



# Labour Market Bulletin

## Human Resource Centre of Canada

### Owen Sound HRCC Management Area

~ An Analysis of the Grey, Bruce Counties And Georgian Triangle Area Labour Market ~ January To March 2005 ~

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*The majority of lay offs in the local manufacturing sector during the winter, were short-term. Many of those affected workers are expected to return to work once current inventory levels have been reduced. At the same time, due to the number of planned residential developments, the local construction industry is well positioned to offer an abundance of employment opportunities over the next several years. This is especially true for skilled workers, where demand has significantly increased in recent years.*

**HIGHLIGHTS**

- ▶ The U.S. border did not re-open to Canadian cattle, as expected.
- ▶ Employment opportunities in the local construction industry look promising this year.
- ▶ Several manufacturers laid off people during the first three months of 2005.
- ▶ Area ski resorts reported business was good this winter.
- ▶ Bruce Power is actively recruiting new workers as part of their succession planning process.
- ▶ Bruce Power is hopeful that they will be given approval to refit two more nuclear generators.
- ▶ Economic Region 580 experienced its largest quarterly employment contraction in 10 years.
- ▶ Employment in Economic Region 540 is up sharply compared with last year
- ▶ A slowdown in the local construction industry was partly responsible for an increase in Employment Insurance claims, over the winter.
- ▶ A skills inventory report indicates youth are leaving the area for jobs that may exist locally.

The Owen Sound 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)

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*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.*



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 U.S. border did not re-open in early March due to a court challenge by some U.S. ranchers. The group maintains there is still concern over the safety of Canadian beef. Stan Eby, President of the Canadian Cattlemen's Association and a Bruce County resident, is hopeful that Canadian producers will prevail and that the border will re-open soon. In the meantime, the Federal and Ontario governments announced additional funding for cash strapped beef producers.

A new Cargill abattoir opened in March. It will employ up to six people. Cattle industry officials maintain that more slaughter houses are required to help reduce the backlog of beef ready for market.

## Construction

Several local road and water system construction projects, worth millions of dollars, will employ hundreds of construction workers, starting this spring.

The number of local building permits issued in 2004 was higher than in 2003, for many municipalities. Numerous planned residential construction developments will provide plenty of employment for local skilled workers, over the next several years.

## Education

Elementary and secondary school teachers, across the management area, voted overwhelmingly in favour of strike action. The major issue is "Prep Time". It is used for such activities as planning lessons, marking tests, assisting students with special needs and discussing student performance with parents. In some instances, class size and working conditions also played a role in the strike vote. Approximately 4,000 local teachers could be on strike if current negotiations do not result in an agreement. The Ontario government announced plans to provide funding that will address many of the teachers concerns. Consequently, local work to rule campaigns that had been invoked, were stopped.

Over 95.0% of custodian and maintenance workers, working for the Simcoe County Board of Education, voted in favour of strike action. At the same time, roughly 160 custodian and maintenance workers, working for the Bluewater District

School Board, reached a three year agreement. The contract calls for a total wage increase of 6.5%.

The Bruce Grey Catholic School Board is examining its school accommodation policy because of an anticipated decline in enrolment over the next 15 years. A decline in enrolment directly impacts the amount of funding the board receives each year. Reduced funding will have a bearing on the number teachers they can employ.

## Health Care

New Ontario Ministry of Health and Long Term Care legislation has some local Registered Practical Nurses (RPN) and Personal Support Workers (PSW) concerned that their jobs will be eliminated. The legislation requires nursing homes to ensure that at least one Registered Nurse (RN) will be on duty at all times. They feel their employers will not be able to afford a full time RN without reducing other nursing support staff.

District Health Councils (DHC) no longer exist in Ontario. As a result, all nine employees of the Grey Bruce Huron Perth District Health Council were laid off at the end of March. The Ontario government closed down all DHC offices, in favour of opening new Local Health Integrated Networks (LHIN). The mandate of a LHIN office is different than that of DHC offices. LHIN offices handle the funding and delivery of local health care, while a DHC office was primarily responsible for providing advice on local health care issues to the Ministry of Health.

Participation Lodge, a long term facility for persons with physical and mental disabilities, is currently involved in contract negotiations with its 55 unionized employees. Both sides have applied to the Ontario Ministry of Labour for a conciliation board to resolve outstanding issues.

Approximately eight to ten full time staff will be laid off by Grey Bruce Health Services because of reductions in provincial health care funding.

## Manufacturing

Collingwood's vacant NACAN plant is still being considered as a possible site for a new ethanol processing facility. The President of the Ontario Corn Producers Association maintains there is a company that has expressed a genuine interest in



doing so. Since ethanol is made from corn, the association feels it makes sense to have that plant located in the middle of a vast agricultural community, like Collingwood. NACAN laid off 100 people when it closed down last November.

Edwards System Technology, makers of totally integrated electrical systems, laid off about 60 employees in December and January. The employer maintains that normal seasonal fluctuations in the construction industry was the primary reason behind the lay offs. They expect to recall affected workers once new customer orders are received.

Collingwood's Pilkington Glass plant laid off close to 200 workers over the last three months. About 150 of them can expect to be recalled as they receive new customer orders.

Transcontinental's RBW Graphics plant announced plans to start printing the LCBO's "Food and Drink" magazine. Combined with the production of other publications like Canadian Gardening, Canadian Home and Country, Canadian Workshop and Outdoor Canada, the company feels they will be able to maintain their current number of employees.

In February, Durham furniture, with plants in Durham and Chesley, announced plans to hire over 100 people at their second Chesley location. That plant was expected to eventually employ close to 150 people. However, in early April, company officials were forced to indefinitely lay off most of the people recently hired. Lay offs, of a shorter duration, were also expected to take place at the other two plants. Unforeseen market factors forced the company to alter their production schedules in order to reduce inventory. The company normally employs a workforce of more than 900 people.

### **Other Services**

In February, approximately 25 employees lost their jobs when a call centre abruptly closed its Meaford operation.

### **Public Administration**

The County of Grey approved a 3.1% wage increase for their 30 unionized employees.

Unionized employees of the Municipality of Northern Bruce Peninsula voted to accept a three-year contract. They will receive a 9% increase over the life of the agreement. In addition, full time staff will receive a \$200.00 signing bonus, while part time workers are eligible for \$100.00.

The Walkerton Water Quality Centre office officially opened in January. The centre currently employs three people, but expects this number to increase over time. They hope to start offering water quality training courses this summer.

### **Tourism**

Blue Mountain and Talisman resorts maintain business was good this winter, despite lower than normal snowfall levels. Hundreds of local residents are employed year round at these resorts.

### **Utilities**

Bell Canada and its unionized workers are currently involved in a labour dispute. Wages and benefits are the main issues that must be resolved. This involved dozens of local Bell employees across the management area.

Bruce Power currently operates the nuclear generating station located near Tiverton, Ontario. They plan to hire 160 people this year and approximately 200 over the next several years. Currently, the average age of Bruce Power's 3,800 employees is 46. They estimate that close to 1,000 employees will be eligible for retirement over the next three years

Bruce Power is seeking approval by the Ontario cabinet for the possible reconstruction of Units 1 and 2 at the Bruce A generating station. This could cost in excess of two billion dollars and create hundreds of local construction jobs.

Bruce Power's professional workers accepted a new five year contract. It includes salary increases of 3.25% in the first two years and 3.0% in each of the remaining three years. The average yearly salary of a professional worker is \$80,000.



LABOUR FORCE TRENDS

The number of people working part time in Ontario, increased during the last 12 months. This represented almost 99% of the total yearly growth in employment. The yearly unemployment rate remained at 7%, as the number of unemployed people rose in proportion to those employed. During the period of October to December, the number of people working full time declined. Close to half of those individuals withdrew entirely from the workforce. This helped push March's unemployment rate up from December's 6.2%.

Ontario Area Labour Force Trends

	January to March 2005	October to December 2004	January to March 2004	Quarter/Quarter Change		Year/Year Change	
				Absolute		Absolute	
Population 15+('000)	9998.4	9960.7	9830	37.7	0.4%	168.4	1.7%
Labour Force ('000)	6718.8	6774.6	6655	-55.8	-0.8%	63.8	1.0%
Employed ('000)	6248.4	6355.4	6189.8	-107	-1.7%	58.6	0.9%
Full-time ('000)	5019.3	5132.5	5018.4	-113.2	-2.2%	0.9	0.0%
Part-time ('000)	1229.1	1222.8	1171.4	6.3	0.5%	57.7	4.9%
Unemployed ('000)	470.4	419.3	465.3	51.1	12.2%	5.1	1.1%
Not in Labour Force ('000)	3279.6	3186.1	3175	93.5	2.9%	104.6	3.3%
Participation Rate (%)	67.2	68	67.7	-0.8		-0.5	
Unemployment Rate (%)	7	6.2	7	0.8		0	
Employment Rate (%)	62.5	63.8	63	-1.3		-0.5	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.

Please note, that Labour Force Survey data can vary depending upon the sample size. For this reason, it is important to keep this in mind when assessing the Labour Force Survey results



The labour market in Stratford-Bruce Peninsula experienced its largest quarterly contraction in 10 years during the first quarter of 2005. Employment fell by 10.3%, or 17,000, to a 21 month low of 148,500. Most of the decline was within the full-time workforce. It followed a period of relatively strong growth into the fourth quarter of last year. By comparison, Ontario's employment level fell by 1.7% this quarter. Labour force participation also fell sharply, largely within the prime-aged workforce, those between 25 and 54 years old. The contraction pushed the unemployment rate up to 5.2% from 3.6% last quarter, but it remained below the provincial average of 7.0%. More significantly, the contraction caused the largest quarterly declines in the participation rate and employment rate in 10 years, as they fell to their lowest levels since the second quarter of 2003.

The quarterly contraction pulled employment below the previous year's level for the first time since late 2003. It fell by 3.6%, or almost 6,000 workers. Ontario's employment level rose by 0.9% compared with a year ago. Labour force participation showed a larger decline, dropping by 4.4% or 7,000 people. While this meant that the unemployment rate remained below its March 2004 level of 6.0%, the declines in participation rate and employment rate highlight the depth of the contraction.

#### Economic Region 580 Area Labour Force Trends

	January to	October to	January to	Quarter/Quarter		Year/Year	
	March	December	March	Change		Change	
	2005	2004	2004	Absolute		Absolute	
Population 15+ ('000)	242.5	242	240.1	0.5	0.2%	2.4	1.0%
Labour Force ('000)	156.8	171.8	164	-15	-8.7%	-7.2	-4.4%
Employed ('000)	148.5	165.6	154.1	-17.1	-10.3%	-5.6	-3.6%
Full-time ('000)	119.2	134	119.3	-14.8	-11.0%	-0.1	-0.1%
Part-time ('000)	29.3	31.6	34.8	-2.3	-7.3%	-5.5	-15.8%
Unemployed ('000)	8.2	6.2	9.9	2	32.3%	-1.7	-17.2%
Not in Labour Force ('000)	85.7	70.2	76.1	15.5	22.1%	9.6	12.6%
Participation Rate (%)	64.7	71	68.3	-6.3		-3.6	
Unemployment Rate (%)	5.2	3.6	6	1.6		-0.8	
Employment Rate (%)	61.2	68.4	64.2	-7.2		-3	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.

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The Kitchener-Waterloo-Barrie labour market (ER 540) held firm against seasonal trends in the first quarter of 2005. There was little change in the number of people working compared with last quarter, as an increase in part-time workers balanced a decline in full-timers. The employment level has remained fairly constant since the third quarter of 2004, at a time when it normally declines. This attracted more job seekers into the labour force, which grew by 6,000 people to a historical high of 657,000. The unemployment rate rose to 5.3% from 4.4% last quarter, its highest level since the middle of 2004. Ontario's unemployment rate also trended upwards over the quarter, rising to 7.0%.

Labour force and employment levels were up sharply compared with a year ago. They both increased by 31,000, or at least 5%, compared with the first quarter of 2004. This growth has been accelerating over the past two quarters. By comparison, Ontario's employment level was up by 0.9% compared with a year ago. The unemployment rate in Kitchener-Waterloo-Barrie dropped slightly from 5.6% a year ago. The strength of the current labour market is more apparent in the participation and employment rates, which each rose by almost two percentage points compared with a year ago.

#### Economic Region 540 Area Labour Force Trends

	January to	October to	January to	Quarter/Quarter		Year/Year	Change
	March	December	March	Change		Absolute	Absolute
	2005	2004	2004	Absolute			
Population 15+ ('000)	922.6	917.9	902	4.7	0.5%	20.6	2.3%
Labour Force ('000)	657	651	626	6	0.9%	31	5.0%
Employed ('000)	622	622.3	591	-0.3	0.0%	31	5.2%
Full-time ('000)	503.5	506.7	483.8	-3.2	-0.6%	19.7	4.1%
Part-time ('000)	118.6	115.5	107.3	3.1	2.7%	11.3	10.5%
Unemployed ('000)	35	28.7	34.9	6.3	22.0%	0.1	0.3%
Not in Labour Force ('000)	265.6	266.8	276.1	-1.2	-0.4%	-10.5	-3.8%
Participation Rate (%)	71.2	70.9	69.4	0.3		1.8	
Unemployment Rate (%)	5.3	4.4	5.6	0.9		-0.3	
Employment Rate (%)	67.4	67.8	65.5	-0.4		1.9	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.

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## Employment by Industry

The service-producing sector recorded the only net increase in new jobs, over the last 12 months. There were higher levels of employment in seven of the 11 sector related industries, lead by the finance, insurance, real estate and leasing industry. More people were working in the construction industry at the end of the year. However, job losses in several other industries prevented the goods-producing sector from posting a net increase in new jobs.

OntarioArea Employment by Industry ('000)

	January to March 2005	October to December 2004	January to March 2004	Quarter/Quarter Change Absolute		Year/Year Change Absolute	
<b>Total</b>	<b>6248.4</b>	<b>6355.4</b>	<b>6189.8</b>	<b>-107</b>	<b>-1.7%</b>	<b>58.6</b>	<b>0.9%</b>
<b>Goods-Producing Sector</b>	<b>1578.2</b>	<b>1649.6</b>	<b>1583</b>	<b>-71.4</b>	<b>-4.3%</b>	<b>-4.8</b>	<b>-0.3%</b>
Agriculture	74	76.1	73.9	-2.1	-2.8%	0.1	0.1%
Forestry, Fishing, Mining, Oil and Gas	33.5	33.6	32	-0.1	-0.3%	1.5	4.7%
Utilities	48	54.2	57.8	-6.2	-11.4%	-9.8	-17.0%
Construction	353.1	384	331.4	-30.9	-8.0%	21.7	6.5%
Manufacturing	1069.7	1101.7	1087.9	-32	-2.9%	-18.2	-1.7%
<b>Services-Producing Sector</b>	<b>4670.2</b>	<b>4705.8</b>	<b>4606.8</b>	<b>-35.6</b>	<b>-0.8%</b>	<b>63.4</b>	<b>1.4%</b>
Trade	971.3	993.3	955.9	-22	-2.2%	15.4	1.6%
Transportation and Warehousing	291.6	293.9	302.4	-2.3	-0.8%	-10.8	-3.6%
Finance, Insurance, Real Estate and Leasing	441.9	438.9	415.7	3	0.7%	26.2	6.3%
Professional, Scientific and Technical Services	436.3	434.5	436.7	1.8	0.4%	-0.4	-0.1%
Management, Administrative and Other Support	258.1	277.6	262.7	-19.5	-7.0%	-4.6	-1.8%
Educational Services	420.8	406.1	403.4	14.7	3.6%	17.4	4.3%
Health Care and Social Assistance	635.1	639.3	629.6	-4.2	-0.7%	5.5	0.9%
Information, culture and recreation	289.5	290.8	290	-1.3	-0.4%	-0.5	-0.2%
Accommodation and food services	359.3	358.4	358.2	0.9	0.3%	1.1	0.3%
Other services	257	259	248.1	-2	-0.8%	8.9	3.6%
Public administration	309.3	314.1	304.1	-4.8	-1.5%	5.2	1.7%

Note: "... " indicates that data are too small to be expressed and are not appropriate for release. Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey

Please note, that Labour Force Survey data can vary depending upon the sample size. For this reason, it is important to keep this in mind when assessing the Labour Force Survey results



Job losses crossed most industries in the first quarter of 2005. The largest declines came from business, building and other support services; health care and social assistance; and information, culture and recreation. For business, building and other support services, this loss followed an unusually sharp increase in workers during the second half of 2004. Manufacturing employment also fell following a strong run up in the second half of last year.

The decline in employment compared with a year ago was concentrated in the services-producing sector. Most industries employed fewer workers than they did in the first quarter of 2004. The largest drop, almost 2,000 workers, came within information, culture and recreation and was largely the result of this quarter's contraction. Within the goods-producing sector, agricultural employment was down by about 2,000, but this was balanced by a similar increase within manufacturing.

Economic Region 580 Area Employment by Industry ('000)

	January to	October to	January to	Quarter/Quarter		Year/Year	Change
	March 2005	December 2004	March 2004	Change		Absolute	Absolute
				Absolute	%		%
<b>Total</b>	<b>148.5</b>	<b>165.6</b>	<b>154.1</b>	<b>-17.1</b>	<b>-10.3%</b>	<b>-5.6</b>	<b>-3.6%</b>
<b>Goods-Producing Sector</b>	<b>59.7</b>	<b>65.6</b>	<b>60.3</b>	<b>-5.9</b>	<b>-9.0%</b>	<b>-0.6</b>	<b>-1.0%</b>
Agriculture	8	8	9.7	0	0.0%	-1.7	-17.5%
Forestry, Fishing, Mining, Oil and Gas	...	...	...	...	...	...	...
Utilities	7.3	9.1	7.8	-1.8	-19.8%	-0.5	-6.4%
Construction	9.2	10.9	9	-1.7	-15.6%	0.2	2.2%
Manufacturing	34.7	37.1	33	-2.4	-6.5%	1.7	5.2%
<b>Services-Producing Sector</b>	<b>88.9</b>	<b>100</b>	<b>93.8</b>	<b>-11.1</b>	<b>-11.1%</b>	<b>-4.9</b>	<b>-5.2%</b>
Trade	23	23.8	21.7	-0.8	-3.4%	1.3	6.0%
Transportation and Warehousing	6.5	8.2	7.1	-1.7	-20.7%	-0.6	-8.5%
Finance, Insurance, Real Estate and Leasing	7.4	6.1	5.9	1.3	21.3%	1.5	25.4%
Professional, Scientific and Technical Services	3.2	4.4	4.3	-1.2	-27.3%	-1.1	-25.6%
Management, Administrative and Other Support	2.7	6.2	2.9	-3.5	-56.5%	-0.2	-6.9%
Educational Services	6.8	5.5	7.4	1.3	23.6%	-0.6	-8.1%
Health Care and Social Assistance	15.7	19	16.7	-3.3	-17.4%	-1	-6.0%
Information, culture and recreation	4.9	7.6	5.7	-2.7	-35.5%	-0.8	-14.0%
Accommodation and food services	7.2	7	9.1	0.2	2.9%	-1.9	-20.9%
Other services	7.5	9.2	7.6	-1.7	-18.5%	-0.1	-1.3%
Public administration	3.9	3	5.2	0.9	30.0%	-1.3	-25.0%

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Source: Statistics Canada. Labour Force Survey

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The relatively stable employment level this quarter masked some significant shifts within industries. Most industries employed more people this quarter than last, with accommodation and food services showing the largest increase. The area also saw noteworthy job gains within business, building and other support services; educational services; and information, culture and recreation. However, a larger than normal drop in workers within wholesale and retail trade eroded most of these gains. Employment in that industry had risen sharply through the second half of 2004 to reach a historical high of 106,000 in the fourth quarter.

Two-thirds of the industries employed more workers compared with a year ago. Most of the growth came from three groups: construction, reflecting the strong growth in both the residential and non-residential markets; trade; and accommodation and food services. Agricultural employment jumped by 58% because of steady growth since the middle of 2004. In contrast, employment in manufacturing was down compared with a year ago, due to losses in the fourth quarter of 2004. It had remained relatively constant through the first three quarters of last year. Professional, scientific and technical services also dropped, due to cumulative job losses since the middle of last year.

Economic Region 540 Area Employment by Industry ('000)

	January to	October to	January to	Quarter/Quarter		Year/Year	Change
	March 2005	December 2004	March 2004	Change		Absolute	Absolute
				Absolute	%		%
<b>Total</b>	<b>622</b>	<b>622.3</b>	<b>591</b>	<b>-0.3</b>	<b>0.0%</b>	<b>31</b>	<b>5.2%</b>
<b>Goods-Producing Sector</b>	<b>207</b>	<b>204.1</b>	<b>197.7</b>	<b>2.9</b>	<b>1.4%</b>	<b>9.3</b>	<b>4.7%</b>
Agriculture	13.1	12.9	8.3	0.2	1.6%	4.8	57.8%
Forestry, Fishing, Mining, Oil and Gas	...	...	...	...	...	...	...
Utilities	1.5	2.1	4	-0.6	-28.6%	-2.5	-62.5%
Construction	51.9	50.7	38.9	1.2	2.4%	13	33.4%
Manufacturing	139.6	137.7	145.4	1.9	1.4%	-5.8	-4.0%
<b>Services-Producing Sector</b>	<b>415.1</b>	<b>418.1</b>	<b>393.4</b>	<b>-3</b>	<b>-0.7%</b>	<b>21.7</b>	<b>5.5%</b>
Trade	94.8	106.2	83.3	-11.4	-10.7%	11.5	13.8%
Transportation and Warehousing	22.9	23.5	25.9	-0.6	-2.6%	-3	-11.6%
Finance, Insurance, Real Estate and Leasing	37.1	39.1	33.4	-2	-5.1%	3.7	11.1%
Professional, Scientific and Technical Services	26.5	29.6	30.9	-3.1	-10.5%	-4.4	-14.2%
Management, Administrative and Other Support	23.7	20.1	19.8	3.6	17.9%	3.9	19.7%
Educational Services	46.1	42.8	45.3	3.3	7.7%	0.8	1.8%
Health Care and Social Assistance	56	57.5	57.9	-1.5	-2.6%	-1.9	-3.3%
Information, culture and recreation	21.3	18.6	17.7	2.7	14.5%	3.6	20.3%
Accommodation and food services	39.7	34.2	32	5.5	16.1%	7.7	24.1%
Other services	23.6	23.5	22.6	0.1	0.4%	1	4.4%
Public administration	23.4	23	24.6	0.4	1.7%	-1.2	-4.9%

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Source: Statistics Canada, Labour Force Survey

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LABOUR SUPPLY

**Employment Insurance Claim load**

The number of people receiving Regular Employment Insurance benefit increased between January and March, but was still down from a year ago. Males, between the ages of 25 and 64 were affected the most. This is a typical fluctuation in the claim load for the area. Construction workers, laid off during the winter, were the main reason behind a higher claim load at the end of March. Please note that the October to December 2004 figures, shown below, differ from the figures that appeared in the last bulletin. Revised data, released in April, revealed that there were more people unemployed than originally indicated. This revision is reflected in the numbers below. Please feel free to contact the local Labour Market Information Analyst for further clarification.

**Regular Employment Insurance Claimants - Owen Sound Management Area**

Area	January to March 2005			October to December 2004			January to March 2004		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Owen Sound HRCC Management Area	4147	1372	2774	2933	1305	1629	4617	1433	3184

Source: HRCC administrative data C-356

*FROM THE AUTHOR'S DESK*

The Bruce Grey Skills Inventory report was released by the Bruce Grey Huron Perth Georgian Triangle training board, in February. Funded in large part by Human Resources and Skills Development Canada, the report is intended to provide "timely and localized labour market information" that can be used to help with the decision making process around local training priorities.

There are several distinct components to the report. For instance, Census data was used to describe socio-economic characteristics of the area. Three surveys were also conducted, involving local high school students, employees and employers. The following are highlights of some of the report's findings and recommendations.

**Census data:**

Compared to Ontario, the Bruce Grey area has:

- A lower percentage of the population between 20 and 44 years of age. This is significant because they represent the primary working age population that local employers normally hire from.
- Based on 2001 Census labour location quotients, the main industry sectors in Grey County are agriculture and construction, while Bruce County has agriculture, construction and utilities. The labour location quotient compares the proportion of local labour in an industry or occupations with the corresponding regional or provincial average. Where the local quotient is larger than the average, the industry or occupation is then considered to be a significant contributor to the region or province.



**High school survey:**

- A large percentage of the local youth population works part time and actively participates in summer employment. This is important because it provides youth with practical work experience.
- Females are more likely to go to university, than males.
- A large majority of youth plan on leaving the Bruce Grey area after high school graduation. Those leaving the area want to pursue careers related to certain industry groups. There is capacity in those same industry groups to hire them locally. Thus we have youth that want to work in these industries, but are leaving the area to do so.

**Employee survey:**

- Older workers planning to retire will have a significant impact on the local workforce, over the next five years.
- Approximately half of the employees surveyed had not participated in upgrading of education or training during the year.
- Females, more than males, considered themselves underemployed. Still, a large percentage of men and women felt satisfied with their current occupation.

**Employer survey:**

- Eight out of 10 employers surveyed felt they did not experience difficulties when looking to hire new employees.
- Manufacturing and public administration are expected to have the highest percentage of employment growth over the next five years.
- Several large employers, in the utility and manufacturing sectors, said close to half of their workforce could retire over the next five years.
- Employers would like to see a greater supply of middle managers to choose from. This is especially true in the utility, agricultural and public administration industries.

**Recommendations:**

- Employers should establish a management trainee program to assist with their recruitment efforts.
- Industry and the school boards should find ways to more effectively communicate local job opportunities to the public. The high school survey revealed that large numbers of students leave the area each year due to a perceived lack of jobs. This is despite the fact that local youth participation rates would indicate ample employment opportunities actually exist.
- Community partners should focus more on preparing the workforce for job openings in the utility sector.
- Area school boards and the employer community should expand the high school co-operative placement opportunities. They should also work more closely on issues such as career planning and mentorship programs.
- Efforts to promote local economic development should be harmonized in order to reduce duplication.

I strongly encourage you to read the entire executive summary in order to obtain a better understanding of the many findings and recommendations contained within the main report. You will find both of these documents at the following web site.

[www.brucegreyskills.com](http://www.brucegreyskills.com)



**Notes to Readers:**

1. The **Owen Sound HRCC Management Areas** comprised of Counties of Grey, Bruce and the Georgian Triangle area.
2. For the purpose of this publication, Economic Region 580 consists of the Counties of Grey, Bruce, Perth and Huron. Economic Region 540 consists of the Counties of Simcoe, Wellington, Dufferin and the Regional Municipality of Waterloo.
3. 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 **Owen Sound Sun Times, the Collingwood Enterprise Bulletin and the Hanover Post.**
4. **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 - HRSDC 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>

