

# Career Pathways Passport

Presented by the **Newmarket Chamber of Commerce** 



A guide to help  
you chart your  
course

 **Career  
Pathways  
Expo**

- CAREER PATHWAYS EXPO -

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# EVERY JOURNEY STARTS SOMEWHERE.

Good career decisions begin with an understanding of the labour market, job trends and the skills and competencies required to thrive in a rapidly-changing work environment. The Career Pathways Expo is a great opportunity to help students make informed choices.

This guide navigates through a large variety of focus areas aligned with the SHSM (Specialist High Skills Major) opportunities in secondary school. It aims to provide students and parents with information on post-secondary options, including:

-  Apprenticeship Training
-  University Programs

-  College Programs
-  Workplace Opportunities

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## SPECIAL THANKS TO

Workforce Planning Board of York Region  
Awesome Foundation Newmarket

York Region District School Board  
York Catholic District School Board

Town of Newmarket Economic Development



## WHAT GETS YOU HIRED & KEEPS YOU EMPLOYED

These days, it's not enough to have the technical skills to do a job—many employers also want to know that you have "soft skills" too.

Soft skills are personal attributes and competencies that enable someone to interact effectively with other people such as work colleagues, managers, and customers. Hard skills refer to technical expertise acquired through formal training to effectively undertake the job for which you have been hired. In contrast, soft skills distinguish you from your competitors and make what you have to offer unique to potential employers—and their customers.

**According to the Workforce Planning Board of York Region, "soft" skills mentioned as critical and often missing in job applicants, including college and university-level graduates, include:**

- Adaptability – openness to change
- Problem solving and analysis
- Conflict resolution
- Self-motivation
- Communication skills including verbal, written and listening
- Customer service and sensitivity
- Telephone communication
- Interpersonal skills
- Ability to make eye contact
- Time management and organization skills
- Attitude and work ethic
- Sensitivity to colleague's culture differences
- Continuous learning

Many employers believe it's best to hire for fit and attitude and, where possible, train for technical requirements. There is also general consensus amongst employers that they should not have to train new hires for these important "employability soft skills". They are the primary qualities that get you hired and keep you employed.

# NATIONAL OCCUPATION CLASSIFICATION (NOC)

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Most occupations in Canada are associated with what is known as a “NOC” code or National Occupational Classification. Developed by the Canadian Government, this system organizes and describes occupations found throughout Canada’s job market.

The NOC code is a useful tool to help you in your career exploration research. It can also help you to understand current labour market trends in occupations, identify skills required, and requirements for post-secondary education.

Visit [Canada.ca](http://Canada.ca) for more about NOC codes.

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# ARTS & CULTURE

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According to the Canada Council for the Arts, arts and culture are essential elements in the new global economy—not only for their entertainment value but also for the skills they develop in individuals. An arts education challenges people to think critically and to solve problems creatively—skills that are now in high demand. In the past decade, the culture sector labour force grew by 31 per cent, compared to a growth rate of 20 per cent for Canada's labour force as a whole.

Page content courtesy of the Greater Essex County District School Board

For more information on salary ranges and job outlook visit:  
<https://www.iaccess.gov.on.ca/labourmarket/search.xhtml>  
You can also search this site by specific occupation

For comprehensive occupational information (tasks, knowledge, skills required, interests) visit: <https://www.onetonline.org/>



# OCCUPATIONS IN THE ARTS & CULTURE SECTOR

## ★ Apprenticeship Training

- Entertainment Industry Power Technician (5255)
- Native Clothing and Crafts Artisan (5244)
- Gem Setter/Goldsmith (5243)
- Painter and Decorator (7294)

## ◆ College Programs

- Actor or Comedian (5135)
- Animator – Graphic Design & Illustration (5241)
- Announcer & Other Broadcasters (5231)
- Apparel Production Supervisor (9225)
- Artisan or Craftsperson (5244)
- Broadcast Technician (5224)
- Graphic Designer or Illustrator (5221)
- Interior Designer (5242)
- Other Performers (5232)
- Other Technical & Coordinating Occupations in Motion Pictures, Broadcasting, & the Performing Arts (5226)
- Photographer (5221)
- Theatre, Fashion, Exhibit, & Other Creative Designers (5243)
- Video Recording Technician (5225)
- Technical Occupations Related to Museums & Art Galleries (5212)
- Video Recording Technician (5225)

## ◆ University Programs

- Author or Writer (5121)
- Conductor, Composer, or Arranger (5132)
- Conservator or Curator (5112)
- Dancer (5134)
- Painters, Sculptors, & Other Visual Artists (5136)
- Producer, Director, Choreographer, & Related Occupations (5131)
- Professional Occupations in Public Relations & Communications (5124)

## ◆ Workplace Opportunities

- Camera, Platemaking, or Other Pre-Press Operations (9472)
- Desktop Publishing Operator and Related Occupations (1423)
- Entertainer (5232)
- Graphic Artist or Illustrator (5241)
- Musician or Singer (5133)
- Photographic & Film Processor (9474)
- Sign Maker (9498)
- Textile Colourist (9443)
- Weaver, Knitter, and Other Fabric-Making Occupations (9442)

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# BUSINESS

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Typically, when we think of business, commerce comes to mind. However, the world of business is broad. For example, finance, accounting, retail, marketing, international business, economics, management and administration, are all aspects of business.

In recent years, disruptive innovations have had sweeping impacts across many areas of business. For example, Uber radically transformed the taxi industry, and Airbnb has done the same for those seeking alternatives to hotels.

While disruptive innovations have always existed (the automobile is a great example), the rate of change has dramatically accelerated in recent years. This rapid pace creates both challenges and opportunities across the business sector.

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# OCCUPATIONS IN THE BUSINESS SECTOR

## Apprenticeship Training

- Hardware, Lumber and Building Materials Retailer (6421)
- Parts Technician (1472)
- Special Events Coordinator (1226)

## College Programs

- Accounting and Related Clerk (1431)
- Administrative Clerk (1441)
- Administrative Officer (1221)
- Assessor, Valuator and Appraiser (1235)
- Banking, Insurance & Other Financial Clerks (1434)
- Bookkeeper (1231)
- Conference and Event Planner (1226)
- Court Officer and Justice of the Peace (1227)
- Desktop Publishing Operator and related occupations (1423)
- Insurance Adjuster & Claims Examiner (1233)
- Legal Secretary (1242)
- Loan Officer (1232)
- Personnel & Recruitment Officer (1223)
- Personnel Clerk (1442)
- Professional in Business Services (1122)
- Purchasing Agent and Officer (1225)
- Retail and Wholesale Buyer (6233)
- Secretary, except Legal and Medical (1241)
- Social Policy Researcher, Consultant and Program Officer (4164)
- Specialist in Human Resources (1121)
- Supervisor – Recording, Distributing and Scheduling (1215)
- Supervisor – Finance & Insurance Clerks (1212)

## University Programs

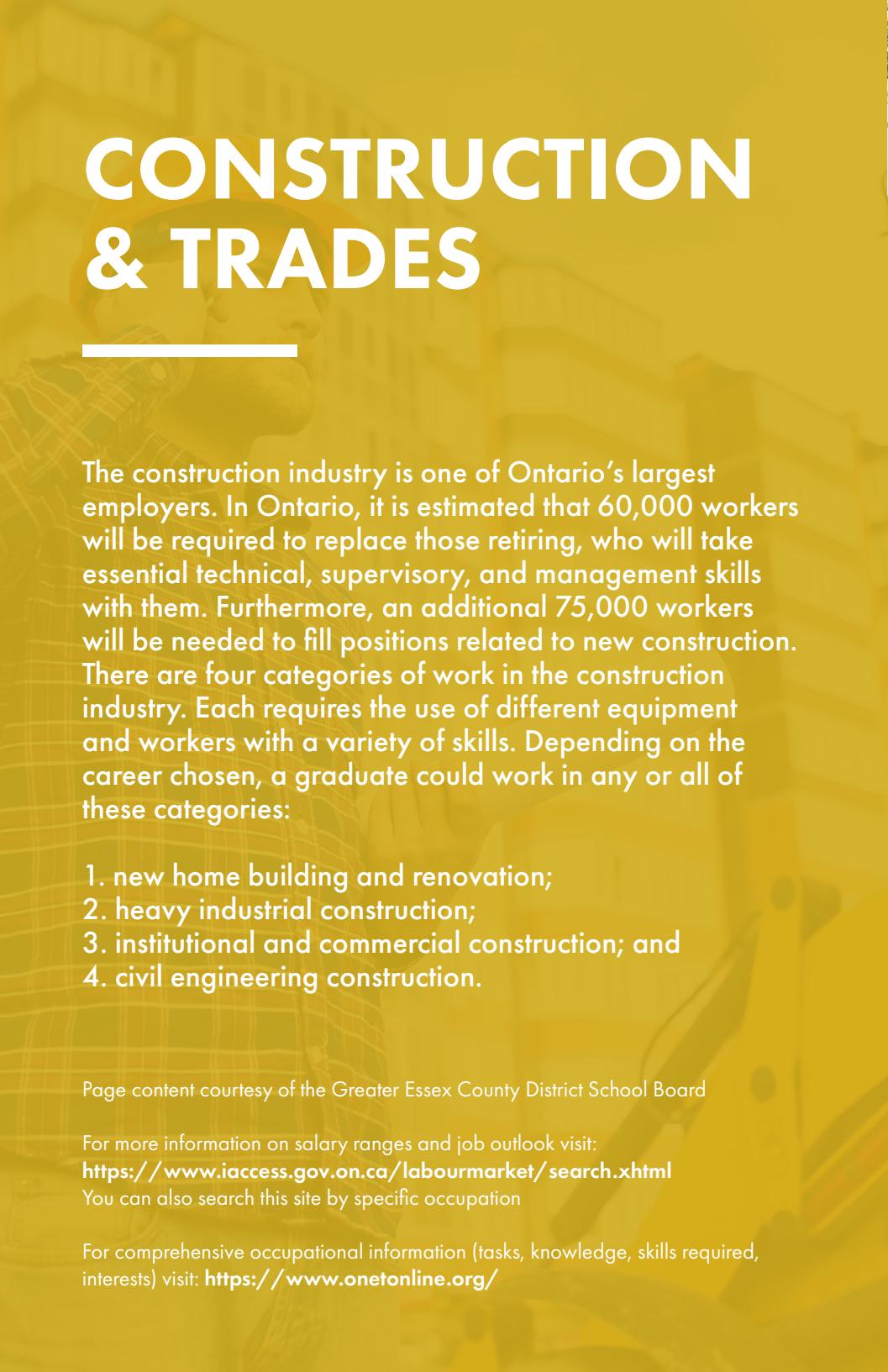
- Business Development Officer and Marketing Researcher and Consultant (4163)
- Economist and Economic Policy Researcher and Analyst (4162)
- Executive Assistant (1222)
- Financial and Investment Analyst (1112)
- Financial Auditor and Accountant (1111)
- Mathematician, Statistician and Actuary (2161)
- Professional in Business Services (1122)
- Securities Agent, Investment Dealer and Broker (1113)
- Social Policy Researcher, Consultant and Program Officer (4164)
- Specialist in Human Resources (1121)

## Workplace Opportunities

- Accounting and Related Clerk (1431)
- Administrative Clerk (1441)
- Banking, Insurance and Other Financial Clerks (1434)
- Customer Service and Related Clerks (1453)
- Customer Service Representative – Financial Services (1433)
- Customs, Ship and Other Broker (1236)
- General Office Clerk (1411)
- Payroll Clerk (1432)
- Personnel Clerk (1442)
- Postal or Mail Clerk (1461)
- Purchasing and Inventory Clerk (1474)
- Real Estate Agent and Salesperson (6232)
- Receptionist, Admitting Clerk (1414)
- Record Management and Filing Clerk (1413)
- Retail and Wholesale Buyer (6233)
- Retail Salesperson and Sales Clerk (6421)
- Shippers and Receivers (1471)
- Storekeeper and Parts Clerk (1472)

# **CONSTRUCTION & TRADES**

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The construction industry is one of Ontario's largest employers. In Ontario, it is estimated that 60,000 workers will be required to replace those retiring, who will take essential technical, supervisory, and management skills with them. Furthermore, an additional 75,000 workers will be needed to fill positions related to new construction. There are four categories of work in the construction industry. Each requires the use of different equipment and workers with a variety of skills. Depending on the career chosen, a graduate could work in any or all of these categories:

- 1. new home building and renovation;**
- 2. heavy industrial construction;**
- 3. institutional and commercial construction; and**
- 4. civil engineering construction.**

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# OCCUPATIONS IN THE CONSTRUCTION & TRADES SECTOR



## Apprenticeship Training

- Brick and Stone Mason (7281)
  - Carpenter (7271)
  - Construction Millwright (7311)
  - Electrician (7241)
  - Heating and Air Conditioning Contractor (7313)
  - Painter and Decorator (7294)
  - Plumber (7251)
  - Roofer (7291)
- 



## College Programs

- Architectural Design Technician/Technologist (2251)
  - Civil Engineering Technologist (2231)
  - Construction Estimator (2234)
  - Construction Manager (0711)
  - Construction Technologist (2231)
  - Contractor and Supervisor – Electrical Trades and Telecommunications (7212)
  - Home Inspector (2264)
  - Interior Designer (5242)
  - Residential Home Builder or Renovator (0712)
- 



## University Programs

- Architect (2151)
  - Electrical Engineer (2133)
  - Mechanical Engineer (2132)
  - Structural Engineer (2131)
- 



## Workplace Opportunities

- Carpenter Helper (7611)
- Concrete Finisher (7282)
- Construction Trades Helper and Labourer (7611)
- Demolition Worker (7611)
- Drywall Installer (7611)
- Helper – Construction Trades (7611)
- Home Renovator (0712)

# ENERGY

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The energy sector plays a significant role in Canada. According to Natural Resources Canada, it employed more than 270,000 people in 2016 and indirectly supported another 600,000-plus jobs.

There are many career paths available within the sector, including jobs in power generation and distribution, renewable and alternative energy and energy efficiency.

For more information on salary ranges and job outlook visit:  
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# OCCUPATIONS IN THE ENERGY SECTOR



## Apprenticeship Training

- Arborist (2225)
- Construction Millwright & Industrial Mechanic (7311)
- Contractor & Supervisor, Electrical Trades and Telecommunications Occupations (7212)
- Contractor & Supervisor, Mechanical Trades (7216)
- Electrical Mechanic (7333)
- Electrical Power Line & Cable Worker (7244)
- Gas Fitter (7253)
- Glazier (7292)
- Industrial Instrument Technician & Mechanic (2243)
- Industrial Electrician (7242)
- Insulator (heat & frost) (7293)
- Machinist, Machining, & Tooling Inspector (7231)
- Petroleum, Gas, & Chemical Process Operator (9232)
- Power System Electrician (7243)
- Power Systems & Power Station Operator (7352)
- Refrigeration & Air Conditioning Mechanic (7313)
- Stationary Engineer & Auxiliary Equipment Operator (7351)
- Steamfitter, Pipefitter & Sprinkler System Installer (7252b)



## College Programs

- Biological Technologist & Technician (2221)
- Civil Engineering Technologist & Technician (2231)
- Construction Electrician (7241)
- Energuide & Quality Control Manager (2264)
- Geological & Mineral Technologist and Technician (2212)
- Geothermal Installer (7251)
- Geothermal System Designer (7213)
- Industrial Engineering Technician (2233)
- Land Surveyor (2154)
- Mapping & Related Technologist & Technician (2255)
- Mechanical Engineer & Technologist (2232)
- Natural & Applied Science Policy Researcher, Consultant, & Program Officer (4164)
- Petroleum, Gas, & Chemical Process Operator (9232)
- Supervisor, Petroleum, Gas, & Chemical Processing and Utilities (9212)
- Technical Sales Specialist – Wholesale Trade (6221)
- Utilities Manager (0912)



## University Programs

- Architect (2151)
- Chemical Engineer (2134)
- Climatologist (2114)
- Economist & Economic Policy Researcher and Analyst (4162)
- Electrical & Electronics Engineer (2133)
- Engineering Manager (0211)
- Environmental Assessor (4161)
- Geological Engineer (2144)
- Mechanical Engineer (2132)
- Petroleum Engineer (2145)
- Physicist (2111)



## Workplace Opportunities

- Assembler, Fabricator, Inspector & Tester: Motors, Transformers, & Electrical Appliances (9484)
- Electronic Service Technicians (2242)
- Gas Maintenance Workers (7442)
- Home Energy Evaluator (2264)
- Oil & Gas Well Drilling Worker & Services Operator (8412)
- Petroleum, Gas, & Chemical Process Operator (9232)
- Renewable Energy Products Salesperson (6421)
- Residential & Commercial Installer & Servicer (7441)
- Solar Panel Chemical Process Technician (2211)
- Wind Turbine Material Controller (1471)

# ENVIRONMENT

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According to the Environmental Careers Organization (ECO Canada), nearly 364,000 people in Canada work in jobs related to the environment. (Specifically, in three main areas; Environmental Protection, Resource Management and Sustainability.) The provinces of Alberta, British Columbia and Ontario lead in terms of the number of those employed in the environment sector. (Source: [eco.ca](http://eco.ca))

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# OCCUPATIONS IN THE ENVIRONMENT SECTOR



## Apprenticeship Training

- Arborist (2225)



## College Programs

- Aquaculture Operator and Manager (8257)
- Biological Technologist or Biological Technician (2221)
- Conservation Officer or Fishery Officer (2224)
- Environmental Technician (2231)
- Field Technician – Air Pollution (2231)
- Forest Ecologist (2121)
- Forestry Technologist/Technician (2223)
- Geological and mineral Technologist/Technician (2212)
- Habitat Management Technician (2221)
- Hatchery or Fisheries Technician (2221)
- Mapping and Related Technologist/Technician (2255)
- Quality Control – Chemical Engineering Technologist (2211)
- Silviculture and Forestry Workers (8422)
- Soil Testing Technologist (2231)
- Technician – Pollution Control (2231)



## University Programs

- Air Quality Meteorologist (2114)
- Chemical Engineer (2134)
- Climatologist (2114)
- Environmental and Occupational Toxicologist (2121)
- Environmental Biologist (2121)
- Environmental Engineer (2131)
- Environmental Impact Analyst (4161)
- Environmental Planner (2153)
- Environmental Program Coordinator (4161)
- Forestry Professional (2122)
- Geological Engineer (2144)
- Geologist and Geochemist (2113)
- Interpretive Naturalist (2121)
- Landscape Architects (2152)
- Meteorologist (2114)
- Urban and Land Use Planners (2153)
- Waste Diversion Consultant (4161)



## Workplace Opportunities

- Canoeing Guide (6442)
- Fishing Guide (6442)
- Hunting Guide (6442)
- Landscaping and Grounds Maintenance Workers (8612)
- Outdoor Sport and Recreation Guide (6442)
- Outfitter (6442)
- Recreation Program Leader (5254)
- Recycled Paper Handler (7452)
- Silviculture and Forestry Workers (8422)
- Wastewater Treatment Plant Operator (9424)

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# HEALTH & WELLNESS

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This sector not only has a wide variety of careers, but also is significant for the number of workers it employs. According to Canada's Health Care System, approximately 1.6 million people work in health care and social services in Canada, making it the nation's third largest employer after manufacturing and the retail trade.

The demand for health and wellness professionals will only increase. One reason is that a large number of employees in the sector are nearing retirement age. In addition, as our population ages, the demands on the health care sector will rise.

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# OCCUPATIONS IN THE HEALTH & WELLNESS SECTOR



## Apprenticeship Training

- Child and Youth Worker (4212)
- Early Childhood Educator (4214)
- Educational Assistant (6472)



## College Programs

- Ambulance Attendants and Other Paramedical Occupations (3234)
- Biomedical Engineering Technologist (2241)
- Community & Social Service Worker (4212)
- Dental Hygienist or Dental Assistant (3222)
- Documentation Clerk (1441)
- Funeral Director or Embalmer (6272)
- Health Care Aide (3413)
- Hospital Information Clerk (1434)
- Medical Laboratory Technician (3212)
- Medical Secretary (1243)
- Pharmacy Technician (3414)
- Practical Nurse (3233)
- Primary Care Paramedic (3234)
- Registered Massage Therapist (3235)
- Registered Orthopaedic Technologist (3414)
- Respiratory Therapist (3214)



## University Programs

- Audiologist or Speech-Language Pathologist (3141)
- Chiropractor (3122)
- Dentist (3113)
- Dietitian (3132)
- Family, Marriage and Other Related Counsellors (4153)
- Hospital Equipment Sales Representative (6221)
- Kinesiologist (3235)
- Medical Microbiologist (3111)
- Medical Sonographer (3216)
- Midwife (3232)
- Nutritionist (3132)
- Optometrist (3121)
- Pharmacist (3131)
- Podiatrist (3123)
- Psychiatrist (3111)
- Registered Nurse (3152))
- Sports Therapist (3144))



## Workplace Opportunities

- Blood Donor Clinic Assistant (3414)
- Certified Personal Trainer (5254)
- Doctor's Office Receptionist (1414)
- Fitness Instructor (5254)
- Hospital Admitting Clerk (1414)
- Hospital Cleaner (6661)
- Hospital Porter (3413)
- Lifeguard (5254)
- Recreation Program Leader (5254)

# HOSPITALITY & TOURISM

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The tourism industry presents many advantages for employees because it offers a selection of well over 400 occupations. Tourism jobs also tend to provide plenty of opportunities for advancement, widely transferable skills, and ongoing training. The industry is divided into five sub-sectors: hospitality and tourism, accommodation, food and beverage services, recreation, and travel services.

This sector accounts for 1.6 million jobs, representing 9.4 per cent of the 17.1 million jobs in Canada. Between now and 2025, spending on tourism goods and services in Canada is expected to grow to \$201 billion, and it is estimated that 219,000 tourism jobs will go unfilled due in part to declining birth rates and an aging workforce.

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# OCCUPATIONS IN THE HOSPITALITY & TOURISM SECTOR

## Apprenticeship Training

- Baker (6252)
  - Butcher and Meat Cutter (6251)
  - Chef (6241)
  - Cook (6242)
  - Special Events Coordinator (1226)
- 

## College Programs

- Accommodation Service Manager (0632)
  - Conference and Event Planner (1226)
  - Food Service Supervisor (6212)
  - Hotel/Resort Manager (0015)
  - Restaurant and Food Service Manager (0631)
  - Tourism Information Officer (5124)
  - Travel Counsellor (6431)
- 

## University Programs

- Dietitian (3132)
  - Food Bacteriologist (2121)
  - Nutritionist (3132)
  - Public and Environmental Health Officer (2263)
  - Public Relations and Communications (5124)
- 

## Workplace Opportunities

- Executive Housekeeper (6213)
- Food and Beverage Server (6453)
- Food Counter Attendant and Kitchen Helper (6641)
- Food Stylist (5243)
- Hotel/Front Desk Clerk (6435)
- Hotel Valet (6683)
- Purser and Flight Attendant (6432)
- Receptionist and Front Desk Clerk (1414)
- Reservation Agent (6434)
- Sales Representative – Wine, Food, Wholesale (6411)
- Ticket Agent (6434)
- Tour and Travel Guide (6441)
- Tourist Information Clerk (1453)

Brought to you by Bill Gosling Outsourcing

# INFORMATION & COMMUNICATIONS TECHNOLOGY (ICT)

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Information and Communications Technology (ICT) is the sector that processes information using electronic systems. The ICT sector continues to transform our economy and everyday life. Core industries in this sector include: 1. communications systems; 2. computer systems; and 3. software and digital media. Any of these areas may include a range of activities dealing with design and development, sales and marketing, security, training, and maintenance and repair.

According to Industry Canada, the total number of ICT workers is on the rise. In addition, employees in the ICT sector are well compensated. On average, an ICT worker earns 46 per cent more than the economy-wide average.

Page content courtesy of the Greater Essex County District School Board

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# OCCUPATIONS IN THE ICT SECTOR



## Apprenticeship Training

- Computer Network Technician (2281)
  - Help Desk Technology Support Analyst (2282)
  - Telecommunications Installation & Repair/Network Cabling Specialist (7246)
  - Telecommunications Line and Cable Worker (7245)
- 



## College Programs

- Audio and Video Recording Technician (5225)
  - Broadcast Technician (5224)
  - Electrical and Electronics Engineering Technologist and Technician (2241)
  - Electronic Service Technician (2242)
  - Film and Video Camera Operator (5222)
  - Graphic Designer, Illustrator, Animator (5241)
  - Systems Testing Technician (2283)
  - Users Support Technician (2282)
  - Web Designer and Developer (2175)
- 



## University Programs

- Computer Engineer (2147)
  - Computer Programmer and Interactive Media Developer (2174)
  - Information Systems Analyst (2171)
  - Software Engineer and Designer (2173)
  - Technical Sales Specialist (6221)
- 



## Workplace Opportunities

- Desktop Publishing Operator (1423)
- Residential and Commercial Installer and Servicer – Satellite Dish Installer (7441)
- Retail Salesperson and Sales Clerk (6421)
- Telecommunications Cable Installer Helper and Splicer Helper (7612)

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# JUSTICE, COMMUNITY, SAFETY & EMERGENCY SERVICES

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Ontario now has some of the most rigorous community safety legislation in North America, and since 9/11, governments, NGOs, and private enterprise have all greatly enhanced their efforts to ensure the public's safety and security. With these efforts have come various new programs and significant staffing increases within the sector. Additionally, with the sector's low rates of unemployment (e.g., 0.4 per cent for police officers and firefighters) and high future retirement rates, this sector offers excellent prospects for employment.

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# OCCUPATIONS IN THE JUSTICE, COMMUNITY, SAFETY & EMERGENCY SERVICES SECTOR

## Apprenticeship Training

This sector does not yet offer apprenticeship training opportunities

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## College Programs

- Air Traffic Controller (2272)
  - Court Recorder (1244)
  - Customs Officer (1228)
  - Firefighter (6262)
  - Forest Fire Officer (2223)
  - Police Officer (6261)
  - Security Manager (0114)
- 

## University Programs

- Criminologist (4169)
  - Disaster Relief Services Coordinator (0414)
  - Intelligence Officer (0643)
  - Lawyer (4112)
  - Military Officer (0643)
  - Policy Advisor (4164)
  - Probation Officer (4155)
  - Youth Worker – Corrections (4155)
- 

## Workplace Opportunities

- Animal Control Officer (6463)
- Animal Services Worker (6483)
- Bodyguard (6651)
- Correctional Officer (6462)
- Court Clerk (1443)
- Court Services Officer (6461)
- Emergency Centre Operations Officer (1211)
- Emergency Services Dispatcher (1475)
- Municipal Law Enforcement Officer (6463)
- Private Investigator (6465)
- Security Guard (6651)
- Soldier (6464)



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# MANUFACTURING

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According to the Government of Canada, the manufacturing sector is made up of establishments primarily engaged in “the physical or chemical transformation of materials or substances into new products.” Products may be finished by a manufacturer meaning they are ready for use or consumption or semi-finished and require further manufacturing.

(Source: [ic.gc.ca](http://ic.gc.ca))

You'll find a wide variety of careers in the manufacturing sector, from those focusing on the service, repair, and modification of vehicles and vehicle systems to those related to the organization and management of manufacturing services and mass-transit systems.

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# OCCUPATIONS IN THE MANUFACTURING SECTOR



## Apprenticeship Training

- Die Designer (2232)
- Electrician (7212)
- Electrician, Plant Maintenance (7242)
- Industrial Instrument Mechanic (2243)
- Millwright – Industrial (7311)
- Mould Maker (7231)
- Precision Machinist (7231)
- Precision Metal Fabricator (7263)
- Roll Grinder/Turner (9511)
- Tool and Cutter Grinder (9511)
- Tool and Die Maker (7232)
- Welder (7265)
- Welder Fitter (7265)



## College Programs

- Buyer (1225)
- Chemical Production, Engineer Technologist (2211)
- Design and Drafting Technologist (2253)
- Electronics Engineering Technologist and Technician (2241)
- Instrumentation and Control Technologist and Technician (2243)
- Inventory Analyst (1474)
- Manufacturing Technician/Technologist (2233)
- Materials Supervisor/Material Control Manager (0114)
- Mechanical Engineering Technologist (2232)
- Photonics Technologist and Technician (2241)
- Production and Quality Control Technologist (2233)
- Stationary Engineer (7351)
- Technical Sales Specialist (6221)



## University Programs

- Chemical Engineer (2134)
- Electrical Engineer (2133)
- Engineer, Computer Integrated Manufacturing (2141)
- Industrial and Manufacturing Engineer (2141)
- Mechanical Engineer (2132)
- Metallurgical Engineer (2142)
- Production Engineer (2141)



## Workplace Opportunities

- Foundry Worker (9412)
- Inventory Clerk (1474)
- Labourer, Material Handling (7452)
- Machine Operator, Mental Machining (9511)
- Motor Vehicle Assembler (9482)
- Solderer (7265)

# NON-PROFIT

---

The Government of Canada defines non-profit organizations (NPO) as clubs, societies, or associations that exist and operate solely for any other purpose except profit—meaning for social welfare, civic improvement pleasure or recreation (source: Canada.ca).

The broadness of this definition translates into a wide variety of job options across numerous fields, including social development, education, health care, community housing, the environment, sports, recreation, arts or culture, and more.

For more information on salary ranges and job outlook visit:  
<https://www.iaccess.gov.on.ca/labourmarket/search.xhtml>  
You can also search this site by specific occupation

For comprehensive occupational information (tasks, knowledge, skills required, interests) visit: <https://www.onetonline.org/>



# OCCUPATIONS IN THE NON-PROFIT SECTOR



## Apprenticeship Training

- Special Events Coordinator (1226)
- 



## College Programs

- Administrative Officer (1221)
  - Business Manager – Non-Profit Organization (0114)
  - Fundraising Consultant (5124)
  - Rural Development Officer (4163)
- 



## University Programs

- Community Social Development Officer (4164)
  - Public Affairs Officer (5124)
  - Social Policy Researcher Consultant and Program Officer (4164)
  - Social Services Planner/Researcher (4164)
- 



## Workplace Opportunities

- Developmental Service Worker (4212)
- Festival Organizer (1226)
- Office Manager – Non-Profit Organization (0114)

# RESOURCES & MINING

---

Mining is a broad term used to describe a variety of activities, including mineral development, exploration, processing and mine production.

Canada is one of the largest mining countries in the world, producing more than 60 minerals and metals. These include potash, uranium, coal, diamonds, nickel, copper.

According to the Mining Association of Canada, in 2016 the average annual income for a mining worker was more than \$100,000. (Source: [mining.ca](http://mining.ca))

For more information on salary ranges and job outlook visit:  
<https://www.iaccess.gov.on.ca/labourmarket/search.xhtml>  
You can also search this site by specific occupation

For comprehensive occupational information (tasks, knowledge, skills required, interests) visit: <https://www.onetonline.org/>

# OCCUPATIONS IN THE RESOURCES & MINING SECTOR

## Apprenticeship Training

- Electrician (7242)
  - Heavy Duty Mechanic (7312)
  - Industrial Mechanic (2433)
  - Machinist (7231)
- 

## College Programs

- Geological Technician (2212)
  - Instrumentation Technician (2243)
  - Mechanical Engineering Technologist (2232)
  - Mine Development Technologist (2212)
  - Mining Technician (2212)
- 

## University Programs

- Geologist (2113)
  - Mechanical Engineer (2132)
  - Mining Engineer (2143)
- 

## Workplace Opportunities

- Cage Tender (8411)
- Control and Process Operator (9231)
- Crusher Operator (8411)
- Geology Technical Assistant (2212)
- Heavy Duty Equipment Operator (7421)
- Mechanic's Helper (7612)
- Mine Labourer (8614)
- Sampler (9415)
- Underground Mine Service and Support Workers (8411)

# SPORTS

---

Canada's sports industry is growing. According to Statistics Canada, in 2016 sport gross domestic product (GDP) totalled \$6.5 billion, representing 0.3% of the total economy. In Ontario, the 2016 sport GDP was \$2.8 billion, while jobs in the field increased 2.2% to 45,495.

There are a wide variety of jobs within the field of sports. For example, teaching and coaching, nutrition, sports management, sports media and broadcasting.

For more information on salary ranges and job outlook visit:  
<https://www.iaccess.gov.on.ca/labourmarket/search.xhtml>  
You can also search this site by specific occupation

For comprehensive occupational information (tasks, knowledge, skills required, interests) visit: <https://www.onetonline.org/>



# OCCUPATIONS IN THE SPORTS SECTOR



## Apprenticeship Training

- Special Events Coordinator (1226)
- 



## College Programs

- Arena Manager (0721)
  - Broadcasting Sports Director (5131)
  - Broadcast Technician (5224)
  - Film or video Camera Operator (5222)
  - Recreation Facility Manager (0721)
  - Recreation, Sports and Fitness Program and Service Director (0513)
  - Sports Agent (5124)
  - Sports Announcers and Broadcasters (5231)
  - Sports Photographer/Videographer (9474)
  - Sports Photojournalist (5221)
  - Technical and Coordinating Occupations in Sports Broadcasting (5226)
- 



## University Programs

- Athletic Therapist (3144)
  - Health and Physical Education Teacher (4141)
  - Kinesiologist (4167)
  - Nutritionist (3132)
  - Recreation/Sport Consultant (4167)
  - Sports Author or Writer (5121)
  - Sports Journalist/Columnist (5123)
  - Sports Media Producer (5131)
  - Sports Psychologist (4151)
  - Sports Public Relations and Communications (5124)
- 



## Workplace Opportunities

- Athlete (5251)
- Coach (5252)
- Fitness/Sports Instructor (5254)
- Lifeguard (5254)
- Operators and Attendants in Recreation and Sport (6671)
- Outdoor Sport and Recreational Guide (6442)
- Personal Trainer (5254)
- Recreation/Sport Program Instructor (5254)
- Sports Equipment Assembler and Inspector (9498)
- Sports Officials and Referees (5253)
- Sports Retailer (0621)

# TRANSPORTATION

---

**Transportation affects our lives in a multitude of ways.**

**We drive cars for everyday purposes, use mass transit to commute to work, and take flights and cruises on holidays.**

**Transportation systems move raw materials to manufacturers and finished products to consumers – locally, nationally, and globally.**

**In addition to being essential to our daily lives, transportation and transportation systems are an important area of employment in our economy. Employment in this sector has grown steadily since 2000, reflecting a high demand for qualified personnel.**

Page content courtesy of the Greater Essex County District School Board

For more information on salary ranges and job outlook visit:

<https://www.iaccess.gov.on.ca/labourmarket/search.xhtml>

You can also search this site by specific occupation

For comprehensive occupational information (tasks, knowledge, skills required, interests) visit: <https://www.onetonline.org/>

# OCCUPATIONS IN THE TRANSPORTATION SECTOR



## Apprenticeship Training

- Alignment and Brakes Technician (7321)
- Auto Body Repairer (7322)
- Automotive Painter – Motor Vehicle Repair (7322)
- Automotive Service Technician (7321)
- Marine Engine Mechanic (7311)
- Motorcycle Technician (7334)
- Parts Technician (1472)
- Recreation Vehicle Service Technician (7383)
- Small Engine Mechanic (7335)
- Transmission Technician (7321)
- Truck and Transport Vehicle Mechanic (7321)



## College Programs

- Air Pilot (2271)
- Industrial Designer (2252)
- Industrial Engineering Technician (2233)
- Marine Engine Technician (7436)
- Mechanical Engineering Technologist (2232)
- Navigation Officer – Water Transport (2273)
- Quality Control Assembly Inspector – Automotive/Marine Engines (9486)
- Supervisors, Motor Transport, and Other Ground Transit Operators (7222)



## University Programs

- Aerospace Engineer (2146)
- Automotive Engineer (2132)
- Industrial Designer (2252)
- Urban Planner (2153)



## Workplace Opportunities

- Aircraft Assembler and Aircraft Assembly Inspector (9481)
- Airport Ramp Attendant (7437)
- Automobile Salesperson (6421)
- Automotive Mechanical Installers and Servicers (7443)
- Boat Assembler and Inspector (9491)
- Boat Operator (7436)
- Bus Driver, subway Operator, and Other Transit Operator (7412)
- Car Lot Attendant (6683)
- Delivery and Courier Service Drivers (7414)
- Heavy Equipment Operators (except Crane) (7421)
- Railway Track Maintenance Worker (7432)
- Service Station Attendant (6621)
- Tire Repairer (7443)

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# A SNAPSHOT OF YORK REGION



In the following section, the Workforce Planning Board of York Region looks specifically at York Region in terms of employment statistics and skills. We have broken down the top sectors in York Region to provide more specific insights on these key employment sectors.





# TOP NINE IN YORK REGION: ARTS & CULTURE

Between 2016 and 2017 the demand for jobs in the Arts, Culture and Recreation in York Region accounted for 2% of the total jobs postings from employers. York Region Arts Council focuses on capacity building, creative place-making and community engagement in support of artists, arts organizations and creative entrepreneurs.

## Artrepreneur & smART Accelerator Programs in York Region

Artrepreneur is a program designed to equip independent artists, arts administrators and creative entrepreneurs with vital business skills needed for success across all arts disciplines and industries. The program provides mentorship from industry experts who understand how to make your creative enterprise a reality.

## Projected Employment Trends in Arts & Culture

- Collaborations are forming to place the arts in settings concerned with healthy aging
- Self-employment is rising
- Many new jobs are digital or technology-based
- There are many jobs in technical, production, front-of-house, business and administration roles
- There is a need for craft skills (blending bench skills with technical skills such as CAD)
- Employers look for well-rounded and adaptable talent

## 2016 Employment by Educational Attainment

Some High School	11.1%	Post 2nd Diploma/Certificate	26.9%
High School Graduate	16.4%	University Degree	31.3%
Some Post-Secondary	13.3%		

## Wages 2016<sup>1</sup>

	Some High School	High School Grad	Some Post Secondary	Post Secondary Dipl/Cert	University Degree
Median Wage/Week	\$1,080	\$1,080	\$1,300.80	\$1,326.80	\$1,538.60

## Hours Worked per Week 2016

Average actual hours: 36.5      Source: Labour Force Survey 2016

## Skills required by employers

- Creative Expression (Designing)
- Communication (Liaising and Networking, Teaching and Training)
- Analysis (Planning, Projecting Outcomes, Analyzing Information)
- Management (Evaluating)
- Written and Oral Communication
- Engineering and Technology (Design)
- Law and Public Safety (Public Safety and Security)
- Education and Training (Teaching and Instruction)
- Social Sciences and Arts (Fine and Applied Arts)

1. Wages of employees only, does not include wages of self-employed people

# TOP NINE IN YORK REGION: BUSINESS

The business sector continues to grow in York Region, adding 3,700 jobs from mid-year 2016 to mid-year 2017, a 14 per cent increase. This sector has been growing at an annual rate of 7.8 per cent over the last 10 years. TD Insurance and Aviva Insurance's new head offices contributed to growth of over 2,000 jobs within the insurance carrier subsector over the past year. In addition to these firms, expansions and investments of local companies continues to add to the growth in the finance and insurance sector. York Region is home to corporate or divisional back-end operations (e.g. processing and call centers) of many financial and insurance institutions, alongside hundreds of branch-level places of employment.<sup>1</sup>

## Employment Trends in the Sector

While the business sector across the GTA and York Region continues to grow, traditional service delivery is being disrupted by innovations in the areas of Financial Technology (FinTech) and automation. The emergence of online banking has had a significant adverse impact on branch-level jobs and global industry leaders predict further impacts on financial sector head office and back-end employment as FinTech adoption expands within the industry.

## 2016 Employment by Educational Attainment

Some High School	1%	Post 2nd Diploma/Certificate	21%
High School Graduate	5.9%	University Degree	68%
Some Post-Secondary	4.1%		

## Wages 2016<sup>2</sup>

Median Wage/Week	Some High School	High School Grad	Some Post Secondary	Post Secondary Dipl/Cert	University Degree
Average Wage/Week	\$769.20	\$937.50	\$769.13	\$1,000	\$1,250.40

## Hours Worked per Week 2016

Average actual hours: 38.1      Source: Labour Force Survey 2016

## Skills required by employers

- Communication (interviewing, liaising & networking, professional communicating, promoting & selling, advising & consulting)
- Analysis (planning, projecting outcomes, analyzing information, researching & investigating)
- Management (evaluating, supervising)
- Knowledge
- Engineering and Technology (computer & information systems)
- Business, Finance and Management (finance, sales, business administration, client service, marketing, business management)

<sup>1</sup> York Region 2017 Employment and Industry Report

<sup>2</sup> Wages of employees only, does not include wages of self-employed people



# TOP NINE IN YORK REGION: CONSTRUCTION

The construction sector in York Region grew by 3 per cent adding over 1,200 jobs between 2016 and 2017. The specialty trade contractors subsector accounted for the majority of employment in the construction sector. The growth in construction has also been driven by the booming real estate market as housing is a major driver of economic growth in this sector. Continued growth in the construction sector in the GTA is also tied closely to local population and business growth. Since 2011 the average annual employment growth rate in this sector in the Toronto Census Metropolitan Area was 2.5%. The labour force is aging and there is high demand for skilled workers in the sector.

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## Job Types in the Sector

- Construction Engineering
- Construction Trades
- Construction Management
- Construction Trades, General
- Construction Engineering Technology/  
Technician
- Building/Construction Finishing,  
Management and Inspection

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## 2016 Employment by Educational Attainment

Some High School	9.7%	Some Post Secondary	4.7%
High School Graduate	26.9%	Post 2nd Diploma/Certificate	34.2%
		University Degree	19.6%

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## Wages 2016<sup>1</sup>

	High School Grad	Some Post Secondary	Post Secondary Dipl/Cert	University Degree
Median Wage/Week	\$820.40	\$1,000	\$1,250	\$1,133.20
Average Wage/Week	\$940.57	\$964.68	\$1,246.34	\$1,239.54

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## Hours Worked per Week 2016

Average actual hours: **36.5**    Source: Labour Force Survey 2016

---

## Skills required by employers

- Building, Mechanical and Sustainability Knowledge
- Strength and Stamina
- Coordination
- Math and Language Literacy
- Written and Oral Communication
- Comfortable and Adept with Technology
- Critical Reasoning Skills
- Willingness to Learn
- Organization
- Working Well With Others

<sup>1</sup>Wages of employees only, does not include wages of self-employed people



# TOP NINE IN YORK REGION: HEALTH & WELLNESS

Employment growth in the health care and social services sector has been strong over the last decade in the Region. This sector has grown at an average annual rate of 6.1 per cent since 2007 adding 18,730 jobs, making it the second fastest-growing sector during this time period.

Over the last year, 1,250 jobs have been added. Steady growth is expected to continue as the population ages and requires access to medical care and support services. This growth brings new opportunities for innovation in the Region. Examples include the CreateIT Now accelerator, and the Pulse hub accelerator at venture LAB<sup>1</sup>.

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## Employment Trends in the Sector

Mackenzie Vaughan will be the first Canadian hospital to feature fully-integrated smart technology and it's estimated that over 1,900 high quality jobs (including 100 new physicians) will be added. Those estimates include a range of clinical positions such as nurses, physiotherapists, occupational therapists, social workers and dietitians, as well as support service jobs such as information technology, building maintenance, food services, financial services and administration. With the continued expansion of Southlake Hospital, there is the potential to create 1,200–1,400 new jobs in the health sciences industry and through opportunities for private sector spin-off.

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## 2016 Employment by Educational Attainment

High School Graduate	7%	Post 2nd Diploma/Certificate	37%
Some Post Secondary	2.5%	University Degree	51.4%

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## Wages 2016

Median Wage/Week	High School Grad	Some Post Secondary	Post Secondary Dipl/Cert	University Degree
Average Wage/Week	\$720	\$640	\$750	\$1,000.13

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## Hours Worked per Week 2016

Average actual hours: **33.4**    Source: Labour Force Survey 2016

---

## Skills required by employers

- Communication (professional communicating, advising and consulting)
- Analysis (planning, analyzing information, researching & investigating)
- Working with Technological Equipment and Machinery (Using specialized instrumentation & equipment)

<sup>1</sup> York Region 2017 Employment and Industry Report

<sup>2</sup> Wages of employees only, does not include wages of self-employed people



# TOP NINE IN YORK REGION: HOSPITALITY & TOURISM

Canada's fastest growing industry (and the world's), tourism is an "Industry Sector" that crosses many diverse industry groups. Each industry group has many types of jobs and employers.

**Accommodation:** Employers include hotels, resorts, campgrounds, and recreational vehicle facilities.

**Food and Beverage Services:** The largest group, employers include restaurants, cafeterias, fast food outlets, hotels, private clubs, resorts, lounges, bars and nightclubs, convention centres and cruise ships.

**Recreation and Entertainment:** This is the second largest group and is very diverse. Employers can be zoos, museums, theatres, sports facilities, amusement parks, government parks, heritage sites, hunting, fishing, or outdoor adventure outfitters, and casinos. Recreation and entertainment workers may be employed by hotels, resorts, tour companies, convention centres, or transportation companies.

**Transportation & Travel Services:** Employers include companies that provide transport by air, land or water, and include airlines, bus companies, taxi companies, ferry services, and cruise ships. Employers in travel services include retail travel agencies, wholesale tour companies, and corporate offices that have enough business travel to warrant their own booking divisions.

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## 2016 Employment by Educational Attainment

Some High School	1.6%	Some Post Secondary	25.9%
High School Graduate	13.1%	Post 2nd Diploma/Certificate	15.2%
		University Degree	23%

---

## Wages 2016<sup>1</sup>

	Some High School	High School Grad	Some Post Secondary	Post Secondary Dipl./Cert	University Degree
Median Wage/Week	\$236.25	\$393.75	\$247.50	\$450	\$480
Average Wage/Week	\$335.93	\$431.67	\$309.11	\$537.61	\$585.15

---

## Hours Worked per Week 2016

Average actual hours: 30.9      Source: Labour Force Survey 2016

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## Skills required by employers

- Communication (liaising & networking, professional communicating, advising & consulting)
- Information Handling (managing info)
- Service and Care (serving others)
- Management (co-coordinating & organizing)
- Analysis (planning, projecting outcomes, analyzing info, researching & investigating)
- Business, Finance and Management (economics, business administration, marketing, statistics)

<sup>1</sup>Wages of employees only, does not include wages of self-employed people



# TOP NINE IN YORK REGION: INFORMATION & COMMUNICATIONS TECHNOLOGY (ICT)

More than 4,300 Information Communications Technology (ICT) companies in York Region make up the highest technology sector concentration in Canada relative to population. This sector attracts highly-skilled workers and includes subsectors such as information technology, legal services, accounting, engineering and technical services, architectural and interior design services, management consulting and research and development. It continues to hold the second-highest share of employment of the services-producing industry sectors with a 9.6 per cent share, or 53,950 jobs, of total surveyed employment in York Region. Some global companies within the Region in this sector include professional and scientific services companies such as IBM, AMD, Deloitte, AECOM, Parsons, Worley Parsons, Oracle, Compugen, PwC and WSP Canada.<sup>1</sup>

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## Employment Trends in the Sector

Rapid expansion of new technologies such as Internet of Things, social, mobile, apps, analytics, cloud, and automation technologies across all sectors of Canada's economy are increasing the demand for adaptable, innovative workers with information and communications technology (ICT) and more broadly science, technology, engineering, and mathematics (STEM) backgrounds.<sup>2</sup>

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## 2016 Employment by Educational Attainment

High School Graduate	10.6%	Post 2nd Diploma/Certificate	31.2%
Some Post Secondary	5.2%	University Degree	51%

---

## Wages 2016<sup>3</sup>

Median Wage/Week	High School Grad	Some Post Secondary	Post Secondary Dipl/Cert	University Degree
\$1,080	\$1,300.80	\$1,326.80	\$1,538.60	\$1,574.25
Average Wage/Week	\$1,268.88	\$1,402.31	\$1,402.31	\$1,574.25

---

## Hours Worked per Week 2016

Average actual hours: **38.2**      Source: Labour Force Survey 2016

---

## Skills required by employers

- Communication (liaising and networking, professional communicating, advising and consulting)
- Information Handling (processing info, managing info)
- Management (evaluating)
- Knowledge
- Engineering and Technology (computer and information systems)
- Analysis (planning, projecting outcomes, analyzing info)

<sup>1</sup> York Region 2017 Employment and Industry Report

<sup>2</sup> Information and Communications Technology Council

<sup>3</sup> Wages of employees only, does not include wages of self-employed people

# TOP NINE IN YORK REGION: MANUFACTURING



Manufacturing is York Region's largest sector in terms the share of surveyed employment and accounted for 14.5 per cent (81,260 jobs) of total surveyed jobs in 2017. However, over the last 10 years the manufacturing sector has been experiencing a decline, averaging at a rate of -0.2 per cent per year. Transportation equipment manufacturing is the largest manufacturing subsector, accounting for 16 per cent or nearly 13,000 jobs. The food manufacturing subsector added the most employment within the manufacturing sector between 2016 and 2017 with 360 jobs, an increase of 5.3 per cent. This subsector includes fruit and vegetable preserving and dairy and meat product manufacturing.<sup>1</sup>

## Employment Trends in the Sector

Improvements in some manufacturing subsectors have boosted industry prospects as of late. The most favourable segments for employment in this field have been in transportation and equipment, plastic and rubber products, and machinery manufacturing.

## 2016 Employment by Educational Attainment

Some High School	3.9%	Post 2nd Diploma/Certificate	6%
High School Graduate	6.9%	University Degree	29%
Some Post-Secondary	23.8%		

## Wages 2016<sup>2</sup>

	Some High School	High School Grad	Some Post Secondary	Post Secondary Dipl/Cert	University Degree
Median Wage/Week	\$665	\$1,080	\$760	\$952	\$1,040
Average Wage/Week	\$722.70	\$1,268.88	\$816.88	\$1022.83	\$1,191.42

## Hours Worked per Week 2016

Average actual hours: 39.3      Source: Labour Force Survey 2016

## Skills required by employers

- Information Handling (processing info)
- Building (constructing)
- Operating and Repairing Equipment, Machinery and Vehicles (mechanical installing, maintaining and repairing, operating stationary industrial equipment)
- Engineering and Technology (mechanics and machinery)
- Manufacturing and Production (processing and production)
- Analysis (inspecting and testing, analyzing information)

<sup>1</sup> York Region 2017 Employment and Industry Report

<sup>2</sup> Wages of employees only, does not include wages of self-employed people



# TOP NINE IN YORK REGION: NON-PROFIT

Nonprofit and voluntary sector organizations provide a wide range of essential services and programs that touch virtually all aspects of society – social justice, sport, environment, health, faith, arts and culture.

- Most nonprofit and voluntary organizations in York Region serve their local communities
- Labour market information specific to the nonprofit sector is somewhat generic.
- It is estimated that more than 11000 people are employed in the non for profit sector in York Region
- Most employers are very small organizations and have fewer than five employees
- Some employers in the sector report difficulty in finding and hiring qualified staff especially those in health and social services.

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## Employment Trends in the Sector

Nonprofits see the need to recruit new staff but many struggle to find the resources to do so. Finding and hiring qualified staff is an area in which many nonprofits report difficulty. The aging of the Canadian workforce is affecting the nonprofit sector included. Nonprofits find they can attract young people into entry-level positions but face difficulties holding onto them as they gain experience. Many young workers see nonprofit jobs as stepping stones to careers in other sectors (public or private).

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## 2016 Employment by Educational Attainment

High School Graduate	11.4%	Post 2nd Diploma/Certificate	
Some Post Secondary	3.1%	University Degree	43.8%
<b>Wages 2016<sup>1</sup></b>	<b>High School Grad</b>	<b>Post Secondary Dipl/Cert</b>	<b>University Degree</b>
<b>Median Wage/Week</b>	<b>\$445.23</b>	<b>\$629</b>	<b>\$750</b>
<b>Average Wage/Week</b>	<b>\$568.58</b>	<b>\$712.96</b>	<b>\$875.45</b>

---

## Hours Worked per Week 2016

Average actual hours: **33**      Source: Labour Force Survey 2016

---

## Skills required by employers

- Communication (interviewing, liaising & networking, professional communicating, advising & consulting, teaching & training)
- Information Handling (processing info)
- Analysis (planning, analyzing info)
- Management (co-ordinating & organizing, supervising)
- Service and Care (treating people, serving others, counselling & nurturing)
- KNOWLEDGE  
Health Services (Therapy & Counselling)  
Law and Public Safety (public safety & security)  
Education and Training (teaching & instruction)  
Social Sciences and Arts (sociology & anthropology, psychology)

<sup>1</sup>Wages of employees only, does not include wages of self-employed people

# TOP NINE IN YORK REGION: TRANSPORTATION

Transportation/warehousing facilities continue to grow in numbers across York Region. Growth in these sectors is concentrated in the southern part along key 400 series highways and railway corridors. There are over 20,000 local jobs in warehousing, distribution, transportation, and logistics and over 500 industry related businesses in York Region. The region is GTA's freight transport hub with over 120 trucking firms and home to major CN rail and CP rail intermodal terminals.<sup>1</sup>

## Employment Trends in the Sector

The employment outlook will be fair for transportation supervisors, supply chain, tracking and scheduling co-ordination occupations in the region. The employment outlook will be good for transport truck drivers.

The following factors contributed to this outlook:

- Employment growth will lead to a moderate number of new positions.
- Several positions will become available due to retirements.
- Due to the seasonal nature of this occupation, employment opportunities tend to be more favourable during the summer months.
- Many trucking companies have terminals and facilities in the Greater Toronto Area, given the larger access to transportation networks.

## 2016 Employment by Educational Attainment

Some High School	6.8%	Some Post Secondary	6%
High School Graduate	23.2%	Post 2nd Diploma/Certificate	28%
		University Degree	27%

## Wages 2016<sup>2</sup>

	Some High School	High School Grad	Some Post Secondary	Post Secondary Dipl/Cert	University Degree
Median Wage/Week	\$855	\$796	\$600	\$840	\$961.60
Average Wage/Week	\$834.53	\$870.81	\$759.11	\$957.44	\$1134.47

## Hours Worked per Week 2016

Average actual hours: **40.2**      Source: Labour Force Survey 2016

## Skills required by employers

- Reading
- Document Use
- Writing
- Numeracy
- Oral Communication
- Planning
- Digital Technology
- Processing and analyzing information
- Co-ordinating and Organizing

<sup>1</sup> York Region 2017 Employment and Industry Report

<sup>2</sup> Wages of employees only, does not include wages of self-employed people

# EMPLOYMENT >>

## Overview of York Region



3rd highest growing census division during last census period



2nd largest business centre in Ontario



49% of population self-identifies as a visible minority



1.5% population increase (1,109,600) since 2011

### Employer Characteristics



**3.5%**

Increase in **businesses** (52,545) since 2015



**8.4%**

Increase in **entrepreneurs** (129,364) since 2015

### Labour Force Characteristics



**620,500** jobs in York Region as of mid-2017



**70%** of residents have Post-Secondary Education



**2nd Most Educated** Region in Canada



**22%** of Women (aged 25-64) Bachelors Degree or Higher – Studied STEM\*



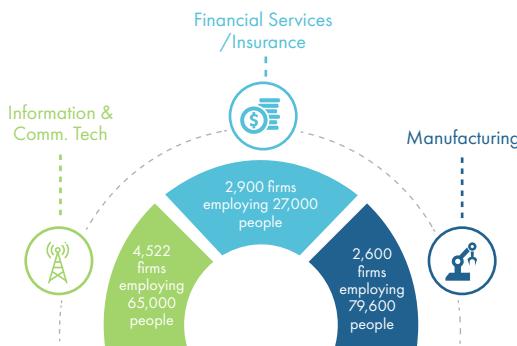
**45%** of Men (aged 25-64) Bachelors Degree or Higher – Studied STEM\*



**55%** of population Working Age Residents (aged 25-64)

\*STEM refers to fields in Science, Technology, Engineering and Mathematics

### Key Industry Sectors in the Labour Market



### Employment Services Support



**16% increase** in residents (41,567) serviced by Employment Ontario Service Providers 2016-2017

# STATISTICS >>

## Top Employability Soft Skills



Oral & Written Communication



Attention to Detail



Collaboration



Problem Solving



Self-Motivating Attitude



Organization



Time Management

## TRANSPORTATION INSIGHTS

### Journey to work



47% of the Working population leaves the region every day to work somewhere else



The GTA has the 2nd longest commute to work after Durham

### Commuting Destination for York Region Employed Labour Force



47%

Work within province of residence in a different municipality & region



30%

Work within municipality of residence



23%

Work within region of residence in a different municipality

## Top Occupations Posted by Local Employers



Professional occupations in natural and applied sciences



Sales representatives and salespersons – wholesale and retail trade



Retail sales supervisors and specialized sales occupations



Service representatives and other customer and personal services occupations



Transport and heavy equipment operation and related maintenance occupations



# ADDITIONAL RESOURCES

- National Occupational Classification: To search by job titles, duties, education requirements and occupations, visit <http://noc.esdc.gc.ca/English/noc/welcome.aspx?ver=16>
- For labour market information and a growing list of profiles for various occupations visit: <https://www.ontario.ca/page/labour-market>
- Search by specific occupation for more information on salary ranges and job outlook, visit: <https://www.iaccess.gov.on.ca/labourmarket/search.xhtml>
- Not sure what career path you want to take? Take the Career Navigator quiz to see which occupations align with your skills, visit: <https://www.jobbank.gc.ca/quizhome>
- Looking into college/university/apprenticeship programs? Explore careers by field of study, employments rates, graduates in the occupations etc., visit: <https://www.jobbank.gc.ca/careertool?promo=1>
- Search for summaries of projection results by occupation or industry for future trends in the number of job openings and job seekers, visit: <http://occupations.esdc.gc.ca/sppc-cops/w.2lc.4m.2@-eng.jsp>

- To search a career by job title to find information on characteristics, work hazards, physical activity, training etc., visit: <http://noc.esdc.gc.ca/English/CH/Welcome.aspx?ver=06&ch=03>
- For labour market resources and trends from Workforce Planning Board, visit: <http://www.wpboard.ca/labour-market-information/>
- For information on online job postings in York Region, visit: [http://www.wpboard.ca/hypfiles/uploads/2017/05/LMR-5\\_Online-Job-Posting-Labour-Market.pdf](http://www.wpboard.ca/hypfiles/uploads/2017/05/LMR-5_Online-Job-Posting-Labour-Market.pdf)
- For a list of Essential Skills and work habits important for success in work, learning and life, visit:  
Essential Skills - <http://www.skills.edu.gov.on.ca/OSP2Web/TCU/DisplayEssentialSkills.xhtml>  
Work Habits - <http://www.skills.edu.gov.on.ca/OSP2Web/TCU/DisplayWorkHabit.xhtml>

## JOB SEARCH

- Job Bank's tools allow you to explore info on careers in various ways such as wages, outlook, skills etc. visit: [www.jobbank.gc.ca/occupationsearch](http://www.jobbank.gc.ca/occupationsearch)
- Job Bank also has a job portal where you can search for jobs in your area of residence, visit: <https://www.jobbank.gc.ca/findajob>
- For York Region Summer student employment opportunities visit: [York Region Summer Student Employment](#)
- Workforce Ready: Seneca offers employment services, including access to no-cost employment consultants who can assist adults and youth in finding employment and training opportunities. Visit: [www.workforceready.ca](http://www.workforceready.ca)



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