

Skill Shortages

PLANNING A CAREER OR A TRANSITION?

Skill shortages are now apparent, specifically in the health care, education and skilled trades sectors.

Examples of occupations that offer promising employment opportunities are as follows.



HEALTH CARE

- Nurses and Physicians
- Dentists, Dental Care
- Pharmacists
- Optometrists
- Nurses Aides, Orderlies
- Medical and Hospital Assistants (aides)
- Home Support Workers
- Therapists
- Medical Technicians and Technologists
- Medical Secretaries
- Nutritionists/Dietitians

SKILLED TRADES

- Heavy Equipment Operators & Mechanics
- Plumbers & Pipefitters
- Bricklayers
- Cement Finishers
- Carpenters/Framers
- Construction & Industrial Millwrights
- Welders
- Skilled Construction Labourers

EDUCATION

- Elementary & Kindergarten Teachers
- Secondary School Teachers
- College Teachers
- University Professors

Top 5 Labour Market Trends

1. Imbalance of Labour Force due to Aging
2. Lack of Jobs for New Labour Force Entrants
3. Insufficient Literacy, Language and Soft Skills Training
4. Potential of Skill Shortages and an Unskilled Workforce
5. Inadequate Job Opportunities in Rural Communities

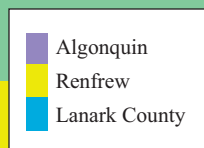
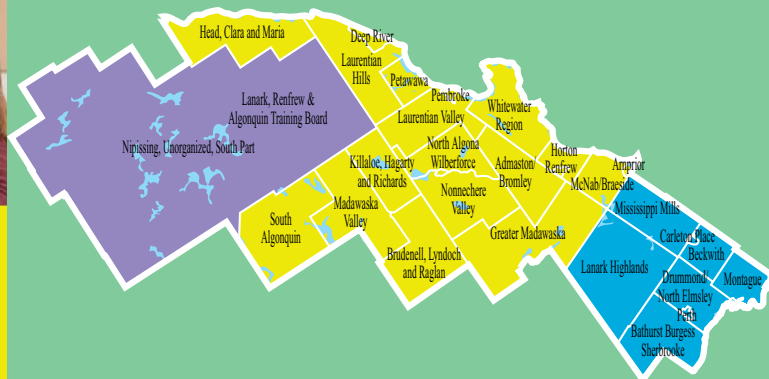
Source of Statistical Information: 2001 Census

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Trends & Opportunities & Priorities

LANARK RENFREW

Community Profile



	Lanark	Renfrew	Algonquin
Area in Square Km	2,979.39	7,403.60	6,704.68
Population	64,495	96,224	51
% Population Change since 1996	4.4	-1.1	-33.8
Male	49%	49%	50%
Female	51%	51%	50%

Population Facts

Compared to Ontario, this area is experiencing:

- A more rapid decline in the number of persons in 0-9 age groups
- A slightly higher growth in the 10-19 age groups
- A steeper decline in the numbers of people aged in 20-34 age groups
- Higher growth rate in 40 years and older age groups
- Higher concentration in the 55 years and older age groups

Steeper decreases in the youngest cohort coupled with far greater increases in the oldest cohort between 1991 and 2001 suggest that the local board area is aging more rapidly than is Ontario as a whole.

Top Ten Job Categories

Approximately 75% of employment occurs within the following 10 of 26 occupational categories.

- 1 Intermediate Sales and Service Occupations 12.5%**
(e.g. retail salespersons, bartenders, sales representatives, travel agents etc.)
- 2 Trades & Skilled Transport & Equipment Operators 10.7%**
(e.g. contractors, carpenters, electricians, Plumbers, etc.)
- 3 Middle and Other Management Occupations 9.5%**
(e.g. financial managers, human resources managers, bank managers etc.)
- 4 Elemental Sales & Service Occupation 9%**
(e.g. cashiers, security guards, nannies etc.)
- 5 Clerical Occupations 7.2%**
(e.g. data entry clerk, receptionists etc.)
- 6 Intermediate Occupations In Transport Equipment, Operation, Installment & Maintenance 5.4%**
(e.g. truck drivers, heavy equipment operators etc.)
- 7 Skilled Administrative & Business Occupations 5.1%**
(e.g. secretaries, administrative officers, bookkeepers, medical secretaries, legal secretaries etc.)
- 8 Professional occupations in Social Science, Education, Government Service & Religion 5%**
(e.g. paralegals, community service workers, employment counselors etc.)
- 9 Skilled Sales & Service Occupations 4.9%**
(e.g. cooks, hairstylists, police officers, retail trade supervisors, real estate agents)
- 10 Processing & Manufacturing Machine Operators and Assemblers 4.5%**
(e.g. electronic assemblers, textile operators, plastics operators etc.)

Largest Employers

Approximately 60% of employment is in the following 7 of 20 industrial groupings.

- Manufacturing 15.2%
- Retail trade 1.6%
- Health Care and social assistance 11.2%
- Public Administration 11.1%
- Construction 7.1%
- Accommodation and food services 6.6%
- Professional, Scientific and Technical Services 6.3%

Education of Labour Force

Less than Grade 9	3.0%
Grades 9-10	6.0%
Grades 11-13	11.9%
Secondary School Graduation Certificate	19.1%
University	19.3%
<i>All of the above levels have shown improvement but are behind Ontario</i>	
Trades certificate or Diploma	4.6%
<i>Trades educated workforce has declined but still remains higher than Ontario</i>	
Other non-university education only	34.1%
<i>Non-university education has improved and is higher than Ontario</i>	

PLACE OF WORK

81% of residents who lived in area also worked here. However, out-commuting to jobs outside this area has slightly increased since 1996.

Fastest Growing Occupations

- Professional Occupations in Business and Finance 123.6 %**
(e.g. financial auditors, human resources specialists, etc.)
- Senior Management Occupations 101.2%**
(e.g. legislators and senior managers)
- Paraprofessionals Occupations in Law, Social Services, Education and Religion 77.2%**
(e.g. paralegals, community service workers, employment counselors, etc.)
- Professional Occupations in Art and Culture 45.2 %**
(e.g. musicians, writers, dancers, artists etc.)
- Professional Occupations in Natural and Applied Sciences 42.1%**
(e.g. physical scientists, engineers, architects etc.)
- Technical and Skilled Occupations in Health 27.9%**
(e.g. medical technicians, dental, hygienists, nurses etc.)

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