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Environmental Scan Update



Niagara Region

Prepared by:
The Niagara Training & Adjustment Board
le Conseil de formation et d'adaptation
de la main d'oeuvre de Niagara

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The Board would also like to thank all those who have contributed information and input to this Environmental Scan Update. It is only through such community involvement and active participation that we can continue to identify training and adjustment issues that impact our labour force development. Your input is very important and appreciated.

RESEARCH CONSULTANTS

Thank you to Mr. Tony Sylveste and Dr. Walter Watson of LATIS Research Consultants for carrying out the research and development of this Environmental Scan Update.

NOTE:

This document has undergone a validation process by the community (as outlined in the Methodology section). The response was very favourable and all responses were taken into consideration for the final report. However, The Niagara Training & Adjustment Board acknowledges the limitation of this document and will continue to seek out information in areas that require further analysis and action.

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REFERENCES

NIAGARA TRAINING & ADJUSTMENT BOARD – Local Board # 13

The Niagara Training & Adjustment Board (NTAB) is one of 22 local training boards in the province of Ontario. Operating as a non-profit corporation, NTAB's role is one of facilitation - bringing community stakeholders of the Niagara Region together to identify labour force issues and develop possible solutions for labour force development.

The Niagara Region covers approximately 2,127 sq. kms. and consists of twelve communities: Fort Erie, Niagara Falls, Niagara-On-The-Lake, St. Catharines, Thorold, Welland, Port Colborne, Wainfleet, Pelham, Lincoln, West Lincoln, and Grimsby. The total population of the Region stands at 403,504 (1996 census).

Funded by Human Resources Development Canada and the Government of Ontario, Ministry of Training, Colleges and Universities, NTAB is mandated to provide the following deliverables:

- Annual Environment Scan/Environmental Scan Update
- Annual Local Area Action Plan Summary
- Inventory of Programs and Services Update
- Establish minimum of three local partnerships

ENVIRONMENTAL SCAN UPDATE – AN INTRODUCTION

The Environmental Scan (E-Scan) is an identification of needs, issues and gaps in training and adjustment as it relates to employment in the Niagara Region. The information compiled by the Niagara Training and Adjustment Board has come from the community through a variety of methods.

This document is an update of the "Environmental Scan of 1999" and "Environmental Scan Update 2000 - 2001". The 2001 Canadian Census is being conducted during this update process, therefore much of the demographic data relevant to an Environmental Scan is outdated (produced in 1996), and current data will not be available until the Spring of 2002. As a result of this situation, **this update will focus primarily upon a survey of current issues as determined by community sector and labour market partners and current trends in labour force characteristics.** This will allow NTAB to focus on the evaluation of Regional issues, continuing and current, and Provincial trends that may impact these issues.

E- SCAN METHODOLOGY

The following methodology for examining continuing and current issues, and Provincial trends was developed.

Survey of Community Sector and Labour Market Partners

- ◆ The "Key Issues Charts" of both the original E-Scan and the 2000-2001 Update were content analyzed to determine and summarize key issues for each group. Individual interview schedules featuring the issues relevant to that group was developed.
- ◆ A sample of thirty-two (32) individuals and organizations was developed. This sample included individuals and organizations providing information in the 2000 - 2001 Update. The "Update" sample was expanded for the current update by including individuals and organizations that would allow an expanded survey of the community. The expanded sample added such organizations as municipal governments, agricultural groups, private health care providers, and retail trade organizations.
- ◆ Interviews were conducted "in person" and over the telephone. The information collected was then content analyzed and organized into the chart format developed in the first E-Scan and Update. This format allows easier identification of the current status of issues developed in the original E-Scan and Update and, new issues that respondents felt were significant.
- ◆ Several key activities were also taking place at the time of the update that included an "Environmental Scan" component, carried out by other community groups. The Niagara District Health Council held several community forums on the review of the Mental Health System in the Niagara Region. A considerable portion of the morning session was dedicated to having participants identify "issues" at the community level. Over 125 individuals attended this session and the information was shared with NTAB for inclusion in the Environmental Scan Update.
- ◆ The Francophone community held a similar one-day symposium for review of issues specific to that population and was attended by approximately 35 individuals. Again this information was shared with NTAB and has been included in this Scan.

Labour Force Characteristic Trend Analysis

- ◆ The examination of Labour Force Characteristic trends was accomplished through the development of three sets of data:
 - ✓ Employment by Industry,
 - ✓ Labour Force Characteristics,
 - ✓ Detailed examination of Labour Force Characteristics by age and gender

- ◆ Where relevant data was available, comparisons between Niagara and the Province were developed. Two primary sources of data were used: Canadian Socio-Economic Information and Management Database (CANSIM) a product of Statistics Canada and the University of Toronto, and labour force data produced for the Niagara Region by Human Resource Development Canada (HRDC).
- ◆ As the focus of these data was a trend analysis, they were placed in a graph format that allows the reader to see patterns that exist in each set of data. When CANSIM data was developed the system's "regression" option was selected. This produces both a regression line and the regression formula. This allows the reader to determine the general trend, deviations from that trend, and compare trends for different data sets. The regression formula will also permit projection of trends, should the reader so desire.

External Studies and Reports

- ◆ A major series of research efforts were conducted for the Region during the 1999 - 2000 period. These efforts included reports such as "Work in Niagara 1999 - 2003: A Profile of Sector and Occupational Opportunities" (HRDC and Niagara College, April 1999) and "Confronting the Jobs Challenge: A Niagara Human Resources Strategy" (Mel Soucie, HRDC and Niagara Economic and Tourism Corporation, December 2000). These reports have all been cited in the 2000 - 2001 "Update". The major current summary of regional employment is the St. Catharines Standard's annual report "Niagara At Work" (Monday, April 23, 2001). By and large, the material presented in "Niagara at Work" did not differ from the material presented in the E-Scan Update 2001-2002.

COMMUNITY VALIDATION

A summary of results of the Issues Survey and Demographic Analysis was distributed to 250 individuals and organizations that work with NTAB as Sector and labour market partners and/or are representative of the broader community. This group included: Educators/Trainers, Employers, Chambers of Commerce, Labour Councils and Organizations, Women, Persons with Disabilities, Service Providers, Racial Minorities, Francophone and Health Service. Those who received copies of the E-scan were advised of the nature and purpose of the document, and were requested to respond to its contents by May 30, 2001. Niagara Training and Adjustment Board received feedback via e-mail, fax, telephone and meetings. Feedback indicated that the information was accurate, relevant, useful and well organized. A few respondents provided clarification of points, and additional information was received from some partners (e.g. Mental Health). All feedback was taken into consideration in the final formation of this report.

In addition, information was obtained from the on-going community meetings at which NTAB is represented. These are held throughout the year and include:

Monthly Interagency Meetings:

October 11, 2000	Welland/Port Colborne Interagency Meeting
October 25, 2000	Niagara Falls Interagency Meeting
November 14, 2000	St. Catharines Interagency Meeting
October 11, 2000	Welland/Port Colborne Interagency Meeting
November 25, 2000	Niagara Falls Interagency Meeting
December 12, 2000	St. Catharines Interagency Meeting
December 13, 2000	Welland/Port Colborne Interagency Meeting
January 10, 2001	Welland/Port Colborne Interagency Meeting
February 13, 2001	St. Catharines Interagency Meeting

Educators & Trainers Reference Group:

November 29, 2000	Niagara Catholic District School Board
February 28, 2001	Niagara Catholic District School Board
April 4, 2001	District School Board of Niagara
May 2, 2001	District School Board of Niagara
June 6, 2001	CAW Hall, St. Catharines

Women's Reference Group:

June 7, 2000	Community Living, Fort Erie
August 8, 2000	NTAB Office
October 10, 2000	Four Points Sheraton
November 28, 2000	NTAB
February 13, 2001	Four Points Sheraton
April 10, 2001	Four Points Sheraton

SECTOR AND LABOUR MARKET PARTNER ISSUE IDENTIFICATION

FRANCOPHONES

The survey of Francophone partners indicated that their situation was generally improving. Networking, partnerships and recruitment remain high priority issues. New issues involve employment, specifically the need for bilingual employees, the recruitment of young people and the related issues of a need for economic development information in French.

HEALTH AND SOCIAL SERVICES

All prior issues remain a high priority. Specific areas of concern centre around planning and integration, a desperate need for skilled health staff (high tech jobs such as laboratory workers as well as attendants, nurses and doctors), and the organization of roles and personnel as health care delivery changes (e.g. the move to more homecare). New issues, for the most part, are closely related to prior issues but have been extended to include transportation, the involvement of customers in planning, and the need for better data collection and accountability.

EDUCATION AND TRAINING

The results of the survey indicated a wide variety of responses to the questions concerning the current priority and status of programs and efforts in this sector. This variety of responses is indicated in Chart Column Two. The researchers organized the responses so that the reader could see that although some agencies feel the current situation is improving, a significant number of individuals and groups feel the situation is 'static' or deteriorating. This variety of responses is an indication that NTAB should more closely examine issues in this sector.

RACIAL MINORITIES

Most responses to questions concerning the current status of issues indicated that the situation has not markedly improved in this sector. Two new issues are of interest. First, a concern for employment issues ("no place to refer employers interested in programs"); second, the indication by the Ft. Erie Multicultural Centre that they are expecting a significant increase in demand for services due to two new Federal programs (refugee reception and migration health centre).

WOMEN

Responses in this sector indicated little or no improvement. Two new issues were stressed concerning computer access and literacy and the unique problems of disabled women. One significant issue that became evident through the statistical data analysis by the Consultant was that the labour force characteristics analysis (see Demographic

Analysis and Appendix D) indicates quite clearly an increase in the participation rate of women 25 to 54. Emerging issues with a labour force in which women are participating at a rate equal to or higher than men have not been noted. Most issues concern access to employment and training, not dealing with a labour force that is made up of a large percentage of women (on site daycare, family leave, etc.)

PERSONS WITH DISABILITIES

Again, the situation in this sector is largely unchanged. A significant new issue has been noted and can be summarized as the need for some system to deal with multiple barrier consumers. This is a situation where an agency finds itself having to deal with issues/barriers that are beyond its mandate before they can provide the client with services that fall within its mandate. This problem regarding agency roles requires a high level of agency activism that saps funds and personnel.

EMPLOYMENT AND LABOUR

The shortage of skilled workers is still the primary issue and the situation has not improved. It is interesting to note that this shortage exists in the retail trade sector as well as the skilled trades.

LABOUR FORCE CHARACTERISTICS St. Catharines Niagara Census Metropolitan Area Review of Current (2001) Demographics

EMPLOYMENT by INDUSTRY: General

(Note: all page references are to Appendices)

Niagara's employment pattern differs from the rest of the Province in terms of a broad-based increase in employment. The **goods-producing sectors are down in Niagara**. Provincial patterns show a significant increase in this sector (Page A.B-2). A finding of some concern is the **sharp overall drop in agricultural and a lesser drop in construction** employment in Niagara (Page A.B-3). Service-producing sectors are generally up. However, Niagara's employment growth is based on increases in a narrow group of industries: Education, Health and Social Services, and tourism-related; "Trade" (wholesale and retail), "Information / Recreation", and "Accommodation and Food".

SPECIFIC POINTS OF INTEREST

In order to clearly show differences between Niagara and Provincial employment patterns; the consultant constructed graphs of employment numbers for Niagara using HRDC (Niagara Office) figures. These **Niagara graphs are in the left column**. **Provincial employment graphs** developed from Canadian Socio-economic Information and Management Database (University of Toronto and Statistics Canada) **are in the right column**. This allows the reader **to compare patterns** of employment between Niagara and the Province.

- The very sharp decline in agricultural employment both in Niagara and provincially (Page A.B-3).
- Construction is down in Niagara but up sharply provincially (Page A.B-3).
- Manufacturing is static in Niagara but shows a slight down turn Provincially (layoffs) (Page A.B-3).
- Trade (Retail and Wholesale) employment is up sharply both in Niagara and Provincially (Page A.B-4).
- Finance and Real Estate is down sharply in Niagara and uneven, but generally up, Provincially (Page A.B-4).
- Professional and Scientific employment is down in Niagara but, up Provincially (Page A.B-5)
- Management and administration is up both in Niagara and Provincially (Page A.B-5)
- Education is up sharply in Niagara and Provincially it is down but rising (Page A.B-5).
- "Health Care and Social Services", and "Information and Recreation" are up in Niagara and Provincially (Page A.B-6)

- Accommodation and Food Services are up in Niagara but down and uneven Provincially (Page A.B-6).
- Other Services are down sharply in Niagara but, up in an uneven pattern Provincially (Page A.B-7)
- Public administration is down sharply both in Niagara and the Province (Page A.B-7)

IDENTIFIED ISSUES

The principal issue emerging from these data is the **limited industrial base in Niagara**. These data clearly illustrate the Region's heavy **dependence upon tourism and educational and social/health services**. This type of base is subject to **seasonal fluctuations as well as cycles** (boom or bust). A significant concern should be preparation of workers to fulfill a variety of tasks, **multi-skilling to enable workers to maintain employment when job requirements shift** due to season, cycle, or technology.

Confirmation of these issues can be found in the St. Catharines Standard's special section "Niagara at Work" (April 23, 2001). It was noted that Niagara will need 50,000 new workers by 2011, a 25% growth in the workforce. However, as demographics indicate fewer workers, one resolution is flexible, multi-skilled workers. Other articles noted that in Agriculture, 253 greenhouses employ 3000 workers, 50% seasonally. There is also the need for 1700 'off-shore' workers. As one response to this situation, the Business Education Council reports that the Wine Industry is multi-skill training its workers for qualified vineyard management and cellar work. The qualified worker can work in operations, the vineyards and the wine cellars.

NIAGARA COMPARISON TO ONTARIO

The only indicator of any regional difference between Niagara and the province of Ontario in general is a significant 'dip' in employment in 1999. This 'dip' is a consistent pattern in Labour Force (Page C-2), Employment (Page C-2), and Participation and Employment rates (Page C-3 & 4). There is also a one-year 'lag' in the Region's decrease in unemployment (Page C-3). The Province's unemployment began to decrease in 1996 and the Region's decrease began in 1997. **The regular pattern of these differences gives no reason to suspect that province-wide data and trends are not applicable to the Niagara Region.**

SPECIFIC POINTS OF INTEREST

In order to clearly show differences between Niagara and Provincial labour force characteristics, CANSIM graphs for the Province were placed in the left column and Niagara Census Metropolitan Area graphs were placed in the right column. This allows the reader to compare patterns between Niagara and the Province. Graphs were developed from Canadian Socio-economic Information and Management Database (University of Toronto and Statistics Canada).

- There are sharper rises in Labour Force and Employment numbers and rates in Niagara than the rest of the Province (Page C-2, 3 & 4).
- Niagara's unemployment rates do not appear to differ from Provincial patterns with the exception of a one-year delay (Page C-3).

IDENTIFIED ISSUES

(See Labour Force Characteristics by Gender and Age)

LABOUR FORCE CHARACTERISTICS by GENDER and AGE

As there is a general concern for employment in specific sub populations, the Consultant performed a brief exploration of labour force characteristics for younger workers, both male and female. The results indicated potential gender and employment patterns in this age group. This report also examines the labour force characteristics of three target groups: females, youth, and older workers.

Specific regional data concerning the characteristics of these groups over a long period is not readily available. However, the high level of similarity found in the general comparison of the Region and Province (Appendix C), as well as the unambiguous patterns in Provincial Gender and Age statistics (Appendix D) enabled THE CONSULTANT to project Provincial patterns on to the Niagara population.

GENERAL

Graphs of Labour Force Characteristics show **little gender difference in the patterns** in the data. However, there does seem to be a clear difference between the three primary age groupings, youth (15-24), middle-aged (25-54) and older workers (55+). In most cases the patterns in the data indicate **similar patterns for younger and older workers** that differ from the pattern for middle-aged workers.

The one remarkable exception is found in **Female Labour Force Participation Rates** (Page D-7). **Unlike all other participation rate patterns**, the participation rates for females aged 25-54 **show a steady marked increase**. **A rough calculation of projected participation rates in 2008 shows a participation rate for females (25-54) of 89.8% and a rate for males (25-54) 89.9% -- equal participation**. The pattern for **females aged 55+ shows a sudden sharp increase** in participation which explains their rise in unemployment rate (Page D-6); they are looking for work. Older males are also returning to the labour force and their employment pattern is also interesting. Male (55 and older) full-time employment is up dramatically (Page D-4), but their participation rate is not as dramatic (Page D-7). This could be interpreted as indicating a continuation of full-time employment rather than retiring or shifting to part-time employment.

SPECIFIC POINTS OF INTEREST

In order to clearly show differences between age groups and gender, graphs were placed on the same page. This allows the reader to compare patterns between male age groups in the left column to female age groups in the right column. Graphs were developed from Canadian Socio-economic Information and Management Database CANSIM (University of Toronto and Statistics Canada).

- Labour Force numbers (Page D-2) are up sharply for younger and older workers.
- This coincides with an increase in employment in these groups (Page D-3).
- Full-time employment is up for younger workers but up sharply for older workers. (Page D-4)
- Part-time employment is up for older workers but not for younger or middle aged workers (Page D-5)
- Unemployment rates are down for all groups except older women. The rate for young workers is not down as sharply as the rates for middle aged workers. (Page D-6)

IDENTIFIED ISSUES

Particular community focus should address **employment issues of young and older workers**. Generally, there is little gender difference in these groups. However, the increase in female participation would indicate that the Niagara Region should be concerned with the various **support systems that the increasing participation of women 25-54 will require** (training, parental issues such as daycare, etc.).

KEY ISSUES/CONCLUSIONS SUMMARY - FRANCOPHONES

1999-2000		2001 UPDATE	Data Sources for Issues
Key Issues/Conclusions Identified in Previous E-Scan	Current Status of Key Issues/Conclusions Identified in Previous Scans	New and/or Emerging Issues/Conclusions	
Develop partnerships with local Francophone organizations.	<u>Priority:</u> HIGH <u>Status:</u> Improving. See Report as of May 2001. Francophone/Anglo relationships improving.	Need for Bi-lingual employees is on the rise.	<ul style="list-style-type: none"> ➤ Auganne Inc. ➤ Club 2000 (representing over 100 community groups, individuals, agencies)
Need to network with and inform the public regarding Francophone services.	<u>Priority:</u> HIGH <u>Status:</u> Club 2000 Niagara created & publishes a directory of language services and produces information programs in French. No improvement to be seen.	Information not in French for economic development or tourism. Most participants older generation, very few of the younger population.	
Increase effective recruitment activities.	<u>Priority:</u> HIGH <u>Status:</u> Improving through networking.		
Develop partnerships with local diverse organizations.	<u>Priority:</u> HIGH <u>Status:</u> Improving.		

KEY ISSUES/CONCLUSIONS SUMMARY – HEALTH AND SOCIAL SERVICES

1999-2000		2001 UPDATE	Data Sources for Issues
Key Issues/Conclusions Identified in Previous E-Scan	Current Status of Key Issues/Conclusions Identified in Previous Scans	New and/or Emerging Issues/Conclusions	
Need for community case managers to assist with pre-planning for frail elderly.	<u>Priority:</u> HIGH <u>Status:</u> Has changed but not significantly. Some plans are in place.	Restructuring has created a demand for new skills to deal with a new type of labour force. Social admissions are up. Lack of facilities.	<ul style="list-style-type: none"> ➤ Welland Hospital ➤ Hotel Dieu ➤ GNGH ➤ Saint Elizabeth Health Care ➤ Niagara Community Mental Health Planning (Niagara District Health Council – representing approximately 125 community organizations, individuals and agencies)
Need for education/research strategies for Health Professionals.	<u>Priority:</u> MEDIUM→HIGH <u>Status:</u> Progressing	New shift in patients to homecare and outpatient. Need to get into homes with psychiatric as well as medical.	
Hospitals face recruitment and retention challenges of skilled nurses due to change from diploma to degree nursing education.	<u>Priority:</u> HIGH <u>Status:</u> Static, no change. Conditions in hospitals stressful coupled with lack of recognition and salary levels.	Skill shortage not just in Nursing but all high tech areas – lab techs, x-ray, etc. Need to upgrade people skills as new areas and new ways of doing business and need to use money better.	
Community services that are not available impact on the Emergency Room, acute care admissions. Crisis intervention and patients on the crisis list are removed upon admission to hospital.	<u>Priority:</u> HIGH <u>Status:</u> Static, no change. Improved, on going	Shuffling of services. Emergency care by-pass. Process more expensive	
Need for coordinated and integrated plan/system for the rehab services that are provincially driven through focus groups with dedicated funding	<u>Priority:</u> HIGH <u>Status:</u> Static, no change. Improved on going	Need for a properly designed network	
Need for Nurse Practitioners/ Expanded Nursing roles with financial assistance available.	<u>Priority:</u> HIGH <u>Status:</u> On-going, very well	Home care providers have a hard time keeping up with institutional wages.	
Need for Healthcare decision support training – skills on clinical and financial analysis and use of technology.	<u>Priority:</u> HIGH <u>Status:</u> On-going, stills needs improvement, training to maintain status.	Public expectations of institutions and agencies are not being met.	

KEY ISSUES/CONCLUSIONS SUMMARY – EDUCATION AND TRAINING

1999-2000		2001 UPDATE	Data Sources for Issues
Key Issues/Conclusions Identified in Previous E-Scan	Current Status of Key Issues/Conclusions Identified in Previous Scans	New and/or Emerging Issues/Conclusions	
Information needs to be more sector specific.	<p><u>Priority:</u> HIGH→MEDIUM→LOW</p> <p><u>Status:</u> Not bad. Information shared fairly well. Not good information flow poor. Has improved. Not well done at all.</p>	<p>Dissemination of information is still a concern.</p> <p>Need lobby group made up of Educators, employers and sector representatives.</p> <p>Gap in skilling up for people already in workforce.</p> <p>Technology to be used as a tool for training and networking.</p> <p>Know what sectors need workers but not specific jobs.</p>	<ul style="list-style-type: none"> ➤ Office Works ➤ City of Welland ➤ NTAB Board member ➤ Region of Niagara ➤ Niagara College ➤ Wainfleet Library ➤ Port Cares ➤ Local 837 ➤ Literacy Link ➤ Youth and Employment Services. ➤ Brock University ➤ Unemployed Help Centre ➤ Business and Education Council.
Dramatic skilled labour shortages in Niagara, yet no funding has been allocated to address the issues and no funding for training programs.	<p><u>Priority:</u> HIGH→MEDIUM→LOW</p> <p><u>Status:</u> Some new programs but still considered static. Need for Fed/Prov. Agreement for training. No shortage. Money is being freed up and starting to move but slowly.</p>	<p>Shortage is even more acute.</p> <p>Need to encourage choice of careers in areas that are technology based.</p> <p>People do not believe there is a skill shortage.</p> <p>Need to keep youth in Niagara.</p> <p>Need to broaden economic base.</p> <p>Need to look at multi-skilling.</p>	
Need for network between educational institutions and employers.	<p><u>Priority:</u> HIGH→LOW</p> <p><u>Status:</u> Static, no change. Always has been good. Lip service paid to this point. Better of funding trades training. There is a great need for this type of network. Not a lot being done except informally. Things are moving well.</p>	<p>This issue has not been given any priority.</p> <p>Problem with communication between agencies.</p> <p>Not a good flow of information.</p>	

KEY ISSUES/CONCLUSIONS SUMMARY – EDUCATION AND TRAINING (CON'T)

1999-2000		2001 UPDATE	
Key Issues/Conclusions Identified in Previous E-Scan	Current Status of Key Issues/Conclusions Identified in Previous Scans	New and/or Emerging Issues/Conclusions	Data Sources for Issues
A need for subsidized childcare, particularly for Ontario Works participants.	<u>Priority:</u> HIGH→MEDIUM→LOW <u>Status:</u> Static, programs not affective. Has gotten worse.	Limited resources and increased need.	
Need for special consideration for vulnerable groups such as sole support parents and older unemployed workers.	<u>Priority:</u> HIGH→MEDIUM→LOW <u>Status:</u> Not addressed properly. Has gotten worse. Very crucial. Improved. Employers are the factor not education and training.	The older worker -- nothing for them. Perception that older workers will be working past 65, as they will not have a choice. Need to improve computer literacy and access	
Need for impartial committee consisting of community partners to evaluate training proposals.	<u>Priority:</u> LOW→HIGH <u>Status:</u> Static. There does not seem to be a committee operating in this area. Not needed.	Lack of cohesive activity. Movement without a real direction on both the Macro and Micro levels. Competition for duplicate funding (Fed. and Prov.) and duplicated agency services creating conflict.	
Due to fee-for-service training, the gap between the “haves” and “have-nots” is widening. This provides no hope for a better education for those with little money and/or skills.	<u>Priority:</u> HIGH <u>Status:</u> No change, getting worse.	No support/access beyond GED. Lack of funding for tech support.	
Interagency co-operation and communication.	<u>Priority:</u> HIGH <u>Status:</u> No improvement, processes are still cumbersome with many barriers.		

KEY ISSUES/CONCLUSIONS SUMMARY – RACIAL MINORITIES

1999-2000		2001 UPDATE	Data Sources for Issues
Key Issues/Conclusions Identified in Previous E-Scan	Current Status of Key Issues/Conclusions Identified in Previous Scans	New and/or Emerging Issues/Conclusions	
Need for cultural and historical training for native representatives and Elders to relate history, traditions and beliefs.	<u>Priority:</u> MEDIUM→HIGH <u>Status:</u> On going, but moving a head. There seems to be a greater awareness of native issues. Has not changed since last update.		<ul style="list-style-type: none"> ➤ Niagara Regional Native Centre. ➤ Folk Arts Council ➤ Welland Heritage Council
Need for assistance for single/young mothers to access training.	<u>Priority:</u> HIGH <u>Status:</u> Has not changed since last update.		
Need for a system of liaison with Universities regarding assessment of foreign credentials equivalency.	<u>Priority:</u> HIGH <u>Status:</u> Has improved but still needs work. Has not changed since last update.	Assessment of immigrant doctors.	
Need for wage subsidies to employers for new immigrants.	<u>Priority:</u> HIGH <u>Status:</u> Has not changed since last update.	Method of breaking down barriers needs to be developed. No place to refer employers interested in program. Inappropriate referrals.	
Need for services to be educated. Helping new Canadians takes enormous hours in advocacy.	<u>Priority:</u> HIGH <u>Status:</u> Has improved, building new alliances. Has not changed since last update.		
Need for shelter and emergency shelters, which are lacking in Niagara.	<u>Priority:</u> MEDIUM→HIGH <u>Status:</u> Very much improved. Has not changed since last update.		
Need for housing and education of Co-op Boards.	<u>Priority:</u> MEDIUM <u>Status:</u> Has not changed since last update.		

KEY ISSUES/CONCLUSIONS SUMMARY – WOMEN

1999-2000		2001 UPDATE	
Key Issues/Conclusions Identified in Previous E-Scan	Current Status of Key Issues/Conclusions Identified in Previous Scans	New and/or Emerging Issues/Conclusions	Data Sources for Issues
Training programs need to be more closely monitored and controlled to ensure quality training.	<u>Priority:</u> HIGH→MEDIUM <u>Status:</u> Some improvement.	Portraying women, as a minority not correct, over 50% of the population. Women need a nurturing environment in training; they must feel comfortable when training.	<ul style="list-style-type: none"> ➤ The Burke Group ➤ YWCA of St. Catharines ➤ Canadian Women's Studies Assn. Brock University. ➤ YMCA of St. Catharines
A series of Best Practices to be developed for each equity group.	<u>Priority:</u> HIGH <u>Status:</u> Static, no improvement. Cannot access money that is needed yet. Depends on who develops the best practices.		
Campaign among trainers and employment service networks to collaborate in developing equity-based programming.	<u>Priority:</u> HIGH <u>Status:</u> Static, no improvement. Collaboration spotty.	Agencies very territorial due to shortage of funds.	
Providers to be supported to develop partnerships to identify and close gaps and develop employment bridging for all equity groups.	<u>Priority:</u> HIGH <u>Status:</u> Showing some improvement.		
Agencies delivering services through public contracts to develop and implement comprehensive employment equity plans.	<u>Priority:</u> MEDUM→HIGH <u>Status:</u> Static, no improvement.	Need to develop easy access for women must include Web access.	
Community-based trainers to provide access point for women needing assistance developing Prior Learning Access and Recognition portfolios.	<u>Priority:</u> MEDIUM→HIGH <u>Status:</u> Static, no improvement.		
Acceptance of women in non-traditional areas, both in training and employment.	<u>Priority:</u> HIGH→MEDIUM <u>Status:</u> Static, no improvement. This is being addressed.		

KEY ISSUES/CONCLUSIONS SUMMARY – WOMEN (CON'T)

1999-2000		2001 UPDATE	
Key Issues/Conclusions Identified in Previous E-Scan	Current Status of Key Issues/Conclusions Identified in Previous Scans	New and/or Emerging Issues/Conclusions	Data Sources for Issues
Service models must be developed to accommodate the unique needs of home-based service and production workers.	<u>Priority:</u> HIGH <u>Status:</u> Needs improvement.	Need for training /programs for anger management/anxiety/panic.	
Underemployment among women has significant impacts on the community and may result in out migration of some very qualified women.	<u>Priority:</u> HIGH <u>Status:</u> Static, no improvement.		
Computer training beyond word processing is essential for women	<u>Priority:</u> HIGH <u>Status:</u> Improving. New initiatives in place.	Computer access, not only getting on but how to use effectively.	
The scope of environmental scans should be expanded to monitor for changes in access to that are important to women.	<u>Priority:</u> HIGH <u>Status:</u> Needs improving. Awareness of services a priority.	Women who are disabled have unique needs in employment particularly disabled single mothers.	
Labour market information should be monitored for gender-based trends and changing patterns.	<u>Priority:</u> HIGH <u>Status:</u> Needs improvement		

KEY ISSUES/CONCLUSIONS SUMMARY – PERSONS WITH DISABILITIES

1999-2000		2001 UPDATE	
Key Issues/Conclusions Identified in Previous E-Scan	Current Status of Key Issues/Conclusions Identified in Previous Scans	New and/or Emerging Issues/Conclusions	Data Sources for Issues
Need for more policy pertaining to income supports and services for persons with disabilities	<u>Priority:</u> HIGH <u>Status:</u> Has stayed the same since last update Has gotten worse since last update because of political climate.	Requirement for high level of agency activism. Need for more personalized attention to problems.	<ul style="list-style-type: none"> ➤ Niagara Employment Alliance ➤ Connect Institute of Technology. ➤ NTAB Board member
Need to focus on interest and ability when selecting training programs, as well as those who want to help themselves.	<u>Priority:</u> HIGH <u>Status:</u> Has stayed the same since last update.	Lack of shared information base in the area, leadership and sound planning. Confusion of agency roles and government roles. More effort on client assessment.	

KEY ISSUES/CONCLUSIONS SUMMARY – EMPLOYMENT AND LABOUR

1999-2000		2001 UPDATE	
Key Issues/Conclusions Identified in Previous E-Scan	Current Status of Key Issues/Conclusions Identified in Previous Scans	New and/or Emerging Issues/Conclusions	Data Sources for Issues
Need to expose young people to construction and technological job opportunities.	<u>Priority:</u> HIGH <u>Status:</u> Has stayed the same since last update. Has improved but still needs work	Many skilled people but no positions for advisors. Need to employ fee-for-service advisors. Seasonal work not a primary consideration for workers.	<ul style="list-style-type: none"> ➤ Local 18, Carpenters Union ➤ Local 837 ➤ Seaway Mall, Welland ➤ City of Welland ➤ Ontario Tender Fruit Producers.
Need for more training in the off-season in construction.	<u>Priority:</u> HIGH <u>Status:</u> Has stayed the same since last update.	Need more government funding particularly for apprenticeships.	
Need for more funding for upgrading courses to keep employees up to date with the latest technology.	<u>Priority:</u> HIGH <u>Status:</u> Has stayed the same since last update.	Skill shortage in retail. As the economy increases the number of stores increase and the demand for experienced worker increase. New retail skills needed because of technology.	
Need for EI to fund apprentices for the first two weeks of schooling at the college.	<u>Priority:</u> HIGH <u>Status:</u> Has stayed the same since last update.	Need for expanded training for retail industry.	

SUMMARY OF KEY ISSUES/CONCLUSIONS

Following is a brief summary of what were the new or emerging issues from the last update for each section, a summary of the status of the issues identified previously and discussed in the interviews with the respondents and a general summary of the whole portion of this update.

The Francophone community indicates that there has been improvement for most of the issues identified in the last update, with three new emerging issues. In the area of Health and Social Services, it can be seen that some improvements have been made but there is still the need for work to be done on the past issues, as well as a new set of issues have been identified. This pattern holds true for the sections dealing with Education and Training, Women and Racial Minorities. This pattern is not found in the sections dealing with Persons with Disabilities and Employment and Labour. These sections indicate that very little has changed for the better, while a new set of issues has emerged.

One thing that has stayed consistent within the sections as well as across the sections, is different opinions on the issues. As can be seen, priorities on some issues range from HIGH to LOW and the status changes significantly as well.

These differences are also reflected in the discussion of the status of issues from past e-scans. In all sections the description of the status of the issues ranged from “have gotten worse” through “static or unchanged” to “improved”.

This pattern helps to explain the general trend of most of the interviews, regardless of which section the respondent was a part of. The majority of the respondents indicated that there was a need for a structured approach to the collection and dissemination of information between and among agencies, Labour, Educators, Employers and clients. The need for a structured network was discussed in many interviews. Also what was put forward in a significant number of interviews was the need to develop a methodology for creating a network that would fulfill the current need for information sharing and dissemination while having the flexibility to deal with the changing needs of the Niagara Region.

LABOUR FORCE DEMOGRAPHIC SUMMARY

Niagara's employment pattern differs from the rest of the Province in terms of a broad-based increase in employment. The goods-producing sectors are down in Niagara. Provincial patterns show a significant increase in this sector. A finding of some concern is the sharp overall drop in agricultural and a lesser drop in construction employment in Niagara. Service-producing sectors are generally up. However, Niagara's employment growth is based on increases in a narrow group of industries; Education, Health and Social Services, and tourism-related; "Trade" (wholesale and retail), "Information / Recreation", and "Accommodation and Food".

The only indicator of any regional difference between Niagara and the Province in general is a significant 'dip' in employment in 1999. This 'dip' is a consistent pattern in Labour Force, Employment, and Participation and Employment rates. There is also a one-year 'lag' in the Region's decrease in unemployment. The Province's unemployment began to decrease in 1996 and the Region's decrease began in 1997. The regular patterns of these differences, gives no reason to suspect that general province-wide data and trends are not applicable to the Niagara Region.

Graphs of Labour Force Characteristics show little gender difference in the patterns in the data. However, there does seem to be a clear difference between the three primary age groupings, youth (15-24), middle aged (25-54) and older workers (55+). In most cases the patterns in the data indicate similar patterns for younger and older workers, and these differ from the pattern for middle aged workers.

The one remarkable exception is found in Female Labour Force, Provincial Participation Rates. Unlike all other participation rate patterns, the participation rates for females aged 25-54 show a steady marked increase. A rough calculation of projected participation rates in 2008 shows a participation rate for females (25-54) of 89.8% and a rate for males (25-54) 89.9% -- equal participation. The pattern for females aged 55+ shows a sudden sharp increase in participation that explains their rise in unemployment rate; they are looking for work. Older males are also returning to the labour force and their employment pattern is also interesting. Male (55 and older) full-time employment is up dramatically, but their participation rate is not as dramatic. This could be interpreted as indicating a continuation of full-time employment rather than retiring or shifting to part-time employment.

APPENDIX A.B

EMPLOYMENT by INDUSTRY ST. CATHARINES / NIAGARA CMA vs ONTARIO

Data Table Notes:

The graphs represent the annual average number of persons or rates for 1976 to 2001. They were produced from the Canadian Socio-economic Information and Management Database, CANSIM, University of Toronto, from data supplied by Statistics Canada.

Two types of graphs are presented;

1. **The left column is, Niagara Census Metropolitan Area (CMA) graphs.** *Data presented in Niagara CMA graphs have been processed through SPSS by LATIS using data available from Niagara HRDC Office and Statistics Canada*
2. **The right column is, CANSIM graphs with provincial data.**

CANSIM graph title explanation:

"ONT LF CHARACTERISTICS MONTHLY SA"

Ontario Labour Force Characteristics, Monthly figures, Seasonally Adjusted

"EMPLOYMENT AGE 15 SA ONT"

Number of Persons Employed Aged 15 and over, Seasonally Adjusted, in Ontario

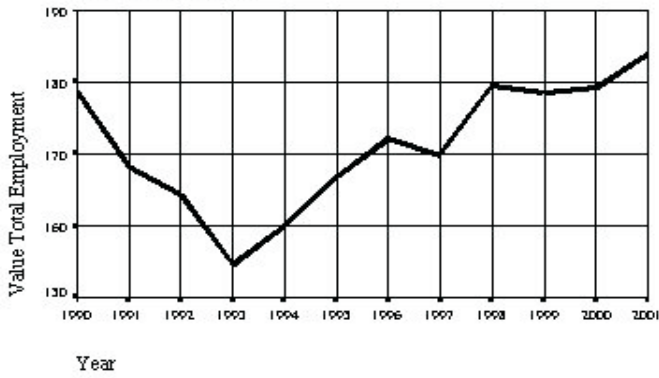
A regression line has been plotted for each CANSIM graph. (the straight line) This line is best used as an indicator of the overall graph pattern, and can be used to illustrate movements up and down and project future amounts. As St. Catharines / Niagara CMA was not available in CANSIM those graphs merely plot data.

The formula at the bottom of the CANSIM graphs can be used to project future numbers and rates. To project employment in service-producing sector (A.B-2) in the year 2002, you would substitute 16 (years from 1986) for "x" and compute "y" (the employment amount) = $3336.03 + (60.42 \times 16)$. The result is the projection of a service-producing employment in 2002 of 4302.75.

Data Source: CANSIM matrix 3463 & HRDC Niagara per Statistics Canada

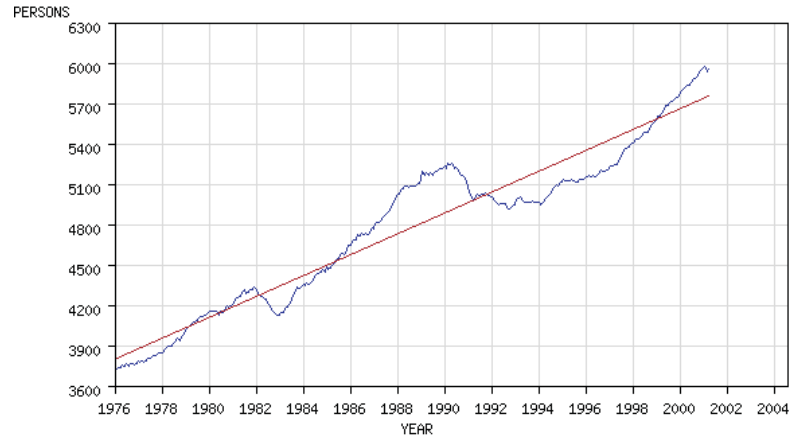
Niagara CMA

Total Employment



Data Source, Statistics Canada - HRDC, Niagara

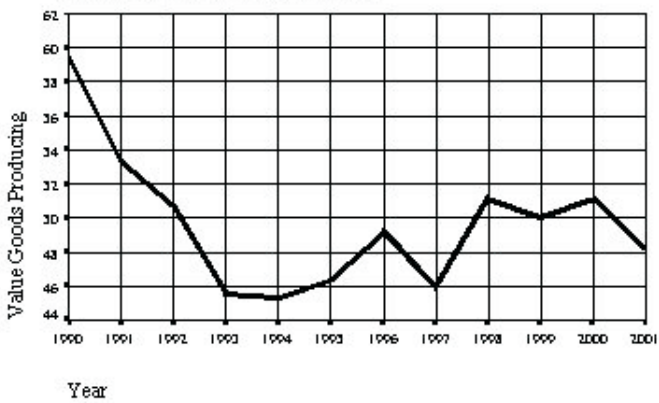
D982976: ONT LF CHARACTERISTICS MONTHLY SA
EMPLOYMENT AGE 15 SA ONT



$y = a + bx$ $a = 3803.67632230335$ $b = 77.5459902542993$

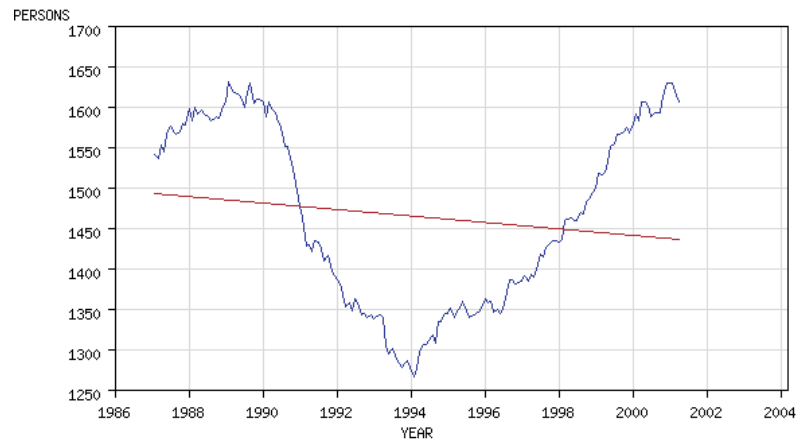
Niagara CMA

Employment - Goods Producing



Data Source, Statistics Canada - HRDC, Niagara

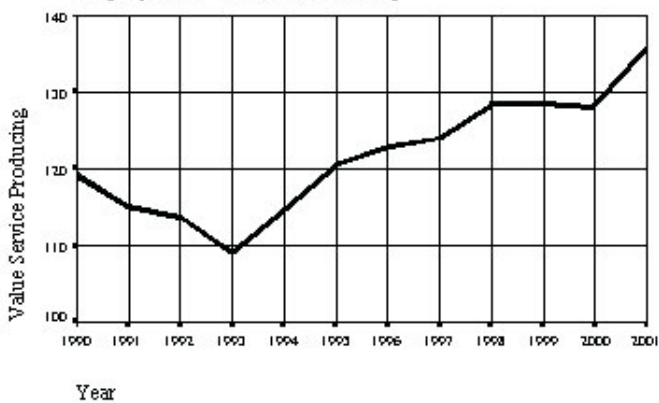
D968387: ONT LF CHARACTERISTICS MONTHLY SA
EMPLOYMENT GOODS-PRODUCING SECTOR SA ONT



$y = a + bx$ $a = 1493.28967768262$ $b = -4.10752105983799$

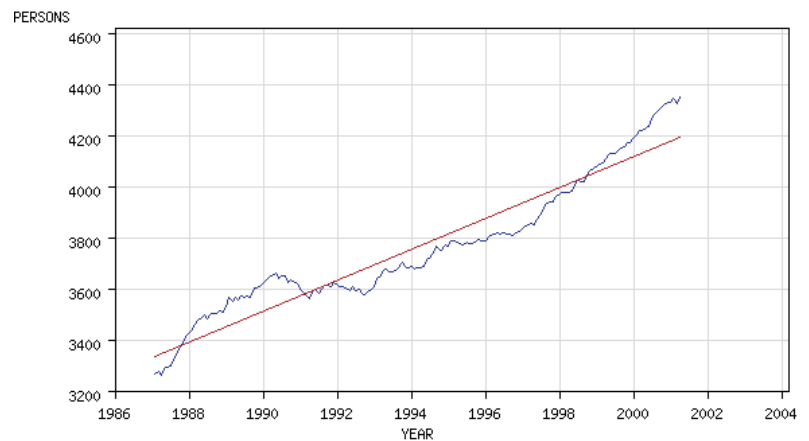
Niagara CMA

Employment - Service Producing



Data Source, Statistics Canada - HRDC, Niagara

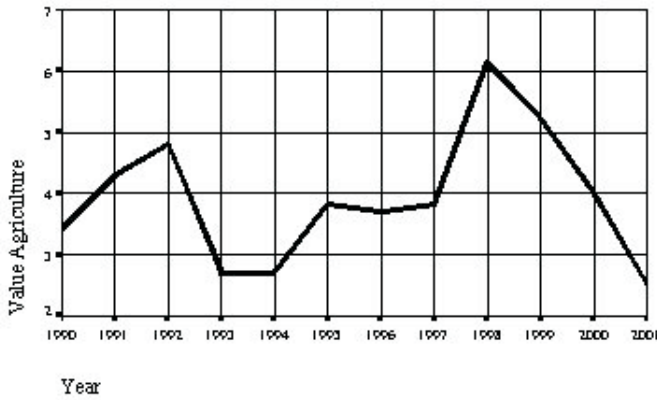
D968393: ONT LF CHARACTERISTICS MONTHLY SA
EMPLOYMENT SERVICES-PRODUCING SECTOR SA ONT



$y = a + bx$ $a = 3336.03324493415$ $b = 60.4156987543932$

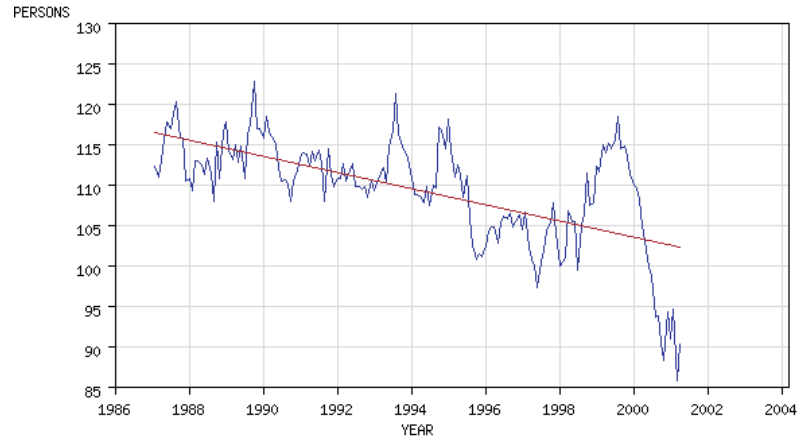
Niagara CMA

Employment - Agriculture



Data Source, Statistics Canada - HRDC, Niagara

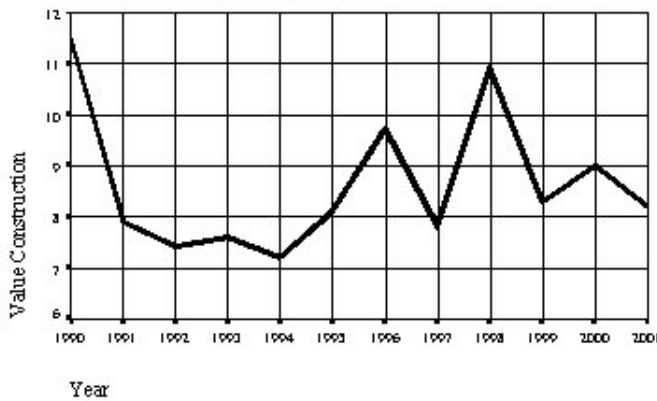
D968388: ONT LF CHARACTERISTICS MONTHLY SA EMPLOYMENT AGRICULTURE SA ONT



$$y = a + bx \quad a = 116.477226982188 \quad b = -1.00549499604052$$

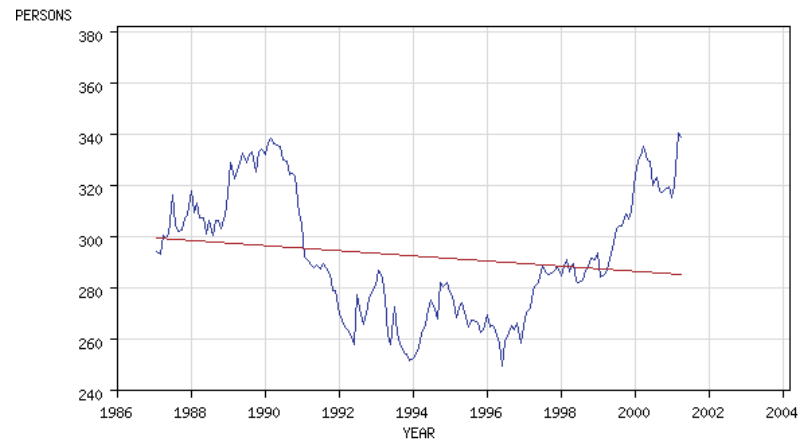
Niagara CMA

Employment - Construction



Data Source, Statistics Canada - HRDC, Niagara

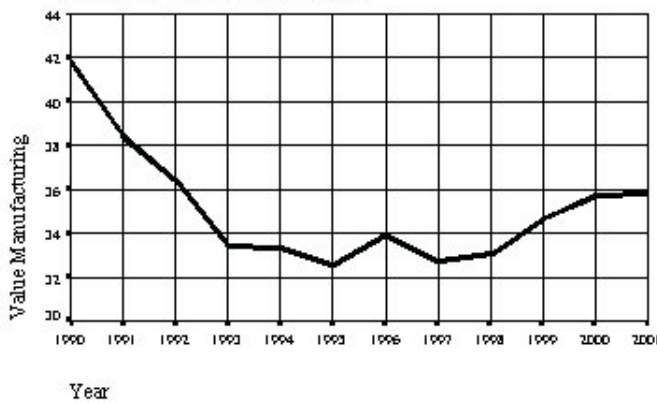
D968391: ONT LF CHARACTERISTICS MONTHLY SA EMPLOYMENT CONSTRUCTION SA ONT



$$y = a + bx \quad a = 299.115048279623 \quad b = -0.983837569300741$$

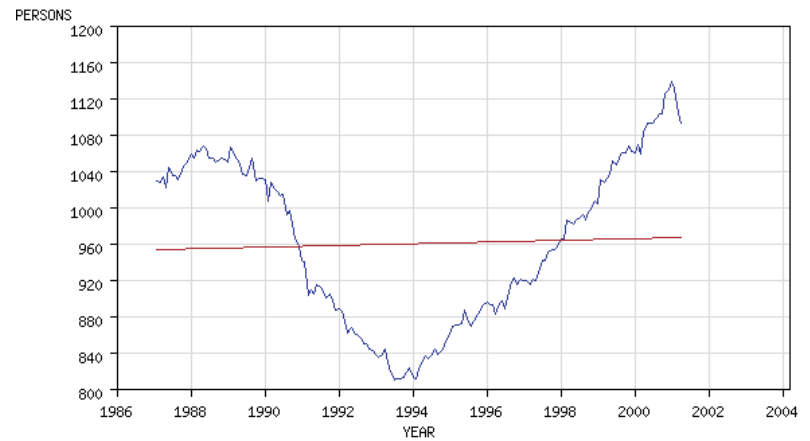
Niagara CMA

Employment - Manufacturing



Data Source, Statistics Canada - HRDC, Niagara

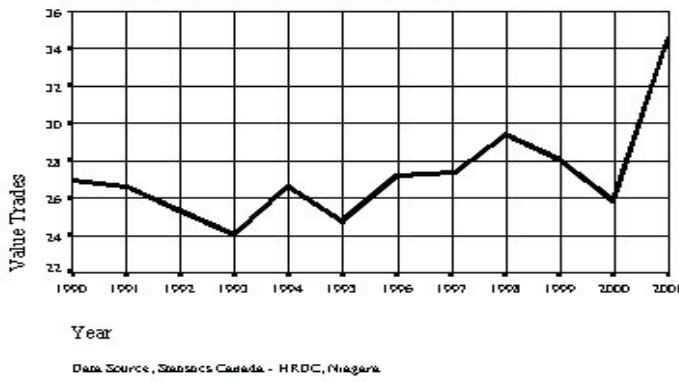
D968392: ONT LF CHARACTERISTICS MONTHLY SA EMPLOYMENT MANUFACTURING SA ONT



$$y = a + bx \quad a = 953.768414252717 \quad b = 0.961569587438944$$

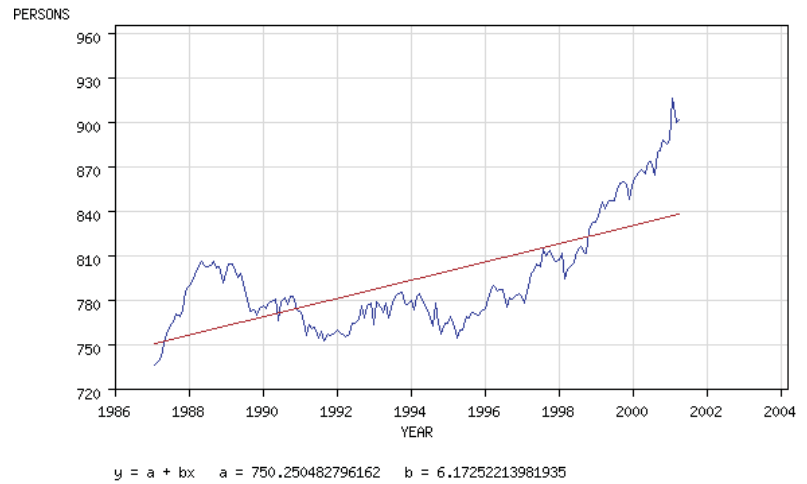
Niagara CMA

Employment - Wholesale and Retail Trade



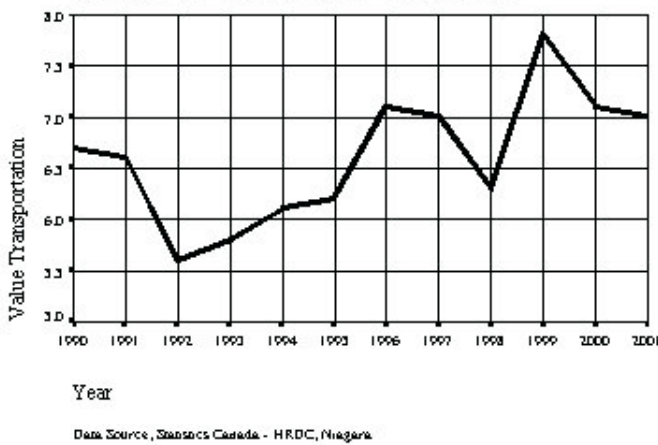
D968394: ONT LF CHARACTERISTICS MONTHLY SA

EMPLOYMENT TRADE SA ONT



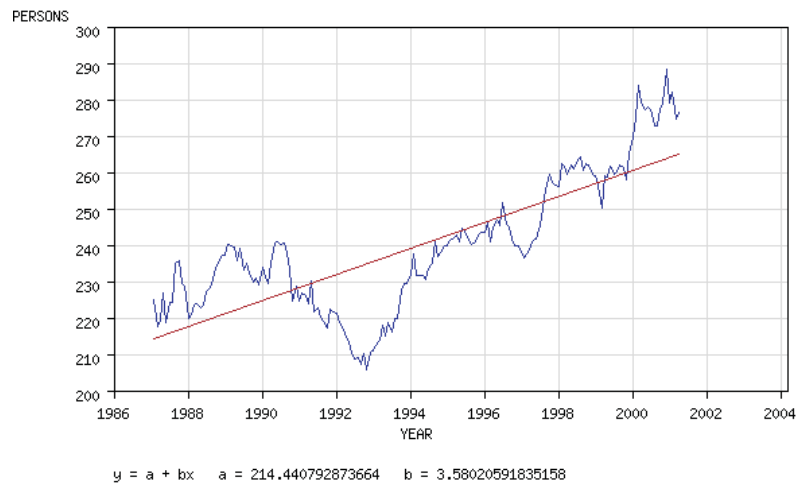
Niagara CMA

Employment - Transportation / Warehousing



D968395: ONT LF CHARACTERISTICS MONTHLY SA

EMPLOYMENT TRANSPORT



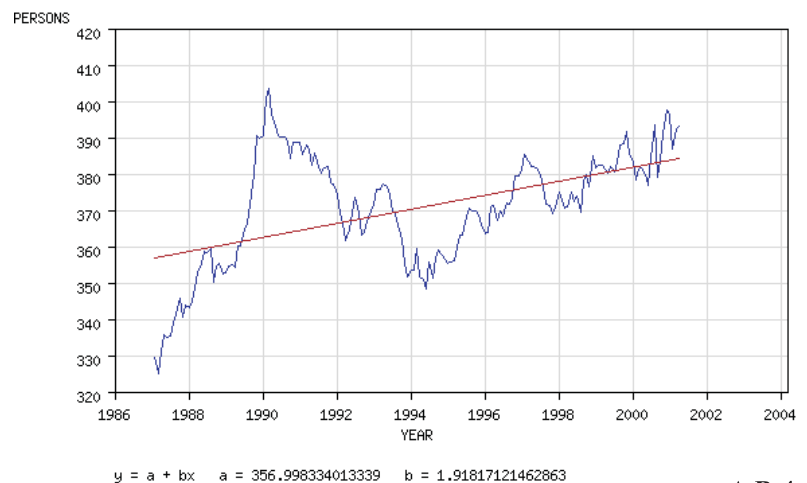
Niagara CMA

Employment - Finance / Insurance / Real Estate



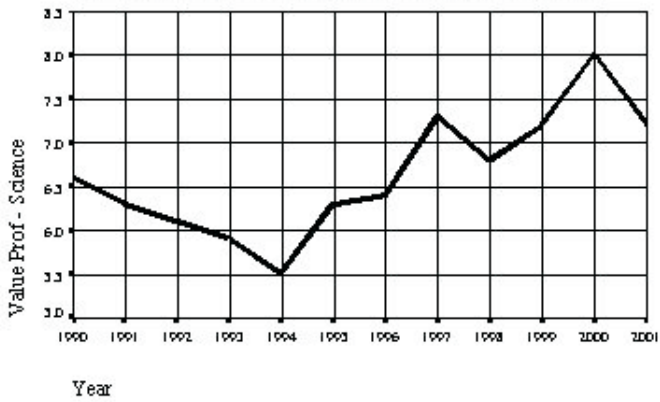
D968396: ONT LF CHARACTERISTICS MONTHLY SA

EMPLOYMENT FIN INSUR REAL EST



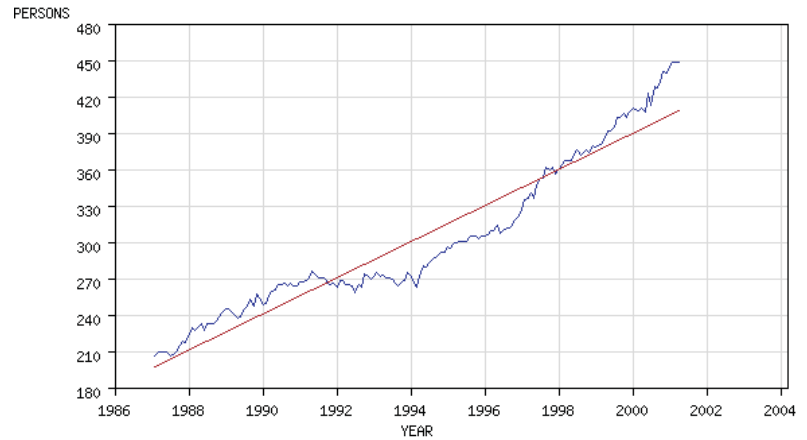
Niagara CMA

Employment - Professional / Scientific / Tech. Services



Data Source, Statistics Canada - HRDC, Niagara

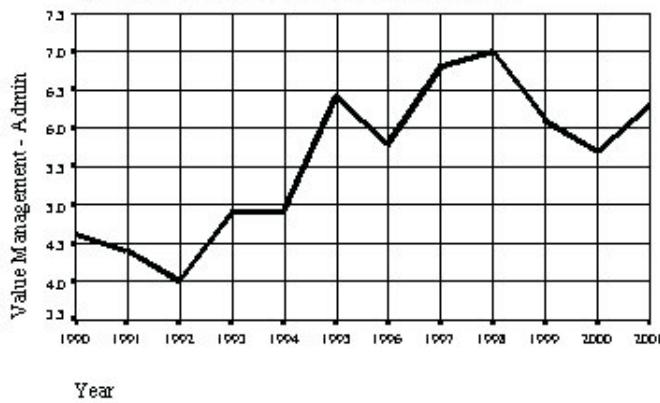
D968397: ONT LF CHARACTERISTICS MONTHLY SA
EMPLOYMENT PROF SCIENTIF



$y = a + bx$ $a = 197.059914320693$ $b = 14.8970523435799$

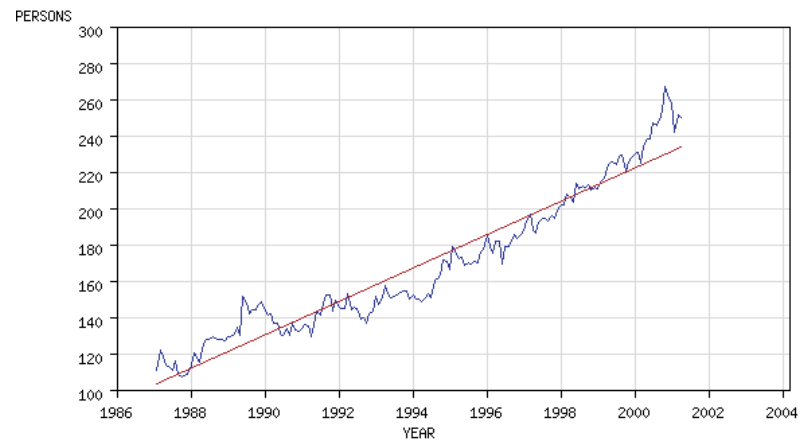
Niagara CMA

Employment - Management / Administration



Data Source, Statistics Canada - HRDC, Niagara

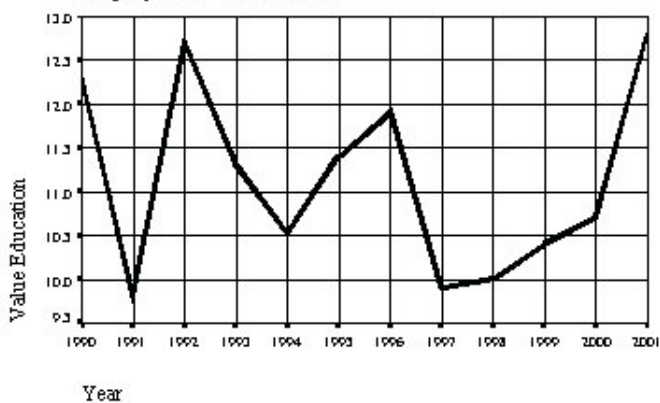
D968398: ONT LF CHARACTERISTICS MONTHLY SA
EMPLOYMENT MANAG ADMIN



$y = a + bx$ $a = 103.21297429621$ $b = 9.20460796313555$

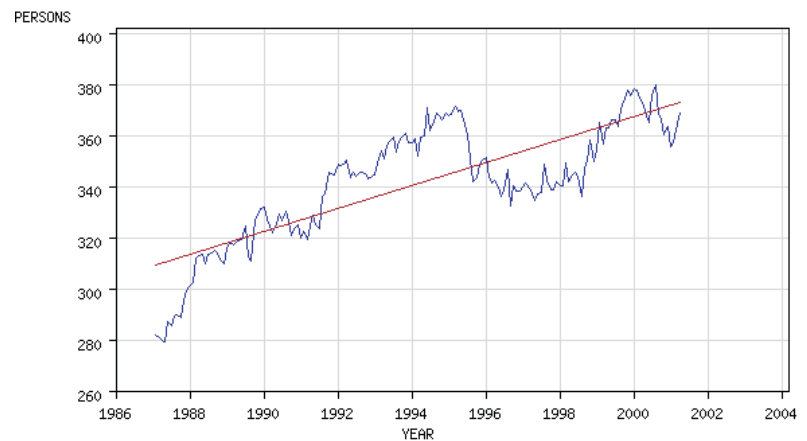
Niagara CMA

Employment - Education



Data Source, Statistics Canada - HRDC, Niagara

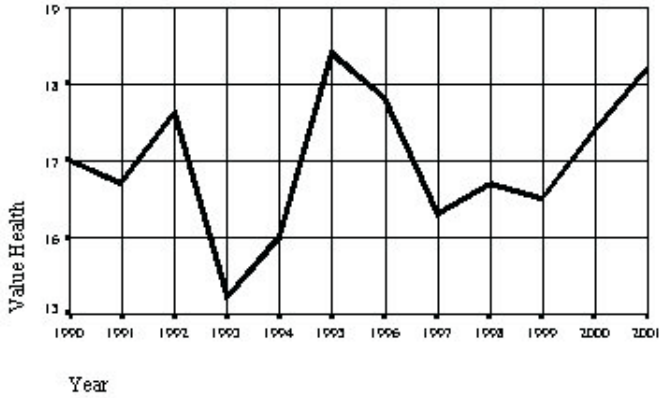
D968399: ONT LF CHARACTERISTICS MONTHLY SA
EMPLOYMENT EDUCATIONAL SERVICES SA ONT



$y = a + bx$ $a = 309.016931864555$ $b = 4.49791921664474$

Niagara CMA

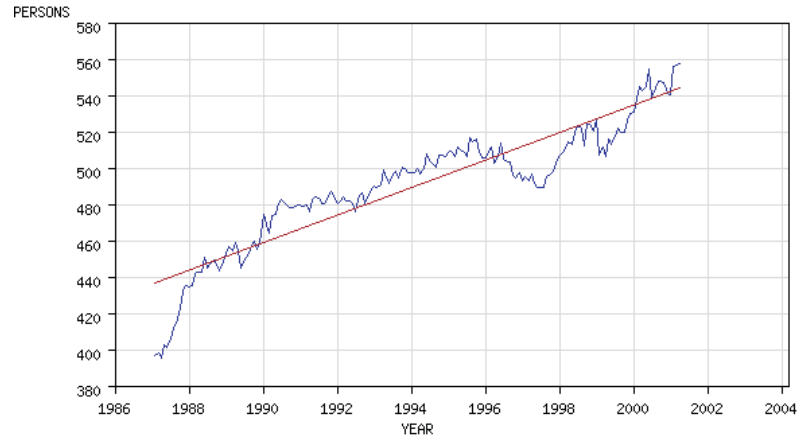
Employment - Health Care / Social Assistance



Data Source, Statistics Canada - HRDC, Niagara

D968400: ONT LF CHARACTERISTICS MONTHLY SA

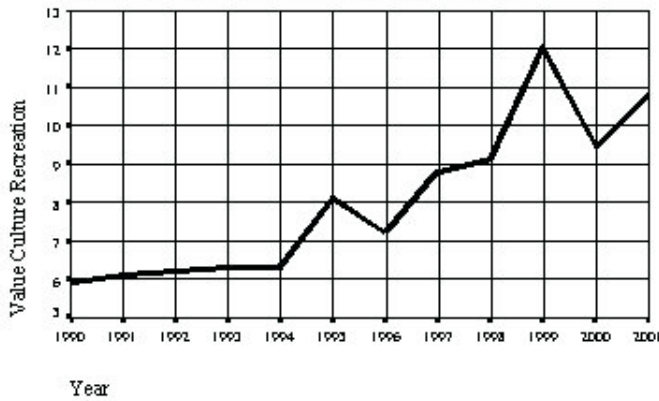
EMPLOYMENT HEALTH CARE



$y = a + bx$ $a = 436.310057119558$ $b = 7.58718698250191$

Niagara CMA

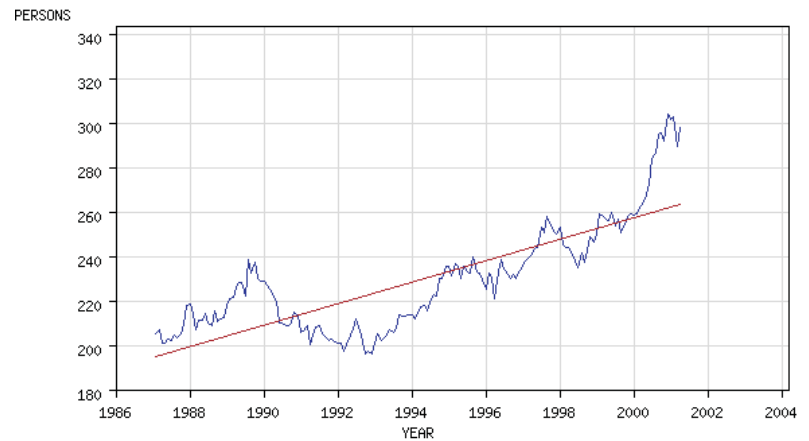
Employment - Information / Culture / Recreation



Data Source, Statistics Canada - HRDC, Niagara

D968401: ONT LF CHARACTERISTICS MONTHLY SA

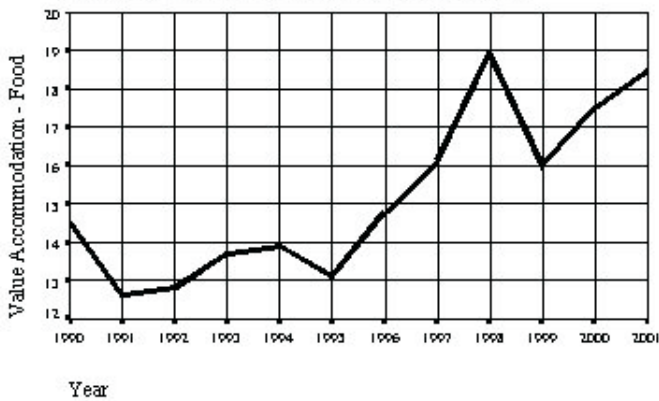
EMPLOYMENT INFORMN CULT



$y = a + bx$ $a = 194.986318509458$ $b = 4.84048671610524$

Niagara CMA

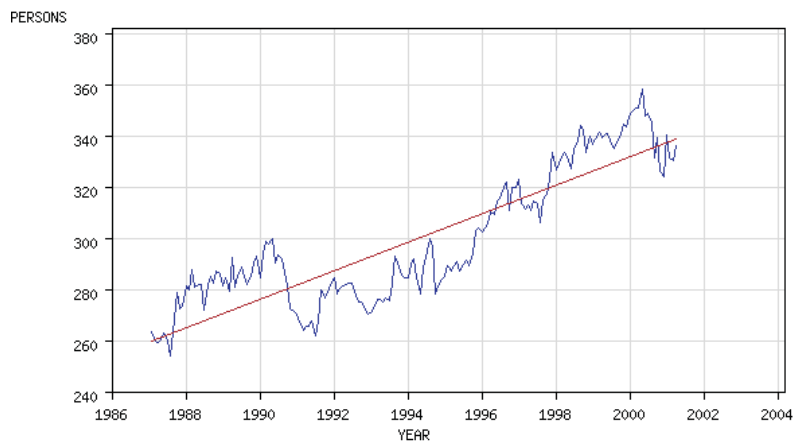
Employment - Accommodation / Food Services



Data Source, Statistics Canada - HRDC, Niagara

D968402: ONT LF CHARACTERISTICS MONTHLY SA

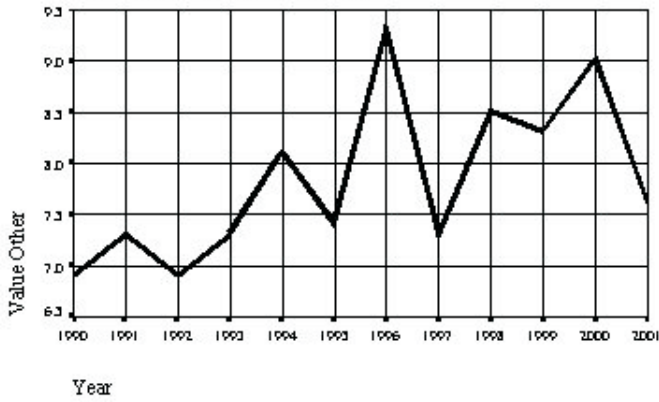
EMPLOYMENT ACCOMMODATION



$y = a + bx$ $a = 259.750169998649$ $b = 5.57029591763131$

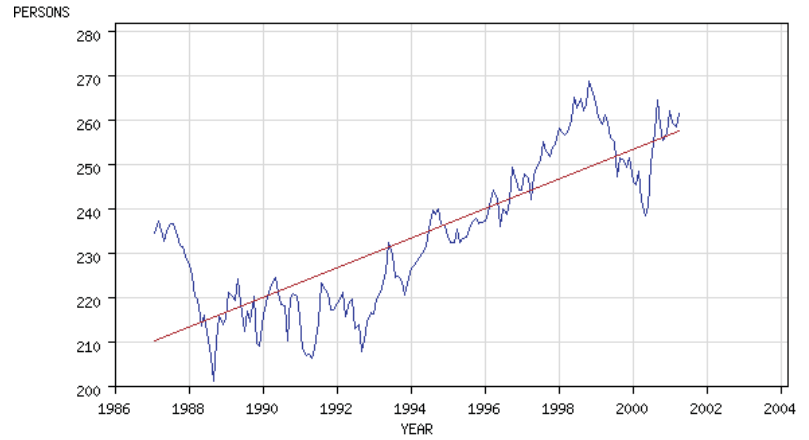
Niagara CMA

Employment - Other Services



Data Source, Statistics Canada - HRDC, Niagara

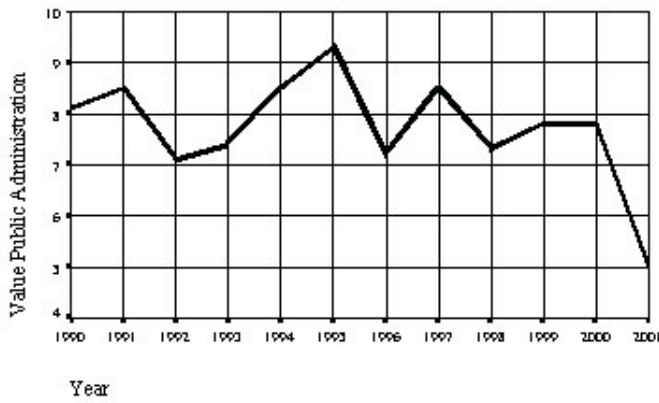
D968403: ONT LF CHARACTERISTICS MONTHLY SA
EMPLOYMENT OTHER SERVICES SA ONT



$y = a + bx$ $a = 210.141602067191$ $b = 3.34017423860504$

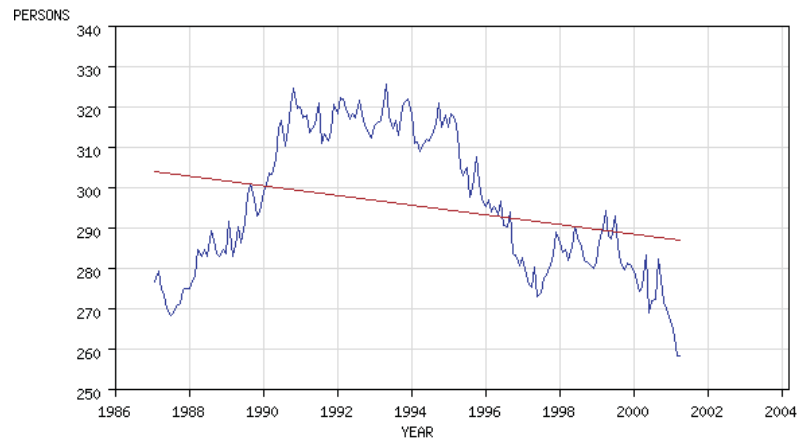
Niagara CMA

Employment - Public Administration



Data Source, Statistics Canada - HRDC, Niagara

D968404: ONT LF CHARACTERISTICS MONTHLY SA
EMPLOYMENT PUBLIC ADMINISTRATION SA ONT



$y = a + bx$ $a = 303.836631306959$ $b = -1.19171430628686$

Employment by Industry St. Catharines/Niagara CMA

Table Note;

The first two columns show the differences between March 2000 and March 2001. The last 5 columns show the employment figures for the preceding 5 months.

3-Mos Moving Avg. Employment ('000), Both Genders, 15+, by Industries

INDUSTRY	Mar 01	Mar 00	Feb 01	Jan 01	Dec 00	Nov 00	Oct 00
Total Employed	183.9	179.1	184.1	186.2	191.5	195.3	199.2
Goods-producing	48.2	51.1	48.3	51.8	53.4	55.3	55.3
Agriculture	2.5	4.0	2.3	2.6	2.8	4.0	5.3
Construction	8.2	9.0	8.3	9.6	10.4	10.9	11.1
Manufacturing	35.8	35.7	36.1	37.8	38.1	38.0	36.5
Service-producing	135.7	128.0	135.8	134.4	138.1	140.0	143.9
Trade	34.6	25.8	34.2	34.7	34.9	33.6	31.2
Transportation/ Warehousing	7.0	7.1	7.4	6.9	6.7	6.8	7.1
Finance/Insurance/ Real Estate	7.6	9.6	6.9	6.2	6.6	7.5	8.6
Professional/Scientific/ Technical Services	7.2	8.0	7.4	7.2	7.5	7.2	7.5
Management/ Administration	6.3	5.7	6.7	7.4	8.2	8.5	9.2
Education	12.8	10.7	11.3	10.0	9.8	9.6	8.8
Health Care/ Social Assistance	18.2	17.4	19.4	20.0	20.6	19.4	20.6
Information/Culture/ Recreation	10.8	9.4	11.6	11.9	13.0	14.4	15.7
Accommodation/ Food Services	18.5	17.5	18.0	16.8	16.6	17.4	18.1
Other Services	7.6	9.0	8.1	8.3	8.7	9.7	10.5
Public admin.	5.0	7.8	5.0	5.0	5.4	6.0	6.7

source: Statistics Canada Labour Force Survey.

APPENDIX C

LABOUR FORCE CHARACTERISTICS NIAGARA vs. ONTARIO

Data Table Notes:

The graphs represent the annual average number of persons or rates for 1976 to 2001. They were produced from the Canadian Socio-economic Information and Management Database, CANSIM, University of Toronto, from data supplied by Statistics Canada.

CANSIM graph title explanation:**LEFT GRAPH**

"ONT LF CHARACTERISTICS ANNUAL AVERAGES"

Ontario Labour Force Characteristics, using the Average Rate / number for each year

"POPULATION AGE 15 AN AVG ONT"

Number of Persons Aged 15 and over, using the Annual Average, for Ontario

RIGHT GRAPH

"ONT LF CHARACTERISTICS BY ER"

Ontario Labour Force Characteristics for Specific ECONOMIC REGIONS

"POPULATION AGE 15 ST. CATH-NIAGARA ONT AN AVG "

Number of Persons Aged 15 and over, in St. Catharines Niagara (CMA) Ontario, using the Annual Average

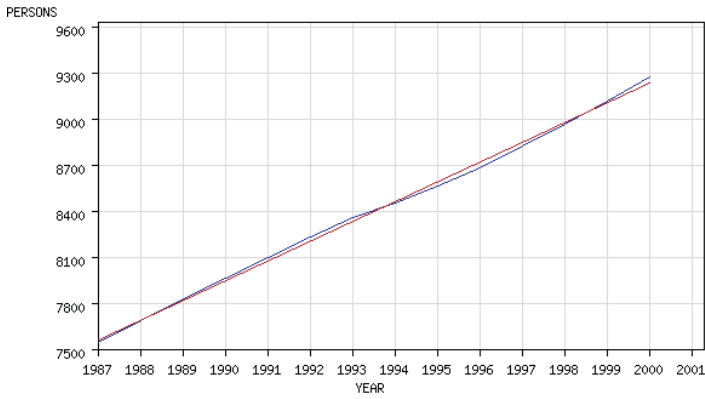
A regression line has been plotted for each CANSIM graph. (the straight line)

This line is best used as an indicator of the overall graph pattern, and can be used to illustrate movements up and down and project future amounts.

The formula at the bottom of the graph can be used to project future numbers and rates. To project Niagara's population (C-2) in the year 2001, you would substitute 14 (years from 1987 to 2001) for "x" and compute "y" (the population) = $285.49 + (2.40 \times 14)$. The result is the projection of the Region's population in 2001 of 319.09.

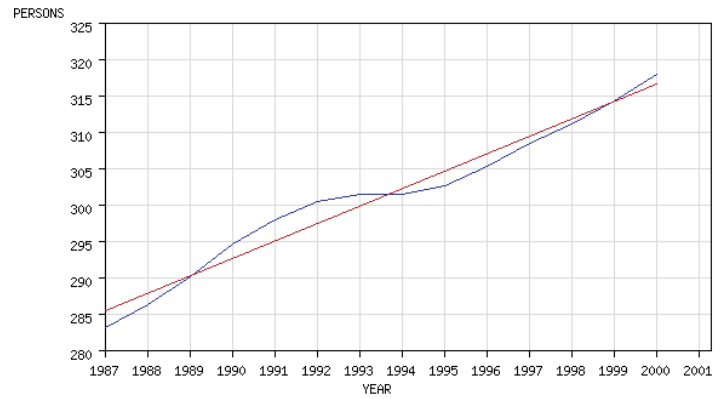
Data Source: CANSIM matrices 3478 and 3488

D986522: ONT LF CHARACTERISTICS ANNUAL AVERAGES
POPULATION AGE 15 AN AVG ONT



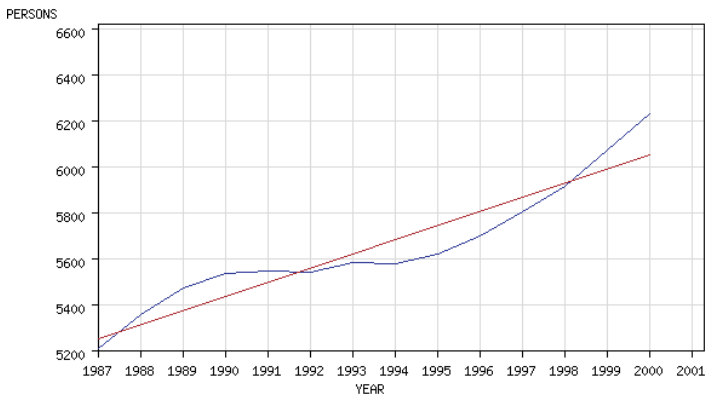
$y = a + bx$ $a = 7562.37714285714$ $b = 128.467252747253$

D988776: ONT LF CHARACTERISTICS BY ER
POPULATION 15 ST. CATH-NIAGARA ONT AN AVG



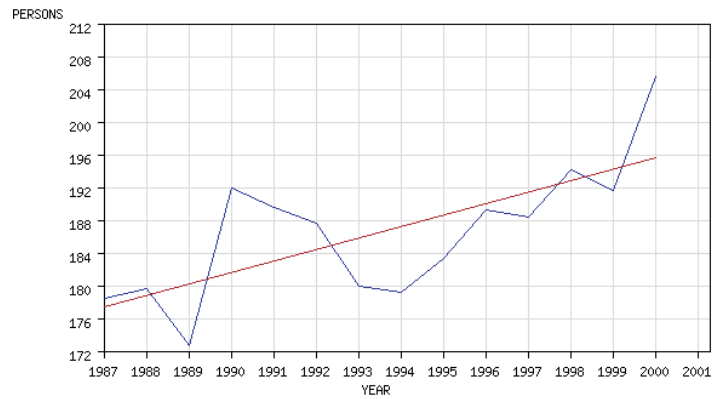
$y = a + bx$ $a = 285.485714285714$ $b = 2.39670329670329$

D986549: ONT LF CHARACTERISTICS ANNUAL AVERAGES
LABOUR FORCE AGE 15 AN AVG ONT



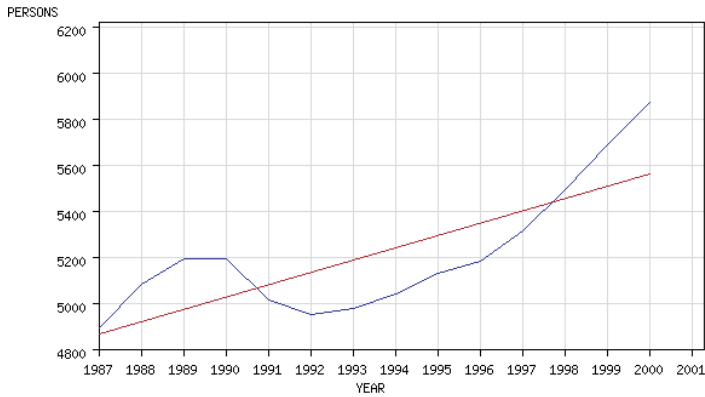
$y = a + bx$ $a = 5252.54$ $b = 61.5378021978022$

D988797: ONT LF CHARACTERISTICS BY ER
LABOUR FORCE 15 ST. CATH-NIAGARA ONT AN AVG



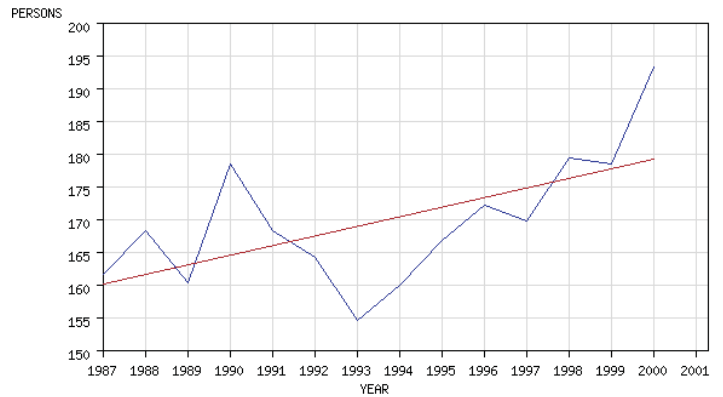
$y = a + bx$ $a = 177.434285714286$ $b = 1.39802197802198$

D986586: ONT LF CHARACTERISTICS ANNUAL AVERAGES
EMPLOYMENT AGE 15 AN AVG ONT



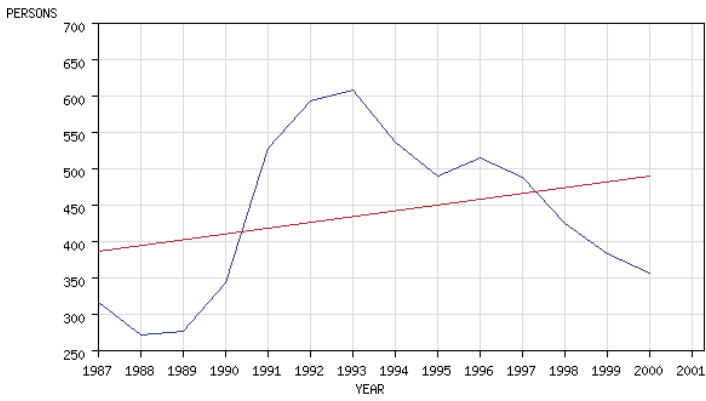
$y = a + bx$ $a = 4867.26$ $b = 53.5259340659341$

D988818: ONT LF CHARACTERISTICS BY ER
EMPLOYMENT 15 ST. CATH-NIAGARA ONT AN AVG



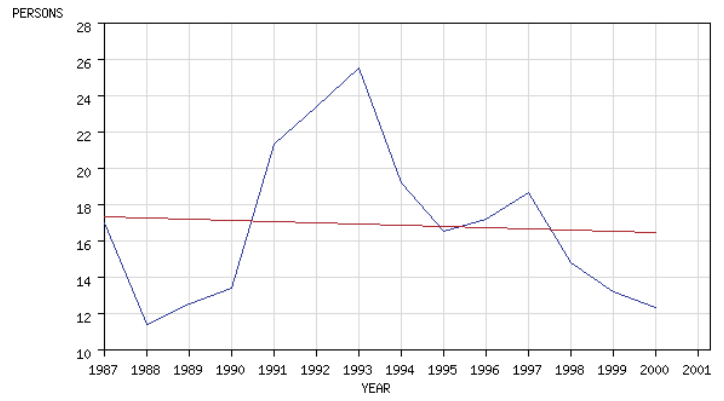
$y = a + bx$ $a = 160.088571428571$ $b = 1.46879120879121$

D986696: ONT LF CHARACTERISTICS ANNUAL AVERAGES
UNEMPLOYMENT AGE 15 AN AVG ONT



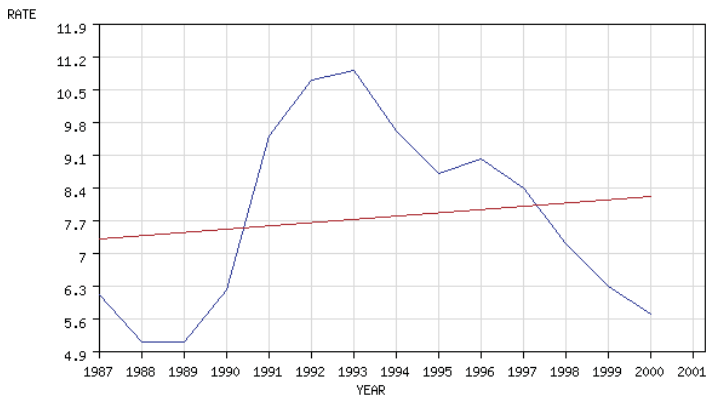
$y = a + bx$ $a = 385.251428571429$ $b = 8.01406593406593$

D988843: ONT LF CHARACTERISTICS BY ER
UNEMPLOYMENT 15 ST. CATH-NIAGARA ONT AN AVG



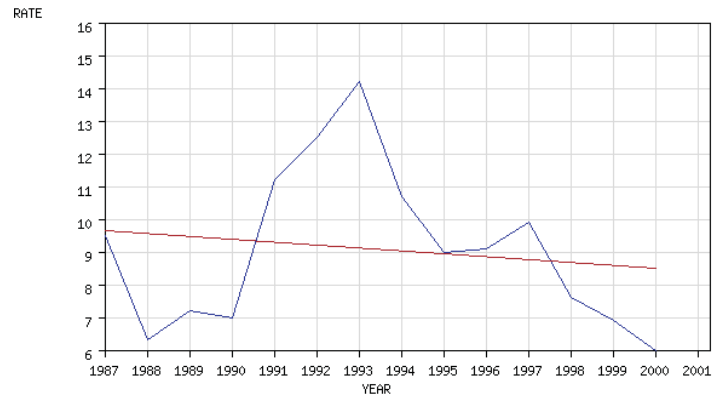
$y = a + bx$ $a = 17.3314285714286$ $b = -0.0696703296703291$

D986723: ONT LF CHARACTERISTICS ANNUAL AVERAGES
UNEMPLOYMENT RATE AGE 15 AN AVG ONT



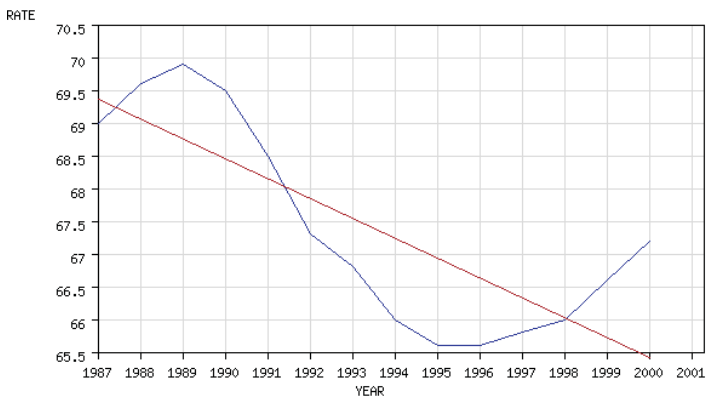
$y = a + bx$ $a = 7.28571428571428$ $b = 0.0714285714285717$

D988864: ONT LF CHARACTERISTICS BY ER
UNEMPL RATE 15 ST. CATH-NIAGARA ONT AN AVG



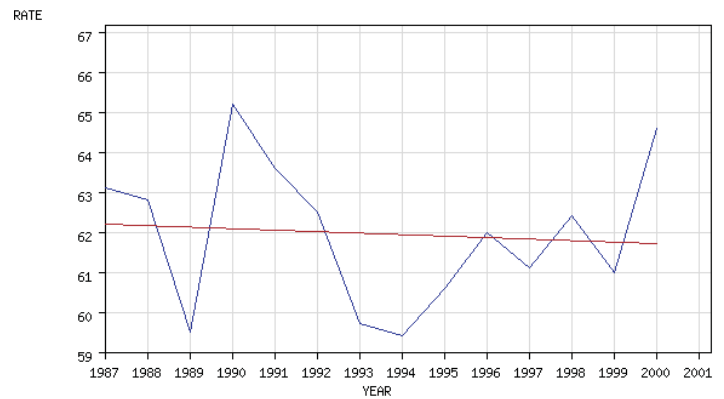
$y = a + bx$ $a = 9.64285714285714$ $b = -0.0688131868131869$

D986750: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PARTICIPATION RATE AGE 15 AN AVG ONT



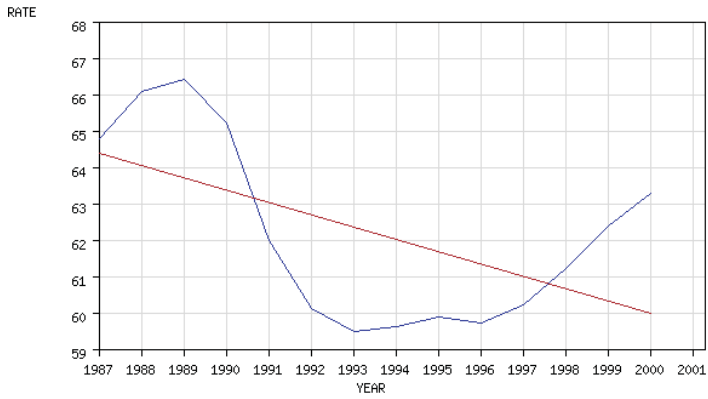
$y = a + bx$ $a = 69.3542857142857$ $b = -0.302857142857143$

D988881: ONT LF CHARACTERISTICS BY ER
PART RATE 15 ST. CATH-NIAGARA ONT AN AVG



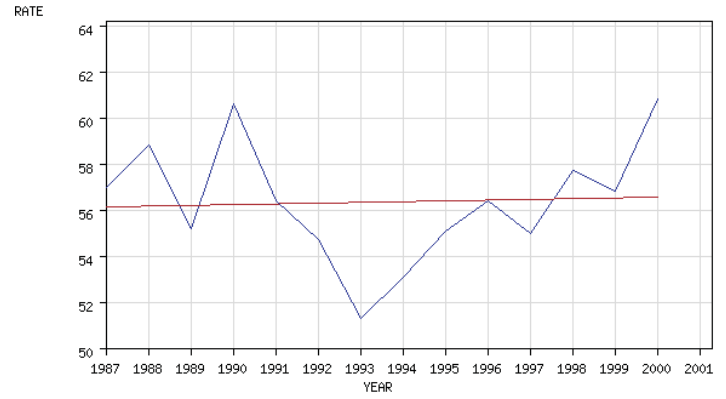
$y = a + bx$ $a = 62.2057142857143$ $b = -0.0371428571428568$

D986777: ONT LF CHARACTERISTICS ANNUAL AVERAGES
 EMPLOYMENT RATE AGE 15 AN AVG ONT



$y = a + bx$ $a = 64.3714285714286$ $b = -.338461538461539$

D988902: ONT LF CHARACTERISTICS BY ER
 EMPL RATE 15 ST. CATH-NIAGARA ONT AN AVG



$y = a + bx$ $a = 56.1542857142857$ $b = 0.030109890109891$

APPENDIX D

**LABOUR FORCE CHARACTERISTICS
by GENDER and AGE****Data Table Notes:**

The graphs represent the annual average number of persons or rates for 1976 to 2001. They were produced from the Canadian Socio-economic Information and Management Database, CANSIM, University of Toronto, from data supplied by Statistics Canada.

CANSIM graph title explanation:

"ONT LF CHARACTERISTICS ANNUAL AVERAGES"

Ontario Labour Force Characteristics, using the average number / rate for that year

"LABOUR FORCE MEN AGE 15-24 AN AVG ONT"

Number of Males aged 15 to 24 in the Labour Force, using Annual Average number / rate,, in Ontario

**A regression line has been plotted for each CANSIM graph. (*the straight line*)
This line is best used as an indicator of the overall graph pattern, and can be used to illustrate movements up and down and project future amounts.**

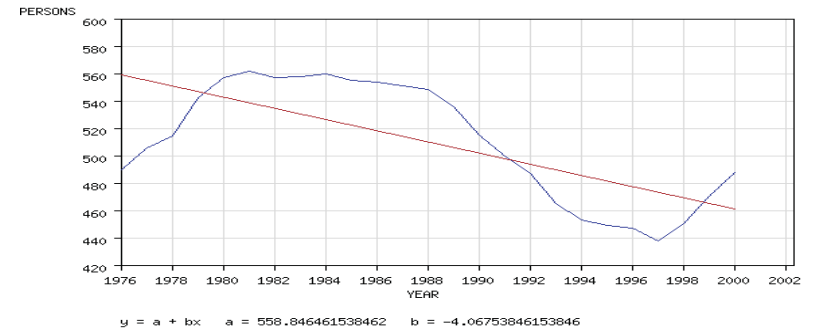
The formula at the bottom of the graph can be used to project future numbers and rates. To project labour force participation for males 25-54 (D-7) in the year 2008, you would substitute 32 (years from 1976 to 2008) for "x" and compute "y" (the rate) = $96.81 + (-0.216 \times 32)$. The result is the projection of a male 25-54 participation rate in 2008 of 89.9.

Data Source: CANSIM matrix 3478

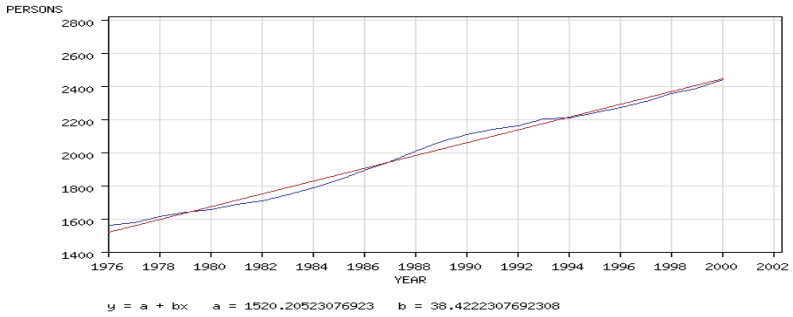
D986559: ONT LF CHARACTERISTICS ANNUAL AVERAGES
LABOUR FORCE MEN AGE 15-24 AN AVG ONT



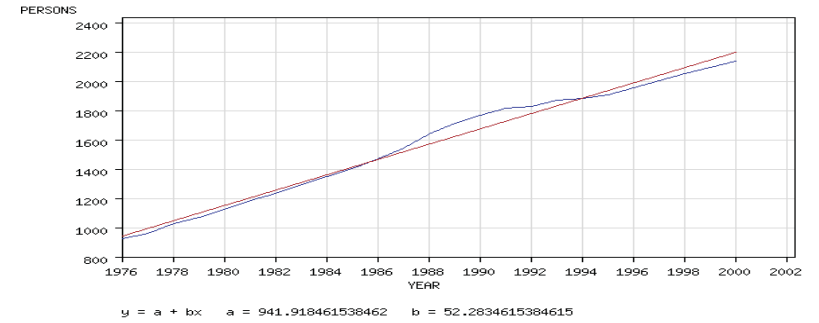
D986568: ONT LF CHARACTERISTICS ANNUAL AVERAGES
LABOUR FORCE WOMEN AGE 15-24 AN AVG ONT



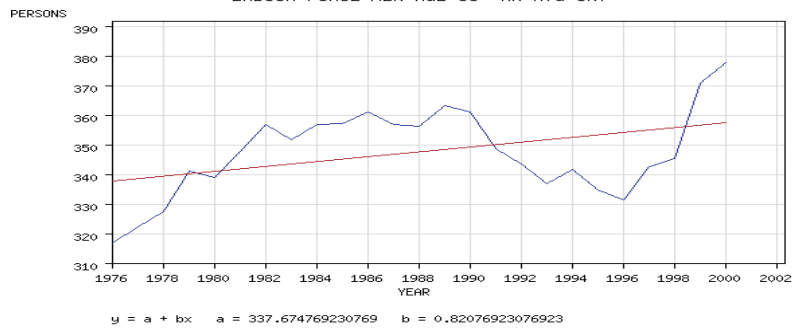
D986563: ONT LF CHARACTERISTICS ANNUAL AVERAGES
LABOUR FORCE MEN AGE 25-54 AN AVG ONT



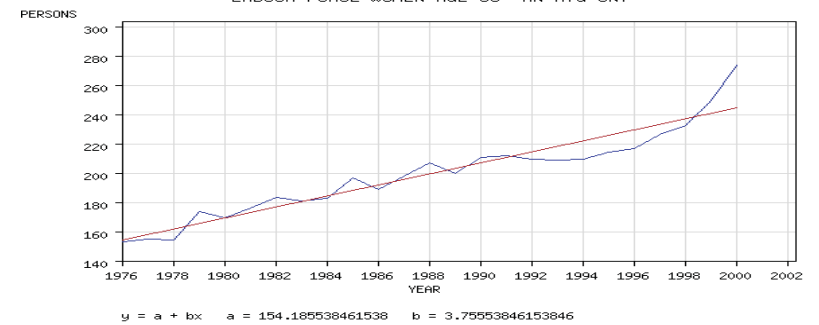
D986572: ONT LF CHARACTERISTICS ANNUAL AVERAGES
LABOUR FORCE WOMEN AGE 25-54 AN AVG ONT



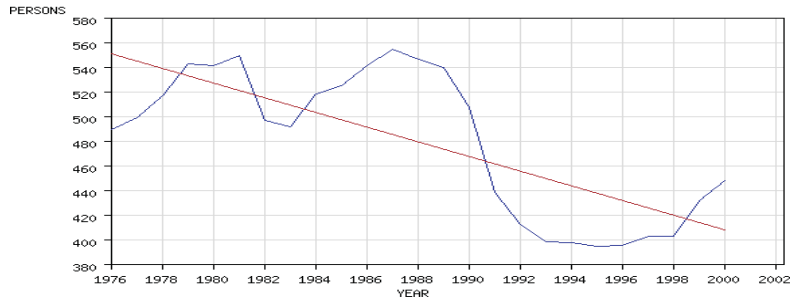
D986564: ONT LF CHARACTERISTICS ANNUAL AVERAGES
LABOUR FORCE MEN AGE 55 AN AVG ONT



D986573: ONT LF CHARACTERISTICS ANNUAL AVERAGES
LABOUR FORCE WOMEN AGE 55 AN AVG ONT

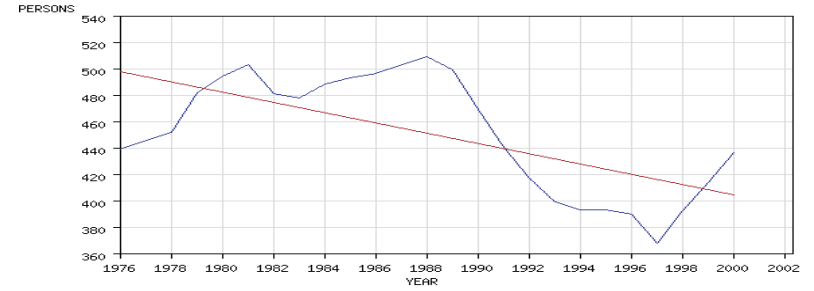


D986596: ONT LF CHARACTERISTICS ANNUAL AVERAGES
EMPLOYMENT MEN AGE 15-24 AN AVG ONT



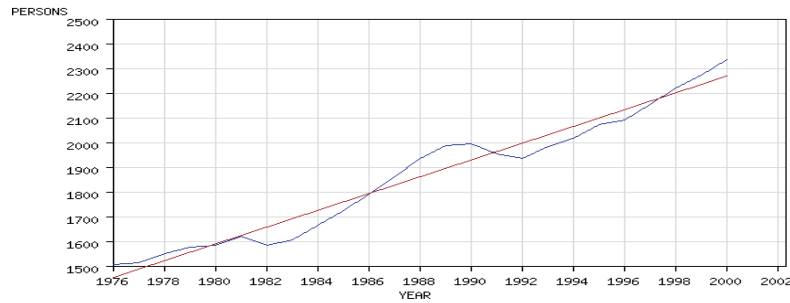
$y = a + bx$ $a = 550.373846153846$ $b = -5.93615384615385$

D986605: ONT LF CHARACTERISTICS ANNUAL AVERAGES
EMPLOYMENT WOMEN AGE 15-24 AN AVG ONT



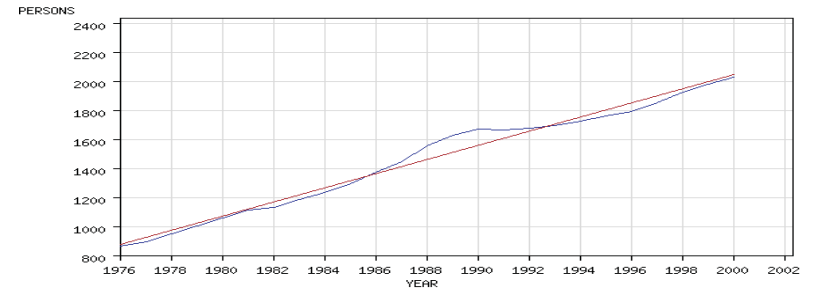
$y = a + bx$ $a = 497.479076923077$ $b = -3.88092307692308$

D986600: ONT LF CHARACTERISTICS ANNUAL AVERAGES
EMPLOYMENT MEN AGE 25-54 AN AVG ONT



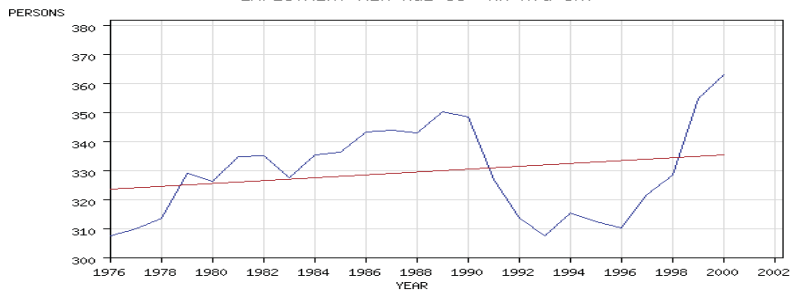
$y = a + bx$ $a = 1452.55815384615$ $b = 34.0311538461538$

D986609: ONT LF CHARACTERISTICS ANNUAL AVERAGES
EMPLOYMENT WOMEN AGE 25-54 AN AVG ONT



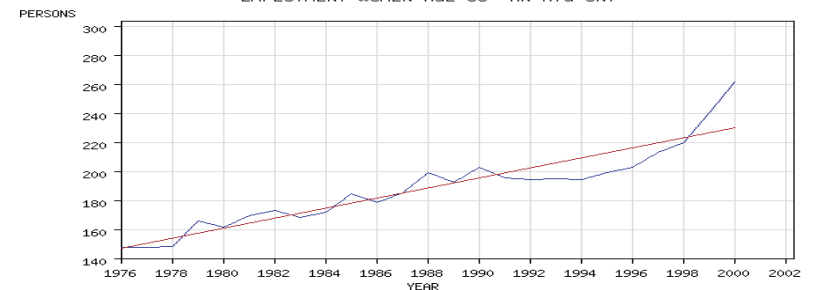
$y = a + bx$ $a = 872.784923076923$ $b = 48.8409230769231$

D986601: ONT LF CHARACTERISTICS ANNUAL AVERAGES
EMPLOYMENT MEN AGE 55 AN AVG ONT



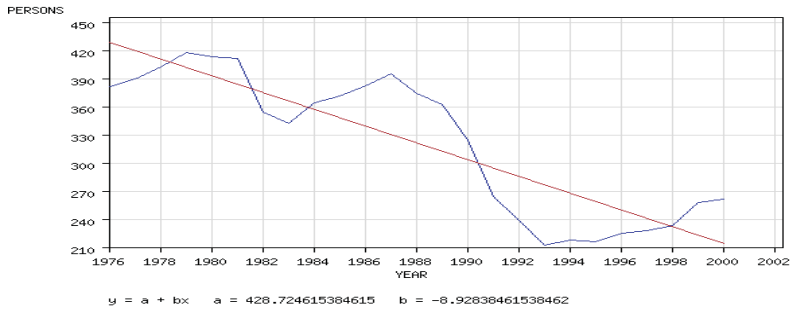
$y = a + bx$ $a = 323.511692307692$ $b = 0.494692307692304$

D986610: ONT LF CHARACTERISTICS ANNUAL AVERAGES
EMPLOYMENT WOMEN AGE 55 AN AVG ONT

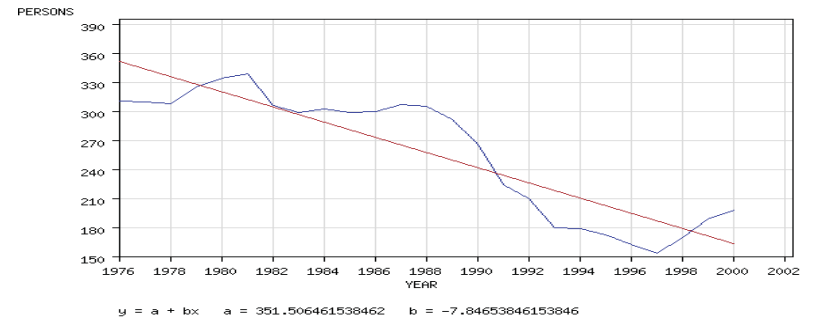


$y = a + bx$ $a = 146.901538461538$ $b = 3.46153846153846$

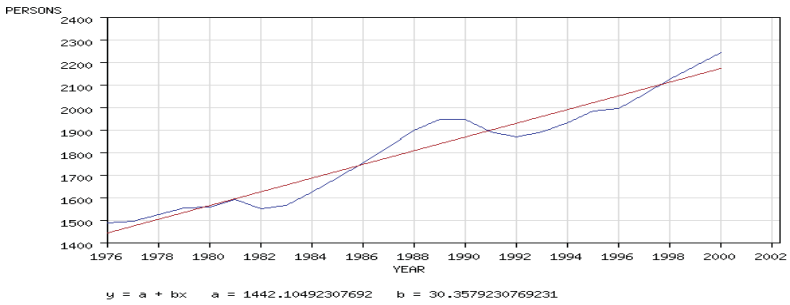
D986652: ONT LF CHARACTERISTICS ANNUAL AVERAGES
FULL-TIME EMPLOYMENT MEN AGE 15-24 AN AVG ONT



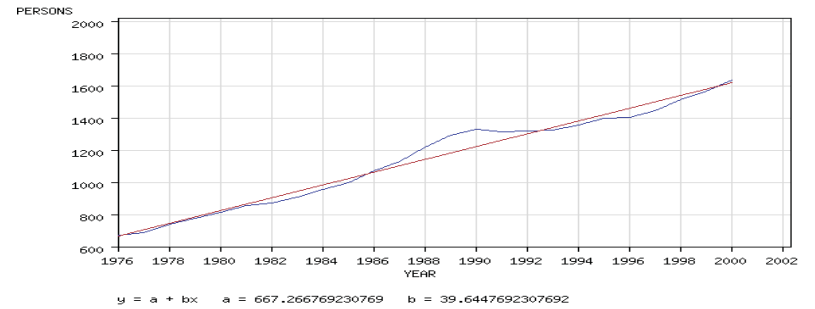
D986661: ONT LF CHARACTERISTICS ANNUAL AVERAGES
FULL-TIME EMPLOYMENT WOMEN AGE 15-24 AN AVG ONT



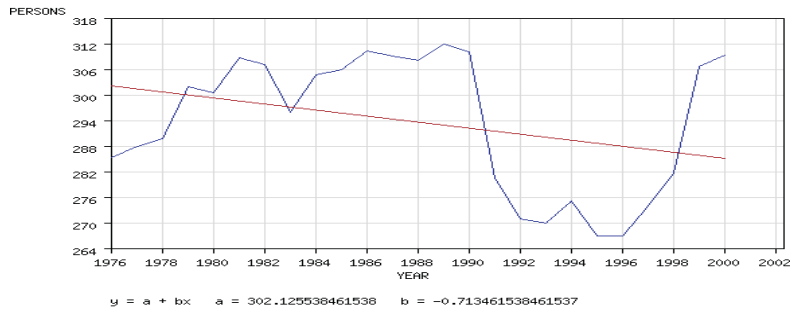
D986656: ONT LF CHARACTERISTICS ANNUAL AVERAGES
FULL-TIME EMPLOYMENT MEN AGE 25-54 AN AVG ONT



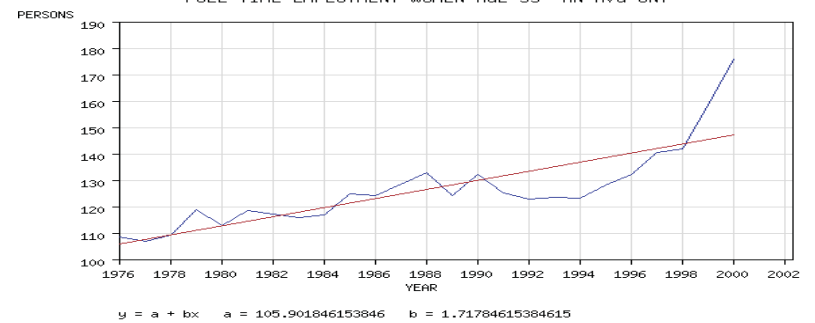
D986665: ONT LF CHARACTERISTICS ANNUAL AVERAGES
FULL-TIME EMPLOYMENT WOMEN AGE 25-54 AN AVG ONT



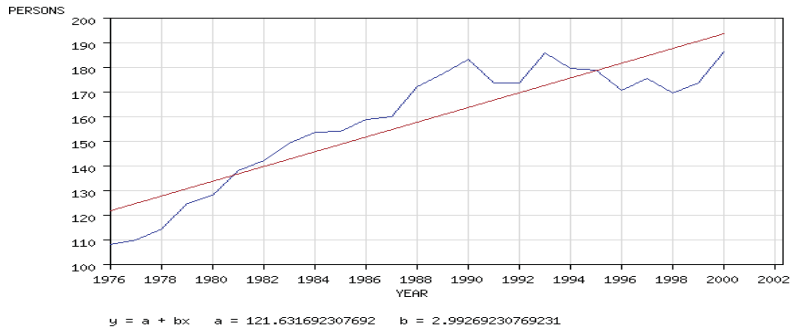
D986657: ONT LF CHARACTERISTICS ANNUAL AVERAGES
FULL-TIME EMPLOYMENT MEN AGE 55 AN AVG ONT



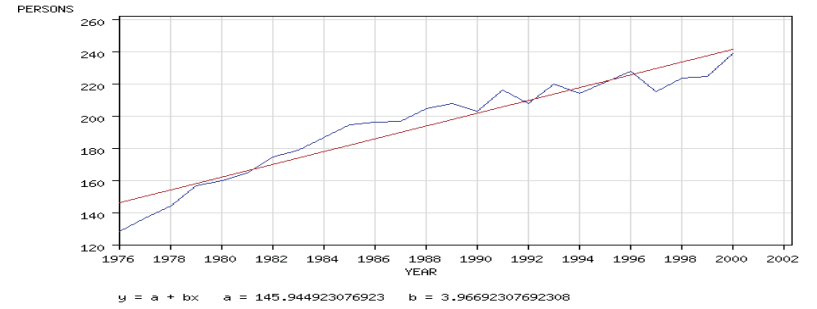
D986666: ONT LF CHARACTERISTICS ANNUAL AVERAGES
FULL-TIME EMPLOYMENT WOMEN AGE 55 AN AVG ONT



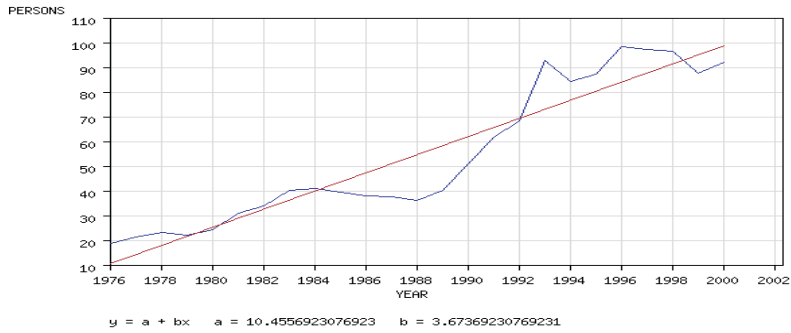
D986679: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PART-TIME EMPLOYMENT MEN AGE 15-24 AN AVG ONT



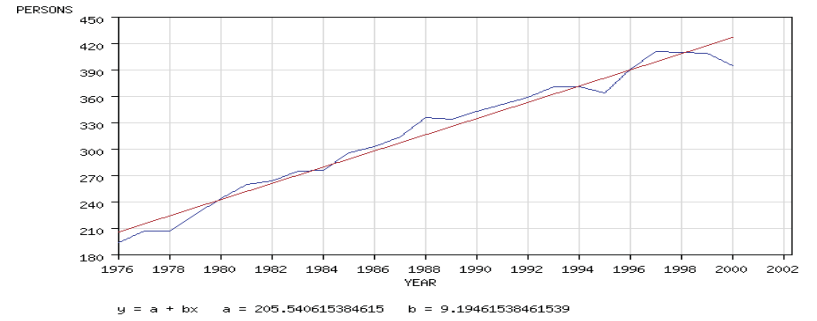
D986688: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PART-TIME EMPLOYMENT WOMEN AGE 15-24 AN AVG ONT



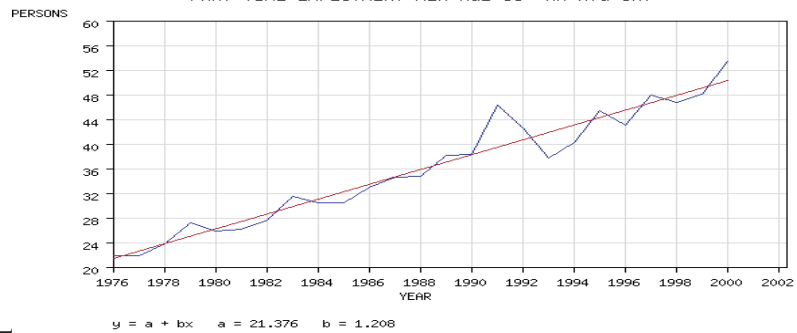
D986683: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PART-TIME EMPLOYMENT MEN AGE 25-54 AN AVG ONT



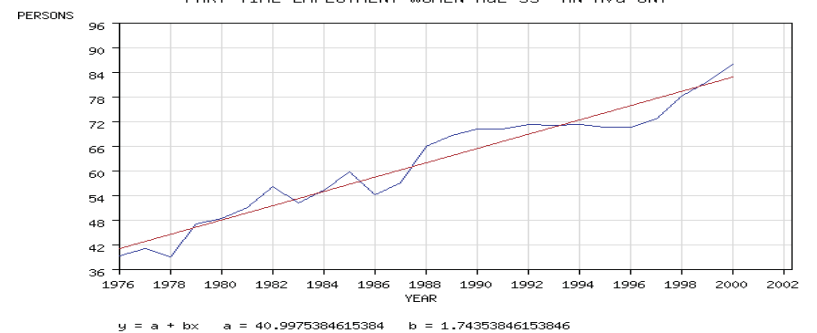
D986692: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PART-TIME EMPLOYMENT WOMEN AGE 25-54 AN AVG ONT



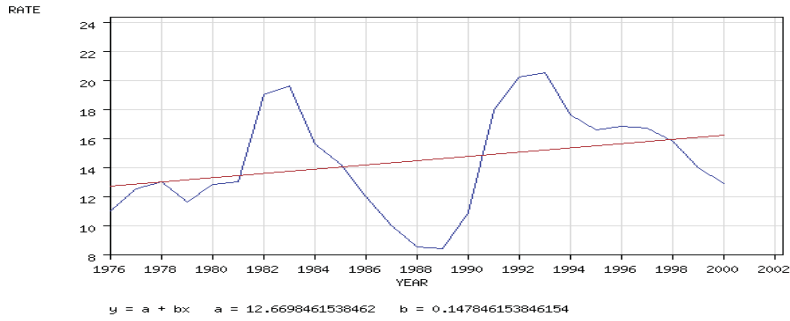
D986684: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PART-TIME EMPLOYMENT MEN AGE 55 AN AVG ONT



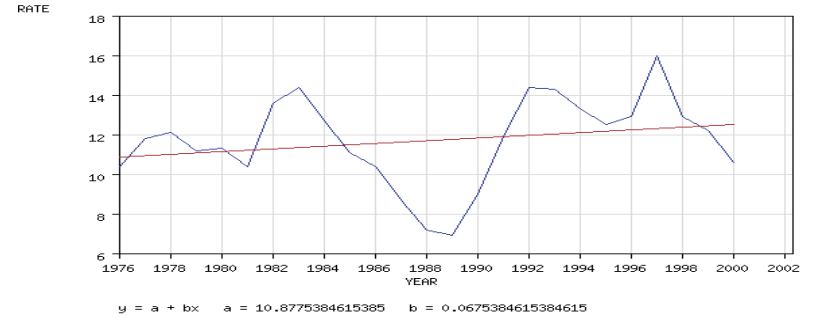
D986693: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PART-TIME EMPLOYMENT WOMEN AGE 55 AN AVG ONT



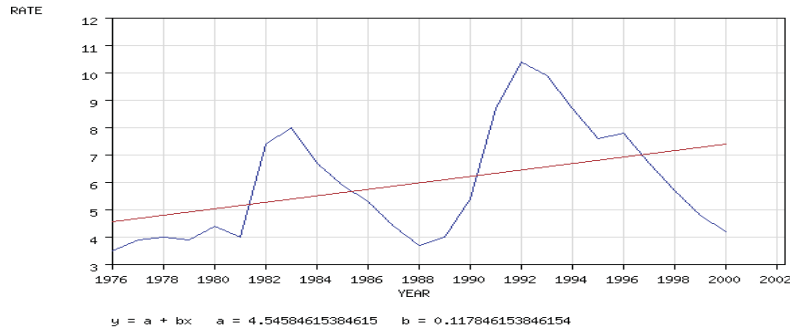
D986733: ONT LF CHARACTERISTICS ANNUAL AVERAGES
UNEMPLOYMENT RATE MEN AGE 15-24 AN AVG ONT



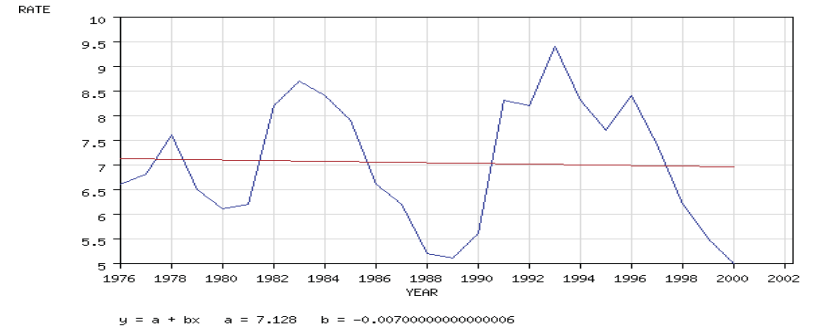
D986742: ONT LF CHARACTERISTICS ANNUAL AVERAGES
UNEMPLOYMENT RATE WOMEN AGE 15-24 AN AVG ONT



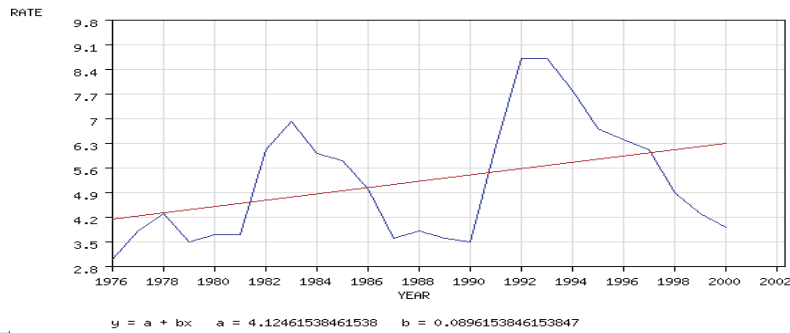
D986737: ONT LF CHARACTERISTICS ANNUAL AVERAGES
UNEMPLOYMENT RATE MEN AGE 25-54 AN AVG ONT



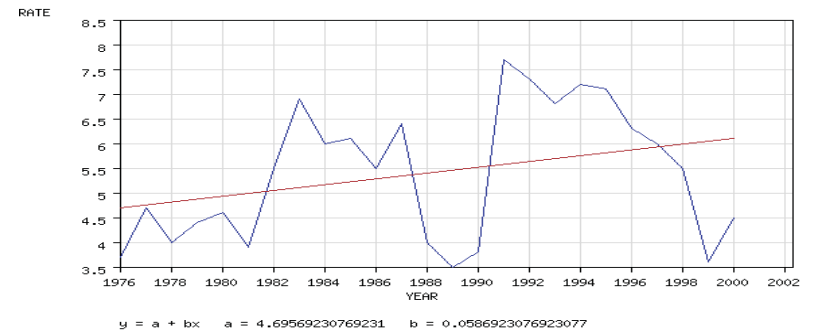
D986746: ONT LF CHARACTERISTICS ANNUAL AVERAGES
UNEMPLOYMENT RATE WOMEN AGE 25-54 AN AVG ONT



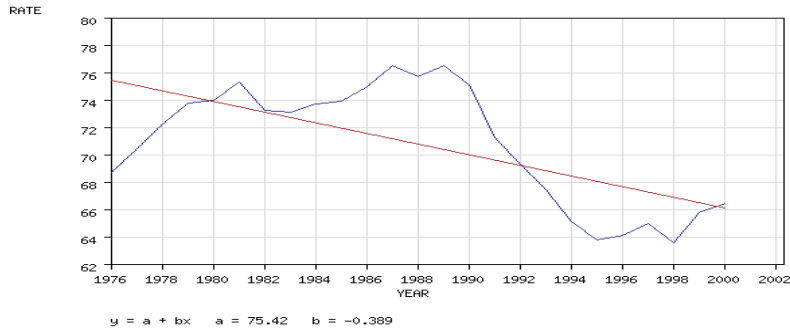
D986738: ONT LF CHARACTERISTICS ANNUAL AVERAGES
UNEMPLOYMENT RATE MEN AGE 55 AN AVG ONT



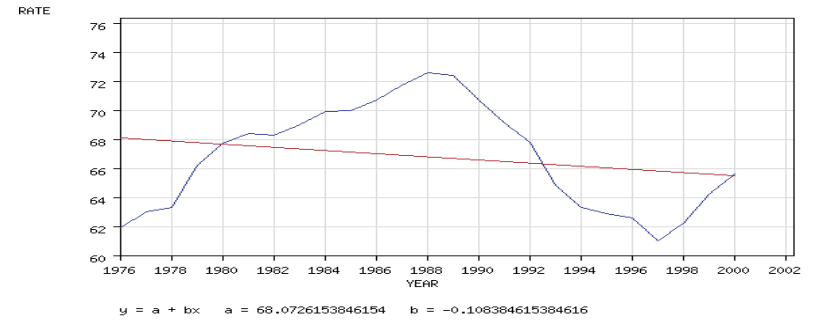
D986747: ONT LF CHARACTERISTICS ANNUAL AVERAGES
UNEMPLOYMENT RATE WOMEN AGE 55 AN AVG ONT



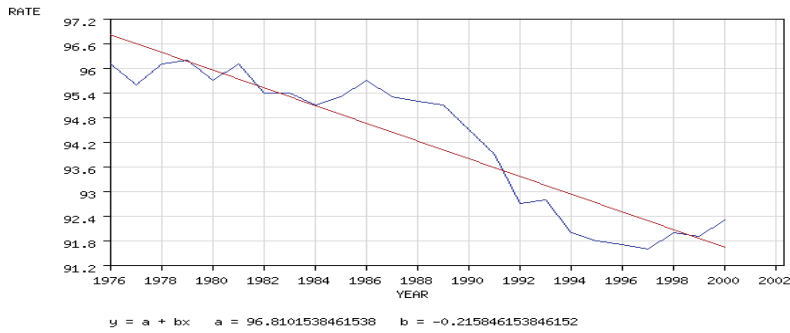
D986760: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PARTICIPATION RATE MEN AGE 15-24 AN AVG ONT



D986769: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PARTICIPATION RATE WOMEN AGE 15-24 AN AVG ONT



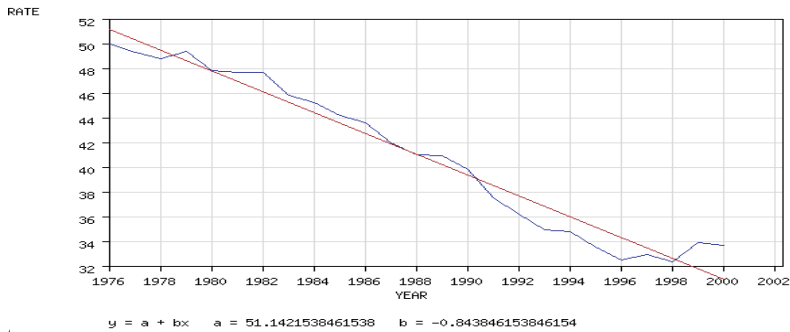
D986764: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PARTICIPATION RATE MEN AGE 25-54 AN AVG ONT



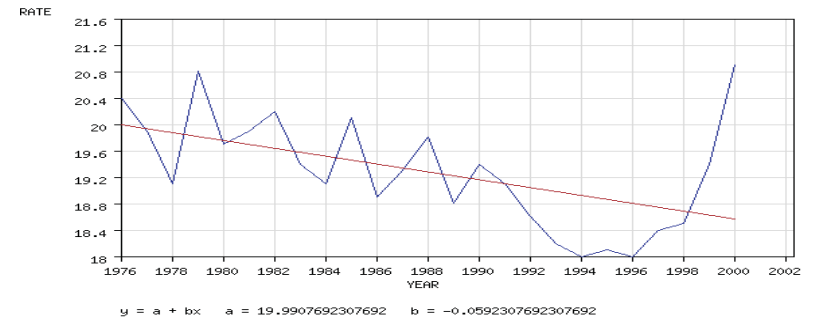
D986773: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PARTICIPATION RATE WOMEN AGE 25-54 AN AVG ONT



D986765: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PARTICIPATION RATE MEN AGE 55 AN AVG ONT



D986774: ONT LF CHARACTERISTICS ANNUAL AVERAGES
PARTICIPATION RATE WOMEN AGE 55 AN AVG ONT



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HRDC, Niagara, "Labour Market Information"
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