

# Workforce Focus

From the Sarnia Lambton Workforce Development Board

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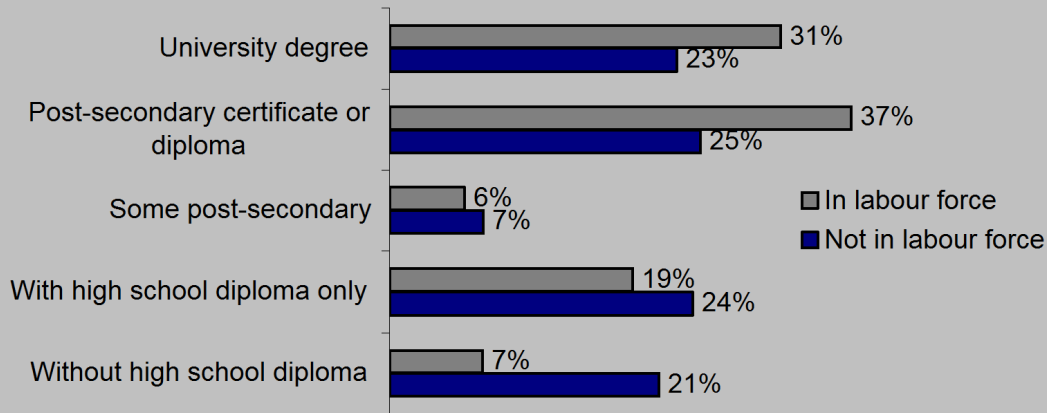
**Labour Force Participation**

- Non-participant education levels
- Rates by population groups

**Labour force participants** are those age fifteen and older who are employed or are actively seeking employment.

## Educational Compositions

Share of populations in and out of the labour force by highest educational attainment  
Ages 25-54, Ontario 2008



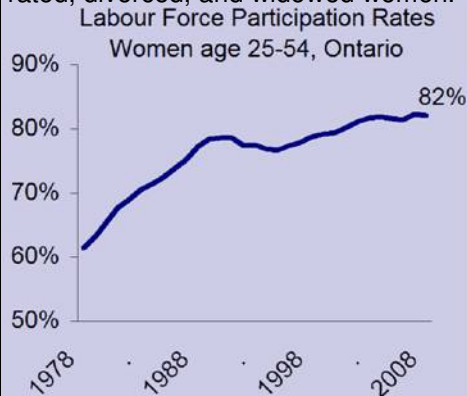
Though the education level of non-participants is collectively lower than that of labour force participants, the population outside of the labour force is becoming higher educated. From 1998 to 2008, the share of non-participants with a university degree increased by 10%, while the share without a high school diploma decreased by 10%. However, the greatest variance between participants and non-participants remains in the share without a high school diploma.

Source: Labour Force Survey, Statistics Canada, 2008

## Groups in Focus

### Women

Except for a brief period during the recession of the early 1990s when their participation rate stalled around 75%, the proportion of women in Ontario's labour force grew steadily until 2004. Since then, rates have hovered around 82%. Recently slight gains in the share of married or common-law women participating have been offset by drops in the share of single, separated, divorced, and widowed women.



Source: Luffman, Perspectives on Labour and Income, Statistics Canada, September 2006.

### People with Disabilities

In 2006, 44% of people with disabilities in Canada were not in the labour force compared to 20% of people without disabilities. Progress towards inclusion may actually have declined as only 65% of workers with disabilities who felt they required a job redesign had received one in 2006 compared to 80% in 2001. The provision of human support also declined from 83% to 56% over this period.

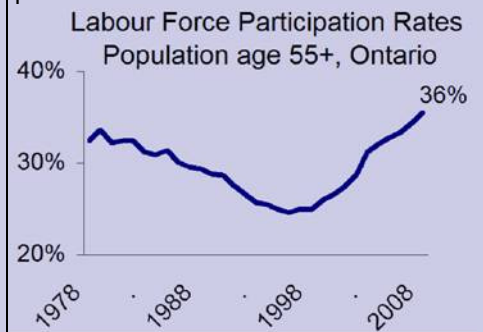
#### Participation rates by Disability

|               |     |
|---------------|-----|
| Hearing       | 64% |
| Seeing        | 50% |
| Communication | 38% |
| Mobility      | 54% |
| Agility       | 53% |
| Pain          | 60% |
| Learning      | 48% |
| Memory        | 40% |
| Developmental | 33% |
| Psychological | 45% |

Source: Participation and Activity Limitation Survey, Statistics Canada, 2006.

### Older Participants

The share of Ontario's population over age 55 participating in the labour force increased by 10% from 1998 to 2008. A large generation of women with higher rates of participation than their predecessors are reaching near-retirement age and subsequently raising the participation rate of the population over age 55. Increasing levels of educational attainment among older workers is also a contributor as higher credentials translate to higher participation rates.



Source: Marshall & Ferrao, Perspectives on Labour and Income, Statistics Canada, August 2007

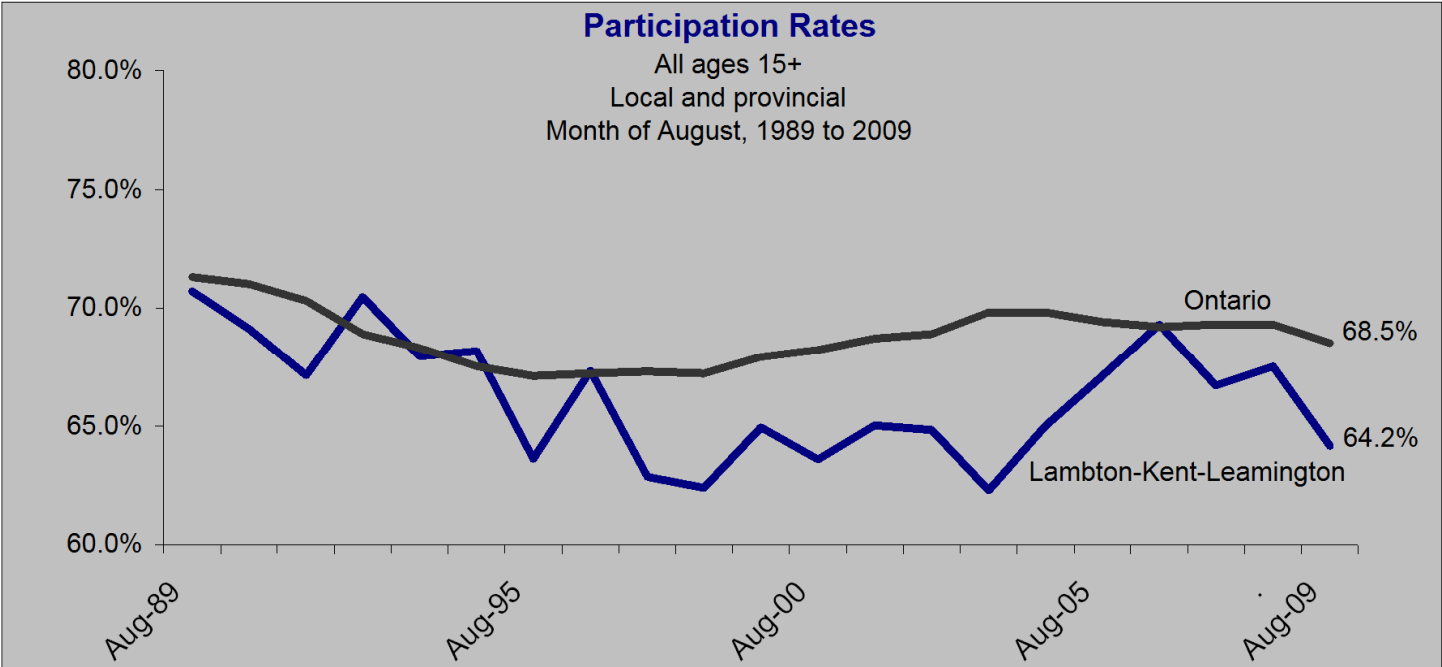


Sarnia Lambton Workforce Development Board

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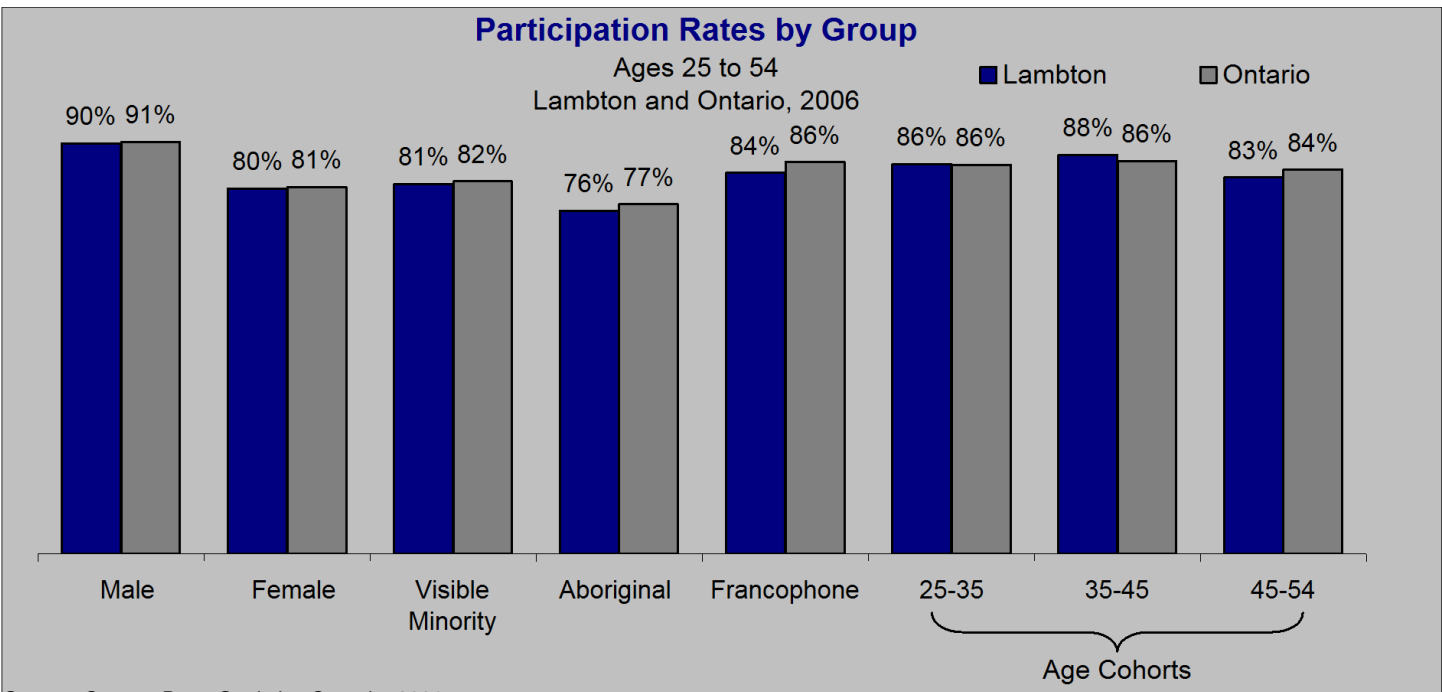
Workforce Focus is an original publication of the Elgin, Middlesex, Oxford Local Training Board

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Source: Labour Force Survey, Statistics Canada, 2009

The labour force participation rate of the region covering Lambton and Kent counties, and Leamington, climbed to that of the provincial average in 2006, but has since slid back to slightly below.



Source: Census Data, Statistics Canada, 2006

Though there were significant differences in the participation rates among the core working age cohort of local population groups, each compared quite closely to provincial counterparts in 2006.



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