



Labour Market Bulletin

Human Resource Centre of Canada

Sarnia - Lambton

~ An Analysis of the Sarnia-Lambton Area Labour Market ~ January to March 2004 ~

First Quarter 2004

IN THIS ISSUE:

HIGHLIGHTS.....

LABOUR MARKET NEWS..... 2

 Agriculture 2

 Construction 2

 Manufacturing 3

 Retail/Tourism 4

 Health Care 5

 Utilities..... 5

 Education 6

 Wage Settlements..... 6

LABOUR FORCE TRENDS..... 7

LABOUR SUPPLY AND DEMAND..... 8

 Employment Insurance Claimload 8

The Sarnia-Lambton HRCC Labour Market Bulletin is a quarterly report produced by the area Labour Market Information Analyst. This bulletin and other LMI products may also be found on our website. (aussi disponible en français)

For further information contact:

Bert Robertson,
Labour Market Information Analyst

Telephone: (519) 464-5025 ext. 2344

Email: bert.robertson@hrsdc-rhdcc.gc.ca

Visit our website at: www.labourmarketinformation.ca

Note: In preparing this bulletin, HRSDC has taken care to provide clients with labour market information from reliable sources that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since the bulletin was published. Readers are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this bulletin does not necessarily reflect official policies of HRSDC.

AN OVERVIEW OF THE SARNIA-LAMBTON AREA

Unemployment in the Sarnia-Windsor area rose sharply during the first quarter of 2004. Job losses were concentrated in manufacturing and retail/wholesale trade. Locally, the number of people in receipt of Employment Insurance benefits is at a four-year high.

HIGHLIGHTS

- ▶ Petrolia Planning Committee gives the go ahead for a six acre greenhouse operation.
- ▶ A Job Fair for Boston Pizza attracts over 600 applicants.
- ▶ Suncor Energy Products is proceeding with plans to build a \$330 million hydrotreater designed to remove sulphur from diesel fuel.
- ▶ Imperial Oil's new \$120 million cogeneration plant is now operational.
- ▶ The Sarnia & District Joint Labour – Management Advisory Committee celebrated the graduation of 68 candidates from their apprenticeship programs.
- ▶ Medium and heavy duty truck market appears to be rebounding. Sterling Truck in St. Thomas and International Truck in Chatham are adding staff to keep up with production orders.
- ▶ Brittany Arms in Point Edward will re-open under new ownership as The Open Grill and Steak House. The new employer expects to hire up to 40 people.
- ▶ Lambton County ambulance service expands to include 24/7 coverage in more parts of the community, creating up to 30 new jobs.
- ▶ Ontario Power Generation announces plans to close down Ontario's five coal-fired electricity plants within four years.
- ▶ Two years after graduation, the highest paying fields of study were Dentistry, Optometry, Pharmacy, Law and Engineering.



LABOUR MARKET NEWS

Highlights on industry activities that have an impact on the local labour market, this information is derived from several sources including local newspapers, newsletters and various publications. Please refer to "Notes to Readers" for additional information.

Agriculture

The **Petrolia Planning Committee** has approved in principle the construction of a six-acre greenhouse operation located on the north end of Discovery Line. Local developers anticipate that once operational, the facility will specialize in growing red peppers and employ up to 15 people.

Winter snow and an accumulation of rain have area agriculture representatives optimistic about local growing conditions this year. Conditions during the previous two years were dryer than normal, resulting in lower crop yields. Wheat, soybeans and corn are the three primary crops grown in Lambton County, covering 500,000, 300,000 and 100,000 acres respectively. Soybeans are used in thousands of products ranging from cooking oil to pet food. The **current soybean shortage** in the U.S. has pushed soybean prices above \$10 (U.S) a bushel, nearly twice the level of seven months ago.

Construction

Residential

City planners are forecasting a steady year for area construction in 2004, particularly for single detached homes. Over the last few years, new home construction for the City of Sarnia has averaged about 155 new homes per year. Lambton Shores has averaged 84 new homes, Plympton Wyoming – 46, St. Clair Township – 43, Petrolia – 39 and Enniskillen – 7.

Huron Cove Inc. has applied for a zoning amendment to clear the way for construction of 42 single detached homes in the area north of Michigan Avenue and west of Modeland Road. Excavation of Stone Hedge Park, a 54 lot subdivision near Lambton College, is also underway.

In addition to jobs in the construction sector, a number of **other occupations benefit from housing construction**. It is estimated that each housing start represents 2.8 person-years of employment. Using that ratio, last year's 380 housing starts translate into employment for nearly 1,000 local people, ranging from tradespersons on the job site, to indirect jobs such as those in the manufacturing, sales and installation of windows, doors, bricks, plumbing fixtures, kitchens, flooring, home decorating and finance.

Commercial

Construction is now underway on a 26,000 square-foot office complex and equipment garage for **Sterling Crane's** new head office in the St. Clair Township Industrial Park. Once

completed, about 65 employees will be working from the Corunna location.

Petro-Canada invested over \$600,000 on the redevelopment of an existing gas bar on London Road across from the Lambton Mall.

Exact Supply on Upper Canada Drive erected a \$500,000 pre-engineered building.

SNC-Lavalin was awarded a contract to provide engineering services for a petrochemical plant in Saudi Arabia. The plant, which is being built for Gulf Farabi Petrochemical, will produce n-paraffin and linear alkyl benzene.

Boston Pizza is building a restaurant on Exmouth Street. A Job Fair held for the new business in early May attracted over 600 applicants. Approximately 20 full-time and 80 part-time workers will be hired.

North of Boston Pizza on Barclay Drive, construction of **DQ Grill and Chill** is underway. The new outlet is scheduled to open in July and will feature more food choices than the traditional Dairy Queen.

The **Humane Society** announced plans to begin construction on their \$450,000 expansion. The addition will include an indoor training area and education centre.

Infrastructure

St. Clair Township is planning to spend just under \$10 million on approximately 75 projects over the coming year. Highlights include water services, sewage work and road improvements.

K and L Construction Ltd. of London has been awarded a \$5.8 million contract to upgrade Petrolia's waterworks plant in Bright's Grove. The upgrading will take over a year to complete and will result in new filtration equipment that will increase the town's water supply.

Did you know . . . that Canada was ranked as the number one lowest cost G-7 country in which to do business? The 2004 KPMG Competitive Alternatives study shows Canada as having a 9% cost advantage relative to the United States.



Manufacturing

Petrochemical

Suncor Energy Products announced plans to proceed with the construction of a \$330 million hydrotreater, designed to remove sulphur from diesel fuel. The unit is the result of a joint agreement between Suncor and **Shell Canada**. This will enable both companies to meet new federal standards for low sulphur diesel. Construction is expected to begin sometime this summer and will employ 1,100 skilled trades people during its peak. Completion is anticipated for early 2006.

A proposal to build Canada’s largest ethanol plant has taken a step closer to reality with a commitment of \$22 million from the federal government to support the development of a \$120-million ethanol production facility to be built by Suncor Energy Products. While an exact location is still to be determined, three sites in the Sarnia area are currently under consideration.

Ethanol is made from corn and is blended with gasoline to create a cleaner burning fuel. It is a renewable resource and will help to reduce greenhouse emissions. Construction of the new facility would take up to two years to complete and involve about 250 construction workers. Longer term, the project would create 35 to 40 permanent positions and **provide an economic injection of about \$2 million a year into the rural economy.**

The ethanol plant will require about 20 million bushels of corn annually, which will have a positive impact on the farming community. Almost half of all the corn produced in Ontario is grown within a 125-mile radius of Sarnia. Corn producers in Lambton, Kent, Essex, Middlesex and Perth counties would benefit through increased market share and higher prices per bushel.

Construction of **Imperial Oil’s** new \$120 million cogeneration plant is now complete and the facility is up and running.

Bayer Inc.’s Sarnia Operations, Bayer Polymers, will change its name in July to **Lanxess**. The new name is a combination of the French word lancer (meaning to set in motion) and the English word success. The Bayer operations known as H.C. Stark will not be part of the new company.

Apprenticeships

The **Sarnia & District Joint Labour – Management Advisory Committee** sponsored a graduation dinner to acknowledge 68 local individuals for completing their apprenticeships, the highest number of graduates in several years. In contrast, a report from Statistics Canada suggests that the number of people successfully completing apprenticeships in the construction trades has actually declined 16% since 1995. Listed below is a summary of local graduates from area hiring halls.

Construction Trade	Number of Graduating Apprentices 2004
Steamfitters	17
Carpenters	9
Electricians	9
Boilermakers	8
Millwrights	6
Ironworkers	5
Construction Craft Workers	5
Plumbers	3
Hoisting Engineers	2
Refrigeration	2
Sheet Metal Workers	2

Although the number of individuals registered in **apprenticeship programs** has reached a record high in Canada, the number of people actually completing their programs and becoming certified has not grown significantly in 10 years. A lack of skilled workers impacts the economy in a number of ways, from adding to the cost of a new home to impeding the expansion plans of Canadian firms, who increasingly lose out to foreign competition. Reasons given for the drop in apprenticeships include:

- high schools emphasizing academic programs over trades
- lack of employers willing to commit both the time and resources needed to teach an apprentice the required range of skills.

Automotive

According to Scotiabank economist Carlos Gomes, the **Ontario auto industry expects to see improvements** this year and again in 2005. Gomes cites the following factors as helping to boost sales:

- two-thirds of Canadian households have a vehicle more than nine years old
- Canada has an average of 1.6 vehicles per household compared to 2.2 in the U.S.
- new vehicles are more affordable.

With the launch of its Equinox sport utility vehicle, **Cami Automotive** in Ingersoll has **recalled 139 of its laid-off workers**. In contrast, a declining market for the sale of minivans has prompted Ford Canada to announce the layoff of 650 workers from its Windsor plant, home of the Freestar minivan.

Parts producer **Vari-Form** secured a \$15 million contract to make truck and SUV front-end modules for DaimlerChrysler. The Strathroy firm **hired 30 additional workers** and now has more than 300 employees. Locally, **Waterville T.G.** in Petrolia has continued to ramp up its workforce, adding another 16 production team members since the start of the year.



Truck

Following three years of flat or declining sales, the **North American medium and heavy duty truck market**, which is often cyclical in nature, appears to be **rebounding**. The upswing is due to a combination of factors that include increased demand and the need to replace older fleets. Local evidence of this rebound can be seen at both Sterling Truck in St. Thomas and International Truck in Chatham.

Sterling Truck (owned by Freightliner), announced plans to hire between 300 and 400 more workers as truck orders at the assembly plant have risen by more than 6,000 units in the past year. Many of the new workers are being hired for a third shift, referred to as the weekend schedule, which runs from 3 a.m. to 3 p.m. Friday, Saturday and Sunday only. The new hires will boost Sterling's employment to about 1,500 workers. Wages for the truck assembly plant start at \$17.32 an hour and progress to \$29.42.

International Truck in Chatham (formerly Navistar), has recalled about 150 laid-off workers, marking the first recall designed to boost production since the plant's near closure less than one year ago. Truck production is expected to ramp up from 54 trucks per 10-hour workday to 88 trucks a day. International Truck is also engaged in negotiations to explore the feasibility of outsourcing a small portion of its assembly work that may involve up to 200 new jobs for the Wallaceburg area.

Transportation

According to Statistics Canada, between 1991 and 2001, the **number of truck drivers in Ontario jumped** from 70,670 to 93,390. Over a similar period, the amount of **truck-carried freight has nearly doubled**. The resurgence in trucking has also contributed to a corresponding growth in new terminals, service centres and truck stops. **SGT**, a new transportation carrier in the Sarnia area, held a job fair to recruit long and short haul drivers and owner operators. Applicants can apply online at jobs@sgt.qc.ca or www.sgt2000.com. A new, six-bay truck depot and convenience store has been proposed for London Line near Brian's Footware. The new company is affiliated with the Sarnia Service Centre near Reece's Corners.

Pollock Logistics (Strathroy) was chosen to ship parts and supplies to CAMI Automotive Inc. in Ingersoll. Pollock has hired an **additional 50 workers** to handle the increased volume.

March was another record month for trucks crossing the Blue Water Bridge into Michigan (up 8% over last year). The number of commercial vehicles utilizing **FAST** (Free and Secure Trade) lanes, has more than doubled in the past three months. In March, just over 6,800 FAST-approved trucks entered the United States without encountering delays.

A 29-day strike between the **Canadian National Railway Co.** and its 5,000 workers ended with a new three-year contract that included a 3% annual wage increase and a \$1,000 signing bonus. About 35 employees in Sarnia were affected by the strike.

Small Business

A review of self-employment articles suggests many entrepreneurs are finding success by **focusing on personal and business services**. Examples are quality child care, household help, interior and landscape design, property maintenance and home security. Another trend is the "humanization of pets" which includes pet health insurance, gourmet pet foods, pet sitting, day care and walking services. Services to seniors continue to be popular by offering home maintenance, makeover services, fitness programs, in-home food and delivery services. Technology-based training and business support services are popular, as is the new focus by consumers on organic foods and going green. Start-ups by female entrepreneurs have been on the rise since 2000, outnumbering men-owned start-ups almost 2-1.

Did you know . . . that in the past 30 years the number of women working in Canada has increased at a faster rate than any other industrialized country? Since 1971, the percentage of women in the workforce has grown from 44% to 71% in 2001.

Retail/Tourism

Tourism Sarnia-Lambton will be spending close to \$270,000 on a marketing strategy to turn U.S. "day trippers" into overnight visitors. New initiatives this year are **tourism packages** with themes such as "The Bluewater Experience" combining golf, gaming and local theatre. Highlights for summer 2004 include Bayfest, the Great Canadian Fly-In, sanctioned hydroplane racing and a large International Kiwanis conference.

In a move that is expected to have a positive impact on area tourism, **Tourism-Sarnia Lambton** and the **Provincial Tourist Information Centre** have reached a unique agreement that will see both organizations operating from the same facility. The 13 staff employed by both organizations will be trained to respond to both local and provincial inquiries.

After six years of planning and development, the \$1-billion **Niagara Fallsview Casino Resort** held a ribbon cutting ceremony on June 8 and opened to the public June 10.

Sawmill Creek Golf & Country Club, Oakwood Inn and **Hiawatha Racetrack Slots** all held Job Fairs in March in preparation for the upcoming season.



Openings

A **Pita Pit** franchise opened on Lambton Mall Road. The business, which specializes in offering healthy alternatives to fast food, employs about 12 people.

BrewBakers Café, a division of Savco Food Services, opened a coffee shop/food service in the commercial customs area of the Blue Water Bridge.

Alternate Grounds, an organic coffee shop featuring sandwiches, salads and vegetarian soups opened across from Centennial Park.

The owner of Copperfields in London is planning to open a restaurant and catering business in the former post office in Strathroy in the spring. Up to **15 new positions could be created** at the restaurant and catering venture.

Closures

Following 15 years of operation, **Brittany Arms** in Point Edward has closed. The business had 18 employees. The restaurant is expected to re-open in May as "**The Open Grill Steak House**". The new owners, previously involved with both the Chipican and Gateway Restaurants, have renovated extensively and expect to create up to 40 new jobs.

Financial difficulties have forced **White Rose Home and Garden Centre** to close 10 of its 22 stores across Ontario, including its Sarnia outlet on London Line. The store had about 25 part-time employees.

Keelan's Audio Video store in Sarnia closed after 30 years of business. The service centre, which operates as a separate business and repairs household appliances and home electronics equipment, will remain open.

Health Care

Upgrading Ambulance Service

County Council decided to staff all eight of Lambton's ambulance stations on a 24/7 basis by the end of this year. The increased service will mean **more than 30 additional full-time paramedics** will be hired. Currently, Bright's Grove, Sarnia, Forest and Brigden operate with full-time staffing while Corunna, Petrolia, Watford, Thedford, and Grand Bend will see a phased-in approach. In addition to increasing staff, the county has built new ambulance stations in Brigden, Bright's Grove, Petrolia and Grand Bend.

Watford Community Improvements Inc. announced it will be spending \$285,000 on an expansion to its medical office on Simcoe Street.

Bluewater Health has awarded a contract for modular walls, mill work and systems furniture to Herman Miller Canada.

The contract meets the hospital's directives for environmentally friendly and sustainable design.

The province approved a \$15 million expansion and renovation at **Strathroy Middlesex General Hospital**. The community has already raised \$6.5 million for this project. Construction could start this spring and would be completed in early 2006.

A local group hopes to establish a **community health centre** in Sarnia. They have applied for funding through a Ministry of Health initiative designed to create 45 new primary care centres. The local centres will offer a single location where a variety of health care professionals including doctors, nurse practitioners and other front-line health workers can provide around the clock care to prevent and treat illness. These centres will ease the demand on emergency rooms and address the shortage of family doctors by presenting more attractive work arrangements. Doctors would have the option of being an employee, rather than a business owner.

HealthNet, a Toronto based company that operates 11 clinics across Canada on a model similar to the one described above, has also expressed an interest in examining the feasibility of establishing a clinic in Sarnia.

London has received unanimous approval by the Board and Trustees of the Shriners International Fraternity as being the preferred location to build Canada's **new Shriners' Hospital**. While final approval rests with a vote from the general membership at the 2005 Shriners convention in Baltimore, plans to proceed with environmental assessments and engineering work will begin.

The new Children's Hospital, valued at \$50 million, will have 40-60 beds and focus on orthopedics, bone disease, spinal care, burns and research. The proposed location is the corner of Wellington and Baseline roads next to London Health Sciences, Victoria Campus. The other Canadian cities in the running for the Shriners Children Hospital were Toronto, Ottawa, and Montreal.

Utilities

Ontario Power Generation (OPG), announced it will be **closing down Ontario's five coal-fired electricity plants** within four years. The move comes as part of the federal government's strategy to cut air emissions by replacing coal with cleaner sources. Included on the list is the Lambton Generating Station in Courtright. At present, no decisions have been made with respect to the feasibility of converting the existing facility to run on natural gas or some other fuel. A report prepared by Ontario's Electricity Conservation and Supply Task Force suggests that in order to avoid major supply risks coal plants may need to be kept in operation until adequate replacement measures are in place.



The coal-fired station in Courtright **employs about 380 workers**, has an annual payroll of about \$20 million and supplies about 7% of Ontario Power Generations electrical output. The Courtright plant also **purchases an estimated \$20 million in goods and services from local suppliers** and provides considerable employment for area contractors. Since 1992, the Lambton Generating Station has spent \$1.3 billion on capital work, including its most recent project of installing scrubbers to remove more than 90% of the sulphur dioxide emissions at a cost of \$120 million.

Looking ahead, a number of decisions have yet to be made about the future of Ontario's energy market. Outstanding issues include: whether to build new nuclear energy generating plants and where; whether to refurbish older plants and to what extent; and the role of the private sector in financing these initiatives. The province is also considering making crown land available to companies for the development of wind turbines and water power.

Education

The Council of Ontario Universities recently published the results of a survey highlighting the employment results of over 13,000 graduates. The employment rate for students six months after graduation was 95.9% - **its highest level in five years**. Graduates of medicine, optometry, pharmacy, food science and nutrition, theology and therapy and rehabilitation all reported 100% placement six months after graduation.

The average salary for a university graduate two years after graduation was \$42,774. The graduates reporting the highest salaries two years after completing school were Dentistry (\$90,556), Optometry (\$83,571), Pharmacy (\$69,815), Law (\$63,485) and Engineering (\$58,422). The graduates reporting the lowest salaries were Journalism (\$33,696), Theology (\$32,143) and Fine and Applied Arts (\$31,950). Two years after graduation, just over 85% of employed graduates believed their work was either 'closely' or 'somewhat' related to their university education.

ON EDGE Academy of Hair and Cosmetology, has been approved as a private Career College by the Ontario Ministry of Training Colleges and Universities. The Sarnia based facility will offer education and training in hair design and styling. More information about the school can be obtained at www.onedgeacademy.com.

Interventions

Over 400 high school students, parents, educators and industry representatives attended a **Technology Information Night** hosted by **Lambton College**. The purpose of the forum was to point out the anticipated employment demands within Sarnia's Chemical Valley. The presentation focused attention on the replacement needs within local industry. According to industry representatives, and in spite of the downsizing that

has occurred in some areas, an estimated 50% of process operators and in-house maintenance workers will be eligible to retire over the next 10 years. This translates into a need for between 1,000 and 1,500 trained replacements.

The Sarnia Lambton Training Board hosted a two-day **Skilled Trades and Technology Fair** that involved over 40 exhibitors. The purpose of this hands-on forum was to expose youth to the types of career choices available through trades and technology. Occupations in Sarnia-Lambton that will see above average rates of retirement in Sarnia-Lambton over the next 10 years include:

- Chemical Process Operators
- Registered Nurses
- Nurses Aides
- Truck Drivers
- Medical Lab Technologists
- Carpenters
- Motor Vehicle Mechanics
- Pipefitters
- Construction Millwrights
- Chemical Engineers
- Welders
- Electricians
- Machinist
- Cooks

The **Sarnia-Lambton Training Board** also sponsored an **Entrepreneurship Conference** to highlight available resources and opportunities for those interested in running their own business. Over 120 participants, including a large number of youth, attended the workshop.

Over 125 people attended a **Community Summit** sponsored by the City of Sarnia. Input will be used to help guide the city's budget process and evaluation of area priorities.

Wage Settlements

Dow Chemical Canada and TransAlta Energy Corp. ratified a three-year contract with the Communication, Energy and Paperworkers Union. The agreement includes wage increases totalling 9.5 % over three years and improved severance provisions.

Lambton Colleges 149 faculty members ratified a two-year contract which includes a 7.3 % wage increase over two years.

Public Works employees with the City of Sarnia reached a two-year agreement that will result in a wage increase of 3 % for 2003 and 2004.

Provincial

Average Wage Settlement Increases drawn from Collective Agreements (Ontario Collective Bargaining Highlights) across Ontario – Bargaining units 200+				
	February 2004	2003	2002	2001
Public Sector	3.3% (11 contracts covering 6,499 workers)	3.5%	2.9%	2.9%
Private Sector	2.5% (13 contracts covering 6,493 workers)	1.9%	3.0%	3.0%
Consumer Price Index (Provincial)	1.1% (2004 Y-T-D)	2.7%	2.0%	3.1%

Source: Ontario Collective Bargaining Highlights February 2004, Ontario Ministry of Labour

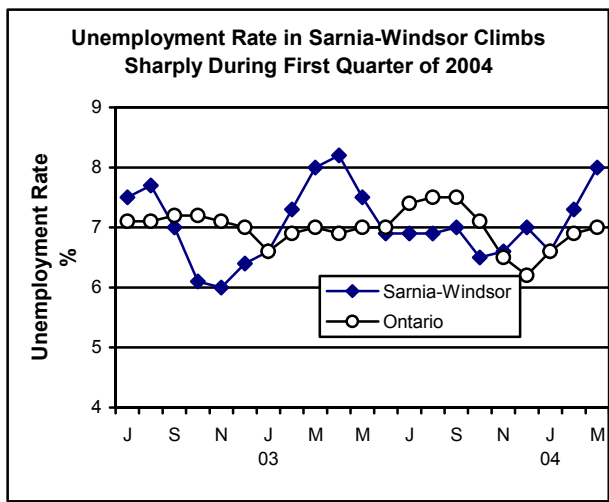


LABOUR FORCE TRENDS

Sarnia – Windsor Area Labour Force Trends (Economic Region 570)

	January to March 2004	October to December 2003	January to March 2003	Quarter/Quarter Change		Year/Year Change	
				Absolute	%	Absolute	%
Population 15 +	517,900	516,700	512,500	1,000	0.1	5,400	1.0
Labour Force	328,100	333,400	336,600	-5,300	-1.6	-8,500	-2.5
Employed	301,700	310,200	309,800	-8,500	-2.7	-8,100	-2.6
Unemployed	26,300	23,000	26,800	3,300	14.4	-500	-1.9
Not in Labour Force	189,800	183,300	175,900	6,500	3.5	13,900	7.9
Participation Rate (%)	63.4%	64.5%	65.7%	-1.1		-2.3	
Unemployment Rate (%)	8.0%	7.0%	8.0%	1.0		0.0	
Employment Rate (%)	58.3%	60.0%	60.4%	-1.7		-2.1	

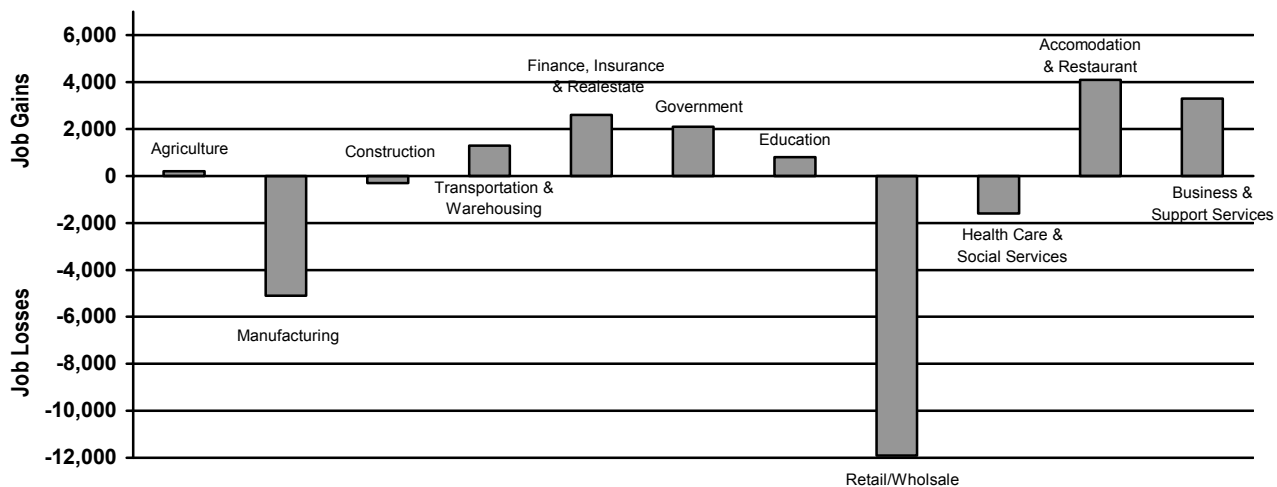
Note: Totals may not add due to rounding.



- The unemployment rate in Lambton, Kent and Essex County rose sharply during the first quarter of 2004, settling at 8%.
- On a year-over-year basis, nearly 14,000 people withdrew from the labour force, which lowered the participation rate to below 64%.
- Manufacturing and the Retail/Wholesale sectors experienced the most job losses while Accommodation and Food Services and Business Building and Other Support Services posted job gains.

Employment by Industry

Job Gains and Losses
for Lambton, Kent and Essex Counties
March 2003 to March 2004



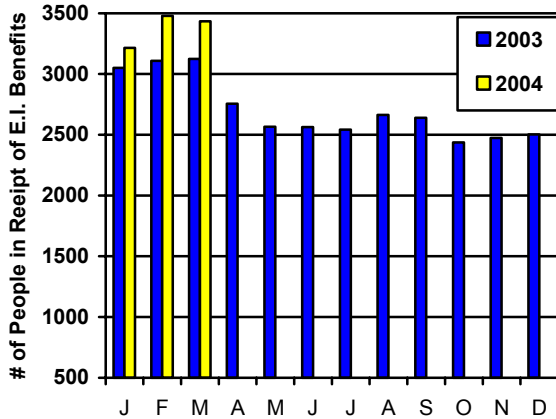
Source: Statistics Canada, Labour Force Survey.



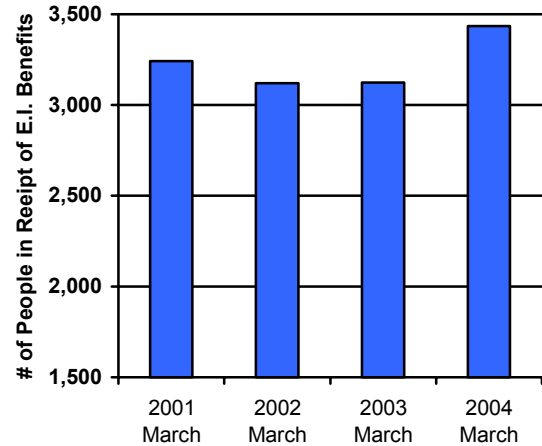
LABOUR SUPPLY AND DEMAND

Employment Insurance Claimload

On a year-over-year basis, the number of people in Sarnia-Lambton receiving E.I. Benefits is up 9%



E.I. Claimload in Sarnia-Lambton at highest level in four years



Regular Employment Insurance Claimants for Sarnia-Lambton Quarter over Quarter

Average 2003	TOTAL	FEMALE	MALE	AGE					WKS. ON CLAIM
				14-19	20-24	25-44	45-64	65+	
Fourth Quarter	2,502	742	1,760	23	227	1,210	1,008	35	19.7
First Quarter	3,376	777	2,599	16	341	1,643	1,327	49	16.7
Actual Variance	874	35	839	-7	114	433	319	14	-2.0

Regular Employment Insurance Claimants for Sarnia-Lambton Year over Year

First Quarter Average	TOTAL	FEMALE	MALE	AGE					WKS. ON CLAIM
				14-19	20-24	25-44	45-64	65+	
2003	3,093	723	2,371	14	260	1,538	1,238	43	16
2004	3,376	777	2,599	16	341	1,643	1,327	49	16.7
Actual Variance	283	54	228	2	81	105	89	6	.7

Source: HRCC administrative data C-356



Notes to Readers:

1. The **Sarnia-Lambton area** is comprised of the City of Sarnia and Lambton Shores, the Towns of Petrolia and Plympton-Wyoming, the Townships of St.Clair, Dawn-Euphemia, Brooke-Alvinston and Enniskillen and the Villages of Oil Springs and Point Edward. Economic Region 570 includes Lambton, Kent and Essex Counties.
2. The information contained in the Labour Market News section is gathered using a variety of internal and external sources. The primary sources of information include media reports from the Sarnia Observer, First Monday, Sarnia This Week, Petrolia Topic, Business Trends, London Free Press, Globe & Mail, and Toronto Star. Statistics Canada Perspectives articles, Census data and Labour Force Survey information are also used.
3. **Definitions – Labour Force Survey data**
Population 15+ (the working age population) consists of all persons 15 years of age and over residing in Canada with the exception of residents of the Territories, persons living on Indian Reserves, inmates of institutions and full-time members of the Canadian Armed forces. The **Labour Force** consists of people employed or unemployed and searching for work. Those who are neither employed nor unemployed and are not willing or able to supply labour services are considered **Not in the Labour Force**. The **Participation Rate** is the percentage of the working age population (15+) who are seeking work or are employed. The **Unemployment Rate** is the number of people who are unemployed and looking for work as a percentage of the number of people in the Labour Force. The **Employment Rate** is the number of people employed as a percentage of the working age population.
5. **Definitions - HRDC Corporate Data**
Employment Insurance claim load: The number of individuals with an active claim for regular Employment Insurance benefits. Data on Employment Insurance claimants is not an accurate measure of the absolute level of unemployment. The data does not include unemployed individuals who: 1/ have not met the program's eligibility requirements or 2/ have exhausted their benefit entitlement.
Employment Opportunities: Advertised employment opportunities are comprised of vacancies notified to the HRCC offices in our area and newspaper want ads. This data is not a count of all labour market activity; in practical terms, such a count is not feasible. This data is useful to track short and long-term changes in the demand for individual occupations. The total number of opportunities is equal to full-time plus part-time and casual.
6. This review uses data from **Statistics Canada's Labour Force Survey (LFS)**. In any survey there is a chance of variation due to sampling size. **Three-month moving averages** are used for selected labour force characteristics in an attempt to improve the reliability of this data. For further information on the Labour Force Survey, visit Statistics Canada's website at:
<http://www.statcan.ca/english/concepts/labour/index.htm>
7. For more information on Industrial and Occupational categories used in this review, visit **Statistics Canada's website** at:
<http://www.statcan.ca/english/concepts/index.htm>

