



Environmental Scan 2002 - 2003



Hamilton Training Advisory Board
Commission consultative sur la formation à Hamilton

June 2002

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Funded by:



**Human Resources
Development Canada**

**Développement des
ressources humaines Canada**



Ontario
Ministry of Training, Colleges and Universities

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INTRODUCTION

The Hamilton Training Advisory Board (HTAB) is a local, independent, not for profit organization whose dual purpose is to be a clearinghouse of information about Hamilton's training and labour force needs and to promote training and employment opportunities for Hamilton's workforce. HTAB's Board of Directors is drawn from business, labour, education and training and government. The Board also has Directors from community groups representing women, persons with disabilities, immigrants and Francophones.

The 2002/03 environmental scan 'update' is a snapshot of the labour market trends and workforce issues in the Hamilton community. Next year's scan will be more comprehensive because we will draw from new data available through the 2001 census. In the next six to seven months, local boards throughout the province will each be supplied with customized census tables for purposes of analysis unique to each community. The 2001 census data will enhance our understanding of key issues such as 2001 immigration trends, education levels, as well as employment patterns by occupation and by industry sector.

The purpose of environmental scan has evolved over the years. Because we are still 'between census', there is very little hard data available about Hamilton's labour market, other than the labour force information supplied through labour force surveys conducted by Statistics Canada, unemployment statistics from HRDC or material from the 1996 census. The e-scan update then is really more of a 'report card' for the community. It takes the community's 'pulse', so to speak, by reaching out to stakeholders through focus groups, surveys and other methods in order to capture 'ground level' intelligence. We endeavor to relate back to past years' information so that needs and issues are monitored from year to year and progress is tracked over time.

In May of this year the City of Hamilton's Economic Development Department completed the HR Matters Study. The report delivered a long term demographic analysis of Hamilton's future labour supply and recommended ways in which to address the challenges this community faces with respect to meeting its skill requirements in the future. As a partner in the study, HTAB will continue to work with other community stakeholders to formulate a plan of action. For purposes of this environmental scan, however, it did not seem useful to delve into demographic information when it had already been so thoroughly covered in the HR Matters report. For that reason, we avoided discussions about demographics in this report.

This year's e-scan has three parts:

1. Labour market trends – indicators such as unemployment rates, employment by occupations, by sector, training information – all of which give us a picture of the employment trend since 2001. These indicators were drawn primarily from information available on HRDC's website.
2. The second part of the report is the Issues and Needs Analysis. This is a sector by sector summary of issues and needs voiced by the community through a survey process (a contact list of survey respondents is contained in the

Appendix). The surveys were analyzed by a data specialist using Statistical Packaging for Social Sciences (SPSS) software and the results are summarized in the following sections. This methodology lends itself to improved tracking of information from year to year.

3. The third and final part of the report is an economic outlook for Hamilton based on research done by the Centre for Spatial Economics. This section was researched and authored by Tom McCormack, President of Strategic Projections Inc. and a partner in the Centre for Spatial Economics. This 'think tank' specializes in building scenarios or data models for projecting future trends.

HTAB hosted a community validation meeting on June 26th (a list of attendees is attached in the Appendix) and, prior to that, staff made a presentation to HTAB's Board of Directors to receive its feedback. A feedback form is also enclosed in the final report for distribution to the community.

The Hamilton Training Board would like to thank all the community partners who participated in the survey and those who attended the community forum. We appreciate the active involvement of all these individuals who, time and time again, make the effort to provide us with the benefit of their insight and experience. Without this level of community support, it would not be possible for us to fulfill our mandate.

What's really new about the economy is not the Internet, e-business and dot-coms, even though they are very important. What's really new is that we are shifting from a company-driven economy to a people-driven economy, which means that talented people have much greater choice in where they work and live"¹

¹ Richard Florida, Professor of Regional Economic Development, Carnegie-Mellon University in Pittsburgh, as reported in the Toronto Star, Business Today, May 2001. Source: ACAATO Environmental Scan, 2002.

OVERVIEW OF HAMILTON’S LABOUR MARKET

Labour Market Indicators

This section provides updates to the labour market indicators contained in last year’s environmental scan. These indicators help us to highlight the ways in which the labour market has changed since last year and to identify potential sources of labour market renewal.

The following are the highlights of occupation-specific indicators such as employment, unemployment and employment opportunities:

- Hamilton’s unemployment rate has increased since the start of year, primarily as a result of a large increase in the number of people entering the labour market .
- Regular Employment Insurance claims in the Hamilton HRCC have been on the rise since fall 2001, but seem to have levelled off slightly in early 2002.
- In 2002, there were fewer job opportunities in almost all occupational categories than there were in 2001.
- Employment Insurance funded training is on the rise in the Hamilton HRCC region.

Employment Profile of the Hamilton Census Metropolitan Area

Chart 1-1² displays the employed labour force by sector³. While the largest single employment sector is manufacturing the next six sectors are all from service industries. In fact, almost three-quarters (73.1%) of the roughly 340,000 people who work in the Hamilton CMA are employed in service producing industries.

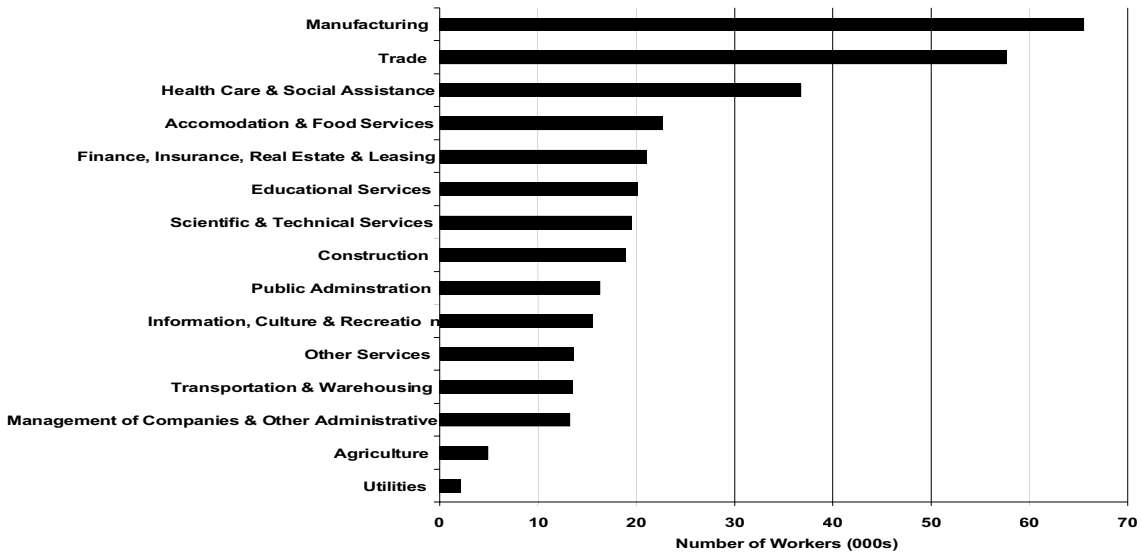


Chart 1-1: Employed Labour Force by Sector, Hamilton CMA, May 2002

Source: Statistics Canada, Labour Force Survey

² With the exception of some key charts, the majority of them are contained in Appendix A.

³ This, and other, labour force data presented here represent the 3-month moving average, unadjusted data for the Hamilton CMA.

Employment by Occupation

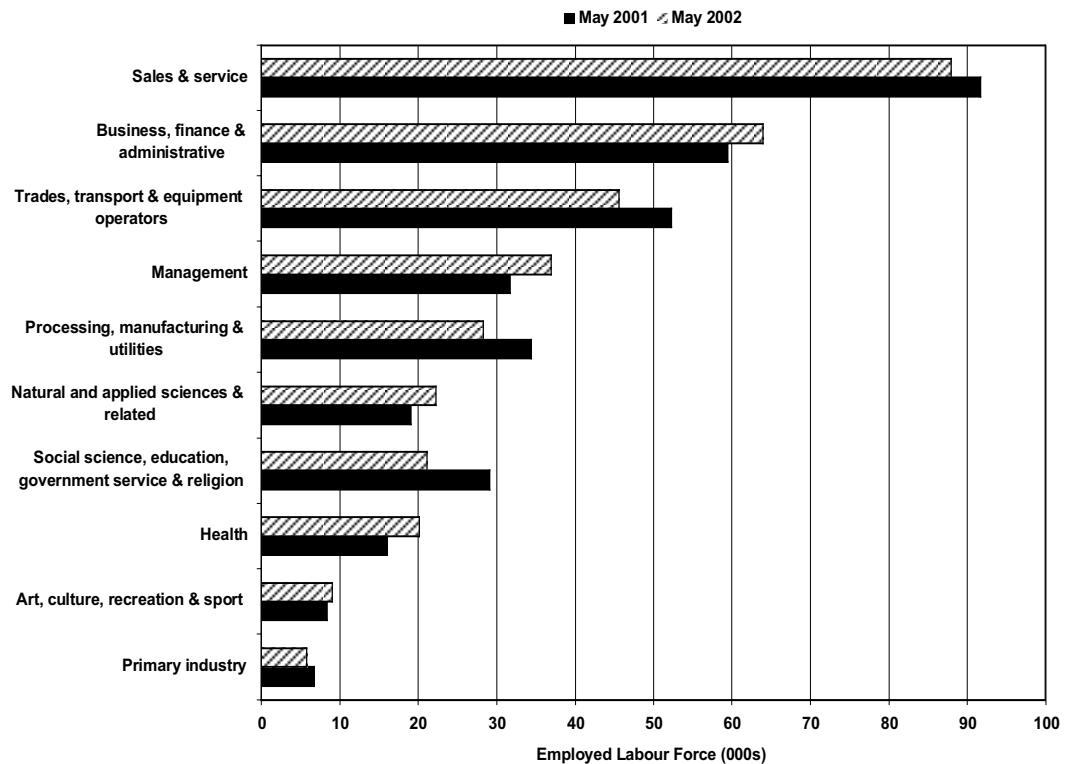
Chart 1-2 also presents a profile of the Hamilton CMA labour force based on occupations. In Chart 1-2 the occupational profile of May 2002 is compared to the same profile a year earlier. There were almost 8,000 fewer people in the labour force in May 2002 than there were in May 2001. Over the past year, significant drops occurred in the following occupation groups:

- ↓ sales and service;
- ↓ social science,
- ↓ education, government service and religion;
- ↓ processing, manufacturing and utilities; and
- ↓ trades, transport and equipment operators.

However, significant increases occurred in two service-related groups:

- ↑ health;
- ↑ business.

Chart 1-2: Employed Labour Force by Occupation, Hamilton CMA, May 2002



Hamilton's Unemployment Rate and Labour Force Size

Chart 1-3 (See Appendix A) shows two key indicators of the labour market – the unemployment rate and the size of the labour force. Hamilton's unemployment rate started to rise by the end of 2001 year, and would have increased even further had the labour force not shrunk starting in July 2001. But the economy did improve in the latter part of 2001 and the first quarter of 2002, drawing approximately 13,000 people back into the labour force starting February 2002. As a result, the unemployment rate has continued to climb.

Unemployment by Gender

Charts 1-4 and 1-5 (see Appendix A) display the same data separately for males and females. In Hamilton, the current unemployment rate is higher for males than it is for females. While the jobless rates were equal for both males and females during the latter part of 2001, by May 2002 the jobless rate for males is roughly two percentage points higher than it is for females. Unemployment rates for males tend to fluctuate more than that of females, depending on the state of the local economy and the industries in which men seek employment. On the other hand, the size of the male labour force is larger than the female labour force, by approximately 25,000 people. The size of the female labour force tends to fluctuate more than that of the male labour force.

Full time versus part-time work

Chart 1-6 (see Appendix A) plots the percent of employees in the Hamilton CMA that work full-time and part-time. Approximately 80% of all employees work full-time. The percentage of part-time work increased slightly in the latter part of 2001 (which was most likely a reflection of the economic slowdown), but has decreased again in May 2002.

Employment Insurance Claimants

The Hamilton area saw fewer job opportunities in 2002. A decrease in labour demand began in fall 2001. The worsening situation was true for all occupational groups, almost without exception.

Shrinking labour demand is demonstrated by the number of regular Employment Insurance claims processed by the Hamilton HRCC. Chart 2-1 displays the monthly total of regular⁴ Employment Insurance claims from January 2001 to March 2002. Hamilton, like other communities, experienced a sharp increase in the total number of regular claims starting in October-November of 2001. The increase followed a steady decline in the previous half year, to the point where total regular claims in March 2002 were significantly higher than they were in March 2001 (8,819 compared to 8,096).

Employment Insurance Claimants by Occupation

The Hamilton HRCC also provides a breakdown of claimants by occupation⁵. Chart 2-2 (see Appendix A) displays the change in occupational claims from March 2001 to March

⁴ *Regular claims* are distinguished from other claims, such as maternity, training and sick claims, and comprise approximately 55% of total claims.

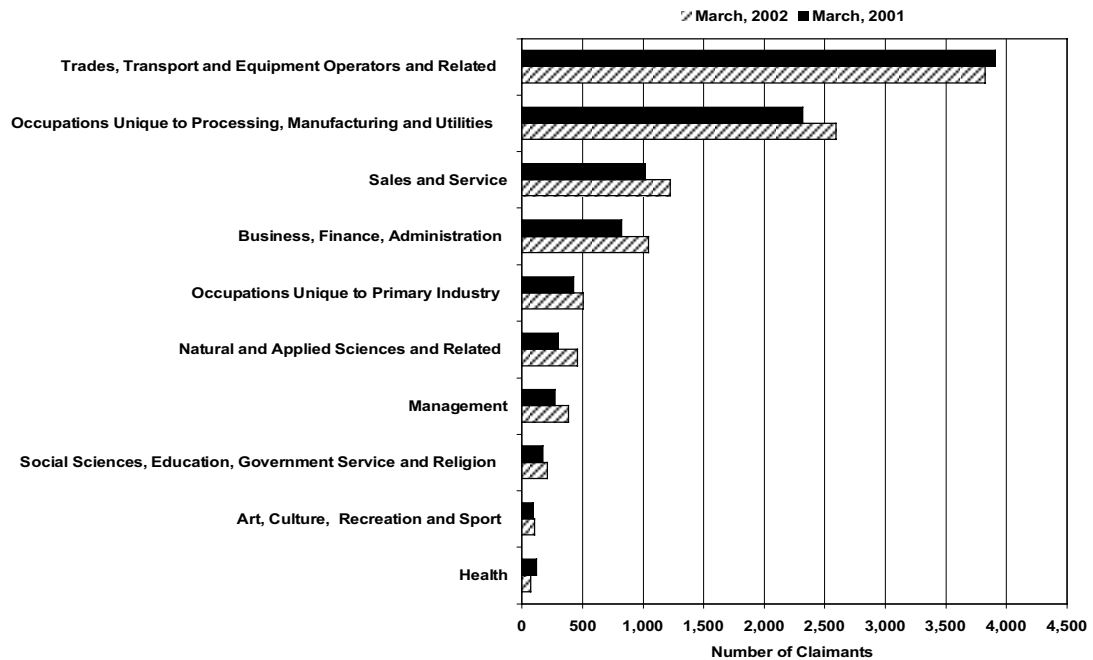
⁵ Occupations are classified according to Statistics Canada's National Occupational Classification (NOC) system.

2002. All except two occupational groups had an increase in the number of claims. Interestingly, the occupations with the largest (Trades, Transport and Equipment Operators and Related) and smallest (Health) number of claimants were the two that had fewer claims in 2002 than in 2001. The largest employment insurance claim increases were in:

- Processing, Manufacturing & Utilities;
- Business, Finance & Administration;
- Sales & Service.

Each of these groups had at least an additional 200 more employment insurance claimants, with Processing, Manufacturing & Utilities having almost 300 more.

Chart 2-2: Employment Insurance Claims by Occupation, Hamilton HRCC



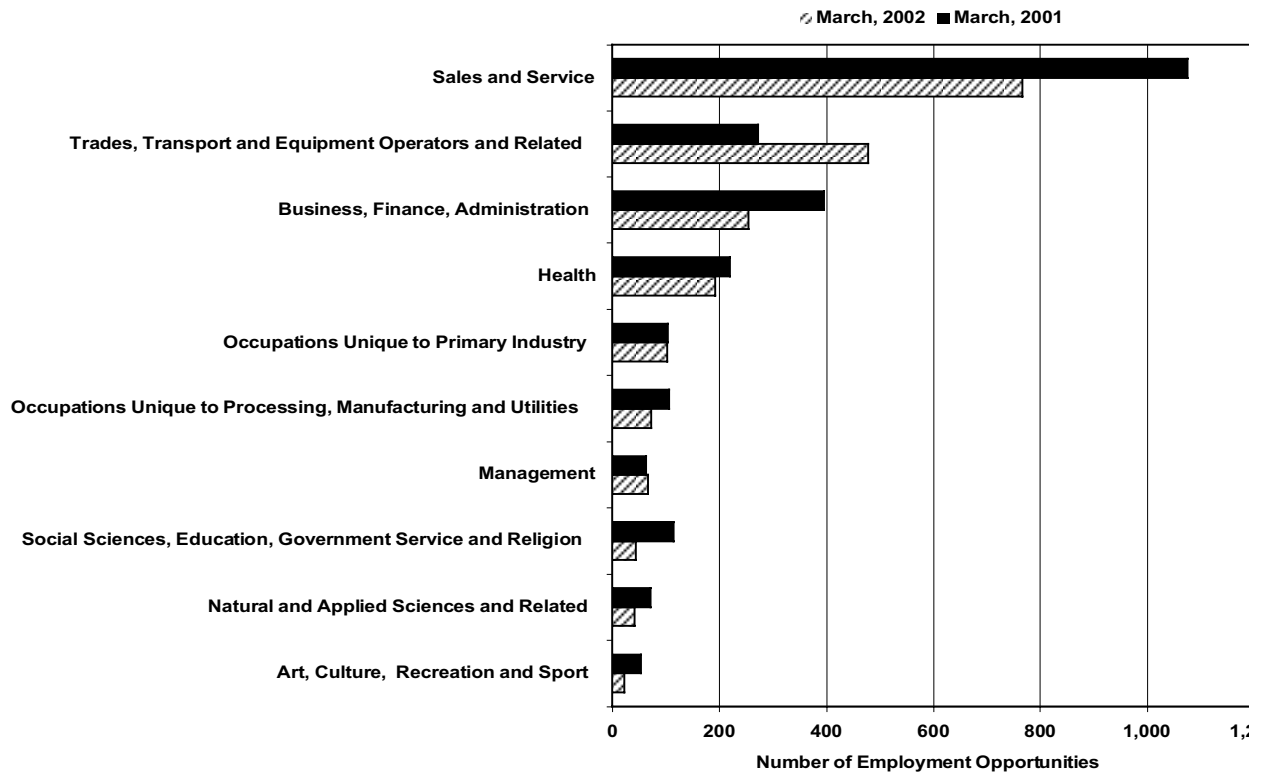
Source: Hamilton HRCC, http://www.on.hrdc-drhc.gc.ca/english/offices/hamilton/lmi/local_lmi_e.shtml

This trend towards fewer job opportunities is confirmed by comparing the above results to those of the Hamilton HRCC *Employment Opportunity Survey* (EOS). The EOS is a compilation of the employment vacancies reported by employers to the Hamilton HRCC, and also the number of want ads listed in the Saturday edition of the *Hamilton Spectator*. While the total number of vacancies compiled does not completely capture all job openings, it does provide an indication of labour market trends.

Chart 2-3 compares the same two time periods shown in Chart 2-2. The chart confirms the trend seen when examining claimant data—namely, that there were fewer job opportunities in March 2002 than there were the previous year. For all except two occupational groups (Trades, Transport, Equipment Operators & Related; and Management) there were fewer employment vacancies this year than last. Even within the Management group there were only five more posted vacancies. The largest

absolute declines were in Sales and Service and Business, Finance and Administration. However, the vast majority of occupations all saw declines of at least 30%.

Chart 2-3: Employment Opportunities by Occupation, Hamilton HRCC



Source: Hamilton HRCC, Employment Opportunity Survey, <http://www.on.hrdc-drhc.gc.ca/hamilton/english/lmi/jos/eos.html>

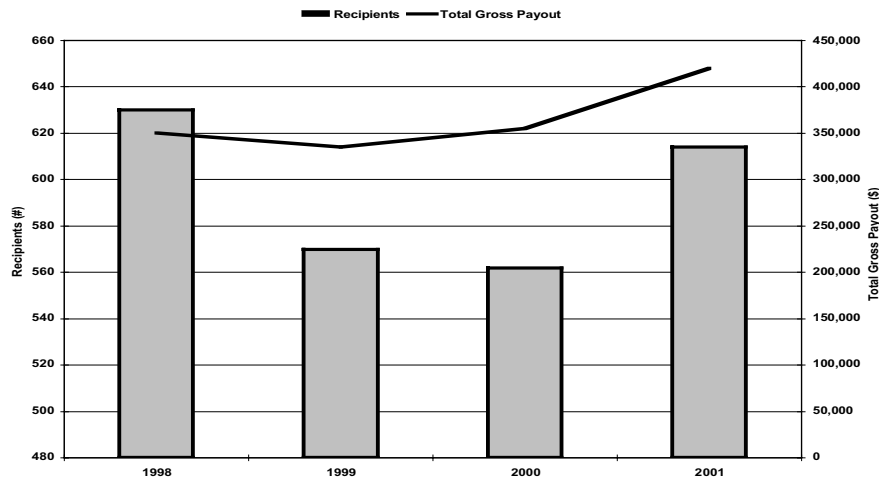
Employment Insurance - Training Benefits

In addition to funding regular employment insurance claims, HRDC also directs funds to other specific programs, including those related to job training. Chart 4-1 displays the relative shares of these various Employment Insurance payouts, broken down by both the number of recipients and the cost of each program. The data are for the Hamilton HRCC, March 2002 (the latest month available). Regular claims represent roughly two-thirds of the \$14.5 (million) expenditures, and represent just over half of the roughly 16,000 EI recipients. There were just over 1,000 recipients of training programs, representing 6.8% of all recipients. Expenditures on training programs represent only 3.3% of total EI expenditures for the month, which is just under \$500,000.

Chart 4-2 displays the average monthly expenditures and average number of recipients of EI training benefits from 1998 to 2001⁶. While the number of recipients declined steadily from 1998 to 2000 (while increasing in 2001), the average monthly expenditure on training benefits has increased (although it declined from 1998 to 1999). Average monthly expenditures were higher in 2001 than they were in 1998, although the average number of monthly recipients is slightly fewer than it was in 1998. In other words, the training benefit payout per recipient has increased.

Chart 4-2: Average Monthly EI Funded Training, Hamilton HRCC, 1998-2001

Source: Hamilton HRCC, <http://www.on.hrdc-drhc.gc.ca/english/offices/hamilton/lmi/>



Source: Hamilton HRCC, <http://www.on.hrdc-drhc.gc.ca/english/offices/hamilton/lmi/>

⁶ The data available for 2002 (January to March) was not included. The data for the first few months of the year are not representative of the entire year, as the number of training-funded recipients is typically higher during the winter months.

ANALYSIS OF SECTORS

Background

In April and May 2002, HTAB sent out a questionnaire to approximately 196 stakeholders in 23 sectors asking for feedback regarding workforce and training issues that are important to their particular sector. The recipients of the questionnaires were the community stakeholders who participated in the consultations during the 2001 Environmental Scan.

The questionnaires were tailored individually to gauge opinions regarding issues specific to each sector. Respondents were reminded of the issues that were reported in last year's e-scan update; they were asked to review the issue's current significance and then asked to identify new and emerging issues for their sector. Specifically, each respondent was asked the following questions:

- Are these issues still important?
- Have these issues been resolved?
- Are there any new and emerging issues in this sector?
- Why are these new and emerging issues important?

The Hamilton Training Advisory Board followed up by telephone if no response was received by the deadline. Of the 196 organizations to which a survey was sent, 97 were returned. This represents a 51% response rate. The Francophone survey was translated into French and faxed to Francophone respondents. The responses were translated back into English for the benefit of the data analyst. Although this seemed like a rather circuitous route, the Francophones who responded to the survey noted their appreciation of the effort made to communicate with them in the French language.

What follows is a sector-based analysis of the main themes found in the survey responses. Last year's issues and needs for each sector are reported first, followed by responses regarding the salience of these and any new issues.

Summary Results

A key community priority is to continue promoting awareness of skilled trades to youth

Stakeholders in the youth, school board, school to work transition, apprenticeship, and construction sectors identified a common interest in promoting awareness of the skilled trades among youth because all these sectors have a stake in increasing apprenticeship enrolment.

Many stakeholders from a variety of sectors focused on the issues related to recognizing immigrants' credentials.

Respondents from the health care, immigration sectors and economic development sectors all noted the need to address the accreditation process for immigrants with medical skills. Stakeholders representing the immigrant population noted that pre-apprenticeship programs are unrealistically long for

foreign trained tradespeople. Shorter term interventions such as upgrading in occupation-specific terminology is all that most immigrants need.

The different sectors also raised shared concerns regarding projected labour shortages.

Employers brought up the issue of an aging workforce with expected labour shortfalls as a result. This concern was raised in almost all sectors. Many different examples were cited: nursing shortages; retiring principals; lack of skilled trades in construction; and impending retirements in post-secondary educational institutions. As one respondent noted, the findings from the *HR Matters* report need to be taken seriously.

A common focus among employers is the need to be actively involved in recruitment and especially retention of skilled workers.

This is of deep concern to business, yet many employers are unsure as to how to tackle the problem.

Issues were raised about higher education requirements for jobs.

Several groups noted how the trend toward 'credentialism' poses a significant barrier for lower skilled workers.

Another common theme focused on the workbound students.

Many students not destined for post-secondary learning will be looking to enter the job market in Hamilton. There was general agreement among partners that the community is ill-prepared to help the "double cohort" of young people who are workbound in the coming years.

Apprenticeship completion rates

Stakeholders expressed concerns about apprentice completion rates as well as the established targets for increasing apprenticeship registration over the next several years. One stakeholder noted that government and community could help attain these targets, but we need better information about attrition rates, completion rates and registrations in the local setting.

Several employers as well as service providers spoke about the need for training incentives or subsidies.

Both large and small companies expressed the need for assistance from the government to offset the burden/risk involved in training. One service provider noted with frustration that the subsidies currently available (e.g. Job Connect) are inadequate incentives to effectively encourage employers to hire and train youth.

There was almost unanimous agreement among service providers that there exists a pool of potential workers in Hamilton who are capable of meeting Hamilton's labour requirements.

These workers require targeted interventions (training and upgrading, employment supports etc) in order to qualify for the 'good' jobs. This issue signals a gap in services available to the unemployed.

The need for transportation was an important issue for several groups who participated in the survey.

The lack of public transportation to outlying regions of the City make it difficult for job seekers and young trainees to access workplaces in those areas.

Most of the issues and needs did not diverge significantly from last year's issues.

Most respondents did not diverge significantly from last year's issues in their comments on the questionnaire. Chart S-1 (Appendix A) shows that for well over 2/3rds of the respondents, what was important last year is still important this year.

EMPLOYER SECTORS

Manufacturing

Manufacturing is the largest employment sector in Hamilton. Slightly more than 31% of the total jobs in the city are dependent on manufacturing or 77% of Hamilton's goods producing sector (compare this to construction which is responsible for slightly less than 10 percent).⁷ As an economic engine, this sector injects \$5.6 billion annually in salaries and wages into the local economy (it's estimated that every \$1 of manufacturing production in Canada generates \$3. in total economic activity). The biggest customers for Hamilton's large manufacturers are the "big three" automotive companies. Most of the steel producing or finishing industries export their products to external markets. The smaller manufacturers produce goods for the consumer market and materials for other manufacturers.

Steel and metals industry is the largest employer among manufacturers with approximately 137 local companies directly related to the steel industry.⁸ Stelco and Dofasco together employ approximately 14,000 people.

Examples of the major industries dominating Hamilton's manufacturing sector are:

- Steel and steel related: Dofasco, Stelco, Slater Steel, Taylor Steel, Nelson Steel, Nova Steel;
- Heavy manufacturing: power generation – Siemens-Westinghouse, appliances – Camco;
- General manufacturing: textiles – Fell-Fab, automotive parts – Orlick Industries, food and beverage- Trebor-Allan Candy;
- Chemicals.

Among important future economic development issues for the manufacturing sector are:

- Mid peninsula corridor (long term);
- Upgrade of Stoney Creek Industrial Corridor (medium);
- Final decision about the Perimeter Road (medium);
- Continued reduction of non-residential taxes (short term);
- Development of industrial Information System – GIS inventory of greenfield and brownfield properties (short term).⁹

Nationally, wages in the manufacturing sector average about \$45,000. Manufactured products account for 90% of Canada's merchandise exports. According to the Canadian Manufacturers and Exporters Association, Ontario's manufacturing sector "is on the road to a slow and gradual recovery. The worst is probably over but it is going to take a long time to reach full recovery." (Jayson Myers, CME, www.plant.ca). The value of goods produced and shipped by Canadian manufacturers rose 3.1% in January 2002. This increase follows a 5.2% decline in overall shipments in 2001. January recovery was widespread "but most prominent in automotive, electronics and petroleum product sectors" (the Plant Pulse, www.plant.ca).

⁷ Economic Development Strategy Report, Hamilton's Clusters of Innovation, May 2002

⁸ Ibid. page 13.

Issues from the 2001 environmental scan

- There are current and growing skills shortages in the skilled trades; leadership and supervisory skills are in equally short supply.
- As worker retirements increase, there is a need for concerted efforts in succession planning.
- There is a need for training incentives or subsidies because training tends to be too costly for small to medium sized companies.

Issue Analysis - 2002

1. All respondents felt that looming shortages of skilled workers continues to be an important short term issue.
2. Similarly, succession planning is an important medium and long term issue, and this was confirmed by written comments the respondents made.
3. Some of the respondents felt that the issue of worker retirements is of continuing importance.

Comments: Most written comments centred around the themes of worker shortages and succession planning. One respondent indicated that more emphasis should be placed on developing apprentices with the proper skills and better training. One respondent noted that it is difficult for his company (a large manufacturer) to determine the extent of skills shortages.

Some respondents made a connection between the issue of skills shortages and the school system, and commented that the school system seems unresponsive to the needs of industry.

Some respondents felt that there is still a need for training incentives for smaller companies. Another respondent noted, however, that costs associated with training are also an issue with large companies. The question is: who would fund such incentives – business or government?

New and emerging issues for manufacturing are:

- Developing leadership within manufacturing sector
- Integrating skilled immigrants into the manufacturing workplace

Information Technology

Only one employer in Hamilton's IT industry completed the questionnaire. We have included the survey comments below and hope to have a better response from this sector in the future.

The three most important workforce related issues important to the growth of the Information Technology industry in Hamilton (in order of importance) are:

- Availability of skilled IT professionals;
- Business/property tax rates
- Strength of the Canadian dollar, to keep skilled IT workers in Canada.

⁹ Ibid. page 17

The three most important new and emerging trends in the IT industry from a local perspective are:

- 1) Document Management/Forms Creation
There is a strong government presence in our immediate community. There is a great need to reduce the stockpiled paperwork and create easy access to this data as well as a tremendous need for electronic forms which requires both solid hardware and software knowledge from IT professionals providing solutions.
- 2) IP Telephony/Convergence
The strong push towards voice and data converging together on the same network will require complete retraining of the traditional voice system integrators.
- 3) Wireless Networks
Unique integration skills and strong software support for security solutions is required to maintain networks of the future.

Comments: It is important to adopt any new and emerging trends in technology in order to maintain or add a competitive advantage over competitors in our surrounding communities.

Construction

Construction in Hamilton.¹⁰

	MAY 2002	MAY 2001
Year to date building permits	1,613	1,441
Year to date Construction value	\$265,000,000.	\$206,220,000.
Total residential for month of May	\$32,000,000. *	\$20,131,618
Total ICI * for month of May	\$34,142,000	\$19,486,000.
Total of building permits for the month of May	\$66.39 million	\$40.13 million

Residential construction activity has shown strongest growth in 2002. ICI construction sector is not expected to be as strong in 2002 as it was in past years, but there will be a slow and steady rise throughout the year. Employment growth is expected to remain strong. Major construction projects in and around Hamilton include the Niagara Falls Casino and the redevelopment of St. Joseph's Hospital in Hamilton. (Ontario Construction Secretariat, 2002).

¹⁰ City of Hamilton, Building and Licensing Division, Planning and Development Department

* ICI: Industrial, Commercial and Institutional construction.

The construction sector is severely affected by the aging of its workforce, for example, in 1989, 24.3% of individuals working in construction were between the ages of 15 – 24, in 2001 that number dropped to 14.5% and is projected to continue dropping. This sector's capacity to replace its aging workforce has significantly diminished.

Issues from the 2001 environmental scan

- There are growing labour market imbalances in the construction industry, i.e. shortages of workers, lack of skills appropriate to the industry.
- Trainees need driver's licenses in order to get to construction sites. Driver's license training should be built into the high school curriculum for students interested in the construction industry.
- There are ongoing apprentice retention challenges facing construction.

Issue Analysis - 2002

The top three issues (ranked in order of importance) related to construction continue to be:

1. Respondents were unanimous in their comments that labour market imbalances is still an important issue. One respondent identified shortages in the areas of sheet metal, insulation and roofing, while another noted that shortages are more acute in some types of construction as opposed to others.
2. The majority of construction respondents felt that the issue of driver license training is still important. No additional comments were made with regard to driver license training.
3. Similarly, two of the three respondents felt that the issue of apprentice retention is still important. The respondents seemed to indicate that there might be a general lack of interest in physically demanding work. Deeper than this, there seems to be a general lack of awareness on the part of youth of the skills involved in various trades.

Comments: Respondents commented that training issues are always relevant, as new technologies and products require continuous skills upgrading on the part of workers.

Education

School Boards

Ontario-wide, elementary and secondary schools anticipate needing 78,000 new teachers to replace those expected to retire by 2008. This represents approximately 33% of teachers currently in the system. However, school enrolments are expected to flatten or even decrease over the next decade.

Issues from the 2001 environmental scan:

- There is a current and growing acute shortage of teachers in both school boards.
- There is a growing shortage of administrators, e.g. principals and vice-principals.

Issue Analysis - 2002

The top two workforce development/HR issues (ranked in order of importance) for the elementary/secondary schools system continue to be:

1. Respondents indicated that the two issues identified last year are still either very or somewhat important.

Comments: While the shortage of teachers is an important and looming issue, this shortage is most acute for **specific types of teachers** (e.g. those with technical or IT skills). This may be a result of the lack of funding in the education sector, such that teachers with technical skills are finding employment in the private sector more lucrative. An additional factor hampering the ability of School Boards to attract qualified teachers is the negative image many people have of the education sector; this may be a result of continued unrest between governments, Boards, teachers and unions.

One respondent noted that principals are the most important resource, as competent and caring leaders are needed to implement Ministry and Board initiatives. Therefore, leadership and communication skills training are very important.

McMaster University and Mohawk College

Approximately 52% of all full-time college staff will be eligible to retire by 2006 in Ontario. Based on past trends, slightly less than 60% of that group will actually retire (approximately 4,000 staff). A 23% increase in student enrolment is expected in 2003. In order to accommodate the enrollment increase and the replacement needs, the total number of additional staff needed in Ontario's colleges is predicted to be 7,114.¹¹

Canadian universities produce 4,000 PhD graduates a year. According to the Association of Universities and Colleges of Canada, in order to address their replacement needs, universities will soon have to recruit as many as 3,000 professors annually. But they will be doing so in competition with the private sector, which can offer more lucrative compensation packages. Overall, approximately 50% of university faculty are eligible to retire over the next 10 years.

Issues from the 2001 environmental scan

- McMaster question: There is a current and growing shortage of faculty members and instructors.
- Mohawk question: There is a current and growing shortage of instructors, particularly in technical and technology faculties.
- The double cohort will pose serious challenges for (McMaster University/Mohawk College).

Issue Analysis - 2002

1. Respondents from both Mohawk College and McMaster University felt both issues are still either very or somewhat important.

Comments: One respondent from Mohawk College indicated that while the growing shortage of teachers is an important issue, there is a renewed emphasis on retention and succession planning. Respondents from both institutions noted that faculty recruitment efforts have been successful to date. Concerns stem around securing the funding needed to retain and recruit enough teaching staff (and also support programs in the face of the double cohort).

¹¹ ACAATO, Environmental Scan, 2002.

New and emerging trends/issues:

1. A particular concern at McMaster is recruiting skilled technicians for science, engineering and medicine research labs, as well as for professional schools. This is made more difficult in that much of the funding for these things is derived from research grants, as opposed to stable, long-term funding.
2. A respondent from Mohawk noted that they want to maintain accessibility to those from marginalized groups.
3. Mohawk College also noted that they have a target of doubling their apprenticeship intake by 2004/05.

Health Care

The health sector is a strong employment sector in Hamilton (Hamilton Health Sciences Corp. is the largest single employer in Hamilton). The health sector is also the unofficial 'incubator' of a growing biotechnology sector in Hamilton, one which is identified in Hamilton's Economic Development Strategy as an emerging economic 'cluster'. Hamilton is home to six acute care hospitals, several research institutes, the Faculty of Health Sciences at McMaster University and a new health care teaching institution, the Mohawk/McMaster Institute of Applied Health Sciences, which was created from a collaboration between the McMaster University and Mohawk College. Future trends indicate a linking of bio-informatics and health sector, in order to analyze the research generated by the health sector.¹²

Local issues from the 2001 environmental scan

- There is an acute and growing shortage of health care professionals in the health care system.
- The shift from institutional care to community care is accompanied by a wage gap between the two sectors, making it difficult to deliver services.
- Stressful working conditions, cuts to operating budgets and a predominantly part time utilization of the nursing workforce have hampered recruitment and retention efforts.

Issue Analysis - 2002

The top three issues (ranked in order of importance) related to human resources in health care are:

1. The critical shortage of health professionals.
2. The shift from acute care to community care.
3. Stressful working conditions, budget cuts, and part-time utilization of nurses.

Comments: One respondent noted that the Baumann et.al. 2001 "Commitment to Care" report cited work environment as a key factor in influencing the satisfaction and health of nurses. One particular problem associated with an aging nursing workforce is that newer nurses will not be able to gain from the experience of those soon to be retiring.

Respondents were almost unanimous in their comments that these issues are unresolved in 2002 and that something must be done to correct the situation.

¹² Economic Development Strategy Report, Hamilton's Clusters of Innovation, May 2002, page 38.

New and emerging trends/issues: An important emerging trend in health care HR is the extension of Practical Nursing programs by two years. This will result in RPNs having an expanded role in care giving.

Agriculture

While the agricultural sector represents a relatively small employment sector, it has a significant impact with respect to land use (65 percent of Hamilton's total land mass is agriculturally based) and the diversification of Hamilton's Port activity (a growing proportion of agricultural products – grains and other agricultural products - are handled at Hamilton's Port). Hamilton's rural communities contribute significantly to Ontario's overall agriculture production of \$7.22 billion in 1999. Farm cash receipts for Hamilton in 1999 totalled \$182.7 million.

The Hamilton-Wentworth Federation of Agriculture, Hamilton Training Advisory Board, Human Resources Development Canada and the City of Hamilton have joined forces to conduct an Agricultural Economic Impact and Development Study for the City of Hamilton. The purpose of the study is to identify opportunities for economic development and raise the profile of agriculture in the City of Hamilton. The project will examine workforce profiles, employment trends and future skill requirements in agriculture. It will recommend ways to attract young people to the agri-job market as well as other strategies to ensure that a highly skilled workforce continues to support this vital industry. The project is scheduled for completion by November 2002. The results of the Study will be used by the agriculture community and circulated to municipal governments, their planning and economic development departments as well as federal and provincial ministries and departments.

Local issues:

The agriculture sector did not participate in last year's e-scan. For this reason the respondents were simply asked to list three workforce issues most important to the sustainability and growth of their sector, and also identify emerging trends.

Issue Analysis - 2002

1. The most pressing concern of respondents is the difficulty farmers have in attracting labour. This is most evident in the difficulty in attracting the younger generation to succeed retiring farmers. Different reasons were given for the difficulty in attracting young people into agriculture, such as low wages and long hours. Low commodity prices and US subsidies are seen by some respondents as reducing profit margins even further, thus making it even more difficult to attract labour (not to mention training newer workers).

In a similar vein, the proposed closing of the agriculture diploma courses at the University of Guelph would make it more difficult for young people to choose agriculture as a career path.

2. The increased use of technology, and the parallel trend of specialty growing, (e.g. greenhouse growing) are seen by a few respondents as emerging trends. The implication for the workforce is that more skilled trades need to be attracted

- to farming. In order to generate value-added produce, the farmer requires additional skill sets: a knowledge and monitoring of foreign markets; and shifts in production and transportation techniques. However, one respondent noted that an increased reliance on technology enables farmers to produce more with fewer workers.
3. Development, or urban sprawl, is seen as a threat to valuable farmland in the Hamilton area. Development has the added threat of increasing property values beyond what prospective farmers could afford. Combined with the difficulty of attracting new generations to farming, respondents see this as a threat to the viability of the family farm.

In summary, workforce issues in agriculture are seen as being tied to issues of farming profitability, and how this affects whether or not the sector can afford to attract and train future generations of farmers.

ECONOMIC DEVELOPMENT

The Economic Development Department of the City of Hamilton recently released an Economic Development Strategy Report which describes a twenty- year vision for a diversified, sustainable economic base for the City of Hamilton.

The Strategy Report focuses on six industry clusters:

Traditional Clusters:

Industrial Manufacturing
Agri-Business

Emerging Clusters:

Aerotropolis (development surrounding the airport)
Health & Biotechnology
Information and Communications Technology
Film

In addition to the Economic Development Strategy, the City of Hamilton undertook a study to examine the human resource needs of the community. This was done in partnership with the Hamilton Training and Advisory Board and Human Resources Development Canada. Completed in May 2002 and entitled the *HR Matters Study*, this report looks at the most critical aspects of Hamilton's labour market needs and future requirements. The study takes a long term view of the issues and projects demographics trends into the year 2021. It also investigates the balance between labour supply and demand over the next twenty years in the overall context of specific occupational groups and industry sectors.

Some of the key findings of the HR matters report are:

- Beginning around 2011, baby boomers will retire in unprecedented numbers. The enormous wave of retirements will exceed the total number of young people entering the workforce.
- Hamilton's labour force growth will stall by 2016 and then gradually decline.
- Hamilton has an older than average population.
- The rate of immigration to Hamilton is slowing.
- The rate of net outmigration is increasing.
- Succession planning, recruitment and retention of workers will be the top priorities for businesses.

The HR Matters study's recommendations are:

- Encourage local businesses and industry to start succession planning;
- Support retention and recruitment for employers;
- Create an inventory of best practices and other models for action;
- Conduct long term HR planning and determine future HR needs;
- Create a positive image for Hamilton;
- Build Hamilton's labour supply by attracting immigrants to Hamilton and retaining young skilled workers in Hamilton;
- Improve Skills and School-Work transitions.

Issues from the 2001 environmental scan

- There is a need for the Hamilton community to focus on planning for long term human resource needs.
- There is a need to continue analyzing skills replacement needs in individual sectors.

- The Hamilton community, including all stakeholders, need to pool resources and develop collaborative recruitment and retention strategies in order to attract and keep skilled workers.

Issue Analysis - 2002

The top three issues (ranked in order of importance) related to economic development continue to be:

1. All respondents felt that it is still very important to focus on long term HR planning. They also noted that the issues are still unresolved. One person wrote that Hamilton must follow up on the *HR Matters* results.
2. All respondents noted that it is still important to pool resources and develop collaborative recruitment and retention strategies, e.g. the magnet strategy. One respondent noted that Hamilton was ahead of the anticipated shortfall.
3. All but one respondent felt that it is important to continue analyzing skills replacement needs in sectors.

Comments: Respondents offered a variety of different solutions to the problems, many of which were also made by respondents from other sectors: encouraging workbound students to enter skill trades; ESL training for new workers; focused training on marginalized groups; encouraging business relocation to Hamilton; and fast-tracking accreditation for skilled foreign workers.

It is worth noting that the Economic Development Strategy Report makes reference to the need for specialized training in the film industry in order to produce workers qualified to support this burgeoning industry.

WORKFORCE ISSUES

Hamilton's Ontario Works (OW)

OW Statistical Information¹³

- The number of people on Social Assistance in 2002 is 11,401, compared to 11,130 in 2001 (it was 15,908 in 2000).
 - Approximately 9,500 people, comprised of 5,400 families and slightly more than 4000 singles, actively participate in Ontario Works (the remainder are exempted).
 - The total number of recipients is equivalent to approximately 4.2% of Hamilton's population.
 - There is an average of slightly more than 100 participants involved in formal community placements on a monthly basis.
 - Since 2001, 596 participants were successful in obtaining employment.
 - More than 700 participants involved in OW's HRDC programs obtained employment.
 - Average wages for those who left OW as a result of finding a job is \$8.00/hr. Most occupations are general labour, call centres and personal support worker. Jobs requiring higher skills levels usually begin on a part time basis.
 - The average length of employment is greater than 6 months.
-

Employment Readiness and Development

Issues from the 2001 environmental scan:

- There is a need to create a coordinated, 'one-stop' information, assessment and referral center for unemployed individuals.
- There is a need for uniform standards of client service.
- There is a need for services that provide a broad spectrum of interventions for the unemployed and don't just focus on the quickest route to a job, e.g. training and upgrading, enhanced employment support, life skills training.

Issue Analysis - 2002

The top three issues (ranked in order of importance) related to employment readiness and development continue to be:

1. There was broad consensus among respondents on the need for an impartial, 'one-stop' information, assessment and referral centre in Hamilton.
2. There is virtually unanimous agreement about the need for services that provide a range of interventions to disadvantaged and unemployed clients, e.g. life skills, training, enhanced employment support.
3. There was general agreement that uniform standards are needed for client service.

Comments: Typical comments about the need for a "one stop shopping" model for client service pointed to a lack of coordination and duplication of services which currently prevent more positive outcomes from occurring. Additional comments noted that

¹³ Source: Social Public Health Services Division, Employment and Income Support Branch, City of Hamilton

efficient, cost-effective service is essential to the needs of the client. Furthermore, it was felt that tracking client's transition to employment is important. Several respondents noted that assessments must be quick, and that both assessments and referrals should be made by an impartial service provider.

New and emerging trends/issues: Concerns were raised about the decreased access to funding for training, increased waiting time for training funding, or simply the lack of access to training opportunities. So while, as some noted, there should be more job opportunities due to the need for more skilled workers, the inability to train people is preventing people from finding employment. Related to the funding issue is access to affordable day care that, as one respondent noted, is essential for many people if they want to participate in training.

The responses of most stakeholders in this sector indicated that their clientele represent a potential labour pool if only given access to the proper funding and training.

Women

Since October 2001, Mohawk College has hosted the Women in Skilled Trades programs. This pre-apprenticeship program is designed to help women assess their aptitude for the trade and upgrade their skills in preparation for an apprenticeship. The first program was focused on the electrical trades while the second focused on the mechanical trades. Mohawk College and the Hamilton Training Advisory have launched a joint study of the program. The research involves conducted ongoing, regular surveys of the students as they move through the different phases of the program. The goal of the survey is to capture the experiences – success factors and barriers - of the women as they undergo the training process. The study will also examine the impressions of their teachers and the administrative staff who are assigned to support the class. The twelve month study will conclude in September 2002.

Issues from the 2001 environmental scan:

- There is a need to address barriers for women entering skilled trades and technology careers.
- Single mothers on social assistance need employment related re-training, upgrading and assessments in order to avoid the poverty cycle.
- Women workers need safe and “female friendly” workplaces, particularly in non-traditional workplaces.

Issue Analysis - 2002

The top three issues (ranked in order of importance) related to women are:

1. Existing barriers to women entering skilled trades/careers.
2. Single mothers needing re-training and academic/vocational assessments.
3. Women need safe and “female friendly” workplaces.

Comments: A few of the respondents wrote that “female friendly” workplaces would mean that women can still meet family obligations while maintaining a job. Threats to the development of “female friendly” workplaces include: 24 labour pool shifts that make family obligations difficult or impossible for females; lack of day care options; and sexual harassment.

New and emerging trends/issues: Women generally have lower math skills than do men and women have less IT knowledge than do men. One respondent noted that this presents accreditation problems for women when they want to enter better paying jobs. Women face an added challenge in that extended leaves of absence (for maternity leave or other reasons) result in their losing their skill level. This in turn makes it more difficult for them to fully participate in the labour market.

Francophones

Issues from the 2001 environmental scan

- Since the closure of the Alpha Centre in Hamilton there has been a gap in local literacy and basic skills services for Francophones.
- With the closure of Le College des Grands Lacs, French skills training and adult education services are not available.

Issue Analysis - 2002

The top two issues (ranked in order of importance) related to Francophones continue to be:

1. The provision of literacy services in French.
2. Access to adult education and skills training in French.

Comments: The respondents commented that it is important for Francophones and the larger community that Francophones become better integrated into society and the economy. They noted with some regret that there were fewer training/education services, and job opportunities (e.g. in the health sector) in the Hamilton area for francophones.

New and emerging trend/issue: In particular, respondents wrote that more training opportunities are needed for adults (especially new immigrants), at the college level. One person noted that the College Boreal will begin offering services for Ontario Basic Skills in the Hamilton region by 2003 (and Toronto in 2002). Another noted that College Boreal will play a key role in resolution of these Francophone training issues.

Immigrants

The recently completed *HR Matters, Hamilton Human Resource Strategy Study* establishes a vital link between Hamilton's population growth (and by extension labour force growth) and immigration. Immigration's percent contribution to the population growth in Hamilton was at 83% by 1990¹⁴. The rate of immigration to Hamilton, however, is recently showing signs of slowing down. There is a 6.6% drop in the percent share of immigrants in Hamilton between 1961 and 1997 compared to a .1% drop for Ontario and a .4% gain for Canada as a whole¹⁵. The analysis contained in the HR Matters study strongly suggests that Hamilton needs to encourage more immigration to its community if it is to meet the business's future labour requirements.

¹⁴ eEconomics Consulting, *HR Matters, Hamilton Human Resource Strategy Study*, May 2002, page 57.

¹⁵ Ibid. Page 56.

The Centre for Spatial Economics sets out a similar scenario with respect to immigration. It projects a need in Canada for 500 thousand immigrants by the year 2008. This level as a percent of population is 0.4 points higher than the 1 percent rate suggested in CIC's target of approximately 250,000 immigrants annually over the next few years.

Issues from the 2001 environmental scan

- Foreign-trained, skilled immigrants continue to be underemployed/unemployed despite the 'tight' labour market in Hamilton.
- There is a need to remove barriers and provide access to information regarding licensing/accreditation.
- There is a need for access to upgrading and occupation-specific language training for immigrants.

Issue Analysis - 2002

The top three issues (ranked in order of importance) related to immigrants continue to be:

1. Skilled immigrants are underemployed or unemployed.
2. Inability to achieve licensing or recognition of foreign credentials.
3. Only about one half of the respondents indicated that occupational-specific language training continues to be an important issue. This issue does not appear to be as high a priority among respondents as it was in the past.

Comments: Many respondents identified actual or impending skills shortages in various sectors (e.g. health care, technology) for which immigration provides a labour supply. Respondents from other sectors also noted that immigrants represent a potential resource in addressing this shortage, and yet we are not making better use of their skills. Almost all written comments were unanimous in agreeing that the accreditation process for skilled immigrants needs to be streamlined, and that there are too many barriers for these workers. Not only do these barriers need to be removed, but the public -- and employers in particular -- need to be educated about the benefits of immigrants to Canadian society.

New and emerging trends/issues: It was noted that interest-free loans to immigrants should be considered to help them access upgrading/re-certification training. A few other developing issues include: a backlash towards immigrants due to the events on September 11, 2001 and the lack of transportation for immigrants.

It was also noted in HTAB's community forum, that 40 week pre-licensing programs for foreign trained tradespeople are not appropriate for immigrants. Immigrants need shorter-term interventions which provide occupation-specific terminology training.

Persons with Disabilities

The Ontario Disability Support Program (ODSP) provides income support for people with disabilities and their families. ODSP also provides employment support to clients to reduce or eliminate barriers to employment. ODSP had close to 12,000 Hamilton participants on its caseload in April 2001.

Issues from the 2001 environmental scan

- There is a need for more support for persons with disabilities making the transition to employment.

- There is a need to assess and respond to the training needs of the disabled.

Issue Analysis - 2002

The top three issues (ranked in order of importance) related to persons with disabilities continue to be:

1. All the respondents felt that it is still either very or somewhat important to assess and respond to the needs of the disabled. It is important to assess the needs of persons with disabilities so that appropriate work can be found them. One respondent noted that this is difficult to do for those people with mental disabilities, as competitive work environments are difficult places to work for these people.
2. The majority of respondents indicated that it is still important to support transition to employment for disabled persons.
3. Some respondents felt that the increasing number of computer-related and e-commerce jobs could benefit persons with disabilities.

Comments: Some difficulties persons with disabilities encounter are: lack of funding for training/education programs and for post-employment support; lack of benefits in entry-level positions (which is especially important to those people who require expensive medications); and the difficulty of finding a job in a work environment in which many jobs require at least a grade 12 education.

New and emerging trends/issues: One emerging need in the in the area of disabilities is tied to the aging workforce. While aging workers may not admit it to themselves, one respondent noted that workers acquire certain disabilities as they age. They may therefore need to be retrained in order to remain in the labour force.

Laid Off Workers

According to Statistics Canada, year after year one-third of workers in Canada are laid off, either permanently or temporarily. But the good news is that there has been a downward trend Canada wide in the layoff rate – it fell from 4.9% in 1993 to 3.6% in 1998. It was higher for men than women and those with lower education and higher for low wage workers. In general the layoff rate was also higher in construction occupations and higher for employees of smaller firms. The unemployment rate for laid off workers was 23.3% nationally – substantially exceeding the unemployment rate of the total labour force (7% - 10% between 1993 – 1997). The highest unemployment rate is among laid off workers aged 55 years and older. For the labour force as a whole the unemployment rate actually declines with age – for the 55 and over group it is only about 7%. Moreover, the chance of finding a job was lower for persons aged 55 and over, women, persons working as clerks, salespersons or in service occupations¹⁶

In Hamilton, there are currently two adjustment committees actively working to help laid off workers re-enter the local labour market: The Steelworker Area Council Adjustment Committee and the A&P Adjustment Committee (Barn Food Stores).

Hamilton Steelworker Area Council

¹⁶ Source: Statistics Canada, Perspective on Labour and Income, December 2001

This adjustment committee is sector wide in that it serves workers laid off from a number of local companies who either closed altogether or reduced their workforce drastically: Frost Fence, MakSteel, Dominion Castings, Graham Packaging and National Steel Car.

With respect to the steel sector lay offs, there have been approximately 3,000 people displaced. Of those, 423 individuals tapped into the adjustment committee's services. There were 387 males and 36 females. It is estimated that approximately 30% of this group are immigrants. The workers' average age is 43 years and the average years of seniority is 11.5 years.

Slightly more than half of the workers have their high school diploma and about one-third completed one or more years of post secondary education. More than 95% of the workers indicated that they require job search and resume assistance and 20% of the workers indicated they lacked the education and training necessary to find a job. More than 40% indicated a desire to pursue some form of training.

A&P (Barn) Adjustment Committee

Approximately 413 individuals were laid off from four Barn stores in the Hamilton area. The first store closed in November 9th, 2001. More than 200 people (213) registered with the Action Centre. Most were part-time employees (164); the remainder were full time (49). This group of workers are predominantly female. There were 73 males and 140 females – many of whom are single moms. Some special needs workers were also laid off.

Employment outcomes: The majority of displaced workers who returned to work have found jobs in the grocery retail sector. Of the 49 former full time laid off employees, only 11 have found full time work. The bulk of employment opportunities available in grocery retail appear to be part-time.

Of the 49 full time workers, four are moving into different career direction and taking longer term training.

Education levels: Although the action committee did not conduct a formal survey of educational levels, it is estimated that the majority of laid off workers have not completed their Grade 12.

Wage rates: Full time employees at the former Barn stores made on average of between \$10.50/hr - \$18.50/hr (for a department head). The average rate of pay for a laid off worker who has returned to work is \$8.00/hr.

The Barn Action Committee suggested strongly that workers should have access to training wherever possible before a lay off occurs.

Issues from the 2001 Environmental Scan

- Experienced workers need support to upgrade their job search skills.
- Laid off workers face challenges accessing education and training to re-enter the workforce.

Issue Analysis - 2002

The top three issues (ranked in order of importance) for laid off workers continue to be:

1. All the respondents agreed that experienced workers need support to upgrade their job search skills. Two respondents also noted that workers need to be taught how to interview for a job, as interview skills are an important determinant in the success of a laid off worker finding a job.
2. Some of the respondents indicated that it is important to recognize that laid off workers face challenges accessing education and training.

Comments: Respondents noted that it is difficult for workers to gain access to Mohawk College's *Return to Work Centre* due to difficulties in justifying funding from HRDC. A common response related to the issue of retraining is the difficulty workers experienced in getting funding for skills upgrading training. The Employment Insurance system is seen as too rigid to the particular needs older workers have for job retraining.

New and emerging trends/issues: Some new trends identified by respondents are the requirement of grade 12 for most jobs, and that many displaced workers were seen as too old for most jobs.

Youth

Youth in Transition Survey 2000:

WHAT HAPPENS TO YOUTH WHEN THEY LEAVE SCHOOL?

- About 85% of 18 – 20 year olds across Canada graduated from high school by age 20. The dropout rate for Ontario youth at age 20 is 9.5%.
- Slightly more than half (55%) of Ontario youth (between 18-20) who were no longer in high school had gone on to acquire post-secondary education (as of December 1999).
- 10.1 percent of youth in Ontario who are no longer in high school did not complete high school and did not go on to post-secondary education.
- Approximately 35% percent of youth in Ontario no longer in high school graduated from high school but did not go on to post-secondary education.
- Almost 50% of youth no longer in high school graduated from high school and continued on to post-secondary education.

Profile of Canadian Youth in the Labour Market

- Persistent decline in youth participation rates – reflects a continuation in school;
- The employment rate for youth in Ontario shows that fewer youth are actually working (more than half in 2001 compared to almost two-thirds in 1990);
- Uneducated youth had higher unemployment rates and lower labour participation rates;
- Overall youth employment in Ontario has improved – youth unemployment peaked in 1993 (17.5%) and declined since then.

Literacy Needs of Youth Ages 16 -18

This year, a partnership comprised of the Adult Basic Education Association, the City of Hamilton's Social and Public Health Department and the Hamilton Training Advisory Board commissioned a survey of the literacy needs of youth. The study, entitled "A Survey of the Literacy Needs of Youth in Hamilton between the Ages of 16-18", will be published as a separate document in September. The key findings of the survey are:

- Most out of school youth surveyed feel that they could improve their reading and writing skills if given an opportunity.
- Youth serving agencies and service providers believe that there is a literacy issue among this age group.

- The Ontario Secondary School Literacy Test has not yet had a dramatic impact on the number of early school leavers. But it is important to remember that it is too early to determine what effect the test will have on the number of students dropping out of school.
- This age group is very difficult to access. The most effective way to access information about this group is through their service providers.
- Some service providers believe that these youth are not sufficiently mature – basically not yet ready – to access further training during this phase of their lives.
- Many secondary schools have now established resource centres where students in need can access support. Most of the youth services in the community, however, lack the necessary information to make appropriate referrals to these resource centres.
- All of the out-of-school youth surveyed indicated a desire to access computer training. The study recommends that any programming developed for out of school youth should involve a computer-training component.

Issues from the 2001 environmental scan:

- There is a lack of on-the-job training opportunities for youth, despite a tightening labour market.
- High-skilled youth are out-migrating to other regions/cities.
- There is a need for enhanced employer incentives to hire and train youth.

Issue Analysis - 2002

The top three issues (ranked in order of importance) for youth continue to be:

1. All respondents indicated that all three issues are still important and have been unresolved.

Comments: Written comments supported these responses. Given the loss of blue-collar jobs, and the increasing dependency on technology in the workplace, the respondents felt that adequate training opportunities are essential for youth. The changing high school curriculum was identified as causing difficulties for some youth. One respondent noted that youth should continue to be made aware of the benefits of skilled trades while in high school.

New and emerging issues: A large proportion of high school students will not pursue post secondary education after graduating. For all intents and purposes, there will also be a double cohort of workbound students in the coming years seeking entry into the job market.

Literacy and Basic Skills

Issues from the 2001 environmental scan:

- There is a demonstrated gap in basic skills upgrading for high-risk youth under 19.
- There is the need to enhance the foundation and literacy skills of workers in the workplace.
- There is a concern that the educational “bar” and certification requirements are being raised too high for many occupations – thus closing the door to employment for lower skilled individuals.

Issue Analysis - 2002

The top three workforce development issues (ranked in order of importance) in literacy continue to be:

1. Almost all the respondents indicated that the gap in basic skills upgrading for high risk youth under 19 is still a very important issue.
2. The majority of respondents indicated that it is either very important or somewhat important to enhance the literacy skills of workers in the workplace.
3. The majority of respondents also reported being concerned about the certification requirements for many occupations being too high.

Comments: In many ways the responses from this sector echo those received from the *Employment Readiness and Development* sector. That is, while these respondents identified a looming shortage of workers, and therefore increased opportunities for those people looking for work, there are certain barriers (e.g. lack of funding for training) to these people achieving employment. One potential skills gap two respondents noted is one that may develop due to the increased prevalence of computers and technology in the workplace, and that one's ability to use technology is an important skill in terms of employability. One respondent noted that labour shortages tend to correct themselves.

The importance of literacy training was highlighted by some respondents, who wrote that a grade 12 diploma is needed to get into apprenticeship programs. However, another respondent wrote that employers should recognize that a grade 12 diploma need not be the only measurement they use when considering the skills of workers. It was also noted that secondary school reform is important to increasing literacy and basic skills. But while the importance of skills and literacy training is recognized, some respondents stated that access to this training is difficult. For example, one of the literacy respondents wrote that Ontario Works literacy training programs are already nearly full and that there is a lack of funding to fulfill the Ontario Works mandate. Even when training is available, it is often targeted towards people older than 19 years of age.

Workforce Development – Education and Training

School to Work Transition

Issues from the 2001 Environmental Scan

- While students' awareness of on the job training, e.g. apprenticeship, is starting to grow, there is an ongoing need to promote apprenticeships and related career education resources in the secondary schools.
- There is a need to create seamless pathways for workbound students between high school, OYAP/co-op programs, college apprenticeship training and the workplace.
- Attitudes, practices and services in the high schools tend to favour the needs of the academic students and ignore the needs of the workbound student.

Issue Analysis - 2002

The top three workforce development issues (ranked in order of importance) in school-work transition continue to be:

1. There was unanimous agreement on all three 2001 issues, with six of seven respondents noting that these are still very important issues.

Comments: Almost all general comments revolved around these issues, and how they are still important. Most respondents felt that there needs to be a better recognition of the workplace potential of workbound students. As one respondent noted, a high value needs to be placed on educating students for the labour force, as opposed to just educating and preparing students for post-secondary education. A shift in attitudes on the part of government, parents, employers, the general public, and school boards needs to occur for this to happen. Given an aging workforce, and the developing skilled labour shortage, workbound students represent a great potential to meet gaps in the labour force. In addition, two respondents wrote that the recruitment of women into non-traditional workplace roles can also play an important role in meeting future labour requirements.

New and emerging trends/issues:

1. Respondents indicated that school boards need to identify the 'hot trades', so that they can help workbound students find career trades.
2. Employers, it was noted, must also realize that training students (through programs like as OYAP) is beneficial to the future success of their businesses.
3. Alternate accreditation programs, it was also noted, need to be developed to reward the different skill sets of students who will not receive their OSSDS. Some respondents noted that funding cuts have already made this difficult, as witnessed by the reduced number of co-op teachers and cutbacks to technical programs. Not only would such programs help address these shortages, they would also increase the employability of workbound students. One respondent remarked, for example, that evidence exists that work placements result in lower unemployment rates. The result would be that society at large benefits from the integration of previously 'uncaptured' workers into the work force.

Apprenticeship

In 1999, the number of registered apprentices Canada wide increased by 6 percent. In the five years previous to that, registration grew 14 percent. Registrations grew by almost 15 percent or more in all but two of the major trade groups. The two exceptions were: building construction and electrical and electronics trades. National research also shows that the age profile of apprentices has changed in a positive way: in 1999 the 20 – 24 age group was the largest. The most noticeable growth, however, occurred in the 19 and under group. This may have resulted from extensive promotion of apprenticeship training in high schools through the Ontario Youth Apprenticeship Program¹⁷. General weaknesses of the apprenticeship system are identified as: low completion rates and low female participation rates.¹⁸

In the construction sector, new apprentice registrations totalled 4,521 in Ontario in 2000/01. While this is considerably less than a decade earlier (4,964), it is higher than the number of registrations over the past two years and appears to be trending upward¹⁹. Ontario-wide, 16, 012 active apprentices are in the construction sector (Source: MTCU, August 2000). Slightly more than 9,092 are in the industrial sector and almost 11,000 are in the motive power sector (2000)²⁰.

Issues from the 2001 environmental scan:

- Local employers are reluctant to take on apprentices. They do not have the time or financial resources available to provide adequate supervision and training.
- There is a shortage of qualified journeymen to train younger workers either on the job or in training.
- Industry representatives see the \$400 'classroom fee' as posing a hardship on apprenticeships and being burdensome to training institutions and possibly exacerbating the skill shortage problem.

Issue Analysis - 2002

The top three issues (ranked in order of importance) related to apprenticeships continue to be:

1. The majority of respondents indicated that the reluctance of employers to take on apprentices is still a very important issue.
2. With regards to the classroom fee, the majority of respondents noted that this is still an important issue.
3. There was no clear opinion on the issue of not enough journeymen to train younger workers. About one half of the respondents indicated that this is a very important issue, the other half felt this is somewhat important or not important. One respondent replied that more training facilities and skilled trainers are needed.

Comments: In general terms, not all respondents agreed that there was in fact a current shortage of apprentices. Depending on the trade (e.g. electrician, sheet metal) some respondents felt that there are sufficient workers and apprentices for the amount of work. One respondent noted that there are currently many unemployed trades people, so there is no need to encourage more people to take up apprenticeships. On the other hand, a

¹⁷ Statistics Canada, Perspectives on Labour and Income, December 2001, page 55.

¹⁸ Andrew Sharpe, *Apprenticeship in Canada*, CLFDB, December 1999,

¹⁹ Ontario Construction Secretariat. www.con-x.org/demographics

²⁰ ACAATO, Environmental Scan 2002, Education and Training

number of respondents specifically noted that if these issues are not addressed, demographics (i.e. the aging of the workforce) will result in not having enough skilled workers in the near future.

Written comments pointed out some reasons for the reluctance of employers to taking on apprentices. For example, apprentices sometimes leave for another company once they are trained. Also, it requires an investment of time and money on the part of companies to train workers. One respondent noted that the journey-person to apprentice ratio is too high. Some companies may want to take on apprentices, but due to the manufacturing slowdown there is no money to hire and train. However, it was also pointed out that apprentices are the future of skilled trades, and that companies must be convinced of the 'bottom line' benefits of apprentice training.

Respondents pointed to other factors which may impede younger workers from beginning apprenticeships: skilled trades are not promoted enough in the education system; the boom and bust cycle of the construction sector discourages people choosing a trade as a career; and low wages for entry level jobs. One respondent noted that there should be mandatory pre-apprentice training, so that potential recruits have some time to decide if the career is right for them. Another respondent wrote that the grade 12 diploma and senior math requirement is a deterrent to more people entering apprenticeship programs.

New and emerging trends/issue: One emerging issue is that of retaining journey-persons and apprentices in the trade. For different reasons (e.g. wages, work organization), many skilled workers leave the trade.

Post-secondary

Graduates of Mohawk College and McMaster University represent a potential source of highly skilled labour for Hamilton employers. The following section explores briefly the 'fit' between the 'human capital' emerging from these two post-secondary institution and the economy which utilizes this capital.

Mohawk College Graduate Data

While not all Mohawk College graduates will stay in Hamilton once their programs are completed, they do represent a potential labour source for employers. An examination of Mohawk's *Graduation Employment Report 2000* provides a snapshot of one specific, potential labour pool for employers in the Hamilton area. Classifying degree and certificate programs into Statistics Canada's National Occupational Classification (NOC) system allows for comparison between this potential labour pool and the Hamilton area labour market.²¹

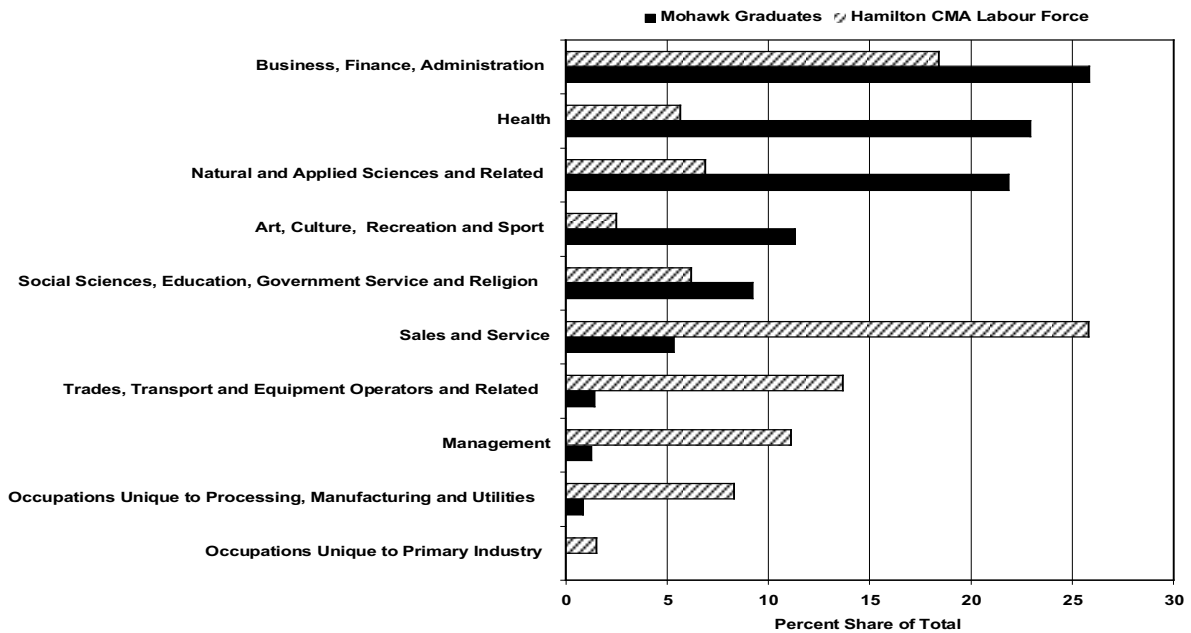
²¹ The 2000 report is the most recently available. The 70 programs offered at Mohawk were classified into the 10 NOC codes as best as possible. While it is recognized that not all graduates will pursue employment after graduation, or that they will pursue employment in their field of study, the NOC groupings at least provide an indication of potential employability in specific areas. The data do not indicate the geographic location of where graduates may have found employment.

Of the almost 2,300 graduates in 2000, chart 3-1 (see Appendix A) shows that most Mohawk graduates are concentrated in programs related to three occupational groups:

- I Business, Finance and Administration;
- II Health;
- III Natural and Applied Sciences & Related.

Each of these three occupational groups had at least 500 graduates, and comprised 70.6% of all graduates. Chart 3-2 compares the graduation data of Mohawk College to the occupation profile of the Hamilton CMA labour force. In chart 3-2 Mohawk College graduation data is shown by occupation. The dark bars represent the share of graduates in the occupation-specific programs as a percent of total graduates. The shaded bars represent the percent share of each of these occupations in the Hamilton CMA labour force. For example, almost 26% of Mohawk graduates are from programs in the field of Business, Finance & Administration, while just over 18% of the Hamilton CMA labour force is employed in Business, Finance & Administration occupations.

Chart 3-2: Mohawk College Graduates by (NOC Classified) Program, 2000



Source: Mohawk College, Mohawk College Graduation Employment Report 2000; Statistics Canada, Labour Force Survey

To a certain extent, this information can be viewed as the degree to which the college produces a supply of 'human capital' (i.e. skills and knowledge). In some occupations – specifically, those related to business, natural and applied sciences, health, social sciences, education – the college produces an oversupply, at least for the Hamilton labour market. For other occupations – such as those in sales and service, trades and transport, management, processing manufacturing – there is an undersupply (again, relative to Hamilton). Does the data indicate inadequate training capacity in those occupations where there is an undersupply? While attempting to answer this question, it is important to note the following two points:

- First, the chart represents only the percentage of graduates within each occupation-specific program. It does not depict the actual number of graduates. So the actual

number of graduates in a program may be the ‘required’ amount for the labour market.

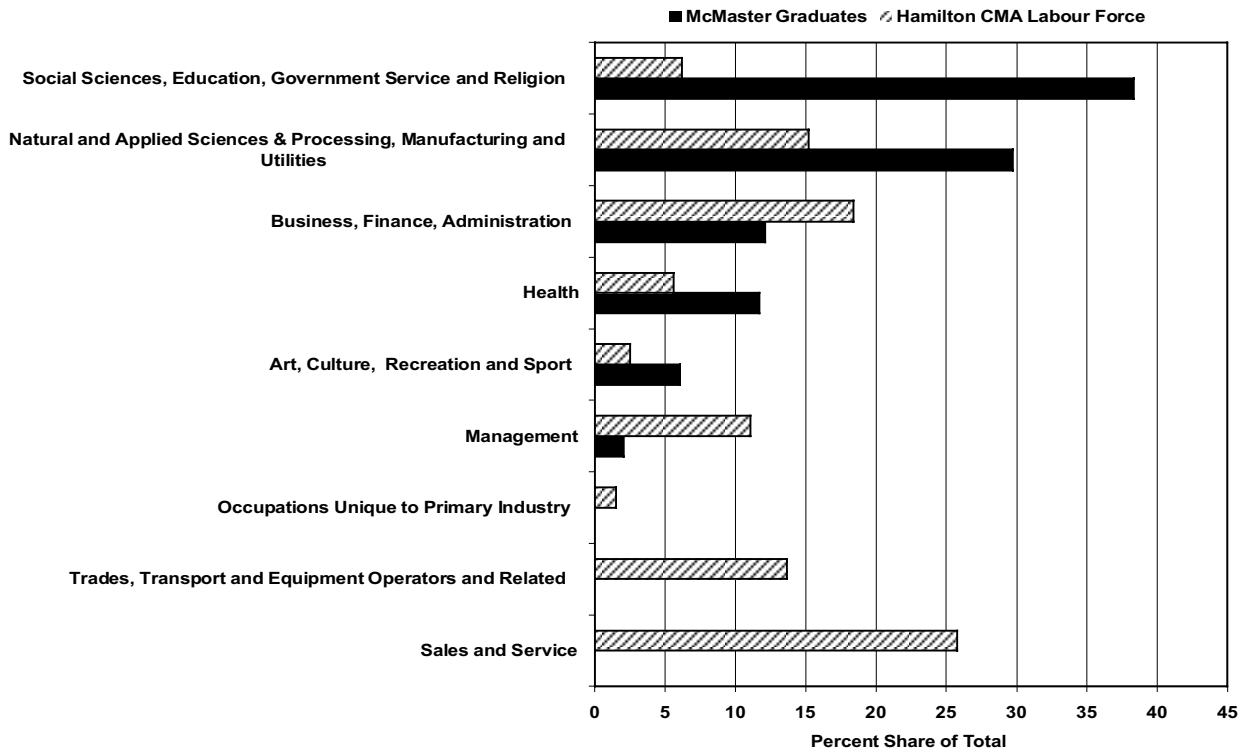
- Second, the skill levels in the ‘undersupplied’ occupations may be relatively low and do not require formal (institutional) training. In other words, there is no market for post-secondary education in these occupations.

McMaster University Graduate Data

Graduation data is also available for McMaster University. Again, it is classified, as best as possible, in accordance with the National Occupational Classification codes. The only exception is with the categories of Natural and Applied Sciences and Processing, Manufacturing and Utilities. These two categories are collapsed into one. It is difficult to determine precisely which occupational category many of the engineering and science degrees belong. Given that graduates from these programs could find employment in either one of the two occupation categories, these two categories were grouped together. Graduation data include all types of degrees (Bachelor, Masters and Doctorate), and include Spring and Fall graduates. A total of just over 3,800 graduates received degrees from McMaster University in 2000.

As Chart 3-3 (see Appendix A) shows, most graduates (38.3%) are from the Social Sciences group. However, significant percentages of graduates come from the combined grouping of Natural Sciences and Production, Manufacturing and Utilities (29.7%), Business (12.1%) and Health (11.7%).

Chart 3-4: McMaster University Graduates by (NOC Classified) Program, 2000



Source: McMaster University; Statistics Canada, Labour Force Survey

Compared to the Hamilton CMA labour force, McMaster University graduates an excess number of students in the area of Social Science, Education, Government Services and Religion than are these types of occupations in the Hamilton CMA labour force. A similar situation exists with the combined grouping of Natural Sciences and Production, Manufacturing and Utilities, and also for Health and Art, Culture, Recreation and Sport. The reverse is true for all the other occupation groups. However, the same caveats that applied to Mohawk data should be kept in mind when interpreting this data, with the additional caution regarding the difficulty in classifying graduation data into occupational categories.

It is important, however, to bear in mind that universities not only educate students for local or other labour markets but they also create knowledge. The economic spin off from the expansion of scientific and technical knowledge that is generated within a university contributes significantly to a region's prosperity²².

National Post-Secondary Trends

Statistics Canada *Youth in Transition Survey 2000* provides some interesting facts with respect to trends in post-secondary education. These facts may have some relevance locally:

- Research shows that more high school students are staying in school. Similarly full time participation in post-secondary education has increased dramatically (from 10% of 18 –21 year olds in the early eighties to 15% - 17% of the same age group in the late '90's). It appears that the next generation of students are developing unprecedented 'human capital' compared to their parents.
- Female enrolment in universities outstrips male enrolments. Far more women than men attend university (although the gap closes somewhat with colleges). Future human capital has a decidedly feminine face.
- Location, location, location. Distance to schooling is shown to have an influence on university attendance.
- University students are facing rising tuition fees while overall family income remains stable. Experts are currently watching to see if the 'private return' on the post-secondary investment is beginning to slide. There is growing acknowledgement of an underemployment problem among educated graduates (depending on the program). The problem is less so among professionals and technical graduates.

²² David Laidler, "Renovating the Ivory Tower", April 2002, C.D. Howe Institute

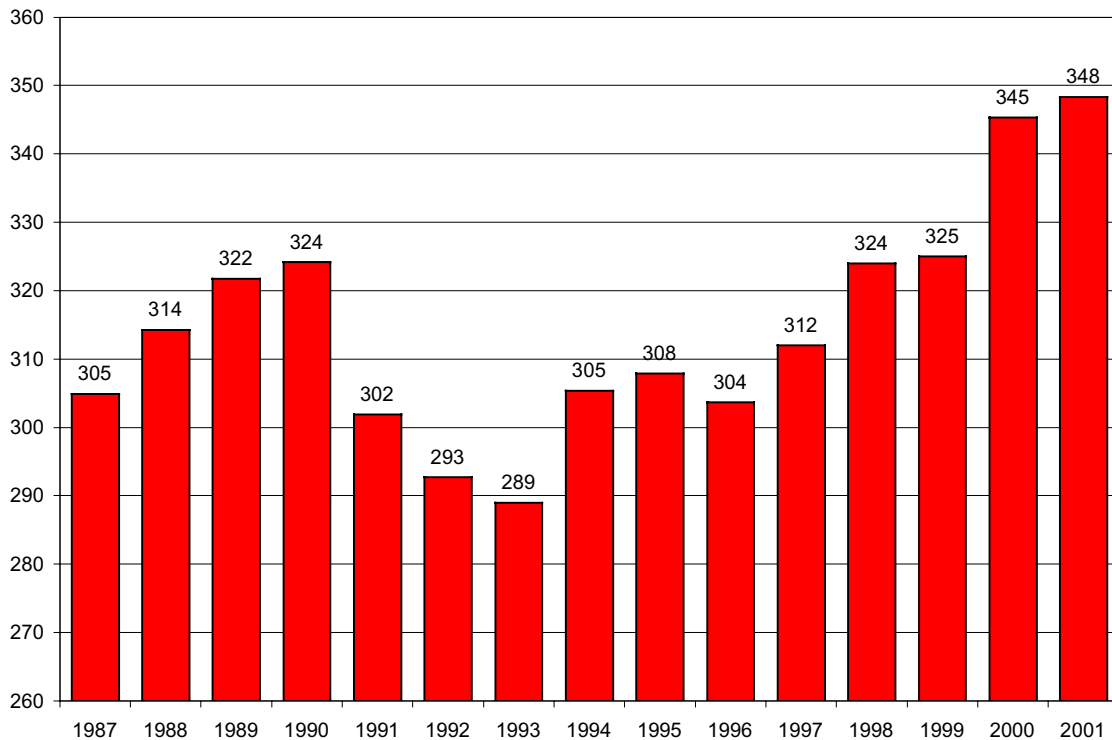
Hamilton’s Economic Outlook

The New City of Hamilton’s New Economy

Over the last decade the Canadian economy went through a lot of change. Trade liberalization, fiscal restraint, exchange rate adjustment and rapid technological advances all contributed to a transformation of the industrial landscape worldwide. As one of Canada’s most important industrial engines, the Hamilton metropolitan area was affected by this make over more than most. But Hamilton not only survived this makeover, it is now on a track to regain its role as one of Canada’s most important centres of economic activity.

Traditionally Hamilton’s economic base has been defined by steel and port activities, with the success of the latter dependent on the former. And both industries remain important to the area’s economy today. But the significance of each pales compared to the past: the number of jobs in Hamilton’s primary metals sector – totaling 15,000 in 2001 according to the labour force survey – is but half the number of a decade ago. Yet the total number of people employed in manufacturing in the Hamilton CMA is down only 3,500 over the same period, while the total number employed across all industries is up more than 24,000.

**5-1 Total Employment in the Hamilton CMA
Thousands of Persons from 1987 to 2001**



Source: Statistics Canada

This apparent contradiction can be readily explained.

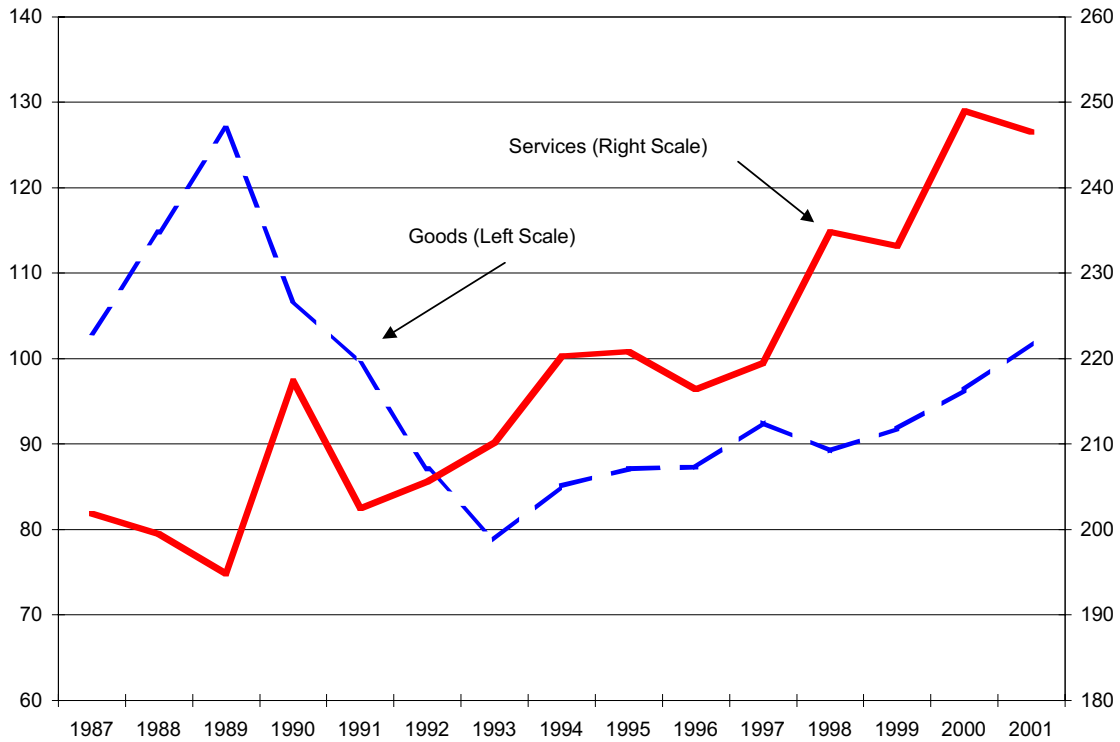
For example, within the manufacturing sector some huge job gains occurred between 1990 and 2001 in transportation equipment (up 4,300 between 1990 and 2001), chemicals (up 2,500), fabricated metals (up 2,400), furniture (up 1,600) and computer and other electronic products (up, 1,100). The gains in these industries came close to offsetting the losses in steel over that period. In other words, Hamilton's manufacturing base is not shrinking; it is diversifying into non-traditional (for Hamilton) sectors, and into higher technology industries.

But even bigger changes are underway. Since 1990 the total number of jobs in the professional, scientific and technical sector increased by 5,500, while the number in administrative support increased by 6,200, representing phenomenal gains of 44 percent and 90 percent, respectively, over the 1990 to 2001 period. Job expansion in these sectors means Hamilton is gaining a strong foothold in such fast growing economic-base industries as specialized design services, computer systems design, scientific research, advertising, employment services, security services and building services. It also means the area is retaining a strong presence in industries such as law, accounting and architecture. Even though the past decade saw major cutbacks in federal and provincial spending – resulting in civil service job losses at the federal and provincial level totaling more than 2,000 in this area between 1990 and 2001 – education employment grew by almost 2,000 and health employment by 2,700 over the same period. These gains reflect Hamilton's growing role as a provider of specialized education and health services to people outside of this area.

Other service industries also contributed significantly to employment growth in the area since 1990. Jobs grew by more than 6,000 in wholesale trade, by more than 4,000 in transportation and warehousing, by almost 3,000 in information and culture, and by more than 2,000 in finance, insurance and real estate. The percentage gains in each case significantly exceeded the pace of growth of the total population. So these sectors, too, are increasingly serving markets outside the local community, and thus helping to redefine Hamilton's economic base.

All of which means that Hamilton is no longer just a producer of industrial goods, but that it is increasingly a provider of value-added exportable services among the service industries described above.

**Chart 5–2 Employment in Goods and Service Industries in the Hamilton CMA
Thousands of Persons from 1987 to 2001**



Source: Statistics Canada

Given the industrial and commercial transformation underway it is not surprising that the area’s skill mix is changing too. For example, employment was down between 1990 and 2001 by 3,000 among occupations unique to processing, manufacturing and utilities. But it was up almost 2,000 among management occupations, up almost 2,500 among business, finance and administrative occupations, up more than 3,000 among natural and applied sciences and related occupations, up 1,000 among health occupations, up more than 3,000 among occupations in social science, government and religion, up more than 3,000 among teachers and professors, and up more than 2,000 among occupations in art, culture, recreation and sport. In total the number of positions in these service-sector-oriented occupations alone grew by almost 17,000 in the Hamilton area. Also important: they are all among the highest paying occupations in the country, offering incomes at hourly rates as good as -- and in many cases well above -- the average paid to those employed in typical processing and manufacturing roles.

Employment was also up more than 10,000 among sales and service occupations. This group encompasses employment roles which cover a wide range of pay opportunities, ranging all the way from those that are well above the average – such as those in protective service or specialty sales tasks – to those that traditionally pay at the lower end of the scale – such as those in retail trade and childcare services.

Considering the Hamilton area’s losses and gains in employment by occupational type two results are clear: the employment gains on the service side overall obliterated the

losses on the goods side, and the gains within the higher-paying service sector occupations exceeded those in the lower-paying service roles.

The overall impacts on the area are noticeable. Since the depths of the recession in 1992, total employment in the area has increased by 55,600. That represents a gain of 19 percent, a pace exceeding that of Canada as a whole, and one just short of the pace attained by Canada's 25 census metropolitan areas as a group over that period.

Over the three year period just prior to the general slowdown in 2001, production in the Hamilton area had been growing at an average annual rate of 6.6 percent, faster than the province-wide pace of 5.9 percent over the same period. Though production here barely grew at all in 2001 compared to 2000, the pace of activity appeared to reach bottom this past winter. Production in recent months has been gaining smartly, so much so that the Hamilton area's real GDP is expected to grow by more than 2 percent in 2002 and to average between 3 and 4 percent per year over the period from 2003 to 2008, all at rates close to those projected for Ontario as a whole.

The strong pace anticipated for growth in this area can be attributed to a number of factors:

- As noted above, a major transformation in the economic base of the area has already occurred. Hamilton is well positioned to build on the gains it made during the 1990s in the faster growing sectors of the Canadian economy (that is, in the manufacturing of transportation equipment, chemicals, fabricated metals, furniture and computer and other electronic products, and in such professional, scientific and technical sectors as specialized design services, computer systems design, scientific research, advertising, employment services, security services and building services).
- Through the adoption of tax cuts on commercial and industrial properties City Council is following a strategy designed to strengthen the existing economic base of the area and to build on its newly emerging base.
- The new economic development strategy of the City of Hamilton also seeks to build on the area's traditional economic clusters – agriculture, manufacturing, ports – and to support the further expansion of its newly emerging clusters – film, health, biotechnology, information and communications.
- Recent announcements regarding the planned expansion of Munro Airport provide further encouragement because of the catalytic role air transportation can play in economic development.
- The ongoing debates around the proposed Mid-Niagara Peninsula Corridor and other infrastructure upgrades provide further encouragement regarding the area's economic potential. While these issues have yet to be resolved, that they are being debated at all is a sign that things are happening in this area, and that public attention is required if the expansion is to continue.
- Hamilton is strategically located in the middle of Canada's Golden Horseshoe, easily within a one or two hour drive of all the Horseshoe's components.. The Golden Horseshoe can no longer be defined as Oshawa, Toronto, Hamilton and

St. Catharines-Niagara. Today Barrie, Guelph, Kitchener and Brantford must be included, too, as the suburbs of these metropolitan areas gradually knit together to form Canada's biggest economic and social unit. Further concentration of industry, commerce and jobs in this area will continue in the future as the business community seeks its strategic location to take advantage of Ontario's expanding trade with the United States. Since 1991 the Golden Horseshoe has been attracting population at a rate of almost 120,000 per year, a pace exceeded in Canada and the United States only by the Los Angeles area.

Key Findings/Conclusions

After a general slowdown in 2001, Hamilton's economy in 2002 is showing signs of recovery. The job market is also starting to pick up as unemployment claims are levelling off, even though the unemployment rate has continued to climb in the first half of 2002.

The manufacturing and construction sectors are re-gaining lost ground over the past 12 months. The health and business sectors, however, retained their strength throughout 2001. Of all the occupational groups in Hamilton CMA, health and trades, transport and equipment operators were the only two to have lower EI claims between March 2001 and March 2002. The number of EI recipients who received training benefits throughout 2001 was higher than in 2000, as was the payout per recipient.

Key issues with respect to Hamilton's employer sectors continue to be:

- retention of skilled workers and professionals
- succession/HR planning
- training incentives/subsidies
- current shortages of staff, i.e. health care, construction
- recruitment of young people with the right skills

New and emerging issues for employer sectors in 2002 are:

- developing innovative leadership within traditional industries
- integration of skilled immigrants into the workplace
- maintaining a competitive edge through continuous upgrading of technology and specialty services
- keeping business and industrial taxes down
- continuous improvement/upgrading of current workers
- competitiveness with the US market

Key issues with respect to Hamilton's workforce continue to be:

- the need for a 'one window' access point of service, offering broad range of services for disadvantaged/unemployed workers
- all sectors reported the need for a range of upgrading and training services (literacy (especially for youth) adult education, skills training, bilingual training) as well as training supports for unemployed/disadvantaged individuals
- there continue to be barriers to Canadian licensing/credentials for foreign-trained immigrants
- women are underrepresented in skilled trades/apprenticeship
- apprenticeship completion/attrition rates are a concern
- there are ongoing concerns that the Grade 10 literacy test will result in many students entering the job market without a Grade 12 diploma. There is a need to formally recognize those students' skills.
- lack of transportation is an issue among youth, Ontario Works job seekers and immigrant workers.
- continued lack of job/training opportunities for young people

New and emerging issues for 2002 are:

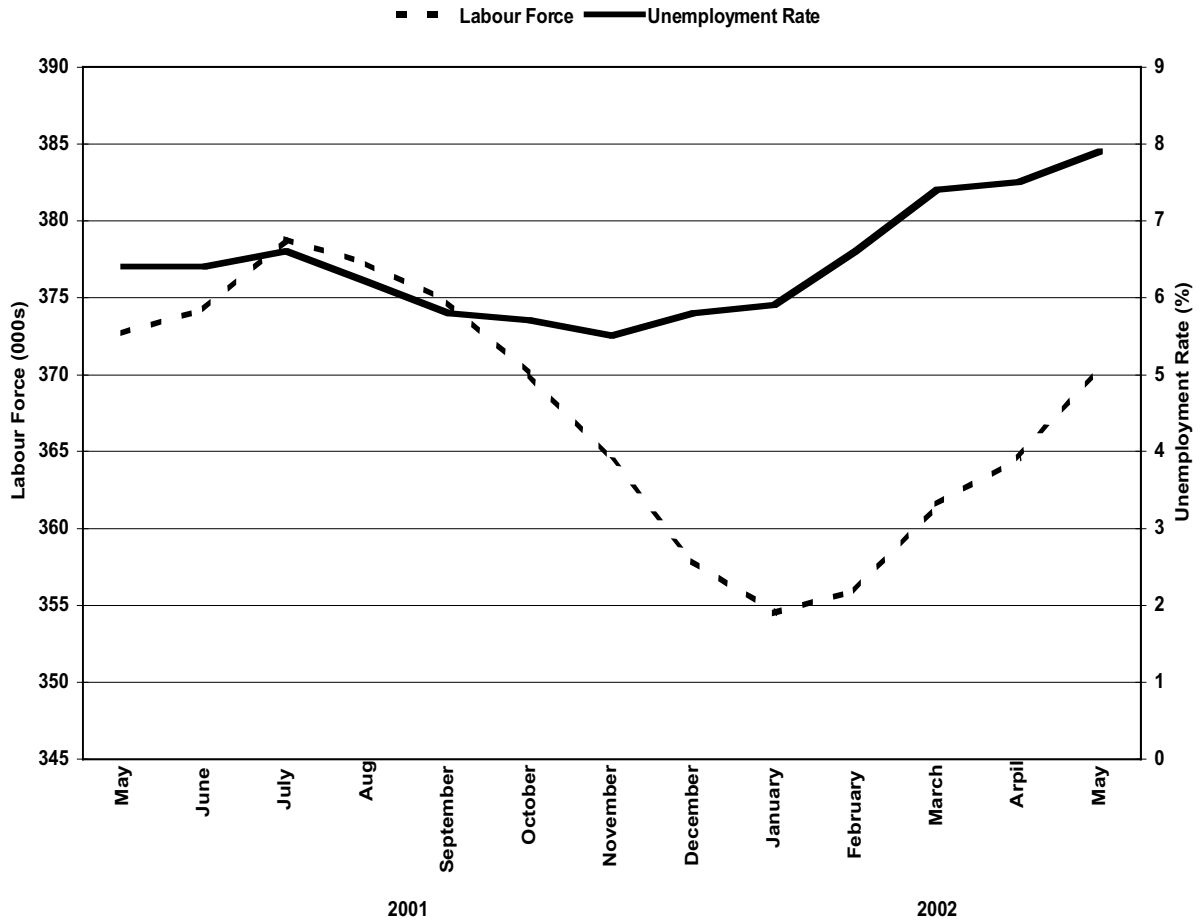
- the need for programs that offer more specialized, targeted services to specific groups, e.g. short-term terminology training for immigrants, loans to foreign trained immigrants for re-certification, math and technology upgrading for women (sole support mothers), literacy and technology training for disadvantaged youth
- there is a need to develop retraining for the aging workforce, particularly as they acquire disabilities in the workplace.
- there is concern about overall worker retention in the skilled trades
- for the next few years, a 'double cohort' of workbound students will be entering the labour market. How will the community help support their transition?
- Doubling apprenticeship registration by 2004/05

According to the economic outlook provided by The Centre for Spatial Economics, Hamilton has undergone a profound shift over the last decade. Since 1990, Hamilton's economy has changed from a traditional industrial market to a more diverse, service based economy with 'value-added' labour market opportunities, particularly in the area of health, management, business, education, administration and sales and service. The CSE projects substantial population growth in the Golden Horseshoe over the next 10 years. As a result, increased congestion in the GTA will send more businesses to other communities in the central and Niagara peninsula regions of Ontario, as these areas will become the strategic hub for expanding trade with the U.S.

Appendix A

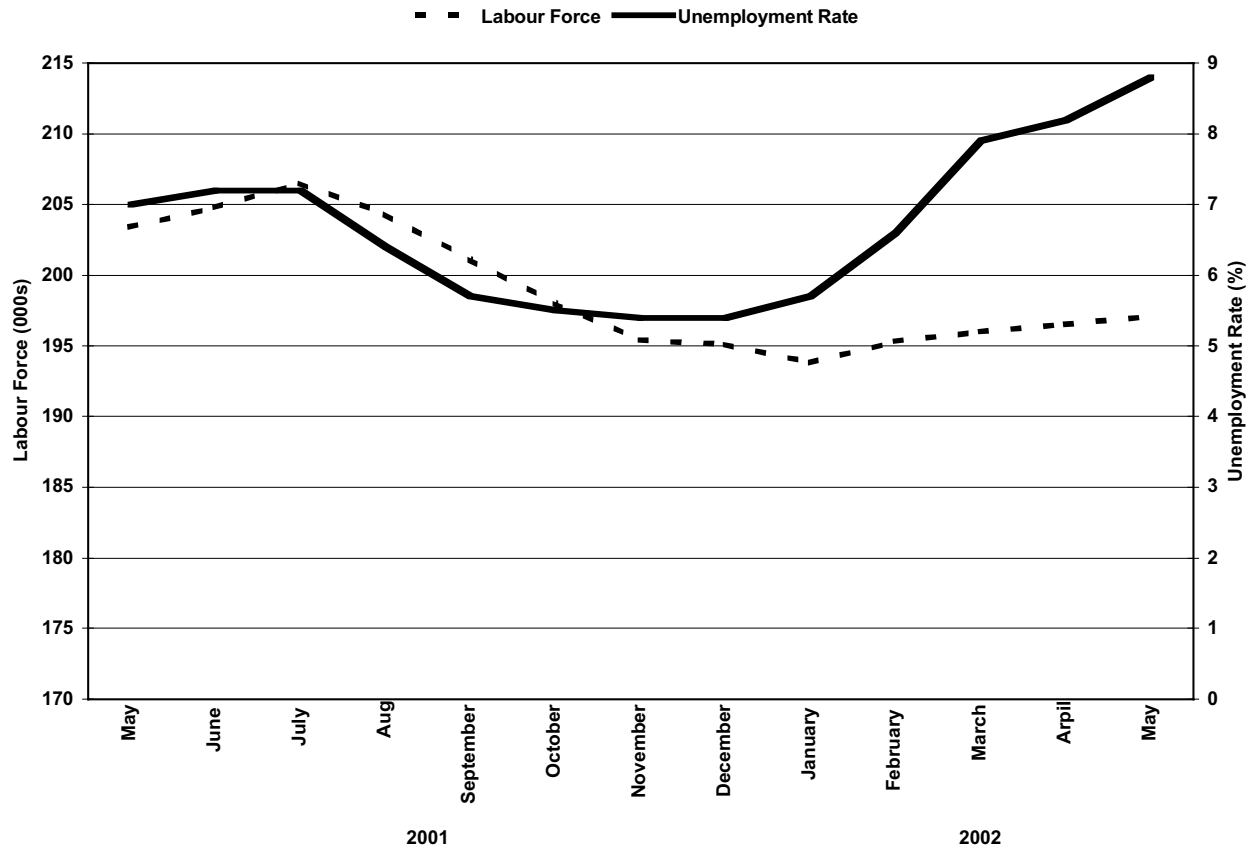
Charts

Chart 1-3: Unemployment Rate and Labour Force, Hamilton CMA, May 2001-May 2002



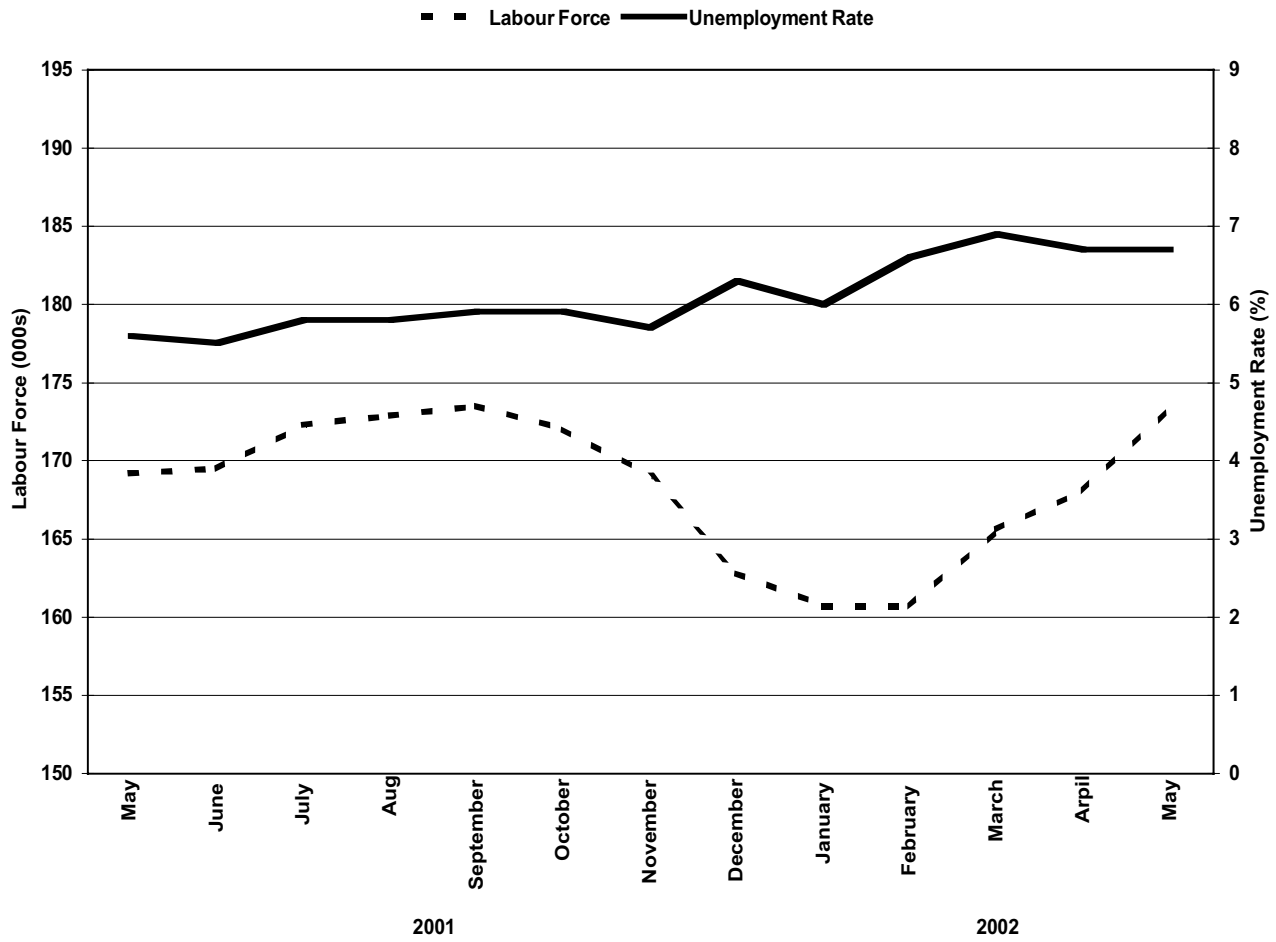
Source: Statistics Canada, Labour Force Survey

Chart 1-4: Male Unemployment Rate and Labour Force, Hamilton CMA, May 2001-May 2002



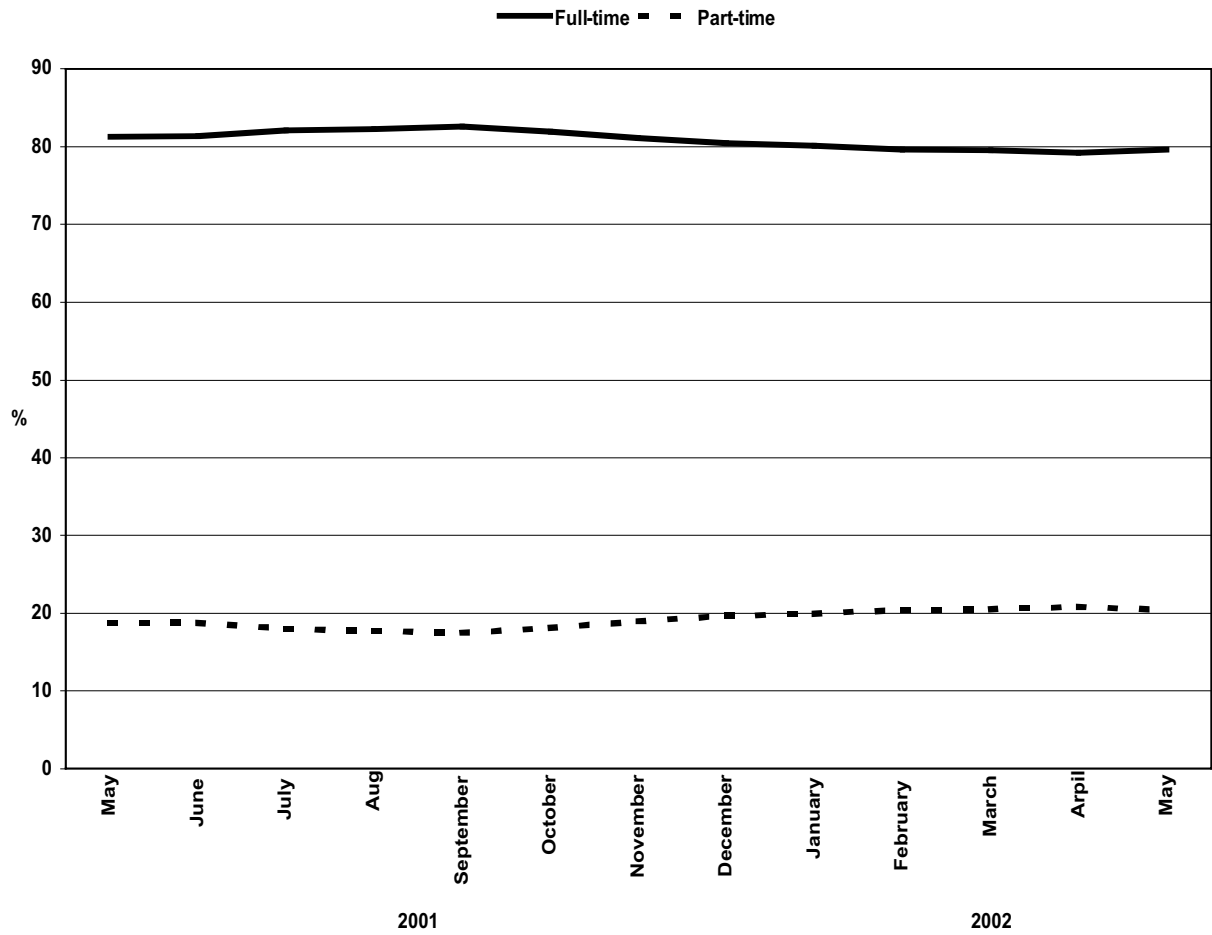
Source: Statistics Canada, Labour Force Survey

Chart 1-5: Female Unemployment Rate and Labour Force, Hamilton CMA, May 2001-May 2002



Source: Statistics Canada, Labour Force Survey

Chart 1-6: Percentage of labour for working full-time vs. part-time, Hamilton CMA, 2001



Source: Statistics Canada, Labour Force Survey

Chart 2-1: Regular Employment Insurance Claims by Month, Hamilton HRCC

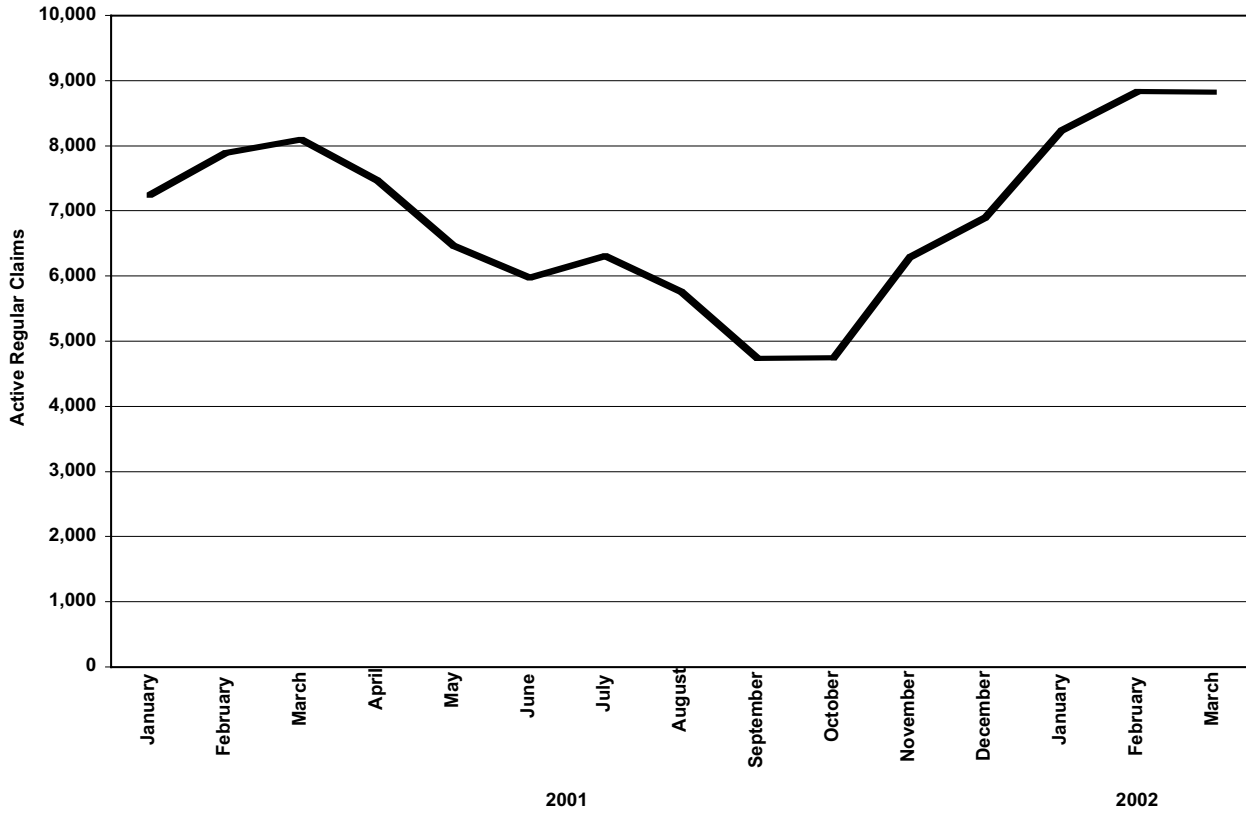
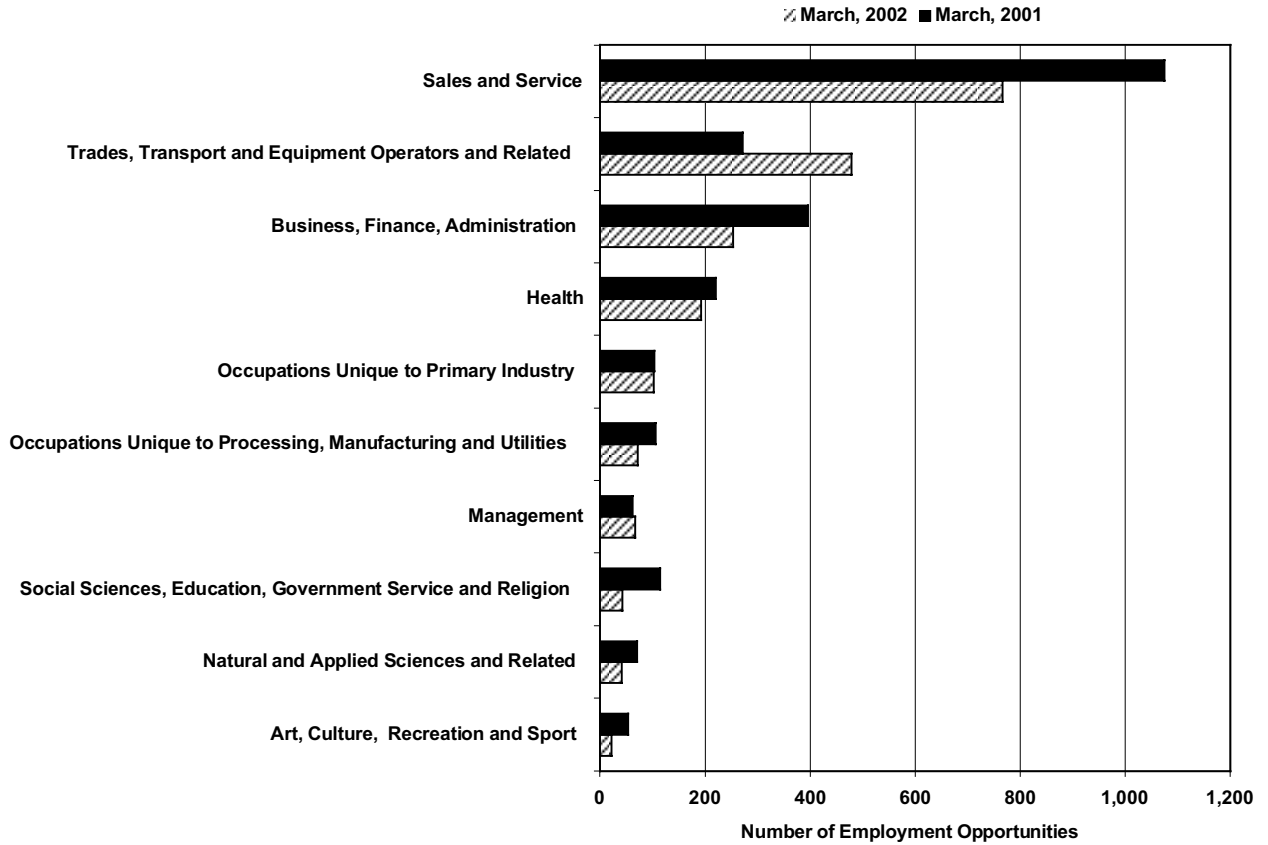


Chart 2-3: Employment Opportunities by Occupation, Hamilton HRCC



Source: Hamilton HRCC, Employment Opportunity Survey, <http://www.on.hrdc-drhc.gc.ca/hamilton/english/lmi/jos/eos.html>

Chart 3-2: Mohawk College Graduates by (NOC Classified) Program, 2000

Source: Mohawk College, Mohawk College Graduation Employment Report 2000;
Statistics Canada, Labour Force Survey

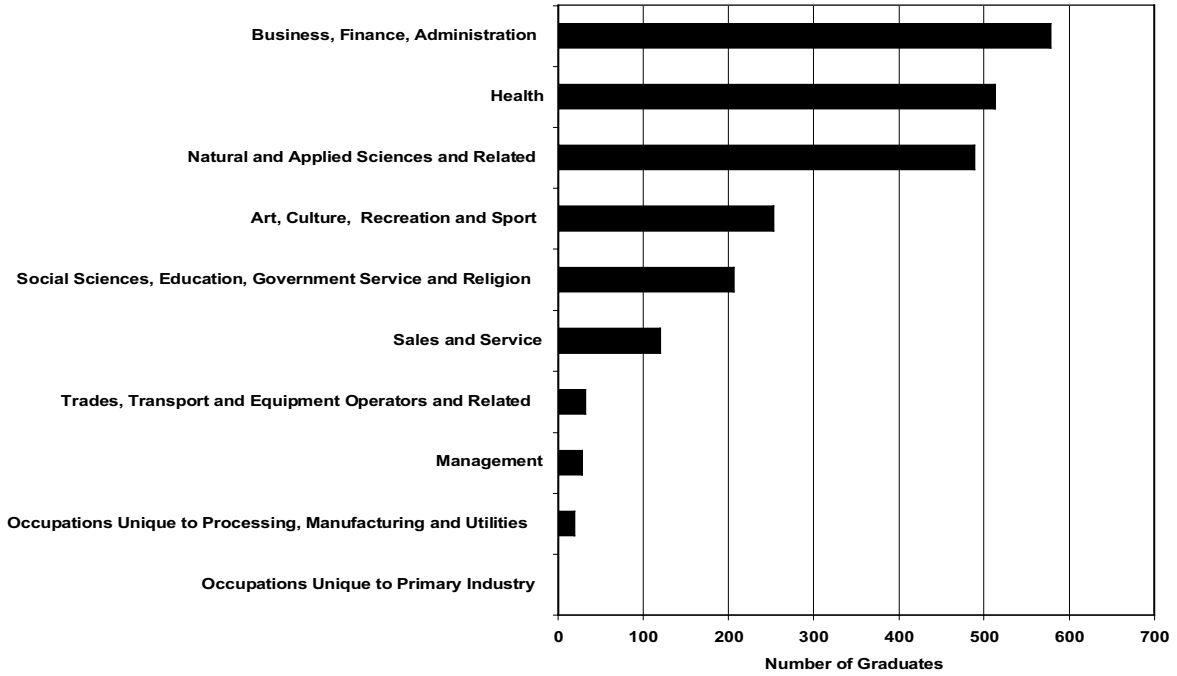
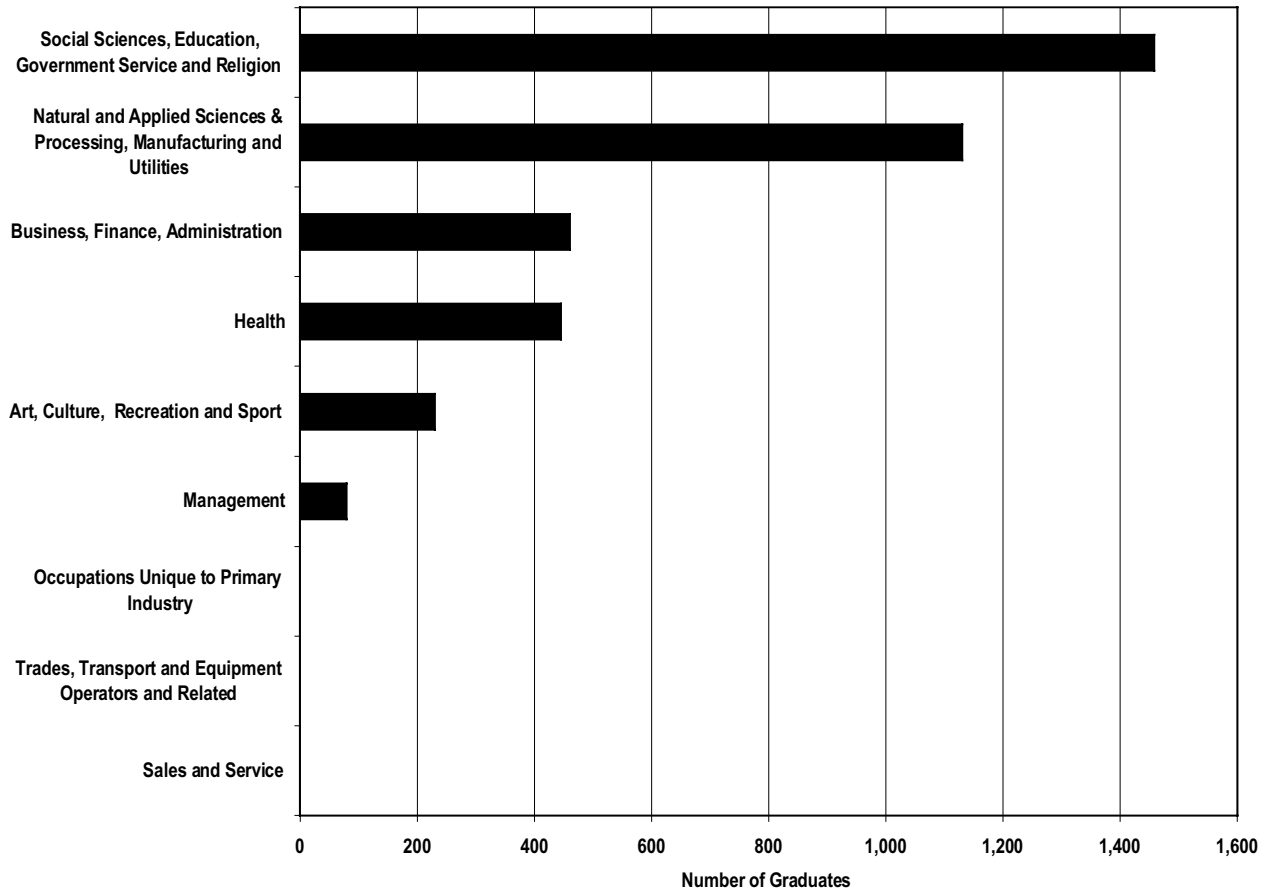
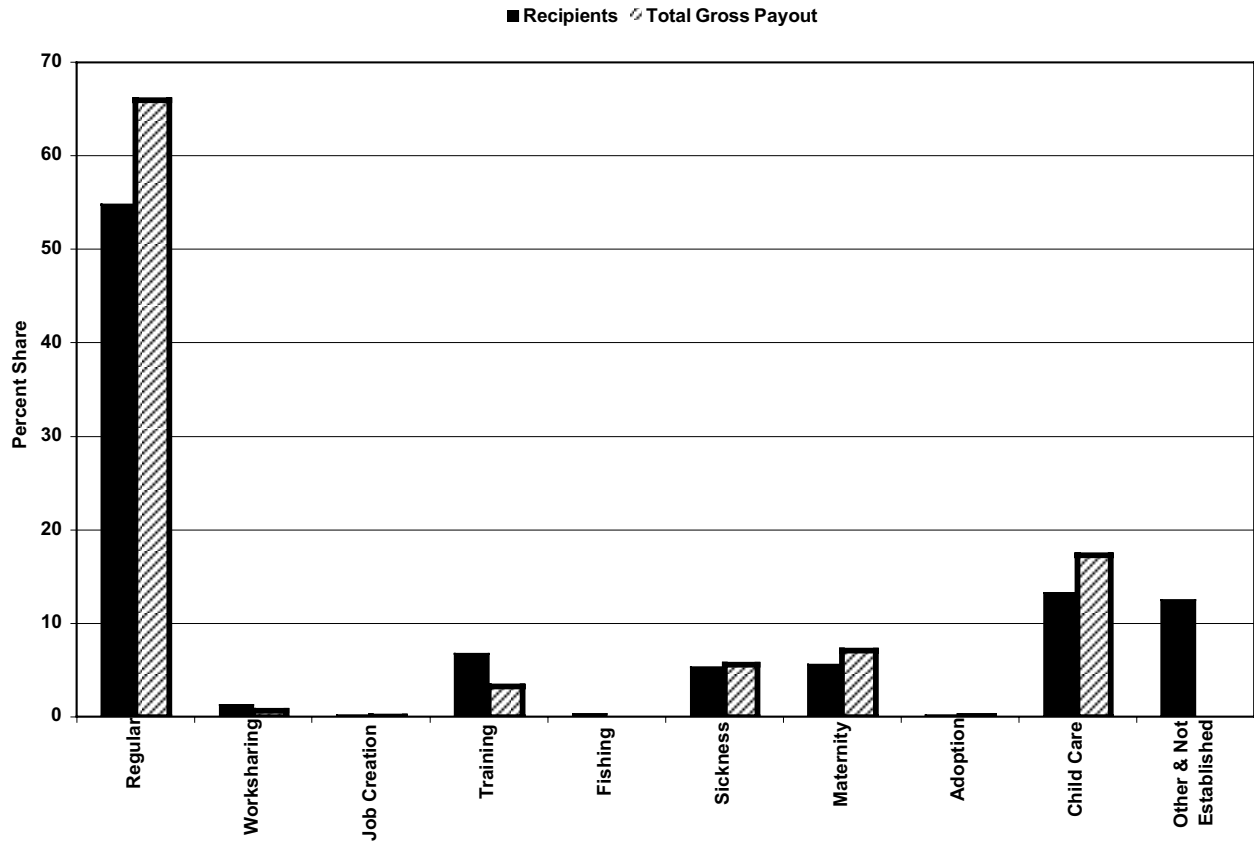


Chart 3-3: McMaster University Graduates by (NOC Classified) Program, 2000



Source: McMaster University

Chart 4-1: Relative Shares of Employment Insurance Payouts, Hamilton HRCC, March 2002



Source: Hamilton HRCC, <http://www.on.hrdc-drhc.gc.ca/english/offices/hamilton/lmi/>

Appendix B

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Appendix C

List of Survey Respondents

SURVEY RESPONDENTS

NAME	ORGANIZATION
Manufacturing	
Ann Catterson	VTR
Rod Eastman	Dofasco Inc.
Keith Mark	Stelco – Hilton Works
Anthony Maddelena	Dofasco Inc.
Steven Nieuhuis	Lake Erie Steel Co.
Agriculture	
Philip Krakar	Hamilton-Wentworth Federation of Agriculture
Robert Pasuta	Pasuta Family Farms/H-W Pork Producers
Carol Pupo	Ministry of Agriculture & Food
Kathy Smith	Ancaster Agriculture Society
Henry Swierenga	Ontario Federation of Agriculture
Margaret Walton	Planscape
Construction	
Duane Bower	Hamilton & District Sheet Metal Contractors
Howard Murray	Plumbers Local 67
Barry Walker	Carpenter's Local 18
Health Care	
Anthea Banks	Hamilton Health Sciences Corp.
Barbara Headly	Community Care Access Centre
Ann Higgins	McMaster University – Nursing Effectiveness Utilization & Outcomes Research Unit
Gayle Holmes	Hamilton Health Sciences Corp.
Kate Kemp	Mohawk-McMaster Institute for Applied Health Sciences
Rosemary Knechtel	Mohawk-McMaster Institute for Applied Health Sciences
Information Technology	
Derek Sardo	Rolling Thunder
Economic Development	
Richard Allen	Industry Education Council
Sue Coverdale	Economic Development – City of Hamilton
Len Falco	LCM Associates
Gayle Holmes	Hamilton Health Sciences Corp.
Sylvia Renshaw	Economic Development – City of Hamilton
Jim Vanderveken	Business Development – Mohawk College
Laid Off Workers	
Moe Pozza	Canadian Steel Trades Employment Congress
Wendy Rogers	Hamilton Steelworkers Area Council –Adjustment Ctte
Brenda Simmons	UFCW Action Centre

Bill Thompson Ministry of Training Colleges & Universities – Training Division

Post Secondary Education

Carolyn Gray Mohawk College
 Cheryl Jensen Mohawk College
 Ken Norrie McMaster University – Provost & VP Academic
 Jim Vanderveken Mohawk College

Apprenticeship

Nick Cznargorski Industry Education Council – skilledtrades.ca
 Rod Eastman Dofasco Inc.
 John Grimshaw IBEW Local 105
 Cyndy Hannah Air Tech Installations
 Joe Kurpe Electrical Construction Association
 Howard Murray Plumber & Steamfitters Union Local 67
 John Norris Hamilton Autobody Assoc
 Marla Robinson Mohawk College
 Barry Walker Carpenters Local 18

School to Work Transition

Krys Croxall Hamilton-Wentworth District School Board
 Jim Horton Hamilton-Wentworth District School Board
 Dan Palango Hamilton-Wentworth District School Board
 Leo Paone Hamilton-Wentworth Catholic District School Board
 Marilyn Presutti Hamilton-Wentworth Catholic District School Board
 Jennifer Stairs-Robinson Industry Education Council

School Boards

Jim Lopresti Hamilton-Wentworth Catholic District School Board
 Ken Bain Hamilton-Wentworth District School Board

Literacy & Basic Skills

Kim Brooks Dofasco Inc.
 Sharon Estok Mohawk College
 Cyndi Ingle Adult Basic Education Association
 Leah Morris Adult Basic Education Association
 Marg Powell Canadian National Institute for the Blind
 Val Sadler Hamilton & District Literacy Council

Employment Readiness

Jim Boles Employment Services Unit – City of Hamilton, Social & Public Health
 Barbara Carson Fletcher & Associates
 Gillian Fletcher Fletcher & Associates
 Jennifer Foster Human Resources Development Canada
 Sally Lewis Lewis & Lewis
 Roger Parker Ontario Works – City of Hamilton, Social & Public Health
 Patti Stirling Stirling & Associates
 Donna Yates West Hamilton Employment Resource Centre

Women

Debbie DeDauw	Mohawk College
Sharon Estok	Mohawk College
Wanada Bielak-Montemurro	Hamilton-Wentworth District School Board
Renate Manthei	Women's Centre of Hamilton
Carol Ann Naranjit	Women without Borders/Project First Step – Catholic Family Services
Marilyn Presutti	Hamilton-Wentworth Catholic District School Board
Bev Smedley	Mohawk College

Youth

Joanne Snow	Careerworx
Mike Gallagher	Wilma's Place

Francophones

Henri Bigras	Ecole Secondaire Georges P. Vanier
Claude Dinel	Académie Catholique Mère Teresa
Alcide Gour	Collège Boréal
Claudette Mikelsons	Association canadienne française de l'Ontario
Nancy Morrow	École Notre Dame
Bonaventure Otshudi	Centre de santé communautaire

Immigrants

Lorie Corby	Human Resources Development Canada
Nora Lopez	North Hamilton Community Health Centre
Claudette Mikelsons	Association canadienne française de l'Ontario
Carol Ann Naranjit	Women without Borders/Project First Step – Catholic Family Services
Roger Parker	Ontario Works – City of Hamilton, Social & Public Health
Inez Rios	St. Joseph's Immigrant Women's Centre
Elizabeth Sadler	Mohawk College
Angela Shimizu	East Hamilton Employment Resource Centre
Marilyn Stroud	Ontario Works – City of Hamilton, Social & Public Health
Aurelia Tokaci	Settlement & Integration Services Organization
Dee Wilson	Ontario Works – City of Hamilton, Social & Public Health

Persons with Disabilities

Fran Chesney	Discovery – Ontario March of Dimes
Dave Jolink	Goodwill – The Amity Group
Mark Morella	PATH
Gerry Maloney	Canadian National Institute for the Blind
Harriet Woodside	McMaster University

Appendix D

Community Forum Attendees

NAME	ORGANIZATION
Rufus Bayley	Hamilton-Wentworth Third Sector Recycling
Nick Bennett	West Hamilton Employment Resource Centre
Elizabeth Bernardi	St. Joseph's Immigrant Women's Centre
Jim Boles	Ontario Works – City of Hamilton
Trevor Buttrum	West Hamilton Employment Resource Centre
Ivan Buzzelli	Tradeport International
Cristina Centea	SISO
Paul Chapin	Goodwill, The Amity Group
Gary Comley	Wentworth Soil and Crop Improvements
Lawrie Cook	Hamilton-Wentworth District School Board
Chris Cutler	Career Development and Learning Centre – YMCA
Debbie DeDauw	Mohawk College
Sharon Estok	Mohawk College
Mara Fortino	Human Resources Development Canada
Sylvie Girard	Collège Boréal
Alcide Gour	Collège Boréal
Nicki Glowacki	YMCA – Career Development
Cyndy Hannah	Air Tech Installations Inc.
Jim Horton	Hamilton-Wentworth District School Board
Ken Johnson	Human Resources Development Canada
Jim Jones	Mohawk College
Dieter Klaus	Mohawk College
Philip Krakar	Hamilton-Wentworth Federation of Agriculture
Doris Lowell	The Navquest Group
Anthony Maddalena	Dofasco Inc.
Jean-Pierre Maisonneuve	
Renate Manthei	Women's Centre of Hamilton
Merv Matier	Hamilton-Wentworth District School Board
Chris McCarthy	Citizen Action Group
Margaret Meharg	Human Resources Development Canada
Claudette Mikelsons	ACFO
Jean Miller	Apprenticeship Branch – MTCU
Leah Morris	Adult Basic Education Association
Carol Ann Naranjit	Project First Step – Catholic Family Services
Rich Neufeld	Hamilton-Wentworth District School Board (OYAP)
Leo Normandeau	Active Learning Solutions
Dan Palango	Hamilton-Wentworth District School Board
Leo Paone	Hamilton-Wentworth Catholic District School Board (OYAP)
Roger Parker	Ontario Works – City of Hamilton
Robert Pasuta	Hamilton-Wentworth Pork Producers
Moe Pozza	Canadian Steel Trade and Employment Congress
Marilyn Presutti	Hamilton-Wentworth Catholic District School Board
Carol Pupo	Ministry of Agriculture, Food and Rural Affairs
Sylvia Renshaw	Economic Development – City of Hamilton
Ines Rios	St. Joseph's Immigrant Women's Centre
Connie Salmi	Return to Work Services – Mohawk College

Bev Smedley
Michelle Smith
Denise Stokes
Jim Vanderveken
Margaret Walton
Dee Wilson
Donna Yates

Mohawk College
SISO
Electrical Construction Association
Mohawk College
Planscape
Social and Public Health Department
West Hamilton Employment Resource Centre

Appendix E

Sample Environmental Scan Questionnaire

2002/03 Environmental Scan Update Questionnaire

The Training Advisory Board will carry out an annual environmental scan update of Hamilton's labour market during the months of May and June*. Over the next 6 weeks we'll be approaching community groups, government agencies, educators and trainers and employers to ask for local information related to gaps and trends in the workforce and in the economy.

This questionnaire is straightforward: it sets out the issues and needs raised in last year's e-scan report and asks you to comment on them, e.g. are they still relevant to your organization? Your company? Your clients? Are there issues missing? We then ask you to rank them in order of importance. The next question solicits information about your views on new and emerging issues and needs (the question suggests three issues but fewer or more are fine). We'd also like to know why you think these issues are important, e.g. if the majority of your clients report a gap, please try to give a rough estimate of the percentage, if you identify a human resources challenge for your company, please indicate the reasons why.

Your cooperation is necessary for the success of this project. Please take a few minutes to complete the brief survey.

Please fax back the completed questionnaire by _____ to

Issues/needs reported in last year's e-scan update related to STUDENTS INVOLVED IN SCHOOL TO WORK TRANSITION PROGRAMS were:

- While students' awareness of apprenticeship training is starting to grow, there is an ongoing need to promote apprenticeship and related career education resources in the secondary schools.
- There is a need to create seamless pathways for workbound students between high school, OYAP/co-op programs, college apprenticeship training and the workplace.
- Attitudes, practices and services in the high schools tend to favour the needs of the academic students and ignore the needs of the workbound student.

1. Do these issues continue to be important challenges for STUDENTS IN SCHOOL TO WORK TRANSITION PROGRAMS?

Please rank each issue on a scale of 1 – 3 (1 - very important, 3 - not important)

2. Do you have comments on the continuing issues identified above? Are there issues/gaps missing? Do these issues still have relevance to your students? Have they been resolved?
3. Please list three (3) most important new and emerging labour force development/training issues or needs that will have an impact on STUDENTS IN SCHOOL TO WORK TRANSITION PROGRAMS (please list in order of importance).
 - 1)
 - 2)
 - 3)
5. Why are these new issues important?

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Name: (if different from above) _____

Company/organization name: _____

Address: _____

Phone: _____ Fax: _____ e-mail: _____

**Your input is VERY IMPORTANT to us. If you do not have enough room for comments, write them on a separate sheet or e-mail us at info@hwtb.on.ca
Please take a few minutes to complete the questions and fax back to:
HTAB at 905 521 9309 THANK YOU!**