

Workforce Focus

From the Sarnia Lambton Workforce Development Board

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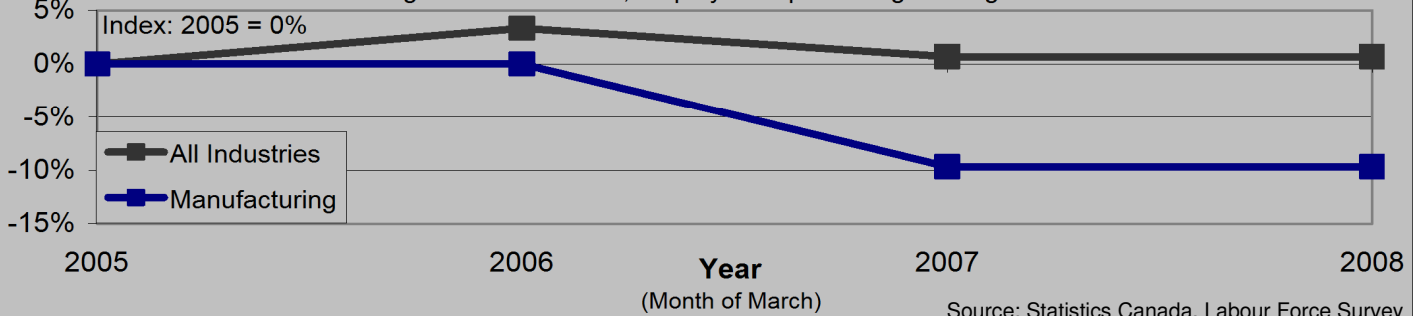
Manufacturing

- Employment Trends
- Demographics
- Gender Profile

Employment Trends

Lambton-Kent-Leamington

Manufacturing and all industries, employment percentage change 2005 to 2008

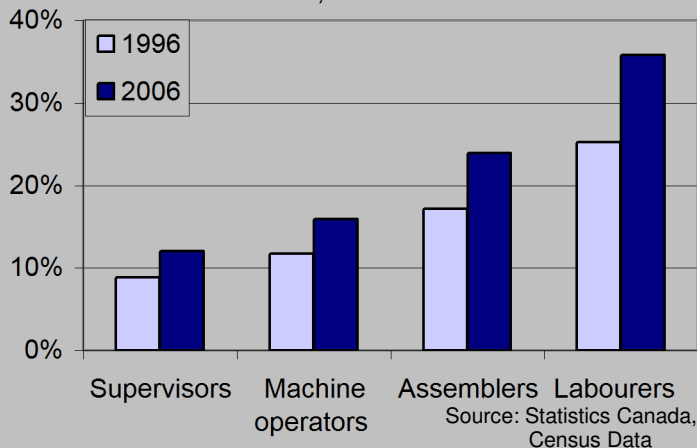


Manufacturing's Struggle

Manufacturing employment in the Lambton-Kent-Leamington region experienced a decline of 10% from March 2006 to March 2007. That year aside, manufacturing employment has been quite balanced. Ontario's manufacturing has collectively declined by 15% and lost 163,000 jobs in the past four years. 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 remained quite stable.

Women in Manufacturing

Female employment share by manufacturing occupation
Lambton, 1996 and 2006

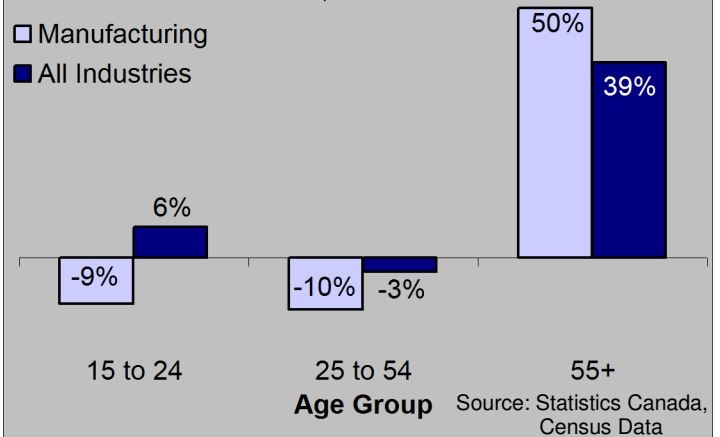


Increasing Female Presence

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 14 to 21%. The greatest gains were in the labouring occupations where women now comprise 36%. Despite gains, there continues to be great inequality in the share of supervisory positions.

Employment Change by Age Group

Manufacturing and all industries
Lambton, 2001 to 2006



Aging Workforce

Local manufacturing employment declined for all but the oldest age group, where the number of workers over age 55 increased by 50% 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 aging faster than average in this region.



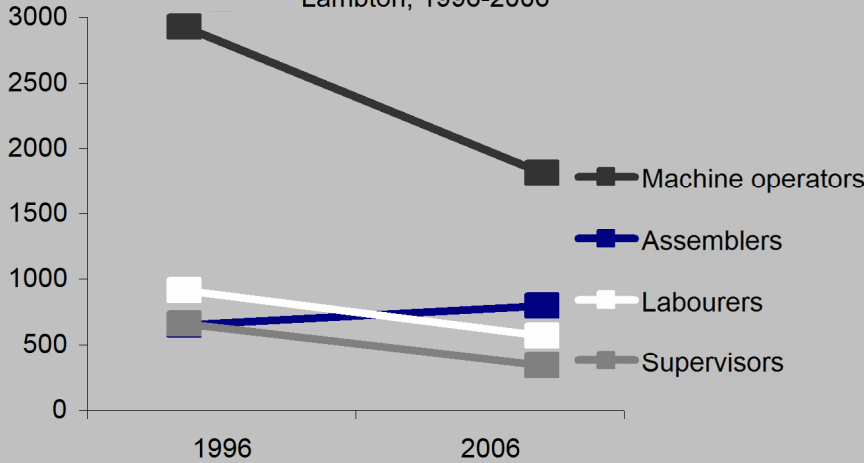
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Occupational Change

Employment change by manufacturing occupation
Lambton, 1996-2006



Source: Statistics Canada, Census Data

Changing Composition

All local manufacturing occupations have declined in employment with the exception of assemblers, which grew by 22%. Machine operators remains the leading occupation despite a large employment decline of 38%. Compared to the provincial average, this region has a higher share of machine operators, and a lower share of assemblers and labourers.

Recent Start-ups and Closures

Frontenac-Leeds-Grenville-Loyalist

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

Fabricated Metal Product	+6
Beverage and Tobacco Product	+2
Chemical	-2
Food	-2
Plastics and Rubber Products	-2
Furniture and Related Product	-3
Miscellaneous	-5
Non-Metallic Mineral Product	-5

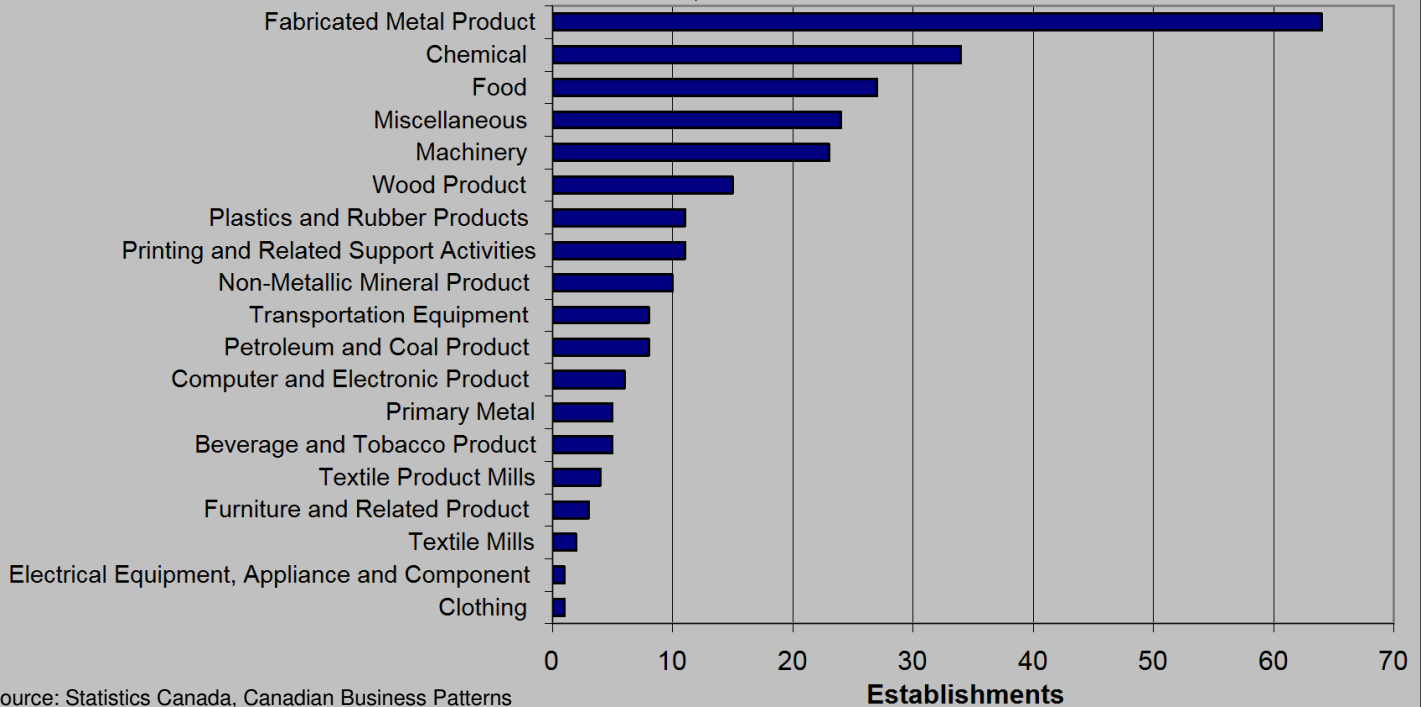
Sector Trends

A total of two manufacturing sectors experienced expansion over last year, while many more contracted. Non-metallic mineral products have suffered at the provincial level as well.

-Business Patterns

Manufacturing Industries by Share of Establishments

Lambton, 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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