



Hamilton Training Advisory Board  
Commission consultative sur la formation à Hamilton

TRENDS  
OPPORTUNITIES  
PRIORITIES

# TOP REPORT

January 2007

*a member of*

Local Boards  
Network

*Champions of Ontario's Local Labour Market Solutions*



Hamilton Training Advisory Board  
Commission consultative sur la formation à Hamilton

**TRENDS,  
OPPORTUNITIES  
AND PRIORITIES**  
in Hamilton's Labour Market

# TOP REPORT

**JANUARY 2007**

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The Hamilton Training Advisory Board would like to thank Mohawk College for their support of the TOP Community Forum.

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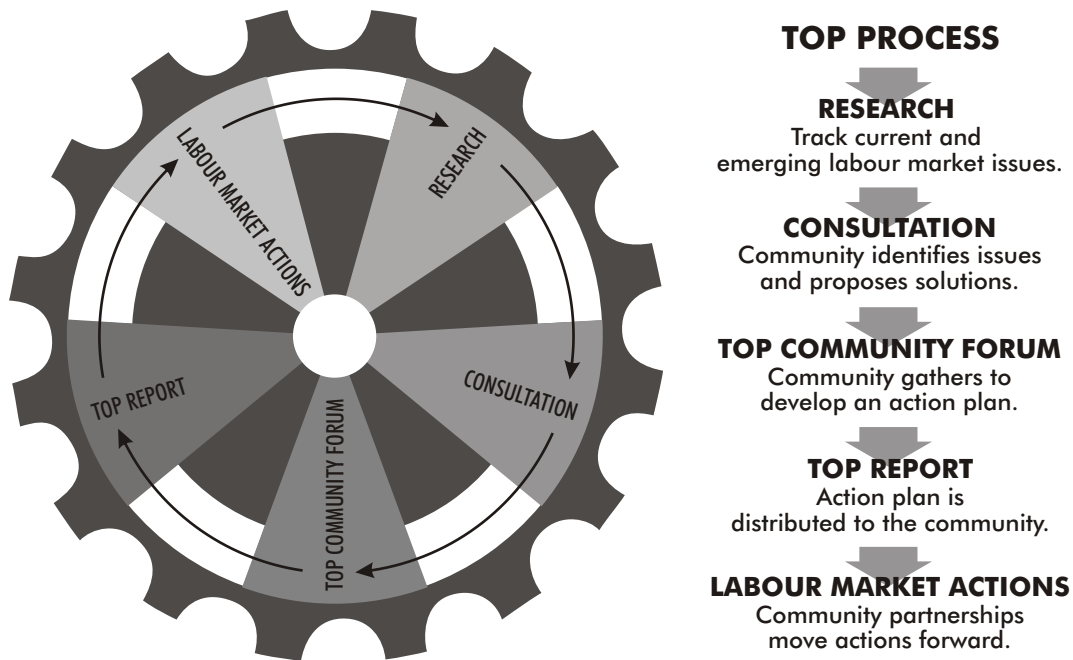
# TRENDS, OPPORTUNITIES AND PRIORITIES in Hamilton's Labour Market

## INTRODUCTION

The Hamilton Training Advisory Board (HTAB) is a local community planning organization that builds solutions to labour market issues by engaging stakeholders and working with partners. HTAB's vision for Hamilton is a thriving community where labour market issues are proactively addressed and all individuals and organizations are able to achieve their potential. This vision supports the provincial goal to build the best trained workforce in North America. In 2007 HTAB celebrates ten years of supporting and leading Hamilton's labour market development.

Each year HTAB consults with a broad cross-section of community stakeholders to identify the trends, opportunities, and priorities in Hamilton's labour market and to develop solutions to Hamilton's labour market issues. For the past three years, HTAB has documented this work in the Trends, Opportunities and Priorities Report, also called the TOP Report. In the following pages you will find a snapshot of Hamilton's current labour market information, followed by the labour market issues identified by the community and the actions proposed for 2007.

TOP is an ongoing process that does not end with the release of the TOP Report. With the participation of the community, HTAB is continually tracking current and emerging labour market issues, gathering ideas for solutions to these issues, and facilitating or leading action that will improve our local labour market.



HTAB would like to thank all of the community partners who supported the development of the 2007 TOP Report by responding to our questionnaire and participating at our Community Forum. We appreciate the commitment and efforts of all stakeholders to building a strong and vibrant labour market in Hamilton.

## LABOUR MARKET PROFILE OF HAMILTON

A general knowledge of Hamilton's labour market provides the context for understanding the Trends, Opportunities, and Priorities (TOP) Report. The following information is included by way of a response to a few of our community's most basic labour market questions: Who are the employers in Hamilton?; What does our workforce look like?; What are the local trends documented in other labour market research?; What skills and occupations are in high demand?

The information in this section is provided as merely an introduction to Hamilton's labour market. For more detailed information, consult the list of sources in Appendix C. Additional labour market reports can be found on the following websites: Hamilton Training Advisory Board, [www.htab.ca](http://www.htab.ca); City of Hamilton, [www.myhamilton.ca](http://www.myhamilton.ca); and Statistics Canada, [www.statcan.ca](http://www.statcan.ca).



## STATISTICAL PROFILE OF HAMILTON

The following tables provide a snapshot statistical profile of our community. All of these statistics have been extracted from the "Community Profiles" page on the Statistics Canada website [www.statcan.ca](http://www.statcan.ca).

Population and Dwelling Counts	HAMILTON	ONTARIO
Total Population in 2001	490,268	11,410,046
Total Population in 1996	467,799	10,753,573
1996 to 2001 population change (%)	4.8	6.1

Age Characteristics of the Population	TOTAL	MALE	FEMALE
Total - All persons	490,270	239,520	250,745
Age 0-14	94,380	48,505	45,880
Age 15-24	65,290	33,160	32,125
Age 25-64	260,350	128,275	132,065
Age 65 and over	70,255	29,585	40,665
Median age of the population	37.6	36.6	38.6
% of the population ages 15 and over	80.7	79.8	81.7

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

Language(s) First Learned and Still Understood	TOTAL	MALE	FEMALE
Total - All persons	484,385	237,045	247,340
English only	358,435	175,315	183,120
French only	6,610	3,170	3,435
Both English and French	985	435	550
Other languages	118,360	58,125	60,240

Immigration Characteristics	TOTAL	MALE	FEMALE
Total - All persons	484,385	237,045	247,340
Canadian-born population	359,620	176,715	182,910
Foreign-born population	119,810	57,775	62,035
Immigrated before 1991	90,060	43,470	46,590
Immigrated between 1991 and 2001	29,750	14,305	15,445
Non-permanent residents	4,955	2,555	2,400

Aboriginal Population	TOTAL	MALE	FEMALE
Total - All persons	484,385	237,045	247,340
Aboriginal identity population	6,270	3,015	3,255
Non-Aboriginal population	478,120	234,025	244,090

Visible Minority Status	TOTAL	MALE	FEMALE
Total - All persons	484,385	237,045	247,340
Visible minority population	52,705	26,305	26,395
South Asian	11,000	5,490	5,515
Black	10,455	5,365	5,095
Chinese	7,470	3,840	3,630
Southeast Asian	4,465	2,150	2,320
Filipino	4,415	1,935	2,480

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

Highest Level of Schooling	TOTAL	MALE	FEMALE
Total population aged 20-34	96,355	47,070	49,280
% of the population aged 20-34 with less than a high school graduation certificate	15.3	16.7	14.0
% of the population aged 20-34 with a high school graduation certificate and/or some postsecondary	35.1	38.3	32.2
% of the population aged 20-34 with a trades certificate or diploma	8.7	11.0	6.6
% of the population aged 20-34 with a college certificate or diploma	21.1	17.3	24.8
% of the population aged 20-34 with a university certificate; diploma or degree	19.7	16.8	22.4
Total population aged 35-44	80,915	40,550	40,365
% of the population aged 35-44 with less than a high school graduation certificate	20.0	21.7	18.4
% of the population aged 35-44 with a high school graduation certificate and/or some postsecondary	26.1	24.4	27.7
% of the population aged 35-44 with a trades certificate or diploma	13.2	17.4	9.0
% of the population aged 35-44 with a college certificate or diploma	22.2	18.1	26.3
% of the population aged 35-44 with a university certificate; diploma or degree	18.5	18.4	18.6
Total population aged 45-64	113,375	55,110	58,265
% of the population aged 45-64 with less than a high school graduation certificate	32.2	31.5	32.8
% of the population aged 45-64 with a high school graduation certificate and/or some postsecondary	22.2	19.4	24.9
% of the population aged 45-64 with a trades certificate or diploma	12.4	17.5	7.5
% of the population aged 45-64 with a college certificate or diploma	16.6	13.7	19.4
% of the population aged 45-64 with a university certificate; diploma or degree	16.6	18.0	15.3

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

Earnings in 2000	TOTAL	MALE	FEMALE
All persons with earnings (counts)	256,335	135,275	121,055
Worked full year; full time (counts)	142,875	85,265	57,610
Average earnings (worked full year; full time (\$))	43,555	49,306	35,044

Labour Force Indicators	TOTAL	MALE	FEMALE
Participation rate	63.7	70.0	57.7
Employment rate	59.6	65.5	54.0
Unemployment rate	6.4	6.5	6.4

Top 5: Industry by Size of Labour Force	TOTAL	MALE	FEMALE
Total - Experienced labour force	243,710	129,915	113,800
Manufacturing and construction industries	63,965	50,935	13,030
Health and education	44,500	10,205	34,300
Other services	39,830	18,390	21,445
Wholesale and retail trade	39,070	19,400	19,670
Business services	37,825	22,705	15,115

Top 5: Occupations by Size of Labour Force	TOTAL	MALE	FEMALE
Total - Experienced labour force	243,710	129,915	113,800
Sales and service occupations	58,010	23,300	34,710
Trades; transport and equipment operators and related occupations	42,835	39,905	2,935
Business; finance and administration occupations	39,145	10,455	28,685
Occupations unique to processing; manufacturing and utilities	23,040	16,305	6,735
Management occupations	22,455	14,140	8,320

## LABOUR MARKET SECTORS IN HAMILTON

In general, Statistics Canada notes the following trends in Canada's labour market:

- Overall job growth with particular job growth in the service sector.
- Increasing need for highly skilled workers.
- Increasing need for a more highly educated workforce.
- Increasing globalization.

These national labour market trends will be experienced in varying degrees of impact at the local community level.

### Manufacturing

There are over 862 employers in the manufacturing sector in Hamilton employing 19% of the workforce making it the largest sector for employment by industry. In general, the manufacturing sector has experienced low job growth since 2000 with machinery manufacturing and primary metal manufacturing showing the highest rates of job loss. However, economists predict that Hamilton's manufacturing output growth will reach 3.6% in 2007 compared to 2.7% in 2006. Dofasco and Stelco remain the two largest employers in the manufacturing sector.

#### Local Sector Activity:

- Dofasco changed ownership to Arcelor who recently merged with Mittal Steel.
- Stelco emerged from bankruptcy and changed its name to Hamilton Steel. The company's workforce is expected to shrink by 30% from its current 4,800 employees.
- Plant expansions: E.D. Smith, Nu-Line Products Inc., Taylor Steel, Venetor Crane, SFS Intec, Bunge Canada, Capital Commercial Pipe Services, and Sobotec.
- McMaster Innovation Park construction features: GM of Canada Centre for Corrosion Engineering (open 2006) and GM of Canada Centre for Engineering (opening 2007).
- Reduced workforce: Trebor Cadbury Allan, Siemens Canada, and Wentworth Mold.
- Plant closures: Camco, Rheem Canada, Proctor and Gamble Distribution Centre, Tiercon, and Brown Boggs.

### Retail Trade

Retail trade is the second largest employment sector in Hamilton after manufacturing employing 11.6% of the total workforce. Women make up 64% of the retail workforce in the Region compared to their 47% representation in the total workforce. This sector is already preparing for anticipated labour shortages. Statistics Canada predicts that 75% of new jobs in this sector will be filled by immigrants within the next five years and employers are also actively recruiting retired workers to meet their human resources needs.

#### Local Sector Activity:

- New retail employers in Hamilton: Lowe's Home Store (opening 2008), H&M, Talize Department Store, Yves Rocher, and Hart's Department Store.
- Expansions: Wal-Mart (Ancaster), Miller Shoes, G.T. French Paper, and Stoney Creek Furniture.



# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

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- The Centre Mall is undergoing redevelopment and will become a 6,000 sq ft retail and commercial complex that will re-open in 2008.
- Wal-Mart is preparing for an immigrant workforce by offering ESL as part of its new hiring program.
- Home Depot is meeting its labour shortage by recruiting retired skilled trades people.
- Closure: Litzen's Source for Sports closed its retail business.

### Health and Social Assistance

The health care sector is responsible for 40,200 jobs (or 11% of the workforce) in Hamilton and there are over 1,000 employers making health care the third largest sector by industry. The three largest employers in this sector are: Hamilton Health Sciences, St. Joseph's Hospital, and St. Peter's Hospital.

#### Local Sector Activity:

- St. Peter's Chronic Care Hospital signed an agreement with McMaster University Faculty of Health to become a teaching hospital.
- McMaster's Institute of Urology has opened a new centre at St. Joseph's Healthcare Centre attracting six specialists to the city.
- St. Joseph's Hospital received a \$2 million private donation to recruit and train doctors and nurses.
- Hamilton has 42 family doctors: approximately one doctor for every 1,400 people.
- Four doctors have left Hamilton and 20 family doctors are expected to retire within 5 years.
- Two foreign-born doctors opened a clinic dedicated to New Canadians and are offering services in 10 different languages.
- A new provincial initiative HealthForceOntario will ensure every nursing graduate in Ontario will be offered full-time employment in the province in 2007.

### Education

The education sector employs approximately 25,900 people in the Hamilton CMA making it the fourth largest sector by industry. The three largest employers in this sector are: McMaster University, Hamilton-Wentworth District School Board, and the Hamilton-Wentworth Catholic District School Board.

#### Local Sector Activity:

- Mohawk College and McMaster University received \$211 million from the provincial government to increase operating expenses. Mohawk College used a portion of the funding to hire 30 full-time faculty and 45 support staff. McMaster intends to hire 38 full-time faculty and 4 part-time staff.
- Mohawk received \$325,000 from the Apprenticeship Enhancement Fund and will provide more apprenticeship training opportunities for general machinist, tool and die maker, industrial mechanic, and millwright trades.
- McMaster is opening a new School of Medicine combining medical and engineering programs. Two satellite campuses will open in Kitchener and St. Catherines and they will offer e-learning. The new campuses will accommodate 104 first year medical students.
- The Hamilton-Wentworth District School Board is cutting back on caretaking staff, early childhood education assistants, and learning resource teachers due to provincial funding cuts and declining enrollment.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

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- The Hamilton-Wentworth Catholic District School Board did not hire any full time teaching staff for the 2006/2007 school year due to declining enrollments.
- A new private college The Ontario College of Health and Technology opened its doors in Hamilton.
- Mohawk will complete the first phase of its expanded Stoney Creek campus - the Skilled Trades and Apprenticeship Research, Resources and Training Institute – in fall 2007. Phase II will be complete by 2009.

### **Construction**

In Hamilton there are 16,100 people employed by approximately 900 employers in the construction sector. Many of these workers are trades people who have completed an apprenticeship.

#### **Local Sector Activity:**

- The provincial government predicts Hamilton's population will increase by 150,000 in the next 25 years creating 90,000 new jobs. This increase will create a demand for 80,000 new residential units to be built by 2031. The majority will be built within the next decade.
- The City of Hamilton's Residential Loan Program will provide \$14 million to develop 14 new construction projects that will bring an additional 700 residential units to downtown Hamilton.
- Mattamy Homes purchased the Ancaster Fairgrounds and will build homes on this 17 hectare site. The Fairgrounds will move to a new location.
- Hamilton faces a shortage of industrial shovel-ready land.
- In 2005 total industrial development amounted to \$2 million dollars while in the first six months of 2006 \$1.3 million in industrial construction was proposed.
- At full development the North Glanbrook and the airport industrial land area is expected to accommodate 14,000 new jobs.
- McMaster led institutional construction activity with new development and renovations. Other local construction projects include: Oakrun Farm Bakery, Coreslab Structures, Red Hill Creek Expressway, Henderson Hospital, St. Peter's Hospital, and Hamilton City Hall.

### **Tourism**

Hamilton is situated in the middle of Canada's largest tourism region. Locally, the tourism sector employs over 3,000 workers in hospitality and related businesses. Sheraton Hamilton Hotel and Flamboro Downs are two of the areas largest employers. Tourism creates spin-off jobs in travel, transportation, accommodations and food services, as well as culture and recreational services.

#### **Local Sector Activity:**

- The shortage of hotel facilities in Hamilton is a significant obstacle to attracting business conventions and resulting tourism dollars.
- The following hotels have opened in Hamilton: Staybridge Hotel (108 rooms), Courtyard by Marriott (139 rooms), and a Hilton Homewood Suites has been approved for the corner of Main and Bay Streets.
- Plans are in the works to build a Courtyard by Marriott in Ancaster Meadowlands.
- The Royal Connaught closed its doors in 2004 and has since been sold to a consortium of local businesses who have undertaken a complete restoration of the building.
- The City of Hamilton has created a separate agency to promote tourist activity in Hamilton.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

### Business Services

In 2001, 39,140 businesses were counted in Hamilton. Currently, Hamilton's City Council has plans to attract 100 new companies to the area over the next three years and to create 2,500 new jobs per year over the next five years. The Economic Development Department has established a website to attract business featuring statistical and demographic information and land availability ([www.investinhamilton.ca](http://www.investinhamilton.ca)). Downtown Hamilton is populated by 250 businesses and has been identified as a priority area for development in Hamilton.

#### Local Sector Activity:

- AIM Environmental Group is operating the city's new composting plant on Burlington Street. The new plant will assist in diverting 65% of Hamilton's garbage from landfill sites.
- SP Data has opened a call centre in Jackson Square. The company hired 80 workers with plans to expand to 300.
- The Hamilton Training Advisory Board hosted the "Face to Face" job fair in September featuring 94 local employers advertising approximately 2,000 job openings. Over 3,000 job seekers attended.
- The Hamilton Training Advisory Board completed several projects that will assist businesses in Hamilton to meet current and anticipated labour shortages: "Promoting Essential Skills to Employers"; "Skilled Trades Employer Research"; and "HR Needs of Small- to Medium-sized Enterprises."
- Employers in public administration, finance, insurance and real estate, and wholesale and retail trade report a strong hiring trend.
- The following areas report a shortage in qualified labour: finance, human resources, and marketing and sales.

#### Human Resources Needs of SMEs in Hamilton

Small- and medium-sized enterprises (SMEs) employ nearly 60% of working Canadians and are considered our country's "driving force of economic growth." Couple the economic significance of SMEs with labour force trends such as an aging population, declining birth rate, and a dwindling talent pool, and the condition of the human resource practices of SMEs becomes a pan-Canadian priority.

Locally, HTAB undertook a study of nearly 200 SMEs to create a profile of this employer group and to identify their human resources priorities. The results show that *Recruitment*, *Succession Planning*, and *Skills Shortages* are the three most important issues impacting SMEs in Hamilton. In addition, the majority identified *Training* as the area in which HTAB could provide support for SMEs.

Unfortunately, the human resources dilemma facing most SMEs is the very characteristic that defines them: their size. A small company cannot always afford the time and cost involved with human resources planning, no matter how pressing the issue or how negative the repercussions of inaction.

For the full discussion of the human resources needs of SMEs in Hamilton and to review their statistical profile, download Summary of the Human Resources Needs of Small- and Medium-Sized Enterprises in Hamilton from HTAB's website [www.htab.ca](http://www.htab.ca).

### Transportation & Warehousing

The transportation sector plays a significant role in the local economy because it serves every segment of the economy: from manufacturers to exporters, importers, wholesalers, retailers, and finally to the consumer. In the Hamilton area, the transportation industry employs 18,000 workers representing 5% of the total employed labour force. The port of Hamilton is one of the largest commercial ports in Canada with 700 ships visiting the harbour each year and 21% of the inbound tonnage traveling the St. Lawrence Seaway system. The airport is the largest cargo-courier airport in Canada and supports 1,500 direct jobs and 3,500 airport related jobs in the community.

#### Local Sector Activity:

- Research by the Economic Development department has found that transportation and warehousing are growth industries in Hamilton but they face the workforce challenge of not attracting young workers. The Hamilton Training Advisory Board published "Move On Up: Career Profiles From the Goods Movement Cluster in Hamilton" to address this recruitment challenge.
- The airport has begun a \$1.6 million Phase I expansion to its international arrivals area. Targeted completion is May 2007.
- Westjet has expanded its flights to include non-stop service to Edmonton, Calgary, and Vancouver.
- Low-cost airline flyglobespan announced that they will commence regular international flights three times a day out of Hamilton to the U.K. beginning May 2007.
- The Port of Hamilton reports a 26% increase in overseas trade. This increase creates opportunities for stevedores and longshore related occupations.
- A truck ferry between Oswego and Hamilton is in the planning stages. The Port Authority purchased waterfront property for \$17.5 million to make way for a terminal.
- Biox Corporation, a producer of non-toxic and biodegradable biodiesel fuel, opened a new facility in Hamilton.

### Agriculture

Employment in agriculture represents 2% of Hamilton's total labour force or 4,800 jobs. Based on 2001 data there were 1,515 farm operators in Hamilton. Over 65% of land in Hamilton is designated for agricultural use.

#### Local Sector Activity:

- Skills in high demand in this sector include: heavy equipment operation and repair, business management, sales promotion, laboratory technician, and pesticide management and application.
- The average age of Hamilton's farm operators is 52, considerably older than the provincial average age of 38. This suggests a labour shortage due to retirement in coming years.

## FEATURES OF HAMILTON'S WORKFORCE

In general, Statistics Canada estimates that 610,000 Canadian school leavers will enter the labour force each year for the next 10 years. Immigration will add an additional 120,000 workers to the labour force each year. The following is a brief summary of a few of the significant participant sectors in Hamilton's workforce.

### Immigrants & Visible Minorities

National research shows that immigrants represent a significant skills solution to growing labour market demands. Currently, immigrants who are working tend to be under-employed despite high levels of education and skills. In Hamilton, recent immigrants often have higher levels of education than Canadian-born residents; for example, 36% of recent immigrants reported having university degrees, certificates or diplomas compared to 18% of non-immigrants.

Locally, immigration accounts for 82% of labour force growth. Between 1996 and 2005 approximately 8,000 professionals and trades people immigrated to Hamilton. HTAB's research shows that immigrants encounter numerous barriers to entering the workforce, despite a local survey in which 81% of employers believe immigration is the solution to labour shortages.

### Hamilton Immigrant Workforce Integration Network (HIWIN)

HTAB launched HIWIN in fall 2006 in response to the community-identified need for immigrant skills. HIWIN is a network of employers and organizations in Hamilton who are committed to improving access to employment for immigrants in our community. HIWIN builds on extensive research by HTAB documenting the skills that immigrants bring to the community and the business case for hiring immigrants.

HIWIN's activities over the next year include:

- Raising awareness of immigrant employment needs among employers and community stakeholders.
- Identifying and promoting employer best practices to Hamilton employers.
- Developing an effective, community-based model for delivering services to immigrants.
- Hosting a *Diversity Works Conference* on March 21, 2007 for local employers featuring employer best practices and workplace resources.

For more information about HIWIN and the *Diversity Works Conference* visit [www.htab.ca](http://www.htab.ca).

### Persons with Disabilities

Ontario Social Assistance reports that 303,276 beneficiaries were receiving ODSP in September 2006: an increase of 4% in only twelve months. It is estimated that there are 87,815 people with a disability in Hamilton. Of these, 45% report no income whatsoever, 29% live below the low income cut-off and 17% are in the category of the "working poor."

Research predicts that Canada's total population of people with disabilities will grow from 3.9 million in 2001 to 5.6 million in 2026. This increase will create a higher demand for modified work structures to accommodate the needs of people with disabilities in the workforce. Currently, the greatest unmet need for modified work structures is accessible transportation: 26% of those who require accessible transportation in Canada do not have it.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

### Women

The number of women entering the workforce in Hamilton over the past decade is outpacing national and provincial statistics. In 2005 61% of women in Hamilton were working, an increase of 5% since 1995. Much of this increase can be attributed to job growth and significant investment in Hamilton's health and education sectors. In Hamilton, women earn an average 62 cents for every dollar that men make. Research shows that this wage gap is due to the disproportionate share of women working in low-wage, part-time, full year jobs. The dominant income range for women in Hamilton is \$15,000 to \$20,000 whereas for men the dominant income range is \$60,000 and above. Six out of ten Hamiltonians reporting no income are women.

Overall, women in Hamilton are more likely to live in poverty than men (22% of women versus 18% of men) with greater representation from aboriginal women, immigrant women, and visible minority women.

### Francophones

There are approximately 8,000 Francophones in Hamilton comprising 1.6% of the city's total population. Research shows that Francophones report less than a grade 9 education more frequently than the rest of the population in Hamilton and report a trades certificate or diploma most frequently. Recently, the number of French-speaking immigrants arriving in Hamilton has increased, creating a greater demand for Francophone services. An ongoing and significant challenge for Francophones in Hamilton is the lack of education services available in French.

### Youth

Youth in Canada are characterized by unemployment rates well above those of the general population. The high school drop out rate for males (13%) is higher than that for females (7%).

In Hamilton, the high school drop out rate is 30% and 22% of Hamilton's population living in poverty are youth. Hamilton's Skills Development Flagship Committee has elected to focus its research and program development efforts on employment programs for youth at risk in Hamilton to address these issues.

### Hamilton Roundtable for Poverty Reduction

Hamilton has the highest rate of poverty in Ontario with 1 in 5 residents living in low-income households. Poverty rates are even higher among specific groups including children under 12 (25%), seniors 75 years and older (29%), and recent immigrants (52%). The Hamilton Roundtable for Poverty Reduction – a cross-sectoral collaborative including business, government, voluntary sector leaders and people living in poverty – seeks solutions to the root causes of poverty in our community.

Since its inception in May 2005, the Roundtable's activities have involved community engagement and research. These activities led to the decision that the initial focus of its four-year community plan would be on the prevention and reduction of poverty in children and youth. During the latter part of 2006 the Roundtable collaborated with community partners to generate an action plan based on agreed-upon outcomes for each stage of investment in children and youth and a business plan detailing the long-term infrastructure requirements and cost. In 2007 the Roundtable will move these plans forward in the community.

For more information see *Making Hamilton the Best Place to Raise a Child: A Change Framework for Poverty Reduction* report available for download from [www.hamiltonpoverty.ca](http://www.hamiltonpoverty.ca).

## LOCAL LABOUR MARKET PLANNING IN HAMILTON

HTAB continually monitors Hamilton's labour market activity, projects, and trends by participating in continuing and ad hoc committees in the community. This knowledge is further informed by local and national media, external and internal research reports, and internet research. Through the TOP process, the community confirms the existing and emerging labour market trends documented in this research and develops partnerships and solutions to address the most pressing issues. The TOP report documents the issues and action plan identified by the community and thus becomes a locally-initiated "blueprint" for improving Hamilton's labour market.

In 2006, the TOP process was completed in the following four phases:

### PHASE I – TOP Issue Consultations

Purpose: To confirm ongoing labour market issues in the community and to determine any new or emerging trends.

- HTAB consulted with ten community groups and a survey was distributed electronically to over 700 organizations and individuals in Hamilton through Community Information Services. Survey recipients were asked to identify the labour market issues in their particular service area and to recommend three solutions that would address these issues. See Appendix A for a list of community groups.
- HTAB also distributed an electronic survey to employers to learn about their workforce development issues. While survey response was low, there was some interesting information gathered by this method.

### PHASE II – TOP Strategy Development Focus Group

Purpose: To review issues and trends as documented and to develop and refine the proposed solutions identified in Phase I consultations.

- This Phase was an exciting new venture for HTAB. Twenty participants with broad labour market expertise convened at Mohawk College's Decision Centre to refine the recommendations proposed in Phase I. Over the course of the morning, 300 ideas enhanced the understanding of the issues and a strategy based on the Phase I recommendations began to take shape.

### PHASE III – TOP Community Forum

Purpose: To validate the solutions developed in Phase II and to gather community feedback on the plan.

- Approximately 120 community representatives attended the TOP Community Forum held on October 25th, 2006 at the Hamilton Convention Centre. The event featured presentations on community



# TRENDS, OPPORTUNITIES AND PRIORITIES

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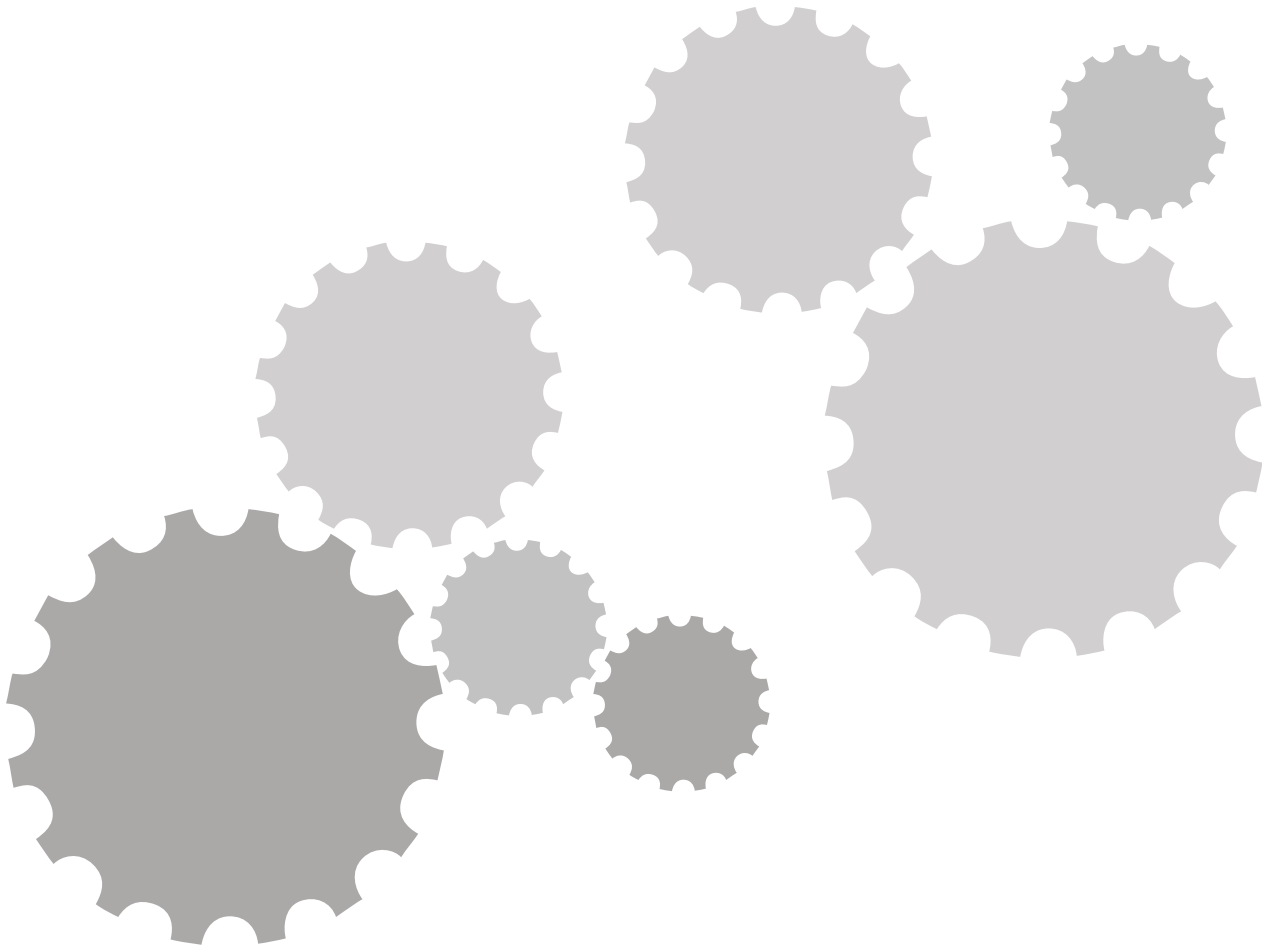
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labour market initiatives, a presentation on Hamilton's labour market statistics and trends by Service Canada, and concurrent facilitated work groups on each of the labour market issue areas. Participants received a report on the Phase I and Phase II findings and selected a work group based on their professional area of expertise. See Appendix B for a list of the TOP Community Forum participants.

### **PHASE IV – TOP Community Plan**

Purpose: To support and encourage key stakeholders to implement solutions endorsed at the TOP Community Forum.

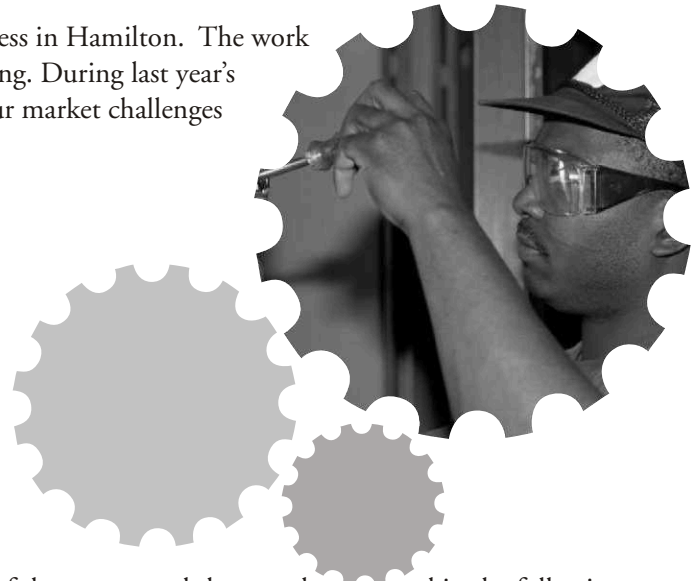
- Following the TOP Community Forum HTAB staff has met with community partners to offer HTAB support to the implementation of initiatives. This work is ongoing throughout the year.



## TRENDS AND OPPORTUNITIES IN HAMILTON'S LABOUR MARKET

This is the third year that HTAB has led the TOP process in Hamilton. The work on the labour market issues in our community is ongoing. During last year's TOP process, solutions were proposed to support labour market challenges and issues in the following areas:

- Essential skills for Hamilton's workforce
- Apprenticeship and skilled trades
- Persons with disabilities
- Workforce planning and development
- Immigrants and visible minorities
- Youth at risk
- School to work transition
- Francophones
- Women



The community has since undertaken initiatives in all of these areas and they are documented in the following pages. Those partnerships and initiatives recommended for 2006/07 are new and occur above and beyond existing service delivery. There are many ongoing initiatives, programs, and services that support and promote workforce development in Hamilton. For a more thorough list of ongoing programs and services, please visit [www.ips.iwin.ca](http://www.ips.iwin.ca).

In the course of the consultation process HTAB identified a number of trends in Hamilton's labour market. For the most part these trends and their related issues do not change substantially from one year to the next. Based on our formal consultations with the community and information gathered at planning tables throughout the year, the following represent the broad trends in Hamilton's labour market:

- There is an increasing demand for skilled workers in Hamilton.
- Skills and credentials levels demanded by employers continue to rise.
- New immigrants to Hamilton have difficulty gaining employment that is equal to their education, skills and experience.
- Youth have difficulty entering Hamilton's labour market.
- The skills and talents of equity groups (specific sectors of Hamilton's labour force such as women, persons with disabilities, and immigrants and visible minorities) are inadequately accessed and underutilized by local employers.

Each of these broad trends has a myriad of related issues that are documented in the following pages along with opportunities for action in 2007/08.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

### **TREND:** There is an increasing demand for skilled workers in Hamilton

Due to an aging workforce and an increasing number of retirements, businesses in Hamilton are starting to feel the skills shortage pinch. HTAB's September 2006 survey of employers in Hamilton revealed that 80% of respondents anticipate difficulty recruiting skilled employees over the next three years.

Recruitment and retention is a particular issue in Hamilton for small- to medium-sized enterprises who often do not have the resources or time for workforce planning and development. Since over 85% of Hamilton's employers have less than 50 employees this will be a significant problem for our community over the next decade.

Retirements in skilled trades occupations are also a concern in Hamilton. Both locally and provincially this workforce is aging and there is concern that employers are not hiring and training apprentices at an adequate rate to address the retirements anticipated in the coming years. In Hamilton there are more workers who hold skilled trades certificates than the provincial average. Shortages are not uniform across the sectors. Recent reports show that while the industrial trades employers are concerned about shortages, some construction trades unions have a number of workers laid off. A new concern is the growing number of skilled trades and other skilled workers who are leaving Hamilton for Alberta's booming labour market.

## **WORKFORCE PLANNING AND DEVELOPMENT FOR SMEs EMPLOYERS**

### **ISSUES:**

- **Recruitment:** Based on HTAB research, recruitment is the number one issue identified by SMEs because of the challenge in finding employees with the right skills in combination with the right attitudes and expectations. Employers report difficulty recruiting employees who are a "good fit."
- **Generational issues:** Young people present a new challenge to employers in terms of their attitudes and expectations when entering the labour market. In addition, employers face a new challenge tapping into the talents of four generations in the workplace.
- **Lack of information about community supports, training and talent:** Many employers have limited information or are unaware of the supports, talents, incentives, and training that are provided by community agencies. In addition, employers who are connected are sometimes overwhelmed by requests from the community to support their clients or initiatives. Information needs to be accessible and readily available.
- **Difficulty engaging employers with a generic message:** The workforce development issues faced by employers are diverse and vary by sector and workforce size.

### **ACTION TAKEN IN 2006/07:**

**Action 1:** Building on research conducted in 2005 by HTAB on the priority human resource and training issues for employers, HTAB held roundtable discussions with employers to better understand their specific HR challenges and to learn how the community can provide the supports that they require.

#### **Outcomes:**

- Built awareness of community resources and supports available to employers by distributing an employer resource kit.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

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- Three roundtable discussions held with a total of 21 employers participating.
- Final report summarizing discussions and issues for employers to be released in February 2007.
- New linkages and relationships for HTAB with employers in Hamilton.

**Action 2:** Led by the Industry Education Council of Hamilton, the Training Edge is a pilot outreach program that provides individualized HR counselling and links to local training solutions. This program is delivered one-on-one to SME employers. Onsite visits by a Training Edge advisor to 200 employers representing a range of sectors in the Stoney Creek area of Hamilton are currently underway.

**Outcomes:**

- Out of 200 businesses that meet with the Training Edge advisor, 115 agree to act and 70 actually follow through on the training programs or other supports recommended to their firm.
- Final outcomes will be reported in April 2007.

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### ACTION PLANNED IN 2007/08

**Proposed Action:** To understand how to better promote local workforce development supports, bring representatives from all agencies/organizations currently working with employers and their employer partners together to dialogue about employer engagement. As a group, develop a vision for what a coordinated system might look like and, through research into best practices and in consultation with employers in Hamilton, develop recommendations for an engagement strategy for Hamilton.

**Partners:** HTAB, Industry Education Council of Hamilton, and Mohawk College with HR Matters Committee as the Advisory Committee for this initiative.

**Timelines:** Consultations and research compiled into a report recommending strategy and future actions completed by Fall 2007.

**Expected Outcomes:**

- Facilitated discussions and interviews held with key stakeholders to develop recommendations and a strategy for employer engagement in Hamilton.
- A final report that documents the findings of all consultations including recommendations for action.

### ACTION PLANNED IN 2007/08

**Proposed Follow-up Action:** Building on the results of Phase I research, establish a network of representatives from communities who meet regularly to establish a cross-marketing of community services strategy with a view to developing a one-stop resource which provides clear and consistent messages about what is available (e.g. subsidies, recruitment services, training, etc).

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

### SKILLED TRADES AND APPRENTICESHIP

#### ISSUES:

- **Better understanding of where the skilled trades shortages exist will help identify needs/opportunities for young people:** Shortages in the skilled trades are now being felt by employers in some trades sectors in Hamilton. Union trades in the construction sector are the exception with many reporting lay offs.
- **There is a need to promote skilled trades incentives and tax credits to employers:** Some employers are reluctant or unwilling to take on new apprentices based on past retention issues related to paying low wages, poaching by other employers, or their belief that there is no return on investment (ROI).
- **Apprenticeship completion rates:** More support is required for both employers and apprentices to ensure that completion rates are higher.
- **Attitudes towards youth choosing skilled trades careers:** More young people than ever are aware of skilled trades occupations and are choosing skilled trades career paths. However, this awareness does not extend to employers and parents. Youth have difficulty finding employers who are willing to take on young apprentices and they may be discouraged by parents from following this career path.

#### ACTION TAKEN IN 2006/07:

**Action:** Close to 800 employers were contacted by telephone to complete a survey to determine shortages and barriers to training in the skilled trades in Hamilton. In addition the statistical analysis using census data documents the impact that an aging workforce will have on shortages in the future. Skilled trades roundtables will be held in the Spring of 2007 to enhance the statistical analysis with qualitative information and to explore strategies for skilled trades employer support.

#### Outcomes:

Research and roundtables will:

- Identify specific needs, issues and concerns related to recruitment and retention for skilled trades employers.
- Provide information that will assist in the development of appropriate and targeted supports and materials for employers.

#### ACTION PLANNED IN 2007/08

**Proposed Action:** In order to encourage more employers to take on apprentices, promote existing and new supports for employers including tax credits, incentives and subsidies, including the Canadian Apprenticeship Forum ROI tool by updating the 'making cent\$ of apprenticeship' tool developed by HTAB in 2005. Host luncheon/breakfast event(s) for skilled trades employers with speaker(s) and copies of the resource available for employer participants.

**Partners/Role:** HTAB (lead) in partnership with the members of the Skilled Trades Alliance.

**Timelines:** Guide completed by September 2007. Promotional events hosted throughout the Fall.

#### Expected Outcomes:

- Produce and distribute 500 copies of the guide.
- Host up to three promotional events in venues across the community with a minimum of 35 employers at each event.
- Document an increase in the use of subsidies and incentives.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

### **TREND: Skills And Credentials Demanded By Employers Continue To Rise**

Skills development is a critical issue for our community. There is a large pool of individuals who are unable to access employment because they do not have the skills and attitudes required by employers in the current labour market. Similarly there is a group of workers who have been displaced due to economic shifts in our local economy who do not have current and competitive skills and have difficulty adapting to the requirements of the 'new economy'. Furthermore many workers currently employed do not have sufficient skills to help their companies advance and/or adapt to changing technologies.

### **SKILLS DEVELOPMENT**

#### **ISSUES:**

- **Many employers do not recognize the benefit of skills development:** Skills development is critical to an employer's and to Hamilton's competitive advantage. Also, many employers make the mistake of hiring based on credentials rather than skills – two entirely different areas of expertise.
- **Lifelong learning:** Embracing the philosophy of lifelong learning will aid individuals and organizations in keeping their skills current and competitive.
- **Hiring incentives and tax credits:** These encourage employers to hire and train those lacking experience or specific skills. However, there seems to be a lack of awareness of what is available and employers consider the paperwork a barrier.
- **Individuals experience their own barriers related to skills development:**
  - o Difficulty accessing timely and accurate information on programs and services
  - o Lack of system cohesion and frequent shifts in funding priorities create confusion
  - o Funding system measures numbers rather than quality of employment placements
  - o Too few pre-employment training programs available.

#### **ACTION TAKEN IN 2006/07:**

**Action:** An employer resource, *The Guide to Essential Skills in Hamilton* has been developed. This resource will assist employers to better understand the importance of essential skills and the diagnostic and web-based and community supports available. The *Guide* will be the foundation for an Essential Skills campaign to be rolled out beginning in the Spring of 2007. The campaign will include articles, advertisements and breakfast/lunch events for employers promoting the *Guide* and essential skills in Hamilton.

#### **Outcomes:**

- *The Guide to Essential Skills.*
- A marketing strategy for promoting the *Guide.*
- Three employer events to promote essential skills and essential skills resources, especially those accessible online or available in the community.
- Greater awareness of essential skills amongst employers in Hamilton.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

### ACTION PLANNED IN 2007/08

**Proposed Action 1:** Research the local usage and awareness of hiring incentives and subsidies to better understand their impact and identify possible strategies for promotion.

**Partners:** HTAB will explore funding and community interest to complete this project.

**Timelines:** To be determined based on funding availability.

**Expected Outcomes:**

- A report that identifies usage of subsidies and incentives.
- Recommendations on tools and strategies to better promote these benefits to employers.

### **TREND:** New Immigrants To Hamilton Have Difficulty Gaining Employment That Is Equal To Their Education, Skills And Experience

The unemployment rate of recent immigrants is almost triple that of the Canadian-born population and more than half of recent immigrants to Hamilton are living in poverty. Immigrants who are working tend to be underemployed. Yet recent immigrants to Hamilton often have more education than Canadian-born residents.

## IMMIGRANTS

### ISSUES:

- **New immigrants often lack English language and communication skills, especially sector-specific language skills:** While programs are in place, access to the right program at the right level in the right location which will provide the right training is sometimes difficult.
- **Employers do not recognize the value that immigrants and diversity bring to the workplace:** Many employers are uninformed about the value that experience abroad can bring to their business and their hiring practices are often non-inclusive and require Canadian experience.
- **Systemic barriers to accessing licensing:** These barriers discourage newcomers from pursuing employment in the area of their expertise.

### ACTION TAKEN IN 2006/07:

**Action:** The Hamilton Immigrant Workforce Integration Network (HIWIN) hosted by HTAB was established in 2006. Throughout 2007 HIWIN will be implementing a number of initiatives including outreach to employers and the community that improve integration of immigrants and visible minorities into the labour market in Hamilton. These initiatives include:

- A fully established and active Network
- Diversity in the workplace conference for employers

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

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- Research that will outline a 'systems approach' for immigrant workforce integration in Hamilton and recommendations for implementation
- Direct outreach to employers in Hamilton to promote the skills and education of this untapped talent pool and to promote best practices in immigrant workplace integration.

### **Outcomes:**

As these initiatives unfold in 2007 the following outcomes will be achieved:

- A report documenting gaps in service in Hamilton and recommendations for development of a systems approach for immigrant workforce integration in Hamilton will be available in February 2007.
- An advisory committee of HIWIN is developing a communications strategy.
- Communication materials including brochures, an employer tool, and e-bulletins are under development.
- Funding has been secured and planning is underway for Diversity Works, a conference for 100 employers, promoting immigrant workforce integration. The conference is scheduled for March 21, 2007.

**Action:** TOP 2006 recommended that a toolkit be developed for employers that provides a 'how to' guide for immigrant workforce integration. SISO has received funding for this initiative and they are currently developing the toolkit. Upon completion it will be piloted with local employers.

**Timelines:** Pilot to launch in Fall 2007.

### **Expected Outcomes:**

- A resource that will facilitate improved workplace integration and promote best practices in immigrant workforce integration. This resource will be distributed locally to employers and organizations who assist employers, as well as to other communities.

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## **ACTION PLANNED IN 2007/08**

**Proposed Action:** To support greater access to sector-specific language training, service providers to take the lead on research, development and implementation of language and communication training programs that are learner-oriented and answer particular sector-specific needs.

**Partners:** Delivery organizations for LINC and ESL in Hamilton.

**Timelines:** The review will occur in 2007

### **Expected Outcomes:**

- A report that documents needs and recommendations around improvements to language training programs in Hamilton.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

### **TREND: Youth Have Difficulty Entering Hamilton's Labour Market**

Over the next decade 83% of the labour supply will come from the youth exiting the Canadian school system as older workers retire and leave the workforce. Despite this fact youth unemployment and attachment to the labour market is an ongoing challenge in Hamilton. The youth unemployment rate continues to be more than double that of the labour force as a whole in Hamilton (13.6% in September 2006). Approximately two thirds of students who leave high school do not immediately pursue any type of post secondary education. After finishing high school or dropping out, many youth lack a clear plan or pathway to a career and do not connect with the youth services available in Hamilton. Without a plan these youth become trapped in low paid, part-time, contract or seasonal jobs. In many cases they lack the essential skills or the right attitude needed to compete in today's labour market.

### **OUT-OF-SCHOOL YOUTH**

#### **ISSUES:**

- **Many out of school youth are not prepared for the demands of the work world:** This problem is acute for street-involved youth who have multiple barriers to employment.
- **Out of school youth often lack the ability to plan a realistic pathway to employment:** These youth need support to develop practical employment pathways that tie into further education and training.
- **Immigrant and refugee youth have recently emerged as a hard-to-serve population:** Agencies and programs are struggling to meet the unique needs of this emerging client group.
- **Many out of school youth lack awareness of the range and variety of community programs and services:** There are many programs and services in Hamilton that are available to assist youth in acquiring transferable skills or work experience to gain or maintain long-term employment.
- **Stronger linkages between the school system and youth serving agencies:** These linkages would assist in identifying and supporting at-risk youth and create opportunities for early interventions.
- **Improve employer attitudes towards out of school youth and provide employers with support in hiring this population:** Employers often lack the time, understanding and resources to invest in training youth.

#### **ACTION TAKEN IN 2006/07:**

**Action:** The Skills Development Flagship oversaw the development and release of *Moving Forward* (October 2006), a report that documents the current barriers and challenges to employment for youth at-risk both nationally and locally. It includes a comprehensive list of programs and services available to youth in Hamilton and includes noteworthy programs from other communities nationally and internationally.

#### **Outcomes:**

- A report for use by the Skills Development Flagship with key questions to assist decision-making as they consider future employment-oriented programs for youth in Hamilton.
- A RFP to develop and pilot a new and innovative employment program for youth in Hamilton that uses recommendations and best practices identified in *Moving Forward*.
- A pilot employment program for youth underway in Hamilton by late 2007.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

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### ACTION PLANNED IN 2007/08

**Proposed Action:** Create greater opportunities for collaboration and networking amongst all youth serving agencies including schools. Suggestion is to host a forum for youth serving agencies and schools.

**Partners:** Members of the Youth Employment Network including HTAB.

**Timelines:** Pending the availability of funds, the Forum would be held late Spring 2007.

**Expected Outcomes:**

- Participation of up to 75 service provider representatives and school representatives at the Forum.
- A resource guide available to Forum participants and online that promotes greater understanding of youth programs and services in Hamilton.

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### STUDENTS TRANSITIONING FROM SCHOOL TO WORK

**ISSUES:**

- **Across the education continuum there needs to be a stronger link to employment:** Many students moving from school to the world of work are unprepared for this shift.
- **There is a shortage of employers willing to offer a co-op opportunity for high school students:** Additional opportunities for job shadowing / mentorship for students would also be valuable.
- **Two types of educational/awareness programs should occur simultaneously:**
  - Youth need to understand what employers want and how to be a valuable employee.
  - Employers need to understand the benefits of hiring youth and how to engage young people as part of their labour force.
- **Increase awareness of the diversity of occupational opportunities:** Students and career educators also need to be made aware of variety and range of career opportunities that exist in Hamilton and emerging skills shortages. Also, provide information on self employment options and supports.

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### ACTION TAKEN IN 2006/07:

**Action:** To create greater awareness of the career opportunities in the goods movement cluster which is considered a sector of strength and growth in Hamilton, HTAB (in partnership with the City's Economic Development Department and industry representatives) developed *Move on Up: A Guide to Occupations in the Goods Movement Cluster*. This guide, along with other supporting materials, was distributed to high schools and community organizations throughout Hamilton. Tours of transportation businesses for teachers were hosted at both the port and airport.

**Outcomes:**

- 500 copies of the guide were distributed to schools and community organizations across the community. Copies of the guide are also available in pdf format on partners' websites.
- Two tours were held in Fall 2006 of industry sites in Hamilton.
- An evaluation of the guide will be conducted in early 2007.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

### ACTION PLANNED IN 2007/08

**Proposed Action:** Host an employability skills workshop in May to prepare Grade 12 work-bound students for the demands of the workplace. Agenda could include an overview of employer expectations, a refresher on resumes, job search and info on self employment presented by local community agencies. As part of this workshop, link students to community agencies and resources that can assist with their job search, e.g. Job Connect, HPL Career Centres, Small Business Enterprise Centre, etc.

**Partners:** HTAB, School boards in Hamilton, Industry Education Council

**Timelines:** Event hosted in May 2007

#### Expected Outcomes:

- An interactive half day event that will provide information and community linkages for work-bound high school students.

### **TREND: The Skills And Talents Of Equity Groups Are Inadequately Accessed By Hamilton Employers**

Women, persons with disabilities and francophones have unique labour market issues and barriers, but all remain an underutilized talent pool.

### PERSONS WITH DISABILITIES

#### ISSUES:

- **Stereotypes and lack of awareness about the abilities and capacity of individuals with disabilities are prevalent amongst employers:** Employers need to be made aware that there are many options and opportunities to enhance their workforce with the skills of persons with disabilities.
- **Persons with disabilities are often isolated:** It is sometimes a challenge to reach persons with disabilities with information about programs and services in the community.
- **There is a need for timely access to funding and training:** Pre-employment training is an especially high need. Training builds the skills and confidence of persons with disabilities.
- **Research that dispels myths around hiring individuals with disabilities needs to be updated and localized:** Employers need to hear about success stories of persons with disabilities in the Hamilton labour market.
- **Issues related to the way in which government deals with funding for this client group:** There are opportunities for inter-ministerial collaboration to break down these funding silos.

### ACTION TAKEN IN 2006/07:

**Action:** Lawson Ministries in Hamilton has received funding to develop and pilot an employer engagement strategy that will create and support new employment opportunities for ODSP clients in Hamilton.

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

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### Outcomes:

- The pilot will launch shortly.
- Pending the success of the pilot, aspects and resources developed by this initiative will be replicable by other organizations that serve PWD.

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### ACTION PLANNED IN 2007/08

**Proposed Action:** Undertake a research project to identify the perceived issues and barriers for businesses with respect to employment of persons with disabilities. The project would also identify the features and current programs supporting PWD in Hamilton. Identify a strategy or strategies to market the skills of PWD to employers in Hamilton by studying 'best practices' within the community and in other jurisdictions.

**Partners:** Service Providers Group for Persons with Disabilities

**Timelines:** Pending the availability of funding this project will be completed by January 2008

### Expected Outcomes:

- A report that documents best practices related to access to employment for PWD and makes recommendations for a marketing strategy in Hamilton.

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## WOMEN

### ISSUES:

- **There are many hidden barriers and issues for working women:** These barriers include lack of affordable child care, pay equity, and work-life balance. These issues are compounded when the woman is a single parent.
- **Women are underemployed or not employed in their field because they put their family first:** This affects their life-time earnings, pension, self development, prospects of promotion, and access to funded training programs.
- **Welcoming work environments:** There is a need in many sectors for promotion of female-friendly workplaces.
- **Harassment and safety issues:** While there are good opportunities for well-paid employment in non-traditional occupations in skilled trades and technology, women often working in these areas find that they face harassment and safety issues.
- **Negative employer attitudes towards women:** Male employers in non-service trades are sometimes unwilling to take on female apprentices and have negative attitudes about women in their workplaces.
- **Unique challenges for immigrant/visible minority women:** All of the issues above are compounded for women who are immigrants and/or visible minorities.

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### ACTION TAKEN IN 2006/07:

**Action:** Following the release of the SPRC's report, *Women in Poverty in Hamilton*, St. Joseph Immigrant Women's Centre hosted a forum for women to comment on the report. Approximately sixty women attended and voiced their concerns on a number of issues: access to employment, education and training, live-able

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

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income, opportunities for networking and support, and better gender analysis of social policies were chief among their concerns. One recurring theme was the opportunity for self-employment and micro enterprise. HTAB's Women's Reference Group reviewed a summary of the Forum and agreed to undertake further research on women and self-employment opportunities. A brief report highlighting initiatives in other communities has been reviewed and recommendations for further work in this area are being considered.

### Outcomes:

- A short report highlighting best practices and opportunities for women in community economic development, co-operative enterprises and micro enterprises has been developed.
- WRG is considering how to advance this research by developing a pilot enterprise in Hamilton.

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### ACTION PLANNED IN 2007/08

**Proposed Action:** Promote and support family-friendly workplaces by developing a promotional tool/check list/quiz as a promotional tool for distribution to employers. Include a marketing tool that promotes the financial benefit to employers of hiring women. Under consideration is an awards event recognizing Hamilton employers who exemplify best practices in creating family-friendly workplaces.

**Partners:** HTAB's Women's Reference Group

**Timelines:** Research resource by Fall 2007. Event promoting the resource January 2008

### Expected Outcomes:

- A guide for employers that is distributed to workplaces in Hamilton.
- An awards event that will provide the opportunity to promote the guide to employers.

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## FRANCOPHONES

### ISSUES:

- **Too few programs available:** Statistically, Francophones have lower education levels than the community as a whole, but there are few language and skills development programs available for French speaking individuals in Hamilton. This limits access to higher skilled occupations.
- **Unique issues for immigrants/visible minorities:** Issues related to accessing employment are compounded for immigrant/visible minority Francophones (one in seven in Hamilton). This population is often unaware of their right to French language services in Hamilton.

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### ACTION PLANNED IN 2007/08

**Proposed Action:** It is proposed that the Francophone community come together to discuss education issues, especially the lack of FBO (Ontario Basic Skills) and GED in French in Hamilton.

**Partners:** Collège Boréal will convene the Francophone community

**Timelines:** Forum will be hosted by Fall 2007.

### Expected Outcomes:

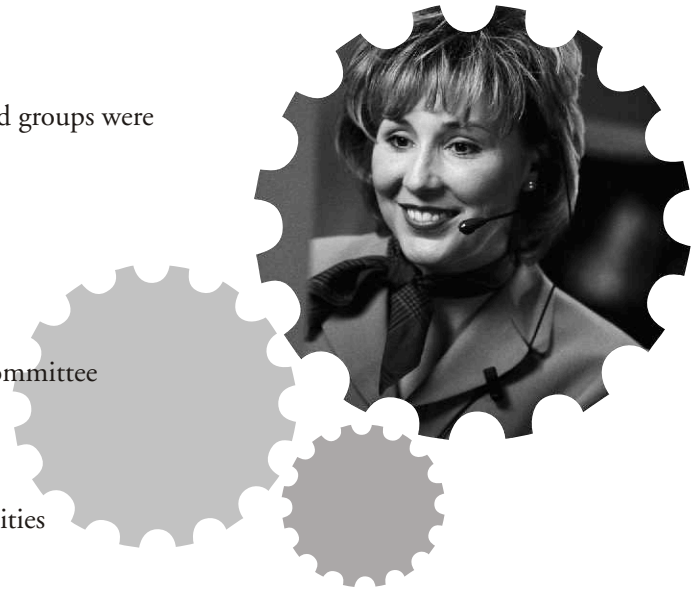
- Forum will be documented and the report will include recommendations for future action.

## APPENDIX A

### Community Consultations

During Phase I, the following community networks and groups were consulted:

- Youth Employment Network
- Women's Reference Group
- Immigrant & Refugee Employment Services Committee
- Skills Development Flagship
- Service Provider Group for Persons with Disabilities
- Literacy Community Planning Committee
- Street Involved Youth Network
- Skilled Trades Alliance
- Francophones
- School to Work Transition Committee



## APPENDIX B

### TOP Community Forum Participants

The following individuals participated in HTAB's TOP Community Forum on October 25, 2006 at the Hamilton Convention Centre:

Martha	Allan	Mohawk College
Bev	Archer	Job Search Solutions
Diane	Armour	CARE for Nurses
Tom	Atterton	Hamilton Training Advisory Board
Kathy	Bagley	AMITY-Goodwill
Susan	Balazs	City of Hamilton
Lynn	Besse	Hamilton Health Sciences
Lisa	Bianchetto	Hamilton Public Library
Chris	Boucher	Mohawk College
Bob	Bratina	City of Hamilton
Kelly	Brenneman	YMCA Career Development & Learning Centre
Julie	Bridgen	UPS
Sandi	Buwalda	Redeemer University College
Ivan	Buzzelli	Hamilton Training Advisory Board, Business Co-Chair
Dan	Campbell	City of Hamilton, Ontario Works
Christine	Centea	SISO
Mark	Chamberlain	Hamilton Roundtable for Poverty Reduction
Harry	Cheeranje	PATH Employment
Piero	Cherubini	Mohawk College
Sheila	Corbett	Hamilton Public Library
Lorie	Corby	Service Canada
Jodi	Coville	City of Hamilton
Vicky	Cowal	Erik Cabinets
Laurie	Cunningham	Ministry of Training, Colleges and Universities
Christopher	Cutler	Volunteer Hamilton
Rhonda	Day Bordonaro	City of Hamilton
Kathryn	Deiter	Hamilton Public Library
Lisa	Dennie	Marrek Solutions
Veronica	Dichoso	St. Joseph Immigrant Women's Centre
Sandi	Djeneralovic	Hamilton Wentworth District School Board
Mira	Domjancic	Hamilton Wentworth Catholic District School Board
Gisele	Dupuis	Collège Boréal
Liz	Duval	Ministry of Citizenship & Immigration, Ministry of Culture, Ministry of Tourism
Sharon	Estok	Mohawk College
Bruce	Farquhar	Hamilton Police Service

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

Michael	Farrell	Hamilton Training Advisory Board
Barbara	Fennessy	
Mara	Fortino	Service Canada
Mark	Fraser	Social Planning & Research Council
Carolyn	Galasso	Service Canada
Judy	Galimberti	City of Hamilton
Beth	Gibson	Threshold School of Building
Peter	Goodwin	VPI
Anna	Graham T	orham Packaging
Garth	Greaves	MCSS - ODSP
Michelle	Hadley	CDI College
Dawn	Harper	Participation House
Pat	Haughton	City of Hamilton
Anthony	Haynes	City of Hamilton
Christine	Hendrie	Hamilton Wentworth Catholic District School Board
Gillian	Hendry	City of Hamilton
Ranil	Herath	CDI College
Sasha	Hines	CDI College
Morteza	Jafarpour	SISO
Jim	Jones	Mohawk College
Dawanna	Keith	St. Joseph Foundation
Mary	Kelly	City of Hamilton
Liz	Koblyk	Academic Survival
Sandy	Kohler	Business Skills College
Karen	Kowalchuk	Hamilton Public Library
Peter	Lesser	Skilled Trades Alliance
Heather	Lewis	Hamilton Wentworth District School Board
Mike	Lloyd	City of Hamilton
Jan	Lukas	
Lily	Lumsden	YMCA
Edie	MacKay	Participation House
John	Malpass	Hamilton Wentworth District School Board
Sharon	Marafon	CCTP/ENOW
Andrew	Martin	City of Hamilton
Sandy	McCallum	City of Hamilton
Jack	McGoldrick	
Allison	McInnis	YMCA Career Development & Learning Centre
Michelle	McIntyre	Innovent Management
Victor	Miranda	Career Edge Organization
Rachelle	Moore	Hamilton Training Advisory Board
Inez	Morgan	Hamilton Public Library
Reece	Morgan	Hamilton Wentworth District School Board
Leah	Morris	Adult Basic Education Association
Paul	Muller	Industry Education Council

# TRENDS, OPPORTUNITIES AND PRIORITIES

## in Hamilton's Labour Market

Deborah	Neshkiwe-Fox	Hamilton Regional Indian Centre
Rich	Neufeld	HWDSB / HTAB Director
Drew	Nunn	Service Canada
Linda	Oligmueller	City of Hamilton
Kerrie	O'Neill	Adult Academic & Career Training (AAT)
Sevim	Onuralp	We Speak Turkish Woman Society of Canada
Linda	Orme	Hamilton Training Advisory Board
Lee	Outh	UPS
Bev	Penrose	Service Canada
Ricardo	Persi	LIUNA
Nick	Pirozzoli	City of Hamilton
Michael	Poworoznyk	Marty Karl Centre
Marilyn	Presutti	Hamilton Wentworth Catholic District School Board
Kathy	Pupek	Job Search Solutions
Kathy	Rennick	JobsNow
Sylvia	Renshaw	City of Hamilton
Liz	Robinson	MTCU
Marla	Robinson	Mohawk College
Lesia	Saplywyj	Hamilton Women's Centre
Simone	Saunders	Hamilton Training Advisory Board
Michelle	Sayles	Hamilton Public Library
Linda	Schumacher	Mohawk College
Linda	Sculthorp	Northern Lights Vocational
Virginia	Selemidis	Northern Loon Consulting
Terri	Smith	Adult Academic & Career Training
Brad	Spencer	PATH Employment
Kelly	Stevely	AMITY-Goodwill
Jennifer	Threndyle	Ontario March of Dimes
Aurelia	Tokaci	SISO
Judy	Travis	Hamilton Training Advisory Board
Bill	Tufts	Mac Vanderhout Insurance & Brokers
Kerry	Turcotte	Welcome Inn Community Centre
Jim	Vanderveken	Mohawk College
James	VanGeest	Redeemer University College
Annick	Vermette	ACFO
Liz	Voogjarv	Mental Health Rehabilitation Services
Ken	Walker	John Howard Society
Sarah	Wayland	
Andrea	Weingartner	City of Hamilton
Roberta	Weiss	Mohawk College
Christine	Wetherston	Torham Packaging
Grant	Wilson	City of Hamilton

## APPENDIX C

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### Sources

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