



Hamilton

**City of Hamilton  
Workforce Census**

**October 11, 2011**



Hamilton

# 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



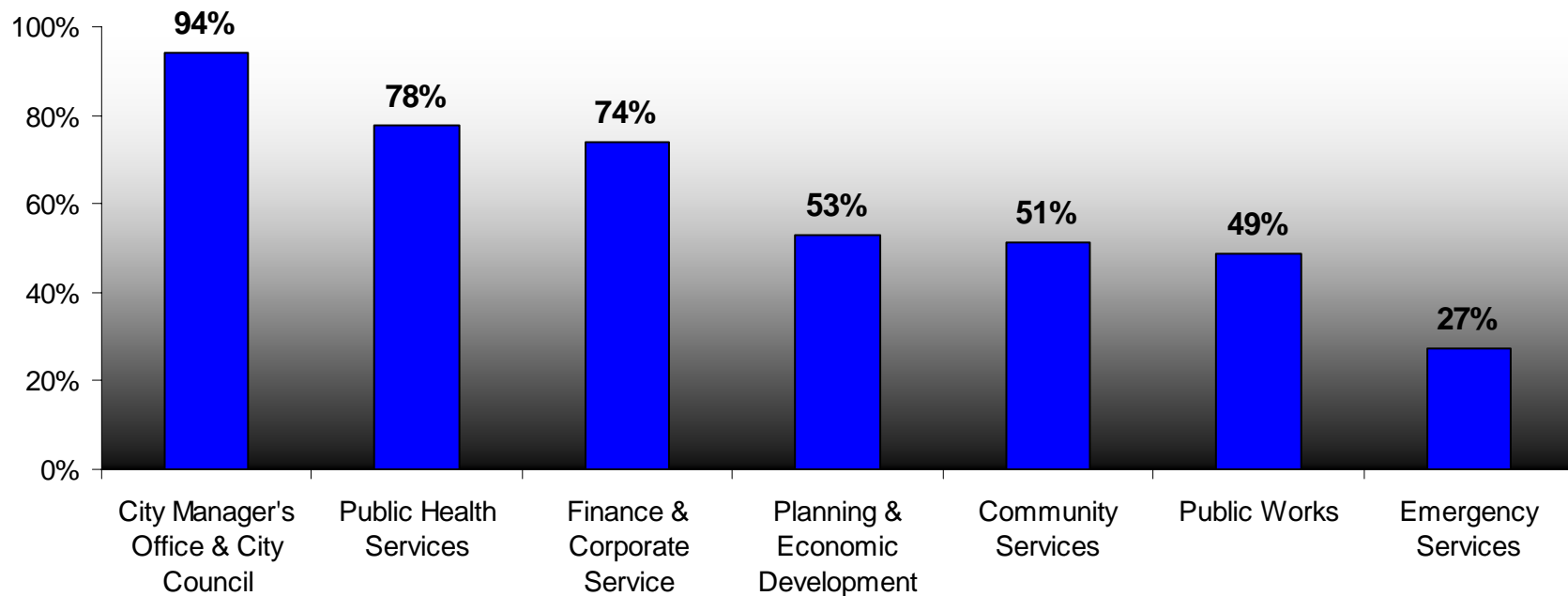
# Workforce Census Methods

- 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

# Workforce Census Response Rates

- City Wide response rate of 52% (n=3489 employees)
- Respondents were FT, PT, permanent and temporary staff.

Department Workforce Census Response Rates





# Key Workforce Census Results

## Representation At-A-Glance

	City of Hamilton Respondents	Hamilton Census Subdivision *
Aboriginal	2.7%	1.5%
GLBTQ	3.7%	1.5%*
Visible Minority	7.6%	13.6%
Landed Immigrant	15.5%	26.4%
Persons with Disabilities	5.3%	4.8%*

\* Denotes provincial-level external data where city-level data is not available

## 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**

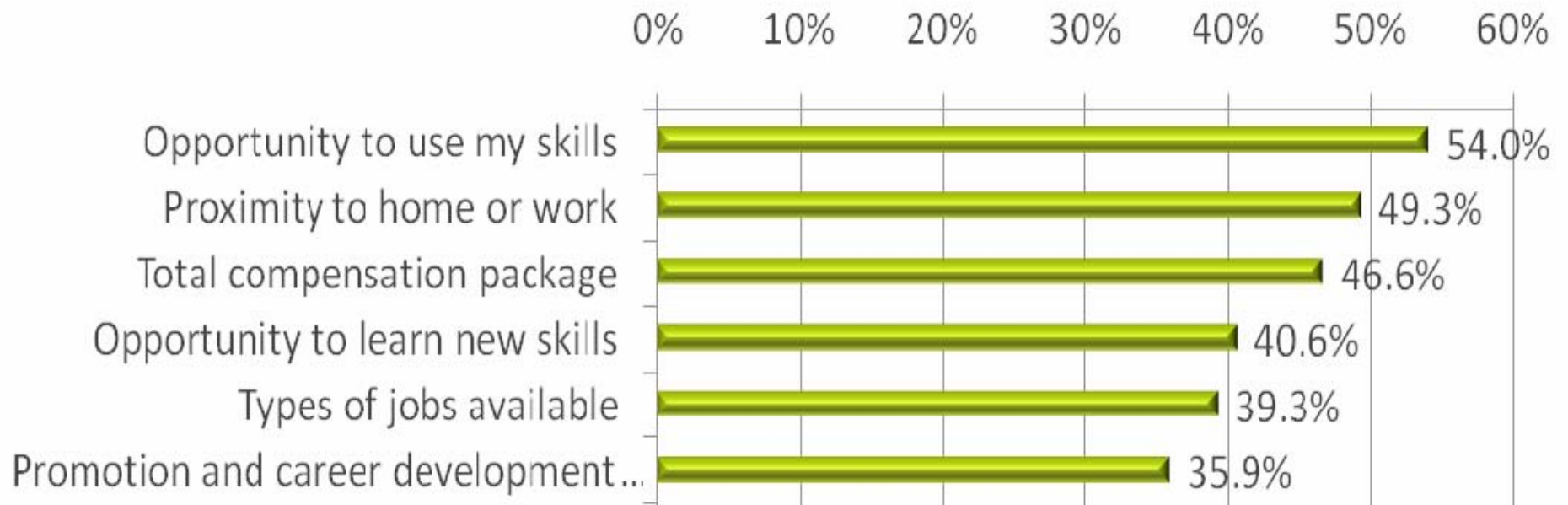
## High Number of Pending Retirements

- 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?





# 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/furthering their education
- 41% respondents spend time volunteering
- 19% respondents work a second job



# Recommendations & Next Steps

- 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



Hamilton

# QUESTIONS & ANSWERS

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**include me!**  
WORKFORCE CENSUS