

Ensuring a Strong Talent Pipeline to Meet Workforce Demand in Chatham-Kent

Key Findings

Record Low Unemployment

- The unemployment rate was 4.3% in 2022.
- 2,200 people were unemployed in an average month in 2020.
 - A drop of 58% between 2012 and 2022.



Job Vacancies Up Sharply



- Job vacancies were up 157% between 2015 and 2022 in Windsor-Sarnia Economic Region (3570).
 - Health occupations vacancies up 4X
 - Trades-related vacancies up 2X
 - Labourer/assembler vacancies up 2.7X

General Alignment of Education Among Younger Workers to Workforce Demand

| | Jobs on Offer (Jan 2023) | Workforce education level (25-34 years) |
|-----------------------|--------------------------|---|
| NOC Skill Level A | 24% | 23% |
| NOC Skill Level B | 34% | 37% |
| NOC Skill Level C & D | 42% | 40% |



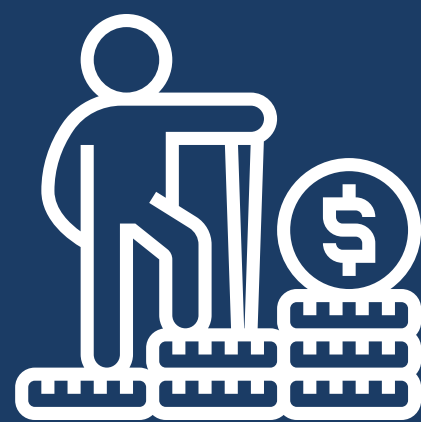
Education Gaps Emerging



- The 25-34 year old workforce is less educated than the 35-54 workforce in the following broad occupational groups:
 - Education
 - Business, management and public administration
 - Mathematics and computer sciences
 - Architecture, engineering and related

35% of the Workforce is Headed Towards Retirement

- There are over 20,000 workforce participants aged 55+ in Chatham-Kent.



Total Workforce Demand Through 2030 Will Exceed 18,000

- That is equivalent to 30% of the 2021 workforce.

Chatham-Kent's Population is Growing But Likely Not Fast Enough

- There is an expected labour demand shortage of 5,500 workers by 2030.



Sources of Population Growth are Changing



- CK's natural population growth is negative (more deaths than births). CK is reliant on attracting new residents for growth.
- Most population attraction comes from the Toronto-Windsor corridor.
- Recent Intraprovincial migrants to CK (3-year average, 2020-2022):
 - Windsor: 517
 - Toronto: 433
 - London: 394



Chatham-Kent Likely Needs to Attract More Immigrants

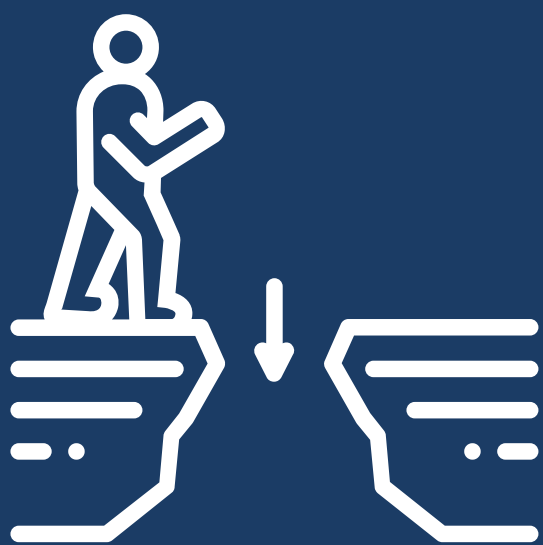
- Immigrants in the workforce were up 8% between 2016 and 2021.
- Non-immigrant workforce declined by nearly 1,000 in that time period.

Young People Are Not Pursuing Careers in Several Important Local Industries

- For every 100 workers aged 55+, there are only:
 - 9 transport truck and transit drivers under the age of 30.
 - 9 agriculture managers under the age of 30.
 - 33 social and community service professionals under the age of 30.
 - 46 secondary school teachers under the age of 30.



Gaps in the Workforce



- The workforce Participation rate for females 25 to 29 was 78.6% (-5.9% compared to province) and 30 to 34 was 77.2% (-3.7% compared to province).
- The participation rate of Indigenous People was 61% vs 65% for non-Indigenous People.
- The participation rate of immigrants was 45% vs 59% for non-immigrants.

In General, Wages Are Competitive But There Are Gaps

- Occupations with the largest negative wage gap in Chatham-Kent (when compared to Ontario) include:
 - Machine operators and related workers in mineral and metal products processing and manufacturing
 - Creative and performing artists
 - Finance, insurance and related business administrative occupations
 - Creative designers and craftspersons
 - Managers in food service and accommodation



Chatham-Kent is Starting to Attract Young People

- In 2022, Chatham-Kent added over 411 people to its population under the age of 15 through inward migration.

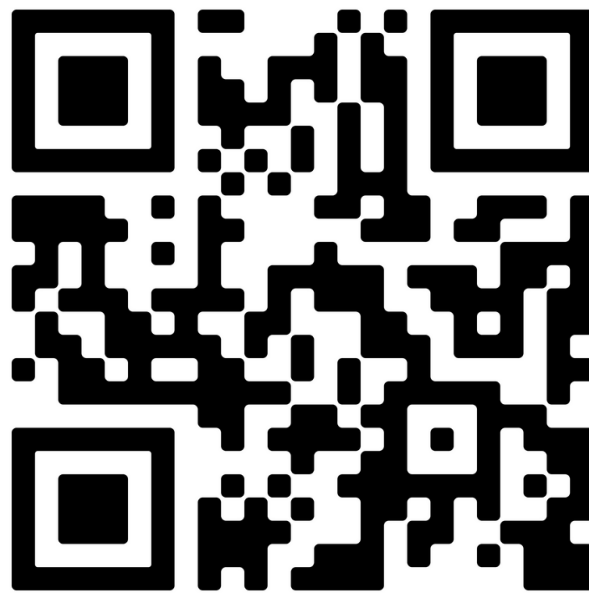


Less Are Engaged in Post-Secondary Education

- Among the 20-24 age cohort:
 - 34% were enrolled in post-secondary education vs. 51% for the province.
- Among the population aged 25-64:
 - Nearly twice as many across the province were attending school compared to the population in CK (6% vs 3%).
- Among workers aged 25-34:
 - The share with an apprenticeship or trades certificate/diploma was 5% (compared to 8% among the 55+ workforce).



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