

# Workforce Focus

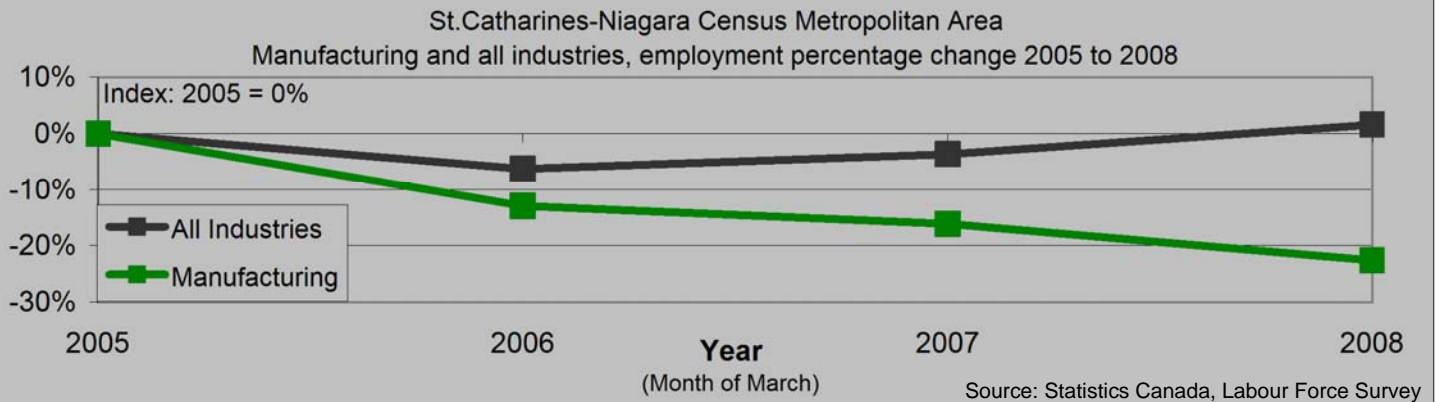
From the Niagara Training & Adjustment Board  
 ...Niagara's Workforce Development Board

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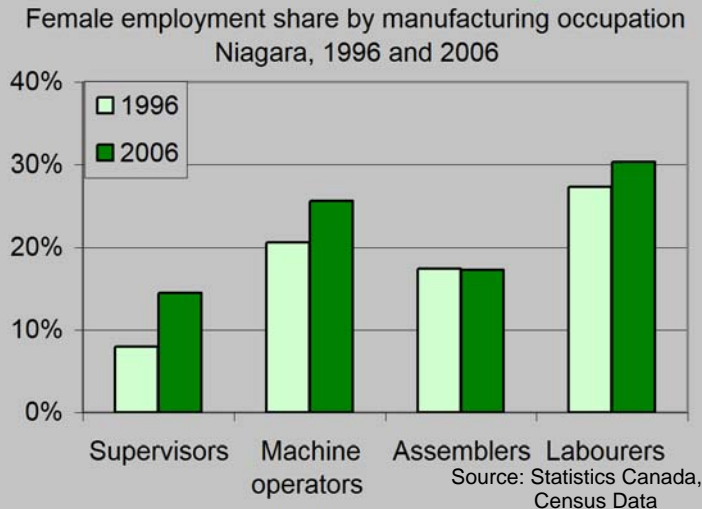
## Employment Trends



### Steady Decline

Manufacturing employment in the St. Catharines-Niagara census metropolitan area declined by 23% from March 2005 to March 2008, for a loss of 7,000 jobs. This region is not alone as Ontario's manufacturing has collectively declined by 15% and lost 163,000 jobs over this period. Contributing factors have included foreign competition, automation, and more recently, a slumping U.S. economy and strong Canadian dollar. Despite manufacturing's troubles, the local economy overall has recovered and produced modest growth, though provincial growth has been stronger.

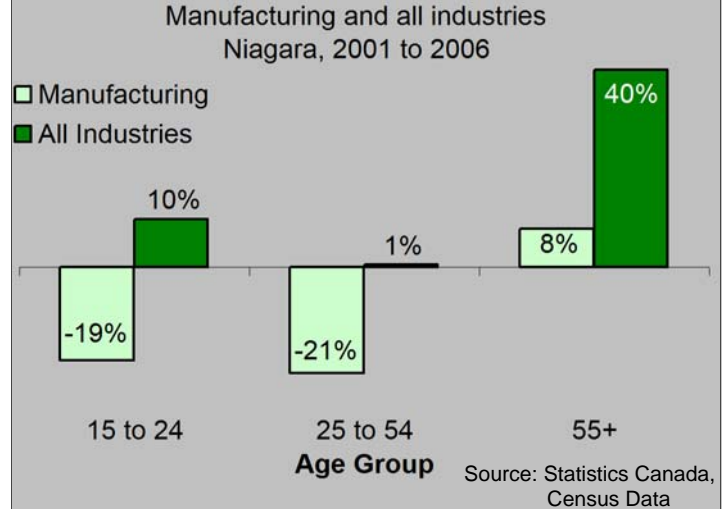
## Women in Manufacturing



### Increasing Female Presence

Though manufacturing continues to be male dominated, women have made gains in their share of employment. From 1996 to 2006 the share of women in the industry rose from 20% to 23%. The greatest gains were in the machine operating occupations where women now comprise 26% of all workers. Despite gains, there continues to be great inequality in the share of supervisory positions.

## Employment Change by Age Group



### Aging Workforce

Local manufacturing employment declined for all but the oldest age group, where the number of workers over age 55 increased by 8% from 2001 to 2006. This trend is likely due to the large baby boom cohort that is increasingly passing age 55, and seniority rights in many manufacturing workplaces that lay off younger workers first. Manufacturing is however aging slower than average.



For more information contact the Niagara Training and Adjustment Board at:  
 1 St. Paul Street, Suite 605, St Catharines ON L2R 7L2 Canada (905) 641-0801 ntab@ntab.org

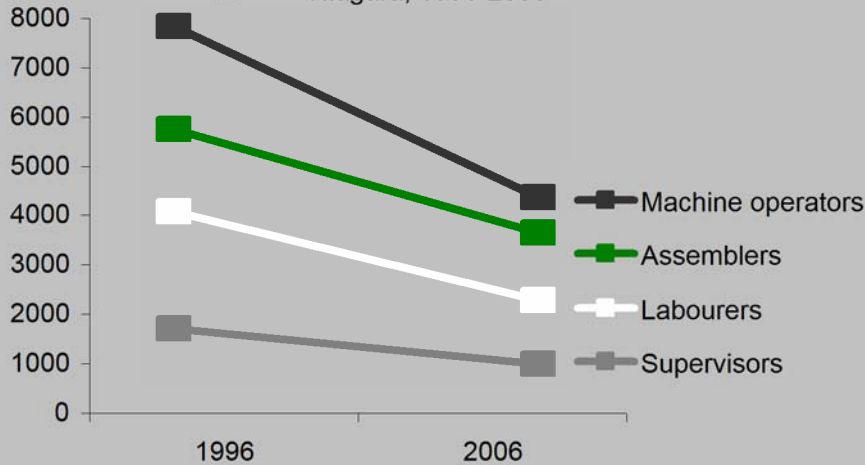
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Created by : Dane Rice



### Occupational Change

Employment change by manufacturing occupation  
Niagara, 1996-2006



Source: Statistics Canada, Census Data

### Changing Composition

All local manufacturing occupations declined in employment from 1996 to 2006, with machine operators and labourers suffering the greatest. Their employment numbers dropped by 44% and 43% respectively. The local employment composition within manufacturing is now very similar to the Ontario average.

### Recent Start-ups and Closures Niagara

Manufacturing sectors by significant net establishment change  
December 2006 to December 2007

|                                 |     |
|---------------------------------|-----|
| Food                            | +10 |
| Machinery                       | +3  |
| Wood Product                    | +2  |
| Printing and Related Activities | -4  |
| Furniture and Related Product   | -4  |
| Non-Metallic Mineral Product    | -4  |
| Fabricated Metal Product        | -6  |
| Transportation Equipment        | -6  |
| Computer and Electronic Product | -7  |

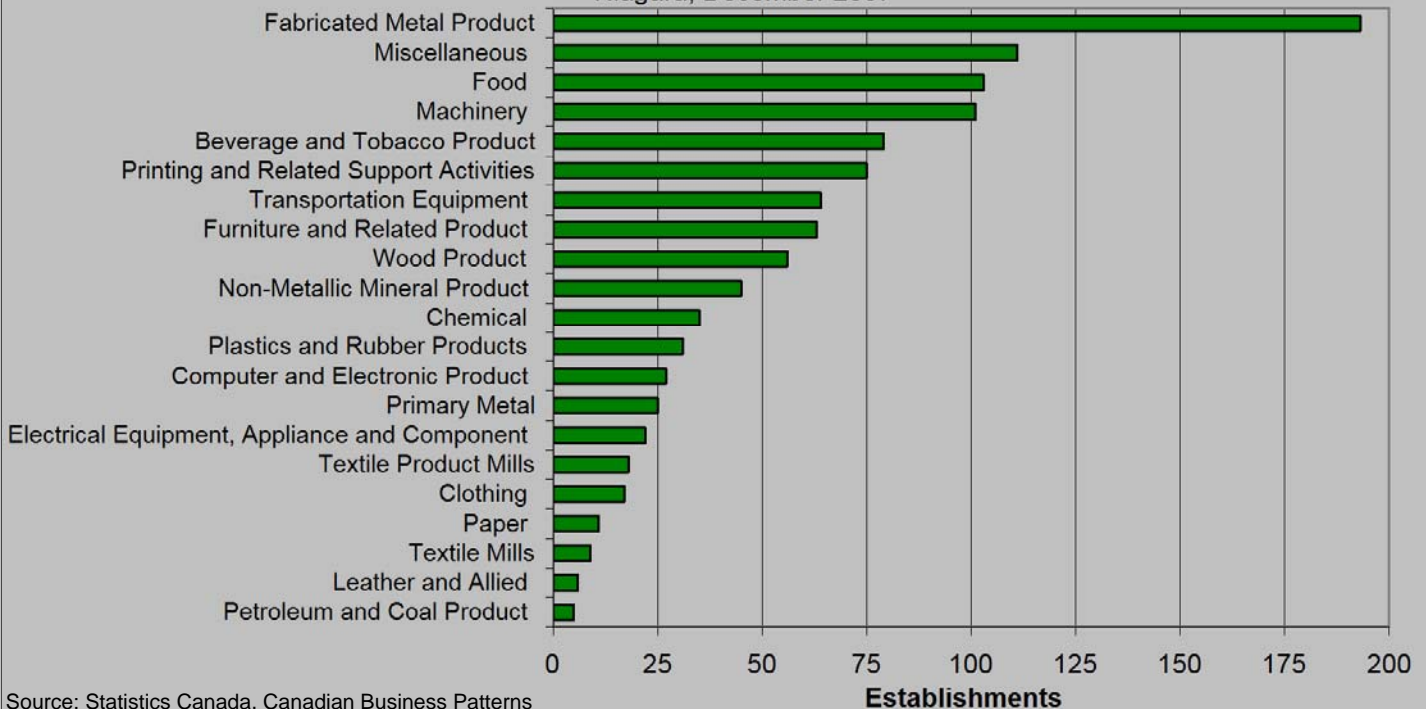
### Sector Trends

A total of five manufacturing sectors experienced expansion last year, while many more contracted. Computer and electronic products suffered more in this region than across the province.

-Business Patterns

### Manufacturing Industries by Share of Establishments

Niagara, December 2007



Source: Statistics Canada, Canadian Business Patterns

### Most Prevalent Sector

In terms of the number of establishments, Fabricated Metal leads local manufacturing. This sector is typically a medium-sized employer where nearly 40% of establishments employ 10 to 50 people.

**EMPLOYMENT  
ONTARIO**

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