Background - Workforce Census

What is Workforce Census?
• it is an enumeration of the demographic characteristics of employee population

What is the Purpose?
• to determine the extent to which CoH workforce is reflective of diverse communities it serves
• to provide data on employee population to help inform workplace planning, HR policies and management practices
Workforce Census Methods

- TWI Inc. designed questionnaire
- TWI Inc. received confidential & anonymous questionnaires, analyzed data, prepared final report
- Data collection period – Sept 13 – Oct 1, 2010
- Results compared to 2006 Stats Canada data for Hamilton Census Sub-Division
• City Wide response rate of 52% (n=3489 employees)
• Respondents were FT, PT, permanent and temporary staff.
# Key Workforce Census Results

## Representation At-A-Glance

<table>
<thead>
<tr>
<th></th>
<th>City of Hamilton Respondents</th>
<th>Hamilton Census Subdivision *</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal</td>
<td>2.7%</td>
<td>1.5%</td>
</tr>
<tr>
<td>GLBTQ</td>
<td>3.7%</td>
<td>1.5%*</td>
</tr>
<tr>
<td>Visible Minority</td>
<td>7.6%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Landed Immigrant</td>
<td>15.5%</td>
<td>26.4%</td>
</tr>
<tr>
<td>Persons with Disabilities</td>
<td>5.3%</td>
<td>4.8%*</td>
</tr>
</tbody>
</table>

* Denotes provincial-level external data where city-level data is not available
Key Workforce Census Results

Education

• 79% of respondents have a post-secondary certificate, diploma or degree compared to 48% in general population

• 77% are using their professional skills/education in current position

• 43% spend time on studies & educational pursuits in a typical week
Languages

• Over 65 languages are spoken by employee respondents
  – 8.3% French
  – 6.4% Italian
  – 2.4% Spanish

• 32% indicated that they could have benefited from informal interpreter assistance
High Number of Pending Retirements

- 14.5% (502) indicated that they plan to retire within next 5 years
- 16.7% (579) plan to retire within 6 to 10 years
- Workforce planning considerations
  - Recruitment from a younger more diverse talent pool
  - Focus on areas of greatest risk
  - Planned approach to achieving 0% tax change through attrition
Key Workforce Census Results

What Attracted Existing Employees to Work at the City?

- Opportunity to use my skills: 54.0%
- Proximity to home or work: 49.3%
- Total compensation package: 46.6%
- Opportunity to learn new skills: 40.6%
- Types of jobs available: 39.3%
- Promotion and career development: 35.9%
Key Workforce Census Results

Work-Life Balance:

• 68% respondents have dependent care responsibilities
• 51% respondents work unpaid overtime in a typical week
• 43% respondents spend time studying/furtherring their education
• 41% respondents spend time volunteering
• 19% respondents work a second job
• Communicate Results – management teams, unions, Council Advisory Committees

• Use recommendations to assist with implementation of City’s Equity & Inclusion Policy and AODA requirements

• Use results and recommendations to support workforce planning, retention and attraction strategies