

# Workforce Focus

From the Sarnia-Lambton Training Board

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**Industrial Diversity**

Urban economies with more diverse industrial bases are thought to be more stable and more dynamic. Because of this, increasing industrial diversity has been a goal of policy makers.

Source: Beckstead and Brown, 2003

**Top 5 Manufacturing Sectors  
Sarnia-Lambton, 2001**

	Employment	% of Workforce
Chemical	3,295	5.5%
Petroleum & coal products	1,510	2.5%
Fabricated metal products	1,275	2.1%
Transportation equipment	900	1.5%
Primary metal	435	0.7%
<b>All Manufacturing</b>	<b>9,650</b>	<b>16.0%</b>

Source: 2001 Census Data, Statistics Canada

**Skill Shortages**

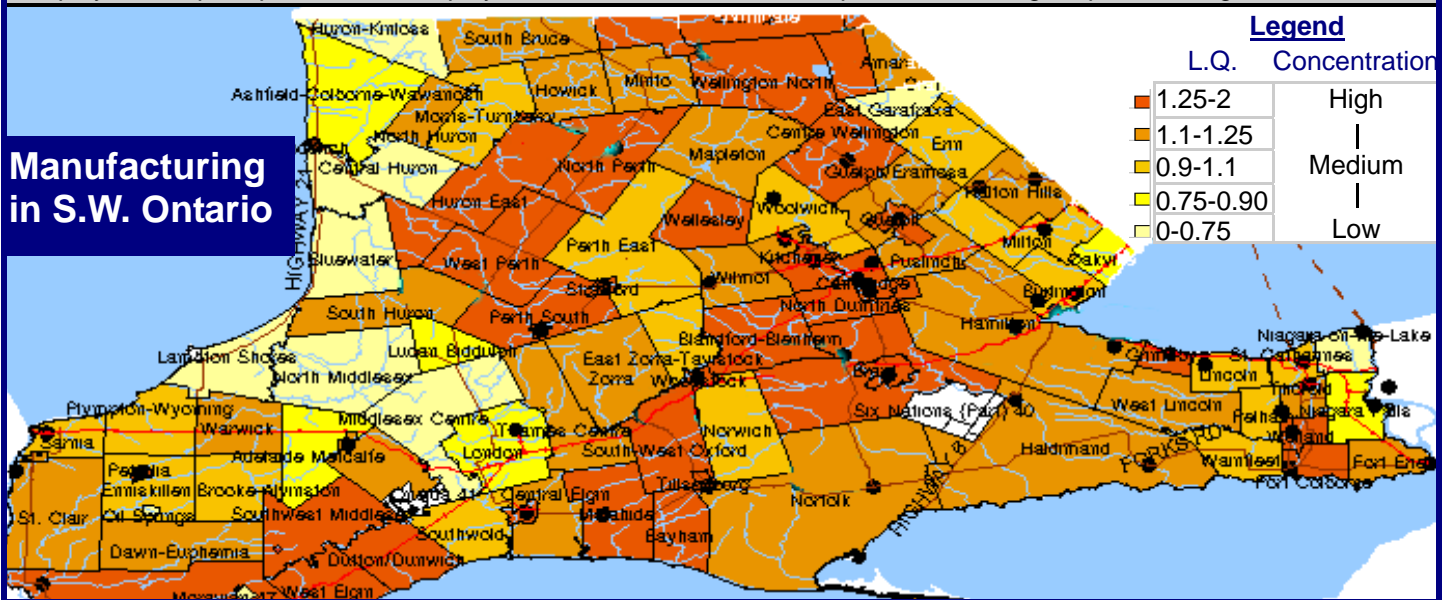
There is an emerging over-supply of basic labour but a growing shortage of highly skilled, technically savvy production workers. Shortages are less pronounced in Ontario than in other provinces and there are greater shortages of skilled workers in areas outside major urban centres.

Source: Canadian Manufacturers and Exporters, 2005

**Manufacturing Concentrations**

Location Quotients (LQ) measure a regions concentration in a sector. They are calculated by dividing the percentage of local employment in a sector by the percentage of provincial employment in that sector. A L.Q. of 1.0 results if local % employment equals provincial % employment for a sector. On this map, the dark orange represents high concentration.

**Manufacturing in S.W. Ontario**



Source: Rural Economic Development and Intelligence, 2001 Census Data, Statistics Canada

**Top Skill Shortages**

Ontario Manufacturing, 2005

- Engineers
- Sales & Marketing
- Entry Level Production Workers
- Electricians

Source: Canadian Manufacturers and Exporters, 2005

**Manufacturers Need:**

- People with a mix of creative problem-solving capabilities, technical know-how, business skills, and an ability to interact with colleagues and customers.
- Skilled trades are still relied on heavily, but in combination with other technical and business skills.
- People willing and able to continuously upgrade their knowledge and skills on a path of life-long learning.

Source: Canadian Manufacturers and Exporters, 2005

**Addressing labour needs**

Top Manufacturers Strategies

- Upgrade skills of current workers
- Increase emphasis on recruiting qualified workers
- Automate to replace labour

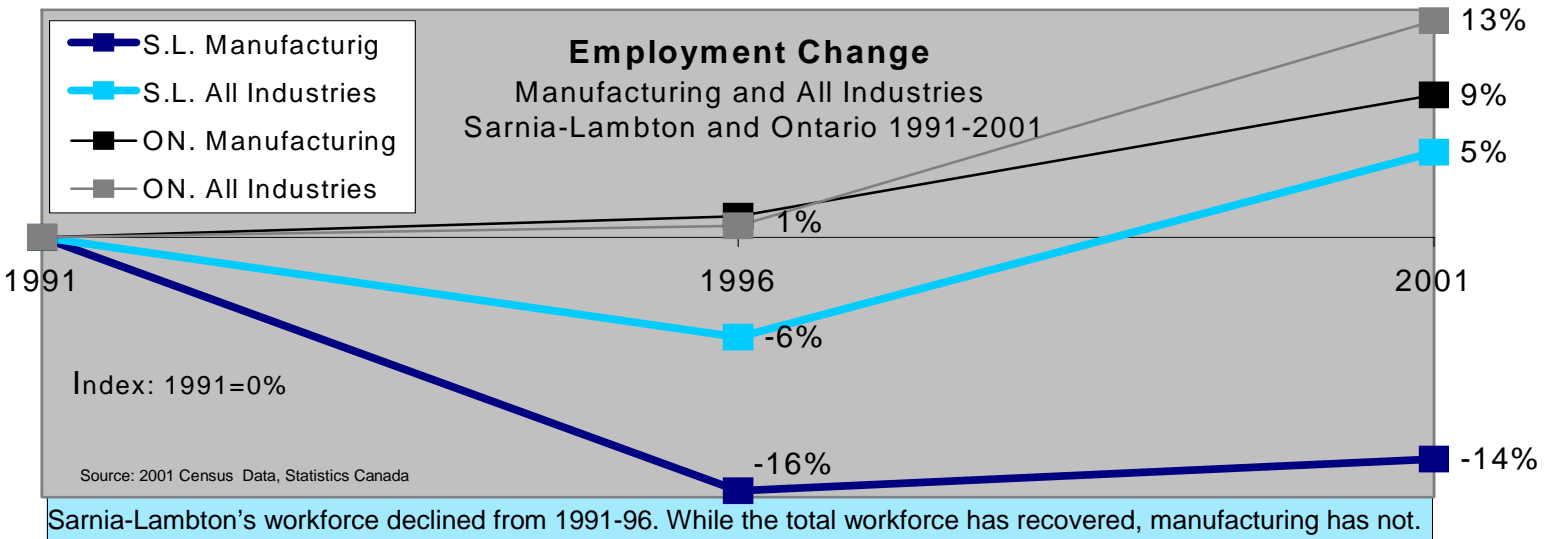
Source: Canadian Manufacturers and Exporters, 2005



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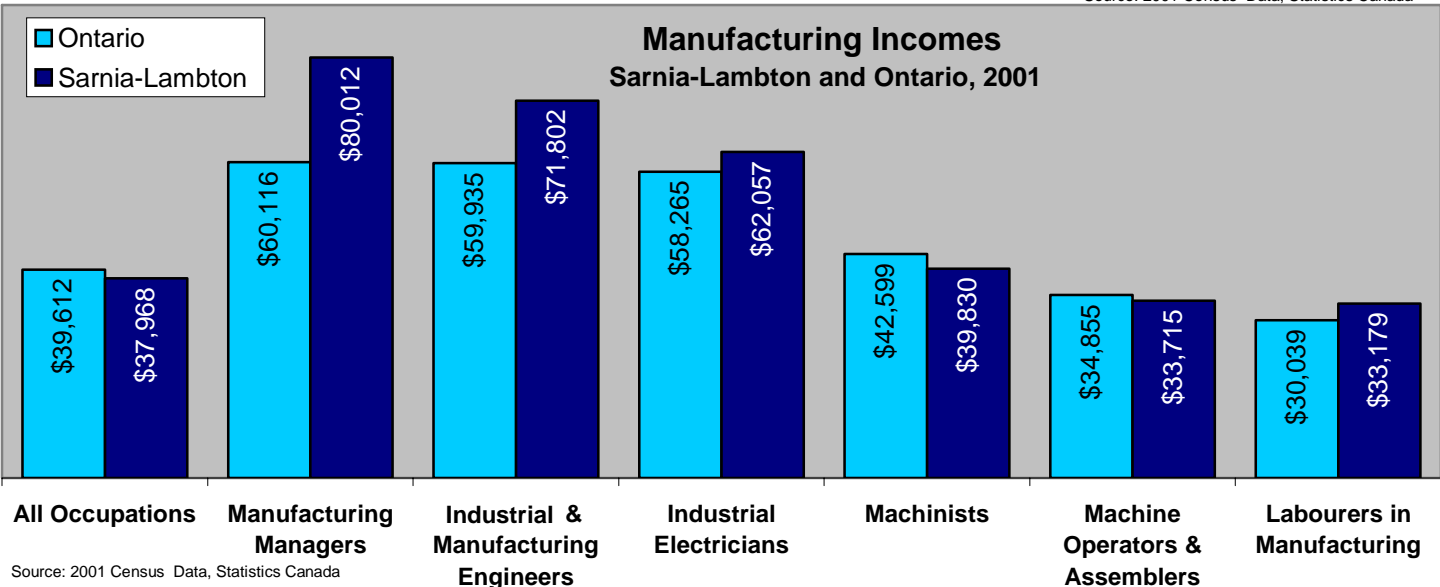


### Manufacturing Educational Attainments

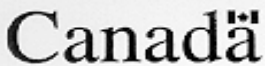
% distributions by highest education level obtained  
Sarnia-Lambton, and Ontario 2001

* The first number is for this region; the number in brackets represents Ontario.	All Occupations	Manufacturing Managers	Industrial & Manufacturing Engineers	Industrial Electricians	Machinists	Machine Operators & Assemblers	Labourers in Manufacturing
No high school graduation	20% (19)	11% (14)	0% (3)	0% (4)	8% (17)	24% (36)	31% (42)
High school and/or some post-secondary	30% (27)	25% (24)	33% (8)	7% (12)	17% (27)	44% (36)	40% (37)
Trades certificate	5% (3)	0% (4)	11% (3)	26% (10)	0% (8)	4% (3)	5% (2)
College diploma	34% (29)	37% (32)	0% (30)	63% (70)	72% (43)	24% (19)	23% (14)
University degree	11% (22)	25% (26)	61% (57)	0% (4)	5% (4)	3% (6)	1% (5)

Source: 2001 Census Data, Statistics Canada



Most manufacturing occupations in this region pay better than the provincial median for that job.



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