

# **A PROFILE OF THE LABOUR MARKET IN THE NIAGARA TRAINING AND ADJUSTMENT BOARD AREA**

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## Highlights

- ***The Niagara population is aging, as is its employed labour force, and this has possible implications for labour supply in the region. In particular the 2001 Census reveals that:***
  - the Niagara population is more concentrated in the 50+ year age group than is Ontario;
  - since 1991, Niagara has experienced growth in the numbers of people aged 10-14 years, 35-59 years, and 70 years and older; and decline in the numbers of people aged 0-9 years, 15-34 years, and 60-69 years;
  - most occupations in Niagara experienced:
    - an increase in the share of all workers aged 15-24 years; and
    - an increase in the share of all workers aged 45 years and older; but,
    - a decrease in the share of all workers aged 25 to 44 years.
  - 21 out of 26 occupations experienced an increase in the number of workers aged 55 years and older between 1996 and 2001, and the most notable were:
    - "Professional Occupations in Business and Finance" (110 percent);
    - "Labourers in Primary Industry (90 percent); and,
    - "Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance" (75 percent).
  - 5 occupations experienced a decline in the number of workers aged 55 years and over, the largest of which was:
    - "Processing and Manufacturing Machine Operators and Assemblers" (-8 percent).
- ***As of 2001 Niagara's workforce was less concentrated in the higher educational attainment categories than was Ontario's. In addition:***
  - the difference between Niagara and Ontario in terms of educational attainment in the workforce has increased since 1991;
  - since 1991, the share of the employed labour force reporting a "Trades Certificate or Diploma" as the highest level of education attained has decreased in Niagara as well as in Ontario overall;
  - all groups except Youth have experienced an increase in the level of educational attainment since 1996 (using "University" as a proxy);
  - Immigrants who immigrated to Niagara between 1996 and 2001 had a much higher level of educational attainment than did those immigrants who immigrated between 1991 and 1996;
    - e.g., in 2001 43.5 percent of immigrants reported "University" as their highest level of educational attainment, whereas in 1996, the share was 31 percent.
- ***In terms of the occupational mix in the Niagara District and Ontario, the 2001 census reveals that:***
  - the top 3 occupations in Niagara are:
    - "Intermediate Sales and Service Occupations" (e.g., retail salespersons, bartenders, sales representatives, travel agents etc.) (11.4 percent);
    - "Elemental Sales and Service Occupations" (e.g., cashiers, security guards, nannies etc.) (11 percent); and,
    - "Trades and Skilled Transport and Equipment Operators" (e.g., machinists, tool and die makers, plumbers) (10.1 percent); and,
- Relative to Ontario as a whole, Niagara is more heavily concentrated in;
  - "Intermediate Occupations in Primary Industry" (143 percent);
  - "Labourers in Primary Industry" (34 percent);
  - "Elemental Sales and Service Occupations" (30 percent);
  - "Trades and Skilled Transport and Equipment Operators" (25 percent);

- “Intermediate Sales and Service occupations” (22 percent); and,
  - “Skilled Occupations in Primary Industry (21 percent); and,
- Relative to Ontario as a whole, Niagara is less heavily concentrated in:
  - “Professional Occupations in Natural and Applied Science” (-56 percent);
  - “Professional Occupations in Business and Finance” (-39 percent); and,
  - “Professional Occupations in Art and Culture” (-37 percent).
- Those occupations that experienced the most rapid growth between 1991 and 2001 in Niagara were:
  - “Paraprofessional Occupations in Law, Social Services, Education and Religion” (+115 percent in Niagara, +124 percent in Ontario).
  - “Professional Occupations in Business and Finance” (+91 percent in Niagara, +86 percent in Ontario).
- ***The largest employer by industry in Niagara in 2001 was “Manufacturing” which accounted for over 1 out of every 6 jobs in the region, followed by:***
  - Retail Trade (12 percent);
  - Accommodations and Food Services (9 percent);
  - Health Care and Social Assistance (9 percent); and,
  - Educational Services (6 percent).
- ***In 2001, 89% of the Niagara resident labour force actually worked in Niagara.***

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## 1.0 INTRODUCTION

In the following analysis, significant dimensions of the labour market in the Niagara Training and Adjustment Board area (hereafter referred to as “Niagara” or “the local board area”) will be profiled. These include population dynamics, educational attainment, and industrial and occupational distributions of the labour force. The information is based on the 2001 and 1996 censuses (and in some instances the 1991 census), and the intention is that this profile synthesizes and further summarizes the information contained in the previously delivered 2001 Census Summary Tables.

It is hoped that the Local Boards will be able to use the 2001 Profiles to complete their deliverables in 2004 – the Trends Opportunities and Priorities Report and the Trends, Opportunities, Priorities Planning Chart – and that it will serve as a platform for discussion among stakeholders about the important issues related to the local labour market.

## 2.0 POPULATION DYNAMICS

According to the 2001 Census of Population, the population of Niagara was 404,590 (and in 1996 it was 398,510), of which 49% was male, and 51% female.

Figure A1 (in the Appendix) compares the age structure of the Niagara population with that of Ontario as of 2001. Figure A1 shows that relative to Ontario the Niagara population is:

- less concentrated in all cohorts between the ages of 0 and 49 years; and,
- more concentrated in all cohorts above 50 years of age.

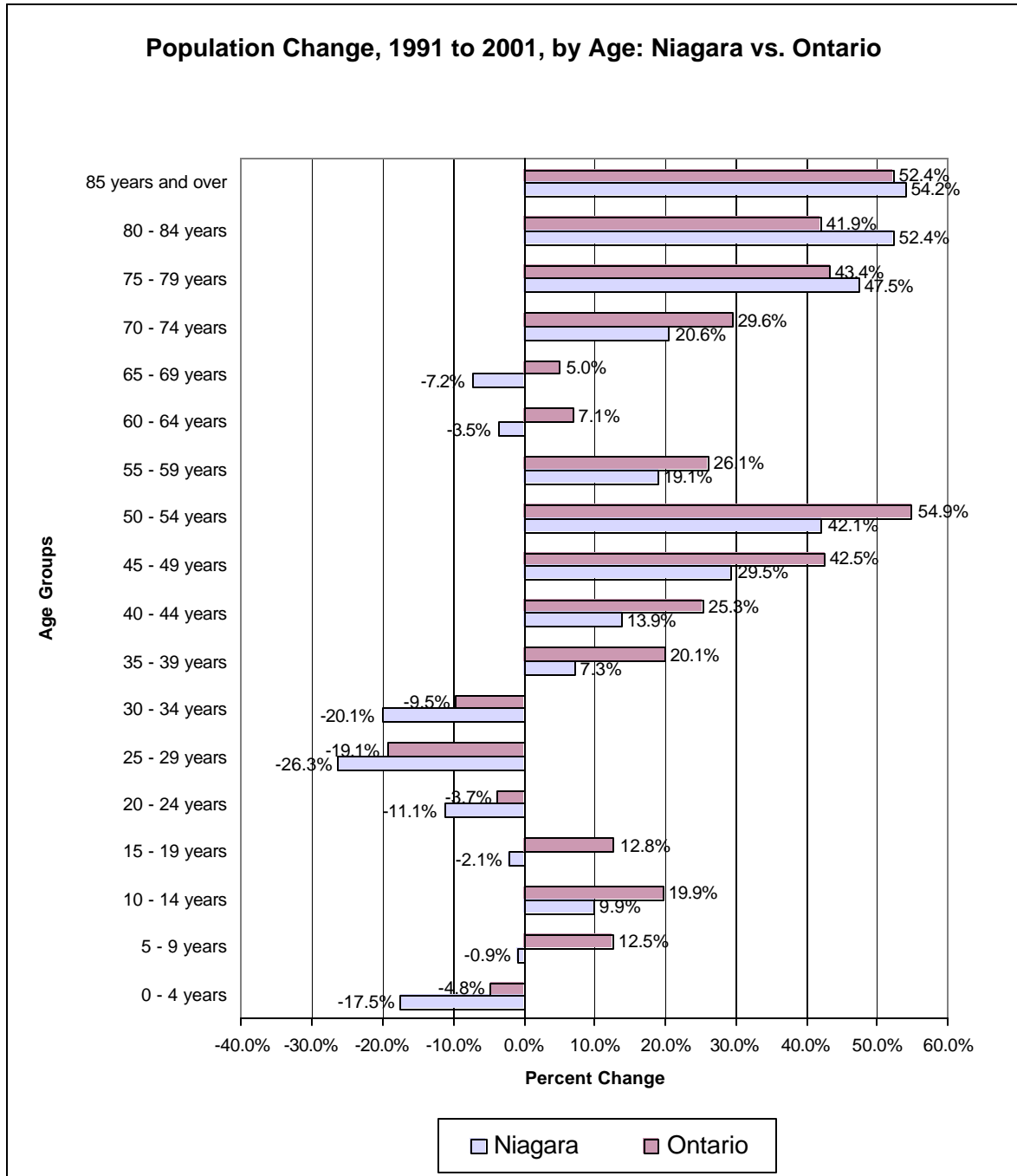
Figure A2 (in the Appendix) shows that the age-sex composition of the Niagara population has not changed appreciably since 1996.

Figure 1 compares age-specific growth rates (between 1991 and 2001) for Niagara to those for Ontario. Figure 1 shows that over this period:

- Niagara and Ontario experienced a decline in the number of people aged 0-4 years;
  - Ontario registered a decline that was more than 4 times as large as the decline experienced in Niagara;
- Ontario experienced growth in all cohorts between 5 and 19 years that substantially outpaced that experienced in Niagara;
  - indeed, Niagara experienced a loss in the 59 year cohort, while the province experienced 12.5 growth;
- both Niagara and Ontario experienced declines in cohorts between 20 and 34 years of age;
  - Niagara’s losses in these cohorts outstripped the provincial losses by a considerable margin in all cohorts;
- Ontario experienced a higher rate of increase in all cohorts between the ages of 35 and 64 than did Niagara;
  - interestingly, Niagara experienced a decline in cohorts between 60 and 69 years of age, while Ontario experienced moderate growth in these cohorts; and
- Niagara experienced more growth in all cohorts above 75 years of age than did Ontario.

Those cohorts experiencing the largest population increases were among the older categories and this suggests that Niagara and Ontario both aged substantially between 1991 and 2001. However, the larger decreases or smaller increases in the younger cohorts suggest that Niagara is aging more rapidly than Ontario.

Figure 1:



### 3.0 LABOUR FORCE

Table 1a compares the Niagara employed labour force (all groups combined) to the provincial employed labour force in 1996 and 2001. The following points are noteworthy:

- in 2001, Niagara exhibited a lower participation rate, a lower employment rate and a lower unemployment rate than did Ontario overall;
  - in 1996, the unemployment rate in Niagara was only one percent higher than the provincial unemployment rate;
- both Niagara and Ontario experienced slight increases in their participation rates between 1996 and 2001;
- both Niagara and Ontario experienced improvements in their employment rates between 1996 and 2001; and,
- both Niagara and Ontario experienced a marked decrease in their unemployment rates between 1996 and 2001.

**Table 1a: Labour Force Activity for the General Labour Force: Niagara vs. Ontario, 2001 & 1996**

	All Groups Niagara, 2001	All Groups Niagara, 1996	All Groups Ontario, 2001	All Groups Ontario, 1996
Total Labour Force Activity	329,460	319,350	9,048,035	8,429,215
In the Labour Force	210,360	200,020	6,086,815	5,586,975
Employed	198,180	180,795	5,713,900	5,077,670
Unemployed	12,180	19,225	372,920	509,305
Not in the Labour Force	119,095	119,330	2,961,225	2,842,235
Participation Rate	63.8	63	67.3	66.3
Employment Rate	60.2	57	63.2	60.2
Unemployment Rate	5.8	10	6.1	9.1

Tables 1b and 1c break the employed labour force of Niagara into its major components for the years 2001 and 1996 respectively.<sup>1</sup> Tables 1b and 1c show that:

- all groups (including the employed labour force as a whole) experienced a drop in unemployment rates between 1996 and 2001;
- all groups (including the employed labour force as a whole) experienced an increase in employment rates between the two census periods;
- in 2001, Youth experienced the highest participation rate (71.9 percent), the highest employment rate (63.5 percent), but also one of the highest unemployment rates (11.8 percent) of all components;
- the Aboriginal component experienced a substantial improvement in its employment rate between 1996 and 2001 from 50.2 percent to 60 percent, and a decrease in its unemployment rate from 18.9 percent to 10 percent;
- Youth also experienced an marked increase in employment rate (55 percent to 63.5 percent), and a marked decrease in unemployment rate (18 percent to 11.8 percent);
- the unemployment rate for the total employed labour force in Niagara, declined from 10 percent in 1996 to 5.8 percent in 2001;
- in 2001, Women exhibited the lowest unemployment rate amongst all components in Niagara at 6 percent; and
- in 2001, Visible Minorities displayed the highest unemployment rate at 12 percent.

<sup>1</sup> Table 1c differs from Table 1b in that it does not contain any labour force activity data for the immigrant component of the employed labour force. This data was not available to the author, and as such temporal comparisons for this component are not possible.

**Table 1b: Labour Force Activity Patterns of General Labour Force and Components, 2001: Niagara Training and Adjustment Board**

	All Groups	Immigrants		Women		Visible Minorities		Aboriginals		Francophones		Youth (15-24)	
		1996-2001	%		%		%		%		%		%
Total Labour Force Activity	329,460	4,130	1.3%	170,470	51.7%	12,500	3.8%	3,690	1.1%	14,410	4.4%	50,100	15.2%
In the Labour Force	210,360	2,665	1.3%	99,405	47.3%	8,330	4.0%	2,465	1.2%	8,565	4.1%	36,035	17.1%
Employed	198,180	2,350	1.2%	93,820	47.3%	7,330	3.7%	2,225	1.1%	7,945	4.0%	31,790	16.0%
Unemployed	12,180	315	2.6%	5,580	45.8%	1,000	8.2%	235	1.9%	620	5.1%	4,245	34.9%
Not in the Labour Force	119,095	1,465	1.2%	71,065	59.7%	4,175	3.5%	1,225	1.0%	5,850	4.9%	14,065	11.8%
Participation Rate	63.8	64.5		58		67		67		59		71.9	
Employment Rate	60.2	56.9		55		59		60		55		63.5	
Unemployment Rate	5.8	11.8		6		12		10		7		11.8	

**Table 1c: Labour Force Activity Patterns of General Labour Force and Components, 1996: Niagara Training and Adjustment Board**

	All Groups	Women	%	Visible Minorities		Aboriginals		Francophones		Youth (15-24)	
					%		%		%		%
Total Labour Force Activity	319,350	165,605	51.9%	10,470	3.3%	3,025	0.9%	14,350	4.5%	50,930	15.9%
In the Labour Force	200,020	92,910	46.5%	7,070	3.5%	1,880	0.9%	8,275	4.1%	34,180	17.1%
Employed	180,795	83,505	46.2%	6,075	3.4%	1,520	0.8%	7,485	4.1%	28,140	15.6%
Unemployed	19,225	9,405	48.9%	995	5.2%	355	1.8%	790	4.1%	6,040	31.4%
Not in the Labour Force	119,330	72,690	60.9%	3,400	2.8%	1,150	1.0%	6,075	5.1%	16,755	14.0%
Participation Rate	63	56		67.5		62.1		57.7		67	
Employment Rate	57	50		58		50.2		52.2		55	
Unemployment Rate	10	10		14.1		18.9		9.5		18	

### 3.1 Education and Skill Attainment Levels in the General Employed Labour Force

Table 2 presents a decomposition of the employed labour force of Niagara and Ontario, by the highest level of educational attainment, for the years 1991, 1996 and 2001. Table 2 shows that:

- in 1991, 1996 and 2001, Niagara exhibits a smaller proportion of its employed labour force reporting “University” as the highest level of education attained than does Ontario;
  - in 2001 the share of the Niagara employed labour force reporting “University” as the highest level of educational attainment was 23.5 percent while the same share for Ontario was 32.5 percent;
    - it appears that the gap between Ontario and Niagara in terms of the share of the employed labour force reporting a university education is widening over time; and,
- in 1991, 1996 and 2001, Niagara exhibits slightly lower proportions of its employed labour force reporting “Less than grade 9”, but slightly higher proportions reporting in the other lower educational attainment categories (i.e., “Grades 9-10”, “Grades 11-13”, and “Secondary school graduation certificate or diploma”) than does Ontario;
  - in 2001, 17.4 percent of the employed labour force in Niagara reported “Secondary School Graduation Certificate” as the highest level of education attained, whereas the provincial share was 15 percent;
- Over time (i.e., from 1991 to 2001), the proportion of the employed labour force of Niagara and Ontario reporting higher educational attainment levels has increased, while the share reporting lower educational attainment levels of “Less than Grade 9” and “Grades 9 –10” has declined; and,
- over the same period, the share of the employed labour force reporting “Trades Certificate or Diploma” as the highest level of education attained has decreased in Niagara as well as in Ontario overall.

**Table 2: Total Labour Force by Highest Level of Education, Niagara and Ontario: 1991, 1996 and 2001**

	Niagara, 1991	Ontario, 1991	Niagara, 1996	Ontario 1996	Niagara, 2001	Ontario, 2001
Less than grade 9	5.8%	6.2%	3.9%	4.4%	2.7%	3.2%
Grades 9-10	10.4%	9.2%	8.3%	7.5%	7.1%	6.4%
Grades 11-13	12.8%	11.4%	11.3%	10.1%	11.9%	10.3%
Secondary school graduation certificate	18.4%	16.2%	17.5%	15.3%	17.4%	15.0%
Trades certificate or diploma	4.4%	3.7%	4.1%	3.5%	3.8%	3.1%
Other non-university education only	28.3%	26.2%	32.0%	29.0%	33.6%	29.5%
University	19.9%	27.0%	22.9%	30.0%	23.5%	32.5%

On this basis, it appears reasonable to conclude that:

- the Niagara employed labour force is less educated than is the provincial labour force, and this difference is increasing with time; and,
- relative to Ontario, the Niagara economy has (since 1991 at least) consistently been less heavily invested in the knowledge-based occupations (to the extent that the educational attainment of the employed labour force mirrors the demand for the various skill sets in the local economy).

### 3.2 Education and Skill Attainment Levels of Labour Force Components

Tables 3 and 4 compare the employed labour force of Niagara to the Female, Visible Minority, Aboriginal, Francophone, Immigrant and Youth components of the labour force in 1996 and 2001.

**Table 3: Educational Attainment in the General Labour Force and Major Components, Niagara Training and Adjustment Board: 2001**

	All Groups	Women	Visible			Immigrants 96-01	Youth 15-24
			Minorities	Aboriginals	Francophones		
Less than grade 9	2.7%	2.2%	8.4%	6.4%	18.7%	5.1%	0.4%
Grades 9-10	7.1%	6.2%	7.2%	17.2%	13.4%	4.5%	10.8%
Grades 11-13	11.9%	11.3%	12.0%	15.3%	10.5%	13.2%	24.1%
Secondary school graduation certificate	17.4%	18.2%	10.5%	15.2%	15.8%	10.0%	20.4%
Trades certificate or diploma	3.8%	2.4%	1.7%	2.8%	5.0%	2.8%	0.9%
Other non-university education only	33.6%	34.8%	21.6%	29.6%	22.8%	20.9%	22.5%
University	23.5%	24.8%	38.7%	13.4%	13.7%	43.5%	20.8%
Total	100%	100%	100%	100%	100%	100%	100%

**Table 4: Educational Attainment in the General Labour Force and Major Components, Niagara Training and Adjustment Board: 1996**

	All Groups	Women	Visible			Immigrants 91-96	Youth 15-24
			Minorities	Aboriginals	Francophones		
Less than grade 9	3.9%	3.2%	11.6%	12.4%	21.9%	9.3%	0.6%
Grades 9-10	8.3%	7.2%	9.5%	17.4%	15.5%	6.4%	9.4%
Grades 11-13	11.3%	10.9%	13.9%	16.9%	9.8%	11.5%	21.6%
Secondary school graduation certificate	17.5%	19.2%	11.4%	10.4%	13.4%	14.7%	20.2%
Trades certificate or diploma	4.1%	2.4%	1.9%	5.0%	4.3%	2.7%	0.9%
Other non-university education only	32.0%	34.1%	19.3%	26.1%	23.9%	24.2%	23.6%
University	22.9%	23.0%	32.3%	11.9%	11.1%	31.0%	23.7%
Total	100%	100%	100%	100%	100%	100%	100%

A comparison of Tables 3 and 4 indicates that relative to the overall employed labour force in Niagara:

- Visible Minorities, Aboriginals and Francophones and Immigrants are over-represented in the “less than grade 9” category for both 1996 and 2001;
- from 1996 to 2001, each component shows a decreased share reporting “Less than Grade 9”;
  - the component with the largest decrease in the share reporting “Less than Grade 9” as the highest level of education was Aboriginals, dropping from 12.4 percent in 1996 to 6.4 percent in 2001;
- Women are over-represented in the “University” category and under-represented in the “less than grade 9” category in 1996 and 2001;
- each component, with the exception of Youth, experienced an improvement in the share reporting “University” between 1996 and 2001;

- the share of Youth reporting “University” as the highest level of education attained decreased from 23.7 percent to 20.8 percent over the period;
- Immigrants, and Visible Minorities are over-represented in the “University” category in both 1996 and 2001; and,
  - Youth are over-represented in the “University” category in 2001;<sup>i</sup>
- Francophones are over-represented in the “Trades Certificate or Diploma” category in 1996 and 2001; and,
  - Aboriginals are over-represented in the “Trades Certificate or Diploma” category in 2001;
- Aboriginals and Francophones are significantly overrepresented in the “Grades 9-10” category;
- Aboriginals and Francophones are significantly under-represented in the “University” category;
- Immigrants in 2001 are significantly over-represented in the “University” category; and,
- Youth are over-represented in the “Secondary School Graduation” category.

#### 4.0 Occupational Structure of the Employed Labour Force

##### 4.1 Occupational Structure of the General Labour Force and Major Components

Figure 2a compares Niagara and Ontario in terms of the occupational distribution of their employed labour forces, in 2001 (Figures A3 and A4 in the Appendix present the same information for 1991 and 1996). Figure 2a suggests that in 2001, the top 6 occupations in Niagara were:

- “Intermediate Sales and Service Occupations” (e.g., retail salespersons, bartenders, sales representatives, travel agents etc.) (11.4 percent);
- “Elemental Sales and Service Occupations” (e.g., cashiers, security guards, nannies etc.) (11 percent);
- “Trades and Skilled Transport and Equipment Operators” (e.g., machinists, tool and die makers, plumbers etc.) (10.1 percent);
- “Middle and Other Management Occupations” (e.g., financial managers, human resources managers, bank managers etc.) (8.9 percent);
- “Clerical Occupations” (e.g., data entry clerk, receptionist etc.) (8.1 percent); and,
- “Skilled Administrative and Business Occupations” (5.8 percent).

Figure 2a shows that the least prevalent occupational categories in Niagara were:

- “Professional Occupations in Arts and Culture” (0.8 percent);
- “Processing, Manufacturing and Utilities Supervisors and Skilled Operators” (0.9 percent);
- “Trades Helpers, Construction Labourers and Related Occupations” (0.9 percent);
- “Labourers in the Primary Industry” (0.9 percent);
- “Senior Management Occupations” (1 percent); and,
- “Technical and Skilled Occupations in Art, Culture, Recreation and Sport” (1.2 percent).

Figure 2a also shows that relative to Ontario in 2001, the occupational composition of the employed labour force in Niagara was more heavily concentrated in:

- “Intermediate Occupations in Primary Industry” (143 percent);
- “Labourers in Primary Industry” (34 percent);
- “Elemental Sales and Service Occupations” (30 percent);
- “Trades and Skilled Transport and Equipment Operators” (25 percent);
- “Intermediate Sales and Service Occupations” (22 percent); and,
- “Skilled Occupations in Primary Industry” (21 percent).

Figure 2a also suggests that relative to Ontario in 2001, Niagara’s employed labour force was substantially less concentrated in:

- “Professional Occupations in Natural and Applied Sciences” (e.g., chemists, physicists etc.) (-56 percent);
- “Professional Occupations in Business and Finance” (-39 percent); and,

- “Professional Occupations in Art and Culture” (-37 percent).

Figures A3 and A4 (in the Appendix) show that the occupational distributions of the Niagara and Ontario labour forces have changed subtly between 1991 and 1996.<sup>ii</sup>

Figure 2b presents occupation specific growth rates for Niagara and Ontario, for the period from 1991 to 2001. A visual inspection of Figure 2b indicates that the occupational structures of Niagara and Ontario have changed in a somewhat similar manner over this period.

According to Figure 2b, those occupations in Niagara and Ontario which have experienced the most rapid growth between 1991 and 2001 include:

- “Paraprofessional Occupations in Law, Social Sciences, Education and Religion” (e.g., paralegal and related occupations, community and social service workers, instructors and teachers of persons with disabilities etc.);
  - 115 percent growth in Niagara;
  - 124 percent growth in Ontario;
- “Professional Occupations in Business and Finance” (e.g., auditors, accountants and investment professionals);
  - 91 percent growth in Niagara;
  - 86 percent growth in Ontario
- “Senior Management Occupations”;
  - 55 percent growth in Niagara;
  - 51 percent growth in Ontario; and,
- “Professional Occupations in Art and Culture”;
  - 57 percent growth in Niagara;
  - 32 percent growth in Ontario.

Figure 2b shows that some occupations experienced a decline in both Niagara and Ontario between 1991 and 2001. Those occupations that experienced the most significant declines include:

- “Trades Helpers, Construction Labourers and Related Occupations”;
  - -32 percent in Niagara;
  - -28 percent in Ontario; and,
- “Skilled Occupations in Primary Industry”;
  - -7 percent in Niagara
  - -9 percent in Ontario.

Figure 2b also shows several occupations which moved in opposite directions in Niagara and Ontario between 1991 and 2001. These include:

- “Intermediate Occupations in Primary Industry”;
  - 20 percent in Niagara;
  - -23 percent in Ontario; and,
- “Processing, Manufacturing and Utilities Supervisors and Skilled Operators”;
  - -7 percent Niagara;
  - 25 percent Ontario.

Figure 2a:

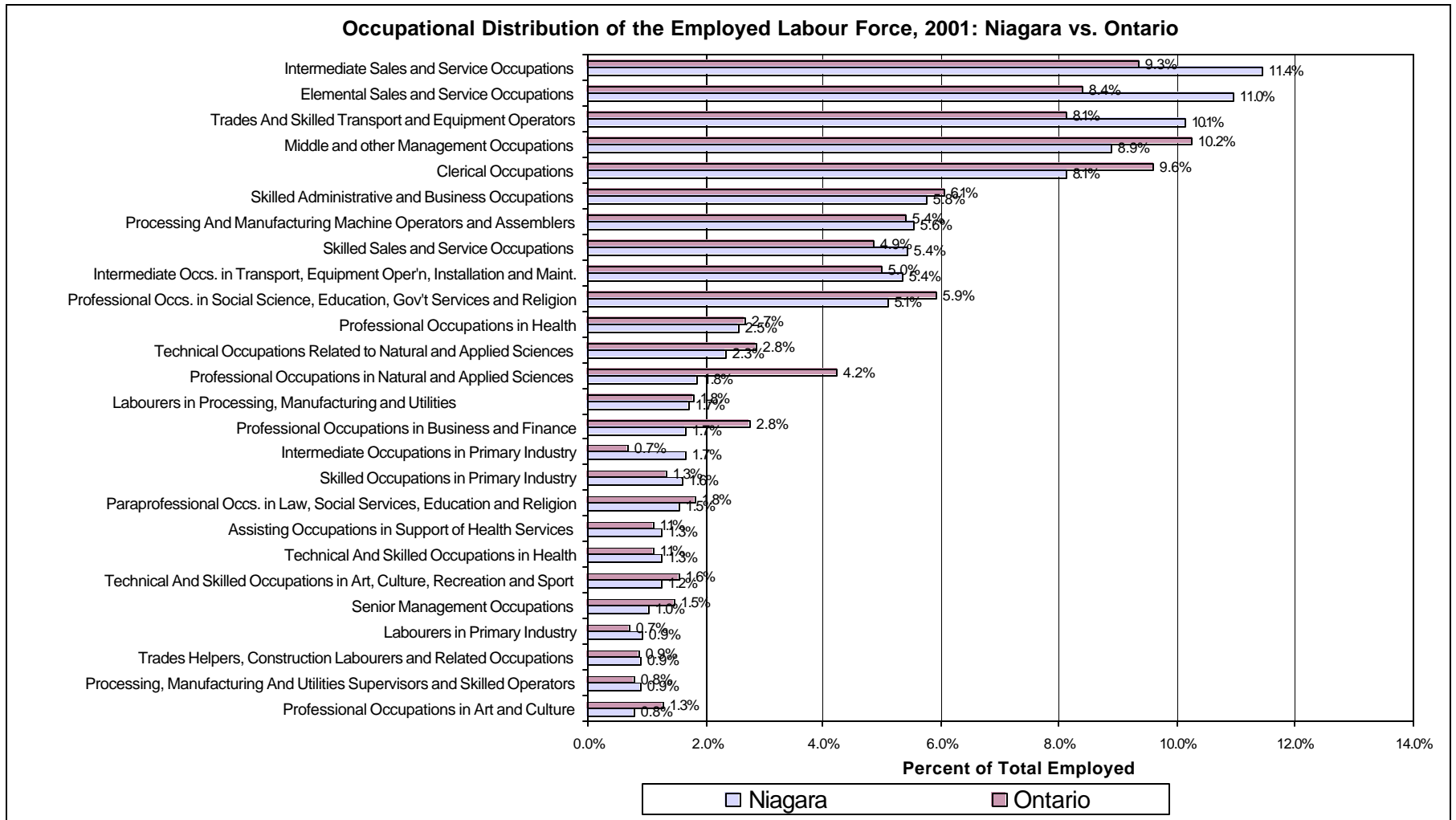


Figure 2b:

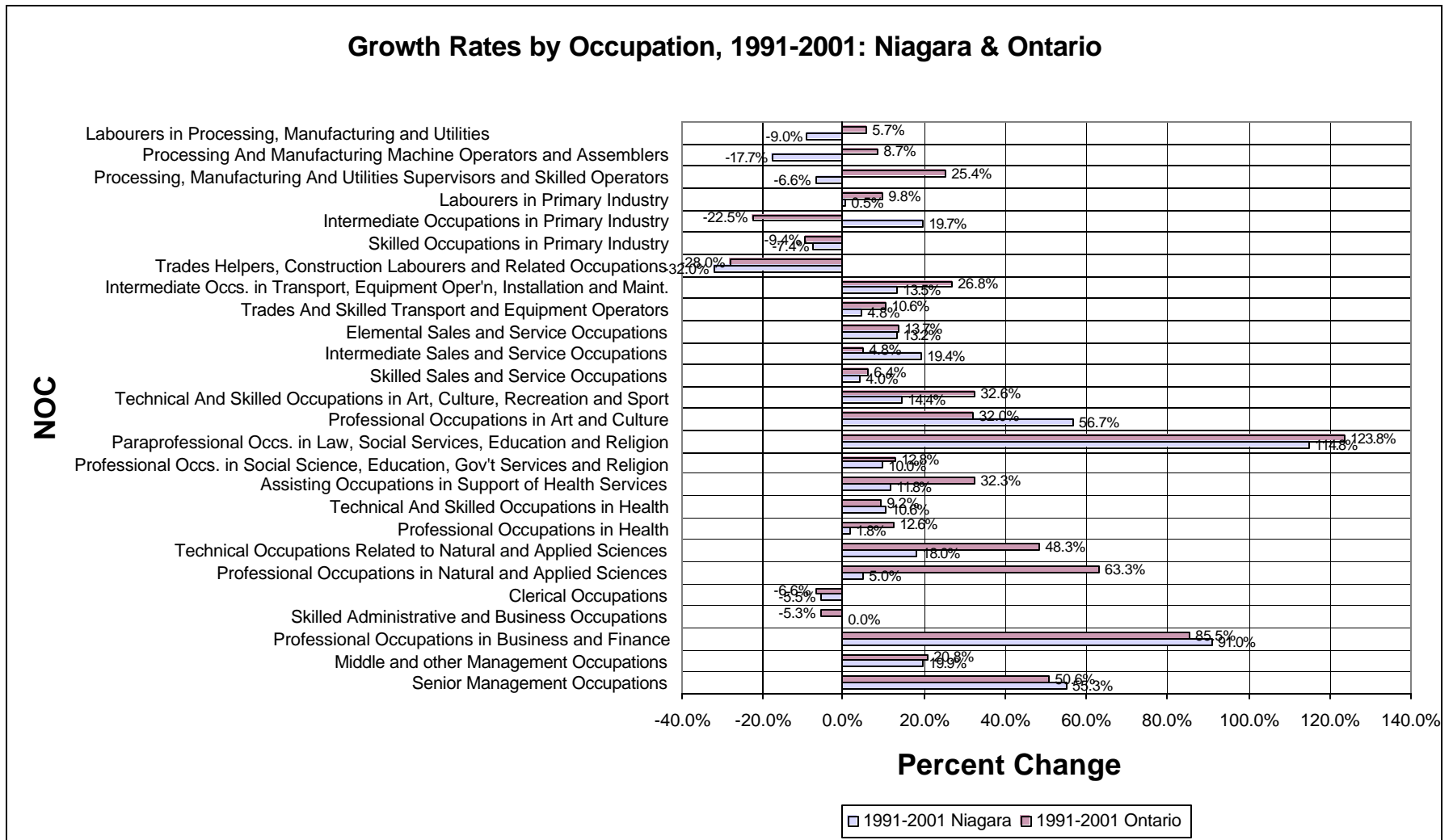


Figure 2b shows that processing occupations have experienced a decline in Niagara but an increase in Ontario overall. Also, while occupations in management and natural and applied sciences experienced increases in Niagara and Ontario, these increases were less substantial in Niagara.

Tables 5a and 5b present the occupational structure of the Niagara employed labour force and its major components for the years 2001 and 1996 respectively. The top 3 occupations for each group are highlighted.

Specifically, Table 5a shows that in 2001, relative to the overall employed labour force in Niagara:

- Immigrants are over-represented in:
  - Professional Occupations in Natural and Applied Sciences;
  - Intermediate Occupations in Primary Industry; and,
  - Elemental Sales and Service Occupations.
- Immigrants are under-represented in most occupations including:
  - Trades and Skilled Transport and Equipment Operators;
  - Middles and Other Management Occupations; and,
  - Skilled Administrative and Business Occupations.

Table 5A: Employed Labour Force and Components by Occupation, 2001: Niagara (top 3 occupations are highlighted for each component)

	Total Employed	Immigrants		Visible			
	Labour Force	1996-2001	Women	Minorities	Aboriginals	Francophones	Youth (15-24)
Senior Management Occupations	1.0%	0.7%	0.5%	0.5%	0.7%	0.9%	0.0%
Middle and other Management Occupations	8.9%	4.8%	7.4%	8.6%	4.0%	6.0%	2.2%
Professional Occupations in Business and Finance	1.7%	2.2%	1.6%	1.8%	0.4%	1.6%	0.4%
Skilled Administrative and Business Occupations	5.8%	2.2%	10.1%	4.1%	3.6%	6.2%	2.1%
Clerical Occupations	8.1%	5.3%	12.7%	6.7%	7.6%	11.4%	7.2%
Professional Occupations in Natural and Applied Sciences	1.8%	5.8%	0.6%	4.8%	1.1%	1.0%	0.9%
Technical Occupations Related to Natural and Applied Sciences	2.3%	1.9%	0.8%	2.7%	2.2%	1.8%	1.8%
Professional Occupations in Health	2.5%	1.6%	4.3%	5.0%	2.0%	2.1%	0.3%
Technical And Skilled Occupations in Health	1.3%	0.5%	2.2%	1.2%	2.0%	0.8%	0.6%
Assisting Occupations in Support of Health Services	1.3%	0.6%	2.4%	1.2%	1.8%	1.3%	0.9%
Professional Occs. in Social Science, Education, Gov't Services and Religion	5.1%	3.1%	6.5%	4.8%	4.0%	6.2%	1.2%
Paraprofessional Occs. in Law, Social Services, Education and Religion	1.5%	1.0%	2.9%	1.3%	2.2%	1.1%	1.3%
Professional Occupations in Art and Culture	0.8%	0.5%	1.1%	0.5%	0.4%	0.4%	0.5%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	1.2%	0.5%	1.5%	1.6%	0.9%	0.8%	2.2%
Skilled Sales and Service Occupations	5.4%	3.1%	5.2%	5.7%	4.5%	4.5%	6.7%
Intermediate Sales and Service Occupations	11.4%	8.4%	16.5%	15.8%	13.0%	8.6%	21.4%
Elemental Sales and Service Occupations	11.0%	11.6%	14.2%	11.4%	14.8%	11.3%	27.6%
Trades And Skilled Transport and Equipment Operators	10.1%	5.2%	1.0%	5.4%	10.1%	13.8%	4.8%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	5.4%	2.4%	1.6%	3.8%	8.8%	6.8%	3.2%
Trades Helpers, Construction Labourers and Related Occupations	0.9%	0.7%	0.1%	0.1%	2.5%	1.1%	1.6%
Skilled Occupations in Primary Industry	1.6%	0.6%	0.8%	0.9%	0.0%	1.1%	0.7%
Intermediate Occupations in Primary Industry	1.7%	3.3%	1.9%	3.3%	2.0%	0.8%	4.7%
Labourers in Primary Industry	0.9%	0.2%	0.3%	0.5%	1.3%	0.9%	2.5%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	0.9%	0.0%	0.2%	0.4%	0.9%	1.1%	0.2%
Processing And Manufacturing Machine Operators and Assemblers	5.6%	3.4%	2.6%	6.5%	5.8%	6.3%	3.3%
Labourers in Processing, Manufacturing and Utilities	1.7%	0.6%	1.1%	1.8%	2.9%	2.2%	1.8%

Table 5B: Employed Labour Force and Components by Occupation, 1996: Niagara (top 3 occupations are highlighted for each component)

	Total Employed		Visible			
	Labour Force	Women	Minorities	Aboriginals	Francophones	Youth (15-24)
Senior Management Occupations	0.8%	0.3%	0.7%	0.0%	0.7%	0.1%
Middle and other Management Occupations	7.6%	5.7%	9.2%	4.9%	6.4%	2.8%
Professional Occupations in Business and Finance	1.0%	0.8%	0.7%	0.0%	0.3%	0.2%
Skilled Administrative and Business Occupations	6.0%	10.8%	3.4%	5.3%	5.6%	1.7%
Clerical Occupations	10.0%	15.9%	4.9%	6.6%	11.6%	9.3%
Professional Occupations in Natural and Applied Sciences	1.8%	0.5%	2.6%	0.7%	1.1%	0.5%
Technical Occupations Related to Natural and Applied Sciences	1.9%	0.4%	1.6%	1.6%	1.8%	1.1%
Professional Occupations in Health	2.8%	5.0%	5.1%	2.6%	2.9%	0.4%
Technical And Skilled Occupations in Health	1.2%	2.1%	1.2%	0.7%	1.3%	0.5%
Assisting Occupations in Support of Health Services	1.2%	2.4%	1.6%	2.3%	1.7%	1.1%
Professional Occs. in Social Science, Education, Gov't Services and Religion	5.7%	7.0%	4.2%	4.6%	6.0%	1.6%
Paraprofessional Occs. in Law, Social Services, Education and Religion	0.8%	1.4%	0.2%	1.0%	0.7%	0.7%
Professional Occupations in Art and Culture	0.9%	1.1%	1.2%	0.0%	0.3%	1.1%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	1.2%	1.5%	0.7%	3.0%	0.9%	2.4%
Skilled Sales and Service Occupations	5.2%	4.8%	7.3%	4.3%	4.3%	6.6%
Intermediate Sales and Service Occupations	11.2%	17.3%	12.1%	10.2%	10.2%	21.0%
Elemental Sales and Service Occupations	11.0%	14.0%	15.3%	12.8%	9.8%	27.1%
Trades And Skilled Transport and Equipment Operators	9.2%	0.7%	3.6%	8.9%	10.2%	3.9%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	5.2%	1.1%	3.0%	10.5%	6.0%	4.0%
Trades Helpers, Construction Labourers and Related Occupations	0.8%	0.0%	0.2%	1.0%	0.9%	1.2%
Skilled Occupations in Primary Industry	1.7%	1.1%	1.1%	1.0%	0.5%	0.6%
Intermediate Occupations in Primary Industry	1.8%	1.6%	9.9%	1.0%	0.5%	4.2%
Labourers in Primary Industry	0.8%	0.2%	0.7%	0.0%	0.2%	2.2%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	1.2%	0.2%	0.6%	1.0%	1.5%	0.2%
Processing And Manufacturing Machine Operators and Assemblers	6.8%	2.8%	6.4%	10.9%	11.7%	3.4%
Labourers in Processing, Manufacturing and Utilities	2.0%	1.0%	2.0%	3.6%	2.5%	2.1%

Table 5a also shows that:

- Women are over-represented in;
  - Intermediate Sales and Service Occupations (e.g., retail salespersons, bartenders, sales representatives, travel agents etc.);
  - Clerical Occupations (e.g., data entry clerks, receptionists, court clerks etc.); and,
  - Skilled Administrative and Business Occupations (e.g., bookkeepers, loan officers, legal secretaries etc.); and,
- Women are under-represented in:
  - Trades And Skilled Transport and Equipment Operators (e.g., carpenters, electricians, boiler makers etc.);
  - Intermediate Occupations. in Transport, Equipment Operation, Installation and Maintenance (e.g., truck drivers, bus drivers and other subway and other transit operators etc.); and,
  - Processing and Manufacturing Machine Operators and Assemblers.

In addition, Tables 5a and 5b show that relative to the overall employed labour force in Niagara, Visible Minorities (VMs) are over-represented most notably in:

- Intermediate Sales and Service Occupations;
- Professional Occupations in Natural and Applied Science; and,
- Professional Occupations in Health.
- VMs are underrepresented most notably in:
  - Trades and Skilled Transport and Equipment Operators;
  - Skilled Administrative and Business Occupations; and,
  - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance; and,

- Aboriginals are overrepresented most notably in:
  - Elemental Sales and Service Occupations;
  - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance;
  - Trades Helpers, Construction Labourers and Related Occupations; and,
- Aboriginals are underrepresented most notably in:
  - Middle and Other Management Occupations;
  - Clerical Occupations;
  - Professional Occupations in Business and Finance; and,
- Francophones are overrepresented most notably in:
  - Trades and Skilled Transport and Equipment Operation;
  - Clerical Occupations;
  - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance; and,
- Francophones are underrepresented most notably in:
  - Middle and Other Management Occupations;
  - Intermediate Sales and Service Occupations;
  - Skilled Sales and Service Occupations; and,
- Youth are overrepresented in:
  - Elemental Sales and Service Occupations;
  - Intermediate Sales and Service Occupations;
  - Intermediate Occupations in Primary Industry; and,
- Youth are underrepresented in most occupations, most notably in:
  - Middle and other Management Occupations;
  - Trades and Skilled Transport and Equipment Operation; and,
  - Professional Occupations in Social Science, Education, Government Services and Religion.

Table 5b shows that for some components of the Niagara employed labour force, the period 1996 to 2001 saw some improvements in terms of the degree to which components were able to move into non-traditional occupations. For example, between 1996 and 2001:

- the share of all Women in the “Middle and Other Management” occupational group increased from 5.7 percent to 7.4 percent;
- the share of Women in “Clerical Occupations” decreased from 15.9 percent to 12.7 percent; and,
- the share of Aboriginals in “Senior Management Occupations” rose from 0 percent to 0.7 percent.

#### **4.2 Age/Occupational Structure of the Labour Force**

Tables A1, A2 and A3 (in the Appendix) show, for Niagara and Ontario respectively, the age-structures of the various occupations. A comparison of Tables A1 and A2 shows that between 1996 and 2001:

- less than half (11 out of 26) of the occupations in the local board area experienced a decrease in the share of all workers accounted for by the 15-24 year age group; and,
  - the most significant declines were experienced by:
    - Professional Occupations in Art and Culture (9.6 percent decline);
    - Technical and Skilled Occupations in Art, Culture, Recreation and Sport (2.6 percent decline); and,
    - Senior Management Occupations (2.3 percent decline).
- More than half (15 out of 26) of the occupations experienced an increase in the share of 15-24 year olds over this period, with the most notable increases in;
  - Intermediate Occupations in Primary Industry (9.2 percent);
  - Professional Occupations in Natural and Applied Science (3.8 percent); and,
  - Technical Occupations Related to Natural and Applied Sciences (3.6 percent).

- most occupations (22 out of 26) experienced a decrease in the share of 25-44 year olds with the most notable decreases in;
  - Intermediate Occupations in Primary Industry (9.7 percent decrease);
  - Professional Occupations in Health (9 percent decrease);
  - Processing, Manufacturing and Utilities Supervisors and Skilled Operators (8.5 percent decrease); and,
- those occupations that experienced the most noticeable increases in the 25-44 year cohort included;
  - Professional Occupations in Social Science, Education, Government Services and Religion (3 percent); and,
  - Senior Management Occupations (2.8 percent); and,
- Most occupations (21 out of 26) experienced an increased share of workers in the 45 years and older cohort, and those which experienced the most substantial increases include:
  - Professional Occupations in Art and Culture (13 percent);
  - Professional Occupations in Health (9.4 percent); and,
  - Intermediate Occupation in Transport, Equipment Operation, Installation and Maintenance (9 percent); and,
- of those few which experienced a decline, the most notable included;
  - Trades Helpers, Construction Labourers and Related Occupations (a 5.1 percent decline);
  - Technical Occupations Related to Natural and Applied Sciences (a 2.5 percent decline); and,
  - Professional Occupations in Social Science, Education, Government Services and Religion (a 2.4 percent decline); and,
- 14 out of 22 occupations experienced an increase in the share of workers aged 65 years and older over the period, and the most notable included;
  - Labourers in Primary Industry (1.7 percent);
  - Professional Occupations in Business and Finance (1.6 percent); and,
  - Assisting Occupations in Support of Health Services (1.4 percent); and,
- of the 11 occupations which experienced a decline, the most notable included;
  - Senior Management Occupations (4 percent decrease);
  - Professional Occupations in Art and Culture (1.5 percent decrease); and,
  - Technical and Skilled Occupations in Art, Culture, Recreation and Sport (1.1 percent decrease).

A comparison of Tables A1 and A3 suggests that:

- the majority of occupations (16 out of 26) in the local board area exhibit a smaller share of workers aged 15-24 years than is the case provincially;
  - in other words, the majority of occupations in the local board area (16 out of 26) are older than they are provincially (with the remainder being younger);
- the majority of occupations (19 out of 26) in the local board area exhibit a smaller share of workers aged 25-44 years than is the case provincially;;
- the majority of occupations (19 out of 26) in the local board area exhibit a larger share of workers aged 45 years and older than is the case provincially; and,
- exactly one half of the occupations (13 out of 26) in the local board area exhibit a larger share of workers aged 65 years and older than is the case provincially, while the remaining one half exhibits a smaller share.

The comparison of Tables A1 and A3 suggests therefore, that relative to their provincial counterparts:

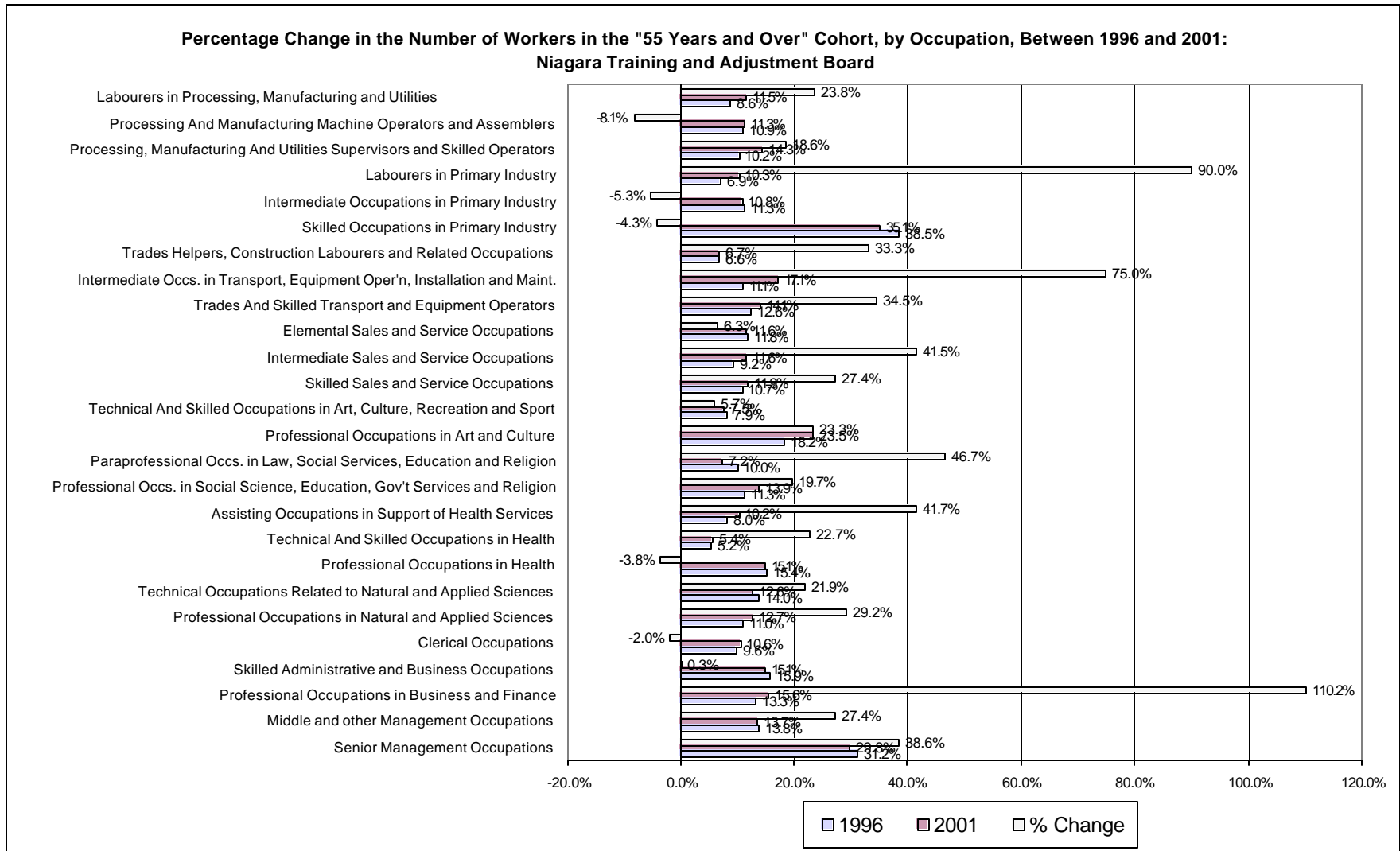
- most occupations in the local board area are less concentrated in the 15-24 year cohort;
- most occupations in the local board area are less concentrated in the 25-44 year cohort;
- most occupations in the local board area are more concentrated in the 45 years and older cohort; and,

- half of the occupations in the local board area are more concentrated in the 65 years and older cohort, and half are less concentrated in this cohort relative to the province.

Figure 3 shows the share of all workers in each occupation that were 55 years or older in 1996 and 2001. Figure 3 shows that:

- 21 out of 26 occupational groups experienced an increase in the proportion of workers aged 55 years and older, for example;
  - “Professional Occupations in Business and Finance” experienced a 110 percent increase;
  - “Labourers in Primary Industry” experienced a 90 percent increase; and,
  - “Intermediate Occupations in Transport, Equipment Operation, Installations and Maintenance” experienced a 75 percent increase; and,
- the occupation with the largest decrease in the proportion of workers aged 55 years and older was “Processing and Manufacturing Machine Operators and Assemblers” which experienced a decline of 8 percent.

Figure 3:



### 4.3 Earned Income by Occupation and Gender

Table 6 presents average earned income by occupation for both sexes in Niagara for the year leading up to census day. Not surprisingly, there is considerable variation in income across occupations.

Table 6: Average Employment Income, by Sex, by Occupation: Niagara, 2001

	Average Employment Income, Both Sexes 2001	Average Employment Income, Females 2001	Average Employment Income, Males 2001	Female Income as a Percentage of Male Income 2001
Senior Management Occupations	\$ 79,391.00	\$ 54,166.00	\$ 86,784.00	62.4%
Middle and other Management Occupations	\$ 51,467.00	\$ 38,212.00	\$ 58,769.00	65.0%
Professional Occupations in Business and Finance	\$ 57,445.00	\$ 41,531.00	\$ 70,699.00	58.7%
Skilled Administrative and Business Occupations	\$ 35,046.00	\$ 31,899.00	\$ 46,387.00	68.8%
Clerical Occupations	\$ 31,871.00	\$ 29,741.00	\$ 37,334.00	79.7%
Professional Occupations in Natural and Applied Sciences	\$ 57,493.00	\$ 46,147.00	\$ 59,529.00	77.5%
Technical Occupations Related to Natural and Applied Sciences	\$ 48,604.00	\$ 35,135.00	\$ 50,910.00	69.0%
Professional Occupations in Health	\$ 65,424.00	\$ 51,223.00	\$ 110,003.00	46.6%
Technical And Skilled Occupations in Health	\$ 39,347.00	\$ 38,027.00	\$ 43,101.00	88.2%
Assisting Occupations in Support of Health Services	\$ 26,783.00	\$ 25,157.00	\$ 39,401.00	63.8%
Professional Occs. in Social Science, Education, Gov't Services and Religion	\$ 51,738.00	\$ 48,265.00	\$ 56,613.00	85.3%
Paraprofessional Occs. in Law, Social Services, Education and Religion	\$ 28,824.00	\$ 26,831.00	\$ 41,796.00	64.2%
Professional Occupations in Art and Culture	\$ 33,416.00	\$ 32,084.00	\$ 35,345.00	90.8%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	\$ 33,356.00	\$ 31,232.00	\$ 35,163.00	88.8%
Skilled Sales and Service Occupations	\$ 36,975.00	\$ 27,911.00	\$ 43,035.00	64.9%
Intermediate Sales and Service Occupations	\$ 29,585.00	\$ 23,650.00	\$ 38,057.00	62.1%
Elemental Sales and Service Occupations	\$ 25,894.00	\$ 23,046.00	\$ 29,798.00	77.3%
Trades And Skilled Transport and Equipment Operators	\$ 47,727.00	\$ 34,298.00	\$ 48,175.00	71.2%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	\$ 38,687.00	\$ 25,843.00	\$ 39,978.00	64.6%
Trades Helpers, Construction Labourers and Related Occupations	\$ 33,807.00	\$ 28,560.00	\$ 34,081.00	83.8%
Skilled Occupations in Primary Industry	\$ 36,231.00	\$ 25,460.00	\$ 38,751.00	65.7%
Intermediate Occupations in Primary Industry	\$ 22,826.00	\$ 19,657.00	\$ 26,669.00	73.7%
Labourers in Primary Industry	\$ 30,575.00	\$ 16,226.00	\$ 31,941.00	50.8%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	\$ 56,859.00	\$ 33,789.00	\$ 59,396.00	56.9%
Processing And Manufacturing Machine Operators and Assemblers	\$ 43,214.00	\$ 30,922.00	\$ 46,284.00	66.8%
Labourers in Processing, Manufacturing and Utilities	\$ 39,553.00	\$ 26,848.00	\$ 43,500.00	61.7%
<b>Over all Occupations</b>	<b>\$ 42,126.00</b>	<b>\$ 32,635.00</b>	<b>\$ 48,482.00</b>	<b>67.3%</b>

Table 6 shows that in 2001:

- over all occupations, Female earned income averaged 67.3 percent of Male earned income;
- the difference between Male and Female income levels was largest in "Professional Occupations in Health" (with Female incomes at 46.6 percent of Male incomes) and "Labourers in Primary Industry" (with Female incomes at 50.8 percent of Male incomes);
- "Professional Occupations in Art and Culture" is the category where Female incomes are the highest relative to Male incomes at 90.8 percent, followed by "Technical and Skilled Occupations in Art, Culture, Recreation and Sport" at 88.8 percent.

### 5.0 Employment by Industry

The occupational profiles discussed above refer to the types of jobs in which the people of Niagara are employed. The industrial employment profiles to be discussed below provide information on the types of economic activities that exist in Niagara. These activities create the demand for the various occupations profiled above, and determine the economic structure of Niagara.

#### 5.1 Employment by Industry in Niagara

Figure 4 shows the industry divisions that are present in Niagara, and their relative importance vis-à-vis the total employed labour force.<sup>iii</sup>

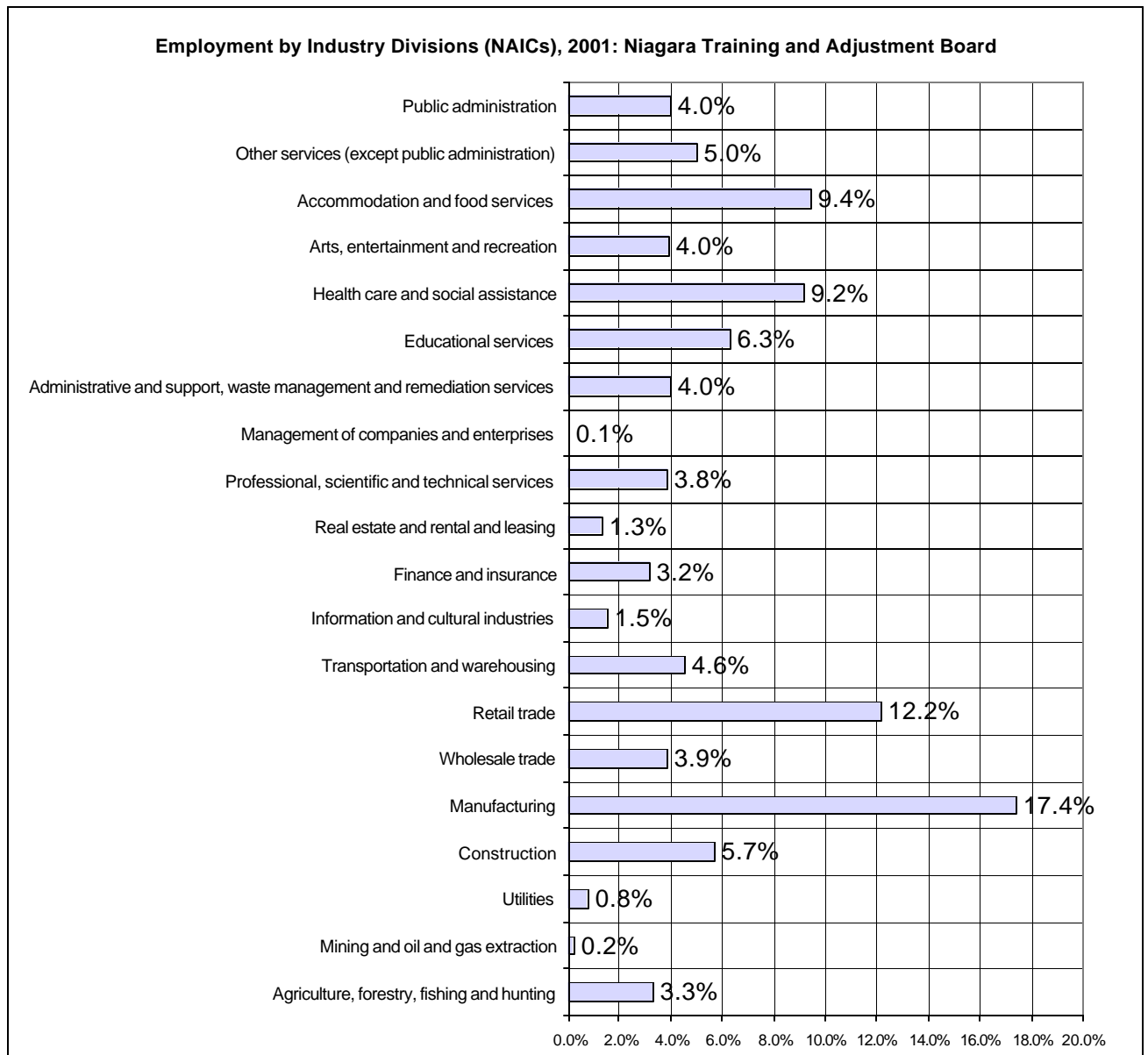
Specifically, Figure 4 shows that the most important industries in Niagara are, in order of importance:

- Manufacturing (17 percent);
- Retail Trade (12 percent);
- Accommodations and Food Services (9 percent);

- Health Care and Social Assistance (9 percent); and,
- Educational Services (6 percent).

Together, these five industry divisions account for over 50 percent of all employment in Niagara. These five industry divisions represent the fundamental economic engines of Niagara.

Figure 4:



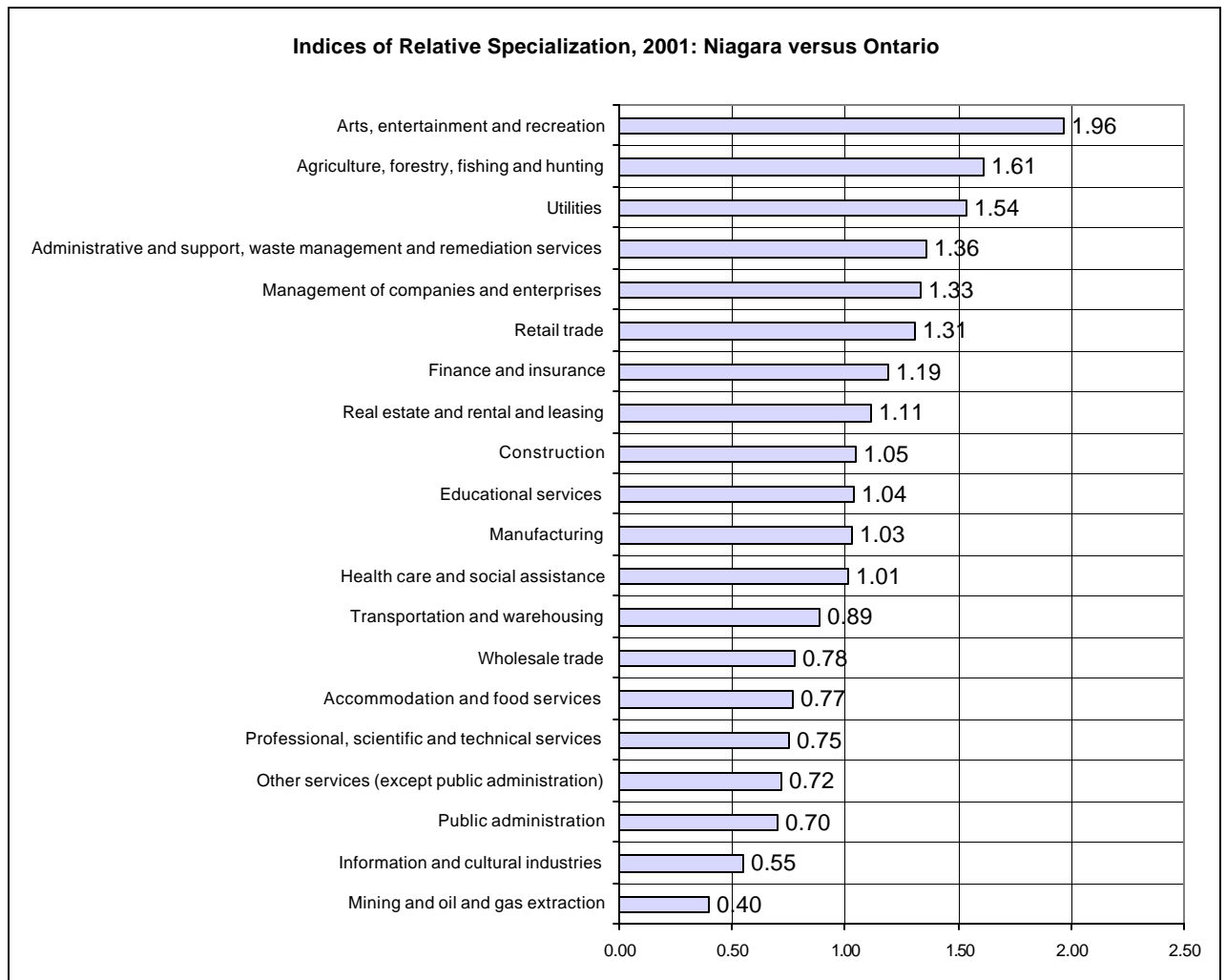
**5.2 Comparing Niagara to Ontario**

Figure 5 shows “indices of relative specialization” for all industries that generate employment in Niagara.<sup>iv</sup> An index larger than 1.0 indicates an industry in which Niagara is more specialized than Ontario. Likewise, those Niagara industries exhibiting an index that is less than 1.0 are those in which the local board area is less specialized than the province.

Figure 5 shows that Niagara has several industry divisions that exhibit indices in excess of 1.0. The top five Niagara industries (in terms of indices of relative specialization) are:

- Arts, Entertainment and Recreation (2.0);
- Agriculture, Forestry, Fishing and Hunting (1.6);
- Utilities (1.5)
- Administrative and Support, Waste Management and Remediation Services (1.4); and,
- Management of Companies and Enterprises (1.3).

Figure 5



**6.0 Place of Work for Niagara Residents**

In Niagara, the place of work and the place of residence of the workforce are much the same. In other words, as Table 7 shows, in 2001, 89 percent of the resident labour force also worked in the region. After the Local Board itself, the next most important destinations for journey to work trips by Niagara residents were the “Hamilton-Wentworth Training Board” (5.4 percent), and the “Peel-

Halton-Dufferin Training Board” (2.9 percent). This pattern has not changed measurably since 1996.

Table 7: Place of Work for Niagara Residents:

Place of Work	Percent of All Work	Percent of All Work
	Trips by LB Residents 1996	Trips by LB Residents 2001
Algoma Training Board(22) (CU00000408)	0.01%	0.00%
Bruce-Grey-Huron-Perth-Georgian Triangle Training Board(18) (CU00000410)	0.01%	0.01%
Durham Region Local Training Board(07) (CU00000411)	0.07%	0.03%
East Central Ontario Training Board(05) (CU00000412)	0.03%	0.02%
Eastern Ontario Training Board(01) (CU00000413)	0.01%	0.01%
Elgin,Middlesex,Oxford Local Training Board(15) (CU00000414)	0.13%	0.11%
Far Northeast Training Board(23) (CU00000415)	0.03%	0.01%
Grand Erie Training and Adjustment Board(14) (CU00000409)	0.39%	0.50%
Hamilton-Wentworth Training Board(12) (CU00000416)	5.64%	5.36%
Kawartha Lakes,Northumberland,Haliburton Training Board(06) (CU00000417) <b>(1996 only)</b>	0.05%	0.00%
Lanark, Renfrew and Algonquin Training Board(03) (CU00000418)	0.01%	0.01%
Lennox & Addington, Frontenac, Leeds & Grenville Training Board(04) (CU00000419)	0.03%	0.02%
Muskoka, Nipissing, Parry Sound Local Training and Adj. Board(20) (CU00000420)	0.03%	0.02%
Niagara Training and Adjustment Board(13) (CU00000421)	89.18%	89.38%
North Superior Training Board(24) (CU00000422)	0.01%	0.01%
Northwest Training and Adjustment Board(25) (CU00000423)	0.01%	0.01%
Ottawa-Carleton Training Board(02) (CU00000424)	0.05%	0.04%
Peel-Halton-Dufferin Training Board(10) (CU00000425)	2.76%	2.93%
Peterborough-Kawartha Lakes Workforce Development Board (CU6625557) <b>(2001 only)</b>	0.00%	0.01%
Sarnia-Lambton Training Board(17) (CU00000426) <b>(1996 only)</b>	0.02%	0.00%
Simcoe County Training Board(19) (CU00000427)	0.02%	0.04%
Southwestern Ontario Training Board(16) (CU00000428)	0.05%	0.04%
Sudbury and Manitoulin Training and Adjustment Board(21) (CU00000429)	0.01%	0.01%
Toronto Training Board(09) (CU00000430)	1.13%	1.01%
Waterloo-Wellington Training and Adjustment Board(11) (CU00000431)	0.22%	0.33%
York, South Simcoe Training and Adjustment Board(08) (CU00000432)	0.10%	0.12%
Ontario(035) (CU00000407)	100.00%	100.00%

**APPENDIX**

Table A1: Employed Labour Force by Age and Occupation, Niagara, 2001

	15 - 24 years	25 - 44 years	45 years and over	65 years and over
Senior Management Occupations	0.5%	37.2%	62.6%	4.9%
Middle and other Management Occupations	4.1%	53.2%	42.7%	3.0%
Professional Occupations in Business and Finance	4.2%	51.9%	43.9%	4.1%
Skilled Administrative and Business Occupations	5.7%	48.4%	45.8%	2.9%
Clerical Occupations	14.2%	49.6%	36.2%	1.2%
Professional Occupations in Natural and Applied Sciences	8.1%	56.7%	35.1%	1.6%
Technical Occupations Related to Natural and Applied Sciences	12.4%	53.3%	34.2%	1.9%
Professional Occupations in Health	1.7%	47.9%	50.4%	2.3%
Technical And Skilled Occupations in Health	7.2%	61.0%	32.0%	0.6%
Assisting Occupations in Support of Health Services	11.8%	58.2%	30.1%	1.4%
Professional Occs. in Social Science, Education, Gov't Services and Religion	3.7%	50.7%	45.6%	1.7%
Paraprofessional Occs. in Law, Social Services, Education and Religion	13.3%	58.5%	28.2%	1.0%
Professional Occupations in Art and Culture	9.2%	43.8%	47.3%	6.7%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	28.0%	43.4%	28.6%	1.6%
Skilled Sales and Service Occupations	19.9%	47.7%	32.4%	2.5%
Intermediate Sales and Service Occupations	30.0%	41.6%	28.4%	2.1%
Elemental Sales and Service Occupations	40.5%	32.1%	27.4%	2.3%
Trades And Skilled Transport and Equipment Operators	7.5%	51.1%	41.3%	1.2%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	9.7%	48.9%	41.4%	2.7%
Trades Helpers, Construction Labourers and Related Occupations	28.6%	52.7%	18.8%	0.6%
Skilled Occupations in Primary Industry	6.6%	37.8%	55.7%	19.8%
Intermediate Occupations in Primary Industry	45.1%	30.1%	25.0%	2.4%
Labourers in Primary Industry	42.8%	35.8%	21.7%	2.7%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	3.9%	46.1%	50.0%	0.6%
Processing And Manufacturing Machine Operators and Assemblers	9.5%	53.4%	37.1%	0.5%
Labourers in Processing, Manufacturing and Utilities	17.0%	49.9%	32.9%	0.6%

Table A2: Employed Labour Force by Age and Occupation, Niagara, 1996

	15 - 24 years	25 - 44 years	45 years and over	65 years and over
Senior Management Occupations	2.8%	34.4%	62.8%	8.9%
Middle and other Management Occupations	5.7%	54.1%	40.2%	2.8%
Professional Occupations in Business and Finance	2.7%	56.6%	40.7%	2.4%
Skilled Administrative and Business Occupations	4.4%	52.3%	43.3%	2.7%
Clerical Occupations	14.4%	54.8%	30.8%	1.8%
Professional Occupations in Natural and Applied Sciences	4.3%	60.9%	34.9%	1.5%
Technical Occupations Related to Natural and Applied Sciences	8.9%	54.5%	36.8%	2.3%
Professional Occupations in Health	2.0%	57.0%	41.0%	2.9%
Technical And Skilled Occupations in Health	6.4%	62.6%	30.7%	0.7%
Assisting Occupations in Support of Health Services	13.8%	59.1%	27.1%	0.0%
Professional Occs. in Social Science, Education, Gov't Services and Religion	4.3%	47.7%	48.0%	1.4%
Paraprofessional Occs. in Law, Social Services, Education and Religion	14.0%	61.1%	24.3%	2.0%
Professional Occupations in Art and Culture	18.8%	46.5%	34.3%	8.2%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	30.5%	49.8%	19.9%	2.7%
Skilled Sales and Service Occupations	19.8%	49.4%	30.8%	2.2%
Intermediate Sales and Service Occupations	29.2%	46.0%	24.8%	2.0%
Elemental Sales and Service Occupations	38.2%	35.8%	26.1%	2.0%
Trades And Skilled Transport and Equipment Operators	6.6%	55.9%	37.5%	1.5%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	12.0%	55.5%	32.4%	1.6%
Trades Helpers, Construction Labourers and Related Occupations	25.7%	50.7%	23.9%	0.0%
Skilled Occupations in Primary Industry	5.4%	37.7%	56.9%	19.8%
Intermediate Occupations in Primary Industry	35.9%	39.8%	24.2%	2.7%
Labourers in Primary Industry	43.1%	38.6%	17.9%	1.0%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	3.1%	54.6%	42.3%	0.5%
Processing And Manufacturing Machine Operators and Assemblers	7.7%	57.9%	34.3%	0.8%
Labourers in Processing, Manufacturing and Utilities	15.9%	57.0%	27.3%	0.4%

Table A3: Employed Labour Force by Age and Occupation, Ontario, 2001

	15 - 24 years	25 - 44 years	45 years and over	65 years and over
Senior Management Occupations	1.04%	42.66%	56.29%	4.98%
Middle and other Management Occupations	4.00%	54.96%	41.05%	2.40%
Professional Occupations in Business and Finance	4.25%	59.01%	36.74%	2.62%
Skilled Administrative and Business Occupations	6.60%	50.94%	42.47%	2.66%
Clerical Occupations	17.20%	50.49%	32.31%	1.26%
Professional Occupations in Natural and Applied Sciences	7.03%	66.25%	26.72%	1.06%
Technical Occupations Related to Natural and Applied Sciences	12.11%	58.91%	28.99%	1.02%
Professional Occupations in Health	1.63%	53.20%	45.17%	2.63%
Technical And Skilled Occupations in Health	7.48%	58.59%	33.93%	0.79%
Assisting Occupations in Support of Health Services	14.71%	51.74%	33.54%	0.82%
Professional Occs. in Social Science, Education, Gov't Services and Religion	4.17%	52.48%	43.35%	1.86%
Paraprofessional Occs. in Law, Social Services, Education and Religion	15.20%	56.56%	28.24%	1.61%
Professional Occupations in Art and Culture	9.17%	51.92%	38.91%	5.06%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	25.08%	49.62%	25.30%	1.97%
Skilled Sales and Service Occupations	17.26%	49.24%	33.50%	2.13%
Intermediate Sales and Service Occupations	30.73%	41.99%	27.28%	2.09%
Elemental Sales and Service Occupations	41.61%	31.51%	26.88%	2.29%
Trades And Skilled Transport and Equipment Operators	9.23%	53.83%	36.94%	1.71%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	11.72%	50.37%	37.91%	2.04%
Trades Helpers, Construction Labourers and Related Occupations	28.36%	46.35%	25.29%	0.96%
Skilled Occupations in Primary Industry	5.49%	37.75%	56.76%	16.85%
Intermediate Occupations in Primary Industry	40.45%	30.83%	28.72%	5.65%
Labourers in Primary Industry	46.29%	32.61%	21.11%	2.68%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	4.12%	55.56%	40.32%	0.71%
Processing And Manufacturing Machine Operators and Assemblers	10.98%	55.87%	33.15%	0.76%
Labourers in Processing, Manufacturing and Utilities	17.83%	50.87%	31.31%	0.69%

Figure A1

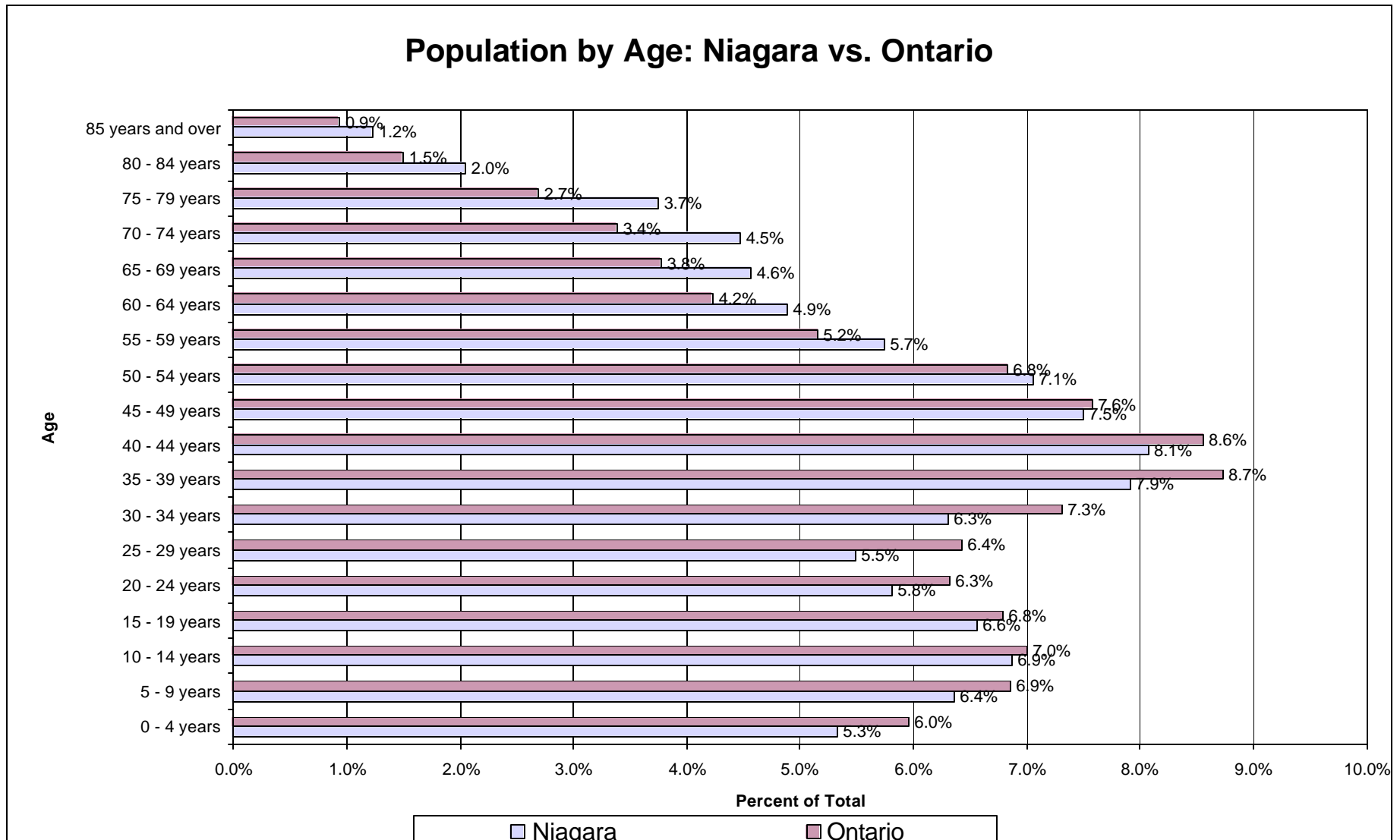


Figure A2:

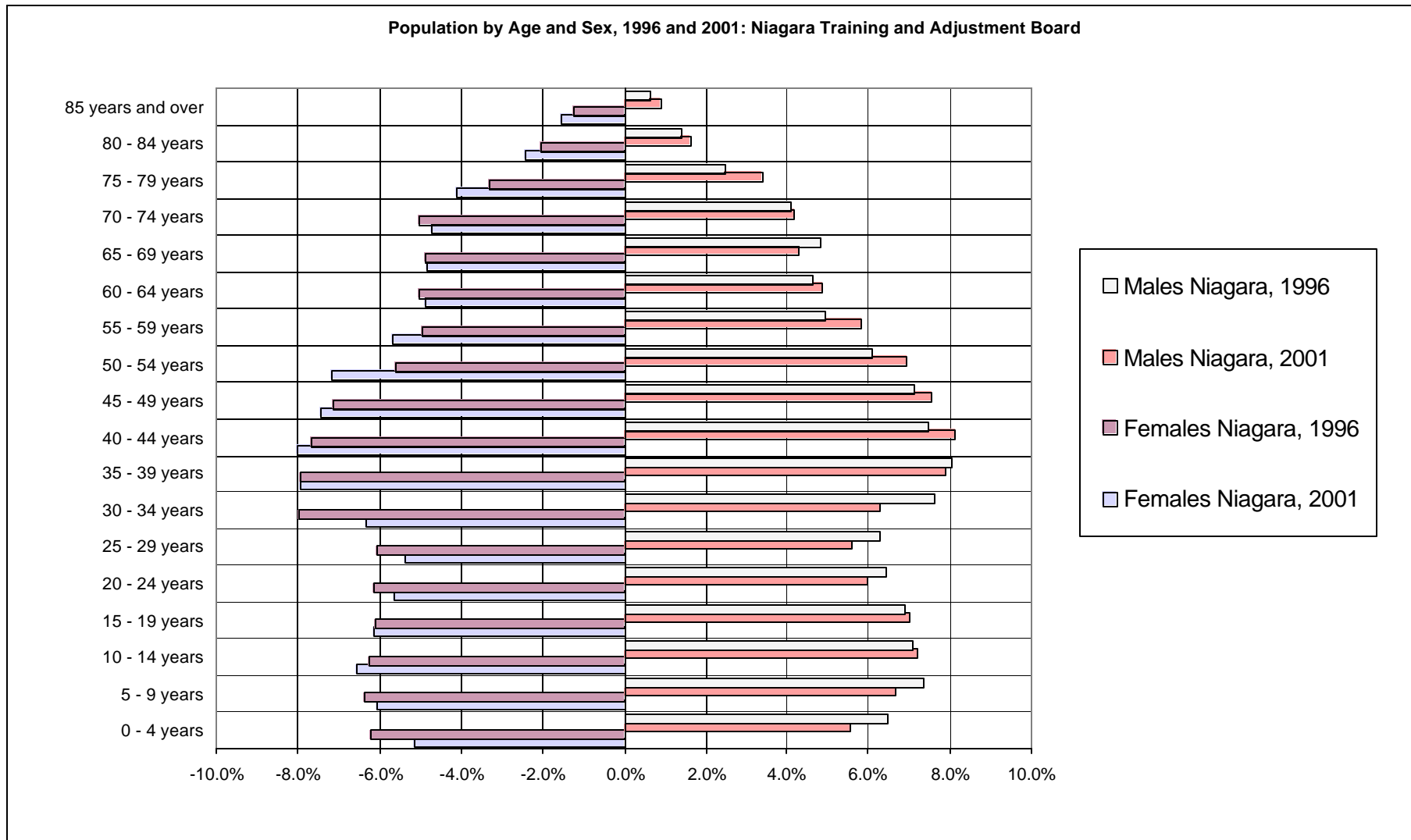


Figure A3:

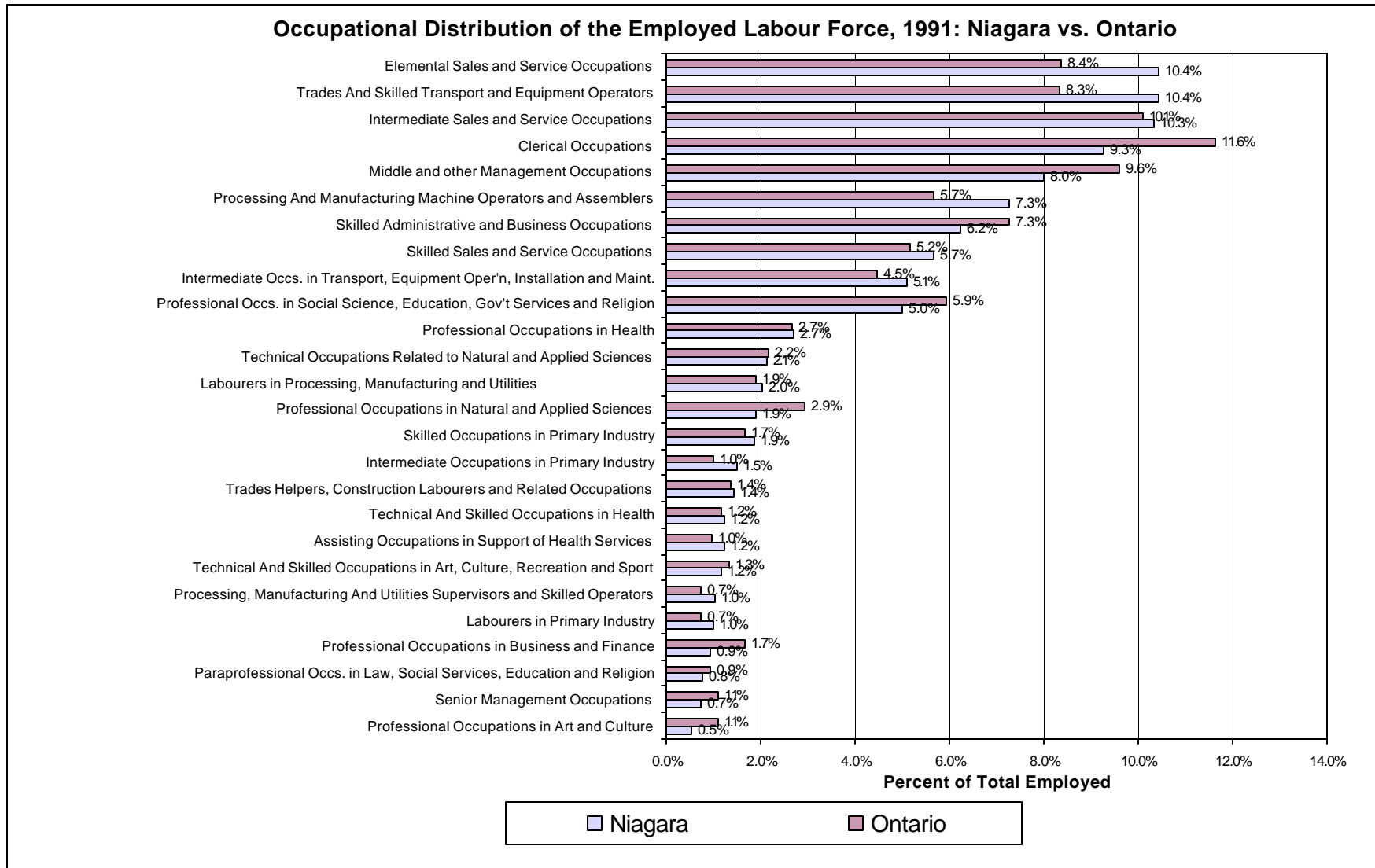
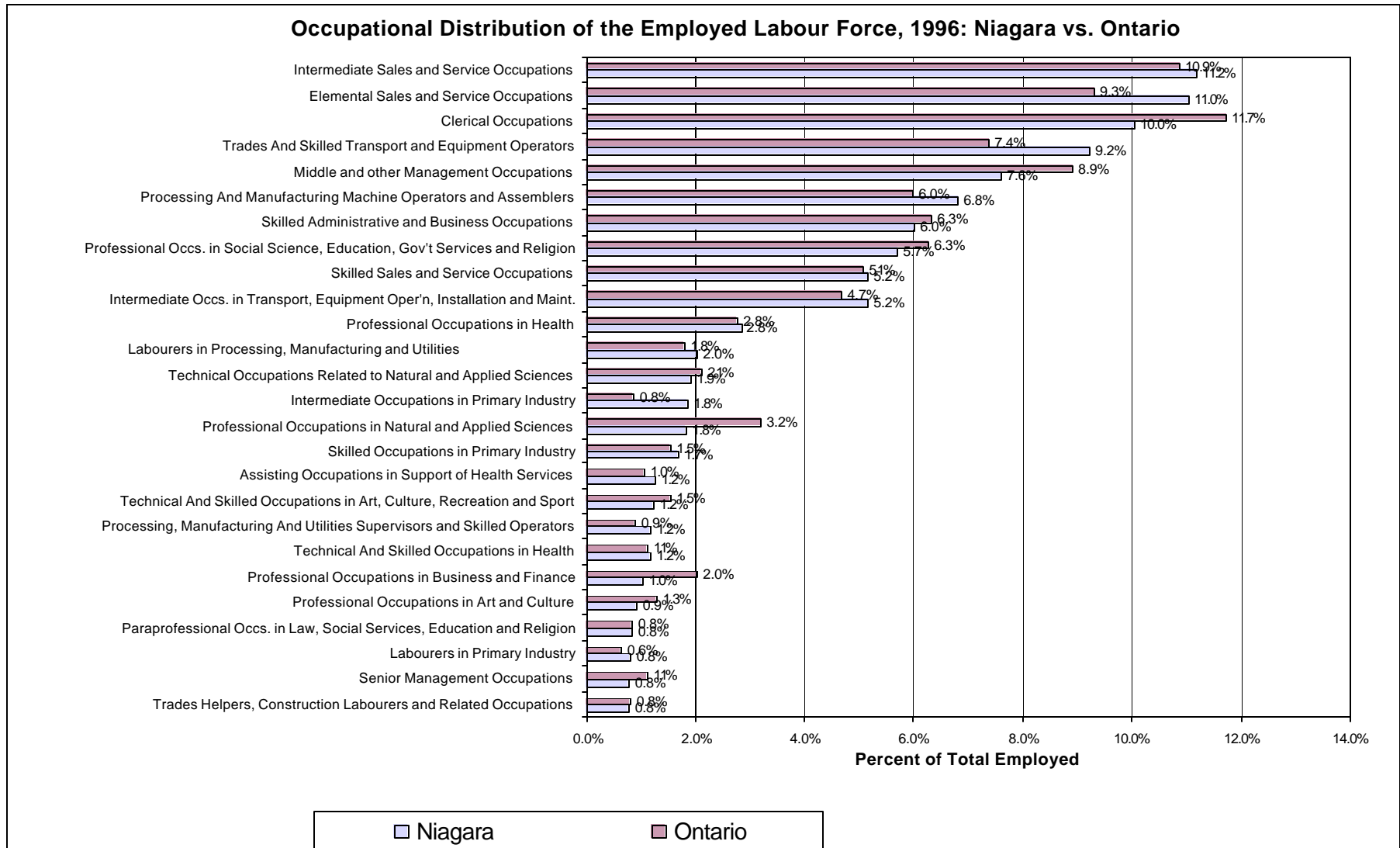


Figure A4:



**End Notes:**

<sup>i</sup> It is important to note the 2001 Immigrant component includes persons whose period of immigration was 1996 to 2001. The 1996 Immigrant component includes persons whose period of immigration was 1991 to 1996. So, this result does not mean that existing immigrants are becoming more educated with time (while this is undoubtedly the case), but rather it means that the immigrant stream to Niagara is more educated in 2001 than it was in 1996.

<sup>ii</sup> The occupational categories used in Figure 2 are National Occupational Classification System (NOCS) major groups. These “major groups” represent the most aggregate occupational categories available in the Census of Population. Each of these major groups is composed of many (in some cases hundreds) of finer occupational sub-categories. For example, one sub-category under “Clerical Occupations” is “data entry clerk”, and another is “receptionist”.

<sup>iii</sup> Industry Divisions represent the most aggregate categories of industries in the SIC. Divisions are comprised of finer categories called “Major Groups”, and major groups are comprised still finer divisions called “Minor Groups”.

<sup>iv</sup> These indices are simply the ratio of the proportion of total employment accounted for by a given industry in Niagara to the proportion of total employment accounted for by the same industry provincially.