



TRILLIUM NETWORK
FOR ADVANCED MANUFACTURING

Inspiring the Next Generation of Talent

Becoming an Employer of Choice in a Changing Ontario

Brendan Sweeney, PhD

5 November 2024

Simcoe County Manufacturers Forum



**Western
SocialScience**

Network for Economic
and Social Trends (NEST)

Western Social Science Research and Policy



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Located at Western University, the Trillium Network for Advanced Manufacturing is the preeminent source of independent, data-driven research and thought leadership related to Ontario's advanced manufacturing ecosystem.

We value objective and innovative approaches to research, are accessible and responsive, and respect the diversity of perspectives among stakeholders.

We facilitate collaboration among ecosystem partners, including government, industry associations, research institutions, and manufacturers themselves.



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Overview

- Today's Labour Market
- Ontario & Diversity
- Making it Work

ALL

ABOUT

PENDULUMS

$$T = 2\pi\sqrt{\frac{l}{g}}$$

$$\ddot{\Theta} = -\frac{g}{l} \sin\Theta$$

$$\Theta(t) = \Theta_0 \cos(\Omega t)$$

mg



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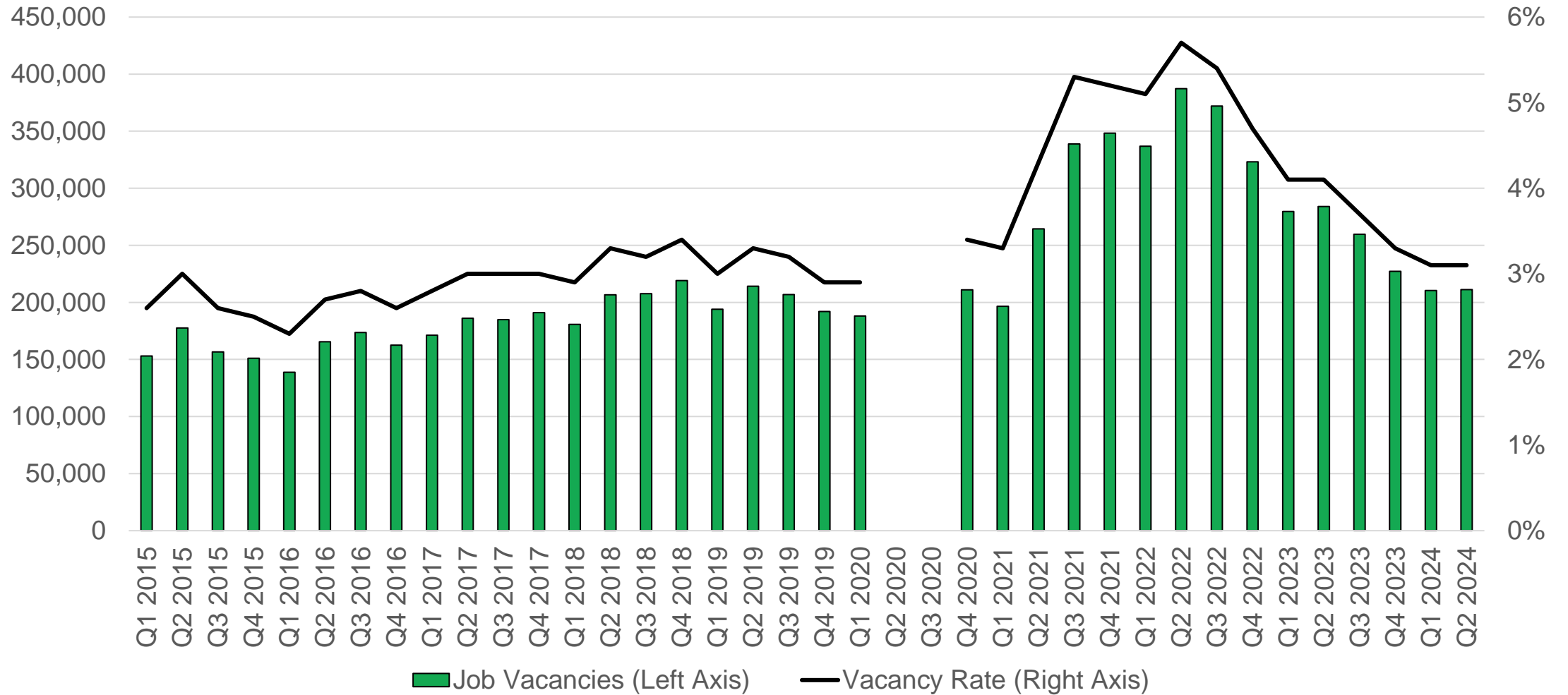


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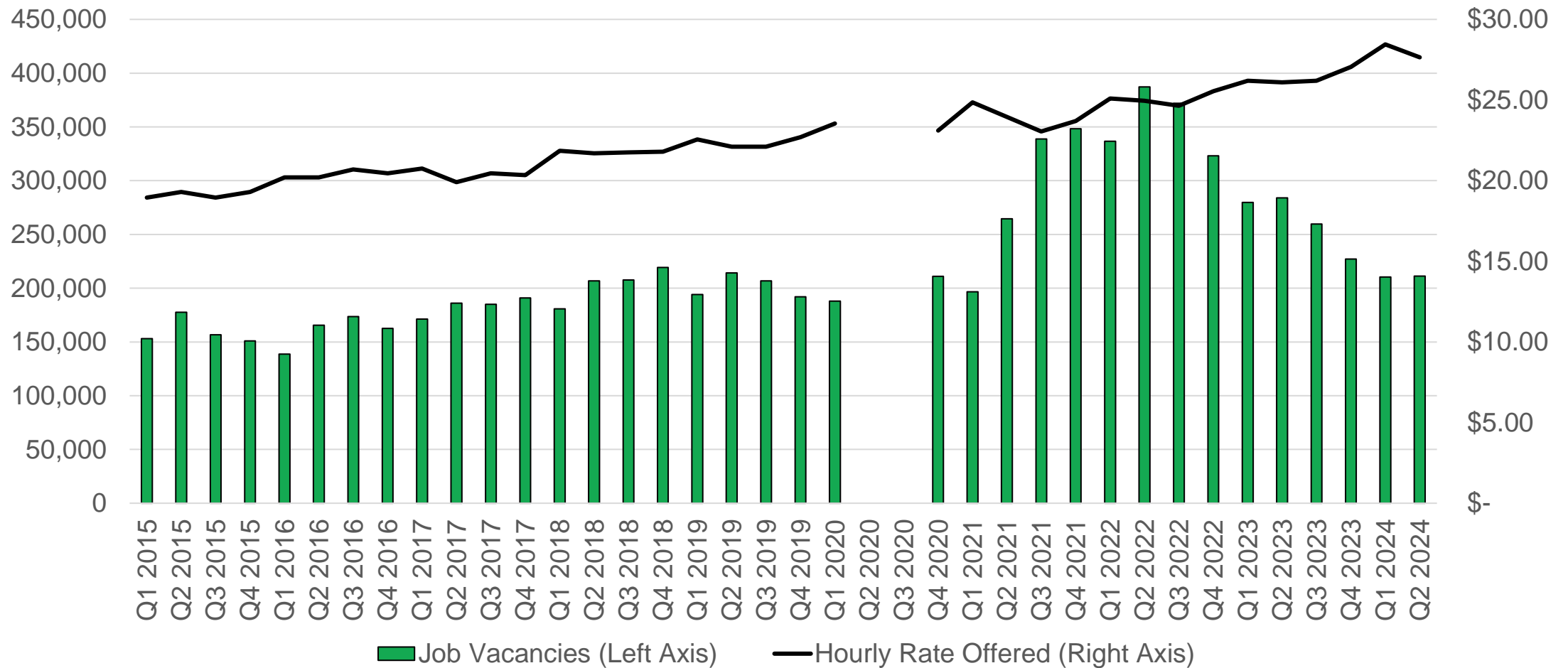
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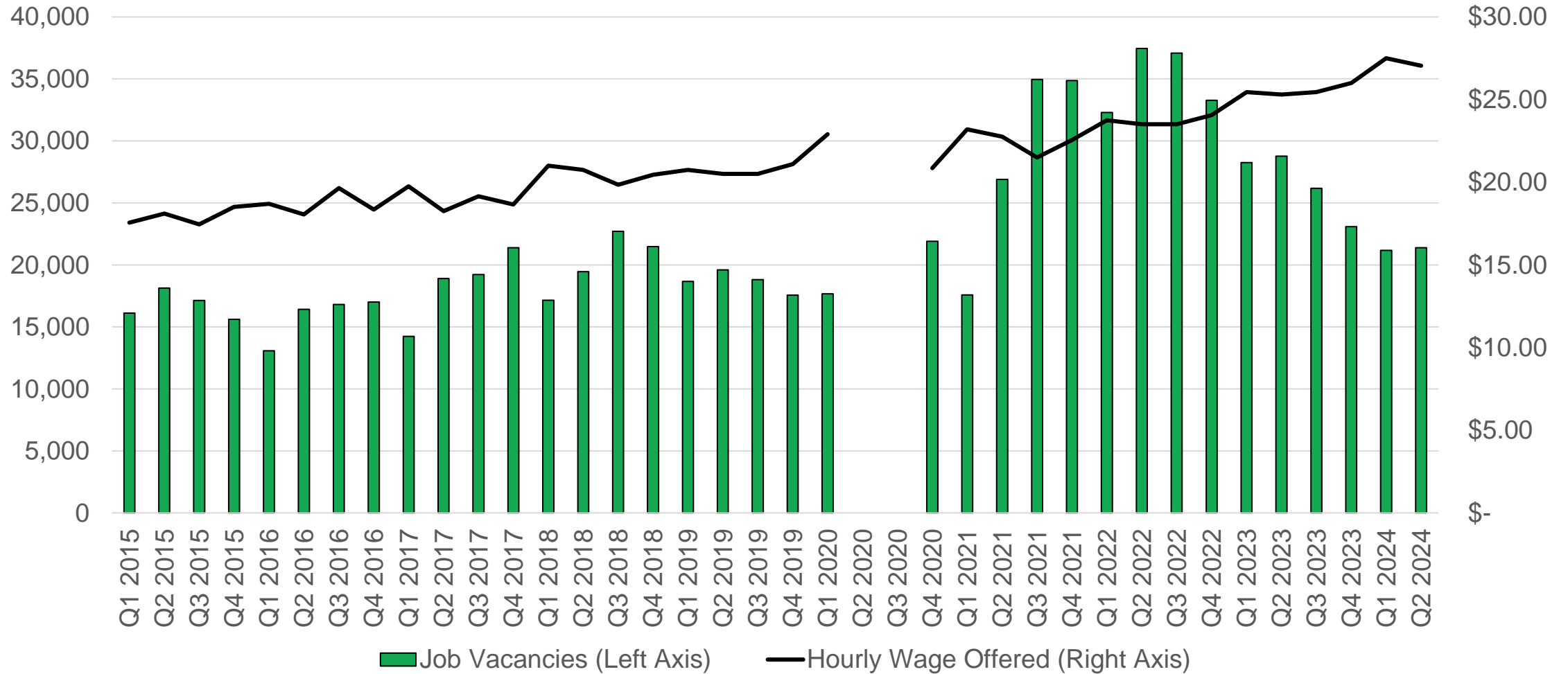
Ontario Job Vacancies, 2015-2024



Job Vacancies and Hourly Rate Offered



KW-Barrie Economic Region

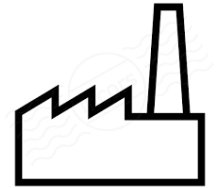


Manufacturing & Diversity

Manufacturing & Diversity

- Economy
- Manufacturing Sector
- Workforce

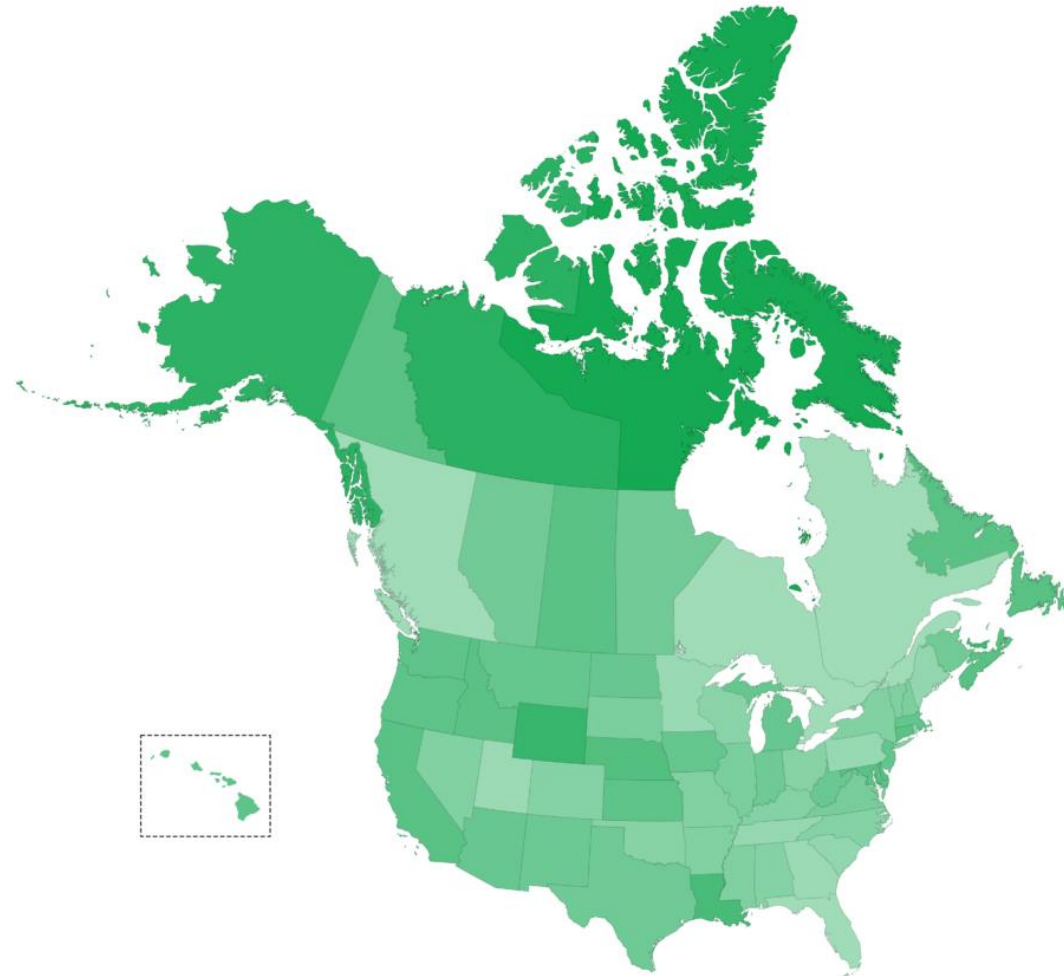
Economy



Ontario GDP & Employment by Sector, 2023

Sector	GDP	Employment
Real Estate	13%	2%
Manufacturing	11%	10%
Finance & Insurance	10%	6%
Professional Services	9%	8%
Health Care	7%	12%
Public Administration	7%	7%
Construction	7%	6%
<i>Information & Communication Technologies (ICT)</i>	7%	4%

Manufacturing Sector



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TNAM Manufacturing Specialization Index

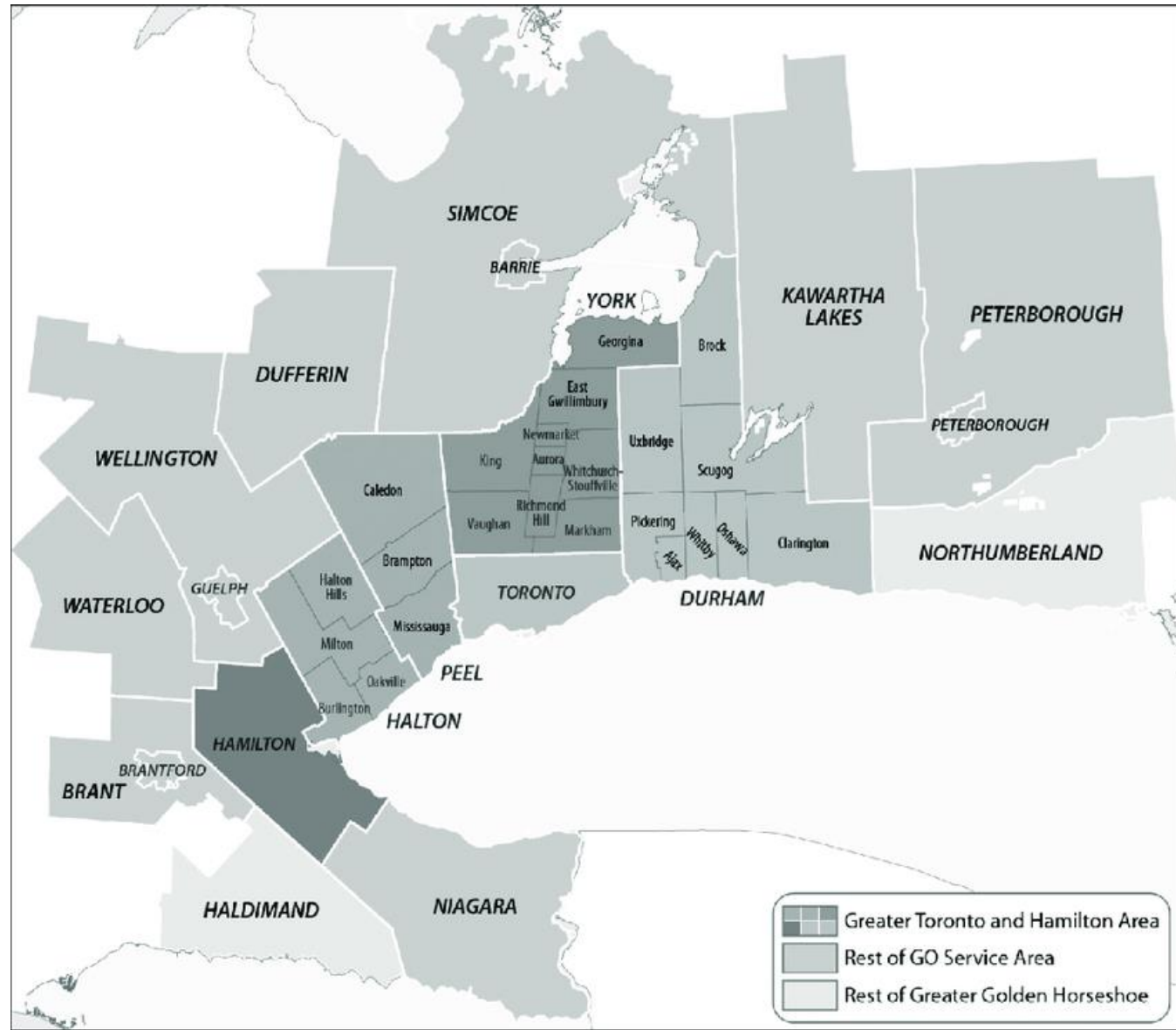




TOYOTA



HONDA



BOMBARDIER



sanofi



ArcelorMittal



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Manufacturing GDP & Employment by Industry, 2023

Sector	GDP	Employment
Automotive	16%	15%
Food	13%	14%
Chemical	11%	7%
Machinery	9%	9%
Fabricated Metal	8%	10%
Plastics & Rubber	5%	7%

Workforce



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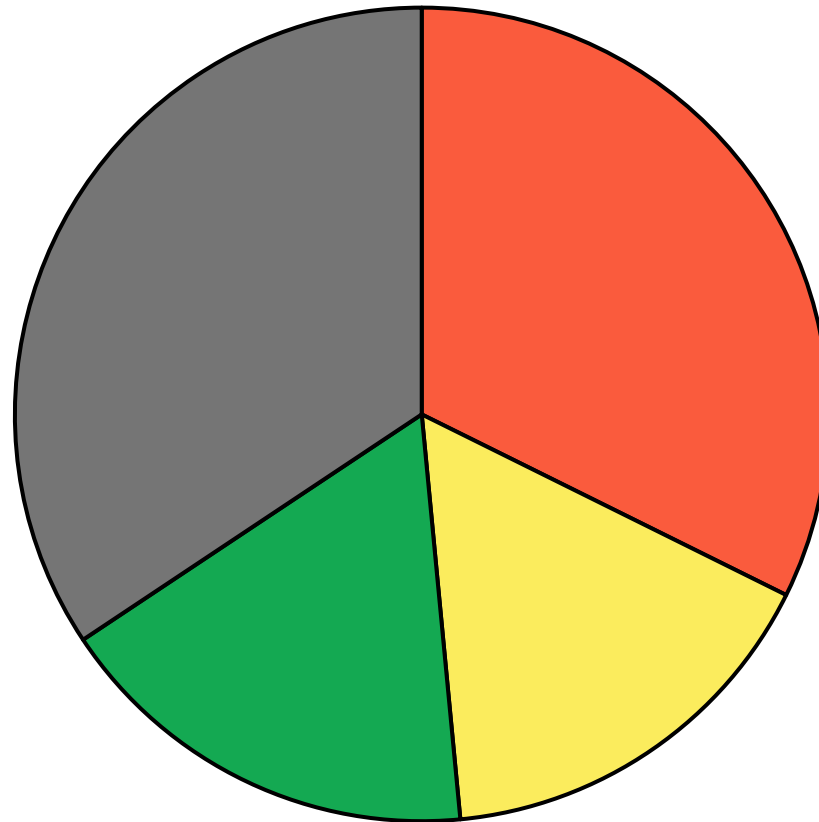


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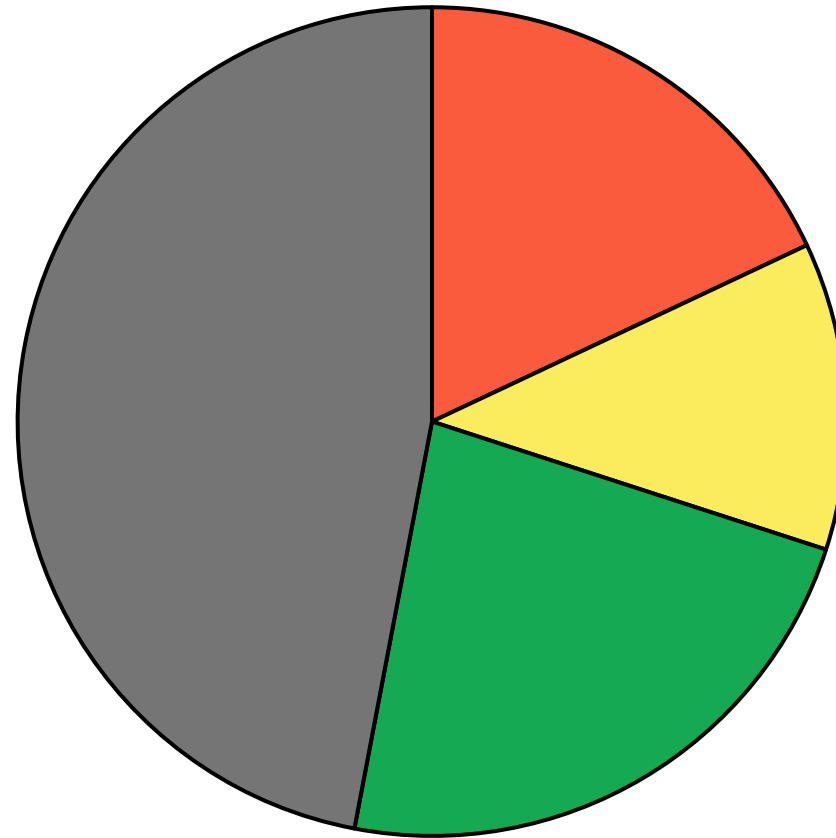
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Ontario Workforce Demographics

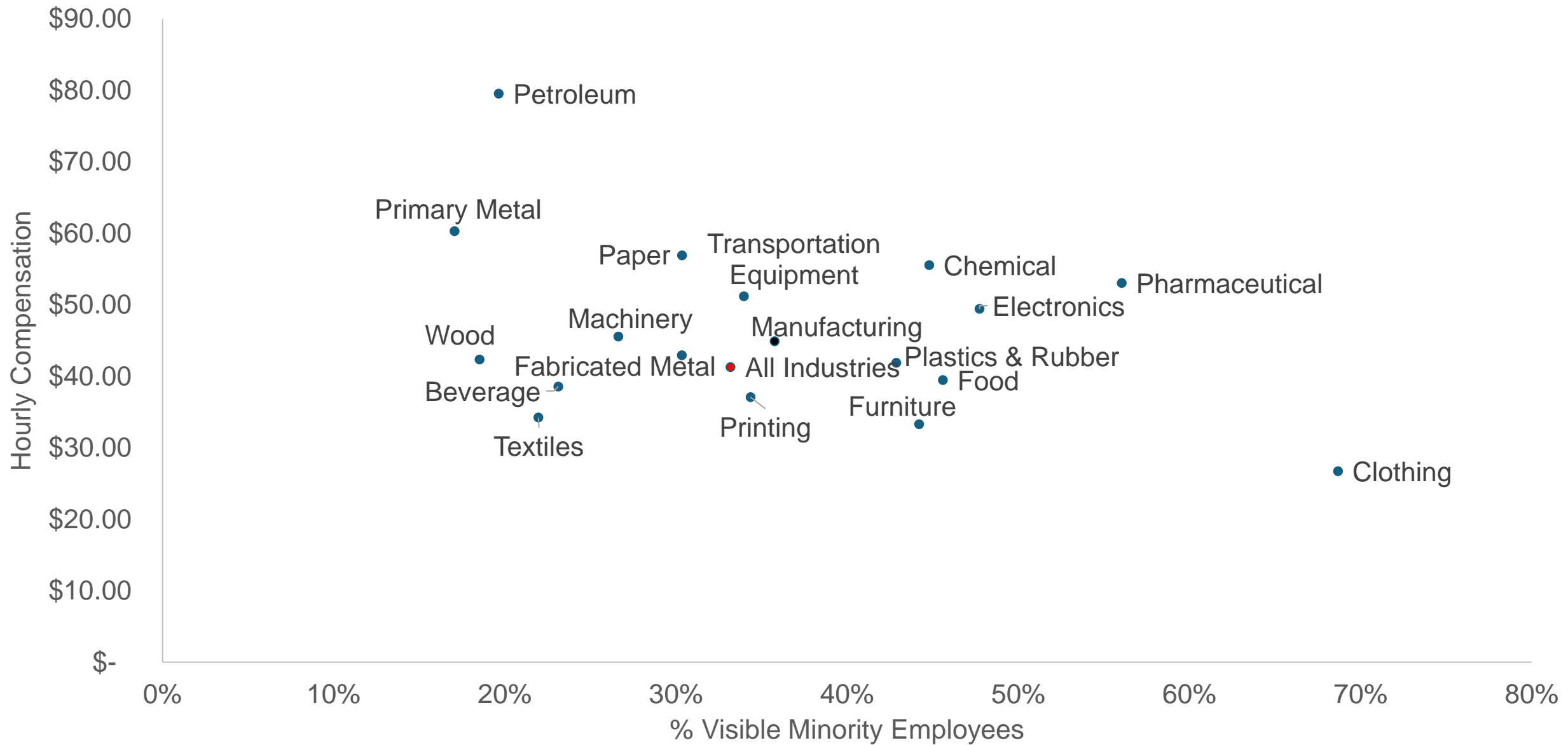


■ Women (Non-Visible) ■ Women (Visible Minority) ■ Men (Visible Minority) ■ Men (Non-Visible)

Manufacturing Workforce Demographics



■ Women (Non-Visible) ■ Women (Visible Minority) ■ Men (Visible Minority) ■ Men (Non-Visible)



Making it Work

Making it Work - Reality

- Affluence
- Competition
- High Expectations
- Change

Making it Work – Initial Thoughts

- Compensation must be competitive.
- Employees value flexibility.
- Work should be meaningful.
- Pull the curtain back, be visible.
- Can't work from home? Offer something else.



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