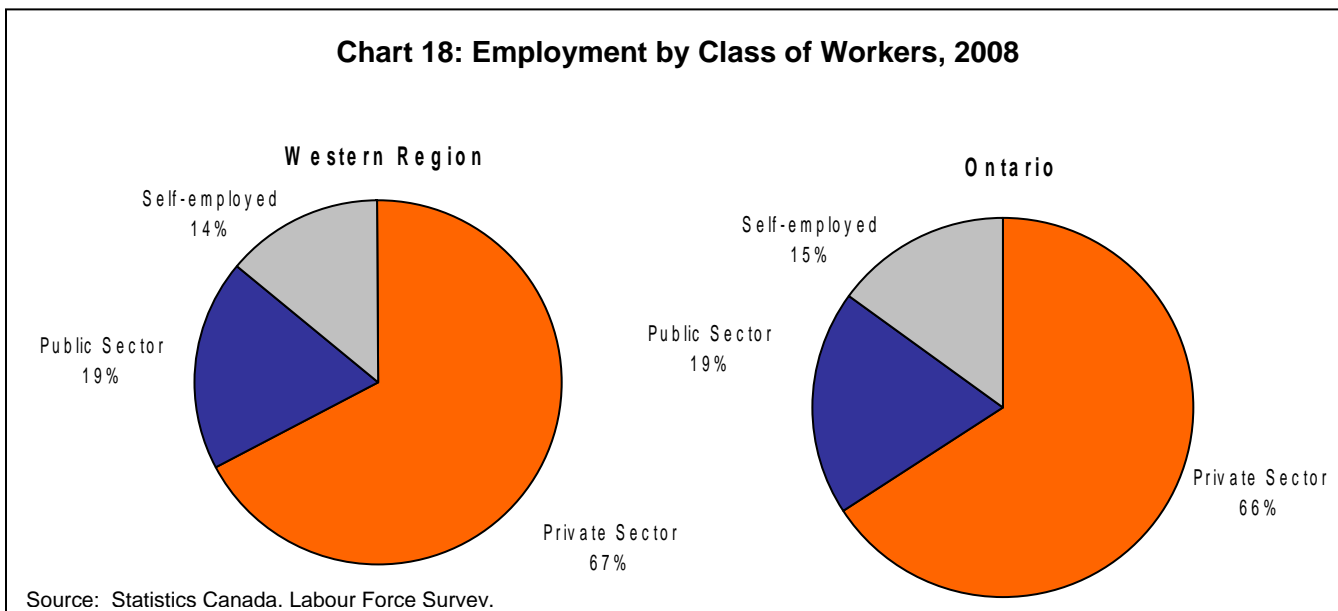
Labour Force Participation Rates

- The labour force participation rate is the share of people age 15 years and over (working age population) who are employed or looking for work.
- Historically, the participation rate of males has been much higher than that of females. Over the past decade, the female participation rate has trended upwards, resulting in some convergence in the male and female rates. In 2008 the participation rates of both sexes fell slightly, men's to 72.0% and women's to 63.5%.



Class of Worker

- The class of worker profile for the Western Region mirrors that of Ontario overall. Just over two-thirds of workers were employed in the private sector in 2008.
- Public sector employment in the Western Region showed the fastest growth between 1998 and 2008; it rose by 37%, compared to an increase of 16% for private sector employment. Self-employment fell slightly compared to the 1998 level.



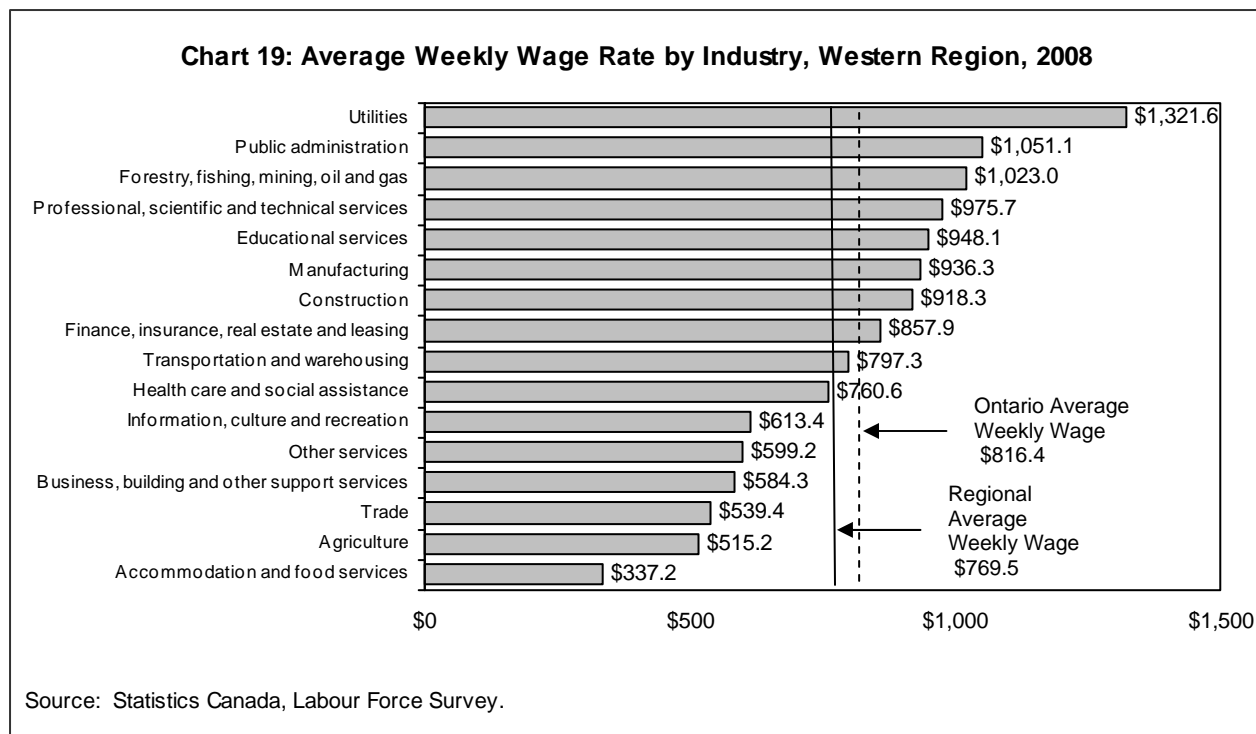
Wages by Industry

- Over the past decade, the average weekly wage for all workers in the Western Region grew by about 31%, slightly more than the increase for Ontario as a whole (33%). However, it remained below the provincial average throughout this period. In 2008, the average weekly wage in the Western Region increased to \$770. This was about 5.6% lower than the Ontario average of \$816.4.
- Most industries in the Western Region had wages below the provincial average in 2008. The only exceptions were manufacturing and utilities, which registered average weekly wages \$13.7 (1.5%) and \$20.2 (1.6%) higher than their Ontario counterparts, respectively.
- The largest wage differences where the Western wages were substantially lower than the Ontario wages in 2008, in both actual and percentage terms, were in information, culture and recreation (\$159 or 21% per week), followed by professional, scientific and technical services (\$137 or 12%).

Table 1:

	Average Weekly Wage, Western Ontario (\$), 2008	Average Weekly Wage, Ontario (\$), 2008
Information, culture and recreation	613.4	772.0
Professional, scientific and technical	975.7	1,112.5
All employees	769.5	816.4

- Wages were lowest in the accommodation and food services industry, at an average of \$337.2 per week in 2008. This was 56% below the average weekly wage for all workers in the Western Region. Workers in the accommodation and food services industry also had the lowest average wage for Ontario as a whole, also earning 56% below the average weekly wage for all Ontario workers in 2008.



Wages by Occupation

- Most major occupational groups in the Western Region had average wages below their provincial counterparts. Occupations in art, culture, recreation and sport had the largest difference, on both an absolute and relative basis, with weekly wages \$147 (20%) lower than the Ontario wage for this group. Occupations unique to primary had wages \$117 (18%) below the Ontario rate.

Table 2:

	Average Weekly Wage, Western Ontario (\$), 2008	Average Weekly Wage, Ontario (\$), 2008
Occupations in art, culture, recreation and sport	600.7	747.5
Occupations unique to primary	542.2	659.2
Total employees	769.5	816.4

- Among all occupational groups in the Western Region, management was the highest paid with an average weekly wage rate of \$1,273. Sales and service occupations were the lowest paid at an average of \$459.1 per week in 2008.
- Average weekly earnings rose in all but one of the major occupational groups between 2007 and 2008. Workers in the health group saw their average earnings drop by 0.9%, compared with an average 3.4% increase in wages for all workers.

