

# Workforce Focus

From the Sarnia Lambton Workforce Development Board

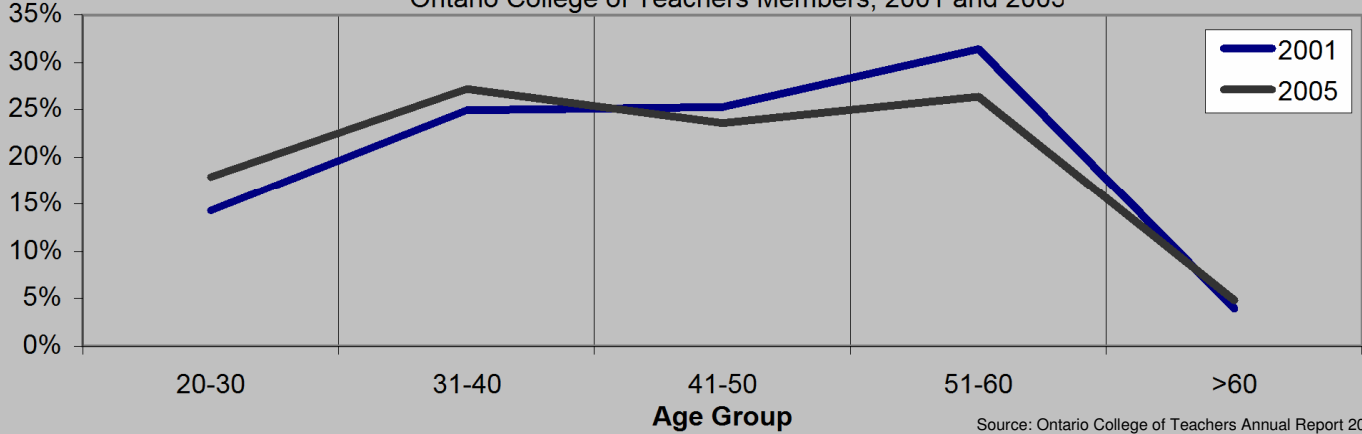
**In this Issue:**

**Education Sector**

- Demographic profile
- Gender trends
- Employment patterns

## Age Profile

Ontario College of Teachers Members, 2001 and 2005



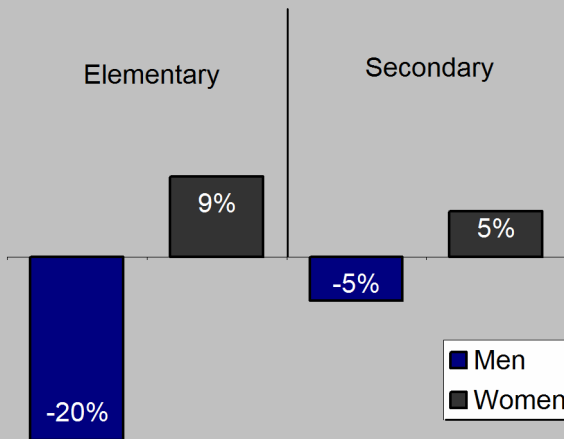
Source: Ontario College of Teachers Annual Report 2006.

## Teacher Shortage Over

The annual supply of new teachers has grown substantially since 1999 and alleviated the shortages brought on by unusually high rates of retirement across the province. The age profile of the teaching workforce is now more balanced with a greater share of teachers under age 40.

## Gender Trends

Elementary and Secondary School Teachers Employment change by gender, 2001-2005, Ontario



Source: Ontario Ministry of Education, Quick Facts, 2004-2005

## Gender Gap Increasing

Men represent only one in 10 primary/junior teachers now and fewer than one in three secondary teachers. Ontario's schools are on a path to an increasingly diminished male presence among teaching staff.

## Entry Issues

New teachers are coping with an increasingly fragmented Ontario teacher employment market. Depending on their teaching qualifications and language skills, and where they're willing or able to work, this is either an excellent time or a very tough time for new teachers in Ontario.

Specialized subjects such as French (first and second) language, technology, physics, chemistry and math continue to be in high demand across the province and the high growth of the Greater Toronto Area has brought consistent hiring across all disciplines in that region.

However, teacher retirements have been steadily trending downward since 2001 and will continue to do so for the rest of this decade. Simultaneously there was a 20 per cent increase in the size of the Ontario teacher graduating class and a 32 per cent increase in the number of teachers educated in other countries and certified in Ontario. This combination of increased supply and declining demand spells more difficult times ahead for many new Ontario teachers in the next few years.

Source: Ontario College of Teachers, Transition to Teaching, 2006.

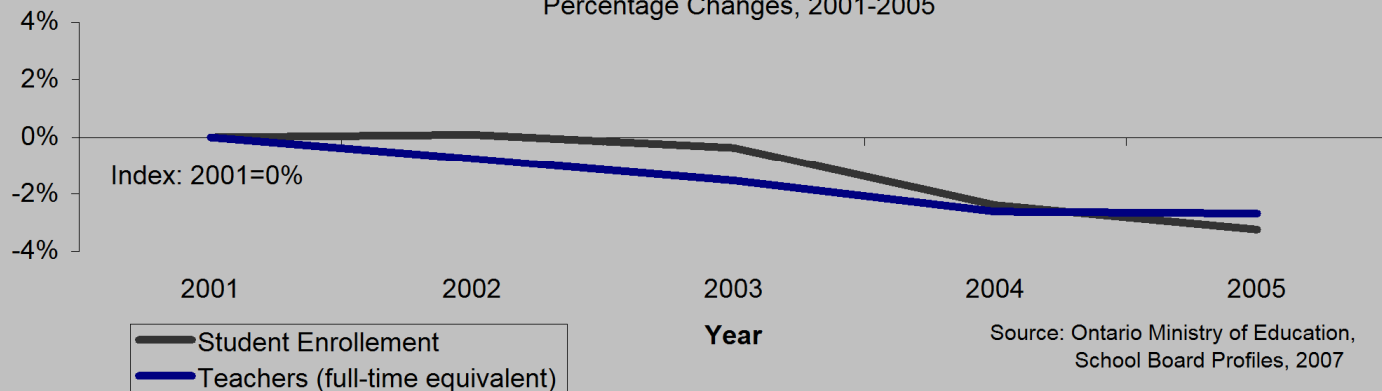


For more information contact The Sarnia Lambton Workforce Development Board at: 265 Front St. North Suite 504, Sarnia ON. N7T 7X1 (519) 332-0000

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Created by : Dane Rice

### Tracking Enrolment and Employment Lambton-Kent (Public) and St.Clair Catholic District School Boards Percentage Changes, 2001-2005



#### Student-Teacher Ratio

Since 2001, a drop in local student enrollment has been matched by a reduction in the number of teachers.

#### Workforce Composition

Sarnia-Lambton, 2001

	Men	Women	Visible Minorities
University Professors	-	-	-
College Instructors	61%	39%	0%
Secondary Teachers	42%	58%	0%
Elementary Teachers	21%	79%	1%

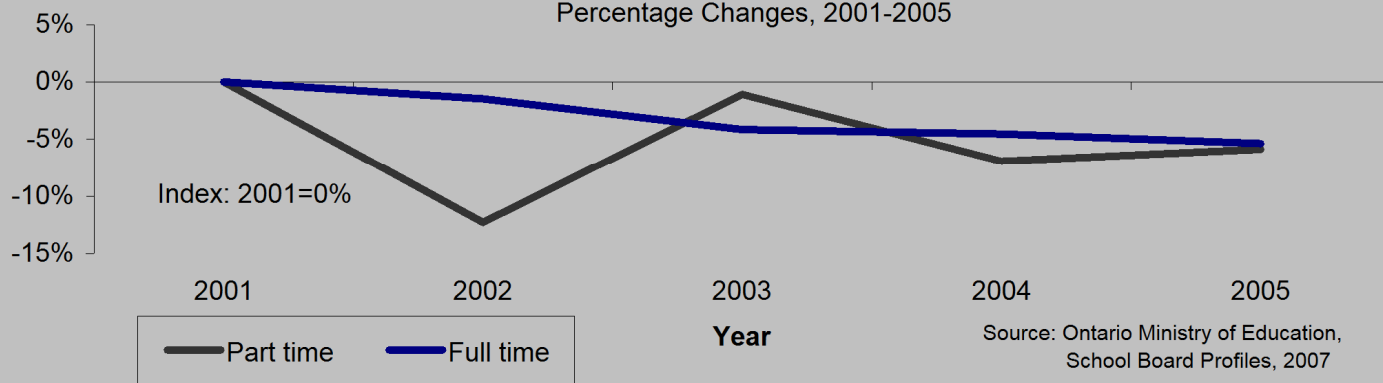
#### Workforce Faces

- There is a significantly lesser share of visible minorities working in all teaching levels locally than in the province as a whole.
- The gender composition at the elementary and secondary-levels in this region is very similar to the provincial norm.
- The share of male college instructors is much higher locally than the provincial norm.

Source: Statistics Canada Census Data, 2001

#### Full time vs. Part time Employment

Lambton-Kent (Public) and St.Clair Catholic District School Boards  
Percentage Changes, 2001-2005



#### Work Hours

The number of local part-time teachers has fluctuated more, but both part and full-time teacher employment levels are now down from 2001 levels. Part-time teachers represent an 8 per cent share of employment locally compared to 7 per cent provincially. Full-time teachers – in line with what has become the Canadian norm – reported working an average of at least 45 hours per week.

**EMPLOYMENT  
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