



Labour Market Bulletin

Human Resource Centre of Canada

Windsor & Essex County

~ An Analysis of the Windsor & Essex County Area Labour Market ~ April To June 2004 ~

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An overview of the Windsor & Essex County labour market.

Windsor's labour market performance has been somewhat weaker than in other parts of the province in 2004. However, employment as a percentage of the working age population rose for the third consecutive month to 60.5%, after trending downwards since August 2003.

Employment in Windsor was essentially unchanged from its June 2003 level. However, the labour force grew by nearly 2,000. This raised the unemployment rate to 8.3% from 6.9% a year ago.

Compared with June of last year, employment levels were higher across most Services-Producing industries, particularly in Information, Culture and Recreation, Accommodation and Food Services, and Public Administration. However, lower employment levels in Manufacturing and Wholesale/Retail Trade offset these gains.

HIGHLIGHTS

- ▶ Casino Windsor workers were on strike for almost six weeks. After a second tentative agreement was recommended by union representatives, a collective agreement was reached in mid-May.
- ▶ Ford Motor Co. announced a mass lay-off for the end of May 2004. The initial numbers of affected workers were not realized, and by June, approximately 100 employees remained indefinitely laid-off. Some of these employees may be recalled as senior members have until September 1st to accept leave packages.
- ▶ The Greater Essex County District School Board settled a collective agreement with teachers, valid until August 31, 2004. This school board has the second oldest stock of school buildings and will invest in rebuilding several schools over the next couple years.
- ▶ Windsor continues to face budgetary challenges despite relatively strong assessment growth. The city's debt has been manageable but the burden is expected to increase in the medium-term due to the funding of various capital projects. City administration is focussed on fiscal balance and economic development.

The Windsor and Essex County 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.

Information, Culture, & Recreation

The most significant occurrence this quarter was the labour dispute at **Casino Windsor** which lasted 41 days in April and May 2004, affecting approximately 3,100 unionized employees. The issues included improvements to wages and working conditions, specifically more accessible job postings and the ability to switch shifts between part-time and full-time workers; concern was also expressed about up-coming technological changes that could potentially eliminate jobs. The climate for negotiations was more difficult than the last collective bargain – prior to SARS, August 2003's power outage, and increased value of the Canadian dollar, all of which have negatively impacted attendance and profits. The editor of an industry newsmagazine was quoted as saying "... in the past three years, revenue has decreased by 30% and attendance by about 25%".¹ The casino is estimated to have lost \$1.4 million every 24 hours during the strike.

As one area economist explained, the tourism industry is based on consumers' discretionary income which is easily diverted to other entertainment venues. The Convention & Visitors Bureau said that of the estimated 14,000 daily visitors (tour buses and independent tourists) to Windsor, 85% are from Michigan or Ohio. Meanwhile, the MGM Grand casino in Detroit reportedly experienced its "best" month of March in 2004 since opening in 1998, showing a continued upward trend in attendance even before the Casino Windsor strike.

This was the third labour dispute at Casino Windsor where according to one industry analyst, strikes are considered "extremely rare". Furthermore, the initial tentative agreement was rejected by the membership – the first large-scale rejection in the CAW's Local 444 history, did not address shift premiums or language concerning disciplinary actions. Several community leaders referred to risks associated with a prolonged work stoppage which could damage the casino's viability, create negative speculation by potential business investors, and cause financial stress for the local economy.

After about 4 ½ weeks, nearly 1,000 non-unionized management staff began a reduced work-week (working only 4 days/week). The employer initiated this cost-saving measure along with reduced energy expenditures and the lay-off of 15 shuttle bus workers. The two independent businesses that are located inside the casino layed-off a total of 14 employees. Although city centre hotels and restaurants

reported a decline in customers (casino employees included) during the labour dispute, few lay-offs were recorded from related businesses. The Liquor Control Board however, logged fewer sales with its largest local customer temporarily closed. Other area food suppliers to the casino also reported negative impacts of the labour dispute. The final four year collective agreement included wage and benefit improvements as well as formal efforts by the employer to address the working conditions originally at issue.

Construction

Canada Mortgage and Housing Corporation (CMHC) noted that a cold winter caused a slow start to the construction season but continued low borrowing costs, stable labour market, and record-setting resale market bolstered housing starts in 2004's second quarter. Housing demands are from move-up buyers and empty-nester buyers who may be taking advantage of increasing resale values. As well, most immigrants to this area are in their prime working age and are keen to enter the real estate market, as were other first-time buyers. However, "the trend to a more moderate pace of building is evident ... [it] will not result in major construction lay-offs or price declines".² Locally, "the sustained record levels of resale activity point to strong years for renovation spending in both 2004 and 2005".³

The Town of LaSalle will see 192-unit condominium built, called Heritage park Villas, targeted to post-secondary students as its location is a convenient commute to both the college and university. Builders have generally faced increasing materials costs including lumber, insulation, steel, copper, and energy expenses. Because the U.S. is also experiencing a high level of construction activity, in some cases Canadian builders have dealt with delivery delays. Adding to financial pressures was the decision to increase development fees in order that the Town of Lakeshore can make a significant expansion to the Belle River water plant in the near future. The Town of LaSalle has already raised fees while the City of Windsor and Town of Tecumseh are giving the subject consideration.

In terms of infrastructure projects, the Town of Leamington will begin rebuilding several roads, putting in new curbs and

² Canada Mortgage and Housing Corporation, *Forecast Summary*, Spring 2004.

³ Greater Windsor Home Builders Association, *For Good Measure*, June 2004, Issue 63.

¹ The Windsor Star, April 14, 2004.



traffic lights; a new sewer line will be built and connection improved in the area. Amherstburg has also committed to road repairs this year. Kingsville is reported to have \$3.6 million of road improvements slated for 2005. Before the end of this year, Tecumseh will begin a \$7 million road reconstruction to accommodate the increased traffic volume, much of it from new commercial buildings along Manning Road. An agreement with Windsor to provide water and sewage treatment for Tecumseh will allow this community to grow again after a freeze on housing development.

Since Leamington recently ended a moratorium on new greenhouse development, due to a cap on water usage, **Great Lakes Greenhouses** has begun expanding their operation and **Pure Hothouse Foods** began to construct a warehouse facility. The greenhouse industry has attracted a number of businesses that service the industry "such as environmental specialists, heating and colling contractors, computer control companies, and plant and feed suppliers".⁴

A new municipal office building is underway downtown, expected to be complete in March 2005. It will consolidate several city departments and house two federal government departments (Human Resources and Skills Development Canada and Social Development Canada) as well as St. Clair College's Youth Employment Services.

The **Windsor-Essex Catholic District School Board** will build a \$4.5 million elementary school to replace Harrow's St. Anthony Elementary School; it is scheduled to be open to 300 students in September 2005. The **GECD SB** will also launch several building initiatives in the coming months:

- A new elementary school will be added to the Town of Lakeshore at a cost of \$13.6 million. It will accommodate 800 students in September 2005. Puce Public School, a French immersion school, will close once its students are transferred, and some pupils from Belle River Public School will attend the new school.
- F. W. Begley elementary school will be rebuilt starting in June 2004 at a cost of \$10.5 million. Up to 550 students could potentially be in their new school by December 2005.
- Another new school will be added to south Windsor, anticipated to be ready for September 2006.
- The Ministry of Education has approved the rebuilding of John Campbell and Benson elementary schools. Also under consideration for rebuilding are Marlborough and Gordon McGregor elementary schools. According to the Education Director, Windsor has the second oldest building stock in Ontario and is currently over-capacity, prompting additional funding in order to add elementary school seats.

Educational Services

The **Greater Essex County District School Board** (GECD SB) was one of two remaining Ontario education employers to finalize an agreement. Their differences were apparent as a lock-out of 1,400 teachers and 25,000 pupils was averted in mid-April by a supervised vote conducted by the Ministry of Labour. The final collective agreement increased wages but left the issue of preparation time and other working conditions to be resolved by an arbitrator. Currently the provincial government provides funding for 136 minutes of preparation time; the GECD SB pays teachers for 150 minutes. Teachers' request for 200 minutes of preparation time was of concern because such a change would require extra expenditures to hire more teachers. All 72 Ontario school boards' contracts will be up for renewal in August 2004. The recently legislated limit on classroom size in early grades (20 students) will require the GECD SB to hire 14 teachers for Kindergarten to Grade three for September 2004.

The **University of Windsor** continued its efforts to build a strong research culture by hiring a new Vice President of Research. Since 1998 the university has tripled its research grants to about \$17 million in 2003 and hired more than 300 new professors. Among their goals are to expand graduate programs and develop partnerships with industry. **St. Clair College of Applied Arts & Technology** received provincial grant monies in order to enhance their apprenticeship programs. Almost half of a million dollars will be applied to the automotive service technician, electrical trades, and hairstylist programs to update training facilities and accommodate more apprentices.

Manufacturing

The most serious local labour market implications in the Manufacturing sector this quarter came from lay-offs announced by **Ford Motor Co.** Job losses were a result of slower than expected sales of the *Freestar* mini-van combined with an engine change for the *Mustang*, which will switch from push-rod technology to overhead cams in the 2005 model -- an engine produced in the U.S.

Most affected were the Nemak Essex Engine and Windsor Casting plants, each having been reduced by a shift of workers. Initially, it was feared that almost 790 workers could be laid-off but through attrition and 400 negotiated incentive packages for senior workers, approximately 100 employees (including some skilled trades workers) remained indefinitely laid-off as of June 2004.⁵ This estimate does not include administrative support staff hired via employment agencies that have subsequently also resumed a job search. A final number of lay-offs will become apparent after the incentive package offer closes September 1, 2004.

⁴ *Windsor Business*, June 2004

⁵ C.A.W. Local 200, *Ford Facts*, June 2004, Volume 59, No.2.



Elsewhere, **DaimlerChrysler**'s Windsor Assembly Plant has been operating near capacity, producing 1,450 vehicles per day at a ratio of three mini-vans to one *Pacifica*. **Autoliv** began construction to expand its operation by one and one-half times. The new floor space will allow the employer to increase production of inflatable curtains – apparently the fastest growing segment of automotive safety equipment in North America. Construction is expected to be completed by Autumn 2004.

Mid-April, the provincial government committed \$500 million to the **Ontario Automotive Investment Strategy** with the goal to assist automotive employers that invest at least \$300 million or create / retain more than 300 jobs. Employers will qualify for funding in these areas: research & development, infrastructure provision, energy efficiency, environmental technology, and advanced training / skills development. Locally, this program has significant potential to aid the major area employers to redevelop plants and maintain manufacturing and supplier jobs. Additionally, job creation potential could be built on the research centres already based at the University of Windsor and St. Clair College, further promoting Windsor as the “intellectual capital” of the automotive industry.

Health Care & Social Services

The **Land Ambulance Task Force**, representing area ambulance services, will request further funding from the Ministry of Health to add 2 vehicles and 14 paramedics because of extended wait times for the ambulances to turn over patients to hospital care. This situation was logged as having increased from 199 hours in the first quarter of 2003 to 560 hours in the same period of 2004. Several factors contribute to this situation including busy weekends in downtown Windsor, aging population, busy hospital emergency rooms, and difficulty releasing patients from hospital care to long-term care facilities.

Not only will the Windsor ambulance services operate out of new headquarters as of May 2004, several city and county services will have up-grades made to their communication and dispatch systems, creating more effective and efficient service. Global positioning systems will be added to vehicles over the next two years.

A June announcement by the Ministry of Health specified a plan to hire 1,000 new full-time nurses in hospitals and long-term care facilities, providing them with training and a one-year mentoring program. In Ontario, 42% of all working registered nurses do not have full-time employment. For many, these working conditions are not their choosing as there has been a systemic reliance on part-time and casual workers.⁶ With up to 1,800 new full-time nursing position in home care

by 2007/08, the Ontario health care system will be closer to meeting its target of hiring 8,000 RNs in the next four years.

Windsor and Essex County presently have 57% of the recommended number of general practitioners, 39% of needed psychiatrists, 60% of medical specialists, and 67% of surgical specialists.⁷ Several local and provincial initiatives are underway to alleviate the shortages of family physicians and specialists in our area:

- The aggressive efforts by the physician recruitment officer have resulted in 4 new doctors working in the area and 10 committed to relocating to Essex County since January 2004.
- In June, the Physician Recruitment and Retention Fundraising Task Force began to raise \$1 million in order to provide incentives such as scholarships, interest-free loans, and moving expenses coverage to new area doctors. The South Essex communities of Leamington, Kingsville, Essex, Lakeshore, and Wheatley have designated parks where benches or bricks can be purchased by donation.
- Medical students and residents began training in Windsor in September 2003 at the Southwestern Ontario medical Education Network. This school is affiliated with the University of Western Ontario and is hoped to encourage new doctors to set up practices in the area.
- The Ontario government announced it will double the number of training positions to allow 200 foreign-trained physicians to enter the health care system. As well, 40 foreign-trained doctors who are practicing outside of Ontario will be allowed to practice within six months of arriving in Canada or, if additional training is required, within two to five years.
- The Professional Association of Interns and Residents of Ontario has submitted a proposal to allow residents returning for specialty training, having already received their general license, to work extra shifts outside of their residency training. A similar licensing protocol exists in eight other provinces.

Children's Achievement Centre (CAC) closed due to financial constraints. CAC and all other children's mental health providers have received almost no funding increases since 1992 while costs have gone up & more children with more complex issues are being referred, according to the Executive Director. There were apparently as many on the waiting list as being serviced by the three local children's mental health agencies. Glengarda Child and Family Services will assume the service provision. **Canadian Mental Health Association** has expanded their facility and service provision by adding a new cafeteria, open to the public and staffed by clients who will be paid while training for jobs in the general labour market.

⁶ www.mao.org

⁷ The Windsor Star, June 15, 2004.



Public Administration

The **City of Windsor** decided to recruit four new municipal by-law enforcement officers and two provincial compliance officers. Previously, citizen complaints had accumulated and were prioritized based on the available staffing levels. However, given the amount of revenue this small department (7 compliance and 11 provincial offences officers) garnered last year, additional staff would be able to off-set their salaries through further parking enforcement. Currently a disproportionate amount of time is spent on dog-related issues, officers are responsible primarily for inspecting a host of venues: taxi & limousine safety, taxi training courses, lodging homes, charitable gaming establishments, special sales, adult entertainment parlours, no-smoking, salvage yards, food stores, service stations, pawnbrokers, mobile food vendor vehicles, tow trucks, mobile signs, and newspaper & magazine vendors.

Utilities

Lakeshore residents are to receive a positive impact in their water pressure through the installation of a \$45,000 water recycling system resulting in the development of a family attraction. The splash pad is expected to open August 2004 and located at Lakeview Park in Belle River. The total cost of this project is approximately \$200,000.

The Union Water System that serves 45,000 people across four municipalities is in need of expansion as the population of users is expected to increase to 65,000 in the next few years. As a result water rates rose in July to cover the cost of the expansion. These rate increases will impact each of the four municipalities differently as each area applies a different charge to consumers. In Essex, Lakeshore and the former Gosfield North Township rates rose 6.33 per cent and 8.16 per cent in Kingsville and Leamington. Leamington greenhouses consume on average 30-35 per cent of the water on a daily basis.

Finance & Insurance

Cottam's only Bank, Canadian Imperial Bank of Commerce, will close September 2004. The company stated the reason for closure is a declining customer base as they choose to visit a CIBC location in larger centres where they shop. Also the growing use of debit cards, telephone banking, bank machines and internet banking contributes to lower volumes of in-person traffic. Most of the staff will be transferred to other branches.

Retail Trade

Debate took place in Amherstburg over a parcel of property on which Honeywell chemical plant wishes to expand and a large commercial retail employer, yet to be named, would be located. Not all retail employers support such a large competitor, especially as this parcel of land is at the opposite

end of the downtown district to White Woods mall and likely to polarize consumers. Amherstburg is without any large department store or retail development at the north end.

Accommodation & Food Services

A predominant restaurant owner recently stated that Windsor has more restaurants per person than any city in Ontario and that the average cost for dining out is up to 25% less than in Toronto and 15% less than London.⁸ The hospitality sector is one of the largest employers of youth and often carries unemployed workers through transitions to other career paths.

While two **Jose Noodle Factory** restaurants closed (Essex and East Windsor), displacing approximately 30 employees, several other new restaurants opened this quarter. **Quiznos Sub** opened the first of three new locations at the Market Square. Other franchised Quiznos stores are lined up to open on Ouellette Ave. (by June), Walker Road (by August), Dougall Plaza, St. Clair Shores Estates, Sandwich St., and the Roundhouse Centre.

⁸ *Windsor Business*, April 2004.



LABOUR FORCE TRENDS

Windsor’s labour market performance has been somewhat weaker than in other parts of the province in 2004. Employment rose by 1.6% (2,500) this quarter, its smallest second quarter increase in six years. This compared with an Ontario average of 2.0%. Employment in Windsor had declined by 2.0% in the first quarter. Youth (age 15-24) moving into full-time summer jobs provided most of the second quarter employment growth. However, a larger increase in labour force participants (3,200) left more people unemployed. This raised the unemployment rate to 8.3% from 8.0% in the first quarter. The youth unemployment rate increased to 17.2% from 16.3%.

Employment in Windsor was essentially unchanged from its second quarter 2003 level. This follows a period of year-over-year declines since the beginning of the fourth quarter 2003. However, the labour force grew by nearly 2,000, largely within the youth component. This raised the unemployment rate from 6.9% a year ago; the youth unemployment rate rose from 15.1%. The weakness in Windsor’s labour market is most noticeable in the employment rate, which dropped by 1.5 percentage points compared with a year ago. This reflects an increase in the working age population without a corresponding increase in employment.

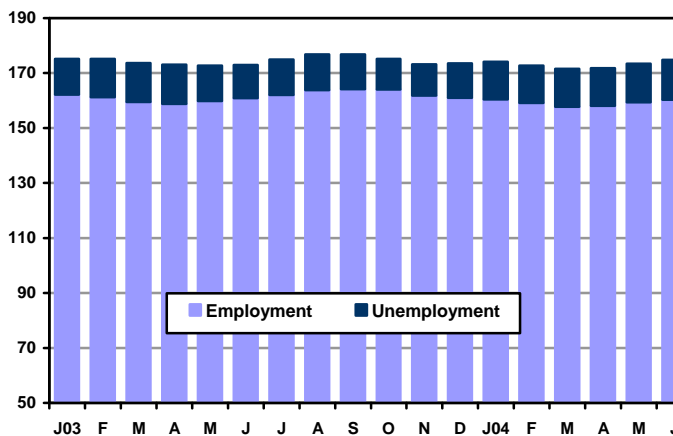
Windsor Census Metropolitan Area Labour Force Trends

	April to June	January to	April to June	Quarter/Quarter		Year/Year	
	2004	March	2003	Absolute	%	Absolute	%
Population 15 + ('000)	265,000	263,700	259,700	1,300	0.5	5,300	2.0
Labour Force ('000)	174,800	171,600	172,900	3,200	1.9	1,900	1.1
Employed ('000)	160,300	157,800	160,900	2,500	1.6	-600	-0.4
Unemployed ('000)	128,800	122,800	130,100	6,000	4.9	-1,300	-1.0
Not in Labour Force('000)	31,500	35,000	30,800	-3,500	-10.0	700	2.3
Participation Rate (%)	14,500	13,800	12,000	700	5.1	2,500	20.8
Unemployment Rate (%)	90,300	92,000	86,800	-1,700	-1.8	3,500	4.0
Employment Rate (%)	66.0%	65.1%	66.6%	0.9		-0.6	

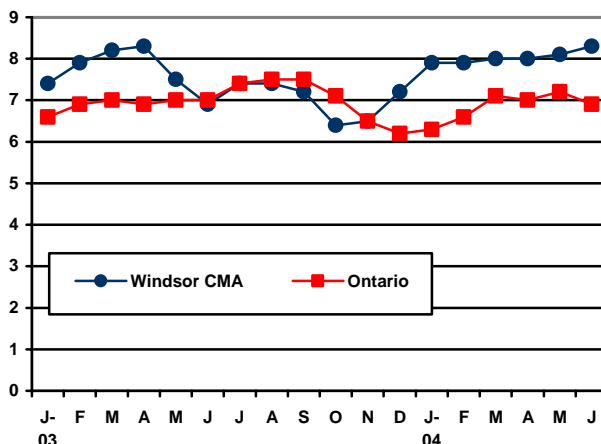
Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.

Windsor CMA: Labour Force
January 2003 to June 2004



Windsor CMA and Ontario:
Unemployment Rate, Jan 2003 to June 2004



Employment by Industry



Windsor's second quarter employment growth came largely from the Services-Producing Sector. Information, Culture and Recreation, and Other Services showed the largest gains, with most Services industries adding workers over the quarter. However, a seasonal decline within Educational Services tempered this growth. While striking workers at the Windsor Casino were considered employed, the labour dispute did have a negative affect on other tourism-related industries, particularly Accommodation and Food Services. Within the Goods-Producing Sector, a decline in Manufacturing employment overshadowed seasonal hiring in Construction. Manufacturing employment has been trending downwards since last summer.

The Services-Producing Sector generated nearly all of the employment growth on a year-over-year basis as well. Employment levels were higher across most Services-Producing industries, particularly in Information, Culture and Recreation, Accommodation and Food Services, and Public Administration. Wholesale/Retail Trade, and Finance, Insurance, Real Estate and Leasing (FIRE) showed the only noteworthy declines. The decline within Trade reflects accumulated monthly losses since mid-2003. Employment within FIRE was down from an historical high last summer. A sharp drop in Manufacturing employment provided the largest drag on growth in the area. Accumulated monthly losses over the past 11 months caused it to fall by 16% from its three-year high in the second quarter of 2003.

Windsor Census Metropolitan Area Employment by Industry ('000)

Industry	April to	January to	April to	Quarter/Quarter		Year/Year Change	
	June	March	June	Absolute	%	Absolute	%
	2004	2004	2003				
Total							
Goods-Producing Sector	160,300	157,800	160,900	2,500	1.6	-600	-0.4
Agriculture	53,400	54,800	60,600	-1,400	-2.6	-7,200	-11.9
Forestry, Fishing, Mining, Oil and Gas	...	...	...	...	...	...	...
Utilities	...	...	...	...	...	...	...
Construction	...	...	...	...	...	...	...
Manufacturing	8,600	7,200	8,300	1,400	19.4	300	3.6
Services-Producing Sector	42,600	46,100	50,800	-3,500	-7.6	-8,200	-16.1
Trade	106,900	103,000	100,300	3,900	3.8	6,600	6.6
Transportation and Warehousing	21,700	20,800	25,400	900	4.3	-3,700	-14.6
Finance, Insurance, Real Estate and Leasing	5,400	5,100	4,700	300	5.9	700	14.9
Professional, Scientific and Technical Services	7,000	6,200	8,200	800	12.9	-1,200	-14.6
Management, Administrative and Other Support	5,400	5,600	6,100	-200	-3.6	-700	-11.5
Educational Services	5,100	3,800	4,400	1,300	34.2	700	15.9
Health Care and Social Assistance	12,300	15,300	11,300	-3,000	-19.6	1,000	8.8
Information, Culture and Recreation	13,900	13,800	14,500	100	0.7	-600	-4.1
Accommodation and Food Services	10,500	8,700	8,000	1,800	20.7	2,500	31.3
Other Services	12,600	13,200	9,900	-600	-4.5	2,700	27.3
Public Administration	6,600	4,900	4,700	1,700	34.7	1,900	40.4

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

FROM THE AUTHOR'S DESK

- A lower birth rate, a poorer quality workforce, and heavier tax burden is widening the **wealth gap** between Canadians and Americans. Canada's population is aging faster than the United State's due to a lower fertility rate and because Canadians tend to live longer than Americans. This results in differences in spending as Americans demand more luxury goods while Canadians require more government services such as health care. Canada attracts relatively more well-educated immigrants than the United States but fails to fully integrate them into the labour market. Also, Canadian firms are still at a tax disadvantage compared with the United States until taxes are reduced on business investments in machinery and equipment, specifically information technology. (Can West News Service, 2004).
- Statistics Canada (www.statscan.ca) published a paper on the characteristics of minimum wage workers in the *Perspectives on Labour and Income*, March 2004 edition. An estimated 4% of all paid workers in Canada were in minimum wage jobs (as set by their province) in 2003, down from 5.7% in 1997. More often these workers were women, part-time employees, students, or



young people. In fact, more than half of the minimum wage workers were youth between 15 and 19 years of age, the majority (75%) of who were attending school. Minimum wage employment was largely found in accommodation and food services and retail trade sectors, and in small businesses where there was less unionization.

- April 2004's issue of *Perspectives on Labour and Income* (www.statscan.ca) presented an article on long-term unemployment, defined as one year or more without employment. The incidence of long-term unemployment has dropped significantly since its peak in 1994 when approximately 17% of Canada's unemployed fit this description. In 2003, this group represented 10% of the nation's unemployed. More often it was men, people with less education, and older workers who experienced long-term unemployment. This paper reinforced the notion that the last workers to be laid-off are generally the first to be re-called. "In contrast, people who have been unbemployed for some time, along with less-skilled workers, tend to represent a larger proportion of the unemployed population".

Notes to Readers:

1. The **Windsor Census Metropolitan Area** is comprised of Windsor; LaSalle; portions of Amherstburg (Anderdon), Essex (Colchester North), and Lakeshore (Maidstone, Belle River, Rochester); Tecumseh (includes Tecumseh, former Sandwich South and St. Clair Beach).
2. For the purpose of this publication, the **Windsor & Essex County** includes all of the above communities as well as Town of Kingsville; Town of Leamington; Township of Pelee; remainder of Amherstburg (Malden), Essex (Harrow, Colchester South), Lakeshore (Maidstone, Tilbury North, Tilbury West)..
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 **the Ministry of Labour, the Canadian Mortgage and Housing Corporation, the Conference Board of Canada, Statistics Canada, the City of Windsor, publications from Windsor Housing Now, In Business Magazine, Biz X, Windsor Business, and The Drive.**
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>

