

A PROFILE OF THE LABOUR MARKET IN THE SUDBURY & MANITOULIN TRAINING & ADJUSTMENT BOARD

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Highlights

The population of the Sudbury & Manitoulin Training and Adjustment Board area (hereafter referred to as “Sudbury Manitoulin” or the local board area) is aging rapidly and this could give rise to labour force shortages in the future. The 2001 census tells us that...

- Sudbury Manitoulin’s 2001 population is considerably less concentrated in the 0-4 year, 5-9 year and 10-14 year cohorts than is Ontario overall;
- the local board area is also significantly more concentrated in the 55-74 year age group, and slightly less concentrated in the 80 years and older cohort than is Ontario;
- over the period from 1991 to 2001, Sudbury Manitoulin experienced drastic declines in all age groups between the ages of 0 and 34, while Ontario experienced some growth in the age groups between 5 and 19 years of age;
 - most noticeable is the 27 percent decline in the number of persons aged 0-4 years in the local area between 1991 and 2001 (Ontario experienced a 5 percent decline), and the 53 percent decline in the number of persons aged 25-29 over the same period (Ontario experienced a 19 percent decline); and,
- while Ontario outpaced the local board area somewhat in terms of growth in the age groups above 65 years, the difference was not significant enough to compensate for the drastic declines noted above;
- most occupations in Sudbury Manitoulin experienced:
 - an increase in the share of all workers aged 45 years and older;
 - an increase in the share of all workers aged 65 years and older; and,
- 17 out of 26 occupational groups experienced an increase in the proportion of workers aged 55 years and older, for example:
 - Labourers in Primary Industry (200.0 percent increase);
 - Paraprofessional Occupations in Law, Social Services, Education and Religion (183.3 percent); and
 - Professional Occupations in Business and Finance (69.2 percent).
- The most notable decreases for workers aged 55 or older were in:
 - Intermediate Occupations in Primary Industry (78.8 percent decrease);
 - Processing and Manufacturing Machine Operators and Assemblers (31.3 percent decrease); and
 - Processing, Manufacturing And Utilities Supervisors and Skilled Operators (30.8 percent decrease).

The education level of the Sudbury Manitoulin workforce in 2001 is slightly lower than Ontario as a whole but higher than it was in 1996.

- the difference between Sudbury Manitoulin and Ontario in terms of educational attainment in the workforce has widened since 1991;
- since 1991, the share of the employed labour force reporting a “Trades Certificate or Diploma” as the highest level of education attained has decreased in Sudbury Manitoulin as well as in Ontario overall, but Sudbury Manitoulin is still higher;
- Francophones, and Aboriginals have consistently shown lower educational attainment levels than the general employed labour force since 1996, but both groups have experienced an increase in the level of educational attainment since 1996;
 - in the case of Aboriginals, this is evidenced only by a decreasing share of all workers reporting “Less than Grade 9” as the highest level of education;
 - in the case of Francophones, this group experienced both a reduction in the share reporting “Less than Grade 9” and an increased share reporting “University” between 1991 and 1996;
- Immigrants who immigrated to Sudbury Manitoulin between 1996 and 2001 appear to have a lower educational attainment level than those who immigrated into the local board area between 1991 and 1996; for example:
 - in 1996 9.3 percent of Immigrants reported receiving a Secondary School diploma, compared to only 8.6 percent in 2001;

- in 2001 37.6 percent of Immigrants reported “university” as their highest level of educational attainment, whereas in 1996, the share was 42.1 percent; and
- in 1996 only 1.4 percent of Immigrants reported having Trades education, while in 2001 4.7% reported Trades as their highest educational attainment level.

In terms of the occupational mix in Sudbury Manitoulin:

- the top 3 occupations in 2001 were:
 - Elemental Sales and Service Occupations (e.g. cashiers, security guards, nannies etc.) (11.9 percent);
 - Intermediate Sales and Service Occupations (e.g., retail salespersons, bartenders, sales representatives, travel agents etc.) (10.1 percent); and
 - Trades and Skilled Transport Equipment Operators (e.g. contractors, carpenters, electricians, plumbers etc.) (9.7 percent); and,
- relative to Ontario as a whole, Sudbury Manitoulin is more heavily concentrated in:
 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance (e.g. truck drivers, taxi drivers, heavy equipment operators);
 - Trades and Skilled Transport and Equipment Operators (e.g. contractors, machinists, carpenters, electricians, plumbers, aircraft mechanics etc.);
 - Intermediate Sales and Service Occupations (e.g., retail salespersons, bartenders, sales representatives, travel agents etc.); and
 - Elemental Sales and Service Occupations (e.g. cashiers, security guards, nannies etc.).
 - Sudbury Manitoulin also experienced a more pronounced decline, than did Ontario, in the prevalence of professional occupations between 1991 and 2001;
- among those occupations in the local board area that experienced the most rapid growth between 1991 and 2001 were:
 - Labourers in Processing, Manufacturing and Utilities (e.g., labourers in metal fabrication, labourers in fish processing, labourers in wood, pulp and paper processing etc.);
 - 77.4 percent increase in Sudbury Manitoulin;
 - 5.7 percent increase in Ontario;
 - Skilled Occupations in Primary Industry (e.g. forestry supervisors, greenhouse managers, farmers and farm managers, fishing vessel skippers and fishermen etc.);
 - 76.8 percent increase in Sudbury Manitoulin;
 - 9.4 percent decrease in Ontario; and,
 - Intermediate Occupations in Primary Industry (e.g. logging and forestry workers, underground mine service and support workers, general farm workers etc.);
 - 75.4 percent increase in Sudbury Manitoulin;
 - 22.5 percent decrease in Ontario.

Retail trade industries are the top employers in the Sudbury Manitoulin area. However, the 2001 census is showing strong performance in public sector activity such as health care and administration.

- Retail trade (13.4 percent);
- Health care and social assistance (11.8 percent);
- Public administration (8.2 percent); and
- Educational services (7.9 percent).

In 2001, out-commuting to other jurisdictions for the purpose of employment was insignificant in Sudbury Manitoulin.

- Nearly 98 percent of the resident labour force in Sudbury Manitoulin also worked in the local board area.

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1.0 Introduction

In the following analysis, significant dimensions of the Sudbury Manitoulin Training & Adjustment Board's (hereafter referred to as "Sudbury Manitoulin" or "the local board area") labour force will be profiled. These include population dynamics, educational attainment, and industrial and occupational distributions of the labour force. The information is based on the 2001 census, and the intention is that this profile synthesizes and further summarizes the information contained in the previously delivered 2001 Census Summary Tables.

It is hoped that the Local Boards will be able to use the 2001 Profiles to complete their deliverables in 2004 – the Trends Opportunities and Priorities Report and the Trends, Opportunities, Priorities Planning Chart – and that it will serve as a platform for discussion among stakeholders about the important issues related to the local labour market.

2.0 Population Dynamics

According to the 2001 Census of Population, the population of Sudbury Manitoulin was 184,085 (and in 1996 it was 194,414), of which 51 percent was female, and 49 percent male.

Figure A1 (in the Appendix) compares the age structure of Sudbury Manitoulin's population with that of Ontario as of 2001. Figure A1 shows that the population of Sudbury Manitoulin closely resembles the province in terms of its age composition. However, Figure A1 shows that relative to the Ontario population in 2001, the population of Sudbury Manitoulin is:

- somewhat less concentrated in the 0-14 year cohorts;
- substantially less concentrated in the 29-39 year cohorts;
- substantially more concentrated in the 45-74 year cohorts; and,
- slightly less concentrated in those cohorts above 80 years of age.

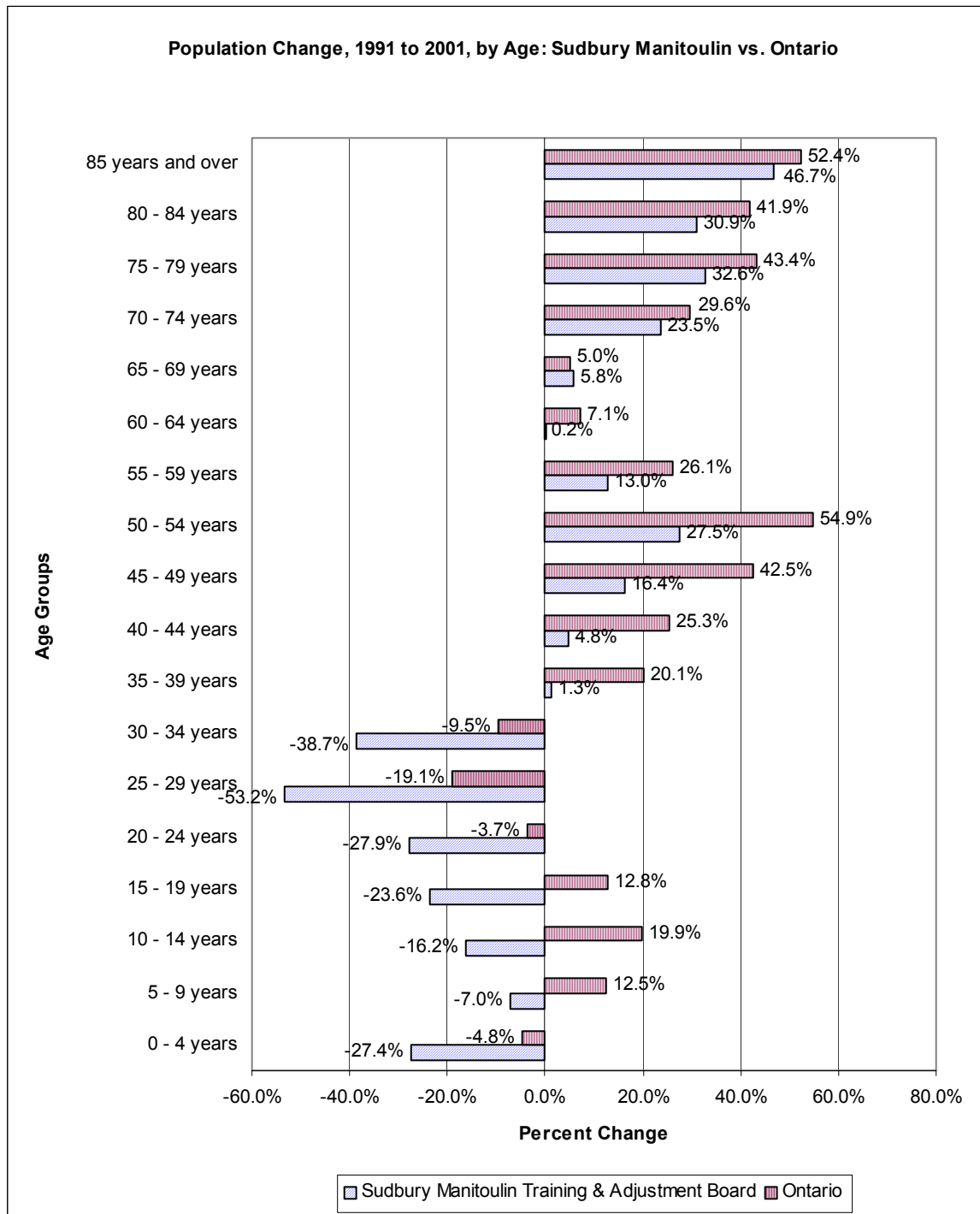
Figure A2 (in the Appendix) shows that the age composition of the Sudbury Manitoulin and Ontario have not changed appreciably since 1996.

Figure 1 compares age-specific growth rates for Sudbury Manitoulin to those for Ontario between 1991 and 2001, and further underscores the fact that the population of the local board area is becoming older faster than is the provincial population. Specifically, Figure 1 shows that over the period 1991 to 2001:

- Sudbury Manitoulin experienced a significant decrease (27.4 percent) in the number of persons aged 0-4 years, while the provincial counterpart declined by only 4.8 percent;
- Sudbury Manitoulin also experienced significant declines in all cohorts between 5 and 34 years of age, whereas the province experienced significant gains in the cohorts between 5 and 19 years of age, and much smaller declines in the cohorts between 20 and 34 years of age;
 - for example, Sudbury Manitoulin's 10-14 year cohort declined at a rate of 16.2 percent, while the same cohort of the Ontario population grew at a rate of 9.9 percent (i.e., this amounts to a difference of 26.1 percent); and,
 - Sudbury Manitoulin's 15-19 cohort declined at a rate of 23.6 percent, while the same cohort of the Ontario population experienced an increase of 12.8 percent (i.e., this amounts to a difference of 36.4 percent); and,
- Sudbury Manitoulin experienced substantially less growth in those age cohorts between the ages of 35 and 59, and in all cases experienced a growth rate that was less than half of the provincial rate;
 - in the 35-39 year cohort, for example, the local board area growth rate was 1.3 percent, while the provincial rate was 20.1 percent (i.e., the provincial rate was more than 15 times as large as the local board area rate);
 - in the 45-49 year cohort the local board area and provincial rates were 16.4 percent and 42.5 percent respectively; and,
 - in the 50-54 year cohort the local board area and provincial rates were 27.5 percent and 54.9 percent respectively;

- Sudbury Manitoulin also experienced substantial rates of growth in all age cohorts above 60 years of age, but these rates were, in most cases, slightly less than the provincial rates; and,
- In the 85+ cohorts, Sudbury Manitoulin's growth rate (46.7 percent) was slightly lower growth rate than Ontario's (52.4 percent).

Figure 1:



3.0 Labour Force

Table 1a compares Sudbury Manitoulin's employed labour force (all groups combined) to the provincial employed labour force in 1996 and 2001. The following points are noteworthy:

- While Ontario's labour force experienced a slight improvement (1 percent) in its participation rate, between 1996 and 2001, Sudbury Manitoulin's actually declined by 1 percent;¹
- Sudbury Manitoulin's participation rate remains significantly lower (by 6.3 percent) than Ontario;
- Ontario enjoyed a 3 percent improvement in its employment rate, while Sudbury Manitoulin's grew by only one percent and stands 5.2 percent behind Ontario; and
- Both Ontario and Sudbury Manitoulin experienced a 3 percent improvement in their unemployment rates.

Table 1A: Labour Force Activity for the General Labour Force: Sudbury Manitoulin vs. Ontario, 2001 & 1996

	All Groups Sudbury/Manitoulin, 2001	All Groups Sudbury/Manitoulin, 1996	All Groups Ontario, 2001	All Groups Ontario, 1996
Total Labour Force Activity	149,670	155,685	9,048,035	8,429,215
In the Labour Force	91,395	95,985	6,086,815	5,586,975
Employed	82,720	84,035	5,713,900	5,077,670
Unemployed	8,675	11,955	372,920	509,305
Not in the Labour Force	58,270	59,695	2,961,225	2,842,235
Participation Rate	61	62	67.3	66.3
Employment Rate	55	54	63.2	60.2
Unemployment Rate	10	13	6.1	9.1

Tables 1b and 1c break the employed labour force of Sudbury Manitoulin into its major components for the years 2001 and 1996 respectively (Table 1b also presents this information for the census divisions that comprise the local board area).¹ Tables 1b and 1c show that:

- between 1996 and 2001, all groups, enjoyed decreased unemployment rates, and several components experienced slight improvements in their participation rates, although most changes were inconsequential;
- in 1996 and 2001, Youth and Aboriginals stand out as having the highest unemployment rates amongst all groups (e.g., 20 and 19 percent, respectively in 2001, and 26 and 25 percent respectively in 1996);
 - Youth and Aboriginal unemployment rates were nearly double those for the employed labour force in both periods;
- Aboriginals and Women experienced the lowest employment rates (47 percent and 52 percent, respectively);
- Immigrants have a slightly higher participation and employment rates (64.5 percent and 56.5 percent respectively) than the employed labour force overall (at 61 percent and 55 percent, respectively);
- between 1996 and 2001, Youth experienced:
 - a 6 percent increase in their participation rate;
 - a 9 percent increase in their employment rate; and,
 - a 6 percent drop in their unemployment rate;
 - over the same period, the Sudbury Manitoulin employed labour force experienced very slight declines in participation, employment and unemployment rates;
- Within the sub-districts, these trends are generally echoed². However there are some differences to note:

¹ Table 1c differs from Table 1b in that it does not contain any labour force activity data for the immigrant component of the employed labour force. This data was not available and, as such, temporal comparisons for this component are not possible Table 1b also includes sub-districts of the Sudbury Manitoulin Training & Adjustment Board.

- Youth unemployment is highest in the Sudbury District, at 27 percent;
- The Greater Sudbury District has the lowest unemployment rate (9 percent) within the sub-districts; and
- Immigrants show high unemployment in the two districts for which these figures are available, but it is also interesting to note the relatively low numbers of Immigrants within the sub-districts (some have fewer than 100).
- Since 1996, most components in Sudbury Manitoulin have improved their labour force indicators, with the following notable points:
 - Each component improved its participation rate, with the exception of Francophones, whose participation rate declined slightly from 59.6 percent in 1996 to 59 percent in 2001;
 - Aboriginals and Youth made the most progress in terms of employment rates, with an improvement of 4.9 percent and 8.7 percent respectively; and
 - Aboriginals and Youth also experienced the most dramatic decreases in the unemployment rate, with an improvement of 6.4 percent and 6.2 percent respectively.

Table 1b: Labour Force Activity Patterns of General Labour Force and Components, 2001: Sudbury Manitoulin Training & Adjustment Board

Sudbury Manitoulin Training & Adjustment Board													
	Immigrants		Women		Visible Minorities		Aboriginals		Francophones		Youth (15-24)		
	All Groups	1996-2001	%	%	%	%	%	%	%	%	%	%	
Total Labour Force Activity	149,670	380	0.3%	77,110	51.5%	2,305	1.5%	9,625	6.4%	43,640	29.2%	24,120	16.1%
In the Labour Force	91,395	245	0.3%	43,775	47.9%	1,545	1.7%	5,635	6.2%	25,515	27.9%	15,940	17.4%
Employed	82,720	215	0.3%	40,015	48.4%	1,400	1.7%	4,500	5.4%	23,255	28.1%	12,945	15.6%
Unemployed	8,675	30	0.3%	3,755	43.3%	145	1.7%	1,135	13.1%	2,260	26.1%	2,995	34.5%
Not in the Labour Force	58,270	140	0.2%	33,330	57.2%	765	1.3%	3,895	6.7%	18,125	31.1%	8,180	14.0%
Participation Rate	61	64.5		57		67		59		59		66	
Employment Rate	55	56.6		52		61		47		53		54	
Unemployment Rate	10	12.2		9		9		20		9		19	
Manitoulin District													
	All Groups	Immigrants	Women		Visible Minorities		Aboriginals		Francophones		Youth (15-24)		
		1996-2001	%	%	%	%	%	%	%	%	%	%	
Total Labour Force Activity	9,775	10	0.1%	5,005	51.2%	55	0.6%	3,095	31.7%	265	2.7%	1,405	14.4%
In the Labour Force	5,740	0	0.0%	2,835	49.4%	20	0.3%	1,840	32.1%	105	1.8%	760	13.2%
Employed	5,140	10	0.2%	2,560	49.8%	25	0.5%	1,470	28.6%	100	1.9%	600	11.7%
Unemployed	605	0	0.0%	275	45.5%	-	0.0%	365	60.3%	10	1.7%	155	25.6%
Not in the Labour Force	4,030	0	0.0%	2,170	53.8%	35	0.9%	1,255	31.1%	160	4.0%	645	16.0%
Participation Rate	59	0		57		36		60		40		54	
Employment Rate	53	100		51		46		48		38		43	
Unemployment Rate	11	0		10		-		20		10		20	
Sudbury District													
	All Groups	Immigrants	Women		Visible Minorities		Aboriginals		Francophones		Youth (15-24)		
		1996-2001	%	%	%	%	%	%	%	%	%	%	
Total Labour Force Activity	18,580	10	0.1%	9,195	49.5%	105	0.6%	1,770	9.5%	6,640	35.7%	2,650	14.3%
In the Labour Force	10,585	0	0.0%	4,570	43.2%	40	0.4%	1,030	9.7%	3,600	34.0%	1,470	13.9%
Employed	9,265	10	0.1%	4,070	43.9%	30	0.3%	810	8.7%	3,210	34.6%	1,070	11.5%
Unemployed	1,325	0	0.0%	500	37.7%	15	1.1%	215	16.2%	390	29.4%	395	29.8%
Not in the Labour Force	7,995	0	0.0%	4,625	57.8%	60	0.8%	745	9.3%	3,040	38.0%	1,180	14.8%
Participation Rate	57	0		50		38		58		54		56	
Employment Rate	50	100		44		29		46		48		40	
Unemployment Rate	13	0		11		38		21		11		27	
Greater Sudbury District													
	All Groups	Immigrants	Women		Visible Minorities		Aboriginals		Francophones		Youth (15-24)		
		1996-2001	%	%	%	%	%	%	%	%	%	%	
Total Labour Force Activity	125,110	370	0.3%	64,750	1.8%	2,215	1.8%	5,270	4.2%	38,365	30.7%	20,670	16.5%
In the Labour Force	77,505	240	0.3%	37,400	48.3%	1,505	1.9%	3,155	4.1%	22,865	29.5%	14,085	18.2%
Employed	70,410	210	0.3%	34,270	48.7%	1,370	1.9%	2,520	3.6%	20,865	29.6%	11,540	16.4%
Unemployed	7,090	35	0.5%	3,130	44.1%	135	1.9%	635	9.0%	2,005	28.3%	2,545	35.9%
Not in the Labour Force	47,610	135	0.3%	27,355	57.5%	705	1.5%	2,115	4.4%	15,500	32.6%	6,585	13.8%
Participation Rate	62	64.9		58		68		60		60		68	
Employment Rate	56	56.8		53		62		48		54		56	
Unemployment Rate	9	14.6		8		9		20		9		18	

Table 1c: Labour Force Activity Patterns of General Labour Force and Components, 1996: Sudbury Manitoulin Training & Adjustment Board

	All Groups	Women	Visible		Aboriginals		Francophones		Youth (15-24)		
			%	Minorities	%	%	%	%	%		
Total Labour Force Activity	155685	79405	51.0%	2285	1.5%	5945	3.8%	46125	29.6%	14160	9.1%
In the Labour Force	95985	44040	45.9%	1530	1.6%	3410	3.6%	27490	28.6%	8425	8.8%
Employed	84035	38350	45.6%	1340	1.6%	2505	3.0%	24025	28.6%	6310	7.5%
Unemployed	11955	5685	47.6%	190	1.6%	900	7.5%	3465	29.0%	2115	17.7%
Not in the Labour Force	59695	35370	59.3%	755	1.3%	2535	4.2%	18635	31.2%	5735	9.6%
Participation Rate	62	56		67		57.4		59.6		60	
Employment Rate	54	48		58.6		42.1		52.1		45	
Unemployment Rate	13	13		12.4		26.4		12.6		25	

3.1 Education and Skill Attainment Levels in the General Employed Labour Force

Table 2 presents a decomposition of the employed labour force of Sudbury Manitoulin and Ontario, by the highest level of educational attainment, for the years 1991, 1996 and 2001. Table 2 shows that:

- the proportion of Sudbury Manitoulin's workforce reporting "Less than Grade 9" as the highest level of education attained has declined at a more rapid pace than Ontario, dropping from 6.7 percent in 1991, to 3.8 percent in 1996 and 2.4 percent in 2001, which is just slightly behind Ontario's figure of 3.0 percent;
- the share of Sudbury Manitoulin's workforce reporting "Grades 9-10" as the highest level of educational attainment has declined from 11 percent in 1991 to 7.5 percent in 2001 which is one percent higher than the 2001 Ontario share;
- the share of the employed labour force in the local board area reporting "Secondary School Graduation Diploma" as the highest level of educational attainment declined from 16.4 percent in 1991 to 15.8 percent in 2001;
 - the same share for Ontario declined from 16.2 percent in 1991 to 15 percent in 2001;
- the share of the local board area's labour force reporting "Trades Certificate or Diploma" as the highest level of education attained declined from 4.9 percent in 1991 to 4.4 percent in 2001, but still remains higher than Ontario (3.1 percent);
- interestingly, the share of the employed labour force reporting "Other Non-University Education Only" is the highest amongst all educational attainment categories in the local board area, and this share increased from 28.7 percent in 1991 to 36.9 percent in 2001, which is 7.4 percent higher than Ontario;
- the share reporting "University" as the highest level of education attained is the one on which the local board area and Ontario are most divergent;
 - that is, in 1991, nearly 27 percent of Ontario's workforce reported "University" as the highest level of education attained, compared to only 20 percent of Sudbury Manitoulin's workforce; and,
 - by 2001, Ontario's figure increased to 32.5 percent (a 5.5 percent increase), while Sudbury Manitoulin's share increased to 22.4 percent (a 2.4 percent increase).

On this basis, it appears reasonable to conclude that:

- Sudbury Manitoulin is less highly educated than Ontario especially with respect to University education, and the difference is becoming greater over time;
- Sudbury Manitoulin's workforce is more educated in "non-university education; and,
- Although declining, Sudbury Manitoulin has a relatively larger share of its labour force reporting a Trades-based education than does the Ontario employed labour force.

Table 2: Total Labour Force by Highest Level of Education, Sudbury Manitoulin Training & Adjustment Board and Ontario: 1991, 1996 and 2001

	Sudbury Manitoulin 1991	Ontario 1991	Sudbury Manitoulin 1996	Ontario 1996	Sudbury Manitoulin 2001	Ontario 2001
Less than grade 9	6.7%	6.2%	3.8%	4.4%	2.4%	3.2%
Grades 9-10	11.0%	9.2%	9.7%	7.5%	7.5%	6.4%
Grades 11-13	11.5%	11.4%	10.2%	10.1%	10.5%	10.3%
Secondary school graduation certificate	16.4%	16.2%	15.3%	15.3%	15.8%	15.0%
Trades certificate or diploma	4.9%	3.7%	4.8%	3.5%	4.4%	3.1%
Other non-university education only	28.7%	26.2%	33.8%	29.0%	36.9%	29.5%
University	20.9%	27.0%	22.5%	30.0%	22.4%	32.5%

3.2 Education and Skill Attainment Levels of Labour Force Components

Tables 3 and 4 compare the employed labour force of Sudbury Manitoulin to the Visible Minority (VM), Aboriginal, Francophone, Immigrant and Youth components of the labour force in 1996 and 2001.

A comparison of Tables 3 and 4 indicates that relative to the overall employed labour force in Sudbury Manitoulin:

- Immigrants and Visible Minorities exhibited much larger shares reporting “University” as the highest level of educational attainment than the employed labour force overall (41.9 percent and 37.6 percent, respectively);ⁱⁱ
 - most significant are Visible Minorities whose share reporting “University” was nearly 20 percent higher than that for the employed labour force in the local board area;
- all components except Youth exhibit smaller shares reporting “Secondary School Graduation Diploma” as the highest level of educational attainment;
- all components are under-represented in the “Other Non-University Education” category;
- Aboriginals and Francophones are over-represented the “Trades Certificate or Diploma” category (6.2 percent and 4.7 percent, respectively); and,
- Aboriginals and Francophones are over-represented in the “less than grade 9” category (11.6 percent and 15.8 percent, respectively).

It is interesting to note, with reference to Tables 3 and 4, that over the period from 1996 to 2001, none of the components, nor the employed labour force overall, exhibited much improvement in terms of educational attainment. Specifically, a comparison of Tables 3 and 4 indicates that between 1996 and 2001:

- the share of the employed labour force reporting “Less than Grade 9” as the highest level of education decreased very slightly, while the share reporting “University” actually declined by 0.1 percent.;
- all components, except for Immigrants, experienced a declining share reporting “Less than Grade 9”, but only Francophones experienced an increase in the share reporting “University”;
 - that is, the employed labour force, Visible Minorities, Aboriginals, Immigrants and Youth all experienced a decrease in the share reporting “University” between 1996 and 2001.

Table 3: Educational Attainment in the General Labour Force and Major Components, Sudbury Manitoulin Training & Adjustment Board: 2001

	All Groups	Visible Minorities	Aboriginals	Francophones	Immigrants 96-01	Youth 15-24
Less than grade 9	2.4%	5.0%	11.6%	15.8%	6.4%	0.4%
Grades 9-10	7.5%	10.2%	14.1%	14.0%	5.1%	9.1%
Grades 11-13	10.5%	14.5%	12.7%	10.1%	6.7%	22.2%
Secondary school graduation certificate	15.8%	6.3%	11.5%	14.1%	8.6%	18.4%
Trades certificate or diploma	4.4%	1.5%	6.2%	4.9%	4.7%	0.9%
Other non-university education only	36.9%	21.0%	32.7%	27.1%	30.8%	29.2%
University	22.4%	41.9%	11.2%	14.0%	37.6%	19.8%
Total	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%

Table 4: Educational Attainment in the General Labour Force and Major Components, Sudbury Manitoulin Training & Adjustment Board: 1996

	All Groups	Visible			Francophones	Immigrants 91-96	Youth 15-24
		Minorities	Aboriginals				
Less than grade 9	3.8%	7.7%	13.2%	18.1%	5.0%	0.6%	
Grades 9-10	9.7%	11.8%	18.0%	15.6%	12.1%	9.9%	
Grades 11-13	10.2%	9.4%	12.6%	10.2%	6.4%	19.2%	
Secondary school graduation certificate	15.3%	9.0%	10.6%	13.4%	9.3%	16.3%	
Trades certificate or diploma	4.8%	2.4%	3.6%	4.6%	1.4%	1.0%	
Other non-university education only	33.8%	16.8%	30.6%	25.8%	23.6%	27.7%	
University	22.5%	42.9%	11.4%	12.3%	42.1%	25.3%	
Total	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%	

4.0 Occupational Structure of the Employed Labour Force

4.1 Occupational Structure of the General Labour Force and Major Components

Figure 2a compares Sudbury Manitoulin and Ontario in terms of the occupational distribution of their employed labour forces, in 2001 (Figures A3 and A4 in the Appendix present the same information for 1991 and 1996). Figure 2a suggests that in 2001, the top 6 occupations in Sudbury Manitoulin were:

- Elemental Sales and Service Occupations (e.g. cashiers, security guards, nannies etc.) (11.9 percent).
- Intermediate Sales and Service Occupations (e.g., retail salespersons, bartenders, sales representatives, travel agents etc.) (10.1 percent);
- Trades and Skilled Transport Equipment Operators (e.g. contractors, carpenters, electricians, plumbers etc.) (9.7 percent);
- Clerical Occupations (e.g. data entry clerk, receptionist etc.) (9.7 percent);
- Middle and other Management Occupations (e.g. financial managers, human resources managers, bank managers, etc.) (9.3 percent); and
- Skilled Administrative and Business Occupations (e.g. clerical supervisors, executive assistants, bookkeepers, court officers etc.) (6.6 percent).

Figure 2a shows that the least prevalent occupational categories in Sudbury Manitoulin were:

- Processing, Manufacturing And Utilities Supervisors and Skilled Operators (e.g. mining supervisors, motor vehicle assembly supervisors etc.) (0.5 percent);
- Intermediate Occupations in Primary Industry (e.g. logging and forestry workers, general farm workers etc.) (0.5 percent);
- Professional Occupations in Art and Culture (e.g. musicians, writers, dancers, artists) (0.7 percent);
- Senior Management Occupations (0.9 percent);
- Labourers in Processing, Manufacturing and Utilities (0.9 percent); and
- Technical And Skilled Occupations in Art, Culture, Recreation and Sport (e.g. graphic designers, athletic coaches, photographers etc.) (1.0%).

Those occupations in which the local board area labour force is substantially more specialized than is the provincial labour force include:

- Elemental Sales and Service Occupations (e.g. cashiers, security guards, nannies etc.) with a difference of 3.5 percent;
- Skilled Occupations in the Primary Industry (e.g., underground production and development miners, farmers and farm managers, nursery and greenhouse operators and managers, fishing vessel skippers and fishermen, etc.), with a difference of 1.7 percent;
- Trades and Skilled Transport Equipment Operators (e.g. contractors, carpenters, electricians, plumbers etc.), with a difference of 1.6 percent; and,
- Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance (e.g. truck drivers, taxi drivers, heavy equipment operators), with a difference of 1.1 percent.

Figure 2a also suggests that relative to Ontario in 2001, Sudbury Manitoulin's employed labour force was less concentrated in:

- Processing And Manufacturing Machine Operators and Assemblers (e.g. foundry workers, water and waste plant operators, aircraft assemblers, motor vehicle assembly supervisors etc.), with a difference of 4 percent;
- Professional Occupations in Natural and Applied Sciences (e.g., physicists, meteorologists, chemists, engineers, architects, etc.), with a difference of 2.1 percent; and,
- Professional Occupations in Business and Finance (e.g., accountants, auditors, financial and investment analysts etc.), with a difference of 1.1 percent.

Figure 2b presents occupation specific growth rates for Sudbury Manitoulin and Ontario, for the period from 1991 to 2001. A visual inspection of Figure 2b indicates that the occupational structures of Sudbury Manitoulin and Ontario have changed in a very different manner over this period. In those occupations where Ontario experienced high growth rates, Sudbury Manitoulin experienced declines. Similarly, in those occupations where Sudbury Manitoulin experienced growth, Ontario declined or did not grow at the same pace. Figure 2b shows that those occupations in Sudbury Manitoulin which experienced the most substantial growth between 1991 and 2001 include (note: Ontario values are included for comparison):

- Labourers in Processing, Manufacturing and Utilities;
 - 77.4 percent increase in Sudbury Manitoulin;
 - 5.7 percent increase in Ontario;
- Skilled Occupations in Primary Industry (e.g., underground production and development miners, farmers and farm managers, nursery and greenhouse operators and managers, fishing vessel skippers and fishermen, etc.)
 - 76.8 percent increase in Sudbury Manitoulin;
 - 9.4 percent decrease in Ontario;
 - i.e., an overall difference in this occupation between the local board area and the province of 86 percent;
- Intermediate Occupations in Primary Industry (e.g. logging and forestry workers, general farm workers etc.);
 - 75.4 percent increase in Sudbury Manitoulin;
 - 22.5 percent decrease in Ontario;
 - i.e., an overall difference in this occupation between the local board area and the province of 98 percent;
- Labourers in Primary Industry;
 - 63.1 percent increase in Sudbury Manitoulin;
 - 9.8 percent increase in Ontario;
 - i.e., an overall difference in this occupation between the local board area and the province of 53 percent;
- Processing, Manufacturing And Utilities Supervisors and Skilled Operators (e.g. mining supervisors, motor vehicle assembly supervisors etc.); and
 - 60.3 percent increase in Sudbury Manitoulin;
 - 25.4 percent increase in Ontario;
- Processing And Manufacturing Machine Operators and Assemblers (e.g. mining supervisors, motor vehicle assembly supervisors etc.);
 - 20.5 percent increase in Sudbury Manitoulin;
 - 8.7 percent increase in Ontario.

Figure 2a:

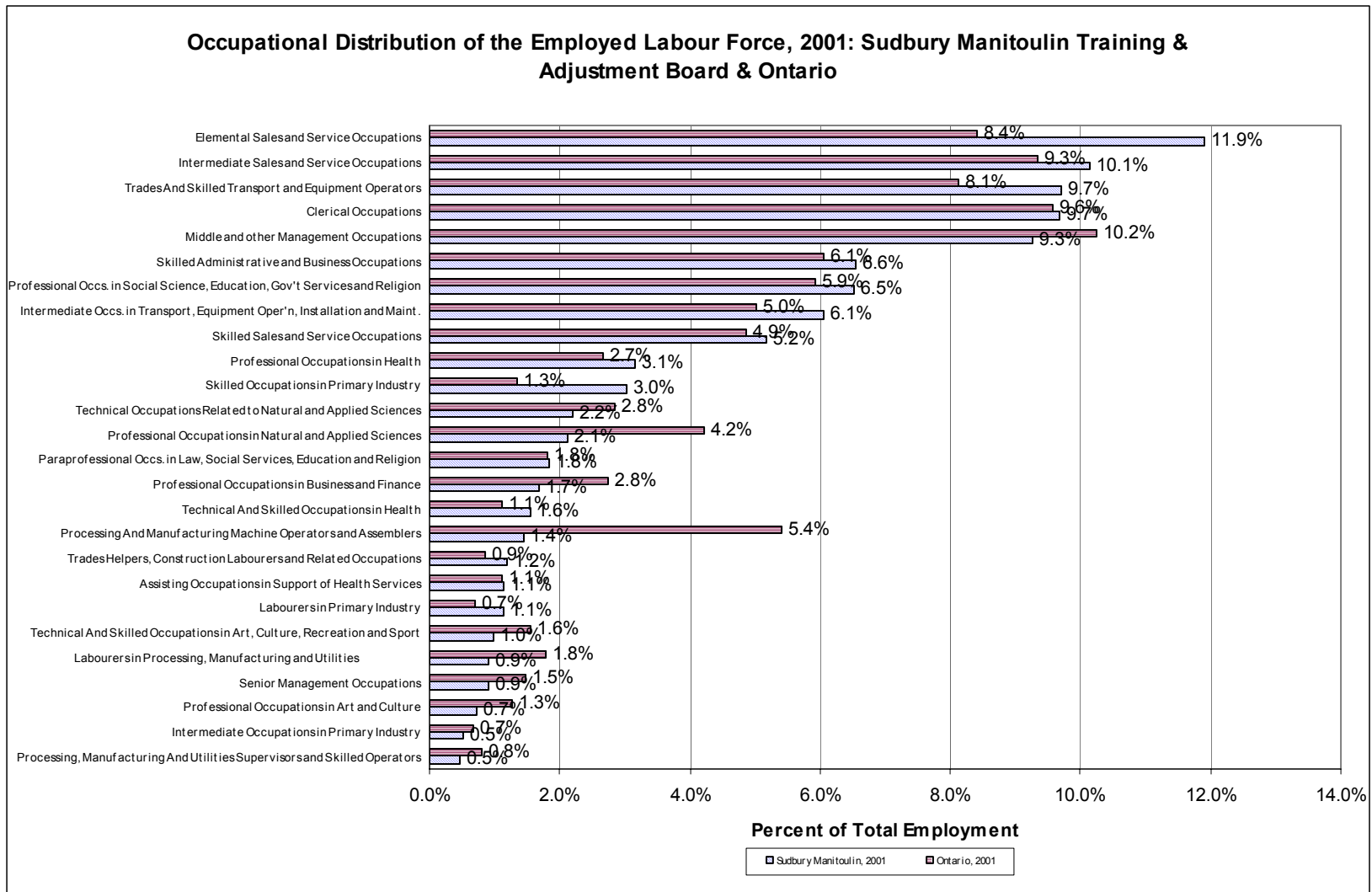


Figure 2b:

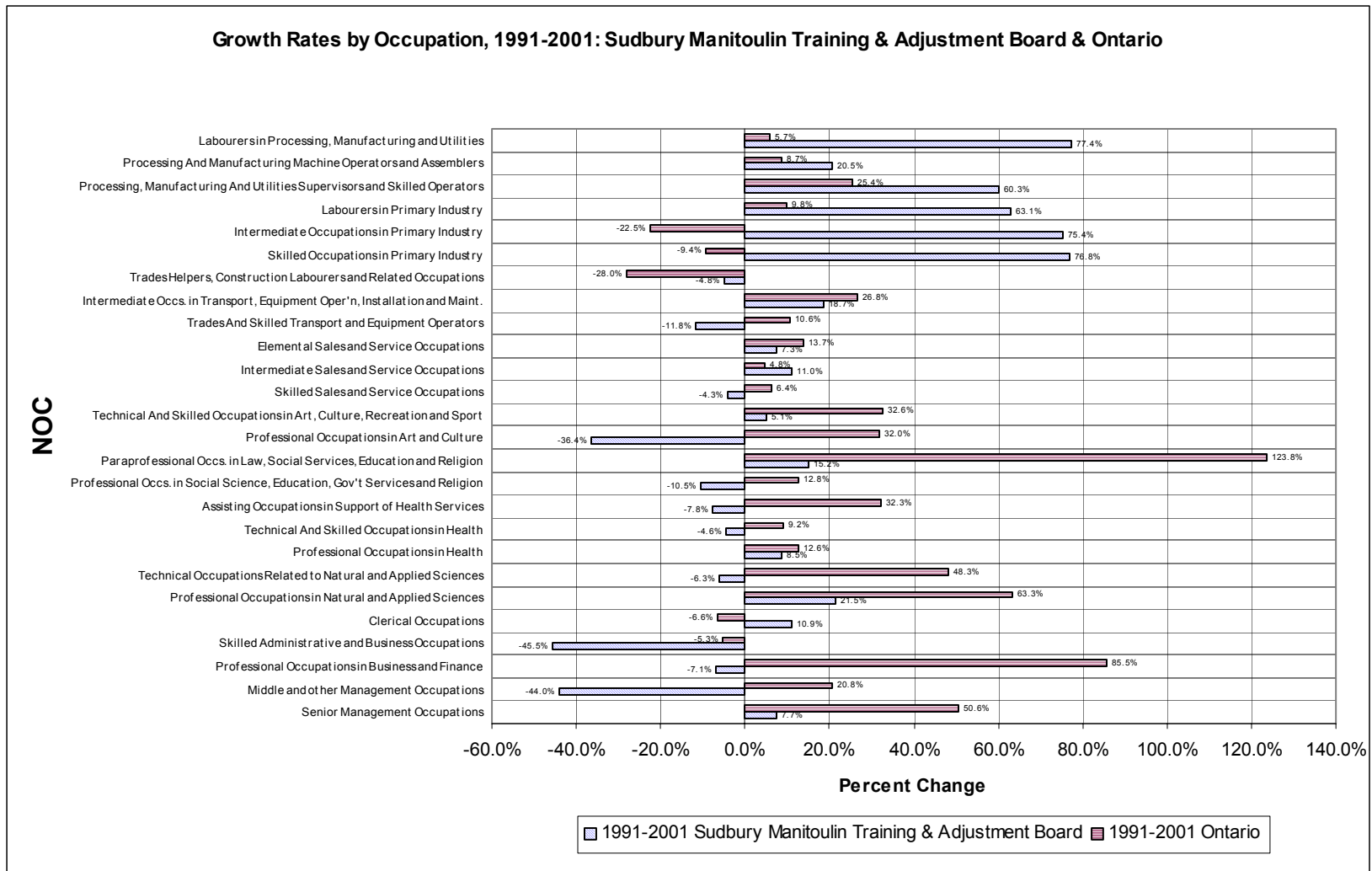


Figure 2b also shows that several occupations in Sudbury Manitoulin experienced a decline, or substantially slower growth relative to Ontario between 1991 and 2001, and these include (note: Ontario values are included for comparison):

- Skilled Administrative and Business Occupations (e.g. clerical supervisors, executive assistants, bookkeepers, court officers etc.);
 - 45.5 percent decline in Sudbury Manitoulin;
 - 5.3 percent decline in Ontario.
- Middle and other Management Occupations (e.g. financial managers, human resources managers, bank managers, etc.); and
 - 44.0 percent decline in Sudbury Manitoulin;
 - 20.8 percent growth in Ontario;
- Professional Occupations in Art and Culture (e.g. musicians, writers, dancers, artists);
 - 36.4 percent decline in Sudbury Manitoulin;
 - 32.0 percent growth in Ontario;
- Professional Occupations in Business and Finance (e.g. financial auditors, human resources specialists etc.);
 - 7.1 percent decline in Sudbury Manitoulin;
 - 85.5 percent growth in Ontario;
- Technical Occupations Related to Natural and Applied Sciences (e.g. chemical technologists and technicians, conservation fishery officers, industrial instrument technicians and mechanics);
 - 6.3 percent decline in Sudbury Manitoulin;
 - 48.3 percent growth in Ontario;
- Assisting Occupations in Support of Health Services (e.g. nurse aides, dental assistants etc.);
 - 7.8 percent decline in Sudbury Manitoulin;
 - 32.3 percent growth in Ontario;
- Paraprofessional Occupations in Law, Social Services, Education and Religion (e.g. paralegals, community service workers, employment counsellors etc.);
 - 15.2 percent growth in Sudbury Manitoulin;
 - 123.8 percent growth in Ontario;
- Professional Occupations in Natural and Applied Sciences (e.g. physical scientists, engineers, architects etc.);
 - 21.5 percent growth in Sudbury Manitoulin;
 - 63.3 percent growth in Ontario; and,
- Senior Management Occupations;
 - 7.7 percent growth in Sudbury Manitoulin;
 - 50.6 percent growth in Ontario.

Figure 2b suggests that while the Sudbury Manitoulin labour force is concentrated in those occupations that point to trades and skilled occupations in the region, and especially those involving primary industry and manufacturing, it has not been as successful in retaining or attracting skilled and professional workers in business, science and health fields (indeed, this is an indication that the economic base of the region does not warrant such a concentration in the professions).

Tables 5a and 5b present the occupational structure of the Sudbury Manitoulin employed labour force and its major components for the years 2001 and 1996 respectively. The top 3 occupations for each group are highlighted.

Specifically, Table 5a shows that relative to the overall employed labour force in Sudbury Manitoulin in 2001:

- Immigrants are over-represented in:
 - Senior Management Occupations;
 - Skilled Administrative and Business Occupations (e.g. clerical supervisors, executive assistants, bookkeepers, court officers etc.);

- Professional Occupations in Natural and Applied Sciences (e.g. physical scientists, engineers, architects etc.) and
- Skilled Sales and Service Occupations; and,
- Immigrants are under-represented in many occupational categories, and most especially so in:
 - Middle and other Management Occupations (e.g. financial managers, human resources managers, bank managers, etc.);
 - Clerical Occupations (e.g. data entry clerks, receptionists etc.);
 - Trades and Skilled Transport Equipment Operators (e.g. contractors, carpenters, electricians, plumbers etc.); and
 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance (e.g. truck drivers, taxi drivers, heavy equipment operators); and,
- Women are over-represented in:
 - Middle and other Management Occupations (e.g. financial managers, human resources managers, bank managers, etc.);
 - Skilled Administrative and Business Occupations (e.g. clerical supervisors, executive assistants, bookkeepers, court officers etc.);
 - Clerical Occupations (e.g. data entry clerks, receptionists etc.);
 - Professional Occupations in Social Science, Education, Government Services and Religion (e.g. judges, teachers, social workers etc.);
 - Intermediate Sales and Service Occupations (e.g., retail salespersons, bartenders, sales representatives, travel agents etc.); and
 - Elemental Sales and Service Occupations (e.g. cashiers, security guards, nannies etc.); and,
- Women are under-represented in:
 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance (e.g. truck drivers, taxi drivers, heavy equipment operators); and
 - Skilled Occupations in Primary Industry (e.g. forestry supervisors, greenhouse managers etc.).

Comparing Tables 5a and 5b, it becomes clear that between 1996 and 2001, the over-representation of women in clerical occupations declined from 17.5 percent in 1991 to 15.2 percent in 2001. The under-representation of women in many of the male-dominated professions (e.g. senior management occupations and professional occupations in natural and applied science) improved marginally.

In addition, Table 5a shows that relative to the overall employed labour force in Sudbury Manitoulin in 2001:

- Visible Minorities (VMs) are over-represented in:
 - Professional Occupations in Health;
 - Professional Occupations in Social Science, Education, Government Services and Religion;
 - Skilled Sales and Service Occupations;
 - Elemental Sales and Service Occupations; and,
- VMs are under-represented in:
 - Skilled Administrative and Business Occupations;
 - Clerical Occupations;
 - Intermediate Sales and Service Occupations;
 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance; and,
- Aboriginals are over-represented in:
 - Professional Occupations in Social Science, Education, Government Services and Religion;
 - Paraprofessional Occupations in Law, Social Services, Education and Religion;
 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance; and,

- Aboriginals are under-represented in:
 - Professional Occupations in Health;
 - Middle and other Management Occupations;
 - Professional Occupations in Natural and Applied Sciences; and,
- Francophones are over-represented in:
 - Clerical Occupations;
 - Professional Occupations in Social Science, Education, Government Services and Religion;
 - Trades And Skilled Transport and Equipment Operators; and,
- Francophones are under-represented in:
 - Professional Occupations in Natural and Applied Sciences;
 - Intermediate Sales and Service Occupations; and,
- Youth are over-represented in:
 - Skilled Sales and Service Occupations;
 - Intermediate Sales and Service Occupations; and
 - Elemental Sales and Service Occupations; and,
- Youth are under-represented in most categories (especially those that are traditionally held by experienced workers), but most notably in:
 - Skilled Administrative and Business Occupations;
 - Technical And Skilled Occupations in Health;
 - Professional Occupations in Social Science, Education, Government Services and Religion;
 - Trades And Skilled Transport and Equipment Operators;
 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance; and
 - Skilled Occupations in Primary Industry.

A comparison of Tables 5a and 5b shows that between 1996 and 2001:

- Visible Minorities experienced a general de-skilling of those involved a sales and service occupations as witnessed by:
 - an increase of 8.8 percent in “Elemental Sales and Service Occupations”, and 2.6 and 2.2 percent declines in the “Skilled Sales and Service Occupations” and “Intermediate Sales and Service Occupations” respectively; and,
- Visible Minorities also experienced:
 - over 2 percent gains in “Professional Occupations in Social Science, Education, Government Services and Religion” and “Paraprofessional Occupations in Law, Social Services, Education and Religion”, and “Professional Occupations in Health”; and,
 - significant declines in “Clerical Occupations” (4.6 percent);
- Aboriginal workers were able to decrease their over-representation in Clerical Occupations and improve their participation in:
 - Middle and other Management Occupations by 3.4 percent;
 - Professional Occupations in Business and Finance by 0.8 percent;
 - Professional Occupations in Health by 0.4 percent; and,
 - Senior Management Occupations by 0.1 percent; and,
- Women experienced:
 - a 2.2 percent decline in Clerical Occupations;
 - a 2.9 percent decline in Intermediate Sales and Service Occupations;
 - a 1.7 percent increase in Middle and Other Management Occupations;
 - a 1.6 percent increase in Paraprofessional Occupations in Law, Social Services, Education and Religion;
 - a 1.1 percent increase in Elemental Sales and Service Occupations; and,
 - a 0.2 percent increase in Professional Occupations in Natural and Applied Sciences; and,
- Francophones experienced their largest losses in Intermediate Sales and Service Occupations (-2.7 percent), Skilled Occupations in Primary Industry (-1.9 percent), and

Processing and Manufacturing Machine Operators and Assemblers (-1.6 percent) with substantial gains in:

- Middle and Other Management Occupations (2.1 percent);
- Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance (e.g., motor vehicle and transit drivers, heavy equipment operators, residential and commercial installers and servicers, longshore workers, pest controllers, automotive mechanical installers and servicers etc.) (1.1 percent);
- Paraprofessional Occupations in Law, Social Sciences, Education and Religion (1.0 percent); and,
- Technical Occupations Related to Natural and Applied Sciences (0.8 percent); and,
- Youth experienced small decreases and increases across most occupations between 1996 and 2001, with the most noteworthy changes being:
 - a 4.1 percent decrease in Intermediate Sales and Service Occupations; and
 - a 2.4 percent increase in Elemental Sales and Service Occupations.

Interestingly, most components saw increased shares in the following three occupations:

- Senior Management Occupations (although gains were very slight);
 - Youth, as would be expected, reported zero percent growth in this occupation;
- Paraprofessional Occupations in Law, Social Services, Education and Religion; and
- Elemental Sales and Service Occupations; and,
 - interestingly, all components reported declines in Intermediate Sales and Service Occupations (which, when combined with the increase in Elemental Sales and Service Occupations over the period points to a de-skilling of sales and service occupations for Youth).

Table 5A: Employed Labour Force and Components by Occupation, 2001: Sudbury Manitoulin Training & Adjustment Board (top 3 occupations are highlighted for each component)

	Total Employed	Immigrants	Visible				Youth (15-24)
	Labour Force	1996-2001	Women	Minorities	Aboriginals	Francophones	
Senior Management Occupations	0.9%	4.7%	0.6%	0.7%	0.9%	0.7%	0.0%
Middle and other Management Occupations	9.3%	4.7%	7.2%	9.6%	8.3%	8.5%	2.1%
Professional Occupations in Business and Finance	1.7%	0.0%	1.6%	0.0%	1.2%	1.3%	0.3%
Skilled Administrative and Business Occupations	6.6%	16.3%	11.4%	3.6%	5.0%	6.7%	2.2%
Clerical Occupations	9.7%	4.7%	15.2%	2.8%	8.6%	10.6%	9.9%
Professional Occupations in Natural and Applied Sciences	2.1%	20.9%	0.8%	3.9%	1.4%	1.1%	0.8%
Technical Occupations Related to Natural and Applied Sciences	2.2%	0.0%	0.9%	3.6%	2.2%	1.9%	1.8%
Professional Occupations in Health	3.1%	4.7%	5.3%	10.7%	1.8%	2.6%	0.5%
Technical And Skilled Occupations in Health	1.6%	0.0%	2.6%	2.1%	1.2%	1.1%	0.8%
Assisting Occupations in Support of Health Services	1.1%	0.0%	2.2%	0.7%	1.9%	1.0%	0.7%
Professional Occs. in Social Science, Education, Gov't Services and Religion	6.5%	7.0%	8.9%	10.3%	8.3%	7.8%	1.2%
Paraprofessional Occs. in Law, Social Services, Education and Religion	1.8%	0.0%	3.1%	2.1%	3.9%	1.9%	1.8%
Professional Occupations in Art and Culture	0.7%	0.0%	1.0%	0.0%	0.9%	0.7%	0.7%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	1.0%	0.0%	1.1%	3.2%	1.0%	0.8%	1.9%
Skilled Sales and Service Occupations	5.2%	11.6%	5.7%	7.5%	4.9%	4.8%	6.4%
Intermediate Sales and Service Occupations	10.1%	11.6%	14.4%	7.1%	9.3%	8.9%	19.3%
Elemental Sales and Service Occupations	11.9%	7.0%	14.4%	18.1%	12.2%	12.0%	32.5%
Trades And Skilled Transport and Equipment Operators	9.7%	0.0%	0.6%	7.5%	8.4%	11.0%	4.4%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	6.1%	0.0%	1.4%	2.5%	7.3%	7.1%	5.5%
Trades Helpers, Construction Labourers and Related Occupations	1.2%	0.0%	0.1%	1.8%	2.0%	1.2%	1.7%
Skilled Occupations in Primary Industry	3.0%	0.0%	0.5%	0.0%	3.4%	3.7%	0.7%
Intermediate Occupations in Primary Industry	0.5%	0.0%	0.2%	0.0%	0.9%	0.5%	0.7%
Labourers in Primary Industry	1.1%	0.0%	0.2%	0.0%	1.9%	1.1%	1.8%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	0.5%	0.0%	0.0%	0.7%	0.7%	0.4%	0.1%
Processing And Manufacturing Machine Operators and Assemblers	1.4%	4.7%	0.3%	1.1%	1.6%	1.4%	1.1%
Labourers in Processing, Manufacturing and Utilities	0.9%	0.0%	0.2%	0.7%	0.7%	0.9%	1.2%

Table 5B: Employed Labour Force and Components by Occupation, 1996: Sudbury Manitoulin Training & Adjustment Board (top 3 occupations are highlighted for each component)

	Total Employed		Visible			
	Labour Force	Women	Minorities	Aboriginals	Francophones	Youth (15-24)
Senior Management Occupations	0.6%	0.3%	0.0%	0.8%	0.3%	0.0%
Middle and other Management Occupations	7.5%	5.5%	7.9%	5.0%	6.5%	2.2%
Professional Occupations in Business and Finance	1.0%	1.0%	1.5%	0.4%	0.7%	0.2%
Skilled Administrative and Business Occupations	6.6%	12.4%	6.0%	5.2%	7.0%	2.2%
Clerical Occupations	10.9%	17.5%	7.5%	11.2%	10.7%	9.5%
Professional Occupations in Natural and Applied Sciences	2.0%	0.6%	4.9%	0.8%	1.0%	0.8%
Technical Occupations Related to Natural and Applied Sciences	1.7%	0.5%	4.1%	2.2%	1.2%	1.1%
Professional Occupations in Health	3.1%	5.5%	8.6%	1.4%	2.5%	0.5%
Technical And Skilled Occupations in Health	1.6%	2.6%	1.5%	1.4%	1.4%	0.4%
Assisting Occupations in Support of Health Services	0.9%	1.7%	0.0%	2.2%	1.0%	0.9%
Professional Occs. in Social Science, Education, Gov't Services and Religion	6.6%	9.0%	7.9%	8.0%	7.7%	1.9%
Paraprofessional Occs. in Law, Social Services, Education and Religion	0.9%	1.5%	0.0%	1.8%	0.9%	1.0%
Professional Occupations in Art and Culture	0.8%	1.0%	0.0%	1.6%	0.5%	0.9%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	0.9%	1.0%	1.1%	1.4%	1.0%	1.8%
Skilled Sales and Service Occupations	5.3%	5.2%	10.1%	5.6%	4.8%	5.6%
Intermediate Sales and Service Occupations	11.8%	17.3%	9.4%	12.2%	11.7%	23.4%
Elemental Sales and Service Occupations	11.0%	13.3%	9.4%	10.2%	11.7%	30.0%
Trades And Skilled Transport and Equipment Operators	10.0%	0.7%	7.9%	9.0%	10.7%	4.8%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	5.4%	1.5%	1.9%	6.6%	6.0%	4.8%
Trades Helpers, Construction Labourers and Related Occupations	1.2%	0.1%	1.9%	3.2%	1.2%	2.0%
Skilled Occupations in Primary Industry	4.7%	0.5%	3.0%	3.8%	5.6%	0.6%
Intermediate Occupations in Primary Industry	0.8%	0.3%	0.0%	1.6%	0.8%	0.6%
Labourers in Primary Industry	0.8%	0.2%	0.7%	1.0%	0.6%	2.0%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	0.7%	0.0%	0.0%	0.4%	0.5%	0.1%
Processing And Manufacturing Machine Operators and Assemblers	2.4%	0.5%	1.5%	2.6%	3.0%	1.4%
Labourers in Processing, Manufacturing and Utilities	1.0%	0.3%	0.7%	0.8%	1.0%	1.2%

4.2 Age/Occupational Structure of the Labour Force

Tables A1, A2 and A3 (in the Appendix) show, for Sudbury Manitoulin in 2001, Sudbury Manitoulin in 1996 and Ontario in 2001 respectively, the age-structures of the various occupations. Table A1 reveals that:

- The majority of the occupational groups present in Sudbury Manitoulin are dominated by the 25-44 year groups, but most noticeably so in:
 - Technical And Skilled Occupations in Health (64.3 percent);
 - Paraprofessional Occupations in Law, Social Services, Education and Religion (63.9 percent);
 - Assisting Occupations in Support of Health Services (60.5 percent);
 - Trades Helpers, Construction Labourers and Related Occupations (59.4 percent);
 - Professional Occupations in Art and Culture (57.6 percent); and
 - Professional Occupations in Natural and Applied Sciences (57.3 percent).
- Several occupational groups are dominated by the 45 years and older age group, but most noticeable are:
 - Skilled Occupations in Primary Industry (57.5 percent);
 - Skilled Administrative and Business Occupations (44.0 percent);
 - Senior Management Occupations (43.3 percent);
 - Intermediate Occupations in Primary Industry (42.9 percent);
 - Professional Occupations in Social Science, Education, Government Services and Religion (42.8 percent);
 - Professional Occupations in Health (42.8 percent);
 - Professional Occupations in Business and Finance (42.7 percent); and
 - Processing, Manufacturing And Utilities Supervisors and Skilled Operators (41.0 percent).
- The top 4 professions for workers 65 years and older are:
 - Skilled Occupations in Primary Industry (7.2 percent);
 - Professional Occupations in Art and Culture (5.1 percent);
 - Senior Management Occupations (4.0 percent); and
 - Professional Occupations in Business and Finance (3.2 percent).

A comparison of Tables A1 and A2 shows that between 1996 and 2001:

- just over one half (15 out of 26) of the occupations in the local board area experienced a decrease in the share of all workers accounted for by the 15-24 year age group; and,

- the most significant declines were experienced by:
 - Labourers in Primary Industry (e.g., harvesting labourers, mine labourers, logging and forestry labourers etc.) (13.5 percent decline);
 - Assisting Occupations in Support of Health Services (e.g., dental assistants, orderlies, and nurses aides etc.) (6.2 percent decline); and,
 - Trades Helpers, Construction Labourers and Related Occupations (4.3 percent decline), Technical And Skilled Occupations in Health (4 percent increase); and,
- just under one half (11 out of 26) of the occupations experienced an increase in the share of 15-24 year olds over this period, with the most notable increases in;
 - Intermediate Occupations in Primary Industry (8.1 percent);
 - Technical and Skilled Occupations in Health (4.0 percent); and,
 - Technical Occupations Related to Natural and Applied Sciences (3.1 percent); and,
- most occupations (17 out of 26) experienced a decrease in the share of 25-44 year olds with the most notable decreases in;
 - Skilled Administrative and Business Occupations (11.6 percent decrease);
 - Professional Occupations in Health (8.3 percent decrease); and
 - Skilled Occupations in Primary Industry (7.9 percent decrease);
- those occupations that experienced the most noticeable increases in the 25-44 year cohort included;
 - Senior Management Occupations (16.7 percent); and,
 - Professional Occupations in Social Science, Education, Government Services and Religion (8.2 percent); and,
- most occupations (21 out of 26) experienced an increased share of workers in the 45 years and older cohort, and those which experienced the most substantial increases include:
 - Skilled Administrative and Business Occupations (11.7 percent);
 - Labourers in Primary Industry (10.8 percent); and,
 - Technical and Skilled Occupations in Art, Culture, Recreation and Sport (9.9 percent); and,
- of those few which experienced a decline, the most notable included;
 - Senior Management Occupations (a 16.7 percent decline);
 - Intermediate Occupations in Primary Industry (a 7.1 percent decline); and,
 - Professional Occupations in Social Science, Education, Government Services, and Religion (a 6.5 percent decline); and,
- 20 out of 23 occupations experienced an increase in the share of workers aged 65 years and older over the period, and the most notable included;
 - Professional Occupations in Art and Culture (5.1 percent);
 - Skilled Occupations in Primary Industry (3.7 percent) and,
 - Processing, Manufacturing and Utilities Supervisors and Skilled Operators (2.6 percent); and,
- interesting is the fact that only one occupation stands out as experiencing a significant decrease in the share of all workers aged 65 years and older - "Intermediate Occupations in Primary Industry".

In summary to this point, it appears that over the period from 1996 to 2001:

- just over half of all occupations in the local board area experienced a decrease in the share of all workers aged 15-24 years;
- most occupations experienced a decrease in the share of all workers aged 25-44 years;
- most occupations experienced an increase in the share of all workers aged 45 years and older; and
- nearly all occupations experienced an increase in the share of all workers aged 65 years and older.

A comparison of Tables A1 and A3 suggests that:

- the majority of occupations (15 out of 26) in the local board area exhibit a smaller share of workers aged 15-24 years than is the case provincially;
 - in other words, the majority of occupations in the local board area (15 out of 26) are older than they are provincially (with the remainder being slightly younger);
 - most notable in this regard are:
 - “Intermediate Occupations in Primary Industry” (49 percent of Ontario workers in this occupation are aged 15-24 years, compared to 20 percent in the local board area);
 - “Labourers in Primary Industry” (51 percent of Ontario workers in this occupation are aged 15-24 years, compared to 25 percent in the local board area); and,
 - “Processing, Manufacturing and Utilities Supervisors and Skilled Operators” (3.6 percent of Ontario workers in this occupations are aged 15-24 years, compared to 2.6 percent in the local board area); and,
- the majority of occupations (18 out of 26) in the local board area exhibit a larger share of workers aged 25-44 years than is the case provincially;
 - most noticeable in Tables A1 and A3 is the fact that the columns of shares pertaining to the 25-44 year cohort for the local board area and Ontario respectively are nearly identical, suggesting that while differences do exist, the local board area and the province are not terribly different when it comes the prevalence of 25-44 year olds in most occupations;
- the majority of occupations (17 out of 26) in the local board area exhibit a smaller share of workers aged 45 years and older than is the case provincially; and,
- the majority of occupations (23 out of 26) in the local board area exhibit a smaller share of workers aged 65 years and older than is the case provincially.

The comparison of Tables A1 and A3 suggests therefore, that relative to their provincial counterparts:

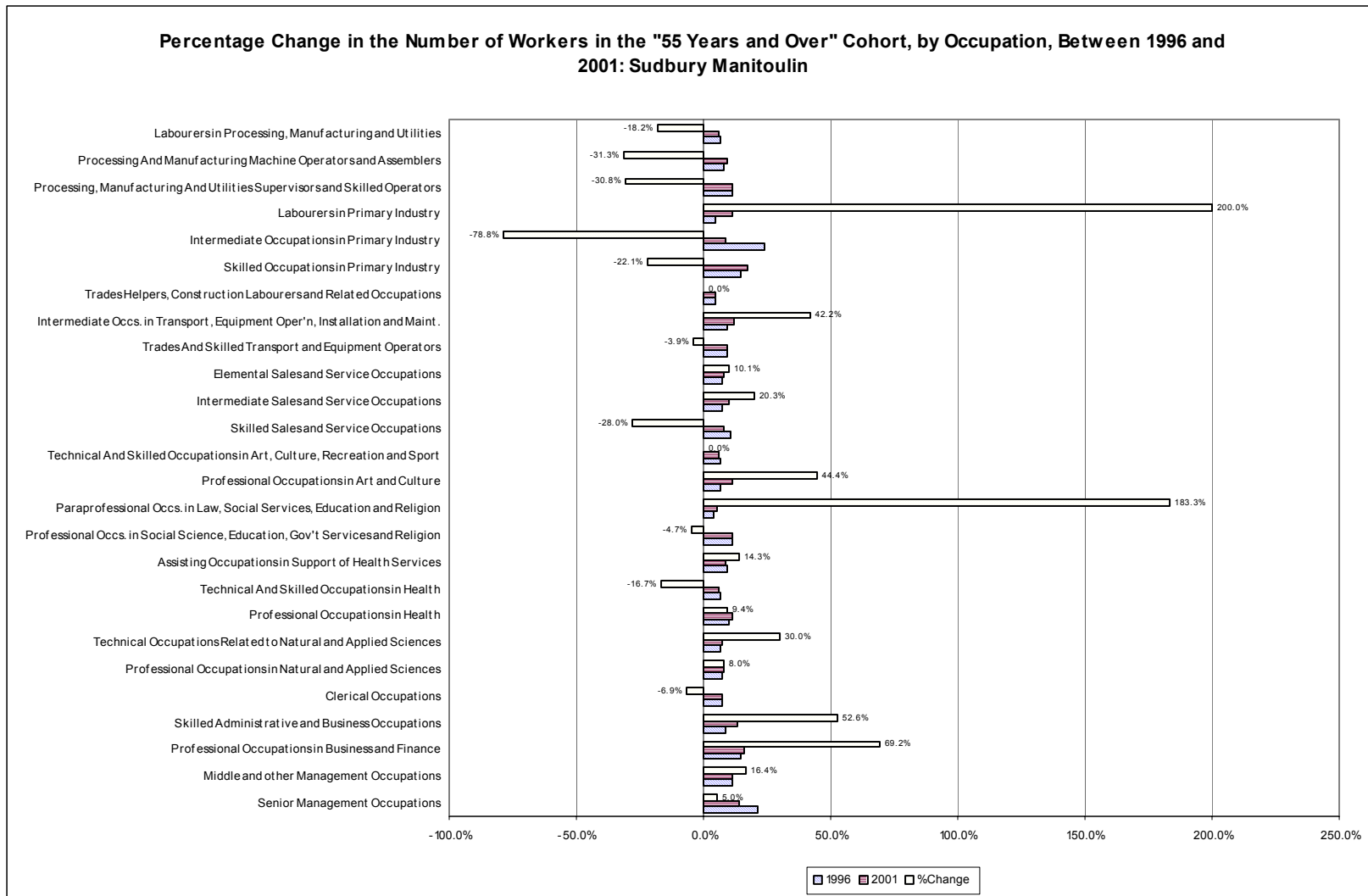
- most occupations in the local board area are less concentrated in the 15-24 year cohort;
- most occupations in the local board area are more concentrated in the 25-44 year cohort;
- most occupations in the local board area are less concentrated in the 45 years and older cohort; and,
- most occupations in the local board area are less concentrated in the 65 years and older cohort.

Figure 3 shows the share of all workers in each occupation that were 55 years or older in 1996 and 2001. Figure 3 shows that:

- 17 out of 26 occupational groups experienced an increase in the proportion of workers aged 55 years and older, for example:
 - Labourers in Primary Industry (200.0 percent increase);
 - Paraprofessional Occupations in Law, Social Services, Education and Religion (183.3 percent); and
 - Professional Occupations in Business and Finance (69.2 percent); and,
- of those occupations that experienced a decrease in the share of all workers aged 55 years and older, the most notable were:
 - Intermediate Occupations in Primary Industry (78.8 percent decrease);
 - Processing And Manufacturing Machine Operators and Assemblers (31.3 percent decrease);
 - Processing, Manufacturing And Utilities Supervisors and Skilled Operators (30.8 percent decrease).

These findings suggest that the employed labour force of Sudbury Manitoulin is aging as most occupations become more concentrated in the 45+, 55+ and 65+ cohorts over time. However, while this is true, the local board area is still less concentrated in the 45+ and 65+ cohorts than is the province, but simultaneously less concentrated in the 15-24 year cohort. This suggests that

Figure 3:



the employed labour force of the local board area is likely aging more rapidly than is the provincial labour force.

4.3 Earned Income by Occupation and Gender

Table 6 presents average earned income by occupation for both sexes in Sudbury Manitoulin for the year leading up to census day. Not surprisingly, there is considerable variation in income across occupations.

Table 6: Average Employment Income, by Sex, by Occupation: Sudbury Manitoulin, 2001

	Average Employment	Average Employment	Average Employment	Female Income
	Income, Both Sexes	Income, Females	Income, Males	as a Percentage of
	2001	2001	2001	Male Income, 2001
Senior Management Occupations	\$ 67,160.00	\$ 55,268.00	\$ 72,495.00	76.2%
Middle and other Management Occupations	\$ 47,356.00	\$ 35,821.00	\$ 54,048.00	66.3%
Professional Occupations in Business and Finance	\$ 55,723.00	\$ 43,603.00	\$ 65,043.00	67.0%
Skilled Administrative and Business Occupations	\$ 35,727.00	\$ 33,158.00	\$ 46,811.00	70.8%
Clerical Occupations	\$ 34,444.00	\$ 32,040.00	\$ 43,000.00	74.5%
Professional Occupations in Natural and Applied Sciences	\$ 60,539.00	\$ 45,207.00	\$ 63,880.00	70.8%
Technical Occupations Related to Natural and Applied Sciences	\$ 46,538.00	\$ 39,527.00	\$ 47,706.00	82.9%
Professional Occupations in Health	\$ 65,373.00	\$ 52,825.00	\$ 121,682.00	43.4%
Technical And Skilled Occupations in Health	\$ 41,866.00	\$ 37,106.00	\$ 56,201.00	66.0%
Assisting Occupations in Support of Health Services	\$ 27,475.00	\$ 27,515.00	\$ 27,139.00	101.4%
Professional Occs. in Social Science, Education, Gov't Services and Religion	\$ 53,996.00	\$ 49,692.00	\$ 61,609.00	80.7%
Paraprofessional Occs. in Law, Social Services, Education and Religion	\$ 28,821.00	\$ 26,902.00	\$ 36,687.00	73.3%
Professional Occupations in Art and Culture	\$ 35,959.00	\$ 37,562.00	\$ 33,796.00	111.1%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	\$ 32,670.00	\$ 28,527.00	\$ 35,669.00	80.0%
Skilled Sales and Service Occupations	\$ 34,706.00	\$ 25,923.00	\$ 42,796.00	60.6%
Intermediate Sales and Service Occupations	\$ 29,227.00	\$ 19,669.00	\$ 38,643.00	50.9%
Elemental Sales and Service Occupations	\$ 23,242.00	\$ 19,622.00	\$ 28,130.00	69.8%
Trades And Skilled Transport and Equipment Operators	\$ 46,062.00	\$ 27,227.00	\$ 46,630.00	58.4%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	\$ 35,970.00	\$ 22,082.00	\$ 36,728.00	60.1%
Trades Helpers, Construction Labourers and Related Occupations	\$ 35,019.00	\$ -	\$ 35,034.00	0.0%
Skilled Occupations in Primary Industry	\$ 58,125.00	\$ 40,169.00	\$ 59,019.00	68.1%
Intermediate Occupations in Primary Industry	\$ 45,137.00	\$ -	\$ 48,823.00	0.0%
Labourers in Primary Industry	\$ 50,096.00	\$ 70,173.00	\$ 49,263.00	142.4%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	\$ 62,447.00	\$ -	\$ 63,751.00	0.0%
Processing And Manufacturing Machine Operators and Assemblers	\$ 41,023.00	\$ 27,283.00	\$ 42,747.00	63.8%
Labourers in Processing, Manufacturing and Utilities	\$ 42,105.00	\$ 23,802.00	\$ 43,986.00	54.1%
Over all Occupations	\$ 42,508.00	\$ 34,146.00	\$ 48,736.00	70.1%

Table 6 shows that in 2001:

- Over all occupations, Female earned income averaged 70.1 percent of Male earned income;
- Female earned incomes increased relative to Male earned incomes in twelve occupational categories, but most notably in “Assisting Occupations in Support of Health Services” and “Labourers in Processing, Manufacturing and Utilities”;
- The difference in Male and Female earned income levels reached a maximum in “Professional Occupations in Health” (with Female earned incomes at 43.4 percent of Male earned incomes) and “Labourers in Processing, Manufacturing and Utilities” (with Female earned incomes at 54.1 percent of Male earned incomes); and
- Female earned income exceeded Male earned income in three occupational categories:
 - Assisting Occupations in Support of Health Services (101.4 percent);
 - Professional Occupations in Art and Culture (111.1 percent); and
 - Labourers in Primary Industry (142.4 percent).

5.0 Employment by Industry

The occupational profiles discussed here refer to the types of jobs in which the people of Sudbury Manitoulin are employed. These industrial employment profiles provide information on the types of economic activities that exist in Sudbury Manitoulin and create the jobs.

5.1 Employment by Industry in Sudbury Manitoulin

Figure 4 shows the industry divisions that are present in Sudbury Manitoulin, and their relative importance vis-à-vis the total employed labour force.ⁱⁱⁱ

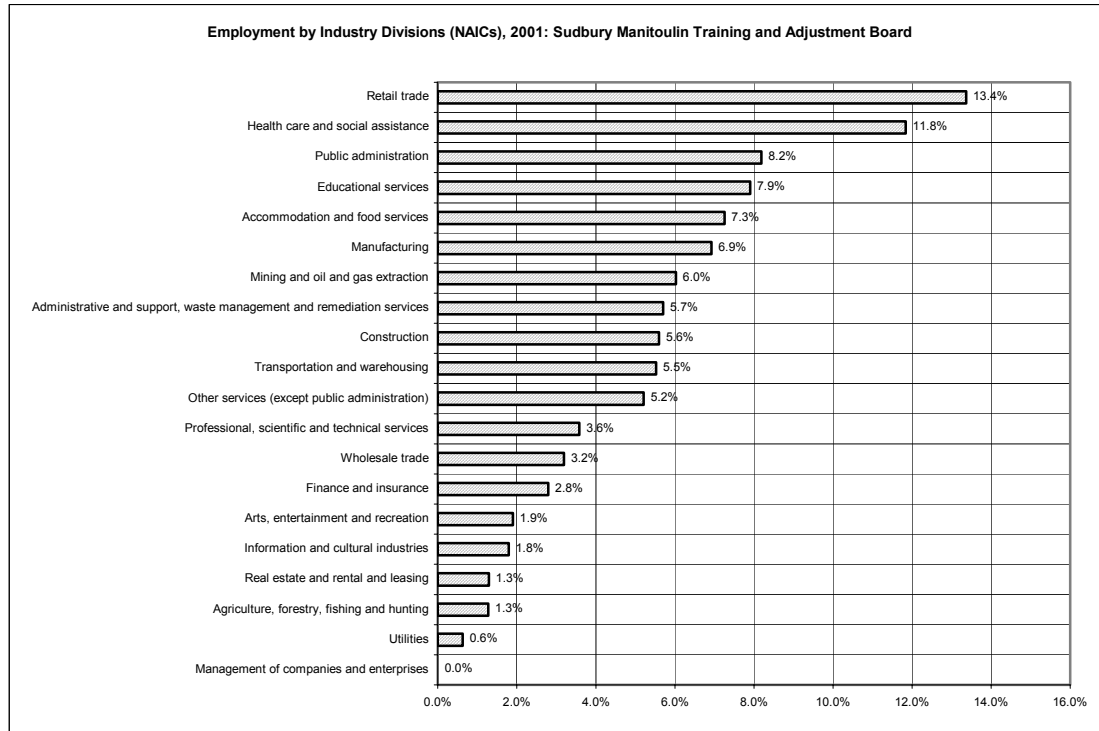
Specifically, Figure 4 shows that the most important industries in Sudbury Manitoulin are, in order of importance:

- Retail trade (13.4 percent);
- Health care and social assistance (11.8 percent);
- Public administration (8.2 percent); and

- Educational services (7.9 percent).

Together, these four industries account for more than 41.3 percent of all employment in Sudbury Manitoulin.

Figure 4:



5.2 Comparing Sudbury Manitoulin to Ontario

Figure 5 shows “indices of relative specialization” for all industries that generate employment in Sudbury Manitoulin.^{iv} An index larger than 1.0 indicates an industry in which Sudbury Manitoulin is more specialized than Ontario. Likewise, any Sudbury Manitoulin industries exhibiting an index less than 1.0 indicates an industry in which Sudbury Manitoulin is less specialized than is Ontario.

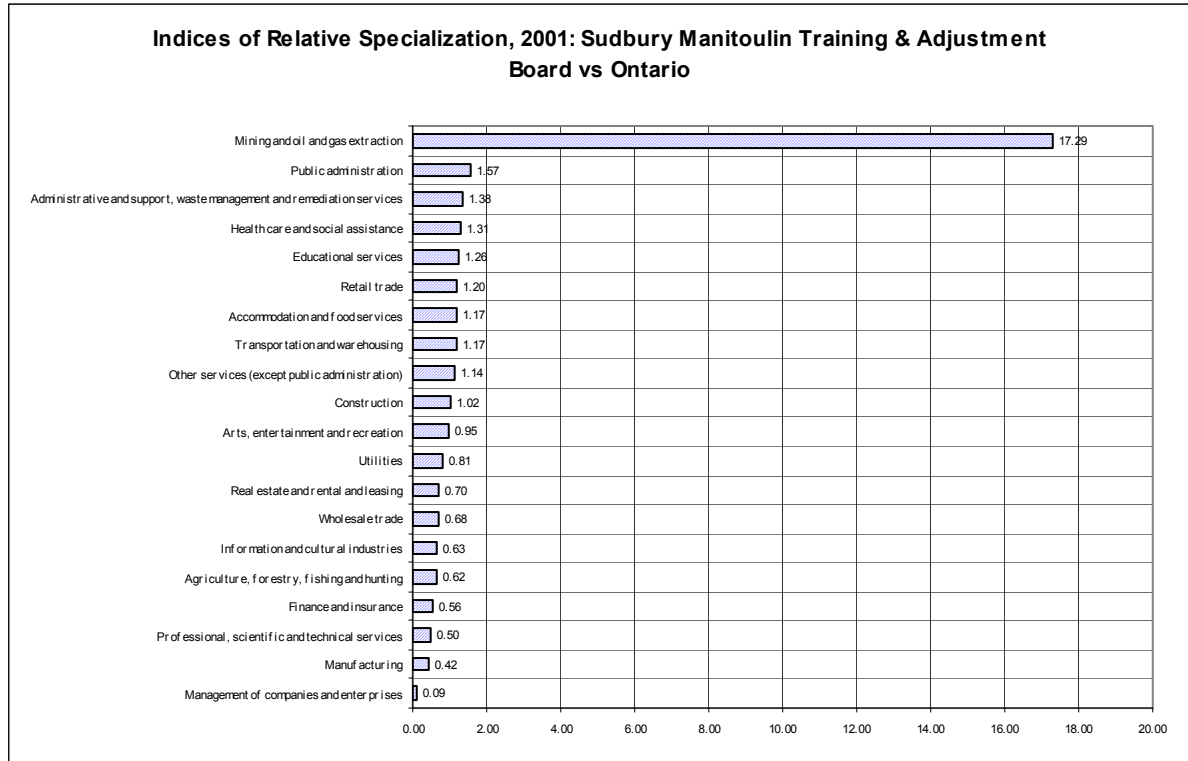
Figure 5 shows that those Sudbury Manitoulin industries with an index greater than 1.0 (and hence those in industries in which Sudbury Manitoulin is more specialized than is Ontario or Canada) include:

- Mining and oil and gas extraction (17.29);
- Public administration (1.57);
- Administrative and support, waste management and remediation services (1.38);
- Health care and social assistance (1.31);
- Educational services (1.26);
- Retail trade (1.20);
- Accommodation and food services (1.17);
- Transportation and warehousing (1.17);
- Other services (except public administration) (1.14); and
- Construction (1.02).

Mining and oil and gas extraction has historically been a strong industry for the Sudbury-Manitoulin area and the index value of 17.29 supports that notion. Sudbury-Manitoulin also emerges as relatively strong in public administration and health care services. Both of these strengths are supported by the types of occupations that are prominent in Sudbury-Manitoulin, especially those related to processing and manufacturing environments.

These are the industries that define Sudbury Manitoulin’s economic base (i.e., the set of industries which drives the demand for most of the other goods and services produced in the economy). Sudbury Manitoulin’s economy is reasonably diversified, although somewhat lacking in industries relating to finance and business.

Figure 5:



6.0 Place of Work for Sudbury Manitoulin Residents

In Sudbury Manitoulin, the place of work and place of residence of the workforce are much the same. In other words, as Table 7 shows, in 2001, nearly 98 percent of the labour force (97.71 percent) who lived in Sudbury Manitoulin also worked in Sudbury Manitoulin. After Sudbury Manitoulin itself, the next most important destination for journey to work trips by Sudbury Manitoulin residents was the Muskoka, Nipissing, Parry Sound Local Training and Adjustment Board at a negligible 0.56 percent. The next highest destination is the Far Northeast Training Board at 0.36 percent

Work trips outside the Sudbury Manitoulin Training & Adjustment Board are unchanged between 1996 and 2001, although there has been a marginal decrease in work trips to the Far Northeast Training Board, which decreased from 0.43 percent in 1996 to 0.36 percent in 2001.

These findings suggest that the great majority of Sudbury Manitoulin’s workforce lives and works within the same area.

Table 7: Place of Work for Sudbury Manitoulin Residents

	Percent of All Work	Percent of All Work
	Trips by LB Residents	Trips by LB Residents
	1996	2001
Bruce-Grey-Huron-Perth-Georgian Triangle Training Board	0.03%	0.01%
Durham Region Local Training Board	0.01%	0.01%
Eastern Ontario Local Training Board	0.01%	0.00%
East Central Ontario Local Training Board	0.05%	0.00%
Elgin,Middlesex,Oxford Local Training Board	0.06%	0.11%
Lennox & Addington,Frontenac,Leeds & Grenville Training Board	0.05%	0.03%
Muskoka,Nipissing,Parry Sound Local Training and Adjustment Board	0.36%	0.56%
Niagara Training and Adjustment Board	0.02%	0.02%
North Superior Training Board	0.06%	0.05%
Peel-Halton-Dufferin Training Board	0.13%	0.17%
Simcoe County Training Board	0.05%	0.14%
Waterloo-Wellington Training and Adjustment Board	0.03%	0.06%
York, South Simcoe Training and Adjustment Board	0.02%	0.03%
Hamilton Training Advisory Board	0.03%	0.03%
Toronto Training Board	0.23%	0.32%
Southwestern Ontario Training Board	0.01%	0.01%
Ottawa-Carleton Training Board	0.11%	0.19%
Lanark,Renfrew and Algonquin Training Board	0.07%	0.04%
Peterborough-Kawartha Lakes Workforce Development Board	0.14%	0.01%
Algoma Training Board	0.28%	0.28%
Far Northeast Training Board	0.43%	0.36%
Northwest Training and Adjustment Board	0.08%	0.03%
Sudbury and Manitoulin Training and Adjustment Board	97.71%	97.71%
Sarnia-Lambton Training Board	0.03%	-
Ontario	100.00%	100.00%

APPENDIX

Table A1: Employed Labour Force by Age and Occupation, Sudbury Manitoulin, 2001

	15 - 24 years	25 - 44 years	45 years and over	65 years and over
Senior Management Occupations	0.0%	56.7%	43.3%	4.0%
Middle and other Management Occupations	3.5%	56.0%	40.4%	2.1%
Professional Occupations in Business and Finance	3.2%	54.1%	42.7%	3.2%
Skilled Administrative and Business Occupations	5.3%	50.7%	44.0%	1.9%
Clerical Occupations	16.0%	52.9%	31.1%	1.0%
Professional Occupations in Natural and Applied Sciences	5.7%	57.3%	37.0%	0.9%
Technical Occupations Related to Natural and Applied Sciences	12.9%	56.2%	30.9%	0.6%
Professional Occupations in Health	2.7%	54.1%	42.8%	2.3%
Technical And Skilled Occupations in Health	8.1%	64.3%	27.5%	0.8%
Assisting Occupations in Support of Health Services	10.0%	60.5%	29.5%	0.0%
Professional Occs. in Social Science, Education, Gov't Services and Religion	3.0%	54.3%	42.8%	0.5%
Paraprofessional Occs. in Law, Social Services, Education and Religion	15.4%	63.9%	20.7%	1.6%
Professional Occupations in Art and Culture	15.3%	57.6%	27.1%	5.1%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	29.3%	45.7%	24.4%	1.2%
Skilled Sales and Service Occupations	19.3%	51.1%	29.7%	0.7%
Intermediate Sales and Service Occupations	29.7%	43.0%	27.3%	1.5%
Elemental Sales and Service Occupations	42.6%	32.5%	24.8%	1.1%
Trades And Skilled Transport and Equipment Operators	7.0%	53.6%	39.2%	1.6%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	14.1%	49.6%	36.3%	1.7%
Trades Helpers, Construction Labourers and Related Occupations	22.3%	59.4%	18.8%	0.0%
Skilled Occupations in Primary Industry	3.4%	39.2%	57.5%	7.2%
Intermediate Occupations in Primary Industry	20.2%	36.9%	42.9%	0.0%
Labourers in Primary Industry	25.0%	38.3%	36.7%	1.1%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	2.6%	56.4%	41.0%	2.6%
Processing And Manufacturing Machine Operators and Assemblers	11.8%	56.3%	32.4%	1.7%
Labourers in Processing, Manufacturing and Utilities	21.2%	47.7%	31.1%	0.0%

Table A2: Employed Labour Force by Age and Occupation, Sudbury Manitoulin, 1996

	15 - 24 years	25 - 44 years	45 years and over	65 years and over
Senior Management Occupations	0.0%	40.4%	60.6%	2.1%
Middle and other Management Occupations	4.8%	56.4%	38.8%	2.0%
Professional Occupations in Business and Finance	2.8%	59.7%	37.5%	2.8%
Skilled Administrative and Business Occupations	5.3%	62.4%	32.4%	1.4%
Clerical Occupations	13.9%	60.0%	26.1%	0.6%
Professional Occupations in Natural and Applied Sciences	6.3%	60.5%	33.2%	0.9%
Technical Occupations Related to Natural and Applied Sciences	9.9%	53.7%	36.4%	0.0%
Professional Occupations in Health	2.7%	62.6%	34.7%	2.3%
Technical And Skilled Occupations in Health	4.2%	69.4%	26.0%	0.0%
Assisting Occupations in Support of Health Services	16.1%	55.0%	28.2%	1.3%
Professional Occs. in Social Science, Education, Govt Services and Religion	4.7%	46.0%	49.3%	1.0%
Paraprofessional Occs. in Law, Social Services, Education and Religion	18.6%	61.4%	20.0%	0.0%
Professional Occupations in Art and Culture	17.6%	56.5%	26.0%	0.0%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	30.9%	53.3%	14.5%	2.0%
Skilled Sales and Service Occupations	16.9%	53.8%	29.4%	2.4%
Intermediate Sales and Service Occupations	31.8%	46.7%	21.5%	1.1%
Elemental Sales and Service Occupations	43.7%	34.5%	21.8%	0.9%
Trades And Skilled Transport and Equipment Operators	7.7%	58.1%	34.1%	1.0%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	14.4%	56.3%	29.2%	1.4%
Trades Helpers, Construction Labourers and Related Occupations	26.4%	54.7%	18.4%	0.0%
Skilled Occupations in Primary Industry	2.0%	47.1%	50.9%	3.4%
Intermediate Occupations in Primary Industry	12.2%	38.1%	50.4%	10.1%
Labourers in Primary Industry	38.7%	35.9%	26.1%	0.0%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	2.6%	50.4%	46.2%	0.0%
Processing And Manufacturing Machine Operators and Assemblers	9.5%	60.7%	29.8%	1.0%
Labourers in Processing, Manufacturing and Utilities	20.0%	53.8%	25.6%	0.0%

Table A3: Employed Labour Force by Age and Occupation, Ontario, 2001

	15 - 24 years	25 - 44 years	45 years and over	65 years and over
Senior Management Occupations	1.04%	42.66%	56.29%	4.98%
Middle and other Management Occupations	4.00%	54.96%	41.05%	2.40%
Professional Occupations in Business and Finance	4.25%	59.01%	36.74%	2.62%
Skilled Administrative and Business Occupations	6.60%	50.94%	42.47%	2.66%
Clerical Occupations	17.20%	50.49%	32.31%	1.26%
Professional Occupations in Natural and Applied Sciences	7.03%	66.25%	26.72%	1.06%
Technical Occupations Related to Natural and Applied Sciences	12.11%	58.91%	28.99%	1.02%
Professional Occupations in Health	1.63%	53.20%	45.17%	2.63%
Technical And Skilled Occupations in Health	7.48%	58.59%	33.93%	0.79%
Assisting Occupations in Support of Health Services	14.71%	51.74%	33.54%	0.82%
Professional Occs. in Social Science, Education, Gov't Services and Religion	4.17%	52.48%	43.35%	1.86%
Paraprofessional Occs. in Law, Social Services, Education and Religion	15.20%	56.56%	28.24%	1.61%
Professional Occupations in Art and Culture	9.17%	51.92%	38.91%	5.06%
Technical And Skilled Occupations in Art, Culture, Recreation and Sport	25.08%	49.62%	25.30%	1.97%
Skilled Sales and Service Occupations	17.26%	49.24%	33.50%	2.13%
Intermediate Sales and Service Occupations	30.73%	41.99%	27.28%	2.09%
Elemental Sales and Service Occupations	41.61%	31.51%	26.88%	2.29%
Trades And Skilled Transport and Equipment Operators	9.23%	53.83%	36.94%	1.71%
Intermediate Occs. in Transport, Equipment Oper'n, Installation and Maint.	11.72%	50.37%	37.91%	2.04%
Trades Helpers, Construction Labourers and Related Occupations	28.36%	46.35%	25.29%	0.96%
Skilled Occupations in Primary Industry	5.49%	37.75%	56.76%	16.85%
Intermediate Occupations in Primary Industry	40.45%	30.83%	28.72%	5.65%
Labourers in Primary Industry	46.29%	32.61%	21.11%	2.68%
Processing, Manufacturing And Utilities Supervisors and Skilled Operators	4.12%	55.56%	40.32%	0.71%
Processing And Manufacturing Machine Operators and Assemblers	10.98%	55.87%	33.15%	0.76%
Labourers in Processing, Manufacturing and Utilities	17.83%	50.87%	31.31%	0.69%

Figure A1

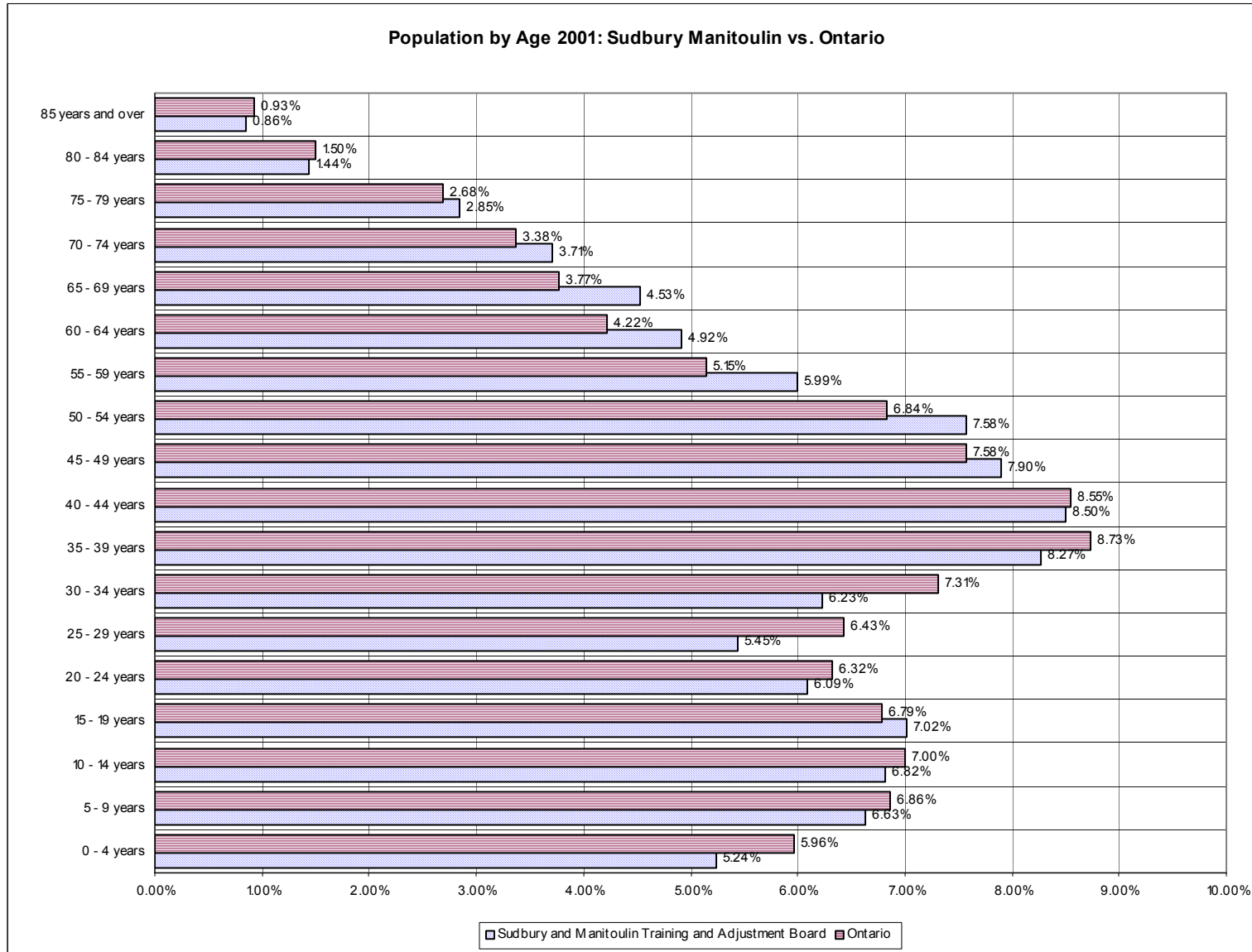


Figure A2:

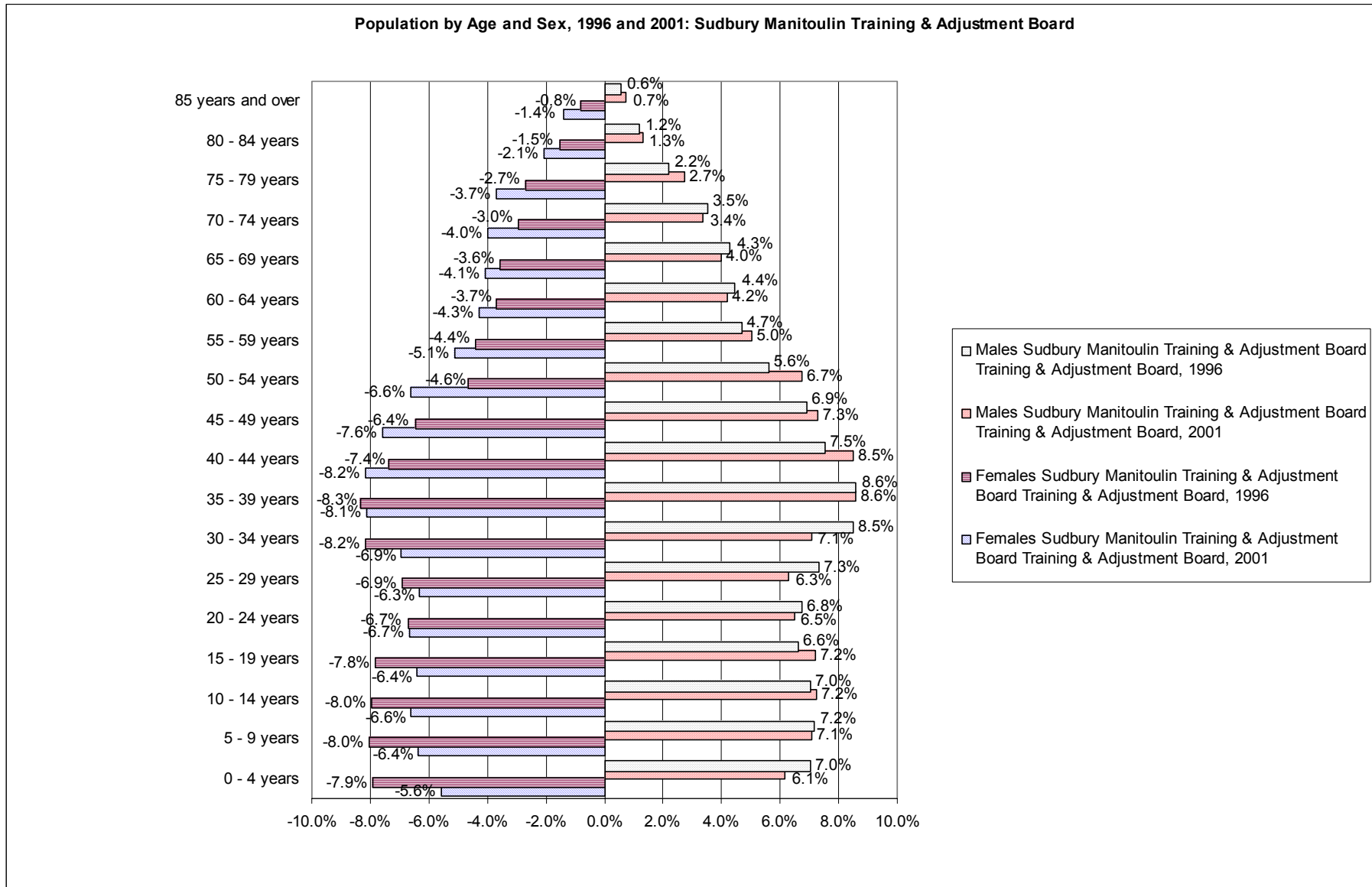


Figure A3:

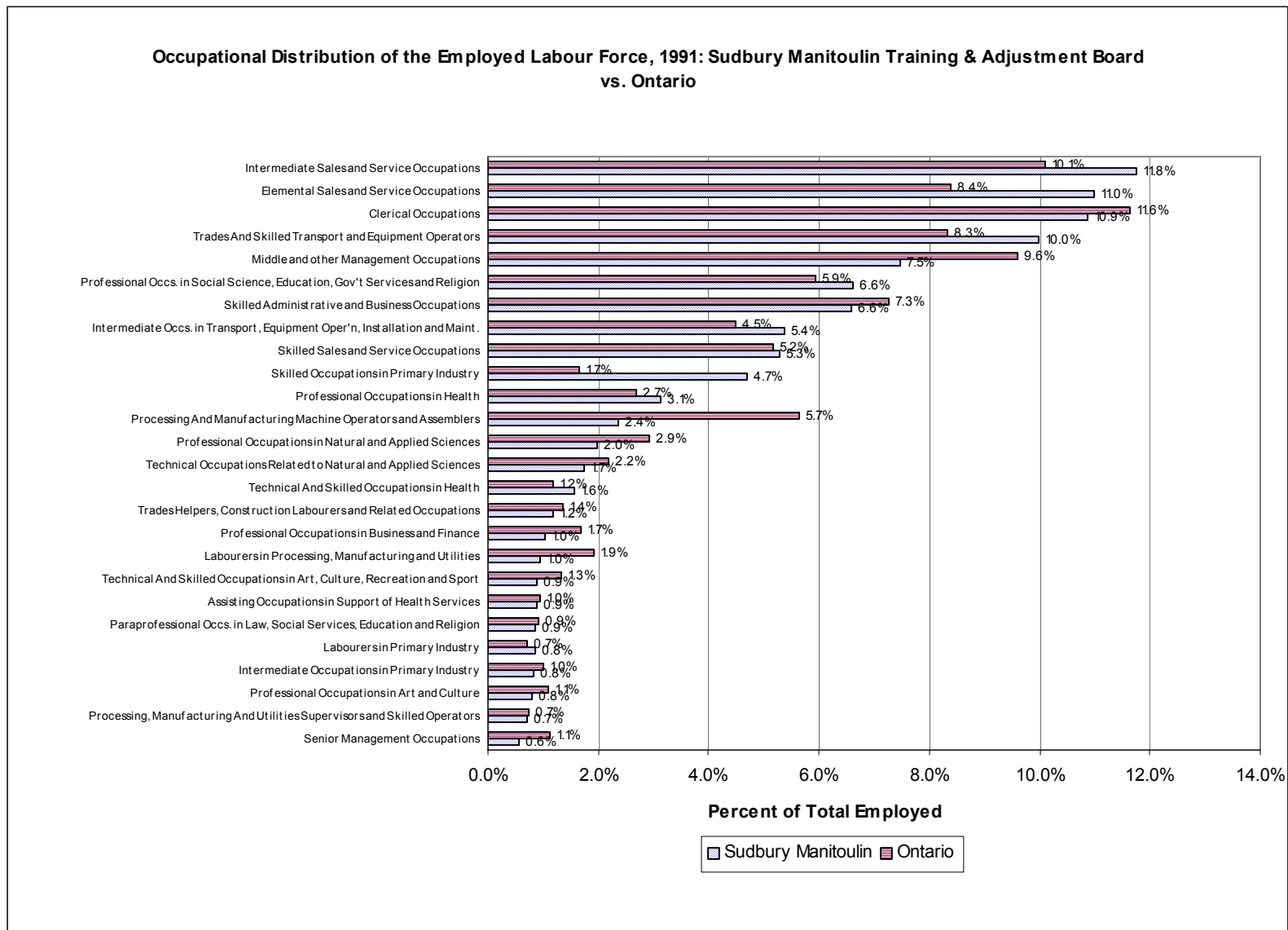
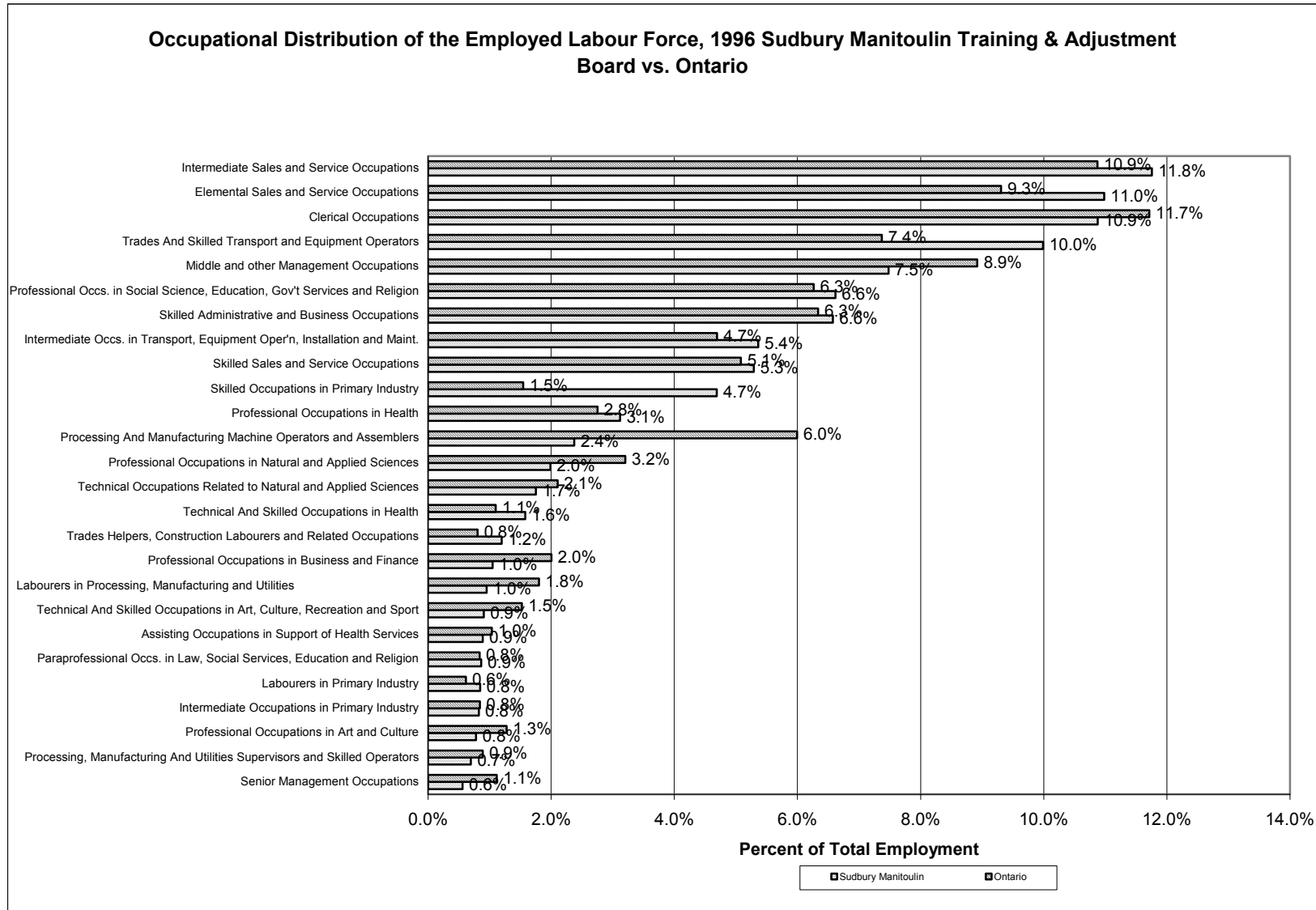


Figure A4:



End Notes:

ⁱ The participation rate is computed as the ratio of the total number of persons in the labour force to the total number of people of working age. It represents that share of the working age population which is involved, or is seeking to become involved, in the wage economy.

ⁱⁱ It is important to note the 2001 Immigrant component includes persons whose period of immigration was 1991 to 2001. The 1996 Immigrant component includes persons whose period of immigration was 1991 to 1996. So, this result does not mean that existing immigrants are becoming more educated with time (while this is undoubtedly the case), but rather it means that the immigrant stream to Sudbury Manitoulin is more educated in 2001 than it was in 1996.

ⁱⁱⁱ Industry Divisions represent the most aggregate categories of industries in the SIC. Divisions are comprised of finer categories called "Major Groups", and major groups are comprised still finer divisions called "Minor Groups".

^{iv} These indices are simply the ratio of the proportion of total employment accounted for by a given industry in Sudbury Manitoulin to the proportion of total employment accounted for by the same industry provincially and/or nationally.