



Matrixvisa Inc.

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Immigration Law and International Recruitment

Temporary Foreign Worker Program
Attention Manager Ms Nora Hibberd
Service Canada LMIA Processing Centre
PO Box 6500
Station Don Mills
Toronto
ON
M3C 0L4

10 December 2014

DEFENITON OF LABOUR SHORTAGE BY SERVICE CANADA IN ONTARIO

Dear Ms Hibberd

1. An e-mail was sent to you on 24 November 2014 but up to date we have not received a response
2. It is hoped that you can provide me with the policy of your office (Service Canada Ontario) the concept of "labour shortage"
3. As you know Service Canada does not have a single/unified definition on labour shortage across all provinces. It seem as if officers make decisions based on a whim. The actual reason for a refusal based on a claim of "no labour shortage" is never provided to employers. I am aware that since June 2014 attempts are being made by ESDC to define the concept after Service

Canada has been refusing LMO (and now LMIA's) since June 2002 without a formal definition being available.

4. My office recently received a refusal for an industrial engineer by one of your officers. The officer only referred to two websites (without pointing to the information within these websites that was used to support the decision). It was actually not a reason but just a conclusion and the employer is still in the dark about the actual reason (in terms of what information was used to support the claim of "no labour shortage"). The officer said there is not a shortage of industrial engineers in Ontario and referred to the websites Ontario Job Futures (see <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/>) and the "Jobbank" (See jobbank.gc.ca) in general terms. We received information that the same "reasons" were provided to other employers.

4. According to these websites the Occupation of Industrial Engineer the outlook is "fair" and that there is a higher number of openings due to attrition (59 %) compared to other occupations. The website jobbank.gc.ca also shows that the supply might weaken. See **Enclosure 1** for a printout from Ontario job futures and **Enclosure 2** for a printout from the jobbank.gc.ca

5. My practice decided to compare the results of these two websites (jobbank.gc.ca and <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/>) with another known shortage, Dentists in Ontario.

- a. According to ESDC's Technical Working group (TWG) of Employment and Social Development (ESDC) there is a shortage of Dentists in Ontario. See **Enclosure 3**
- b. We then reviewed the information about Dentists on these two websites. Please see **Enclosure 4 and 5**. You would be able to see the career outlook for Dentists is also "fair" as in the case of Industrial Engineers in Ontario. If one compares the wording it seems as

if there is a bigger shortage of Industrial Engineers compared to Dentists based on the two websites used by one of your officers.

c. The discrepancy is obvious.

6. We took a similar example to demonstrate the inaccuracy of the two websites your office rely on, CNC Machinists.

a. Ontario job futures just indicate that the outlook is average (similar to Dentists) and jobbank.gc.ca See enclosure 6 and 7.

b. However the website if the Ontario exporters association indicates there is a shortage of 700 CNC Machinists.

5. Therefore the accuracy and reliability of the information of the information on jobbank.gc.ca and <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/> is questioned as it is in conflict with other sources as we have demonstrated in the case of dentists and machinists.

Would you please be so kind to provide me with your formal policy on "labour shortage" so we can explain this to employers. My direct number is 416-607-6625 X 101

Respectfully yours



Cobus (Jacobus) Kriek

Member in Good Standing of ICCRC as required by the Section 91 (1) & (7) (a) Immigration and Refugee Protection Act of Canada See <http://www.iccrc-crcic.ca/home.cfm>

Enclosures

1. Ontario job futures Outlook for Industrial Engineers
2. Jobbank Outlook for Industrial Engineers
3. List of shortages according to the TWF of ESDC
4. Ontario job futures Outlook for Dentists
5. Jobbank Outlook for Dentists
6. Ontario job futures Outlook for Machinists
7. Jobbank Outlook for Machinist
8. Printout about shortage of machinists according to the website of Ontario Exporters Association

2141 Industrial and Manufacturing Engineers

Industrial and Manufacturing Engineers conduct studies, and develop and supervise programs to achieve the best use of equipment, human resources, technology, materials and procedures to enhance efficiency and productivity. Industrial and Manufacturing Engineers are employed in consulting firms, manufacturing and processing companies, in government, financial, health care and other institutions, or they may be self-employed.

Employment Prospect rating

Current (2013-2017): Average

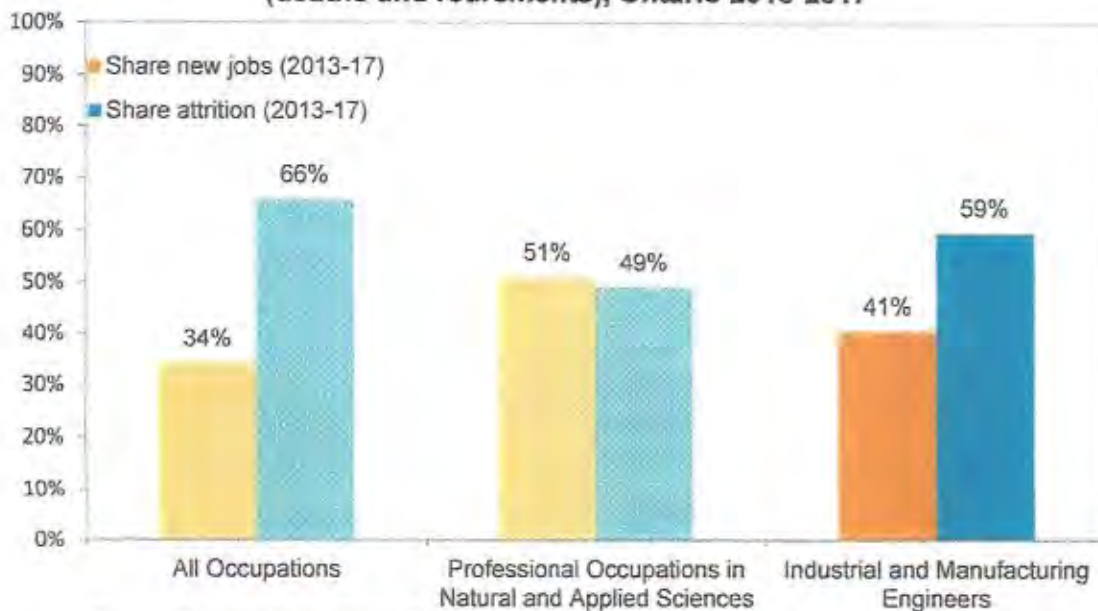
Previous (2009-2013): Average

- What are the employment requirements for this occupation?
- Learn about the essential skills required for this occupation at the [Ontario Skills Passport](#) website
- Read about the main duties, common titles and other information for this occupation at the [National Occupational Classification](#) website
- What licensing bodies or associations are important for this occupation?
- How quickly has employment grown for this occupation compared with others?
- How are job openings for this occupation expected to compare with those in other occupations from 2013 to 2017?
- What is the general make-up of the workforce for this occupation?
- What industries employ this occupation?
- In what areas of Ontario is this occupation found?
- How do wages for this occupation compare with others?

How are job openings for this occupation expected to compare with those in other occupations from 2013 to 2017?

Figure 2 shows the two components of projected job openings (new jobs and attrition) for Industrial and Manufacturing Engineers, Professional Occupations in Natural and Applied Sciences and all occupations. The graph shows a lower share of openings from new jobs for Industrial and Manufacturing Engineers (41%) compared with all Professional Occupations in Natural and Applied Sciences (51%), but a higher share compared with all occupations (34%). It also shows a higher share of openings due to attrition compared with all Professional Occupations in Natural and Applied Sciences, but a lower share compared with all occupations.

Figure 2: Components of Job Openings, New Jobs and Attrition (deaths and retirements), Ontario 2013-2017



Source: Canadian Occupational Projection System (COPS), Employment and Social Development Canada (previously Human Resources and Skills Development Canada).

[Back](#)

A screenshot of a Safari web browser displaying a page about job outlooks for Professional Engineers. The address bar shows "www.jobbank.gc.ca". The page has a green header with navigation links like "Explore Careers - Outlook Report - Job Bank". The main content area lists three regions: Nunavut, Ontario, and Hamilton-Niagara Peninsula Region. Each region entry includes a star rating (3 stars), a status "(Undetermined)", and a release date. The Ontario section contains detailed text about employment opportunities, demand, and challenges in the manufacturing sector. A Kingston-Pembroke region entry is partially visible at the bottom. The right side of the screen shows a Windows taskbar with various application icons.

③

Enclosure 2

(Release date: 2014-07-31)

Southern Region

☆☆☆☆ (Undetermined)

Employment outlooks have been determined at the provincial level for Nova Scotia.

(Release date: 2014-07-31)

Nunavut

☆☆☆☆ (Undetermined)

No employment outlooks have been developed for the territories at this time.

(Release date: 2014-07-18)

Iqaluit Region

☆☆☆☆ (Undetermined)

No employment outlooks have been developed for the territories at this time.

(Release date: 2014-07-18)

Ontario

☆☆☆☆ (2 of 3 stars)

For the 2013-2015 period, employment opportunities for industrial and manufacturing engineers are expected to be fair in Ontario. According to the 2011 National Household Survey, this occupation had a labour force of over 8,000. Nearly two-thirds of industrial and manufacturing engineers in Ontario were employed in the manufacturing industry, thus the demand for workers is sensitive to fluctuations in this sector. Although conditions in the manufacturing industry have improved since the recession, job prospects may still be tempered as the sector continues to face challenges. Stronger economic growth and depreciation in the value of the Canadian dollar may promote growth in manufacturing and positively impact employment prospects for industrial and manufacturing engineers. In addition, new technological investments in the manufacturing sector require the skills and knowledge of industrial and manufacturing engineers, and would thereby increase demand for this occupation. The pool of supply for this occupational group may weaken in the medium term due to declines in permanent immigration, which traditionally acted as a significant source of labour for this occupation. Demand will be highest for experienced and specialized engineers. Candidates with industry certifications such as Six-Sigma will likely see better employment prospects.

Most engineers in this occupation are required to have, or to be working towards, their Professional Engineer (P.Eng.) certification from Professional Engineers of Ontario (PEO).

(Release date: 2014-07-31)

Hamilton--Niagara
Peninsula Region

☆☆☆☆ (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Hamilton - Niagara Peninsula region with few and infrequent job opportunities.

(Release date: 2014-07-31)


Kingston - Pembroke Region

 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Kingston - Pembroke region with few and infrequent job opportunities.

(Release date: 2014-07-31)


Kitchener--Waterloo--Barrie Region

 (2 of 3 stars)

For the 2013-2015 period, employment opportunities for industrial and manufacturing engineers are expected to be fair in the Kitchener? Waterloo?Barrie economic region. According to the 2011 National Household Survey, this occupation had a regional labour force of just over 1,100. There is slight concentration of industrial and manufacturing engineers in this region compared to other areas, likely due to the significant presence of manufacturing and logistics companies.

(Release date: 2014-07-31)

London Region

 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the London region with few and infrequent job opportunities.

(Release date: 2014-07-31)


Muskoka-Kawarths Region

 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Muskoka - Kawarths region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Northeast Region

 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Northeast region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Northwest Region

 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Northwest region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Ottawa Region

 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Ottawa region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Stratford--Bruce Peninsula Region

 (Undetermined)



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Enclasse 3

①

OCT 03 2014

Our file - Notre référence
A-2014-00464 / JL

Mr. Jacobus Kriek
C/O Matrixvisa Inc.

Dear Mr. Kriek:

This is in response to your request submitted under the *Access to Information Act*, received at Employment and Social Development Canada on September 3, 2014, and which reads as follows:

"In file A-2013-00663 a copy of briefing note 'Labour shortages in Canada Tracking ID 2013 HR NHQ 027563 folder 610535' was provided. In this briefing note reference was made to a methodology for providing labour market conditions to a large number of occupational groupings at a national level. This plan or methodology is being reviewed by an intra-departmental Technical Working Group (TWG). Please provide a copy of the most recent report from ESDC or the TWG based on this methodology showing which occupations have skills or labour shortages nationally and provincially."

Enclosed is a copy of the records you have requested. Please note that the documents are released in their entirety.

You are entitled to complain to the Information Commissioner concerning the processing of your request within 60 days of the receipt of this notice. In the event you decide to avail yourself of this right, your notice of complaint should be sent to the following address:

Office of the Information Commissioner
30 Victoria Street, 7th Floor
Gatineau, Quebec
K1A 1H3

.../2

Canada

This completes the processing of your request. Should you have any questions, do not hesitate to contact Josée Lapensée at 819-654-6984.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "J Holden", with a stylized flourish at the end.

Jackie Holden
Director
Access to Information and Privacy Operations

Encl.

Recent Labour Market Conditions At The Provincial and National Levels

**Labour Market Research Division
Policy Research Directorate
Strategic Policy and Research Branch
Employment and Social Development Canada**

July 7, 2014

000001

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For each jurisdiction, the document presents the assessment of:

- Occupational groupings that were found to show signs of shortage

The following assessments are not included in the document:

- Occupational groupings that were found to show signs of surplus
- Occupational grouping with no signs of shortage or surplus ('Balance')
- And, for each province, occupational groupings excluded from assessment due to lack of statistical reliability.

Introduction

The following list identifies, at the national and provincial levels, 283 occupational groupings recently showing signs of shortage conditions. These assessments were based on an examination of data from 2010 to 2012.

This list was created as part of a broader departmental plan requested by the ESDC Deputy Minister to provide better and more consistent advice concerning current and projected occupational shortages at the national, provincial, and local levels. This plan is being implemented by an intradepartmental technical working group (TWG) with representation from all branches involved in assessing high demand occupations, including Strategic Policy and Research (SPR), Skills and Employment Branch (SEB), Service Canada (SC), and Learning Branch (LB).

One component of this plan is the annual preparation of lists of occupational labour market conditions at the national and provincial levels. This work has been done by Policy Research Directorate (PRD), and reviewed by the TWG. The following list pertains to this component of the broader plan.

Assessments of recent occupational labour market conditions were based on the analysis of relevant available labour market indicators, including: rate of unemployment; wage growth; employment growth; hours worked/overtime; job vacancies or job postings; and EI claims. The results of this analysis, for both the national and provincial-level assessments, were then reviewed by the TWG and provincial officials (via the Forum of Labour Market Ministers Labour Market Information Working Group). Several provincial-level assessments were revised as a result of the comments provided by provincial officials.

The methodology used in these assessments was peer reviewed by three experienced economists: Professor Tony Fang of York University who has done research on labour shortages, and Professor Jennifer Stewart of Carleton University and Mr. Ernie Stokes of Stokes Economic Consulting, who are familiar with or have experience assessing occupational labour market conditions. The reviewers found the methodology to be sound.

A Director General-level Learning and Labour Market Information (LLMI) steering committee with representation from the same branches has been briefed on the methodology and has approved the release of this information.

It is important to understand that these results are best estimates of recent labour market conditions at the geographic level in which they are analyzed. So, for example, while there may not be evidence of a shortage of stationary engineers and power station and system operators in Alberta, this does not mean that there are not shortages of workers for these occupations in Wood Buffalo, Alberta.

Also, the assessment results obtained for the occupational groupings that could be analysed may not hold for finer groupings. For example, while the analysis shows no signs evidence of labour shortages among teachers in Ontario, that does not mean there are not shortages of French or Math teachers.

Furthermore, these methods do not measure whether there are skills deficits among available workers. So for example, the analysis may find no signs of shortages of auto mechanics, but this does not mean that there is not a shortage of auto mechanics with knowledge of the latest diagnostic tools or with good interpersonal skills.

Finally, when employers and others speak of occupations in shortage they are sometimes referring to occupations that they forecast will be in shortage in the future due to various factors such as anticipated economic growth or retirements. The attached list is about recent labour market conditions, not about future conditions.

Newfoundland and Labrador

Shortage	
Occupations	Assessment
0313 - School Principals and Administrators of Elementary and Secondary Education	Shortage
0410 - Managers In Public Administration	Shortage
0711 - Construction Managers	Shortage
0712 - Residential Home Builders and Renovators	Shortage
2131 - Civil Engineers	Shortage
2143/2144/2145 - Mining, Geological and Petroleum Engineers	Shortage
2171 - Information Systems Analysts and Consultants	Shortage
2172 - Database Analysts and Data Administrators	Shortage
2241 - Electrical and Electronics Engineering Technologists and Technicians	Shortage
2281 - Computer and Network Operators and Web Technicians	Shortage
3111 - Specialist Physicians	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3152 - Registered Nurses	Shortage
3214/3215/3216/3217/3218/3219 - Other Medical Technologists and Technicians	Shortage
4121 - University Professors	Shortage
7241 - Electricians (except Industrial and Power System)	Shortage
7261/7262/7263/7264/7266 - Metal Forming, Shaping And Erecting Occs (except Welders)	Shortage
7312 - Heavy-Duty Equipment Mechanics	Shortage
8220 - Supervisors, Mining, Oil And Gas	Shortage

Prince Edward Island

Shortage	
Occupations	Assessment
1122 - Professional Occupations in Business Services to Management	Shortage
2171 - Information Systems Analysts and Consultants	Shortage
2174 - Computer Programmers and Interactive Media Developers	Shortage
3111 - Specialist Physicians	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3151 - Head Nurses and Supervisors	Shortage
3233 - Registered Nursing Assistants	Shortage
4142 - Elementary School and Kindergarten Teachers	Shortage
4214 - Early Childhood Educators and Assistants	Shortage
6211 - Retail Trade Supervisors	Shortage

Nova Scotia

Shortage	
Occupations	Assessment
1111 - Financial Auditors and Accountants	Shortage
1122 - Professional Occupations in Business Services to Management	Shortage
2131 - Civil Engineers	Shortage
2261/2262/2263 - Other Technical Inspectors and Regulatory Officers (Nondestructive Testers and Inspectors; Engineering Inspectors; Inspectors in Public and Environmental Health)	Shortage
3111 - Specialist Physicians	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3142 - Physiotherapists	Shortage
3151 - Head Nurses and Supervisors	Shortage
3152 - Registered Nurses	Shortage
3233 - Registered Nursing Assistants	Shortage
3234 - Ambulance Attendants and Other Paramedical Occupations	Shortage
7242/7243 - Industrial & Power System Electricians	Shortage
7321 - Motor Vehicle Mechanics, Technicians and Mechanical Repairers	Shortage

New Brunswick

Shortage	
Occupations	Assessment
1122 - Professional Occupations in Business Services to Management	Shortage

Québec

Shortage	
0213 - Information Systems and Data Processing Managers	Shortage
0312 - Administrators in Post-Secondary Education and Vocational Training	Shortage
0712 - Residential Home Builders and Renovators	Shortage
1112/1113 - Financial and Investment Analysts & Securities Agents, Investment Dealers and Traders	Shortage
1122 - Professional Occupations in Business Services to Management	Shortage
1232 - Loan Officers	Shortage
2131 - Civil Engineers	Shortage
2146 - Aerospace Engineers	Shortage
2151 - Architects	Shortage
2161 - Mathematicians, Statisticians and Actuaries	Shortage
2171 - Information Systems Analysts and Consultants	Shortage
2173 - Software Engineers	Shortage
2174 - Computer Programmers and Interactive Media Developers	Shortage
2232 - Mechanical Engineering Technologists and Technicians	Shortage
2234 - Construction Estimators	Shortage
2241 - Electrical and Electronics Engineering Technologists and Technicians	Shortage
3111 - Specialist Physicians	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3113 - Dentists	Shortage
3120 - Optometrists, Chiropractors And Other Health Diagnosing And Treating Professionals	Shortage
3131 - Pharmacists	Shortage
3143/3144 - Other Professional Occupations in Therapy and Assessment	Shortage
3151 - Head Nurses and Supervisors	Shortage
3152 - Registered Nurses	Shortage
3213 - Animal Health Technologists	Shortage
3214/3215/3216/3217/3218/3219 - Other Medical Technologists and Technicians	Shortage
3220 - Technical Occupations In Dental Health Care	Shortage
3233 - Registered Nursing Assistants	Shortage
3234 - Ambulance Attendants and Other Paramedical Occupations	Shortage
4121 - University Professors	Shortage
4152/4155 - Social Workers & Probation and Parole Officers and Related Occupations	Shortage
4212 - Community and Social Service Workers	Shortage
5241 - Graphic Designers and Illustrating Artists	Shortage
6212 - Food Service Supervisors	Shortage
6262 - Fire-fighters	Shortage
6460 - Other Occupations In Protective Service	Shortage
7217 - Contractors and Supervisors, Heavy Construction Equipment Crews	Shortage
7265 - Welders and Related Machine Operators	Shortage
7313/7316/7317/7318 - Refrigeration and Air Conditioning Mechanics & Elevator Constructors and Mechanics	Shortage

Ontario

Shortage	
Occupations	Assessment
0712 - Residential Home Builders and Renovators	Shortage
1122 - Professional Occupations in Business Services to Management	Shortage
2120 - Life Science Professionals	Shortage
2146 - Aerospace Engineers	Shortage
2148 - Other Professional Engineers, n.e.c.	Shortage
2173 - Software Engineers	Shortage
2243/2244 - Industrial Instrument Technicians and Mechanics & Aircraft Instrument, Electrical and Avionics Mechanics, Technicians and Inspectors	Shortage
3111 - Specialist Physicians	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3113 - Dentists	Shortage
3132 - Dietitians and Nutritionists	Shortage
3141 - Audiologists and Speech-Language Pathologists	Shortage
3143/3144 - Other Professional Occupations in Therapy and Assessment	Shortage
3213 - Animal Health Technologists	Shortage
3231 - Opticians	Shortage
3235 - Other Technical Occupations in Therapy and Assessment	Shortage
4121 - University Professors	Shortage
4166/4167/4168/4169 - Other Policy and Program Officers, Researchers and Consultants (Education; Recreation and Sports; Unique to Government; Other in Social Science)	Shortage
5125 - Translators, Terminologists and Interpreters	Shortage
6262 - Fire-fighters	Shortage
7220 - Supervisors, Railway And Motor Transportation Occupations	Shortage
7242/7243 - Industrial & Power System Electricians	Shortage
7360 - Train Crew Operating Occupations	Shortage
7370 - Crane Operators, Drillers And Blasters	Shortage

Manitoba

Shortage	
Occupations	Assessment
2120 - Life Science Professionals	Shortage
2132 - Mechanical Engineers	Shortage
3111 - Specialist Physicians	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3143/3144 - Other Professional Occupations in Therapy and Assessment	Shortage
3152 - Registered Nurses	Shortage
7212 - Contractors and Supervisors, Electrical Trades and Telecommunications Occupations	Shortage
7213/7214 - Contractors and Supervisors, Pipefitting Trades & Metal Forming, Shaping and Erecting Trades	Shortage
7251 - Plumbers	Shortage
7422 - Public Works Maintenance Equipment Operators	Shortage

Saskatchewan

Shortage	
Occupations	Assessment
0111 - Financial Managers	Shortage
0112/0113/0114 - Other Services Managers (HR, Purchasing and Others)	Shortage
0123 - Other Business Services Managers	Shortage
0210/0212 - Engineering, Science and Architecture Managers	Shortage
0213 - Information Systems and Data Processing Managers	Shortage
0711 - Construction Managers	Shortage
0712 - Residential Home Builders and Renovators	Shortage
1112/1113 - Financial and Investment Analysts & Securities Agents, Investment Dealers and Traders	Shortage
1114 - Other Financial Officers	Shortage
1212 - Supervisors, Finance and Insurance Clerks	Shortage
2132 - Mechanical Engineers	Shortage
2133 - Electrical and Electronics Engineers	Shortage
2143/2144/2145 - Mining, Geological and Petroleum Engineers	Shortage
3111 - Specialist Physicians	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3152 - Registered Nurses	Shortage
3234 - Ambulance Attendants and Other Paramedical Occupations	Shortage
6212 - Food Service Supervisors	Shortage
6251 - Butchers and Meat Cutters, Retail and Wholesale	Shortage
7212 - Contractors and Supervisors, Electrical Trades and Telecommunications Occupations	Shortage
7213/7214 - Contractors and Supervisors, Pipefitting Trades & Metal Forming, Shaping and Erecting Trades	Shortage
7215 - Contractors and Supervisors, Carpentry Trades	Shortage
7241 - Electricians (except Industrial and Power System)	Shortage
7242/7243 - Industrial & Power System Electricians	Shortage
7252/7253 - Steamfitters, Pipefitters and Sprinkler System Installers & Gas Fitters	Shortage
7261/7262/7263/7264/7265 - Metal Forming, Shaping And Erecting Occs (except Welders)	Shortage
7265 - Welders and Related Machine Operators	Shortage
7271 - Carpenters	Shortage
7291/7292/7293 - Roofers and Shinglers; Glaziers & Insulators	Shortage
7311 - Construction Millwrights and Industrial Mechanics (except Textile)	Shortage
7312 - Heavy-Duty Equipment Mechanics	Shortage
7350 - Stationary Engineers And Power Station And System Operators	Shortage

Alberta

Shortage	
Occupations	Assessment
0711 - Construction Managers	Shortage
0712 - Residential Home Builders and Renovators	Shortage
0811 - Primary Production Managers (except Agriculture)	Shortage
1122 - Professional Occupations in Business Services to Management	Shortage
1223 - Personnel and Recruitment Officers	Shortage
2120 - Life Science Professionals	Shortage
2131 - Civil Engineers	Shortage
2132 - Mechanical Engineers	Shortage
2133 - Electrical and Electronics Engineers	Shortage
2230 - Civil Engineering Technologists and Technicians and Construction Estimators	Shortage
2261/2262/2263 - Other Technical Inspectors and Regulatory Officers (Nondestructive Testers and Inspectors; Engineering Inspectors; Inspectors in Public and Environmental Health)	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3113 - Dentists	Shortage
3131 - Pharmacists	Shortage
3142 - Physiotherapists	Shortage
3151 - Head Nurses and Supervisors	Shortage
3152 - Registered Nurses	Shortage
3413/3414 - Nurse Aides and Orderlies & Other Aides and Assistants	Shortage
4121 - University Professors	Shortage
5124 - Professional Occupations in Public Relations and Communications	Shortage
6262 - Fire-fighters	Shortage
6271 - Hairstylists and Barbers	Shortage
6460 - Other Occupations In Protective Service	Shortage
7217 - Contractors and Supervisors, Heavy Construction Equipment Crews	Shortage
7220 - Supervisors, Railway And Motor Transportation Occupations	Shortage
7242/7243 - Industrial & Power System Electricians	Shortage
7265 - Welders and Related Machine Operators	Shortage
7311 - Construction Millwrights and Industrial Mechanics (except Textile)	Shortage
7312 - Heavy-Duty Equipment Mechanics	Shortage
7321 - Motor Vehicle Mechanics, Technicians and Mechanical Repairers	Shortage
7370 - Crane Operators, Drillers And Blasters	Shortage
8220 - Supervisors, Mining, Oil And Gas	Shortage
9211/9212 - Supervisors, Mineral and Metal Processing & Petroleum, Gas and Chemical Processing and Utilities	Shortage

British Columbia

Shortage	
Occupations	Assessment
0213 - Information Systems and Data Processing Managers	Shortage
0711 - Construction Managers	Shortage
0910 - Managers In Manufacturing And Utilities	Shortage
1112/1113 - Financial and Investment Analysts & Securities Agents, Investment Dealers and Traders	Shortage
1212 - Supervisors, Finance and Insurance Clerks	Shortage
2110 - Physical Science Professionals	Shortage
2131 - Civil Engineers	Shortage
2132 - Mechanical Engineers	Shortage
2133 - Electrical and Electronics Engineers	Shortage
2143/2144/2145 - Mining, Geological and Petroleum Engineers	Shortage
2171 - Information Systems Analysts and Consultants	Shortage
2173 - Software Engineers	Shortage
3111 - Specialist Physicians	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3143/3144 - Other Professional Occupations in Therapy and Assessment	Shortage
3151 - Head Nurses and Supervisors	Shortage
3152 - Registered Nurses	Shortage
3233 - Registered Nursing Assistants	Shortage
7265 - Welders and Related Machine Operators	Shortage
7370 - Crane Operators, Drillers And Blasters	Shortage
8231 - Underground Production and Development Miners	Shortage
9421/9424 - Chemical Plant Machine Operators & Water and Waste Plant Ops	Shortage

Canada

Shortage	
Occupations	Assessment
0213 - Information Systems and Data Processing Managers	Shortage
0712 - Residential Home Builders and Renovators	Shortage
0811 - Primary Production Managers (except Agriculture)	Shortage
1112/1113 - Financial and Investment Analysts & Securities Agents, Investment Dealers and Traders	Shortage
1122 - Professional Occupations in Business Services to Management	Shortage
2120 - Life Science Professionals	Shortage
2131 - Civil Engineers	Shortage
2133 - Electrical and Electronics Engineers	Shortage
2146 - Aerospace Engineers	Shortage
2148 - Other Professional Engineers, n.e.c.	Shortage
2173 - Software Engineers	Shortage
2232 - Mechanical Engineering Technologists and Technicians	Shortage
2243/2244 - Industrial Instrument Technicians and Mechanics & Aircraft Instrument, Electrical and Avionics Mechanics, Technicians and Inspectors	Shortage
3111 - Specialist Physicians	Shortage
3112 - General Practitioners and Family Physicians	Shortage
3113 - Dentists	Shortage
3132 - Dietitians and Nutritionists	Shortage
3141 - Audiologists and Speech-Language Pathologists	Shortage
3143/3144 - Other Professional Occupations in Therapy and Assessment	Shortage
3151 - Health Nurses and Supervisors	Shortage
3152 - Registered Nurses	Shortage
3213 - Animal Health Technologists	Shortage
3231 - Opticians	Shortage
4121 - University Professors	Shortage
6262 - Fire-fighters	Shortage
6460 - Other Occupations in Protective Service	Shortage
7217 - Contractors and Supervisors, Heavy Construction Equipment Crews	Shortage
7220 - Supervisors, Railway And Motor Transportation Occupations	Shortage
7242/7243 - Industrial & Power System Electricians	Shortage
7265 - Welders and Related Machine Operators	Shortage
8220 - Supervisors, Mining, Oil And Gas	Shortage
8232 - Oil and Gas Well Drillers, Servicers, Testers and Related Workers	Shortage

3113 Dentists

The practice of dentistry is the assessment of the physical condition of the oral-facial complex and the diagnosis, treatment and prevention of any disease, disorder or dysfunction of the oral-facial complex. They work in private practice or may be employed in hospitals, clinics, public health facilities or universities.

Employment Prospect rating

Current (2013-2017): Average

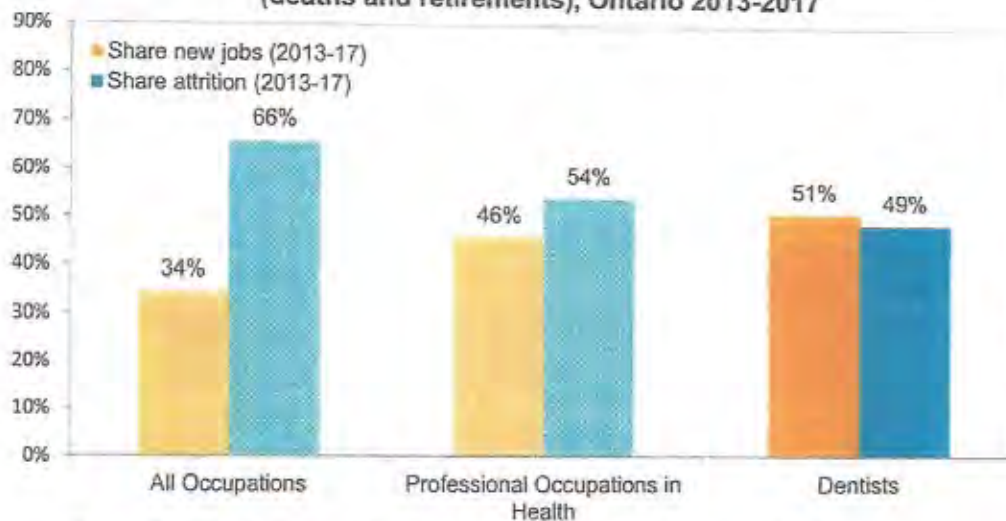
Previous (2009-2013): Average

- [What are the employment requirements for this occupation?](#)
- Learn about the essential skills required for this occupation at the [Ontario Skills Passport](#) website
- Read about the main duties, common titles and other information for this occupation at the [National Occupational Classification](#) website
- [What licensing bodies or associations are important for this occupation?](#)
- [How quickly has employment grown for this occupation compared with others?](#)
- [How are job openings for this occupation expected to compare with those in other occupations from 2013 to 2017?](#)
- [What is the general make-up of the workforce for this occupation?](#)
- [What industries employ this occupation?](#)
- [In what areas of Ontario is this occupation found?](#)
- [How do wages for this occupation compare with others?](#)

How are job openings for this occupation expected to compare with those in other occupations from 2013 to 2017?

Figure 2 shows the two components of projected job openings (new jobs and attrition) for Dentists, Professional Occupations in Health and all occupations. The graph shows a higher share of openings from new jobs for Dentists (51%) compared with all Professional Occupations in Health (46%) and all occupations (34%). It also shows a lower share of openings due to attrition compared with all Professional Occupations in Health and all occupations.

Figure 2: Components of Job Openings, New Jobs and Attrition (deaths and retirements), Ontario 2013-2017



Source: Canadian Occupational Projection System (COPS), Employment and Social Development Canada (previously Human Resources and Skills Development Canada).

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7231 Machinists and Machining and Tooling Inspectors

Machinists set up and operate a variety of machine tools to cut or grind metal, plastic or other materials to make or modify parts or products with precise dimensions. Machining and Tooling Inspectors inspect machined parts and tooling in order to maintain quality control standards. They are employed by machinery, equipment, motor vehicle, automotive parts, aircraft and other metal products manufacturing companies and by machine shops.

Employment Prospect rating

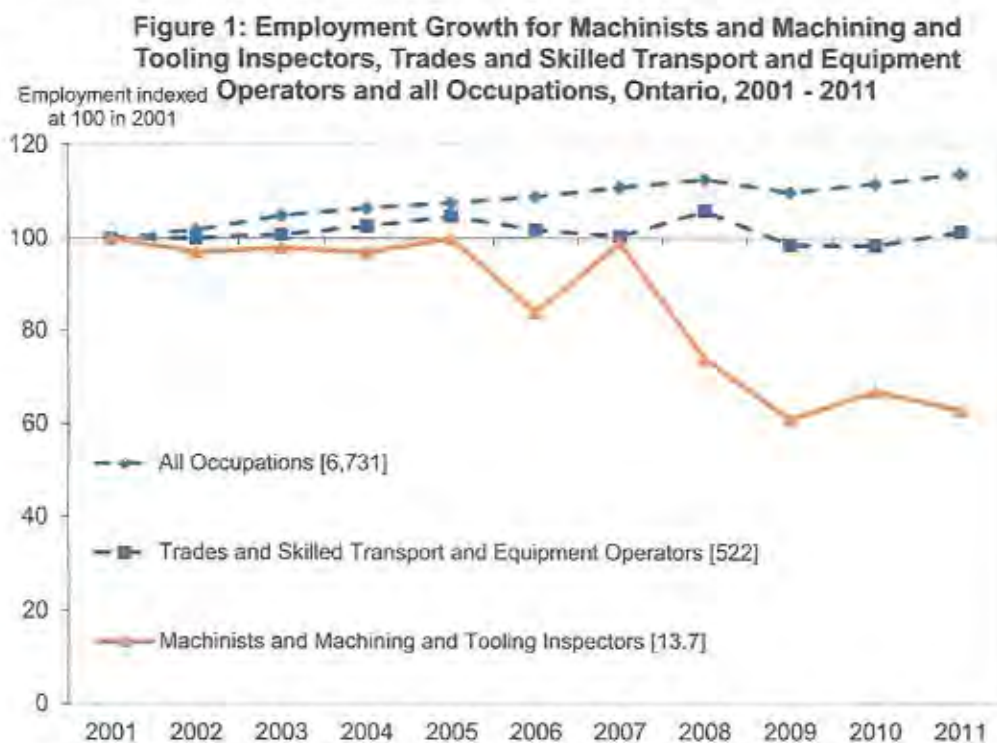
Current (2013-2017): Average

Previous (2009-2013): Average

- What are the employment requirements for this occupation?
- Learn about the essential skills required for this occupation at the [Ontario Skills Passport](#) website
- Read about the main duties, common titles and other information for this occupation at the [National Occupational Classification](#) website
- What licensing bodies or associations are important for this occupation?
- How quickly has employment grown for this occupation compared with others?
- How are job openings for this occupation expected to compare with those in other occupations from 2013 to 2017?
- What is the general make-up of the workforce for this occupation?
- What industries employ this occupation?
- In what areas of Ontario is this occupation found?
- How do wages for this occupation compare with others?

How quickly has employment grown for this occupation compared with others?

Figure 1 compares the trend in employment growth for Machinists and Machining and Tooling Inspectors, all Trades and Skilled Transport and Equipment Operators and all occupations between 2001 and 2011. Employment of Machinists and Machining and Tooling Inspectors in 2011 was 27% below the 2001 level. In 2011, employment was 1% higher for Trades and Skilled Transport and Equipment Operators and 14% higher for all occupations compared to 2001.



Note: The figures in brackets are employment levels in thousands for 2011.

Source: Statistics Canada, Labour Force Survey.

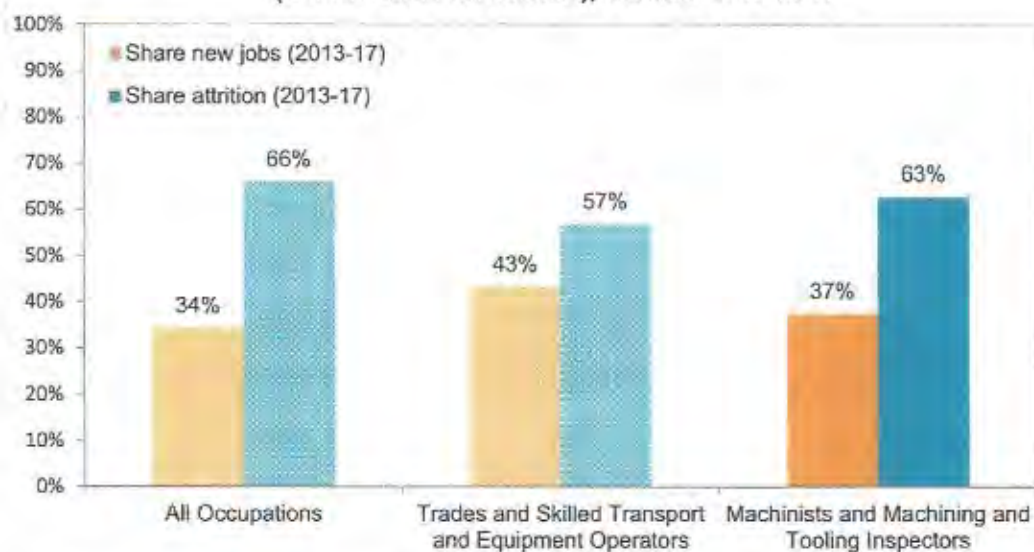
Notes: The data are based on the Labour Force Survey and consequently are subject to sampling variability, which may overstate the actual changes in employment level. As a result, estimates should be interpreted with caution.

[Back](#)

How are job openings for this occupation expected to compare with those in other occupations from 2013 to 2017?

Figure 2 shows the two components of projected job openings (new jobs and attrition) for Machinists and Machining and Tooling Inspectors, all Trades and Skilled Transport and Equipment Operators and all occupations. The graph shows a lower share of openings from new jobs for Machinists and Machining and Tooling Inspectors (37%) compared with all Trades and Skilled Transport and Equipment Operators (43%) but a higher share compared with all occupations (34%). It also shows a higher share of openings due to attrition compared with all Trades and Skilled Transport and Equipment Operators but a lower share compared with all occupations.

Figure 2: Components of Job Openings, New Jobs and Attrition (deaths and retirements), Ontario 2013-2017



Source: Canadian Occupational Projection System (COPS), Employment and Social Development Canada (previously Human Resources and Skills Development Canada).

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Outlook for Machinists

Enclosure 7
(Release date: 2014-07-31)

Cape Breton Region

☆☆☆ (Undetermined)

Employment outlooks have been determined at the provincial level for Nova Scotia.

(Release date: 2014-07-31)

Halifax Region

☆☆☆ (Undetermined)

Employment outlooks have been determined at the provincial level for Nova Scotia.

(Release date: 2014-07-31)

North Shore Region

☆☆☆ (Undetermined)

Employment outlooks have been determined at the provincial level for Nova Scotia.

(Release date: 2014-07-31)

Southern Region

☆☆☆ (Undetermined)

Employment outlooks have been determined at the provincial level for Nova Scotia.

(Release date: 2014-07-31)

Nunavut

☆☆☆ (Undetermined)

No employment outlooks have been developed for the territories at this time.

(Release date: 2014-07-18)

Iqaluit Region

☆☆☆ (Undetermined)

No employment outlooks have been developed for the territories at this time.

(Release date: 2014-07-18)

Ontario

☆☆☆ (2 of 3 stars)

For the 2013-2015 period, employment opportunities for machinists and machining and tooling inspectors are expected to be fair in Ontario. This was one of the larger trades in the province with a labour force of nearly 17,000 at the time of the 2011 National Household Survey. Growth in this occupation has been rather slow over the past decade in Ontario. Employment prospects for machinists and machining and tooling inspectors are dependent upon the strength of the manufacturing sector where nearly 85% of all workers were found. This trade was adversely affected during the last recession due to the softening in the manufacturing industry but new opportunities may arise as the sector rebounds. However, greater foreign competition from low-cost producers, among other factors, could continue to temper Ontario's manufacturing base. Technology has played an important role in this occupation. The increased efficiency of machines and processes have allowed workers to be more productive limiting the

amount of machinists and machining and tooling inspectors required for certain tasks. Maintenance machinists may have greater stability than production machinists since they are found across a greater number of manufacturing sectors and will have continuing demand for ongoing repair and servicing work.

Although trade certification for machinists and machining and tooling inspectors is voluntary in Ontario, it is preferred by many employers. Skilled machinists and machining and tooling inspectors with experience in manufacturing-related computer software and high-speed machining may have improved job potential. Also, workers will need to continuously learn new machining techniques and practices to stay abreast of changing industry technologies.

(Release date: 2014-07-31)

Hamilton--Niagara Peninsula Region

★★★ (2 of 3 stars)

For the 2013-2015 period, employment opportunities for machinists and machining and tooling inspectors are expected to be fair in the Hamilton-Niagara Peninsula economic region. This occupation had a regional labour force of about 2,600 at the time of the 2011 National Household Survey. Machinists and machining and tooling inspectors were strongly represented in the area with about 15% of all workers in Ontario located within the Hamilton-Niagara region.

(Release date: 2014-07-31)

Kingston - Pembroke Region

★★★ (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Kingston - Pembroke region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Kitchener--Waterloo--Barrie Region

★★★ (2 of 3 stars)

For the 2013-2015 period, employment opportunities for machinists and machining and tooling inspectors are expected to be fair in the Kitchener-Waterloo-Barrie economic region. This occupation had a regional labour force of about 3,000 at the time of the 2011 National Household Survey. Machinists and machining and tooling inspectors were strongly represented in the area with about 18% of all workers in Ontario located within the Kitchener-Waterloo-Barrie region.

(Release date: 2014-06-27)

London Region

★★★ (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the London region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Muskoka-Kawarthas Region

★★★ (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Muskoka - Kawarthas region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Northeast Region

🌟🌟🌟 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Northeast region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Northwest Region

🌟🌟🌟 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Northwest region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Ottawa Region

🌟🌟🌟 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Ottawa region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Stratford--Bruce Peninsula Region

🌟🌟🌟 (Undetermined)

Compared to other occupations, this is a relatively small occupational group in the Stratford - Bruce Peninsula region with few and infrequent job opportunities.

(Release date: 2014-07-31)

Toronto Region

★ ★ ★ (2 of 3 stars)

For the 2013-2015 period, employment opportunities for machinists and machining and tooling inspectors are expected to be fair in the Toronto economic region. This occupation had a regional labour force of nearly 5,500 at the time of the 2011 National Household Survey. A diverse local manufacturing sector helps support the need for machinists and machining and tooling inspectors in the Toronto area.

(Release date: 2014-07-31)

Windsor-Sarnia Region

★ ★ ★ (2 of 3 stars)

For the 2013-2015 period, employment opportunities for machinists and machining and tooling inspectors are expected to be fair in the Windsor-Sarnia economic region. This occupation had a regional labour force of about 1,700 at the time of the 2011 National Household Survey. Machinists and machining and tooling inspectors were strongly represented in the area with about 10% of all workers in Ontario located within the Windsor-Sarnia region.

(Release date: 2014-07-31)

Prince Edward Island

★ ★ ★ (2 of 3 stars)

For the 2013-2015 projection period, employment opportunities will be fair for Machinists and Machining and Tooling Inspectors (NOC 7231) in Prince Edward Island. Employment growth in this occupation is



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Ontario manufacturing industries team up to address critical skills shortage

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Published by [Brad Fournier](#) on November 19, 2014

TORONTO – Four manufacturing organizations have banded together to actively hire and train unemployed/underemployed youth to help their industry address a critical shortage of CNC Machinists. Facing an immediate need for 270 CNC machinists now and for 700 in the next two years, they formed the Ontario Manufacturing Learning Consortium (OMLC) and launched an industry-led hiring and training initiative called the CNC Machinist (Level 1) Selection and Learning Program. The Ontario government has selected this program for funding under the Youth Skills Connections Program.

Companies within the aerospace, tool/die mould, nuclear and manufacturing sectors expressed frustrations with the tremendous challenges they faced finding and hiring qualified CNC machinists. They expressed those frustrations to their industry associations – the Ontario Aerospace Council (OAC), the Canadian Tooling & Machining Association (CTMA), the Organization of Canadian Nuclear Industries (OCI) and Canadian Manufacturers and Exporters (CME) – which led to the formation of the OMLC. Rather than looking to others for solutions, the industry has decided to try a dramatically different approach – launching a “by industry, for industry” learning program.

Reaching out to youth as a career option

“We decided to tackle our skills shortage issue by reaching out to youth who are facing a stubbornly high unemployment rate in Ontario, hire and train them for a much needed position, while also helping them to start a career,” says Rod Jones, Program Co-Director, Ontario Manufacturing Learning Consortium. “Several Ontario hi-tech and advanced manufacturing sectors are growing and need to hire in order to support increasing production as well as replacing retirees.”

He notes that there are very few post-secondary programs in Ontario for CNC machining and young people coming out of these programs don’t fully meet industry needs – so a different kind of solution was required.

“This earn-while-you-learn hands-on program provides Ontario youth with the opportunity to learn a trade focused on innovation and technology, while starting a career in the manufacturing sector,” said Ian Howcroft, CME Ontario vice president. “It also supports manufacturers in their needs for skilled employees to grow their businesses.”

Employers like what they are seeing

“We’ve created an industry-led initiative that is an outcomes-based approach and offers tremendous benefits to companies. Rather than having to find good candidates on their own, employers can rely on the Ontario Manufacturing Learning Consortium (OMLC) to do the searching and screening for them,” says Robert Cattle, Executive Director, Canadian Tooling & Machining Association (CTMA) and Program Co-Director, OMLC.

The first cohort of 16 youth has been hired by 12 companies and they are well along in the 26-week program. Employers have been very impressed with the people they’ve hired.

“The companies have been very enthusiastic about the quality of the people we’ve brought to them and several have expressed interest in hiring other youth from future rounds,” says Peter Drews, who acts as the OMLC mentor and coach both for the youth and companies.

How the program works

The OMLC also has partnered with organizations, such as the City of Toronto Employment and Social Services, to reach out to youth, aged 18-29, to tell them about the opportunities to become a CNC machinist by participating in a 26-week employment and training program that can lead to full time employment. Manpower Group is the OMLC partner that carries out the initial screening of youth, checking for aptitude and attitude. The Ontario government’s Youth Skills Connections Program is providing \$1.5 million in funding, and companies are investing approximately \$1.7 million more in training these new employees.

Youth who qualify and are hired by a company will start with three weeks of classroom learning so they are “workplace-ready” and then have 23 weeks of shop floor “hands-on” learning on production CNC machines. Employers can interview pre-qualified candidates, then select and hire those who fit their company. Companies

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are provided with training guidelines to assist with the training and are provided with coaching and monitoring support.

The CNC Machinist Learning Program has initially launched in the Greater Toronto Area but there are plans to expand it to other manufacturing areas in Ontario in early 2015, including the Kitchener-Waterloo-Cambridge-Guelph area.

About the Ontario Manufacturing Learning Consortium

The Ontario Manufacturing Learning Consortium is a new organization set up to develop and deliver its first initiative, the CNC Machinist Learning program. It was founded by representatives of the aerospace, tool/die mould, nuclear and manufacturing sectors – founding organizations include the Ontario Aerospace Council (OAC), the Canadian Tooling & Machining Association (CTMA), the Organization of Canadian Nuclear Industries (OCI) and Canadian Manufacturers and Exporters (CME).

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