



LABOUR FORCE CHARACTERISTICS CITY OF KINGSTON

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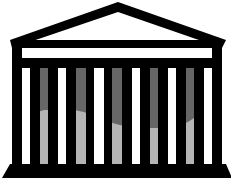
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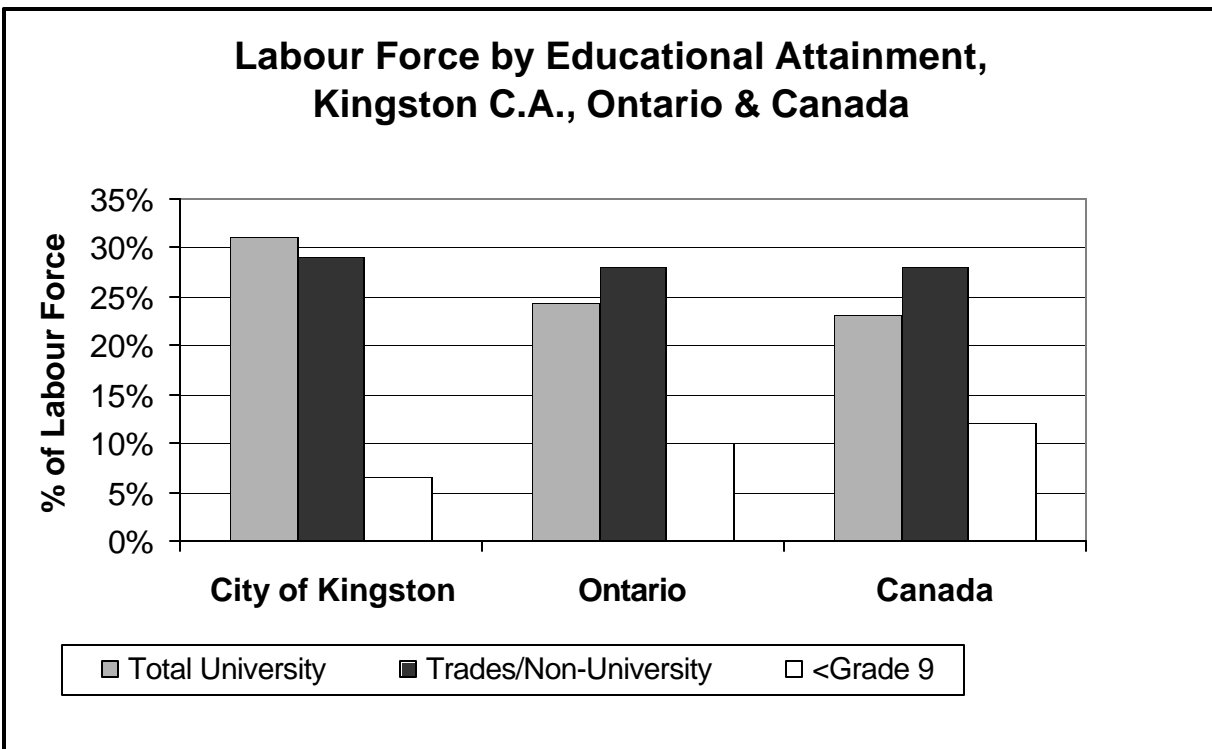
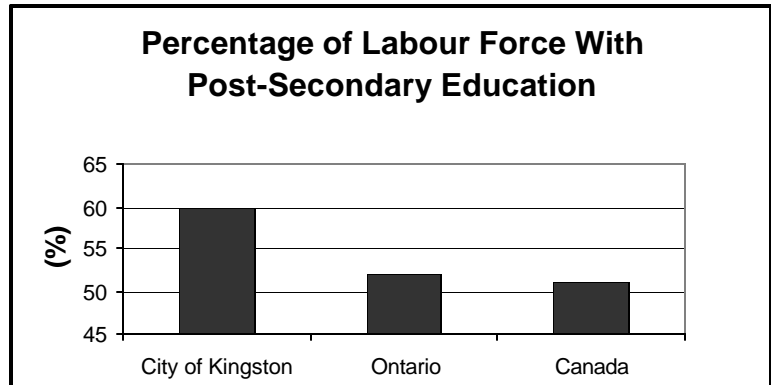
"When my business partners and I were looking for a place where we could enjoy life and build our company, Transformix Engineering Inc., Kingston stood out...It offered a high quality of life to the skilled workforce we needed for our engineering company and it was in the centre of four major markets".

Peng-Sang Cau, President and CEO
Transformix Engineering Inc.

LABOUR FORCE BY EDUCATION



Sixty percent of Kingston’s labour force has post-secondary education compared to 52% in Ontario and 51% Canada. Kingston is home to four prestigious educational institutions including Queen’s University, Royal Military College, Canadian Forces Base School of Microelectronics and Communications, and St. Lawrence College. These recognized institutions combine to produce a local labour force that is well educated and highly skilled. The following charts illustrate Kingston’s labour force by educational attainment and post-secondary education compared to those of Ontario and Canada.



- ◆ A higher percentage of Kingston’s labour force has post-secondary university and trade level education than the provincial and national labour force. Additionally, the City of Kingston’s labour force tends to stay in school longer than those in Ontario and Canada.
- ◆ Post-secondary training figures reveal a number of local labour force strengths. Most obvious is Kingston’s comparative advantage in health professions, sciences and technologies.

Labour Force Characteristics

Labour Force by Education continued

Population Profile of Post-Secondary Qualifications, 1996				
Field of Study	City of Kingston	Kingston C.A.	Ontario	Canada
Engineering and applied science technologies and trades	16%	18%	21%	22%
Commerce, management and business administration	17%	17%	22%	22%
Health professions, sciences and technologies	16%	16%	11%	11%
Social sciences and related fields	14%	13%	11%	10%
Educational, recreational and counselling services	11%	11%	10%	11%
Humanities and related fields	7%	7%	7%	6%
Agricultural and biological sciences/technologies	5%	5%	4%	5%
Engineering and applied sciences	5%	5%	5%	4%
Fine and applied arts	4%	5%	6%	6%
Mathematics and physical sciences	4%	4%	4%	3%

Source: Statistics Canada, 1996

An examination of the profile of graduates in Kingston reveals a high concentration of undergraduate degrees in Science, Arts, Education, Engineering, Commerce, and Law. Graduate degrees awarded in descending order include: Science, Business Administration, Art, and Medicine.

Queen's University			
Profile of Graduates, 1998 - 1999			
Undergraduate	Degrees	Graduate	Degrees
Bachelor of Arts	500	Master of Arts	157
Bachelor of Arts (Honours)	641	Master of Art Conservation	10
Bachelor of Commerce (Honours)	188	Master of Business Administration	140
Bachelor of Education	611	Master of Divinity	10
Bachelor of Fine Arts	27	Master of Education	35
Bachelor of Laws	166	Master of Laws	12
Bachelor of Music	30	Master of Industrial Relations	31
Bachelor of Nursing Science	51	Master of Public Administration	43
Bachelor of Physical Education	74	Master of Planning	17
Bachelor of Science (Engineering)	431	Master of Science	168
Bachelor of Science (General)	233	Master of Science (Engineering)	72
Bachelor of Science (Honours)	386	Master of Theological Studies	5
Bachelor of Science (Occupational Therapy)	35	Doctor of Medicine	78
Bachelor of Science (Physical Therapy)	46	PhD	144
Bachelor of Theology	2		
Certificate of Nurse Practitioner	6		
Diploma of Education	35		
Total Undergraduate	3462	Total Graduate	922
Source: Queen's University, 1999		Note: Does not include honorary degrees	

Labour Force by Education continued

Royal Military College Profile of Graduates, Spring 1999			
Undergraduate	Degrees	Graduate	Degrees
Bachelor of Arts	72	Master of Arts	42
Bachelor of Science	20	Master of Science	8
Bachelor of Engineering	91	Master of Engineering	29
Bachelor of Military Arts & Science	13	Master of Applied Military Science	5
Total	196		84

Source: Royal Military College, 1999

St. Lawrence College Profile of Graduates, 1999	
Program	Diplomas
Business Administration	274
Health Sciences	165
Human Studies	174
Information Technology	164
Applied Arts	40
Engineering Technology and Trades	149
Total	966

Source: St. Lawrence College, 1999

LABOUR FORCE BY INDUSTRY

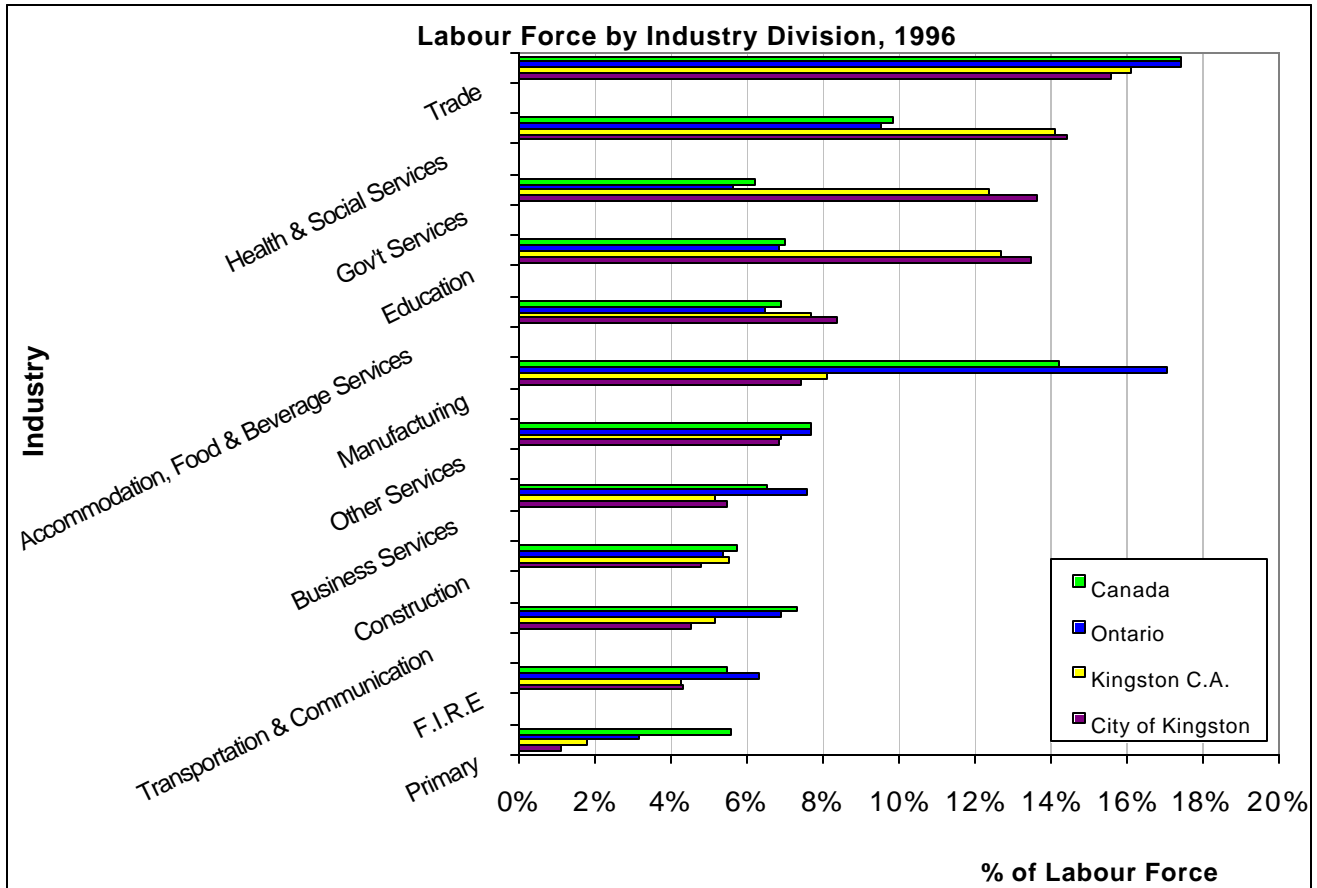
The following series of tables illustrate Kingston's labour force by industry and by Standard Occupational Classification.

Labour Force by Major Industry 1991-1996, City of Kingston, Ontario, and Canada						
Industry	Distribution of Employment - 1996					
	City of Kingston		Ontario		Canada	
	1991	1996	1991	1996	1991	1996
Primary	1%	1%	4%	3%	6%	6%
Secondary						
Manufacturing	8%	7%	17%	17%	15%	14%
Construction	6%	5%	7%	5%	7%	6%
Total - Secondary	13%	12%	24%	22%	21%	20%
Tertiary (Service)						
Transportation/Communications	5%	5%	7%	7%	8%	7%
Trade (Wholesale and Retail)	15%	16%	17%	17%	17%	17%
Finance, Insurance & Real Estate (FIRE)	4%	4%	7%	6%	6%	6%
Business Services	5%	5%	7%	8%	6%	7%
Government Services	15%	14%	8%	6%	8%	6%
Health & Social Services	13%	14%	7%	10%	7%	10%
Education Services	14%	14%	8%	7%	9%	7.0%
Accommodation/Other	15%	15%	12%	14%	13%	14.6%
Total - Tertiary	85%	86%	73%	74%	73%	74%
Total Percentage	100%	100%	100%	100%	100%	100%
Total Number	55,280	57,950	5,435,850	5,401,395	14,220,235	14,317,555

Source: Statistics Canada, Census 1996

Labour Force Characteristics

Labour Force by Industry continued



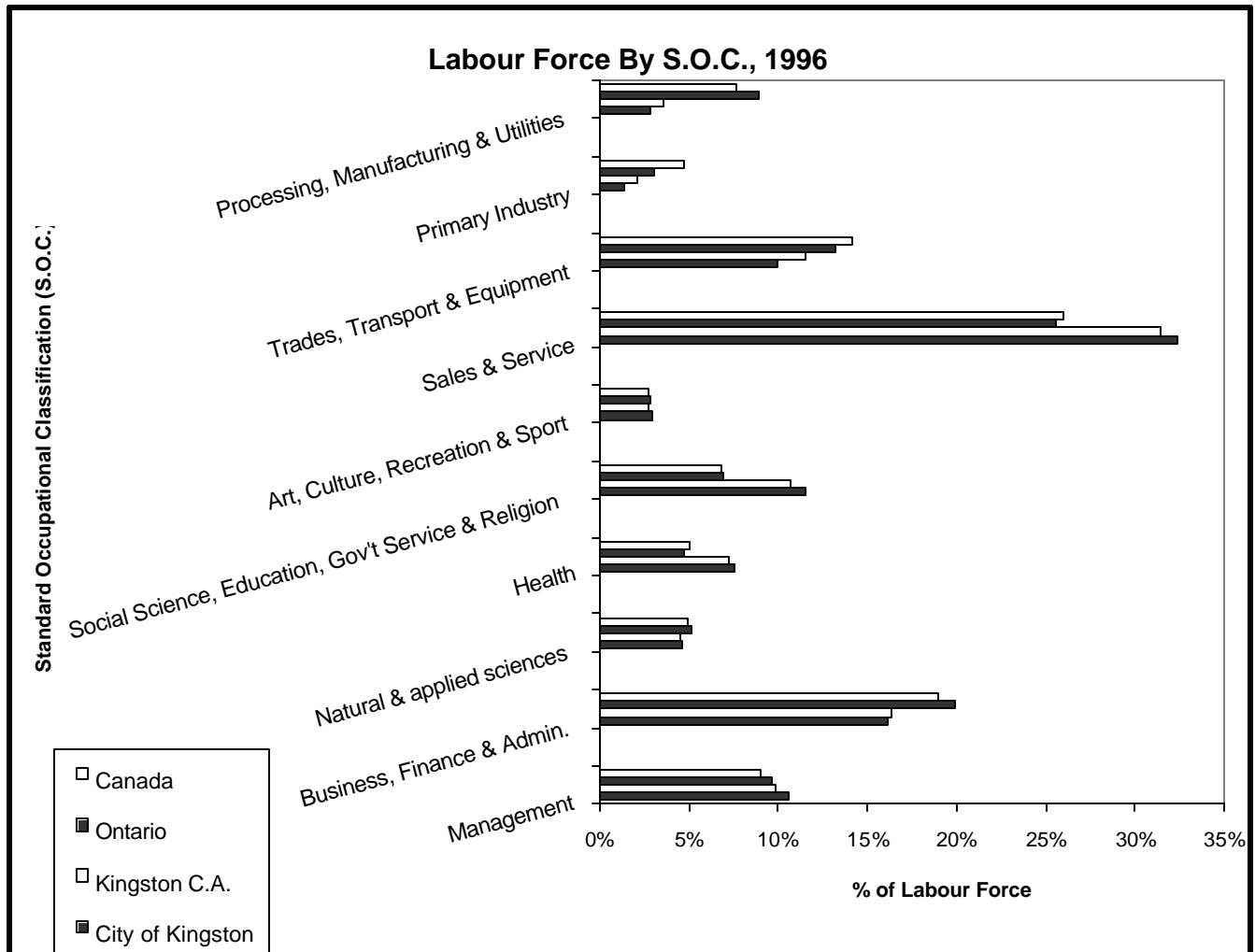
LABOUR FORCE BY STANDARD OCCUPATIONAL CLASSIFICATION

Labour Force by Standard Occupational Classification, 1996				
	City of Kingston	Kingston C.A.	Ontario	Canada
Management	11%	10%	10%	9%
Business, Finance & Admin.	16%	16%	20%	19%
Natural & Applied Sciences	5%	5%	5%	5%
Health	8%	7%	5%	5%
Social Science, Education, Gov't Service & Religion	12%	11%	7%	7%
Art, Culture, Recreation & Sport	3%	3%	3%	3%
Sales & Service	32%	31%	26%	26%
Trades, Transport & Equipment	10%	11%	13%	14%
Primary Industry	1%	2%	3%	5%
Processing, Manufacturing & Utilities	3%	4%	9%	8%

Source: Statistics Canada, 1996 Census

Labour Force by S.O.C. continued

Labour force by Standard Occupational Classification figures reveal the following occupational categories of particular importance in Kingston: sales and service; social sciences, education, government services, and religion; and management.



- ◆ Kingston's service industries (tertiary industries) comprise 86% of total industry, compared to 74% in Ontario and Canada. Service Industries employing higher percentages of the labour force relative to Ontario and Canada include: government services, education services, and health and social services.
- ◆ Industry groups that showed an increase in percentage employed between 1991 and 1996 include: wholesale and retail trade and health and social services.
- ◆ Labour Force figures by Industry and S.O.C. point to Kingston's strengths in government services, health and social services, and education, with occupational concentrations in management, social science, education, government services and religion, and sales and service.

Labour Force Characteristics

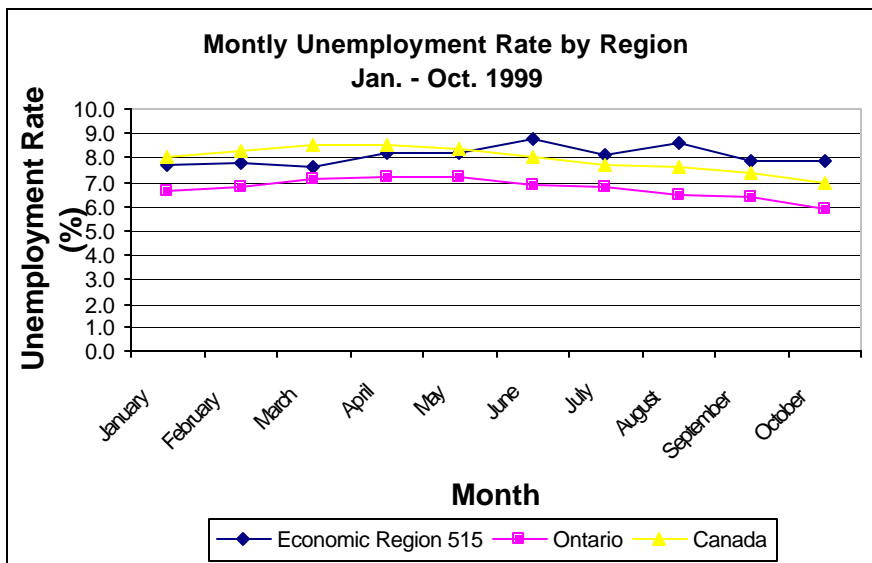
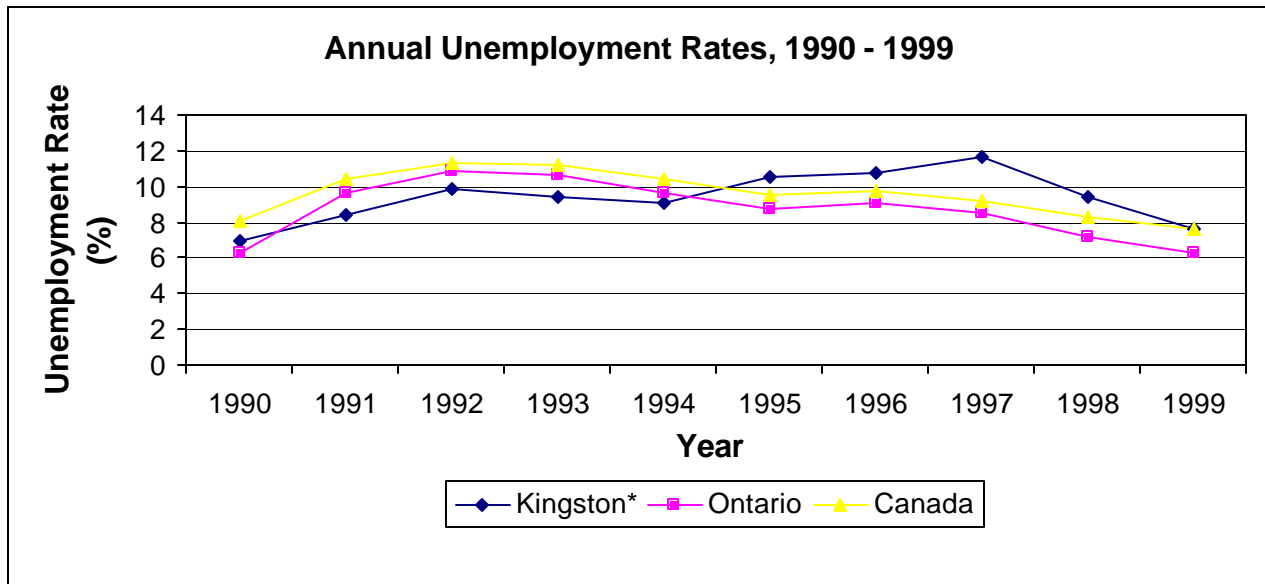
LABOUR FORCE AVAILABILITY

Unemployment rates increased steadily in the Kingston C.A. between 1990 and 1997. Much of the unemployment is attributed to public sector downsizing. In Ontario and Canada, however, unemployment rates increased between 1991-1993 and have decreased steadily since. This chart illustrates a decreasing unemployment trend for the Kingston area since 1997. From December 1997 to December 1999 the unemployment rate in Kingston decreased from 11.6% to 7.6%. (Unemployment rates are calculated by dividing the total unemployed by the total number in the labour force).

Annual Unemployment Rates, 1990-1999

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
Kingston*	7.0	8.4	9.8	9.4	9.1	10.5	10.7	11.6	9.4	7.6
Ontario	6.3	9.6	10.9	10.6	9.6	8.7	9.1	8.5	7.2	6.3
Canada	8.1	10.4	11.3	11.2	10.4	9.5	9.7	9.2	8.3	7.6

* See Note below.



***Note:** Statistics Canada stopped releasing unemployment rate data for smaller areas (including Kingston C.A.) in June 1998. Statistics Canada advises data for Economic Region 515 best reflects Kingston's situation.

Labour Force Availability continued

To assess labour force availability, unemployment rates, participation rates, and employment to population ratios are analyzed.

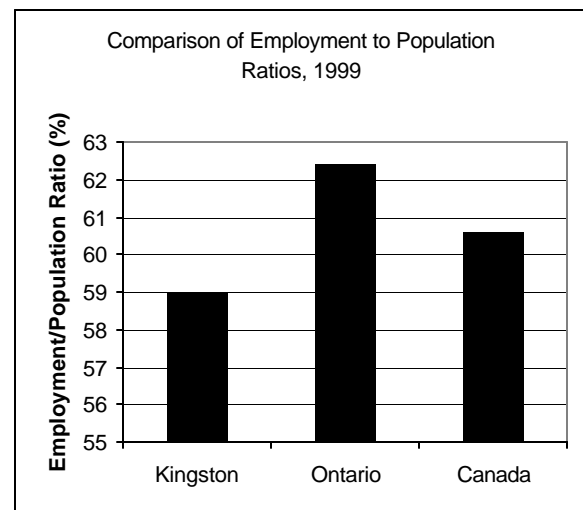
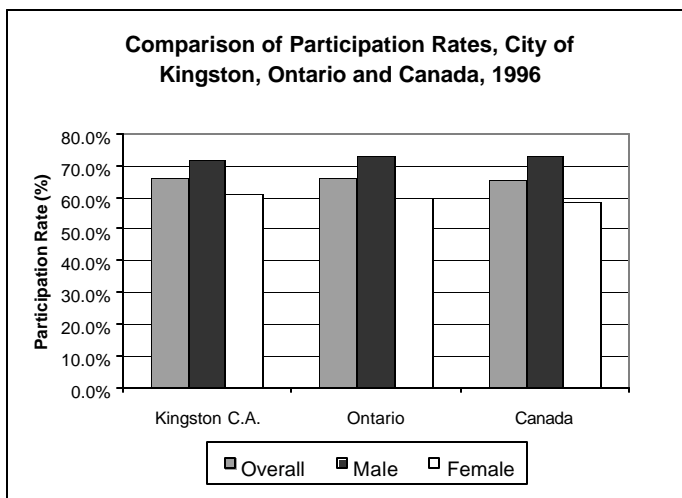
Participation Rates, Kingston C.A., Ontario & Canada, 1996			
	Kingston C.A.	Ontario	Canada
Overall Participation	66.1%	66.3%	65.5%
Male: over 15 years	71.9%	73.0%	72.7%
Female: over 15 years	60.8%	60.0%	58.6%
Male: 15-24 years	68.5%	63.9%	62.8%
25+ years	72.8%	74.9%	74.8%
Female: 15-24 years	66.1%	62.6%	59.8%
25+ years	59.7%	59.5%	58.4%

Comparison of Employment to Population Ratios, 1999			
	Kingston	Ontario	Canada
Employment - Population Ratio	59.0	62.4	60.6

Source: Human Resources Development Canada, 1999

Source: Census '96

- ◆ Kingston's generally higher unemployment rates, and comparable participation and employment-to-population rates reveal a readily available local labour pool with a strong work ethic. This, combined with the comparatively well educated and skilled labour force, contributes to Kingston's competitiveness as a business location.



- ◆ The participation rate for the Kingston C.A. indicates that for every 100 persons 15 years of age and older, 66.1 of them work in the labour force compared to 66.3 in Ontario and 65.5 in Canada.
- ◆ The employment –population ratio was 59.0% in the Kingston C.A. signifying that for every 100 persons aged 15 and over, 59.0 of them were employed compared to 62.4 in Ontario and 60.6 in Canada.

Labour Force Characteristics

Labour Force Availability continued

Labour force availability can be measured further using Employment Insurance (EI) claimant data. The following tables list the number of EI claims by National Occupational Classification (NOC) in 1997 and 1999.

Trades and skilled transport and equipment occupations were highest in EI claimants followed by elemental sales and service, and clerical occupations.

Average Annual EI Claimants by National Occupational Code, 1999				
Kingston HRC Area (1)				
Occupation Title	1997		1999	
	Claims	% of Total Claims	Claims	% of Total Claims
Senior Management	15	0.4%	10	0.4%
Middle and Other Management	145	4.2%	123	4.9%
Business and Finance	15	0.4%	14	0.6%
Skilled Administrative and Business	173	5.0%	114	4.5%
Clerical	346	10.0%	222	8.8%
Professional Natural Sciences	40	1.2%	33	1.3%
Technical Natural Sciences	80	2.3%	57	2.3%
Professional Health	70	2.0%	19	0.8%
Technical and Skilled Health	39	1.1%	23	0.9%
Health Services Support	36	1.0%	25	1.0%
Professional Soc. Sciences, Edu. & Govt	161	4.6%	107	4.2%
Paraprofessional Soc. Services, Law & Edu.	48	1.4%	29	1.1%
Professional Arts and Culture	19	0.5%	17	0.7%
Technical Arts and Culture	23	0.7%	26	1.0%
Skilled Sales and Service	146	4.2%	117	4.6%
Intermediate Sales and Service	315	9.1%	241	9.5%
Elemental Sales and Services	399	11.5%	244	9.6%
Trades/Skilled Transport. & Equip. Op.	683	19.6%	480	19.0%
Intermediate Transport. & Equip. Op.	235	6.8%	184	7.3%
Trades Helpers	276	7.9%	239	9.5%
Skilled Primary Industry	10	0.3%	7	0.3%
Intermediate Primary Industry	14	0.4%	14	0.6%
Labourers Primary Industry	29	0.8%	32	1.3%
Supervisor/Skilled Mfg./Processing	13	0.4%	9	0.4%
Machine Op./Assemblers Mfg./Processing	73	2.1%	44	1.7%
Manufacturing/Processing Labourers	74	2.1%	99	3.9%
Total EI Claimants	3477	100.0%	2529	100.0%

Note (1): Kingston area includes Kingston C.A. plus Townships of Bedford and Hinchinbrook.

Source: Kingston Human Resource Centre, 2000

Source: Kingston Human Resource Centre, 2000

Labour Force Availability continued

Average Monthly- EI Claimants 1999 Trade & Skilled Transport & Equipment Operators			
N.O.C.		Claims	% of Total
721	Contractors and Supervisors, Trades & Related Workers	50	10.2%
722	Supervisors. Railwav. & Motor Transportation	3	0.6%
723	Machinists and Related	6	1.2%
724	Electrical Trades and Telecommunications	63	12.9%
725	Plumbers. Pipefitters & Gas Fitters	65	13.3%
726	Metal Forming. Shaping & Erecting Occupations	55	11.2%
727	Carpenters & Cabinetmakers	42	8.6%
728	Masonry & Plastering Trades	71	14.5%
729	Other Construction Trades	47	9.6%
731	Machinery & Transportation Equipment Mechanics	35	7.1%
732	Motor Vehicle Mechanics	27	5.5%
733	Other Mechanics	7	1.4%
734	Upholsterers. Tailors. Shoe Repairers. Jewelers	4	0.8%
735	Stationary Engineers & Power Station Operators	3	0.6%
736	Train Crew Operating Occupations	3	0.6%
737	Crane Operators. Drillers & Blasters	6	1.2%
738	Printing Press Operators. Commercial Divers & Other	3	0.6%
Total		490	100.0%

Source: Kingston Human Resource Centre, 1999

Average Annual EI Claimants, 1999
Clerical Occupation Type

Occupation Title	Claimants	% of Clerical Claims
Secretaries, Recorders and Transcriptionists	53	22%
Clerical Occupations, General Office Skills	96	39%
Office Equipment Operators	11	5%
Finance and Insurance Clerks	45	18%
Collectors	1	0%
Mail and Message Distribution Occupations	6	2%
Recording, Scheduling and Distributing Occupations	32	13%
Total	244	100%

Source: Kingston Human Resource Centre, 1999

Labour Force Characteristics

WAGE RATES BY OCCUPATION

Following are tables illustrating a high and low wage rate range for occupations by National Occupation Classification. Wage rates are compared for the years 1995 and 1999.

Prevailing Wage Rates by Occupation, Kingston (\$/hr.)					
NOC	Occupational Title	Low		High	
		1995	1999	1995	1999
	Professional Business/Finance				
1111	Accountant	\$12	\$9	\$24	\$21
1111	Chartered Accountant	\$20	\$17	\$33	\$31
1111	Certified Chartered Accountant	\$14	\$14	\$29	\$29
	Skilled Admin/Business				
1221	Administrative Officer	\$11	\$11	\$18	\$25
1222	Executive Assistant	\$15	\$13	\$20	\$25
1231	Bookkeeper	\$9	\$8	\$15	\$17
1232	Loans Officer	\$13	\$12	\$20	\$32
1241	Secretary	\$10	\$11	\$18	\$29
1242	Legal Secretary	\$10	\$8	\$16	\$30
1243	Medical Secretary	\$10	\$10	\$16	\$18
	Clerical				
1411	Office Clerk	\$10	\$13	\$16	\$25
1412	Typist/Word Processor Operator	\$8	\$7	\$14	\$14
1414	Receptionist/Switchboard Operator	\$8	\$7	\$14	\$17
1421	Computer Operator	\$10	\$8	\$16	\$16
1431	Accounting Clerk	\$9	\$12	\$17	\$18
1433	Bank Teller	\$9	\$9	\$13	\$14
1463	Courier/Messenger	\$7	\$8	\$8	\$18
1471	Shipper Receiver	\$9	\$7	\$16	\$17
1472	Parts Clerk	\$7	\$7	\$14	\$16
	Prof. Natural/Applied Sciences				
2131	Civil Engineer	\$15	\$16	\$40	\$35
2131	Environmental Engineer	\$21	\$13	\$38	\$26
2131	Environmental Technician/Technologist	\$12	\$13	\$25	\$26
2132	Mechanical Engineer	\$19	\$22	\$28	\$26
2133	Electrical/Electronic Engineer	\$17	\$17	\$32	\$32
2141	Industrial Engineer	\$20	\$26	\$32	\$41
2151	Architect	\$15	\$15	\$31	\$33
2162	Computer Systems Analyst	\$16	\$8	\$25	\$20
2163	Computer Programmer	\$15	\$15	\$25	\$22
2231	Civil Engineer Technician/Technologist	\$13	\$10	\$24	\$24
2232	Mech. Eng. Techn./Technologist	\$12	\$14	\$23	\$28
2233	Ind. Eng. Techn/Technologist	\$13	\$15	\$25	\$23
2241	Elec. Eng. Techn/Technologist	\$13	\$17	\$25	\$24
2253	Draftsperson	\$10	\$10	\$20	\$22
	Professional Health				
3131	Pharmacist	\$25	\$26	\$35	\$33
3141	Speech Therapist	\$17	\$19	\$27	\$30
3142	Physiotherapist	\$19	\$25	\$29	\$26
3152	Registered Nurse	\$16	\$18	\$27	\$28

Source: Kingston Human Resource Centre. 2000

Wage Rates by Occupation continued

Prevailing Wage Rates by Occupation, Kingston (\$/hr)					
NOC		Low		High	
		1995	1999	1995	1999
Professional Health Con't					
3222	Dental Hygienist	\$25	\$22	\$35	\$28
3233	Registered Nursing	\$12	\$13	\$16	\$18
3411	Dental Assistant	\$9	\$10	\$15	\$15
3413	Nurse Aide	\$8	\$9	\$13	\$18
Social Science.Education. Gov't Ser					
4131	Teacher - Collee	\$19	\$18	\$35	\$30
4141	Teacher - Secondary School	\$16	\$16	\$39	\$40
4142	Teacher - Elementary	\$16	\$16	\$39	\$40
4152	Social Worker	\$17	\$12	\$25	\$27
4214	Early Childhood Educator	\$8	\$10	\$12	\$14
Art.Culture.Recreation					
5241	Graphic Designer	\$10	\$9	\$24	\$20
5254	Fitness Instructor	\$10	\$8	\$20	\$19
Skilled Sales & Service					
6212	Food Service Supervisor	\$14	\$8	\$21	\$20
6241	Chef	\$10	n/a	\$25	n/a
6242	Cook	\$8	\$7	\$12	\$10
6252	Baker	\$7	\$7	\$11	\$17
6261	Police Officer	\$14	\$13	\$26	\$32
6421	Sales Clerk - Retail	\$7	\$7	\$9	\$9
6435	Hotel Clerk	\$7	\$7	\$9	\$11
6431	Travel Counsellor	\$7	\$7	\$18	\$18
6451	Host/Hostess - Restaurant	\$7	\$6	\$9	\$8
6452	Bartender	\$6	\$6	\$10	\$9
6453	Waiter/Waitress	\$6	\$6	\$8	\$8
6462	Correctional Officer	\$15	\$15	\$23	\$23
6471	Home Support Worker	\$8	\$8	\$12	\$13
6472	Teacher's Assistant	\$9	\$9	\$15	\$16
6611	Cashier	\$7	\$7	\$14	\$8
6642	Dishwasher/BusBoy	\$7	\$7	\$8	\$10
6651	Securitv Guard	\$7	\$8	\$10	\$16
6663	Janitor	\$8	\$10	\$16	\$15

Source: Kingston Human Resource Centre, 2000

Labour Force Characteristics

Wage Rates by Occupation continued

Prevailing Wage Rates by Occupation, Kingston (\$/hr.)					
NOC	Occupational Title	Low		High	
		1995	1999	1995	1999
	Trades, Transport & Equipment Operators				
7231	Machinist	\$13	\$8	\$20	\$21
7232	Tool & Die Maker	\$15	\$9	\$23	\$21
7241	Electrician Constr'n (Non-Union)	\$13	\$15	\$20	\$35
7241	Electrician (Union)	\$25		\$25	\$27
7242	Electrician Ind'l (Non-Union)	\$15	\$10	\$21	\$30
7242	Electrician Ind'l (Union)	\$25		\$25	\$23
7251	Plumber (Non-Union)	\$16	\$8	\$25	\$24
7251	Plumber (Union)	\$26		\$26	\$26
7261	Sheet Metal Worker (Non-Union)	\$12	\$8	\$21	\$27
7261	Sheet Metal Worker (Union)	\$27		\$27	\$27
7265	Welder (Non-Union)	\$12	\$14	\$20	\$26
7265	Welder (Union)	\$26		\$26	\$26
7311	Millwright (Non-Union)	\$17	\$20	\$22	\$26
7311	Millwright (Union)	\$26		\$26	\$27
7311	Industrial Mechanic	\$14	\$14	\$25	\$27
7312	Mechanic Heavy Duty	\$15	n/a	\$20	n/a
7313	Refrigeration/Air Cond. Mechanic	\$14	\$8	\$21	\$31
7333	Electrical Mechanic	\$13	\$14	\$20	\$17
7335	Small Engine Repairer	\$10	\$7	\$15	\$14
7351	Stationary Engineer	\$14	\$14	\$23	\$29
7411	Truck Driver	\$10	\$9	\$20	\$20
7414	Delivery Person	\$7	n/a	\$12	n/a
7421	Heavy Equipment Operator	\$13	\$9	\$20	\$24
7421	Heavy Equip't Operator (Union)	\$19	\$19	\$33	\$28
7451	Sewing Machine Operator	\$7	n/a	\$8	n/a
7452	Material Handler	\$8	\$11	\$17	\$21
	Processing, Manufacturing				
9474	Photographic and Film Processor	\$7	n/a	\$12	n/a
9486	Assembler - Light Material	\$8	n/a	\$16	n/a

Source: Kingston Human Resource Centre, 2000

Wage Rates by Occupation continued

Prevailing Wage Rates by Occupation, Management Positions, Kingston 1998 (\$/hr)			
NOC	Occupational Title	Low	High
Legislators and Senior Management			
0011	Legislators	\$17	\$30
0012	Sr. Gov't	\$30	\$41
0013	Financial, Communications Carriers	\$35	\$51
0014	Health, Education, Social Services	\$22	\$32
0015	Trade, Broadcasting & Other	\$27	\$34
0016	Goods Production, Utilities, Transportation &	\$26	\$35
Administrative Service Managers			
0111	Financial Managers	\$20	\$25
0112	Human Resources Managers	\$24	\$35
0113	Purchasing Managers	\$22	\$29
0114	Other	\$25	\$28
Managers in Financial & Business Services			
0121	FIRE Managers	\$20	\$34
0122	Banking, Credit, & Other Investment	\$17	\$32
0123	Other Business Services	\$20	\$28
0131	Telecom. Carriers	\$24	\$27
0132	Postal & courier Services	\$20	\$25
0210	Engineering, Science & Architecture	\$28	\$37
0213	Info Systems and Data Processing	\$26	\$34
0311	Health Care	\$22	\$34
0312	Administrators in Post-Secondary Education	\$24	\$36
0313	School Principals & Administrators of Elementary and Secondary Educ'n	\$38	\$39
0314	Social, Community, and Correctional	\$21	\$28
Managers in Public Administration			
0411	Health & Social Service	\$29	\$34
0412	Economic Analysis	\$21	\$28
0413	Education Policy	\$30	\$34
0414	Other	\$28	\$34

Source: Kingston Human Resource Centre, 1998

Kingston Economic Development Corporation

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BUSINESS DEVELOPMENT

KEDCO's Business Development division provides the following resources for those making location decisions.

- ◆ **Jobs and Prosperity Guide** (On-line, searchable guide to knowledge-based enterprises, manufacturers, and Jobs and Prosperity Partners, providing information on local businesses and their expertise.)
- ◆ **Available Properties** (On-line listing of available office and industrial space and land)
- ◆ **Industrial Land** (On-line listing of Kingston's business and industrial parks, offering strategically located properties for your business or industry.)
- ◆ **Knowledge-Based Industry Cluster Study** (see our web site for a downloadable copy of the Advantage Kingston! Coopers and Lybrand Study.)
- ◆ **Call Centre Information**
- ◆ **Community Profile Statistical Supplements**
including: Economic Base Profile
Demographic Characteristics
Labour Force Characteristics
Environment and Lifestyle
Land Development and Building Activity



KEDCO ACTIVITIES AND SERVICES

KEDCO's activities include the promotion of the City of Kingston in the international marketplace; assisting local companies with expansion/modernization projects; maintaining a computer database of up-to-date economic indicators for the area; co-ordinating local economic development efforts; and advising local and senior governments on economic development matters.



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www.kingstoncanada.com
