

September 2019

INDUSTRIAL TRADES



IN-DEMAND 
Skilled Trades
HAMILTON

Ontario 



Workforce Planning Hamilton
Planification de main d'oeuvre de Hamilton

ARE YOU STRUGGLING TO FIND SKILLED TRADES WORKERS?

WHAT ADVICE DO YOU HAVE FOR THE ONTARIO GOVERNMENT ABOUT THE APPRENTICESHIP SYSTEM?

HOW CAN OUR COMMUNITY BETTER SUPPORT YOU AS A SKILLED TRADES EMPLOYER?



Workforce Planning Hamilton, a labour market planning organization funded by the Ministry of Training Colleges & Universities, has been asked to consult with employers in Hamilton about their experience finding skilled trades workers. What skilled trades positions are hard-to-fill? How can the skilled trades system be improved?

The following questions are designed to gather your perspective on a range of issues related to the skilled trades. In the pages that follow we have also included a brief profile of the Industrial Trades sector with labour market indicators for a listing of key occupations in this sector as context for these questions.

PLEASE TAKE A MOMENT TO REVIEW THESE QUESTIONS AND BE PREPARED TO DISCUSS.

Number of apprentices/journeypersons

1. Do you currently have fully qualified journeypersons on staff?
2. Do you only hire fully qualified tradespersons?
3. Has your organization sponsored or is currently sponsoring an apprentice?

Hard to Fill

4. What skilled trade positions (journeypersons and apprentices) are hardest for your organization to fill and why?
5. What methods has your organization used to fill those positions?
6. What needs to be done (by employers and/or the Ontario government) to increase the number of apprentices and journeypersons in in-demand trades?

Apprentice completion

7. What has been your organization's experience with respect to apprentices dropping out of their apprenticeship training?
8. In your experience, what are some of the reasons that apprentices leave their apprenticeship, and are there things the Ontario government could do to help them complete?

Group sponsorship

9. Has your organization participated or considering participating in group sponsorship training, whereby two or more employers form a group to sponsor apprenticeship training?
 - 9a. If yes, how important is this approach to addressing your organization's skills requirements?
 - 9b. If no, what support or assistance would your organization need to make group sponsorship training of apprentices a worthwhile option?

Apprenticeship – does it work? Changes?

10. How well has apprenticeship worked as a way of addressing your organization's skill requirements?
11. What barriers, if any does your organization face related to apprenticeship
12. What changes could the Ontario government make to the apprenticeship program to better respond to the needs of employers?

Broader questions

13. How is technological change impacting the skilled trades in your organization?
14. Please describe what you see as the most important issues that are expected to impact the skilled trades in your community over the next five years.
15. Do you have any further comments with respect to apprenticeship and/or the skilled trades?

In Ontario there are **52 Industrial Trades** that are categorized under 33 occupations in the National Occupations Codes (NOC). In order to align the skilled trades categorization with the NOC we used a program chart produced by the Ontario College of Trades that shows the corresponding NOC for each skilled trade.

In the chart below we have taken a closer look at Industrial Trades occupations and identified the trades that exhibit potential skills shortages. We have used the NOC to categorize these trades in order to access the 2016 Census information for occupation. The key indicators below give us a sense of the availability of qualified workers for each of these trades occupations.

UNDERSTANDING KEY INDICATORS

Change in employment	Suggests whether the number of workers in this occupation is growing or declining. Growing occupations may have increased demand for workers.
* % Workers over 55 years	Indicates that there may be retirements pending that will increase demand for these workers.
* Unemployment rates	A low unemployment rate suggests that there are few available workers looking for work.
* Change in median income	Increasing income for an occupation can signal increased demand for that occupation.
Number of job postings	Suggests whether the occupation is high demand.

Yellow indicates a trade occupation that has all three major indicators highlighted. The areas shaded with mauve indicate that this occupation is above the average for all occupations. These indicators (indicated with a star in the list above) point to an existing or potential skills shortage. The arrows indicate whether the indicator is greater or less than the average across all occupations.

INDUSTRIAL TRADES

OCCUPATION	NUMBER OF PEOPLE EMPLOYED 2016	% CHANGE IN EMPLOYMENT 2011 - 2016	% OF WORKERS 55+ 2016	UNEMPLOYMENT RATE 2016	% CHANGE IN MEDIAN INCOME 2011 - 2016	JOB POSTINGS	ACTIVE JOURNEYPERSON CERTIFICATES
ALL HAMILTON OCCUPATIONS	203,330	5%	38%	7	10% \$53,880		
7237 WELDERS AND RELATED MACHINE OPERATORS	1,825	↑	↑	4%	↑ (19%) \$53,139	158	12
7311 CONSTRUCTION MILLWRIGHTS AND INDUSTRIAL MECHANICS	1,670	↑	↑	3.2%	↑ (10%) \$76,970	173	86
7231 MACHINISTS AND MACHINING AND TOOLING INSPECTORS	745	↓	↑	6.6%	↑ (17%) \$62,208	68	20
9417 MACHINING TOOL OPERATORS	280	↓	↑	2.9%	↑ (28%) \$51,070	53	<10
9241 POWER ENGINEERS AND POWER SYSTEMS OPERATORS	270	↓	↑	3.3%	↑ (35%) \$93,101	11	<10

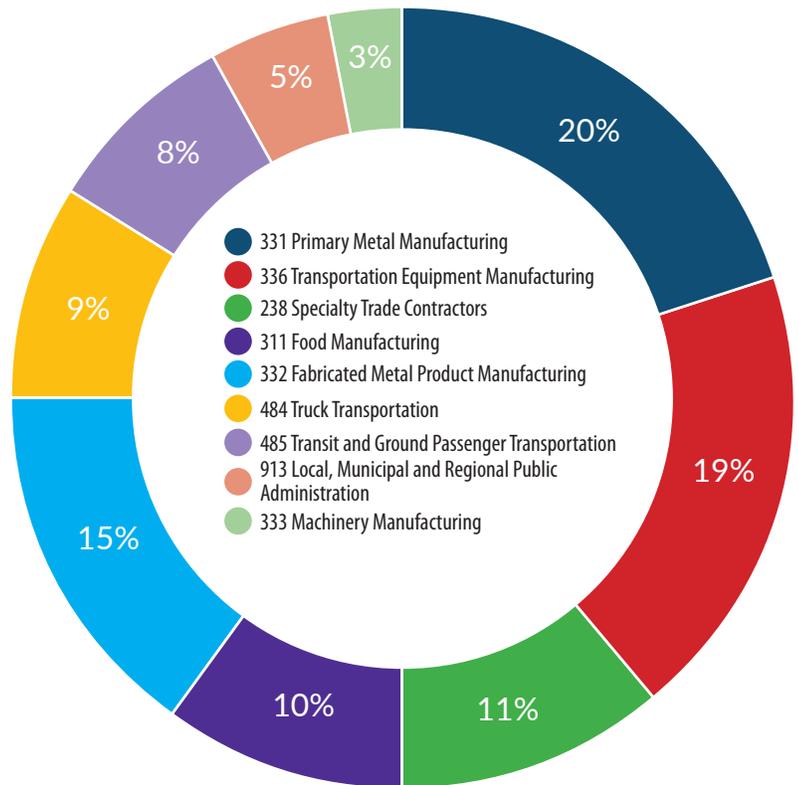
OCCUPATION	NUMBER OF PEOPLE EMPLOYED 2016	% CHANGE IN EMPLOYMENT 2011 - 2016	% OF WORKERS 55+ 2016	UNEMPLOYMENT RATE 2016	% CHANGE IN MEDIAN INCOME 2011 - 2016	JOB POSTINGS	ACTIVE JOURNEYPerson CERTIFICATES
2233 INDUSTRIAL ENGINEERING AND MANUFACTURING TECHNOLOGISTS AND TECHNICIANS	240	↑	↑	5.1%	↑ (32%) \$67,906	36	0
7272 CABINETMAKERS	160	↓	↑	0	↑ (12%) \$42,699	10	<10
7511 TRANSPORT TRUCK DRIVERS	2,280	↑	↑	3.9%	(7%) \$48,850	621	<10
9461 PROCESS CONTROL AND MACHINE OPERATORS, FOOD AND BEVERAGE PROCESSING	945	↑	↑	3.2%	(4%) \$40,873	13	0
7242 INDUSTRIAL ELECTRICIANS	570	↓	↑	9.4%	↑ (19%) \$91,730	56	80
7232 TOOL AND DIE MAKERS	250	↓	↑	3.6%	(2%) \$62,233	9	<10



44%
of employers find recruitment “very challenging”

WHERE DO INDUSTRIAL TRADESPEOPLE WORK?

These top ten industries are where most of the skilled trades occupations identified above work. These industries employ more than just skilled trades workers but it is where we are most likely to find industrial trades occupations that have potential shortages in the Hamilton community. For example, approximately 20% of the people working in the Industrial trades occupations above can be found in Primary metal manufacturing.



RECENT TRENDS IN THE MANUFACTURING SECTOR

20%
of people in the Industrial trade are in Primary Metal Manufacturing

Manufacturing is home to many of the industrial trades. In fact, 16% of jobs in Manufacturing are in the industrial, electric and construction trades. This sector employs nearly 50,000 people making it the third largest sector by employed labour force (Labour Force Survey). Over the last two years it has grown by 4,500 workers and this year's Employer One shows similar findings as 96% of employers hired a position in 2019 and 91% are hiring in 2019.

Manufacturing shows ongoing recruitment challenges. Finding workers across all skills sets is difficult for most employers especially skilled trades occupations. The industry is also older than average so retirements will make it even more challenging to fill openings.

The Employer One shows that:

- 89% had a position that was hard-to-fill
- 44% state recruitment is 'very challenging'
- 89% view qualified labour as 'poor' or 'fair'
- 63% of employers had a separation that was a retirement

All these rankings are higher than the average across all industries

Along with this, the Employer One survey finds that employers ranked technical skills third for top competencies and first among hard-to-fill. Hard-to-fill skilled trades positions reported by employers in the Employer One include:

- Welder
- Machine operator
- Sewing operator
- Electrician
- CNC Machinist
- Industrial millwright/mechanic
- Pipefitter

ABOUT WORKFORCE PLANNING HAMILTON

Workforce Planning Hamilton (WPH) has been Hamilton's leader in local workforce development for over 20 years.

Funded by the Ministry of Training, Colleges and Universities we share timely local labour market information and work with our numerous partners on projects that help to contribute to a prosperous Hamilton community.



Your Workforce. Our Future.

WPH's annual EmployerOne survey allows local employers of all sizes and sectors to share their challenges and plans for the future with employment service providers, educational institutions, job seekers and the broader Hamilton community.

For more information about Workforce Planning Hamilton see www.workforceplanninghamilton.ca