



Chatham-Kent Workforce Planning Board

Understanding Workforce Attraction & Retention Characteristics

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Executive Summary

This report provides the Chatham-Kent Workforce Planning Board with greater insight into the community's workforce attraction and retention characteristics. This is accomplished through extensive examination of Chatham-Kent's commuter and mover trends by gender, age cohort, educational attainment, and occupation. Additional examination of income and shelter cost data produces insights into housing affordability, providing context for commuter and mover characteristics. Finally, remote work is discussed, with focus on the potential opportunities and challenges for Chatham-Kent and its workforce.

This report uses the most current data available. However, it should be noted that much of this data comes from the 2016 Census and examines the 2011 to 2016 time period. Proprietary mover data by income is for the 2009 to 2014 time period. Although dated, this data provides important insight into Chatham-Kent's workforce attraction and retention characteristics and trends. A second research phase will analyze the 2021 Census data for ongoing or new trends when it is released in late fall 2022.

Throughout this report, several key trends are observed. First, between 2011 and 2016, Chatham-Kent experienced a greater net loss of movers in skilled occupations compared to those in lower skilled occupations. Commuter data demonstrated a significant number of skilled workers commuting into Chatham-Kent. Together, these observations suggest that, while Chatham-Kent may be a desirable place to work for both lower skilled and skilled workers, it struggles to attract and retain skilled workers as residents. Second, while Chatham-Kent's housing has historically been more affordable than nearby geographies, recent market trends paired with Chatham-Kent's income data suggests that housing affordability is a significant challenge for residents. This may lead workers to commute outside of Chatham-Kent in search of higher paying employment opportunities. Lastly, remote work has the potential to both expand the labour pool employers have access to and make residing in Chatham-Kent more plausible for those who work outside of the region.

Key Findings

Part I: Chatham-Kent's Workforce

Commuters

- In general, Chatham-Kent experienced a net loss of -1,615 workers in 2016. This was the result of 4,300 in-commuters (work in Chatham-Kent, live elsewhere) and 5,915 out-commuters (live in Chatham-Kent, work elsewhere).
- Popular commuting origins and destinations include Essex, Lambton, Middlesex, and Elgin. Chatham-Kent experiences the highest net loss of workers from Essex (-590), Lambton (-420), and Middlesex (-235), while experiencing a net gain of +60 workers from Elgin.
- 19.4% of out-commuters travel more than 50km one-way to work. In comparison, only 12.9% of in-commuters travel over 50km one-way to work in Chatham-Kent.
- The higher proportion of male out-commuters (58.2%) suggests that Chatham-Kent may lack desirable positions in occupations commonly held by males or there may be better opportunities outside of the community for this group.
- Although the absolute numbers of commuters aged 15-24 are relatively low, the number of out-commuters (980) is nearly double the number of in-commuters (525).
- Large numbers of lower skilled workers (high school diploma or less) are commuting out of Chatham-Kent. With 1,350 in-commuters and 2,560 out-commuters, Chatham-Kent experienced a net loss of -1,210 lower skilled workers. In contrast, there was a net gain of +415 workers with a university education.
- Workers coming from the most popular in-commuter origins are making a significantly higher median income than those who both live and work in Chatham-Kent. This may be due to the influx of university educated workers commuting into Chatham-Kent. Additionally, out-commuters also tend to have a higher median income than those who both live and work in Chatham-Kent. This suggests that money may be a major factor motivating Chatham-Kent residents to gain employment outside of the region.
- A net gain of workers was observed in various professional and management occupations while a net loss was observed in various lower skilled (service and labour) and trades occupations.

- Of the occupations largely held by lower skilled workers, Chatham-Kent generally pays less than nearby Essex and Lambton. For example, Transport and heavy equipment operation and related maintenance occupations have a median income of \$34,663 in Chatham-Kent, \$40,553 in Essex, and \$41,274 in Lambton. While this presents one factor that may motivate lower skilled workers to out-commute, not all popular out-commuting occupations pay more outside of the Chatham-Kent region. Therefore, future research is necessary in order to gain a better understanding of the various factors that may be motivating lower skilled residents to find work outside of the Chatham-Kent region.

Movers

- Between 2011 and 2016, Chatham-Kent experienced a net loss of -655 individuals in the labour force, with the majority moving to Essex, Middlesex, and Lambton. However, a small net gain of movers came from Simcoe, Peel, Hamilton, Toronto, York, and Niagara.
- Within this time frame, Chatham-Kent experienced a small net gain of +135 labour force members aged 55+. However, this is likely a result of this age group's desire to settle down and limit mobility. More noteworthy is Chatham-Kent's net loss of -700 labour force members aged 15 to 24. This may be due to a lack of desirable jobs for this age group as well as the region's limited opportunities for post-secondary education.
- During this time, Chatham-Kent experienced large net losses of movers with a high school education (-280) and college education (-205). There was also a net loss of -110 movers with a university education. The only net gain was in the group of movers with no certificate, diploma, or degree (+5).
- Between 2009 and 2014, 26.3% of Chatham-Kent's 8,580 in-movers were not working before or after their move. Combined with trends observed within 2011 to 2016 mover data, this suggests that Chatham-Kent may be an attractive destination for retirees.
- Between 2009 and 2014, of the 5,490 in-movers who were employed before and after their move to Chatham-Kent, 58.3% were making less than \$30,000 in employment income. In comparison, only 16.0% were making \$60,000+. Additionally, of those who were employed before and after their move, 44.8% of in-movers experienced a pay decrease compared to only 36.5% of out-movers. This may indicate that those moving to Chatham-Kent are less motivated by money than those moving out of the region, suggesting the presence of other motivations.

- Between 2011 and 2016, within Chatham-Kent, the highest net gain of movers was in Workers in natural resources, agriculture, and related production (+80) while the highest net loss of movers was in Sales support occupations (-105) and Technical occupations related to natural and applied sciences (-105).
- Within this time, Chatham-Kent experienced a greater net loss of movers in skilled occupations compared to those in lower skilled occupations. Paired with commuter data, this suggests that while Chatham-Kent may be a desirable place to work for both lower skilled and skilled workers, it struggles to attract and retain skilled workers as residents.

Part II: Housing Chatham-Kent's Workforce

Household Income

- Households in Chatham-Kent have a lower median household income than surrounding geographies and popular in-mover places of origin (e.g. Toronto, Hamilton, Niagara).
- Chatham-Kent has a high proportion of households making less than \$40,000 (before tax) (32.0%), comparable to London (29.1%), St. Catharines-Niagara (29.1%), and Windsor (28.3%). However, Chatham-Kent has a significantly lower proportion of households making \$100,000+ (23.0%) compared to London (28.3%), St. Catharines-Niagara (26.3%), and Windsor (29.8%). In Ontario, 34.9% of households make an income of \$100,000+.

Housing

- As of October 2020, Chatham-Kent's rental market was affordable (\$801) relative to other geographies in Southern Ontario. However, with a vacancy rate of just 1.2%, rental choices are limited.
- Of the 169 new housing units constructed in Chatham-Kent in 2020, all were purchased, resulting in a median price of \$390,000. In comparison, Windsor's new housing had a median price of \$580,000 with 218 unabsorbed units and London's new housing had a median price of \$700,000 with 456 units unabsorbed.
- As of 2016, the median monthly shelter cost in Chatham-Kent is \$766. This is significantly cheaper than other geographies in Southern Ontario, such as Windsor (\$867) and London (\$971). 68.6% of renters and owners in Chatham-Kent paid less than \$1,000 in monthly shelter costs compared to 51.8% of London residents and 58.9% of Windsor residents. At the provincial level, only 41.0% of Ontarians paid less than \$1,000 in monthly shelter costs in 2016.

- In 2016, 79.0% of households in Chatham-Kent reported spending less than 30% of their income on shelter costs. While this number is lower in many urban centres, Sarnia and Leamington have slightly higher proportions of households spending less than 30% of their income on shelter costs. Thus, even with low shelter costs, Chatham-Kent's low median household income presents a challenge for residents.
- Housing prices across Southern Ontario have risen drastically in recent years. In the first quarter of 2016, the median price of a single detached home in Chatham-Kent was approximately \$137,500. In the first quarter of 2021, the median price of a single detached home in Chatham-Kent has soared to \$400,116.
- While housing in Chatham-Kent is still affordable relative to the rest of Southern Ontario, Chatham-Kent's low median household income indicates that the region is becoming less affordable for many of its residents

Part III: The Potential of Remote Work in Chatham-Kent

Remote Work

- The ability to work remotely is dependent on the nature of each occupation. An estimated 33.4% of Chatham-Kent residents hold occupations that have the ability to be worked entirely remotely. Additionally, 27.3% of out-commuters and 38.8% of in-commuters residents hold occupations that have the ability to be worked entirely remotely.
- Throughout the COVID-19 pandemic, many households have moved out of urban centres in search of quieter and more affordable communities. Thus, Chatham-Kent has increased potential to attract new residents to the region, many of whom may be highly educated and skilled professionals.
- The ability to work remotely may benefit Chatham-Kent's access to talent since many skilled positions will have the ability to be worked from anywhere.
- Because remote work is much more likely to be a possibility for skilled occupations, it can contribute to further inequalities between lower skilled and skilled workers. Lower skilled workers may not experience the benefits of remote work, such as increased job flexibility and financial savings.
- An influx of in-movers to Chatham-Kent will likely drive housing prices up, making the region unaffordable for low and middle-income resident households.

Contents

- 1.0 Introduction 8
- 2.0 Background 9
 - 2.1 Population Trends 9
 - 2.2 Migration 11
 - 2.3 Labour Force 12
- Part I: Chatham-Kent’s Workforce 13**
- 3.0 Commuters 13
 - 3.1 Commuters by Destination and Origin 13
 - 3.2 Commuters by Distance 15
 - 3.3 Commuters by Sex 16
 - 3.4 Commuters by Age 16
 - 3.5 Commuters by Educational Attainment 17
 - 3.6 Commuters by Income 18
 - 3.7 Commuters by Occupation 19
- 4.0 Movers 31
 - 4.1 Movers by Age 31
 - 4.2 Movers by Destination/Origin 32
 - 4.3 Movers by Educational Attainment 33
 - 4.4 Movers by Employment and Income 34
 - 4.5. Movers by Occupation 36
- Part II: Housing Chatham-Kent’s Workforce 42**
- 5.0 Household Income in Chatham-Kent 42
- 6.0 Housing in Chatham-Kent 44
 - 6.1 Rental Market in Chatham-Kent 44
 - 6.2 New Housing in Chatham-Kent 45
 - 6.3 Monthly Shelter Costs in Chatham-Kent 47
 - 6.4 Shelter-Cost-to-Income Ratio in Chatham-Kent 49

6.5 Current Housing Market Trends	50
Part III: The Potential of Remote Work in Chatham-Kent	52
7.0 Remote Work in Chatham-Kent	52
7.1 Opportunities	52
7.2 Challenges	53
Appendix.....	54

1.0 Introduction

Attracting and retaining a skilled workforce is vital for the growth and prosperity of a community. While the labour market constantly experiences ebbs and flows, it is no longer sustainable to wait for skilled workers to present themselves. Communities now must take a proactive approach, recognizing that they are competing against each other for skilled labour. However, this narrative fails to recognize the value of lower-skilled workers. In fact, it is in lower-skilled work that many communities, including Chatham-Kent, are reporting labour shortages. These workers make up the foundation of our communities, staffing the restaurants and grocery stores that we frequent, harvesting the food that we eat, and building the roads that we drive on. Therefore, communities must strive to better understand and accommodate their lower-skilled workforce while continuing to compete for skilled labour.

The objective of this report is to provide the Chatham-Kent Workforce Planning Board with greater insight into the community's workforce attraction and retention characteristics. This is accomplished by examining Chatham-Kent movers and commuters by gender, age cohort, educational attainment, and occupation. This report uses the most current data available. However, it should be noted that much of this data comes from the 2016 Census and examines the 2011 to 2016 time period. Proprietary mover data by income is for the 2009 to 2014 time period. Although dated, this data provides important insight into Chatham-Kent's workforce attraction and retention characteristics and trends. A second research phase will analyze the 2021 Census data for ongoing or new trends when it is released in late fall 2022.

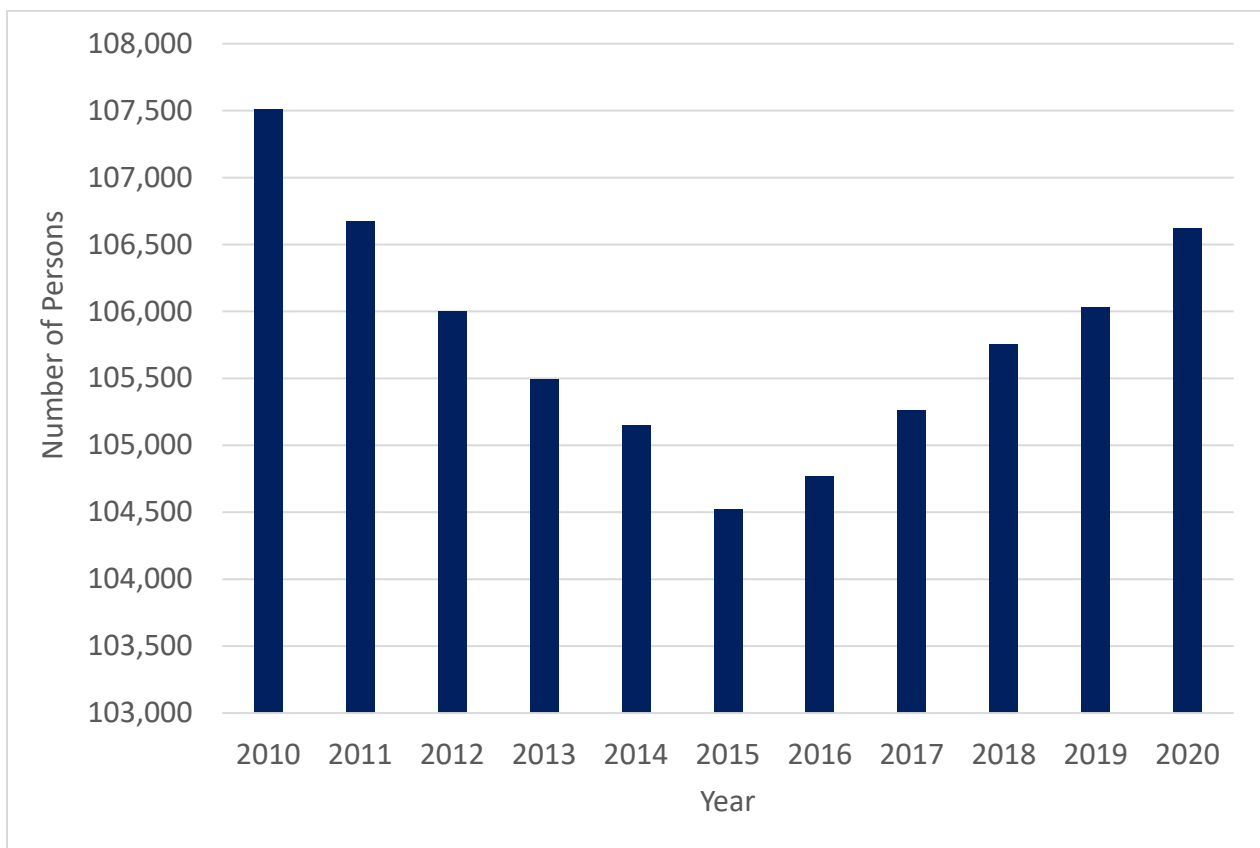
This report is separated into three sections: (1) Chatham-Kent's Workforce, (2) Housing Chatham-Kent's Workforce, and (3) The Potential of Remote Work in Chatham-Kent.

2.0 Background

2.1 Population Trends

Chatham-Kent is estimated to have had a population of 106,620 in 2020. Although the population is slightly lower than that of 2010 (107,512), it has begun to rise after hitting a low of 104,421 in 2015.

Figure 1. Population Estimates, Chatham-Kent, 2010-2020



Source: Statistics Canada, Table 17-10-0135-01.

From 2010 to 2020, Chatham-Kent’s population decreased by 0.8%. In comparison, London has seen growth of 13.3% during this time, followed by Windsor at 8.6%. While Sarnia has experienced relatively less growth, the population has still increased by 1.4%. Chatham-Kent’s slow growth may be attributed to the loss of large employers such as Navistar.

Table 1. Change in Population Estimates by Geography, 2010-2020

Geography	Population Change from 2010 to 2020	Population Change from 2019 to 2020
Chatham-Kent	-0.8%	0.6%
London	13.3%	1.6%
Sarnia	1.4%	0.4%
Windsor	8.6%	1.1%

Source: Statistics Canada, Table 17-10-0135-01.

Chatham-Kent’s aging population has also been growing, with the 65+ age group accounting for 22.7% of the total population in 2020 compared to only 17.0% in 2010.

Table 2. Population Estimates by Age Group, Chatham-Kent, 2010-2020

Age Group	2010	2019	2020
All ages	107,512	106,033	106,620
0 to 14 years	16.9%	15.8%	15.6%
15 to 64 years	66.1%	62.1%	61.7%
65 years and older	17.0%	22.2%	22.7%

Source: Statistics Canada, Table 17-10-0135-01.

2.2 Migration

As evident in Table 3, Chatham-Kent is experiencing a decline in natural growth, with the number of deaths outweighing the number of births. In contrast, Chatham-Kent has benefitted from international migration, with a net gain of 388 international migrants in 2019/2020. Additionally, the region has experienced a net surplus of intraprovincial migrants, especially in recent years.

Table 3. Components of Population Growth, Chatham-Kent, 2015-2020

Component	2015 / 2016	2016 / 2017	2017 / 2018	2018 / 2019	2019 / 2020
Natural Growth (Births - Deaths)	-24	-162	-158	-244	-266
Net International Migration ¹	262	217	349	130	388
Immigrants	124	127	111	137	107
Emigrants	114	81	81	83	63
Returning Emigrants	41	89	74	44	38
Net Temporary Emigration	49	42	50	51	35
Net Non-Permanent Residents	260	124	295	83	341
Net Interprovincial Migration	26	74	11	-20	-23
Net Intraprovincial Migration	81	359	295	411	488

Source: Statistics Canada, Table 17-10-0136-01.

¹ Net international migration is calculated by adding immigrants, returning emigrants and net non-permanent residents, then subtracting emigrants and net temporary emigration.

2.3 Labour Force

Since 2015, the population aged 15+ has slightly increased from 86,400 to 87,300 in 2020. The labour force has seen unsteady growth, peaking at 52,700 in 2016 before dropping to 49,700 in 2019 and 46,900 in 2020. Although Chatham-Kent’s labour force was affected by the COVID-19 pandemic, 2019 data demonstrates a decrease in employment and an increase in unemployment relative to the year prior.

Table 4. Labour Force Characteristics, Chatham-Kent, 2015-2020

Labour Force Characteristics	2015	2016	2017	2018	2019	2020
Population 15+ (x1000)	86.4	86.4	86.4	86.7	87.1	87.3
Labour force (x1000)	49.2	52.7	50.8	51.9	49.7	46.9
Employment (x1000)	45.5	48.5	47.4	49.5	46.7	42.8
Unemployment (x1000)	3.7	4.2	3.4	2.3	3	4.1
Unemployment rate (%)	7.5	8	6.7	4.4	6	8.7
Participation rate (%)	56.9	61	58.8	59.9	57.1	53.7
Employment rate (%)	52.7	56.1	54.9	57.1	53.6	49

Source: Statistics Canada, Table 14-10-0102-01.

Part I: Chatham-Kent’s Workforce

3.0 Commuters

Commuter data pertains to individuals who have a usual place of work, thus excluding those who regularly travel for school or other purposes. As of 2016, there were 4,300 workers who lived outside the region and reported commuting into Chatham-Kent for work (in-commuters). 5,915 Chatham-Kent residents reported commuting out of the region for work purposes (out-commuters). Overall, this results in a net loss of -1,615 workers in Chatham-Kent.

Table 5. Commuters, Chatham-Kent, 2016

Geography	# of Commuters into Chatham-Kent	# of Commuters out of Chatham-Kent	Net Gain/Loss
Total – All Geographies	36,075	37,690	-1,615
Chatham-Kent	31,775	31,775	---
Total – Excluding Chatham-Kent	4,300	5,915	-1,615

Source: Statistics Canada, 2016 Census (Custom Tabulation).

3.1 Commuters by Destination and Origin

Large numbers of commuters travel into Chatham-Kent from the nearby geographies of Essex, Lambton, Middlesex, and Elgin for work purposes. Similar trends are noticed within the group of out-commuters, with the addition of Waterloo as a popular place of work. Overall, this results in large net losses in most of these geographies with the exception of Elgin, which experiences a net gain of +60 in-commuters in Chatham-Kent. The large number of losses suggests that the surrounding communities offer jobs that are appealing to Chatham-Kent residents.

Table 6. Commuters by Geography, Chatham-Kent, 2016

Geography	# of Commuters into Chatham-Kent	# of Commuters out of Chatham-Kent	Net Gain/Loss
Essex	2,270	2,860	-590
Lambton	1,155	1,575	-420
Middlesex	400	635	-235
Waterloo	35	130	-95
Oxford	15	85	-70
Toronto	30	90	-60
Wellington	0	35	-35
Peel	10	40	-30
Ottawa	x	25	-25
Muskoka	x	20	-20
Hamilton	10	25	-15
Bruce	0	10	-10
Huron	x	10	-10
Leeds and Grenville	x	10	-10
Niagara	10	20	-10
Northumberland	x	10	-10
Perth	0	10	-10
Peterborough	10	15	-5
Simcoe	10	15	-5
Brant	15	15	0
Durham	10	10	0
Haldimand-Norfolk	10	10	0
York	10	10	0
Halton	20	15	5
Lanark	10	x	10
Elgin	275	215	60

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: 'x' indicates suppressed data.

3.2 Commuters by Distance

The majority of Chatham-Kent’s in-commuters and out-commuters travel less than 50km one-way to work. Of the 4,300 in-commuters, only 12.9% travelled one-way distances greater than 50km. Of this group, the majority travels from Middlesex, which has a median distance of 79km. In comparison, of the 5,915 out-commuters, 19.4% travel one-way distances greater than 50km. Popular destinations include Waterloo, Toronto, and Oxford. The larger number of out-commuters travelling far distances suggests that Chatham-Kent and nearby regions may lack sufficient and/or competitive employment opportunities for some residents.

Table 7. Commuter Distance by Geography, Chatham-Kent, 2016

Geography	# of Commuters into Chatham-Kent	In-Commuter Median Distance (km)	# of Commuters out of Chatham-Kent	Out-Commuter Median Distance (km)
Toronto	30	274	90	265
Halton	20	226	15	230
Waterloo	35	177	130	174
Middlesex	400	79	635	84
Elgin	275	47	215	31
Essex	2,270	40	2,860	43
Lambton	1,155	32	1,575	40
Ottawa	x	x	25	618
Peterborough	10	x	15	378
Peel	10	x	40	213
Wellington	x	x	35	199
Hamilton	10	x	25	209
Niagara	10	x	20	258
Brant	15	x	15	179
Oxford	15	x	85	128
Muskoka	x	x	20	360
		# of Commuters	Median Distance (km)	
Live and Work in Chatham-Kent		31,775	4	

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: ‘x’ indicates suppressed data.

3.3 Commuters by Sex

While the proportion of male and female in-commuters is relatively similar, there is a greater proportion of male out-commuters, resulting in a net loss of -1245 males and only -370 females. This suggests that Chatham-Kent may lack desirable job opportunities for males or that there may be better opportunities outside of the community for this group, thus pushing these workers to find employment elsewhere.

Table 8. Commuters by Sex, Chatham-Kent, 2016

Sex	# of Commuters into Chatham-Kent	# of Commuters out of Chatham-Kent	Net Gain/Loss
Total	4,300	5,915	-1,615
Male	2,195	3,440	-1,245
Female	2,110	2,480	-370

Source: Statistics Canada, 2016 Census (Custom Tabulation).

3.4 Commuters by Age

The 25 to 44 age cohort experiences the largest net loss of commuters, with 520 more residents commuting out of Chatham-Kent for work than those commuting into Chatham-Kent. The 15 to 24 age cohort has the lowest absolute number of both in-commuters and out-commuters. However, the number of out-commuters is nearly double the number of in-commuters, suggesting that Chatham-Kent may lack jobs that are desirable to this age cohort.

Table 9. Commuters by Age, Chatham-Kent, 2016

Age Group	# of Commuters into Chatham-Kent	# of Commuters out of Chatham-Kent	Net Gain/Loss
Total - Age groups	4,300	5,915	-1,615
15 to 24 years	525	980	-455
25 to 44 years	1,730	2,250	-520
45 to 54 years	1,155	1,455	-300
55 years and over	885	1,235	-350

Source: Statistics Canada, 2016 Census (Custom Tabulation).

3.5 Commuters by Educational Attainment

Only 490 in-commuters have no certificate, diploma, or degree compared to 815 out-commuters with the same educational attainment, resulting in a net loss of -325. Additionally, there is a large net loss of -245 workers with high school certificates. This may suggest that lower skilled workers are struggling to find desirable employment within Chatham-Kent, prompting people with low levels of education to commute outside of the region. In contrast, the only net gain of workers is in the group with a university certificate, diploma or degree, indicating a demand for skilled labour that is not being filled by the residents of Chatham-Kent.

Table 10. Commuters by Highest Level of Educational Attainment, Chatham-Kent, 2016

Highest Level of Educational Attainment	# of Commuters into Chatham-Kent	# of Commuters out of Chatham-Kent	Net Gain/Loss
Total - Highest certificate, diploma or degree	4,300	5,915	-1,615
No certificate, diploma or degree	490	815	-325
Certificate, diploma or degree	3,810	5,100	-1,290
High school certificate or equivalent	860	1,745	-885
Apprenticeship or trades certificate or diploma	280	525	-245
College, CEGEP or other non-university certificate or diploma	1,360	1,950	-590
University certificate, diploma or degree	1,305	875	430

Source: Statistics Canada, 2016 Census (Custom Tabulation).

3.6 Commuters by Income

As displayed in Table 11, those who are residents and workers in Chatham-Kent make a median income of \$35,642. The median income of in-commuters travelling from Middlesex, Essex, and Elgin is significantly higher than that of Chatham-Kent residents and workers. This aligns with the previous finding that Chatham-Kent has experienced a net gain of commuters with a university education.

Aside from Elgin, Waterloo, and Toronto, the median income for out-commuters in popular destinations is higher than the income of Chatham-Kent residents and workers. This suggests that some Chatham-Kent residents may be choosing to work outside of the region due to more competitive salaries. This may be especially true for lower skilled workers who are commuting out in high numbers.

Table 11. Commuter Median Income by Geography, Chatham-Kent, 2016

Geography	# of Commuters into Chatham-Kent	Median Income of In-Commuters (\$)	# of Commuters out of Chatham-Kent	Median Income of Out-Commuters (\$)
Middlesex	400	57,596	635	44,901
Essex	2,270	47,765	2,860	41,641
Elgin	275	47,403	215	35,398
Lambton	1,155	38,442	1,575	46,041
Oxford	15	X	85	66,736
Peel	10	X	40	62,727
Waterloo	35	X	130	20,284
Toronto	30	X	90	13,497
		# of Commuters	Median Income (\$)	
Live and Work in Chatham-Kent		31,775	35,642	

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: 'x' indicates suppressed data.

3.7 Commuters by Occupation

NOC 40: Professional occupations in education services (225), NOC 21: Professional occupations in natural and applied sciences (220), NOC 12: Administrative and financial supervisors and administrative occupations (210), and NOC 01-05: Specialized middle management occupations (205) have the highest absolute numbers of in-commuters. In contrast, high absolute numbers of out-commuters are seen in a variety of occupations, including NOC 72: Industrial, electrical, and construction trades (435), NOC 95: Assemblers in manufacturing (305), NOC 73: Maintenance and equipment operation trades (305), and NOC 75: Transport and heavy equipment operation and related maintenance occupations (325). Thus, a net gain of commuters is observed in various professional and management occupations while a net loss is observed in various labour, trades, maintenance, and service occupations.

Table 12. Commuters by Occupation (2-Digit), Chatham-Kent, 2016

Occupation	# of Commuters into Chatham-Kent	# of Commuters out of Chatham-Kent	Net Gain/Loss
Total - Occupation - National Occupational Classification (NOC) 2016	4295	5910	-1615
21 Professional occupations in natural and applied sciences	220	120	100
31 Professional occupations in health (except nursing)	125	30	95
32 Technical occupations in health	160	95	65
41 Professional occupations in law and social, community and government services	120	65	55
00 Senior management occupations	80	40	40
01-05 Specialized middle management occupations	205	165	40
11 Professional occupations in business and finance	130	100	30

12 Administrative and financial supervisors and administrative occupations	210	195	15
06 Middle management occupations in retail and wholesale trade and customer services	165	155	10
14 Office support occupations	160	150	10
40 Professional occupations in education services	225	220	5
82 Supervisors and technical occupations in natural resources, agriculture and related production	45	40	5
34 Assisting occupations in support of health services	110	115	-5
07-09 Middle management occupations in trades, transportation, production and utilities	115	125	-10
13 Finance, insurance and related business administrative occupations	25	35	-10
43 Occupations in front-line public protection services	40	50	-10
51 Professional occupations in art and culture	10	20	-10
52 Technical occupations in art, culture, recreation and sport	30	40	-10
44 Care providers and educational, legal and public protection support occupations	65	80	-15
66 Sales support occupations	80	95	-15

62 Retail sales supervisors and specialized sales occupations	50	70	-20
76 Trades helpers, construction labourers and related occupations	30	60	-30
63 Service supervisors and specialized service occupations	65	100	-35
64 Sales representatives and salespersons - wholesale and retail trade	145	185	-40
22 Technical occupations related to natural and applied sciences	175	220	-45
86 Harvesting, landscaping and natural resources labourers	30	75	-45
30 Professional occupations in nursing	110	170	-60
15 Distribution, tracking and scheduling co-ordination occupations	55	120	-65
42 Paraprofessional occupations in legal, social, community and education services	100	165	-65
94 Processing and manufacturing machine operators and related production workers	85	155	-70
84 Workers in natural resources, agriculture and related production	75	160	-85
92 Processing, manufacturing and utilities supervisors and central control operators	75	165	-90
74 Other installers, repairers and servicers and material handlers	75	190	-115

67 Service support and other service occupations, n.e.c.	120	250	-130
65 Service representatives and other customer and personal services occupations	130	270	-140
73 Maintenance and equipment operation trades	150	305	-155
75 Transport and heavy equipment operation and related maintenance occupations	165	325	-160
96 Labourers in processing, manufacturing and utilities	85	265	-180
95 Assemblers in manufacturing	115	305	-190
72 Industrial, electrical and construction trades	140	435	-295

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Similar trends are noticed at the 4-digit occupation level, with large net losses in lower skilled occupations and smaller net gains in some higher skilled occupations. NOC 9522: Motor vehicle assemblers, inspectors, and testers experienced the largest net loss of commuters at -170, while NOC 1111: Financial auditors experienced the largest net gain of commuters at +35.

Table 13. Commuters by Occupation (4-Digit), Chatham-Kent, 2016

Occupation	# of Commuters into Chatham-Kent	# of Commuters out of Chatham-Kent	Net Gain/Loss
1111 Financial auditors and accountants	60	25	35
2141 Industrial and manufacturing engineers	30	0	30
2171 Information systems analysts and consultants	45	15	30
4031 Secondary school teachers	55	25	30
1521 Shippers and receivers	10	40	-30
2263 Inspectors in public and environmental health and occupational health and safety	5	35	-30
4212 Social and community service workers	60	95	-35
6421 Retail salespersons	140	175	-35
7237 Welders and related machine operators	45	80	-35
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	50	85	-35
7514 Delivery and courier service drivers	15	50	-35
9619 Other labourers in processing, manufacturing and utilities	20	55	-35

4032 Elementary school and kindergarten teachers	100	140	-40
8612 Landscaping and grounds maintenance labourers	15	55	-40
7231 Machinists and machining and tooling inspectors	20	65	-45
7311 Construction millwrights and industrial mechanics	40	85	-45
6733 Janitors, caretakers and building superintendents	45	100	-55
6711 Food counter attendants, kitchen helpers and related support occupations	35	95	-60
3012 Registered nurses and registered psychiatric nurses	95	160	-65
8431 General farm workers	35	100	-65
6541 Security guards and related security service occupations	5	75	-70
7511 Transport truck drivers	105	190	-85
9617 Labourers in food and beverage processing	25	120	-95
7452 Material handlers	55	155	-100
9522 Motor vehicle assemblers, inspectors and testers	80	250	-170

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: Occupations with a net gain/loss of less than 30 have been omitted from the table. Full table can be found in Appendix (Table I).

While this seemingly suggests that Chatham-Kent lacks positions for lower skilled workers, some evidence shows that this may not in fact be the case. According to the 2019 EmployerOne Survey, a majority of the hard to fill positions (as determined by employers) generally required lower skilled workers. However, the trend of lower-skilled workers commuting out of Chatham-Kent for work suggests that there are factors that are making external jobs more desirable.

In order to better understand why lower skilled workers in Chatham-Kent are out-commuting for work, occupation incomes by geography were explored. To do this, occupations largely held by lower skilled workers were focused on.² As demonstrated in Table 14, at the two-digit occupation level, compared to Essex and Lambton, Chatham-Kent has lower median salaries for many of the occupations that experience a net loss of commuters. This is especially evident in NOC 75: Transport and heavy equipment operation and related maintenance occupations, where Chatham-Kent’s workers make a median income of only \$34,663 compared to \$40,554 in Essex and \$41,274 in Lambton. However, there are also cases where many workers out-commute to destinations with lower median incomes. For example, 160 Chatham-Kent residents commuted to Essex to work as NOC 96: Labourers in processing, manufacturing, and utilities although the median income is lower than in Chatham-Kent.

Table 14. Median Income of Occupations Held by Lower Skilled Workers (High School Diploma or Less) by Occupation (2-Digit), Chatham-Kent, Essex, Lambton, 2016

Occupation	Commuter Net Loss ³	Median Income (\$) ⁴		
		Chatham-Kent	Essex	Lambton
95 Assemblers in manufacturing	-190	36,715	45,788	31,591
96 Labourers in processing, manufacturing and utilities	-180	31,706	27,634	37,065
75 Transport and heavy equipment operation and related maintenance occupations	-160	34,663	40,553	41,274

² Lower skilled workers are defined as those whose highest level of attainment is a high school diploma or lower (no certificate, diploma, or degree). Using Place of Work data from Statistics Canada, occupations were determined by adding these two groups together and selecting the occupations wherein lower skilled workers made up at least 50% of the total workforce.

³ As calculated in Table 12.

⁴ Place of Work income data has been used, due to high levels of suppression in commuter income data by occupation.

67 Service support and other service occupations, n.e.c.	-130	15,271	17,836	16,584
74 Other installers, repairers and servicers and material handlers	-115	36,367	38,337	36,019
84 Workers in natural resources, agriculture and related production	-85	20,664	23,220	23,368
94 Processing and manufacturing machine operators and related production workers	-70	36,178	44,614	38,335
15 Distribution, tracking and scheduling co-ordination occupations	-65	38,578	41,841	45,674
86 Harvesting, landscaping and natural resources labourers	-45	17,899	21,655	19,045
64 Sales representatives and salespersons - wholesale and retail trade	-40	19,975	17,875	16,925
63 Service supervisors and specialized service occupations	-35	16,740	19,189	20,691
76 Trades helpers, construction labourers and related occupations	-30	37,291	39,145	42,826
66 Sales support occupations	-15	10,909	12,845	12,607

Source: Statistics Canada, 2016 Census (Custom Tabulation).

At the four-digit occupation level, it becomes more evident that income may not in fact be the only factor motivating low-skilled workers to commute out of Chatham-Kent. While some occupations, such as NOC 8431: General farm workers, make a higher median income outside of Chatham-Kent, others such as NOC 6733: Janitors, caretakers, and building superintendents make more working in Chatham-Kent yet choose to commute outside of the region. Thus, further research is needed to determine the other possible factors that may be motivating lower skilled Chatham-Kent residents to work outside of the region.

Table 15. Median Income of Occupations Held by Lower Skilled Workers (High School Diploma or Less) by Occupation (4-Digit), Chatham-Kent, Essex, Lambton, 2016

Occupation	Commuter Net Loss	Median Income (\$)		
		Chatham-Kent	Essex	Lambton
9522 Motor vehicle assemblers, inspectors and testers	-170	38,301	47,164	30,649
7452 Material handlers	-100	36,000	38,226	36,051
9617 Labourers in food and beverage processing	-95	27,575	25,343	x
7511 Transport truck drivers	-85	47,986	46,759	50,725
8431 General farm workers	-65	20,521	25,291	25,822
6711 Food counter attendants, kitchen helpers and related support occupations	-60	8,648	9,515	11,221
6733 Janitors, caretakers and building superintendents	-55	38,770	36,814	28,984
8612 Landscaping and grounds maintenance labourers	-40	15,572	17,205	17,886

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: 'x' indicates suppressed data; Occupations with a net loss of -40 or greater have been included in the table. See Appendix (Table II) for all four-digit occupations.

Similar trends can be seen when looking at high skilled occupations with large net losses of commuters. Between 2011 and 2016, Chatham-Kent experienced a large net loss of NOC 6542: Security guards and related security service occupations. In Chatham-Kent, the median income for someone with this occupation is \$28,091 compared to \$29,434 in Essex and \$34,929 in Lambton. Even greater pay gaps are observed in skilled trades such as NOC 7311: Construction millwrights and industrial mechanics, where workers in Chatham-Kent have a median income of \$58,239 compared to \$72,232 in Essex and \$86,778 in Lambton.

Table 16. Median Income of Occupations Held by Skilled Workers⁵ by Occupation (4-Digit), Chatham-Kent, Essex, Lambton, 2016

Occupation	Commuter Net Loss	Median Income (\$)		
		Chatham-Kent	Essex	Lambton
6541 Security guards and related security service occupations	-70	28,091	29,434	34,929
3012 Registered nurses and registered psychiatric nurses	-65	66,007	70,076	65,670
7311 Construction millwrights and industrial mechanics	-45	58,239	72,232	86,778
7231 Machinists and machining and tooling inspectors	-45	51,247	59,337	53,415
4032 Elementary school and kindergarten teachers	-40	76,784	90,164	73,243

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: See Appendix (Table II) for all four-digit occupations.

⁵ Skilled workers are defined as the occupations wherein those with a high school diploma or lower made up less than 50% of the total workforce. In comparison, lower skilled workers are defined as those whose highest level of attainment is a high school diploma or lower (no certificate, diploma, or degree). Using Place of Work data from Statistics Canada, occupations were determined by adding these two groups together and selecting the occupations wherein lower skilled workers made up at least 50% of the total workforce. Skilled workers are thus defined as the occupations.

Additionally, when looking at the occupations with the largest net gain of commuters between 2011 and 2016, it is unclear whether income is a large motivator for commuters (Table 17). While some occupations have higher median incomes in Chatham-Kent, others, such as NOC 2141: Industrial and manufacturing engineers, have much higher median incomes in nearby geographies (e.g. Lambton).

Thus, further research is needed to determine the other possible factors that may be motivating Chatham-Kent residents to work outside of the region. This is especially important for lower-skilled occupations, which are in higher demand and simultaneously experiencing greater net losses of commuters.

Table 17. Median Income by Occupation (4-Digit), Chatham-Kent, Essex, Lambton, 2016

Occupation	Commuter Net Gain	Median Income (\$)		
		Chatham-Kent	Essex	Lambton
1111 Financial auditors and accountants	35	59,963	58,892	64,875
2141 Industrial and manufacturing engineers	30	78,122	76,862	125,206
2171 Information systems analysts and consultants	30	85,740	69,484	85,425
4031 Secondary school teachers	30	92,590	90,369	93,057
0014 Senior managers - health, education, social and community services and membership organizations	25	91,727	98,633	89,725
1221 Administrative officers	25	39,828	42,870	42,305
2123 Agricultural representatives, consultants and specialists	25	56,102	58,611	x
4413 Elementary and secondary school teacher assistants	25	34,174	33,904	35,590

9463 Fish and seafood plant workers	25	35,603	26,944	x
0213 Computer and information systems managers	20	95,211	102,910	109,393
2133 Electrical and electronics engineers	20	97,134	93,642	119,744

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: 'x' indicates suppressed data; See Appendix (Table II) for all four-digit occupations.

4.0 Movers

Comparing the number of people who move to and from Chatham-Kent provides insight into the area’s ability to attract and retain talent. Between 2011 to 2016, Chatham-Kent experienced a net gain of +60 amongst the population aged 15+. However, this includes retirees, students, and other people who are not part of the labour force. When measuring the change within the labour force (15+), Chatham-Kent experienced a net loss of -655.

Table 18. Number of Movers, Population 15+ and Labour Force 15+, Chatham-Kent, 2011 to 2016

	Moved to Chatham-Kent	Moved Away From Chatham-Kent	Chatham-Kent Net Gain/Loss
Population 15+	7,465	7,405	60
Labour Force 15+	4,555	5,210	-655
Labour Force as a % of Population	61.0%	70.4%	---

Source: Statistics Canada, 2016 Census (Custom Tabulation).

4.1 Movers by Age

To further explore the characteristics of movers within the labour force, age is examined. The only age cohort that experienced a net gain were those 55 years and older. This suggests that people may be looking to Chatham-Kent for retirement. The number of those that moved to Chatham-Kent was relatively similar to that of other age cohorts (aside from 25-44 years cohort), however, the number of those that moved away from Chatham-Kent was lower than other age cohorts. The 25 to 44 year age cohort experienced high numbers of movers both in and out of Chatham-Kent, resulting in a small net loss of -5. Finally, the most significant finding can be seen within the 15-24 age cohort, where Chatham-Kent experienced a net loss of -700 workers between 2011 and 2016. Similar findings were noted within commuter data, where Chatham-Kent experienced nearly double the number of 15 to 24 year old out-commuters compared to in-commuters. In general, these observations indicate that Chatham-Kent struggles to attract and retain young residents and workers. This may be partially due to the region’s limited opportunities for post-secondary education.

Table 19. Movers by Age Cohort, Labour Force 15+, Chatham-Kent, 2011 to 2016

Age Cohort	Moved to Chatham-Kent	Moved Away From Chatham-Kent	Chatham-Kent Net Gain/Loss
15 to 24 years	690	1,390	-700
25 to 44 years	2,585	2,590	-5
45 to 54 years	660	750	-90
55 years and older	620	485	135
Total 15+	4,555	5,210	-655

Source: Statistics Canada, 2016 Census (Custom Tabulation).

4.2 Movers by Destination/Origin

Between 2011 and 2016, Chatham-Kent experienced significant movement with nearby locations such as Essex, Middlesex, and Lambton. Ultimately, this movement resulted in a net loss of movers to these regions. However, Chatham-Kent gained movers from greater distances and more urban areas such as Simcoe, Hamilton, and Toronto.

Table 20. Top Regions by Net Loss, 2011-2016

Census Division	Moved to Chatham	Moved From Chatham	Net Loss
Essex	995	1,275	280
Middlesex	560	755	195
Lambton	480	655	175
Waterloo	195	240	45
Wellington	45	90	45

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Table 21. Top Regions by Net Gain, 2011-2016

Census Division	Moved to Chatham	Moved From Chatham	Net Gain
Simcoe	95	15	80
Peel	125	65	60
Hamilton	125	90	35
Toronto	205	175	30
York	70	40	30
Niagara	65	35	30

Source: Statistics Canada, 2016 Census (Custom Tabulation).

4.3 Movers by Educational Attainment

Between 2011 and 2016, Chatham-Kent experienced large numbers of residents moving to and from Chatham who had a high school or college education. However, even more residents moved away from Chatham-Kent, resulting in a net loss of -280 movers with a high school education and -205 movers with a college education. Within this time, Chatham-Kent experienced a small net gain of movers with no certificate, diploma, or degree as well as a net loss of university educated movers.

Table 22. Movers by Educational Attainment, Labour Force 15+, Chatham-Kent, 2011 to 2016

Educational Attainment	Moved to Chatham-Kent	Moved out of Chatham-Kent	Chatham-Kent Net Gain/Loss
No certificate, diploma or degree	700	695	5
High school certificate or equiv.	1,210	1,490	-280
Apprenticeship or trades certificate or diploma	300	350	-50
College, CEGEP or other non-university certificate or diploma	1,345	1,550	-205

University certificate or diploma below bachelor level	80	105	-25
University certificate, diploma or Degree at bachelor level or above	920	1,030	-110
Total	4,555	5,210	-655

Source: Statistics Canada, 2016 Census (Custom Tabulation).

4.4 Movers by Employment and Income

Although data for movers by employment status and income is unavailable for the time period of 2011 to 2016, data from 2009 to 2014 provides various insights into mover trends. Of the 8,580 people who moved to Chatham-Kent between 2009 and 2014, 64.0% were employed before and after the move. 4.1% of in-movers gained employment after the move while 5.5% lost employment. Additionally, 26.3% of in-movers were not working before and after their move, resulting in a total of 31.8% (2,730) of movers without work in Chatham-Kent.

Table 23. In-Movers by Employment Status, Chatham-Kent, 2009-2014

Employment Characteristic	#	%
Employed after move	5,840	68.1%
Employed before and after move	5,490	64.0%
Not working before move, employed after move	350	4.1%
Employed before move, not working after move	470	5.5%
Not working before and after move	2,260	26.3%
Total	8,580	100%

Source: Statistics Canada, Taxfiler (Custom Tabulation).

In comparison, of the 10,270 out-movers, 68.8% were employed before and after their move away from Chatham-Kent. 4.9% of out-movers gained employment after moving while 4.2% lost employment. An additional 22.0% were not working both before and after their move, lending to a total of 26.2% (2,690) of movers without work in Chatham-Kent. This aligns with the previous observation that Chatham-Kent is attractive to retirees.

Table 24. Out-Movers by Employment Status, Chatham-Kent, 2009-14

Employment Characteristic	#	%
Employed after move	7,570	73.7%
Employed before and after move	7,070	68.8%
Not working before move, employed after move	500	4.9%
Employed before move, not working after move	430	4.2%
Not working before and after move	2,260	22.0%
Total	10,270	100.0%

Source: Statistics Canada, Taxfiler (Custom Tabulation).

Of the 5,490 in-movers who were employed before and after their move to Chatham-Kent, 58.3% were making less than \$30,000 in employment income. In comparison, only 16.0% were making \$60,000+.

Table 25. In-Movers (Employed Before & After Move) by Employment Income Cohort 2009-14

Employment Income Cohort after Move	#	%
Less than \$30,000	3,200	58.3%
\$30,000 to \$59,999	1,430	26.0%
\$60,000 or more	880	16.0%
Total ⁶	5,490	100.0%

Source: Statistics Canada, Taxfiler (Custom Tabulation).

Within this group of in-movers who were employed both before and after their move, 55.6% experienced a pay increase while 44.8% experienced a pay decrease. In comparison, 63.4% of out-movers experienced a pay increase while only 36.5% experienced a pay decrease. This may indicate that those moving to Chatham-Kent are less motivated by money than those moving out of the region, suggesting the presence of other motivations. Affordability is likely a significant motivator. Additionally, the 2020 Survey of Young People found that 70.4% of participants noted friends/family as being their top reason for living in Chatham-Kent, followed by employment (17.0%) and lifestyle (7.8%).⁷

⁶ Sums do not equal total due to rounding.

⁷ It is important to note that this survey question asked participants their “top reason for living in Chatham-Kent” and that 70.1% were born and raised in Chatham-Kent while 27.2% moved to Chatham-Kent from another community.

Table 26. Movers Receiving a Pay Increase or Decrease, Chatham-Kent, 2009-2014

Employment Income After Move	Moved to Chatham-Kent		Moved out of Chatham-Kent	
	#	%	#	%
Pay Increase	3,050	55.6%	4,480	63.4%
Pay Decrease	2,460	44.8%	2,580	36.5%
Total ⁵	5,490	100.0%	7,070	100.0%

Source: Statistics Canada, Taxfiler (Custom Tabulation).

4.5. Movers by Occupation

In addition to the various attributes explored in the above sections, movers have been examined by occupation at both the two and four-digit occupation level. While this data provides interesting insight regarding the occupations held by movers, it is important to note that, within this data, place of work is not considered. While the majority of people tend to live and work in the same region, it is possible that some in-movers commute outside of the region and some out-movers continue to work in Chatham-Kent. Most importantly, this data brings to light the skills that are moving in and out of the region.

As can be seen in the table below, between 2011 and 2016, the highest net gain of movers at the two-digit level are NOC 84: Workers in natural resources, agriculture, and related production (+80). At the more detailed level (four-digit NOC), there are net gains in NOC 8432: Nursery and greenhouse workers and NOC 8411: Harvesting labourers. A net gain of +50 movers was experienced in NOC 31: Professional occupations in health (except nursing). At the four-digit level, small net gains were seen across the board in a variety of occupations, including NOC 3111: Specialist physicians (+10), NOC 3113: Dentists (+10) and NOC 3114: Veterinarians (+10).

More significant were the net losses of movers in various occupations. NOC 66: Sales support occupations and NOC 65: Service representatives and other customer and personal services occupations both experienced large declines, with net losses of -105 and -85, respectively. However, at the four-digit level, large net losses were seen in NOC 6611: Cashiers (-70) and NOC 6513: Food and beverage servers (-60), which are occupations commonly worked by students and part-time workers with a high degree of substitutability, resulting in high mobility. Notably, NOC 22: Technical occupations related to natural and applied sciences (NOC 22) experienced a net loss of -105 movers, with small decreases in many occupations at the four-digit level.

Table 27. Movers by Occupation (2-Digit), Chatham-Kent, 2016

Occupation (2-Digit)	Moved to Chatham-Kent	Moved out of Chatham-Kent	Net Gain/Loss
84 Workers in natural resources, agriculture and related production	180	100	80
31 Professional occupations in health (except nursing)	80	30	50
75 Transport and heavy equipment operation and related maintenance occupations	285	255	30
13 Finance, insurance and related business administrative occupations	40	15	25
06 Middle management occupations in retail and wholesale trade and customer services	185	165	20
11 Professional occupations in business and finance	95	80	15
15 Distribution, tracking and scheduling co-ordination occupations	65	50	15
96 Labourers in processing, manufacturing and utilities	115	100	15
07-09 Middle management occupations in trades, transportation, production and utilities	125	115	10
34 Assisting occupations in support of health services	100	90	10
51 Professional occupations in art and culture	35	30	5
72 Industrial, electrical and construction trades	255	250	5
92 Processing, manufacturing and utilities supervisors and central control operators	50	45	5
41 Professional occupations in law and social, community and government services	100	100	0

94 Processing and manufacturing machine operators and related production workers	65	65	0
64 Sales representatives and salespersons - wholesale and retail trade	170	175	-5
00 Senior management occupations	20	30	-10
82 Supervisors and technical occupations in natural resources, agriculture and related production	20	30	-10
14 Office support occupations	130	145	-15
21 Professional occupations in natural and applied sciences	110	125	-15
52 Technical occupations in art, culture, recreation and sport	55	70	-15
86 Harvesting, landscaping and natural resources labourers	40	55	-15
12 Administrative and financial supervisors and administrative occupations	165	185	-20
43 Occupations in front-line public protection services	30	50	-20
95 Assemblers in manufacturing	100	125	-25
63 Service supervisors and specialized service occupations	120	150	-30
01-05 Specialized middle management occupations	65	100	-35
32 Technical occupations in health	80	115	-35
40 Professional occupations in education services	125	160	-35
74 Other installers, repairers and servicers and material handlers	80	115	-35
67 Service support and other service occupations, n.e.c.	280	325	-45

73 Maintenance and equipment operation trades	115	160	-45
62 Retail sales supervisors and specialized sales occupations	45	95	-50
42 Paraprofessional occupations in legal, social, community and education services	85	140	-55
76 Trades helpers, construction labourers and related occupations	80	140	-60
44 Care providers and educational, legal and public protection support occupations	70	135	-65
30 Professional occupations in nursing	55	125	-70
65 Service representatives and other customer and personal services occupations	290	375	-85
22 Technical occupations related to natural and applied sciences	135	240	-105
66 Sales support occupations	120	225	-105

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Not yet mentioned at the four-digit level are the net gains of NOC 6552: Other customer and information services representatives (+45) and NOC 1123: Professional occupations in advertising, marketing and public relations (+30). Additionally, there were significant net losses of NOC 3012: Registered nurses and registered psychiatric nurses (-70), NOC 7611: Construction trades helpers and labourers (-60), NOC 4032: Elementary school and kindergarten teachers (-45), and NOC 4212: Social and community service workers (-40). Interestingly, there was also a net loss of 40 NOC 2174: Computer programmers and interactive media developers as a result of 40 out-movers and 0 in-movers, possibly signalling a business closure.

Table 28. Movers by Occupation (4-Digit), Chatham-Kent, 2016

Occupation (4 Digit)	Moved to Chatham-Kent	Moved out of Chatham-Kent	Net Gain/Loss
6552 Other customer and information services representatives	140	95	45
7511 Transport truck drivers	170	125	45
8431 General farm workers	125	85	40
8432 Nursery and greenhouse workers	50	10	40
1123 Professional occupations in advertising, marketing and public relations	40	10	30
1431 Accounting and related clerks	20	50	-30
7452 Material handlers	55	85	-30
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	30	65	-35
9522 Motor vehicle assemblers, inspectors and testers	70	105	-35
2174 Computer programmers and interactive media developers	0	40	-40
4212 Social and community service workers	40	80	-40
4032 Elementary school and kindergarten teachers	65	110	-45
6513 Food and beverage servers	60	120	-60

7611 Construction trades helpers and labourers	70	130	-60
3012 Registered nurses and registered psychiatric nurses	55	125	-70
6611 Cashiers	65	135	-70

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: Occupations with a net gain/loss of less than 30 have been omitted from the table. Full table can be found in the Appendix (Table III).

Overall, between 2011 and 2016, Chatham-Kent experienced a greater net loss of movers in skilled occupations compared to those in lower skilled occupations.⁸ By summing the net gains/losses in each occupation, skilled occupations represent a net loss of -550 at the two-digit level and -440 at the four digit level.⁹ In comparison, lower skilled occupations represent a net loss of -170 at the two-digit level and -285 at the four-digit level. In contrast, commuter data demonstrated both a significant number of skilled workers commuting into Chatham-Kent as well as a significant number of lower skilled workers commuting out. This suggests that while Chatham-Kent may be a desirable place to work for both lower skilled and skilled workers, it struggles to attract and retain skilled workers as residents.

⁸ Again, lower skilled occupations are those in which workers who have a high school education or less make up at least 50.0% of the workforce. Skilled occupations are considered those in which this group accounts for less than 50.0% of the workforce.

⁹ Differences in the four and two-digit NOC classifications are due to the groupings of occupations. Each two-digit NOC classification consists of various four-digit NOCs grouped together by theme rather than skill level. Because of this, some trends present at the two-digit level may not be reflected at the four-digit level, which provides more detail albeit more suppression.

Part II: Housing Chatham-Kent’s Workforce

In order to understand a community’s ability to attract and retain both residents and workers, insight into housing is necessary. A community’s affordability has a strong influence on its desirability and ability to sustain a financially healthy population. Thus, this section delves into household incomes and housing market statistics in Chatham-Kent compared to other geographies in Southern Ontario.

5.0 Household Income in Chatham-Kent

Households in Chatham-Kent generally make less than those in popular in and out-mover geographies. According to the 2016 Census, in Chatham-Kent, the median household income was \$58,185. In comparison, the nearby locations of Windsor and Sarnia have median incomes of \$65,983 and \$70,785, respectively.

Table 29. Household Income in Chatham-Kent, 2016

Geography¹⁰	Total - Household income statistics	Median total income of households (\$)	Median after-tax income of households (\$)
Chatham-Kent	43,170	58,185	52,667
Barrie	72,535	80,788	70,409
Hamilton	293,345	75,464	66,100
Kitchener – Cambridge - Waterloo	200,495	77,229	67,654
Leamington	17,965	68,754	61,012
London	206,450	64,743	57,576
Sarnia	41,990	70,785	62,161
St. Catharines - Niagara	168,485	63,001	56,572
Toronto	2,135,905	78,373	68,632
Windsor	132,915	65,983	58,679
Ontario	5,169,175	74,287	65,285

¹⁰ Geographies have been selected based on proximity to Chatham-Kent and popularity as a place of origin for movers.

Source: Statistics Canada, 2016 Census of Population, Table 98-400-X2016101

Chatham-Kent has a high proportion of households in lower income groups. With 32.0% of households making less than \$40,000, Chatham-Kent is similar to London (29.1%), St. Catharines-Niagara (29.1%), and Windsor (28.3%). However, Chatham-Kent has a significantly lower proportion of high income households, with only 23.0% of households making \$100,000+ compared to 28.3% in London, 26.3% in St. Catharines-Niagara, and 29.8% in Windsor. This suggests that there are less high-paying jobs available in Chatham-Kent than other regions.

Table 30. Households by Income Group (Before Tax), 2016

Geography	Less Than \$20,000	\$20,000 to \$39,999	\$40,000 to \$59,999	\$60,000 to \$79,999	\$80,000 to \$99,999	\$100,000 And Over	Total
Chatham-Kent	11.1%	20.9%	19.5%	14.6%	10.9%	23.0%	43,175
Barrie	6.3%	13.9%	15.2%	14.1%	12.6%	37.9%	72,535
Hamilton	8.4%	15.8%	15.4%	13.3%	11.3%	35.9%	293,345
Kitchener - Cambridge - Waterloo	7.7%	14.6%	15.6%	14.0%	12.2%	35.9%	200,495
Leamington	6.9%	17.0%	18.0%	17.4%	11.8%	28.8%	17,970
London	11.1%	18.0%	17.4%	13.9%	11.3%	28.3%	206,450
Sarnia	9.8%	16.6%	15.9%	13.9%	11.3%	32.6%	41,990
St. Catharines - Niagara	9.7%	19.4%	18.5%	14.7%	11.5%	26.3%	168,485
Toronto	9.6%	14.2%	14.3%	12.8%	11.0%	38.0%	2,135,910
Windsor	11.2%	17.1%	17.2%	13.5%	11.1%	29.8%	132,920
Ontario	9.2%	15.5%	15.4%	13.5%	11.5%	34.9%	5,169,175

Source: CMHC, adapted from Statistics Canada (Census of Canada and National Household Survey); Author's calculations.

6.0 Housing in Chatham-Kent

6.1 Rental Market in Chatham-Kent

According to the 2016 Census, 27.7% of Chatham-Kent households identified as renters. This is slightly lower than Ontario’s 30.2% of renter households. As of October 2020, the median price of a rental unit in Chatham-Kent is \$801, which is significantly lower than the median rent found in popular in-mover origins and out-mover destinations. However, with a vacancy rate of just 1.2%, Chatham-Kent has a tight rental market that may limit in-movers looking to rent.

Table 31. Rental Market Statistics, October 2020

Geography	Vacancy Rate	Median Price (\$)	# of Units
Chatham-Kent	1.2%	801	4,945
Leamington	1.0%	1,050	1,384
Windsor	3.5%	920	16,067
London	3.2%	1,053	50,434
Sarnia	5.0%	990	6,345
Kitchener- Cambridge-Waterloo	2.0%	1,170	39,349
Barrie	2.3%	1,360	4,220
Toronto	3.4%	1,484	326,290
Hamilton	3.4%	1,140	46,787
St. Catharines - Niagara	2.6%	1,050	16,975
Ontario	3.2%	1,278	703,962

Source: CMHC Rental Market Survey.

Note: Total bedroom type (including bachelor, 1 bedroom, 2 bedroom, 3+ bedroom)

6.2 New Housing in Chatham-Kent

In 2020, 169 housing units were constructed and absorbed in Chatham-Kent at a median price of \$390,000. Compared to nearby geographies and popular in-mover origins, Chatham-Kent’s new housing is considerably more affordable.

Table 32. New Housing Construction, Absorbed Unit Prices, 2020

Geography	Median Price	# of Units
Chatham-Kent	390,000	169
Leamington	---	---
London	700,000	244
Windsor	580,000	705
Sarnia	565,000	124
Kitchener-Cambridge-Waterloo	770,000	103
Barrie	760,000	46
Toronto	1,250,000	521
Hamilton	550,000	70
St. Catharines - Niagara	760,000	76
Ontario	685,000	16,311

Source: CMHC Market Absorption Survey.

However, of all the new housing constructed in 2020, zero units were left unabsorbed, demonstrating a significant demand for housing in the region. According to the CMHC Starts and Completion Survey, construction began on 409 new dwellings in 2020 and 103 new dwellings within the first quarter of 2021.

Table 33. Inventory of Completed and Unabsorbed Homeowner and Condominium Units by Dwelling Type, 2020

Geography	Single Detached	Semi-Detached	Row	Apartment	Total
Chatham-Kent	0	0	0	0	0
Ontario	1,327	135	851	417	2,730
Barrie	28	0	9	18	55
Hamilton	44	8	174	8	234
Kitchener - Cambridge - Waterloo	76	10	42	41	169
London	278	10	168	0	456
Sarnia	11	2	0	0	13
St. Catharines - Niagara	36	3	63	25	127
Toronto	436	38	205	289	968
Windsor	161	27	30	0	218

Source: CMHC Starts and Completion Survey.

6.3 Monthly Shelter Costs in Chatham-Kent

According to the 2016 Census, the median monthly shelter cost in Chatham-Kent is \$766. This is significantly cheaper than popular in-mover origins and somewhat cheaper than nearby geographies such as Windsor (\$867) and Sarnia (\$865).

Table 34. Monthly Shelter Costs, 2016

Geography	Average Monthly Shelter Costs (\$)	Median Monthly Shelter Costs (\$)
Chatham-Kent	883	766
Barrie	1,456	1,428
Hamilton	1,308	1,110
Kitchener - Cambridge - Waterloo	1,278	1,162
Leamington	1,000	900
London	1,117	971
Sarnia	1,001	865
St. Catharines - Niagara	1,087	947
Toronto	1,597	1,417
Windsor	1,022	867
Ontario	1,358	1,175

Source: CMHC, adapted from Statistics Canada Census ; Author’s calculations.

21.8% of households in Chatham-Kent reported monthly shelter costs of less than \$500, demonstrating a large proportion of affordable housing. 68.6% of owners and renters in Chatham-Kent reported paying less than \$1,000 in monthly shelter costs. This is much greater than in Windsor and London, where only 58.9% and 51.8% of households pay less than \$1,000 in monthly shelter costs. At the provincial level, only 41.0% of Ontarians reported paying less than \$1,000 in monthly shelter costs.

Table 35. Monthly Shelter Costs (Owners and Renters), 2016

Geography	Less Than \$500 Per Month	\$500 to \$999 Per Month	\$1,000 to \$1,499 Per Month	\$1,500 to \$1,999 Per Month	\$2,000 And Over Per Month	Total Non-Farm, Non-Band Households
Chatham-Kent	21.8%	46.8%	20.9%	6.9%	3.5%	41,705
Barrie	6.9%	23.1%	24.0%	25.9%	20.2%	72,290
Hamilton	9.2%	35.2%	21.5%	17.5%	16.6%	292,600
Kitchener - Cambridge - Waterloo	9.9%	31.9%	24.4%	20.3%	13.5%	199,880
Leamington	18.0%	39.6%	26.8%	10.2%	5.4%	17,575
London	12.1%	39.7%	26.2%	13.6%	8.3%	205,045
Sarnia	17.8%	42.5%	23.1%	10.3%	6.4%	41,315
St. Catharines - Niagara	13.3%	40.3%	25.4%	13.1%	7.9%	167,510
Toronto	6.5%	24.3%	22.5%	18.8%	27.9%	2,134,225
Windsor	16.5%	42.4%	23.5%	11.0%	6.5%	132,415
Ontario	10.0%	31.0%	23.3%	17.1%	18.5%	5,123,765

Source: CMHC, adapted from Statistics Canada Census; Author's calculations.

Note: Excluding farms and band households; Statistics Canada does not collect shelter cost data for farm households or for households living in band housing. For renters, shelter costs include, as applicable, rent and payments for electricity, fuel, water and other municipal services. For owners, shelter costs include, as applicable, mortgage payments (principal and interest), property taxes, condominium fees, and payments for electricity, fuel, water and other municipal services.

6.4 Shelter-Cost-to-Income Ratio in Chatham-Kent

In general, Chatham-Kent is an affordable place to live. In 2016, 79.0% of households in Chatham-Kent spent less than 30% of their income on shelter costs. However, this number is even greater in Sarnia and Leamington, where 79.6% and 81.6% of households spend less than 30% of their income on shelter costs. Thus, even with low shelter costs, Chatham-Kent's low median household income presents a challenge for residents.

Table 36. Shelter-Cost-to-Income Ratio, 2016

Geography	Total Households	% of households spending less than 30% of income on shelter costs	% of households spending 30% or more of income on shelter costs
Chatham-Kent	41,500	79.0%	21.0%
Barrie	72,245	72.6%	27.4%
Hamilton	292,370	74.8%	25.2%
Kitchener - Cambridge - Waterloo	199,640	76.5%	23.5%
Leamington	17,560	81.6%	18.4%
London	204,860	74.4%	25.6%
Sarnia	41,100	79.6%	20.4%
St. Catharines - Niagara	167,310	74.6%	25.4%
Toronto	2,130,850	66.6%	33.4%
Windsor	132,340	78.1%	21.9%

Source: Statistics Canada, 2016 Census of Population, Table 98-400-X2016225.

Note: Private households living in band housing, located on an agricultural operation that is operated by a member of the household, and households who reported a zero or negative total household income are excluded.

6.5 Current Housing Market Trends

In recent years, housing prices have risen significantly in southern Ontario. In the 1st quarter of 2021 (Q1 2021), the median price for a single-detached home in Chatham-Kent was \$400,116, making Chatham-Kent slightly more affordable than nearby Windsor (\$469,950) and Sarnia-Lambton (\$461,290) and much more affordable than popular in-mover origins such as Simcoe (\$550,000) and Toronto (\$1,229,999).

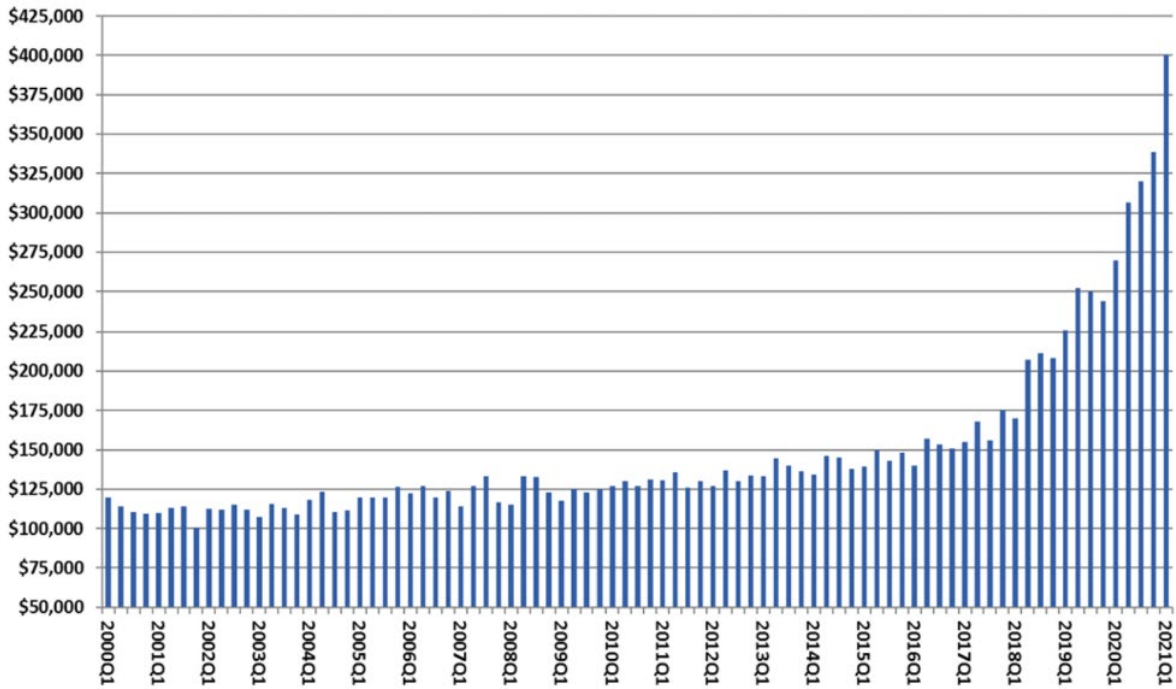
Table 37. Median Price of Single Detached Home by Real Estate Board, 1st Quarter 2021

Real Estate Board	Single Detached
Chatham-Kent	400,116
Simcoe and District	550,000
Hamilton and Burlington	865,000
Kitchener-Waterloo	820,000
London	650,000
Sarnia-Lambton	461,290
Niagara	650,000
Greater-Toronto	1,229,999
Windsor-Essex	469,950

Source: Canadian Real Estate Association (CREA).

However, while housing prices in Chatham-Kent are lower relative to other geographies, the price jump is likely to lead to a housing affordability crisis for the current residents of Chatham-Kent. As previously mentioned, 75.9% of households spent less than 30% of their income on shelter costs in 2016. As displayed in Figure 2, in the 1st quarter of 2016, the median price of a single detached home in Chatham-Kent was approximately \$137,500. Now, with the median price of a single detached home at \$400,116, it is likely that many residents working in Chatham-Kent are struggling to afford housing in the region.

Figure 2. Median Price of Single Detached Home Sales by Year, Chatham-Kent, 2000-2021



Source: Canadian Real Estate Association (CREA).

Part III: The Potential of Remote Work in Chatham-Kent

With the onset of COVID-19, remote work (telework) began to gain traction across Canada. By performing a job remotely, both employers and employees are able to experience a variety of benefits, including financial savings, increased job flexibility, and expansion of the labour force/employment opportunities. However, remote work can also present challenges, including disproportionate benefits for some skilled workers and increased housing unaffordability.

7.0 Remote Work in Chatham-Kent

Using a methodology developed by Dingel and Neiman (2020) and converted to a Canadian context by Gallacher and Hossain (2020), it is estimated that 33.4% of Chatham-Kent residents hold occupations that have the ability to be worked entirely remotely.

Using this same methodology, it has been determined that 27.3% of Chatham-Kent's out-commuters have the ability to work remotely compared to 38.8% of in-commuters. This difference comes from the number of certain occupations held by in-commuters and out-commuters. For example, out-commuters are more likely to hold positions in various labour, trades, maintenance, and service occupations. Due to the physical nature of many of these occupations, remote work is not likely to be possible. In-commuters are more likely to hold positions in various professional and management occupations, which are more likely to have the ability to be worked remotely.

There is additional opportunity for a hybrid workplace, which would include both remote work and in-person work. This is likely feasible for a much higher proportion of the workforce, as many occupations have specific tasks that are able to be worked remotely and others that must be completed in-person. However, this is difficult to measure and will likely depend on a variety of factors, including employee preferences and telework infrastructure.

7.1 Opportunities

The possibility of remote work may make Chatham-Kent a more desirable location for those in who want to move away from large urban centres to quieter rural geographies. Due to the nature of the work, this is more likely to include females and workers with a high level of education.¹¹ Thus, the ability to work remotely may attract more highly educated workers to Chatham-Kent.

¹¹ Messacar, D., Morissette, R. & Deng, Z. (2020). Inequality in the feasibility of working from home during and after COVID-19. *Statistics Canada*. Retrieved from

Additionally, Chatham-Kent's in-commuters have a relatively high remote work ability (38.8%). This means that a large portion of these commuters may not need to make the drive into Chatham-Kent in the future. This may especially benefit the 555 in-commuters who travel over 50km one-way to work. Ultimately, the ability to telework jobs in Chatham-Kent may lead to an expansion of the labour pool employers have access too.

Finally, the ability to remote work presents workers with an opportunity to relocate to a more affordable community. However, Chatham-Kent is extremely affordable relative to other locations in Southern Ontario, decreasing the likelihood that the region would experience high numbers of out-movers in search of a more affordable place of residence.

7.2 Challenges

There is the possibility that remote work could lead to inequality. Due to the increased job security, flexibility, and financial savings, those who have the ability to work remotely may receive an unfair advantage compared to those who do not have the ability to work remotely. Less educated workers and male workers may be disproportionately affected.

Finally, if the ability to telework makes Chatham-Kent a more desirable location, an influx of people could have a negative impact on current residents. Specifically, an increase of in-movers could drastically increase the price of housing, pushing low and middle-income households out of the housing market.

Appendix

Table I. Commuters by Occupation (4-Digit), Chatham-Kent, 2016

Occupation (4-Digit)	Out-Commuters	In-Commuters	Net Gain/Loss
0011 Legislators	10	0	-10
0013 Senior managers – financial, communications and other business services	0	10	10
0014 Senior managers – health, education, social and community services and membership organizations	0	25	25
0015 Senior managers – trade, broadcasting and other services, n.e.c.	5	10	5
0016 Senior managers – construction, transportation, production and utilities	15	25	10
0111 Financial managers	25	15	-10
0112 Human resources managers	20	35	15
0113 Purchasing managers	0	5	5
0114 Other administrative services managers	20	15	-5
0121 Insurance, real estate and financial brokerage managers	10	5	-5
0211 Engineering managers	0	10	10
0213 Computer and information systems managers	0	20	20
0311 Managers in health care	10	15	5
0414 Other managers in public administration	5	0	-5
0422 School principals and administrators of elementary and secondary education	30	35	5
0601 Corporate sales managers	20	0	-20
0621 Retail and wholesale trade managers	110	120	10
0631 Restaurant and food service managers	25	30	5

0632 Accommodation service managers	10	15	5
0651 Managers in customer and personal services, n.e.c.	0	10	10
0711 Construction managers	10	5	-5
0712 Home building and renovation managers	0	5	5
0714 Facility operation and maintenance managers	25	5	-20
0821 Managers in agriculture	30	25	-5
0822 Managers in horticulture	5	0	-5
0912 Utilities managers	0	15	15
1111 Financial auditors and accountants	25	60	35
1114 Other financial officers	25	30	5
1121 Human resources professionals	25	15	-10
1122 Professional occupations in business management consulting	0	10	10
1123 Professional occupations in advertising, marketing and public relations	15	5	-10
1211 Supervisors, general office and administrative support workers	0	5	5
1212 Supervisors, finance and insurance office workers	10	0	-10
1214 Supervisors, mail and message distribution occupations	0	5	5
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	15	10	-5
1221 Administrative officers	45	70	25
1222 Executive assistants	0	5	5
1223 Human resources and recruitment officers	5	10	5
1224 Property administrators	0	5	5
1225 Purchasing agents and officers	10	15	5
1226 Conference and event planners	0	5	5

1241 Administrative assistants	60	35	-25
1242 Legal administrative assistants	10	15	5
1243 Medical administrative assistants	20	5	-15
1254 Statistical officers and related research support occupations	10	0	-10
1311 Accounting technicians and bookkeepers	20	15	-5
1313 Insurance underwriters	0	5	5
1411 General office support workers	45	50	5
1414 Receptionists	35	20	-15
1415 Personnel clerks	0	10	10
1416 Court clerks	5	15	10
1422 Data entry clerks	10	5	-5
1431 Accounting and related clerks	35	45	10
1434 Banking, insurance and other financial clerks	10	5	-5
1451 Library assistants and clerks	20	5	-15
1452 Correspondence, publication and regulatory clerks	0	5	5
1454 Survey interviewers and statistical clerks	0	5	5
1511 Mail, postal and related workers	5	0	-5
1512 Letter carriers	5	0	-5
1521 Shippers and receivers	40	10	-30
1524 Purchasing and inventory control workers	25	15	-10
2121 Biologists and related scientists	5	15	10
2123 Agricultural representatives, consultants and specialists	0	25	25
2131 Civil engineers	10	5	-5
2132 Mechanical engineers	30	25	-5
2133 Electrical and electronics engineers	0	20	20

2141 Industrial and manufacturing engineers	0	30	30
2145 Petroleum engineers	0	5	5
2146 Aerospace engineers	10	0	-10
2147 Computer engineers (except software engineers and designers)	0	10	10
2148 Other professional engineers, n.e.c.	0	5	5
2161 Mathematicians, statisticians and actuaries	0	10	10
2171 Information systems analysts and consultants	15	45	30
2172 Database analysts and data administrators	5	10	5
2173 Software engineers and designers	10	5	-5
2174 Computer programmers and interactive media developers	20	10	-10
2175 Web designers and developers	0	5	5
2212 Geological and mineral technologists and technicians	15	10	-5
2221 Biological technologists and technicians	10	5	-5
2222 Agricultural and fish products inspectors	0	5	5
2223 Forestry technologists and technicians	0	10	10
2224 Conservation and fishery officers	0	5	5
2225 Landscape and horticulture technicians and specialists	5	0	-5
2232 Mechanical engineering technologists and technicians	20	10	-10
2233 Industrial engineering and manufacturing technologists and technicians	10	15	5
2234 Construction estimators	10	0	-10
2241 Electrical and electronics engineering technologists and technicians	15	10	-5
2242 Electronic service technicians (household and business equipment)	30	20	-10

2243 Industrial instrument technicians and mechanics	10	0	-10
2251 Architectural technologists and technicians	15	0	-15
2252 Industrial designers	0	5	5
2253 Drafting technologists and technicians	15	10	-5
2255 Technical occupations in geomatics and meteorology	0	10	10
2261 Non-destructive testers and inspection technicians	10	0	-10
2263 Inspectors in public and environmental health and occupational health and safety	35	5	-30
2264 Construction inspectors	15	0	-15
2281 Computer network technicians	15	20	5
2282 User support technicians	5	25	20
2283 Information systems testing technicians	10	0	-10
3011 Nursing co-ordinators and supervisors	5	10	5
3012 Registered nurses and registered psychiatric nurses	160	95	-65
3111 Specialist physicians	0	10	10
3113 Dentists	5	15	10
3114 Veterinarians	0	10	10
3122 Chiropractors	5	10	5
3124 Allied primary health practitioners	0	20	20
3131 Pharmacists	5	20	15
3141 Audiologists and speech-language pathologists	0	10	10
3142 Physiotherapists	5	15	10
3143 Occupational therapists	20	15	-5
3212 Medical laboratory technicians and pathologists' assistants	0	5	5
3213 Animal health technologists and veterinary technicians	0	5	5

3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	5	10	5
3215 Medical radiation technologists	10	15	5
3219 Other medical technologists and technicians (except dental health)	5	20	15
3222 Dental hygienists and dental therapists	0	15	15
3233 Licensed practical nurses	45	20	-25
3234 Paramedical occupations	15	30	15
3236 Massage therapists	0	15	15
3237 Other technical occupations in therapy and assessment	10	15	5
3411 Dental assistants	10	15	5
3413 Nurse aides, orderlies and patient service associates	105	90	-15
3414 Other assisting occupations in support of health services	0	10	10
4012 Post-secondary teaching and research assistants	30	35	5
4031 Secondary school teachers	25	55	30
4032 Elementary school and kindergarten teachers	140	100	-40
4112 Lawyers and Quebec notaries	10	20	10
4152 Social workers	20	30	10
4153 Family, marriage and other related counsellors	5	15	10
4154 Professional occupations in religion	0	10	10
4155 Probation and parole officers and related occupations	5	0	-5
4156 Employment counsellors	10	5	-5
4161 Natural and applied science policy researchers, consultants and program officers	0	10	10
4163 Business development officers and marketing researchers and consultants	5	10	5

4164 Social policy researchers, consultants and program officers	10	15	5
4165 Health policy researchers, consultants and program officers	0	5	5
4166 Education policy researchers, consultants and program officers	0	5	5
4168 Program officers unique to government	5	10	5
4212 Social and community service workers	95	60	-35
4214 Early childhood educators and assistants	50	30	-20
4216 Other instructors	0	5	5
4217 Other religious occupations	0	5	5
4311 Police officers (except commissioned)	30	40	10
4313 Non-commissioned ranks of the Canadian Armed Forces	15	0	-15
4411 Home child care providers	10	0	-10
4412 Home support workers, housekeepers and related occupations	20	10	-10
4413 Elementary and secondary school teacher assistants	35	60	25
4422 Correctional service officers	15	0	-15
5111 Librarians	0	5	5
5121 Authors and writers	5	0	-5
5131 Producers, directors, choreographers and related occupations	10	0	-10
5132 Conductors, composers and arrangers	5	0	-5
5133 Musicians and singers	5	0	-5
5211 Library and public archive technicians	0	5	5
5221 Photographers	0	5	5
5224 Broadcast technicians	0	10	10

5226 Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	10	0	-10
5231 Announcers and other broadcasters	0	10	10
5244 Artisans and craftspersons	5	0	-5
5251 Athletes	10	0	-10
5254 Program leaders and instructors in recreation, sport and fitness	20	5	-15
6211 Retail sales supervisors	15	10	-5
6221 Technical sales specialists – wholesale trade	20	10	-10
6222 Retail and wholesale buyers	5	10	5
6231 Insurance agents and brokers	25	5	-20
6311 Food service supervisors	0	15	15
6313 Accommodation, travel, tourism and related services supervisors	5	0	-5
6316 Other services supervisors	15	0	-15
6322 Cooks	25	30	5
6331 Butchers, meat cutters and fishmongers – retail and wholesale	10	0	-10
6332 Bakers	10	0	-10
6341 Hairstylists and barbers	20	10	-10
6342 Tailors, dressmakers, furriers and milliners	10	0	-10
6345 Upholsterers	0	10	10
6411 Sales and account representatives – wholesale trade (non-technical)	15	0	-15
6421 Retail salespersons	175	140	-35
6511 Maîtres d’hôtel and hosts/hostesses	5	0	-5
6512 Bartenders	5	0	-5
6513 Food and beverage servers	65	40	-25

6521 Travel counsellors	0	5	5
6525 Hotel front desk clerks	0	10	10
6533 Casino occupations	10	0	-10
6541 Security guards and related security service occupations	75	5	-70
6551 Customer services representatives – financial institutions	20	5	-15
6552 Other customer and information services representatives	60	50	-10
6562 Estheticians, electrologists and related occupations	10	0	-10
6563 Pet groomers and animal care workers	15	5	-10
6611 Cashiers	25	45	20
6621 Service station attendants	10	0	-10
6622 Store shelf stockers, clerks and order fillers	50	35	-15
6623 Other sales related occupations	5	0	-5
6711 Food counter attendants, kitchen helpers and related support occupations	95	35	-60
6722 Operators and attendants in amusement, recreation and sport	5	0	-5
6731 Light duty cleaners	20	25	5
6732 Specialized cleaners	5	10	5
6733 Janitors, caretakers and building superintendents	100	45	-55
6741 Dry cleaning, laundry and related occupations	5	0	-5
7201 Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	25	5	-20
7202 Contractors and supervisors, electrical trades and telecommunications occupations	10	5	-5
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	15	5	-10

7231 Machinists and machining and tooling inspectors	65	20	-45
7232 Tool and die makers	50	35	-15
7233 Sheet metal workers	5	0	-5
7234 Boilermakers	10	0	-10
7236 Ironworkers	20	0	-20
7237 Welders and related machine operators	80	45	-35
7241 Electricians (except industrial and power system)	25	10	-15
7242 Industrial electricians	25	10	-15
7244 Electrical power line and cable workers	0	5	5
7246 Telecommunications installation and repair workers	0	10	10
7251 Plumbers	5	0	-5
7252 Steamfitters, pipefitters and sprinkler system installers	15	5	-10
7253 Gas fitters	10	0	-10
7271 Carpenters	30	5	-25
7282 Concrete finishers	10	0	-10
7291 Roofers and shinglers	10	0	-10
7293 Insulators	5	0	-5
7294 Painters and decorators (except interior decorators)	10	5	-5
7295 Floor covering installers	5	0	-5
7301 Contractors and supervisors, mechanic trades	15	0	-15
7311 Construction millwrights and industrial mechanics	85	40	-45
7312 Heavy-duty equipment mechanics	15	25	10
7313 Heating, refrigeration and air conditioning mechanics	30	5	-25
7316 Machine fitters	15	5	-10

7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	85	50	-35
7334 Motorcycle, all-terrain vehicle and other related mechanics	5	0	-5
7371 Crane operators	5	0	-5
7381 Printing press operators	15	0	-15
7384 Other trades and related occupations, n.e.c.	30	15	-15
7441 Residential and commercial installers and servicers	10	0	-10
7442 Waterworks and gas maintenance workers	0	5	5
7444 Pest controllers and fumigators	15	10	-5
7445 Other repairers and servicers	0	5	5
7452 Material handlers	155	55	-100
7511 Transport truck drivers	190	105	-85
7513 Taxi and limousine drivers and chauffeurs	10	0	-10
7514 Delivery and courier service drivers	50	15	-35
7521 Heavy equipment operators (except crane)	25	20	-5
7522 Public works maintenance equipment operators and related workers	25	5	-20
7611 Construction trades helpers and labourers	50	25	-25
7612 Other trades helpers and labourers	0	5	5
7621 Public works and maintenance labourers	5	0	-5
8231 Underground production and development miners	0	10	10
8232 Oil and gas well drillers, servicers, testers and related workers	0	5	5
8252 Agricultural service contractors, farm supervisors and specialized livestock workers	20	0	-20
8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services	10	0	-10
8262 Fishermen/women	0	20	20

8421 Chain saw and skidder operators	0	10	10
8431 General farm workers	100	35	-65
8432 Nursery and greenhouse workers	55	40	-15
8611 Harvesting labourers	25	20	-5
8612 Landscaping and grounds maintenance labourers	55	15	-40
8615 Oil and gas drilling, servicing and related labourers	10	0	-10
9211 Supervisors, mineral and metal processing	0	5	5
9212 Supervisors, petroleum, gas and chemical processing and utilities	10	0	-10
9214 Supervisors, plastic and rubber products manufacturing	20	0	-20
9221 Supervisors, motor vehicle assembling	35	20	-15
9224 Supervisors, furniture and fixtures manufacturing	10	0	-10
9226 Supervisors, other mechanical and metal products manufacturing	10	0	-10
9232 Central control and process operators, petroleum, gas and chemical processing	35	15	-20
9235 Pulping, papermaking and coating control operators	10	0	-10
9241 Power engineers and power systems operators	40	15	-25
9243 Water and waste treatment plant operators	15	0	-15
9411 Machine operators, mineral and metal processing	0	5	5
9412 Foundry workers	5	10	5
9415 Inspectors and testers, mineral and metal processing	5	0	-5
9416 Metalworking and forging machine operators	15	10	-5
9417 Machining tool operators	25	10	-15
9418 Other metal products machine operators	10	5	-5
9422 Plastics processing machine operators	35	15	-20

9423 Rubber processing machine operators and related workers	20	5	-15
9433 Papermaking and finishing machine operators	0	5	5
9435 Paper converting machine operators	10	0	-10
9447 Inspectors and graders, textile, fabric, fur and leather products manufacturing	10	0	-10
9461 Process control and machine operators, food and beverage processing	25	10	-15
9462 Industrial butchers and meat cutters, poultry preparers and related workers	0	5	5
9463 Fish and seafood plant workers	10	35	25
9465 Testers and graders, food and beverage processing	15	5	-10
9522 Motor vehicle assemblers, inspectors and testers	250	80	-170
9524 Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	10	0	-10
9533 Other wood products assemblers and inspectors	0	10	10
9536 Industrial painters, coaters and metal finishing process operators	40	15	-25
9537 Other products assemblers, finishers and inspectors	5	10	5
9611 Labourers in mineral and metal processing	25	5	-20
9612 Labourers in metal fabrication	10	5	-5
9613 Labourers in chemical products processing and utilities	10	5	-5
9615 Labourers in rubber and plastic products manufacturing	25	0	-25
9616 Labourers in textile processing	5	0	-5
9617 Labourers in food and beverage processing	120	25	-95
9618 Labourers in fish and seafood processing	10	20	10

9619 Other labourers in processing, manufacturing and utilities	55	20	-35
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Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: Occupations with a net commuter value of zero have been excluded.

Table II. Median Income by Occupation (4-Digit), Percentage of Workforce, and Commuter Net Loss/Gain, Chatham-Kent, Essex, Lambton, 2016

Occupation	% of Lower-Skilled Workforce	Commuter Net Gain/Loss	Median Income (\$) ¹²		
			Chatham-Kent	Essex	Lambton
0013 Senior managers - financial, communications and other business services	0.0%	10	-	127,320	-
0014 Senior managers - health, education, social and community services and membership organizations	0.0%	25	91,727	98,633	89,725
0015 Senior managers - trade, broadcasting and other services, n.e.c.	0.0%	5	57,571	87,247	51,493
0016 Senior managers - construction, transportation, production and utilities	44.0%	10	96,112	146,094	99,788
0111 Financial managers	23.8%	-10	102,615	76,247	81,030
0112 Human resources managers	16.0%	15	75,403	78,872	81,258
0113 Purchasing managers	20.0%	5	82,018	71,394	102,595

¹² Place of Work income data has been used, due to high levels of suppression in commuter income data by occupation.

0114 Other administrative services managers	28.6%	-5	86,044	58,758	83,150
0121 Insurance, real estate and financial brokerage managers	25.0%	-5	66,667	83,222	-
0211 Engineering managers	0.0%	10	117,976	108,685	175,697
0213 Computer and information systems managers	13.3%	20	95,211	102,910	109,393
0311 Managers in health care	10.0%	5	80,528	77,600	89,990
0414 Other managers in public administration	0.0%	-5	-	-	-
0422 School principals and administrators of elementary and secondary education	0.0%	5	112,352	114,853	110,622
0601 Corporate sales managers	42.9%	-20	68,769	74,232	-
0621 Retail and wholesale trade managers	50.9%	10	43,256	41,536	45,322
0631 Restaurant and food service managers	62.5%	5	24,873	28,598	26,935
0632 Accommodation service managers	53.3%	5	25,036	34,277	30,882
0651 Managers in customer and personal services, n.e.c.	54.5%	10	32,123	45,050	35,258
0711 Construction managers	62.5%	-5	60,490	74,022	127,008
0712 Home building and renovation managers	100.0%	5	-	39,628	36,833
0714 Facility operation and maintenance managers	38.1%	-20	47,182	60,382	104,877
0821 Managers in agriculture	45.3%	-5	43,771	41,178	31,951

0822 Managers in horticulture	63.6%	-5	42,872	58,865	-
0912 Utilities managers	30.8%	15	136,615	109,980	87,470
1111 Financial auditors and accountants	11.8%	35	59,963	58,892	64,875
1114 Other financial officers	19.4%	5	39,673	58,217	73,835
1121 Human resources professionals	25.0%	-10	70,264	65,192	69,935
1122 Professional occupations in business management consulting	0.0%	10	65,970	48,193	118,667
1123 Professional occupations in advertising, marketing and public relations	0.0%	-10	52,733	40,720	46,293
1211 Supervisors, general office and administrative support workers	40.0%	5	-	64,240	-
1212 Supervisors, finance and insurance office workers	0.0%	-10	-	56,915	-
1214 Supervisors, mail and message distribution occupations	0.0%	5	-	71,698	-
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	60.0%	-5	57,800	51,803	56,218
1221 Administrative officers	36.0%	25	39,828	42,870	42,305
1222 Executive assistants	0.0%	5	60,474	54,678	47,366
1223 Human resources and recruitment officers	28.6%	5	39,355	44,192	61,057
1224 Property administrators	33.3%	5	20,094	32,714	23,927

1225 Purchasing agents and officers	44.4%	5	56,450	52,800	67,461
1226 Conference and event planners	0.0%	5	-	38,229	-
1241 Administrative assistants	35.7%	-25	38,429	42,652	40,363
1242 Legal administrative assistants	50.0%	5	41,195	43,003	39,303
1243 Medical administrative assistants	20.0%	-15	40,066	33,255	33,950
1254 Statistical officers and related research support occupations	0.0%	-10	-	-	-
1311 Accounting technicians and bookkeepers	37.2%	-5	39,438	35,960	24,439
1313 Insurance underwriters	50.0%	5	-	-	-
1411 General office support workers	43.3%	5	37,142	38,923	30,359
1414 Receptionists	43.2%	-15	24,258	26,284	25,250
1415 Personnel clerks	0.0%	10	-	43,764	44,196
1416 Court clerks	33.3%	10	-	37,026	-
1422 Data entry clerks	60.0%	-5	-	33,271	43,613
1431 Accounting and related clerks	28.0%	10	40,116	39,303	42,854
1434 Banking, insurance and other financial clerks	66.7%	-5	-	39,991	-
1451 Library assistants and clerks	0.0%	-15	-	24,164	31,371
1452 Correspondence, publication and regulatory clerks	38.5%	5	47,119	44,590	39,891

1454 Survey interviewers and statistical clerks	37.5%	5	-	29,690	-
1511 Mail, postal and related workers	58.3%	-5	37,643	28,837	24,067
1512 Letter carriers	69.2%	-5	47,487	58,071	57,771
1521 Shippers and receivers	60.5%	-30	30,571	36,468	40,675
1524 Purchasing and inventory control workers	58.3%	-10	38,594	38,392	53,150
2121 Biologists and related scientists	0.0%	10	-	37,405	-
2123 Agricultural representatives, consultants and specialists	16.7%	25	56,102	58,611	-
2131 Civil engineers	0.0%	-5	89,003	75,396	82,852
2132 Mechanical engineers	0.0%	-5	81,961	74,577	103,050
2133 Electrical and electronics engineers	0.0%	20	97,134	93,642	119,744
2141 Industrial and manufacturing engineers	0.0%	30	78,122	76,862	125,206
2145 Petroleum engineers	0.0%	5	-	-	-
2147 Computer engineers (except software engineers and designers)	0.0%	10	-	87,197	-
2148 Other professional engineers, n.e.c.	0.0%	5	-	-	-
2161 Mathematicians, statisticians and actuaries	0.0%	10	-	-	-
2171 Information systems analysts and consultants	11.6%	30	85,740	69,484	85,425
2172 Database analysts and data administrators	0.0%	5	-	57,004	-

2173 Software engineers and designers	0.0%	-5	90,686	87,099	-
2174 Computer programmers and interactive media developers	0.0%	-10	97,860	62,275	59,503
2175 Web designers and developers	0.0%	5	-	45,040	-
2212 Geological and mineral technologists and technicians	100.0%	-5	-	-	-
2221 Biological technologists and technicians	33.3%	-5	-	39,610	-
2222 Agricultural and fish products inspectors	50.0%	5	-	24,153	-
2223 Forestry technologists and technicians	0.0%	10	-	-	-
2224 Conservation and fishery officers	0.0%	5	-	-	-
2225 Landscape and horticulture technicians and specialists	0.0%	-5	-	35,139	32,216
2232 Mechanical engineering technologists and technicians	33.3%	-10	63,288	67,471	95,947
2233 Industrial engineering and manufacturing technologists and technicians	27.3%	5	57,705	61,454	96,756
2234 Construction estimators	50.0%	-10	-	62,608	95,435
2241 Electrical and electronics engineering technologists and technicians	20.0%	-5	63,959	65,332	82,520
2242 Electronic service technicians (household and business equipment)	29.4%	-10	33,294	42,266	47,606

2251 Architectural technologists and technicians	0.0%	-15	-	54,847	-
2252 Industrial designers	66.7%	5	-	63,638	-
2253 Drafting technologists and technicians	0.0%	-5	70,081	51,389	65,947
2255 Technical occupations in geomatics and meteorology	0.0%	10	-	48,448	-
2263 Inspectors in public and environmental health and occupational health and safety	0.0%	-30	54,933	77,167	77,459
2264 Construction inspectors	0.0%	-15	-	71,175	86,528
2281 Computer network technicians	13.0%	5	44,384	46,818	56,024
2282 User support technicians	40.9%	20	27,129	29,635	64,535
2283 Information systems testing technicians	0.0%	-10	-	-	-
3011 Nursing co-ordinators and supervisors	0.0%	5	71,485	83,883	80,069
3012 Registered nurses and registered psychiatric nurses	1.1%	-65	66,007	70,076	65,670
3111 Specialist physicians	0.0%	10	95,707	143,726	123,460
3113 Dentists	0.0%	10	-	93,855	129,703
3114 Veterinarians	0.0%	10	-	40,604	-
3122 Chiropractors	0.0%	5	78,079	71,385	92,697
3124 Allied primary health practitioners	0.0%	20	93,562	95,218	85,145
3131 Pharmacists	0.0%	15	95,933	100,560	103,229

3141 Audiologists and speech-language pathologists	0.0%	10	-	60,676	68,079
3142 Physiotherapists	0.0%	10	72,655	76,258	66,489
3143 Occupational therapists	0.0%	-5	-	80,471	57,308
3212 Medical laboratory technicians and pathologists' assistants	0.0%	5	-	34,378	47,490
3213 Animal health technologists and veterinary technicians	0.0%	5	32,348	30,184	-
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	0.0%	5	87,554	71,071	-
3215 Medical radiation technologists	0.0%	5	73,981	66,580	58,643
3219 Other medical technologists and technicians (except dental health)	31.0%	15	29,352	33,544	30,866
3222 Dental hygienists and dental therapists	0.0%	15	42,091	48,302	51,510
3233 Licensed practical nurses	0.0%	-25	43,725	41,974	46,740
3234 Paramedical occupations	11.1%	15	94,774	84,048	89,478
3236 Massage therapists	0.0%	15	19,145	26,329	16,734
3237 Other technical occupations in therapy and assessment	0.0%	5	28,054	26,029	31,454
3411 Dental assistants	0.0%	5	30,687	33,219	31,853
3413 Nurse aides, orderlies and patient service associates	17.9%	-15	32,536	33,671	33,517

3414 Other assisting occupations in support of health services	33.3%	10	36,434	36,003	17,644
4012 Post-secondary teaching and research assistants	31.3%	5	17,867	11,350	-
4031 Secondary school teachers	0.0%	30	92,590	90,369	93,057
4032 Elementary school and kindergarten teachers	0.0%	-40	76,784	90,164	73,243
4112 Lawyers and Quebec notaries	0.0%	10	87,060	90,366	86,703
4152 Social workers	0.0%	10	62,707	62,125	58,348
4153 Family, marriage and other related counsellors	11.1%	10	49,302	41,847	49,031
4154 Professional occupations in religion	16.1%	10	39,841	47,432	58,370
4155 Probation and parole officers and related occupations	0.0%	-5	-	69,597	44,911
4156 Employment counsellors	0.0%	-5	44,515	52,072	35,515
4161 Natural and applied science policy researchers, consultants and program officers	0.0%	10	-	57,213	63,947
4163 Business development officers and marketing researchers and consultants	22.2%	5	-	43,504	75,544
4164 Social policy researchers, consultants and program officers	33.3%	5	58,170	57,632	61,052

4165 Health policy researchers, consultants and program officers	0.0%	5	61,796	61,482	55,905
4166 Education policy researchers, consultants and program officers	0.0%	5	-	75,435	72,206
4168 Program officers unique to government	28.6%	5	71,739	-	-
4212 Social and community service workers	16.0%	-35	43,966	45,320	39,781
4214 Early childhood educators and assistants	9.3%	-20	31,335	28,396	29,881
4216 Other instructors	25.0%	5	4,476	9,069	-
4217 Other religious occupations	0.0%	5	-	28,043	-
4311 Police officers (except commissioned)	12.5%	10	101,082	106,243	105,489
4313 Non-commissioned ranks of the Canadian Armed Forces	0.0%	-15	-	16,058	-
4411 Home child care providers	46.4%	-10	9,504	13,421	10,724
4412 Home support workers, housekeepers and related occupations	24.1%	-10	34,653	26,860	28,948
4413 Elementary and secondary school teacher assistants	6.3%	25	34,174	33,904	35,590
5111 Librarians	33.3%	5	30,480	62,247	34,923
5121 Authors and writers	40.0%	-5	-	53,853	-
5131 Producers, directors, choreographers and related occupations	0.0%	-10	-	-	-

5132 Conductors, composers and arrangers	0.0%	-5	-	-	-
5133 Musicians and singers	60.0%	-5	-	23,571	-
5211 Library and public archive technicians	0.0%	5	-	-	38,856
5221 Photographers	60.0%	5	-	-	-
5224 Broadcast technicians	0.0%	10	-	-	-
5231 Announcers and other broadcasters	40.0%	10	-	48,536	41,109
5244 Artisans and craftspersons	50.0%	-5	-	20,274	-
5254 Program leaders and instructors in recreation, sport and fitness	53.8%	-15	9,629	12,320	10,930
6211 Retail sales supervisors	56.0%	-5	28,028	25,346	29,181
6221 Technical sales specialists - wholesale trade	33.3%	-10	59,812	63,116	54,017
6222 Retail and wholesale buyers	77.8%	5	19,300	33,848	32,992
6231 Insurance agents and brokers	30.0%	-20	36,993	40,754	40,341
6311 Food service supervisors	66.7%	15	23,440	21,642	25,753
6313 Accommodation, travel, tourism and related services supervisors	0.0%	-5	-	53,306	-
6316 Other services supervisors	55.6%	-15	46,138	36,422	50,255
6322 Cooks	78.1%	5	10,921	15,924	18,256
6331 Butchers, meat cutters and fishmongers - retail and wholesale	71.4%	-10	31,074	38,351	22,615

6332 Bakers	82.4%	-10	23,723	19,767	12,390
6341 Hairstylists and barbers	3.8%	-10	12,027	13,829	17,812
6342 Tailors, dressmakers, furriers and milliners	100.0%	-10	-	17,617	-
6411 Sales and account representatives - wholesale trade (non-technical)	47.4%	-15	51,053	54,788	46,942
6421 Retail salespersons	61.4%	-35	18,476	16,819	14,936
6511 Maîtres d'hôtel and hosts/hostesses	90.0%	-5	3,900	6,075	6,638
6512 Bartenders	71.4%	-5	13,732	14,160	18,287
6513 Food and beverage servers	66.0%	-25	12,533	11,289	10,701
6521 Travel counsellors	33.3%	5	-	29,752	43,866
6525 Hotel front desk clerks	66.7%	10	-	24,585	17,813
6533 Casino occupations	75.0%	-10	-	41,888	41,551
6541 Security guards and related security service occupations	38.9%	-70	28,091	29,434	34,929
6551 Customer services representatives - financial institutions	42.5%	-15	25,968	28,997	24,062
6552 Other customer and information services representatives	45.2%	-10	25,408	22,532	20,528
6562 Estheticians, electrologists and related occupations	13.3%	-10	13,371	14,172	16,477
6563 Pet groomers and animal care workers	46.2%	-10	-	14,511	14,355
6611 Cashiers	72.0%	20	10,171	11,858	12,479

6621 Service station attendants	80.0%	-10	20,201	11,582	10,209
6622 Store shelf stockers, clerks and order fillers	72.9%	-15	11,324	16,681	13,791
6623 Other sales related occupations	58.3%	-5	-	7,868	-
6711 Food counter attendants, kitchen helpers and related support occupations	82.9%	-60	8,648	9,515	11,221
6722 Operators and attendants in amusement, recreation and sport	88.2%	-5	8,896	19,589	11,651
6731 Light duty cleaners	75.6%	5	19,416	24,591	20,508
6732 Specialized cleaners	85.7%	5	24,864	25,532	25,953
6733 Janitors, caretakers and building superintendents	74.0%	-55	38,770	36,814	28,984
6741 Dry cleaning, laundry and related occupations	87.5%	-5	18,385	31,534	28,273
7201 Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	42.9%	-20	86,279	73,081	92,293
7202 Contractors and supervisors, electrical trades and telecommunications occupations	0.0%	-5	-	76,749	116,400
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	75.0%	-10	44,276	45,481	48,587

7231 Machinists and machining and tooling inspectors	34.3%	-45	51,247	59,337	53,415
7232 Tool and die makers	20.0%	-15	68,312	68,689	-
7233 Sheet metal workers	28.6%	-5	51,525	55,002	69,888
7237 Welders and related machine operators	44.7%	-35	41,527	42,601	63,420
7241 Electricians (except industrial and power system)	15.0%	-15	50,747	64,738	93,715
7242 Industrial electricians	0.0%	-15	75,256	98,886	102,265
7244 Electrical power line and cable workers	0.0%	5	-	79,637	-
7251 Plumbers	0.0%	-5	-	55,202	82,569
7252 Steamfitters, pipefitters and sprinkler system installers	0.0%	-10	-	83,909	84,111
7253 Gas fitters	0.0%	-10	98,073	53,400	-
7271 Carpenters	33.3%	-25	45,532	35,988	62,285
7291 Roofers and shinglers	100.0%	-10	-	26,790	-
7293 Insulators	100.0%	-5	-	-	85,412
7294 Painters and decorators (except interior decorators)	75.0%	-5	-	35,698	31,729
7295 Floor covering installers	75.0%	-5	-	-	-
7301 Contractors and supervisors, mechanic trades	37.5%	-15	48,039	74,861	76,718
7311 Construction millwrights and industrial mechanics	13.3%	-45	58,239	72,232	86,778
7312 Heavy-duty equipment mechanics	23.1%	10	51,079	55,970	54,797

7313 Heating, refrigeration and air conditioning mechanics	18.2%	-25	56,964	61,767	60,293
7316 Machine fitters	0.0%	-10	-	54,896	-
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	21.6%	-35	49,397	53,523	46,697
7334 Motorcycle, all-terrain vehicle and other related mechanics	0.0%	-5	-	-	52,841
7371 Crane operators	0.0%	-5	-	52,550	89,952
7381 Printing press operators	0.0%	-15	-	46,783	-
7384 Other trades and related occupations, n.e.c.	0.0%	-15	-	48,779	42,208
7441 Residential and commercial installers and servicers	62.5%	-10	29,845	35,786	22,538
7442 Waterworks and gas maintenance workers	0.0%	5	-	79,560	-
7444 Pest controllers and fumigators	0.0%	-5	-	-	-
7445 Other repairers and servicers	60.0%	5	-	43,050	42,160
7452 Material handlers	80.7%	-100	36,000	38,226	36,051
7511 Transport truck drivers	72.6%	-85	47,986	46,759	50,725
7513 Taxi and limousine drivers and chauffeurs	64.3%	-10	13,603	12,911	18,415
7514 Delivery and courier service drivers	70.6%	-35	21,884	22,422	21,331
7521 Heavy equipment operators (except crane)	50.0%	-5	56,655	64,966	61,946

7522 Public works maintenance equipment operators and related workers	37.5%	-20	55,962	57,943	55,584
7611 Construction trades helpers and labourers	61.0%	-25	32,550	36,273	42,641
7612 Other trades helpers and labourers	66.7%	5	-	38,922	-
7621 Public works and maintenance labourers	66.7%	-5	53,715	53,215	44,455
8231 Underground production and development miners	0.0%	10	-	91,950	-
8232 Oil and gas well drillers, servicers, testers and related workers	100.0%	5	-	-	-
8252 Agricultural service contractors, farm supervisors and specialized livestock workers	40.0%	-20	42,421	35,931	-
8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services	57.1%	-10	-	40,464	38,306
8262 Fishermen/women	100.0%	20	-	-	-
8421 Chain saw and skidder operators	100.0%	10	-	-	-
8431 General farm workers	70.6%	-65	20,521	25,291	25,822
8432 Nursery and greenhouse workers	83.9%	-15	17,714	21,356	14,901
8611 Harvesting labourers	92.9%	-5	22,675	29,457	-
8612 Landscaping and grounds maintenance labourers	64.7%	-40	15,572	17,205	17,886

9211 Supervisors, mineral and metal processing	71.4%	5	50,666	69,778	-
9212 Supervisors, petroleum, gas and chemical processing and utilities	0.0%	-10	-	86,735	150,294
9214 Supervisors, plastic and rubber products manufacturing	0.0%	-20	-	69,598	85,578
9221 Supervisors, motor vehicle assembling	45.5%	-15	58,837	79,811	-
9224 Supervisors, furniture and fixtures manufacturing	0.0%	-10	-	-	-
9226 Supervisors, other mechanical and metal products manufacturing	50.0%	-10	-	61,258	-
9232 Central control and process operators, petroleum, gas and chemical processing	27.3%	-20	102,516	61,651	134,185
9241 Power engineers and power systems operators	0.0%	-25	-	87,322	131,906
9243 Water and waste treatment plant operators	38.9%	-15	65,889	65,480	69,381
9411 Machine operators, mineral and metal processing	100.0%	5	-	55,556	-
9412 Foundry workers	88.9%	5	40,913	49,341	-
9415 Inspectors and testers, mineral and metal processing	0.0%	-5	-	-	-
9416 Metalworking and forging machine operators	77.8%	-5	36,935	40,552	-
9417 Machining tool operators	64.3%	-15	51,701	54,501	51,422
9418 Other metal products machine operators	75.0%	-5	-	44,524	-

9422 Plastics processing machine operators	45.5%	-20	32,731	47,941	44,352
9423 Rubber processing machine operators and related workers	85.7%	-15	26,932	-	36,408
9433 Papermaking and finishing machine operators	100.0%	5	-	-	-
9461 Process control and machine operators, food and beverage processing	90.9%	-15	29,252	48,510	-
9462 Industrial butchers and meat cutters, poultry preparers and related workers	100.0%	5	-	33,929	-
9463 Fish and seafood plant workers	81.8%	25	35,603	26,944	-
9465 Testers and graders, food and beverage processing	0.0%	-10	-	39,991	-
9522 Motor vehicle assemblers, inspectors and testers	78.3%	-170	38,301	47,164	30,649
9524 Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	0.0%	-10	-	-	-
9533 Other wood products assemblers and inspectors	66.7%	10	-	18,644	-
9536 Industrial painters, coaters and metal finishing process operators	59.1%	-25	36,492	46,762	36,250
9537 Other products assemblers, finishers and inspectors	50.0%	5	33,610	32,926	28,521

9611 Labourers in mineral and metal processing	69.2%	-20	33,856	40,364	-
9612 Labourers in metal fabrication	81.3%	-5	40,949	35,134	32,973
9613 Labourers in chemical products processing and utilities	87.5%	-5	28,593	36,490	62,346
9615 Labourers in rubber and plastic products manufacturing	100.0%	-25	26,022	27,465	28,348
9616 Labourers in textile processing	66.7%	-5	-	-	-
9617 Labourers in food and beverage processing	75.6%	-95	27,575	25,343	-
9618 Labourers in fish and seafood processing	100.0%	10	30,599	20,217	-
9619 Other labourers in processing, manufacturing and utilities	88.2%	-35	31,882	26,890	40,522

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: '-' indicates suppressed data; Some occupations have been excluded due to suppression and/or if net commuters has a value of 0.

Table III. Movers in the Labour Force by Occupation (4-Digit), Chatham-Kent, 2016

Occupation (4 Digit)	In-Movers	Out-Movers	Net Gain/Loss
0015 Senior managers - trade, broadcasting and other services, n.e.c.	0	10	-10
0016 Senior managers - construction, transportation, production and utilities	10	0	10
0124 Advertising, marketing and public relations managers	0	20	-20
0125 Other business services managers	10	0	10
0213 Computer and information systems managers	10	15	-5
0422 School principals and administrators of elementary and secondary education	0	10	-10
0513 Recreation, sports and fitness program and service directors	0	10	-10
0601 Corporate sales managers	0	20	-20
0621 Retail and wholesale trade managers	95	120	-25
0631 Restaurant and food service managers	55	25	30
0632 Accommodation service managers	20	10	10
0651 Managers in customer and personal services, n.e.c.	10	0	10
0711 Construction managers	10	15	-5
0712 Home building and renovation managers	15	25	-10
0714 Facility operation and maintenance managers	15	10	5
0731 Managers in transportation	0	10	-10
0821 Managers in agriculture	55	30	25
0822 Managers in horticulture	10	0	10
0911 Manufacturing managers	15	25	-10
1111 Financial auditors and accountants	15	30	-15
1112 Financial and investment analysts	15	0	15

1121 Human resources professionals	0	20	-20
1123 Professional occupations in advertising, marketing and public relations	40	10	30
1212 Supervisors, finance and insurance office workers	10	0	10
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	10	30	-20
1221 Administrative officers	55	35	20
1222 Executive assistants	0	15	-15
1225 Purchasing agents and officers	20	15	5
1228 Employment insurance, immigration, border services and revenue officers	10	15	-5
1241 Administrative assistants	30	45	-15
1242 Legal administrative assistants	0	10	-10
1251 Court reporters, medical transcriptionists and related occupations	10	0	10
1311 Accounting technicians and bookkeepers	30	10	20
1312 Insurance adjusters and claims examiners	0	10	-10
1314 Assessors, valuers and appraisers	0	10	-10
1315 Customs, ship and other brokers	10	0	10
1411 General office support workers	55	40	15
1414 Receptionists	30	20	10
1431 Accounting and related clerks	20	50	-30
1432 Payroll administrators	10	0	10
1434 Banking, insurance and other financial clerks	0	10	-10
1435 Collectors	10	0	10
1451 Library assistants and clerks	0	10	-10
1452 Correspondence, publication and regulatory clerks	0	10	-10
1454 Survey interviewers and statistical clerks	0	10	-10

1511 Mail, postal and related workers	0	15	-15
1521 Shippers and receivers	30	15	15
1523 Production logistics co-ordinators	0	10	-10
1525 Dispatchers	20	10	10
2132 Mechanical engineers	20	15	5
2134 Chemical engineers	10	0	10
2141 Industrial and manufacturing engineers	0	10	-10
2145 Petroleum engineers	10	0	10
2148 Other professional engineers, n.e.c.	10	0	10
2171 Information systems analysts and consultants	30	25	5
2173 Software engineers and designers	10	0	10
2174 Computer programmers and interactive media developers	0	40	-40
2211 Chemical technologists and technicians	0	20	-20
2212 Geological and mineral technologists and technicians	0	10	-10
2221 Biological technologists and technicians	0	15	-15
2231 Civil engineering technologists and technicians	0	10	-10
2232 Mechanical engineering technologists and technicians	20	30	-10
2233 Industrial engineering and manufacturing technologists and technicians	0	10	-10
2234 Construction estimators	10	15	-5
2241 Electrical and electronics engineering technologists and technicians	10	15	-5
2242 Electronic service technicians (household and business equipment)	20	10	10
2253 Drafting technologists and technicians	10	15	-5
2262 Engineering inspectors and regulatory officers	10	0	10

2263 Inspectors in public and environmental health and occupational health and safety	0	15	-15
2264 Construction inspectors	0	10	-10
2273 Deck officers, water transport	0	10	-10
2274 Engineer officers, water transport	0	10	-10
2281 Computer network technicians	30	25	5
2282 User support technicians	15	0	15
3012 Registered nurses and registered psychiatric nurses	55	125	-70
3111 Specialist physicians	10	0	10
3112 General practitioners and family physicians	20	10	10
3113 Dentists	10	0	10
3114 Veterinarians	10	0	10
3124 Allied primary health practitioners	0	10	-10
3132 Dietitians and nutritionists	10	0	10
3142 Physiotherapists	15	0	15
3211 Medical laboratory technologists	0	10	-10
3212 Medical laboratory technicians and pathologists' assistants	0	10	-10
3213 Animal health technologists and veterinary technicians	10	20	-10
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	0	10	-10
3215 Medical radiation technologists	0	10	-10
3219 Other medical technologists and technicians (except dental health)	0	15	-15
3233 Licensed practical nurses	20	30	-10
3234 Paramedical occupations	0	10	-10
3236 Massage therapists	0	10	-10

3413 Nurse aides, orderlies and patient service associates	95	80	15
3414 Other assisting occupations in support of health services	10	15	-5
4031 Secondary school teachers	30	20	10
4032 Elementary school and kindergarten teachers	65	110	-45
4112 Lawyers and Quebec notaries	10	15	-5
4152 Social workers	15	20	-5
4153 Family, marriage and other related counsellors	0	10	-10
4154 Professional occupations in religion	35	15	20
4163 Business development officers and marketing researchers and consultants	10	20	-10
4165 Health policy researchers, consultants and program officers	10	15	-5
4211 Paralegal and related occupations	10	0	10
4212 Social and community service workers	40	80	-40
4214 Early childhood educators and assistants	35	50	-15
4311 Police officers (except commissioned)	20	35	-15
4312 Firefighters	10	0	10
4313 Non-commissioned ranks of the Canadian Armed Forces	0	15	-15
4411 Home child care providers	15	20	-5
4412 Home support workers, housekeepers and related occupations	35	60	-25
4413 Elementary and secondary school teacher assistants	10	30	-20
4422 Correctional service officers	0	20	-20
5122 Editors	10	0	10
5123 Journalists	0	10	-10
5132 Conductors, composers and arrangers	0	10	-10

5133 Musicians and singers	0	10	-10
5212 Technical occupations related to museums and art galleries	0	10	-10
5225 Audio and video recording technicians	0	10	-10
5226 Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	0	10	-10
5227 Support occupations in motion pictures, broadcasting, photography and the performing arts	10	0	10
5231 Announcers and other broadcasters	10	0	10
5253 Sports officials and referees	10	0	10
5254 Program leaders and instructors in recreation, sport and fitness	10	25	-15
6211 Retail sales supervisors	10	25	-15
6221 Technical sales specialists - wholesale trade	20	15	5
6222 Retail and wholesale buyers	10	15	-5
6231 Insurance agents and brokers	10	15	-5
6235 Financial sales representatives	0	10	-10
6311 Food service supervisors	0	15	-15
6313 Accommodation, travel, tourism and related services supervisors	0	10	-10
6314 Customer and information services supervisors	10	0	10
6316 Other services supervisors	10	0	10
6322 Cooks	55	60	-5
6331 Butchers, meat cutters and fishmongers - retail and wholesale	10	0	10
6332 Bakers	15	25	-10
6341 Hairstylists and barbers	10	15	-5
6411 Sales and account representatives - wholesale trade (non-technical)	30	15	15

6421 Retail salespersons	135	160	-25
6511 Maîtres d'hôtel and hosts/hostesses	0	10	-10
6512 Bartenders	15	25	-10
6513 Food and beverage servers	60	120	-60
6521 Travel counsellors	0	10	-10
6524 Ground and water transport ticket agents, cargo service representatives and related clerks	0	10	-10
6541 Security guards and related security service occupations	20	15	5
6551 Customer services representatives - financial institutions	25	30	-5
6552 Other customer and information services representatives	140	95	45
6562 Estheticians, electrologists and related occupations	15	30	-15
6611 Cashiers	65	135	-70
6622 Store shelf stockers, clerks and order fillers	40	55	-15
6623 Other sales related occupations	10	25	-15
6711 Food counter attendants, kitchen helpers and related support occupations	125	130	-5
6731 Light duty cleaners	90	70	20
6732 Specialized cleaners	0	25	-25
6733 Janitors, caretakers and building superintendents	60	75	-15
6741 Dry cleaning, laundry and related occupations	0	10	-10
6742 Other service support occupations, n.e.c.	0	10	-10
7204 Contractors and supervisors, carpentry trades	15	0	15
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	0	15	-15
7231 Machinists and machining and tooling inspectors	15	10	5
7232 Tool and die makers	20	15	5

7237 Welders and related machine operators	55	50	5
7241 Electricians (except industrial and power system)	15	30	-15
7242 Industrial electricians	0	10	-10
7246 Telecommunications installation and repair workers	0	10	-10
7272 Cabinetmakers	10	0	10
7281 Bricklayers	10	20	-10
7282 Concrete finishers	0	10	-10
7291 Roofers and shinglers	25	0	25
7301 Contractors and supervisors, mechanic trades	10	0	10
7312 Heavy-duty equipment mechanics	0	10	-10
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	30	65	-35
7322 Motor vehicle body repairers	0	10	-10
7332 Appliance servicers and repairers	10	0	10
7381 Printing press operators	0	10	-10
7384 Other trades and related occupations, n.e.c.	10	0	10
7441 Residential and commercial installers and servicers	15	25	-10
7445 Other repairers and servicers	10	0	10
7451 Longshore workers	10	0	10
7452 Material handlers	55	85	-30
7511 Transport truck drivers	170	125	45
7512 Bus drivers, subway operators and other transit operators	40	25	15
7514 Delivery and courier service drivers	45	40	5
7521 Heavy equipment operators (except crane)	20	25	-5
7522 Public works maintenance equipment operators and related workers	10	20	-10
7531 Railway yard and track maintenance workers	10	0	10

7611 Construction trades helpers and labourers	70	130	-60
7612 Other trades helpers and labourers	0	10	-10
7621 Public works and maintenance labourers	0	10	-10
8231 Underground production and development miners	0	10	-10
8232 Oil and gas well drillers, servicers, testers and related workers	0	10	-10
8241 Logging machinery operators	0	10	-10
8252 Agricultural service contractors, farm supervisors and specialized livestock workers	15	10	5
8412 Oil and gas well drilling and related workers and services operators	0	10	-10
8431 General farm workers	125	85	40
8432 Nursery and greenhouse workers	50	10	40
8611 Harvesting labourers	10	0	10
8612 Landscaping and grounds maintenance labourers	25	35	-10
9221 Supervisors, motor vehicle assembling	10	0	10
9226 Supervisors, other mechanical and metal products manufacturing	10	0	10
9232 Central control and process operators, petroleum, gas and chemical processing	10	15	-5
9243 Water and waste treatment plant operators	0	10	-10
9416 Metalworking and forging machine operators	10	0	10
9418 Other metal products machine operators	10	0	10
9421 Chemical plant machine operators	0	10	-10
9422 Plastics processing machine operators	0	10	-10
9433 Papermaking and finishing machine operators	10	0	10
9447 Inspectors and graders, textile, fabric, fur and leather products manufacturing	10	0	10

9461 Process control and machine operators, food and beverage processing	10	0	10
9463 Fish and seafood plant workers	10	0	10
9522 Motor vehicle assemblers, inspectors and testers	70	105	-35
9523 Electronics assemblers, fabricators, inspectors and testers	10	0	10
9533 Other wood products assemblers and inspectors	10	0	10
9535 Plastic products assemblers, finishers and inspectors	0	10	-10
9536 Industrial painters, coaters and metal finishing process operators	20	10	10
9612 Labourers in metal fabrication	0	15	-15
9617 Labourers in food and beverage processing	50	45	5
9619 Other labourers in processing, manufacturing and utilities	40	25	15

Source: Statistics Canada, 2016 Census (Custom Tabulation).

Note: Occupations with a net commuter value of zero have been excluded.

How Did We Do?

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