



WORKFORCE Trends

in York Region and
Bradford West Gwillimbury

LOCAL LABOUR MARKET UPDATE

2016

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WHO WE ARE

The Workforce Planning Board of York Region and Bradford, West Gwillimbury (WPBYR+BWG) is a community based, not-for-profit organization that serves the communities of York Region and Bradford, West Gwillimbury to gather intelligence about the supply and the demand side of the local labour market.

WPBYR+BWG is one of 26 local planning areas funded by the Ministry of Advanced Education and Skills Development to conduct research, distribute local labour market information and engage community stakeholders in a planning process that supports local solutions to local issues.

The Workforce Planning Board wishes to acknowledge the collaborative effort put forth by the many community stakeholders and associations in YR+BWG that can only result in effective workforce planning outputs designed to meeting the needs of local employers and job seekers.

Thank you for taking the time to review the 2015 Local Labour Market Update

In order for us to continue to provide you with valuable labour market information, please provide your thoughts by completing the [Local Labour Market Plan Update 2016 Survey](#) ([click here](#))



“Ontario should commit to strengthening and expanding experiential learning opportunities across secondary, post-secondary and adult learning environments.”

The Premier's Highly Skilled Workforce Expert Panel - June 2016

The York South Simcoe Training and Adjustment Board operating as;

Workforce Planning BOARD
OF YORK REGION & BRADFORD WEST GWILLIMBURY

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Workforce Planning Board of York Region and Bradford West Gwillimbury acknowledges the funding from:

EMPLOYMENT ONTARIO

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LABOUR MARKET OVERVIEW

The Workforce Planning Board of York Region annual Labour Market Report involves revisiting our multi-year plan that was established last year with full support from key labour market stakeholders. This plan is a continuation of that process and this report provides an update to the labour market issues, the identified priorities and the actions undertaken in partnership or collaboration with other stakeholders in our community.

York Region is one of North America's fastest growing municipalities, with nearly 1.2 million residents, more than 51,000 employers and 580,000 employees. The total number of firms employing 50-99 employees increased by 15.6% between 2015 and 2016 while small size firms with 1-4 employees continue to make up the largest share of businesses with employees.

The Region's economic opportunities and quality of life attract more than 20,000 new residents annually. The Region is home to many highly educated and experienced professionals; businesses see this as an advantage as the talent and opportunity is abundant. The Region contains the second largest Information and Communications Technology cluster in Canada with more than 4,500 companies. This is evident by the recently attracted major new business investments, including TD Insurance, KPMG, Bank of China and the recently announced Automotive Software Development Centre.

A recent survey of local employers in our area indicated that 70% continue to have difficulty hiring for job vacancies and 52% considered that applicants did not either meet their required qualifications or have experience. However, it is also interesting that 51% of surveyed employers did not use free government employment services when they recruited employees. It was encouraging that 80% indicated that they are or will be hiring within 12 months mainly as a result of expansion. The key employability skill for new hires identified again for the second year by these companies was 'written and oral communication'.

The pattern of unemployment rate for York Region remains very consistent, lower than that for Ontario. While the participation rate, the proportion of all residents who are either working or actively looking for work indicates that this area has in fact rebounded and is the highest in the Toronto CMA. Although the baby boomer brain drain has been a major concern for business the distribution by age of the labour force indicates that older people are staying in the labour force longer, possibly postponing retirement and or embarking on a new career later in life.

More than
51,000
employers
and
580,000
employees

One of
North America's
Fastest Growing
Communities

Residents, with the exception of youth, continue to extensively utilize the services of all 14 service providers across the Region. Approximately 66% of their clients secured full-time employment and a further 14% part-time work after having received some form of support. It is encouraging that active apprentices increased by 13% and 20% more certificates of apprenticeship were issued over last year.

METHODOLOGY • Our Labour Market Planning Process

The key stages of our planning process are on-going with content gathered and developed throughout the entire year.

Review current labour market conditions:

- an ongoing literature review, combined with a comprehensive data analysis of such data as Canadian Business Counts, Labour Force Survey, Employment Ontario stats and York Region Employment data all provide an evidenced based foundation on which to base our priorities and actions.

Employer Consultations:

- utilizing the Employer Leadership Councils as a conduit to identify employment challenges, issues and 'street level' perspective we are able to better understand and create meaningful discussion that relates to the 'real life' situation as heard directly from the business community. At the same time we are able to create and address solutions that can be applied and assessed by the employers themselves. We are fortunate to collect data that identifies representative opinion on current and future employment.

Community Consultations:

- the Workforce Planning Board participates on local committees such as the Community Partnership Council - Local Immigration Partnership, Human Services Planning Board sub-committee on Progressive Employment along with establishing communication links with the local Economic Development group, Human Resources Professional Association and several service providers to deliver presentations in order to collect input.

Four key priorities were established in 2014 through consultations with community stakeholders in order to develop ongoing partnerships and project work that will result in measureable and meaningful impact on our local labour market.

Labour Market Priorities 2014-2017

1

INTEGRATION OF NEWCOMERS INTO THE LABOUR MARKET

York Region is one of the fastest growing regions in Canada with 10,000 to 12,000 newcomers settling in our area annually. As it can take several years for them to integrate both economically and socially they experience higher unemployment and/or underemployment.

2

UNDER EMPLOYMENT OF YOUTH

While we have an educated workforce, increasing numbers of young adults are graduating from post-secondary education and unable to find work specifically in their field of study.

3

EMPLOYER DISCUSSION AND ENGAGEMENT

It is critical to increase the collaboration with employers to better understand their needs and the challenges they face regarding the hiring and retention of their workforce. This information is valuable to develop local solutions and address recruitment, retention and engagement strategies.

4

COLLABORATION BETWEEN BUSINESS AND EDUCATION

While employers struggle to find the right skill sets, educational institutions need to better understand the challenges and gaps employers face when integrating graduates into the workforce.

EMPLOYERS IN OUR AREA

The demand side of the labour market

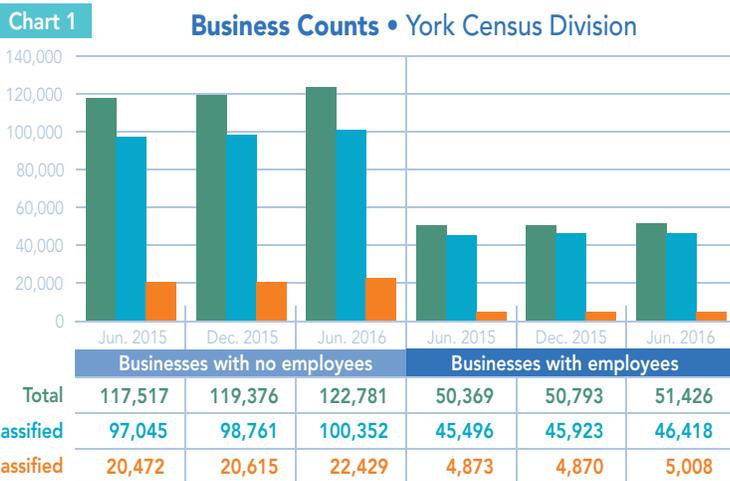
Canadian Business Counts, previously called Canadian Business Patterns, provide counts of active businesses by industry classification and employment-size categories.

The counts are compiled from the Business Register and are based on the statistical concept of 'location', that is, each operating location is separately counted, including cases where one business comprises multiple locations. There are two general industrial classification categories for the North American Industry Classification System (NAICS).

- **Classified:** existing category for businesses which have received a NAICS code
- **Unclassified:** new category for businesses which have not received a NAICS code

The North American Industry Classification System (**NAICS**) classifies business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the North American economies. The **NAICS** industry **codes** define establishments based on the activities in which they are primarily engaged.

The analysis in chart 1 highlights various components of these data series for York Region Census Division at three reporting periods: June 2015, December 2015 and June 2016.



Source: Statistics Canada, Canadian Business Counts

As of June 2016, there were a total of **51,426 businesses with employees** in York Region and **122,781 businesses with no employees**, of which 82% were Classified and 18% Unclassified. From June 2015 to June 2016 the absolute increase in the number of businesses with employees was **1,057** or about **2%**. Similarly the number of businesses with no employees increased by **5,264** or about **4.3%**.

The number of businesses has steadily grown in York Region and this trend continued in the first half of 2016.

This positive performance may be partly attributed to the growth in entrepreneurship or self-employment across the region and is expected to reflect both temporary and permanent changes to the economy.

One of the metrics of measuring economic development is the success of creating new jobs and saving the existing ones. The availability and dominance of "internet" anywhere and at any time has made it far easier for many businesses to use independent contractors rather than hire full-time employees with benefits. In the future this trend will question the existence of the real word "job" and that of the art of practicing economic development. Even though there may not be jobs in the conventional sense, there is still work. It is just a different way of organizing the economy (Fulton 2011).

51,426
businesses
with
employees

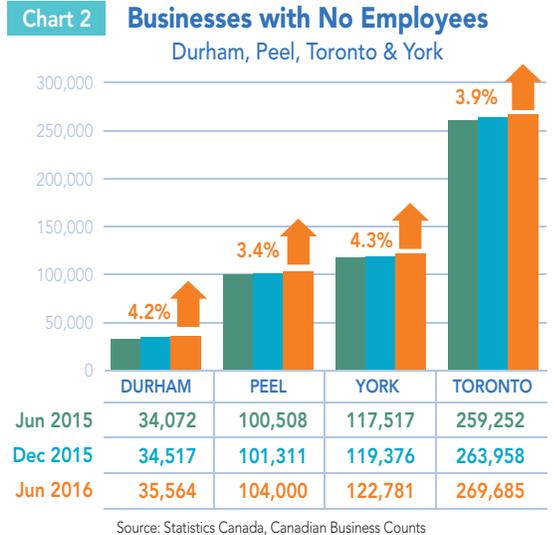
York
Region

122,781
businesses
with no
employees

The prevalence of self-employment or entrepreneurship varies across Durham, Peel, Toronto and York Census Divisions. Chart 2 reflects the highs and the lows of this trend in these areas. It is higher in Toronto and York Region than in Durham and Peel, with Toronto having the highest number of people who are entrepreneurs or self-employed and Durham having the lowest.

Between June 2015 and June 2016 the census divisions of Durham, Peel, York and Toronto all experienced an increase in these types of businesses.

Although entrepreneurship and self-employment is favoured by many, the continued growth of this trend will bring about changes in the structure of York Region’s labour market and may be associated with implications of growing numbers of individuals with less predictable income and weaker job security.



York – Number of main businesses by industry and employee size range, June 2016

Table 1

Sub - Industry 3 Digit NAICS	Total, no employees ¹	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +	Total, with employees	Rank
541 Professional, scientific and technical services	17240	7359	789	378	222	76	28	10	3	8865	1
238 Specialty trade contractors	5746	2110	702	400	264	80	36	11	6	3609	2
621 Ambulatory health care services	3778	2103	695	258	84	7	9	5	2	3163	3
722 Food services and drinking places	1282	810	679	507	404	127	33	5	0	2565	4
561 Administrative and support services	4563	1178	440	270	171	58	40	24	1	2182	5
531 Real estate	23774	1623	222	90	65	19	7	2	0	2028	6
236 Construction of buildings	4761	1144	255	133	90	26	16	2	2	1668	7
811 Repair and maintenance	1459	831	251	111	33	8	2	1	1	1238	8
484 Truck transportation	1784	1109	55	30	27	9	4	3	0	1237	9
812 Personal and laundry services	1809	761	242	81	36	4	1	1	0	1126	10
523 Securities, commodity contracts, and other financial investment and related activities	5536	594	70	39	19	25	5	12	5	769	14
445 Food and beverage stores	597	327	127	91	46	29	29	15	1	665	17
551 Management of companies and enterprises	3979	330	63	49	45	31	14	15	5	552	21
522 Credit intermediation and related activities	846	169	50	28	73	146	1	1	1	469	25
237 Heavy and civil engineering construction	1729	138	58	46	39	18	8	5	5	317	33
452 General merchandise stores	222	88	21	40	8	6	6	20	1	190	46
336 Transportation equipment manufacturing	83	29	10	7	13	5	14	12	8	98	58

Source: Statistics Canada Canadian Business Counts

Table 1 profiles the number of businesses by industry and employee size range as well as highlights the sectors that make up the top 10 list in firms with no employees. Additionally, the top 3 industries are highlighted for each firm size category.

As of June 2016, Professional, Scientific and Technical Services topped the list, thus accounting for the largest industry sector for both small size firms and firms with no employees. Of all the businesses in this category, 17240 or 85.9% operated as sole proprietors.

Specialty Trade Contractors had a large presence among almost all categories, but sole proprietors and small size firms accounted for the majority of businesses in this sector. Specialty Trade Contractors also is the second largest presence in the businesses with

¹Businesses without employees include the self-employed, i.e. those who do not maintain an employee payroll, but may have a workforce which consists of contracted workers, family members or business owners. These also include employers who did not have employees in the last 12 months.

500+ employees. Real Estate was also highly dominated by sole proprietors or small size firms. Meanwhile, Food Services & Drinking Places ranked first among the 20-49 employee size firms. Credit Intermediation & Related Activities made the list of the firms with 50-99 employees and Administrative & Support Services ranked first in the category of medium size firms with 200-499 employees. With the exception of Specialty Trade Contractors, companies that rank highest in the 500+ employees categories were well outside of the top ten industries in York Region. These include Transportation Equipment Manufacturing, Securities, Commodity Contracts, and other Financial Investment and related activities, Management of Companies and Enterprises and Heavy and Civil Engineering Construction.

It is clear that York Region’s economy is very diverse and mainly based on sole proprietor

Table 2 Distribution of total employers by 3 digit industry, June 2016

NAICS	York	Durham	Peel	Toronto	Ontario
541 - Professional, scientific and technical services	19.10%	12.81%	13.56%	18.33%	13.81%
238 - Specialty trade contractors	7.78%	9.24%	5.63%	3.94%	7.04%
621 - Ambulatory health care services	6.81%	7.58%	5.20%	9.30%	7.77%
722 - Food services and drinking places	5.53%	7.39%	4.84%	7.08%	6.30%
561 - Administrative and support services	4.70%	5.28%	4.04%	4.65%	4.37%
531 - Real estate	4.37%	2.74%	2.60%	5.30%	3.67%
236 - Construction of buildings	3.59%	3.30%	2.11%	2.18%	3.13%
811 - Repair and maintenance	2.67%	3.36%	3.08%	1.98%	2.94%
484 - Truck transportation	2.66%	2.75%	20.37%	1.81%	4.61%
812 - Personal and laundry services	2.43%	2.94%	1.87%	2.50%	2.42%

Source: Statistics Canada, Canadian Business Counts. For a description of North America Industry Classifications, see Appendix A

Table 2 highlights the top 10 industries with the largest distribution of employers in York Region. The data is also compared to Durham, Peel, Toronto as well as Ontario.

- Compared to the province York Region has a fairly high percentage of employers in Professional, Scientific and Technical Services (19%)

followed by Specialty Trade Contractors (7.78%) and Ambulatory Health Care Services (6.81%).

- Employers in Professional, Scientific and Technical Services are also highly concentrated in Toronto and Durham. Peel makes an exception with the majority of employers in Truck Transportation (20.37%).
- Durham has a higher concentration of Specialty Trade Contractors (9.24%) and Toronto has a higher concentration of Ambulatory Health Care Services (9.30%) compared to York with 7.78% and 6.81% respectively.

A Discussion with Employers in York Region and Bradford, West Gwillimbury

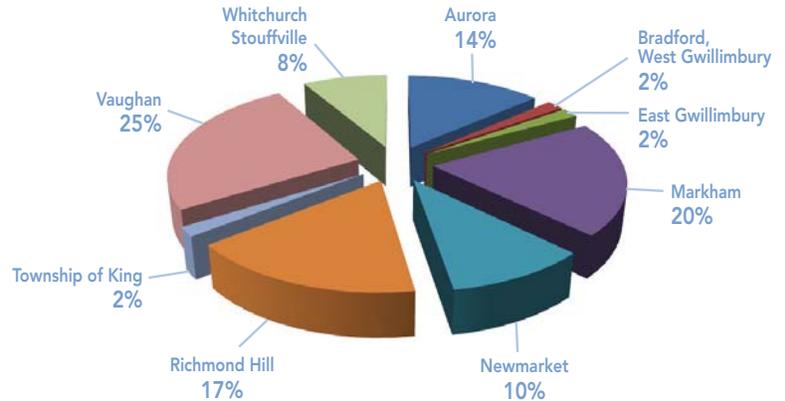
The 2016-2017 Employer Survey was conducted with the participation of:

- Employer Leadership Council of York Region & Bradford West Gwillimbury
- Employment Ontario Service Providers
- Aurora Chamber of Commerce
- Markham Board of Trade
- Newmarket Chamber of Commerce
- Richmond Hill Chamber of Commerce
- Vaughan Chamber of Commerce

The survey was conducted to identify issues currently affecting York Region’s workforce to better understand the most pressing challenges that local employers face. Demographic information was also collected.

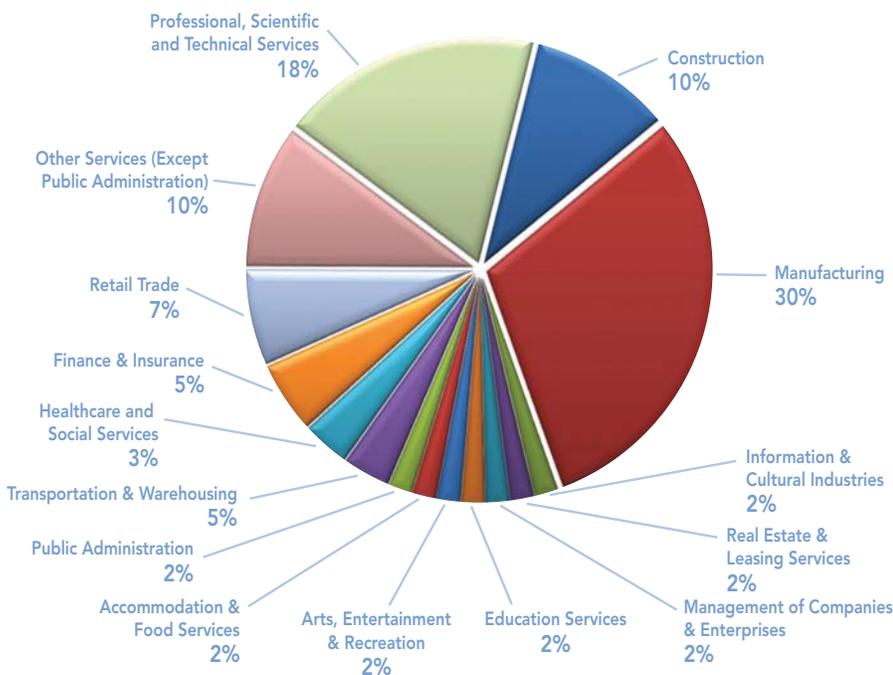
Chart 3 respondents represented almost all geographical areas of the region. Most responses were collected from employers located in Vaughan, Markham and Richmond Hill. It should be noted that these three geographical locations also count for large employment concentration in the region.

Chart 3 Employer respondents by business location



Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Chart 4 Employer respondents by industry



Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Chart 4 demonstrates that the survey respondents represent a diverse cross section of industries in the YR+BWG area with the highest proportion being Manufacturing (30%) and Professional, Scientific and Technical Services (18%).

The survey collected data on the age structure of the workforce of these businesses. Employers identified that 12% of their workforce is under the age of 25 years old and 18% are over the age of 55 years old.

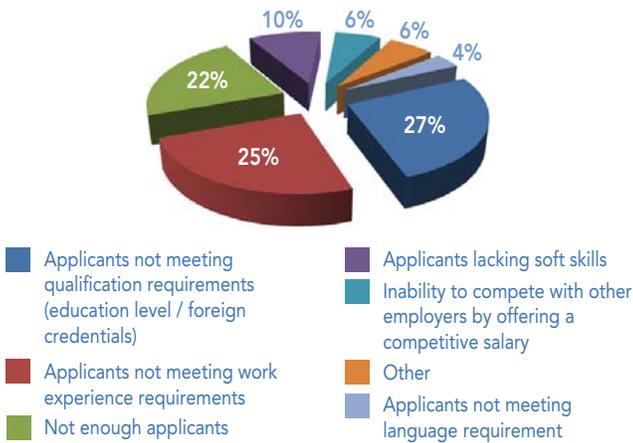
Table 3 Categories of Jobs Gained & Lost 2015-2016

Categories	Jobs lost	Jobs gain	Net growth
Managers & Executives	66	74	8
Professionals (Engineers, Accountants)	46	49	3
Technical	198	631	433
Trades (Journeyman)	65	96	31
Apprentices	13	15	2
Production Workers	180	223	43
Service Workers	100	113	13
Sales & Marketing	129	191	62
Administrative & Clerical	98	157	59
Other	3892	3900	8
TOTAL	4787	5449	662

Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Employers were asked to identify whether they experienced job losses or gains in the last 12 months as well as to provide data on these types of jobs. About 73% of employers did experience job losses whereas 27% did not. Meanwhile, 92% of employers did hire during the reporting period. Table 3 above summarizes the findings. The majority of employers reported job losses however, the overall net growth numbers were positive for all categories. Although a comprehensive list was not available, the majority of net growth happened in the Technical category followed by Sales & Marketing and Administrative & Clerical. Jobs lost in the Other category were mainly contract or seasonal jobs.

Chart 5 Reasons given for hiring difficulties



Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Employers were asked to provide detail around their hiring challenges. 70.4% of the respondents said they experienced hiring challenges and 29.6% said they did not. Chart 5 summarizes employers' perspective on hiring difficulties. 27% of the employers considered "Applicants not meeting qualification requirements (education level / foreign credentials)" and another 25% considered "Applicants not meeting work experience requirements" as the top reasons for hiring difficulties.

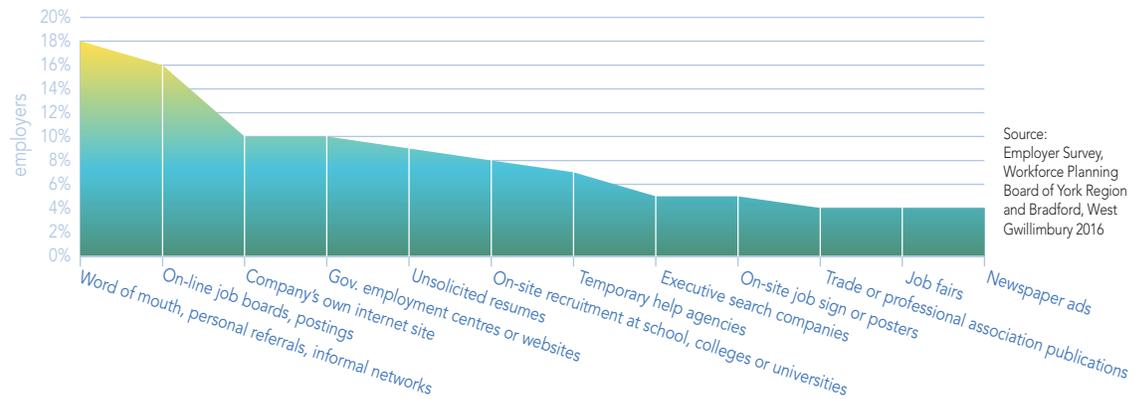
Chart 6 Employers' actions taken to fill positions



Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

When asked to identify the specific action taken to address hiring difficulties, chart 6 identified that 30% of employers indicated that they increased their recruiting efforts and 25% increased overtime hours for the existing workers. Outsourcing of work and wage increases were the least actions taken to address the issue.

Chart 7 Most selected hiring methods



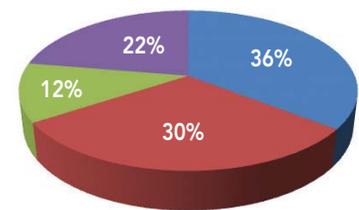
Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

One of the realities of today's job search is hiring through word of mouth, personal contact, referrals or informal networks. This reality is demonstrated in the survey results where employers acknowledge the power of word-of-mouth in hiring new candidates. Although this is usually a faster and more reliable method to hire the required candidate, it comes with disadvantages too, because it limits the number of applicants for consideration. A consistent trend is observed during 2016 -2017 since the top three methods remained the same as last period. What is interesting to note when comparing survey results of chart 7 to the same results of 2015-16, government employment centres or websites moves to 4th most opted choice from last years' 6th choice. Interestingly, newspaper ads move from 7th choice on last years' survey to last choice this year. On-Line Job Postings in YR+BWG is explored in greater detail on page 12.

Many employers have realized the importance of drawing upon the talent pool of immigrants and 46 % of the surveyed employers confirmed that newcomers have already become an increasingly important source of hires for their companies. Meanwhile 40% of them foresee that as happening in the near future. Although 36% of surveyed employers acknowledged that newcomers are well prepared and are a benefit to their workforce, 30% were of the opinion that newcomers language skills are not adequate. About 20% of respondents stated that they were not aware about the existence of bridging programs that support the integration of IEPs (Internationally Educated Professionals) into the labour market. Moreover, 27% of them had heard about the programs, but were not clear on the details. (Chart 8)

Survey results indicate that 51% of employers did not use a free government employment service agency when they recruited employees from the following specific groups: Immigrants and Visible minorities, Youth, Persons with Disabilities, Aboriginals and Older Workers. About 37% of the employers used agencies that serve youth and only 17% used agencies that serve immigrants or visible minorities.

Chart 8 Experiences when hiring immigrants



- Newcomers are well prepared and are a benefit to our workforce
- Newcomers language skills are not adequate
- It is difficult to understand equivalent Canadian designations
- Other barriers have limited the integration of newcomers into our existing workforce

Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Employers were asked about their plans to hire in the next 12 months and 80% of them indicated that they will be hiring, mainly as a result of expansion. The types and number of jobs that will be created are listed in table 4.

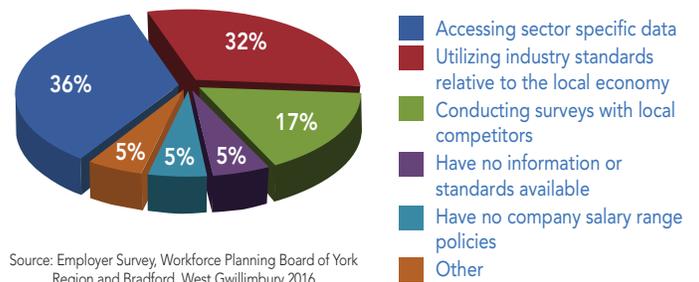
Chart 9 Share of hiring employers



Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Employers reported that accessing sector specific data or utilizing industry standards relative to the local economy were significant in determining appropriate salary ranges/levels for positions within the company. Chart 10 presents the proportion of employers that use these methods.

Chart 10 Determining salary levels

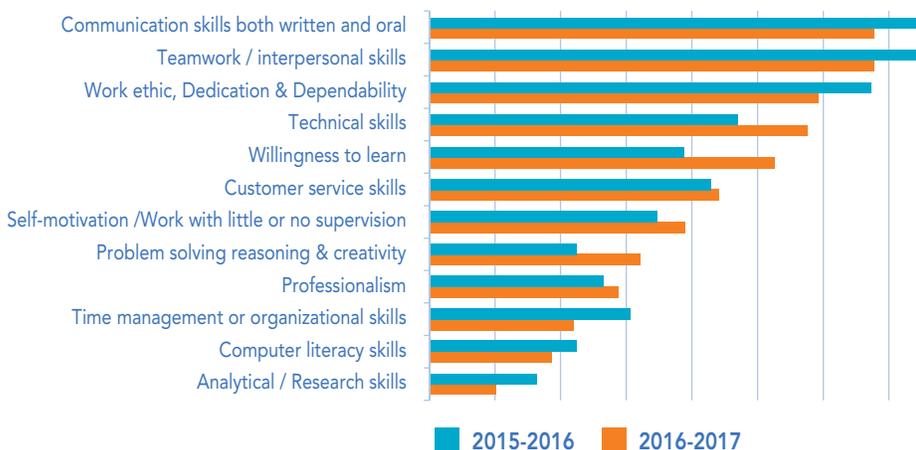


Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Employability skills are a critical component of the hiring process that employers seek when considering new workers; the top critical employability skills that employers demand of job-seekers are identified. Chart 11 compares the most sought after competencies in between survey periods 2015-16 and 2016-17.

Communication skills, both written and oral, as well as teamwork and interpersonal skills ranked equally high. Compared to the previous period, technical skills as well as willingness to learn are cited more as required skills by employers.

Chart 11 Employers' rating of top employability skills



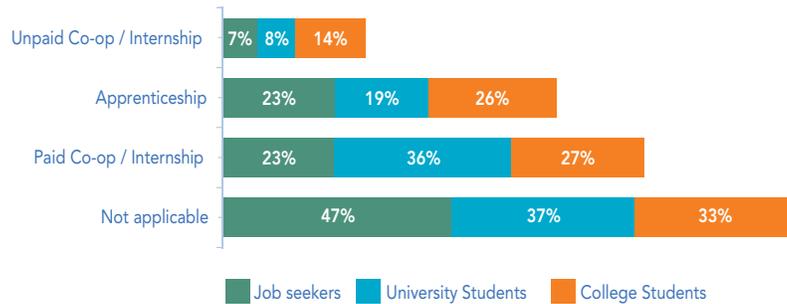
Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Workplace training is an important part of developing the workforce. Employers identify that training increases productivity and ability to be promoted within the company. Retention rates and innovation also increase. A higher proportion of employers (30%) provide training internally, whereas 26% fund external training and 17% of employers use government hiring and training incentives.

Table 4 Projected number of hiring

Categories	Number
Managers & Executives	28
Professionals (Engineers, Accountants)	119
Technical	172
Trades (Journey person)	88
Apprentices	12
Production Workers	60
Service Workers	63
Sales & Marketing	98
Administrative & Clerical	46
Other	42
TOTAL	728

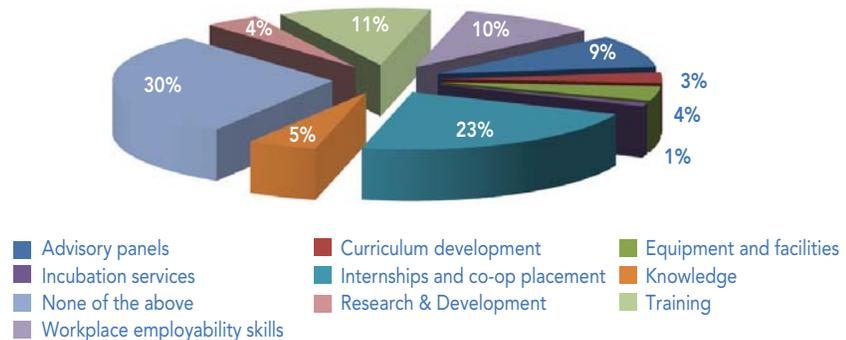
Chart 12 Employers offering workplace training to students and job seekers



Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Work experiences are critical components of preparing College and University students in gaining career readiness skills. Some employers offer workplace-relevant training to students and future workers through such opportunities as Co-ops, internships, or apprenticeship training. Chart 12 identifies the proportion of surveyed employers that offer these opportunities to students and job seekers.

Chart 13 Collaborations with higher education institutions



Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

Producing higher education graduates right for today’s labour market needs requires that employers and education institutions work more closely together. Unfortunately 30% of respondents were not involved in any of collaborations with post-secondary education institutions. Only 23% were involved in co-op and internship placements and 11% in training. (Chart 13)

What do Online Job Postings Reveal about the York Region and Bradford, West Gwillimbury Labour Market?

When it comes to analysing the labour market, we often lack detailed information regarding the demand-side (employers) especially at a local level. Job seekers, educators and career counsellors need to know what jobs are available with as much detail as possible.

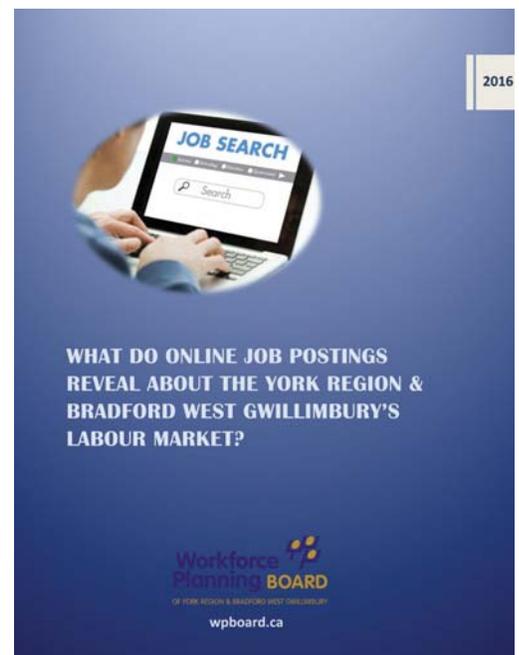
WPBoard collected and analysed data from on-line job postings about jobs located in York Region and Bradford West Gwillimbury during Q2 and Q3 of 2015. There were 26,751 job openings in Q2 and 26,509 job openings in Q3. It is possible that some job posting in Q2 were the same in Q3 however, this reflects the job openings as they existed in each quarter. Majority of the jobs posted are permanent full-time at 71.5%. At a provincial level (only data available) approximately two thirds of employers make use of online job boards when recruiting.

Certain jobs have a higher rate of turnover so there are more vacancies as is the case of sales and service occupations which had a 2015 vacancy rate of 37% but only an on-line job posting rate of 28.4%. This may be explained by the fact that employers rely on other methods of job posting such as window postings or word of mouth for retail salespersons, food servers or food counter attendants.

On the other hand, the opposite situation exists with management occupations. These positions are less likely to be vacant (8.5%) and less likely to be posted online (5.4%). For these types of positions, employers rely on other recruitment methods such as internal postings or utilizing executive search firms.

The National Occupational Classification (NOC) identifies five levels of education usually required for a given job:

- Management occupations, typically requiring a university degree
- Jobs usually requiring a university degree
- Jobs usually requiring a college diploma or trades certificate
- Jobs usually requiring a high school diploma or occupation-specific training
- Jobs usually relying on on-the-job training



Jobs posted during this time frame were led by job postings requiring college or trade qualifications at 36.5%. Jobs posted requiring a high school diploma were next at 34.5% with university qualifications at 17% for management positions. Comparing the percentage of job postings at the various educational levels to the level of educational attainment for the percentage of unemployed (note this figure is from 2011), you will note the proportion of job openings requiring a university education is considerably below the proportion of unemployed local residents who have a university education and are looking for work. Also note the abundance of jobs requiring a college diploma or trade certificate far exceeds those with these certifications looking for work in the YR+BWG area.

Table 5

Level of Education for Job	Percentage of job posting at required level of education	Level of education attainment for percentage of unemployed
Management/University	17.0%	31.0%
College or Trade	36.5%	20.1%
High School	34.5%	34.0%
None	11.7%	14.9%

Source: Online Job Posting Report, 2015

One can only assume that people are either working below their educational achievement or else they are commuting outside the region for employment and commuters are coming from outside the region to fill these positions.

Job boards are used for different types of postings, Eluta, LinkedIn and Monster have a considerably higher proportion of jobs that require a university degree whereas, JobBank, Kijiji and Craigslist have a considerably lower proportion of such jobs.

[Click here for the complete Online Job Postings Report](#)



THE WORKFORCE IN OUR AREA

The supply side of the labour market

Population

The Ministry of Finance produces an updated set of population projections every year to provide a demographic outlook reflecting the most up-to-date trends and historical data. This update is based on the 2015 population estimates from Statistics Canada.²

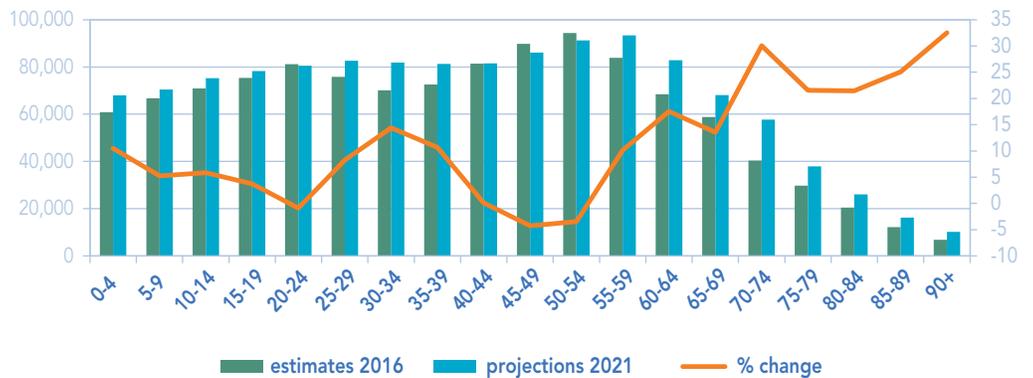
Chart 14 identifies that:

- York Region is projected to be one of the fastest growing regions of the province with its population increasing by 8.6% and reaching almost 1.26 million by 2021.
- Estimations indicate that nearly 26 % of York Region’s population is between the ages of 25 and 44, representing a considerable pool of labour supply at the height of their productivity.
- The number of people between the ages of 55 and 74 is projected to increase by about 10%.
- The number of children aged 0–14 is projected to increase by 7.1% and that of the people aged 15–64 by 11.3% over the projection period.
- By 2021 the proportion of youth to the total population will slightly decline from 20% to 19%.

We are growing!
York Region
Population
 expected to grow



Chart 14 York Census Division population by age group
 2016 estimates & 2021 projections



Source: Ontario Ministry of Finance and Statistics Canada

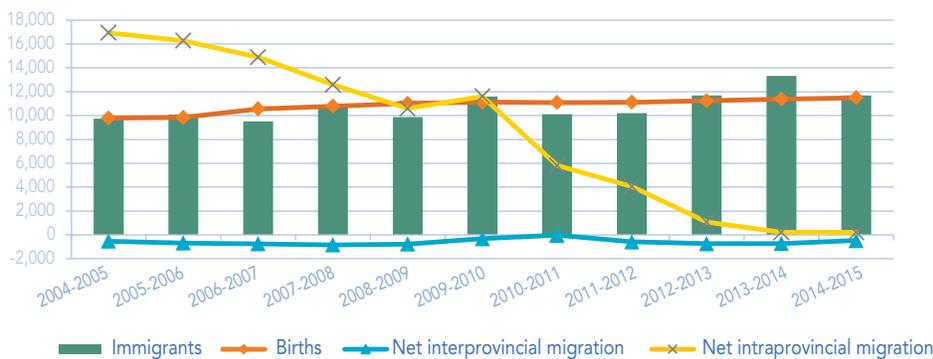
²Ontario Ministry of Finance, Ontario Population Projections Update (Spring 2016, Based on the 2011 Census, 2015 – 2041 Ontario and Its 49 Census Divisions)

Components of York Region population change

The current age structure of the population, natural increase, and the migratory movements in and out of the region are the main determinants of York Region's population growth. Chart 15 identifies that during the last decade the natural increase trend peaked during 2006-2007 and then evolved slowly, while net migration has been more variable, mostly due to swings in interprovincial and intraprovincial migration.³

Although immigration as a population growth component reached high levels in York Region during 2013-2014, it declined by 12.3% in the next period 2014-2015, but continues to be an important component of our regions growth and prosperity.

Chart 15 Components of York Region population change

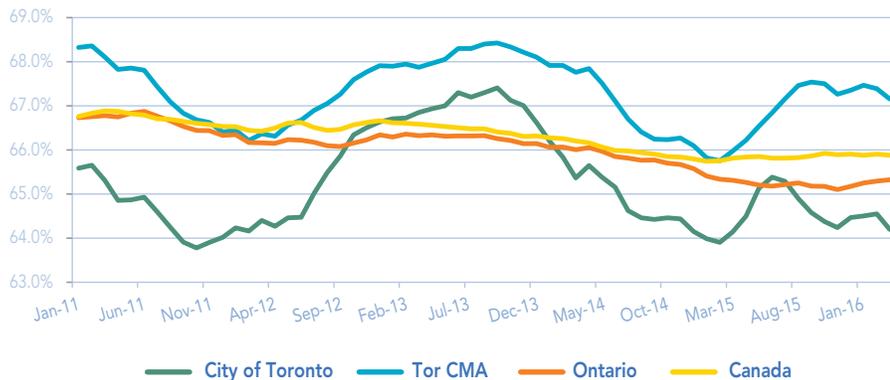


Source: Statistics Canada

Recent labour market developments in Toronto CMA

In the last five years the participation rate for Toronto CMA⁴ and the City of Toronto has been quite volatile declining in early 2015 and then going up reaching 65.9% in March 2016. At a national and provincial level this rate has continuously declined. (Chart 16)

Chart 16 Participation rate 2015-2016



Source: Statistics Canada

³ Intraprovincial migration - Movement of population between the 49 census divisions within Ontario. Net intraprovincial migration for a given census division is the difference between the number of people moving from the rest of Ontario to this census division and the number of people leaving for elsewhere in the province.

⁴ Toronto CMA - Toronto Census Metropolitan Area includes the City of Toronto, York Region, Peel Region, Halton Region minus Burlington, Ajax, Pickering, Uxbridge, Bradford West Gwillimbury, New Tecumseth and Mono.

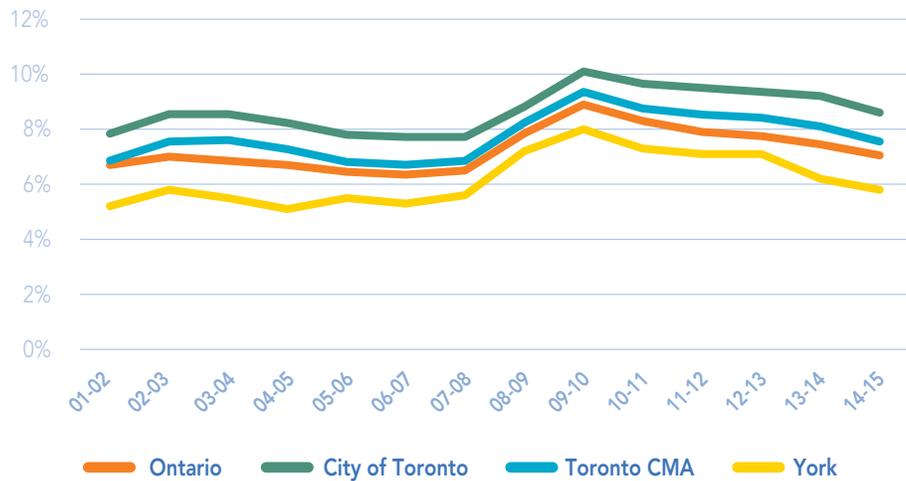
† Net migration - Difference between the number of people entering and the number of people leaving a given area. This includes all the migration components included in net international migration, net interprovincial migration and net intraprovincial migration (for sub-provincial jurisdictions).

‡ Interprovincial migration - Movement of population between Ontario and the rest of Canada. Net interprovincial migration is the difference between the number of people entering Ontario from the rest of Canada and the number of people leaving Ontario for elsewhere in Canada.

The Labour Force Survey data: Employment rate and unemployment rate

Statistics Canada has made available Labour Force Survey data at the census division level for York Region. As some of the census divisions have smaller populations and smaller sample sizes in the Labour Force Survey, Statistics Canada releases this data as a two-year moving average. Thus, instead of data for 2014, we have data for 2013-14 and for 2014-15. Nevertheless, the data provides us with a sense of overall trends and of the differences that exist between geographic areas.

Chart 17 Unemployment rates, York Region, City of Toronto, Toronto CMA and Ontario, 2-year moving average, 2001/02 to 2014/15



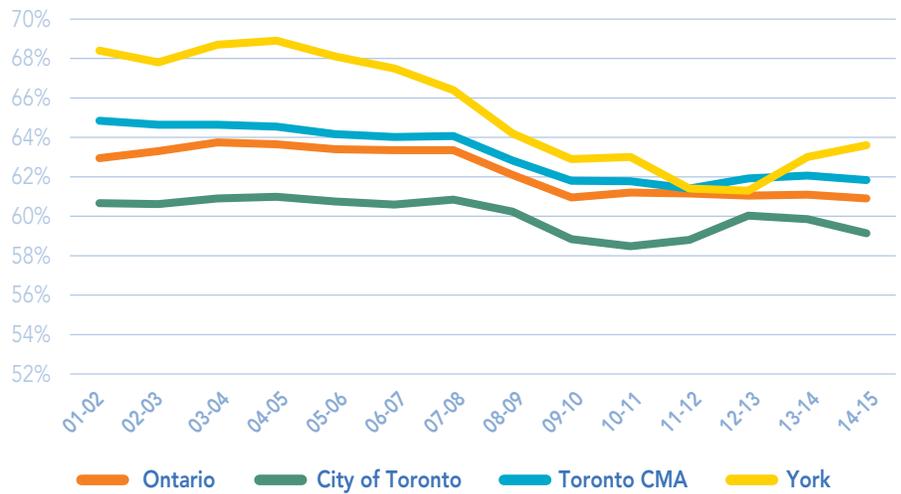
Source: Statistic Canada Labour Force Survey

Chart 17 illustrates the unemployment rate for York Region residents since 2001 and compares it to the unemployment rates for residents of Ontario, the Toronto CMA and the City of Toronto. The pattern for these areas has been very consistent: York Region residents have a lower unemployment rate than that for Ontario, which is lower than the Toronto CMA rate, while the rate for residents of the City of Toronto is the highest. For all areas, the unemployment rate rose as a result of the 2008 recession and has since been slowly dropping, and in proportional terms it has fallen the most for residents of York Region. In 2014-15, the unemployment rate for York Region was 5.8%, compared to the provincial rate of 7.05%.

The employment rate measures the percentage of the adult population (aged 15 years and older) that is working. This figure is affected by the participation rate (those who are in the labour force and those who are unemployed but actively looking for work) and by the unemployment rate (the proportion of the labour force who is unemployed and looking for work). Chart 18 presents the results.

With its higher participation rate and lower unemployment rate, York Region had tended to have a higher employment rate, however that rate started dropping just before the recession and fell more than elsewhere. It bottomed out during 2011-12 and 2012-13 and since then has risen, so that York Region still has a higher employment rate than elsewhere but, as with the participation rates, the results fall within a narrower range.

Chart 18 Employment rates, York Region, City of Toronto, Toronto CMA and Ontario, 2001/02 to 2014/15



Source: Statistic Canada Labour Force Survey



How Demographics are changing in the WPBoard area

It is said that demographics is destiny, that the varying mix of age groups define a community, from enrollment in nurseries to the demand for nursing homes.

One thing is for certain: demographics have certain iron rules, one of which is that we age.

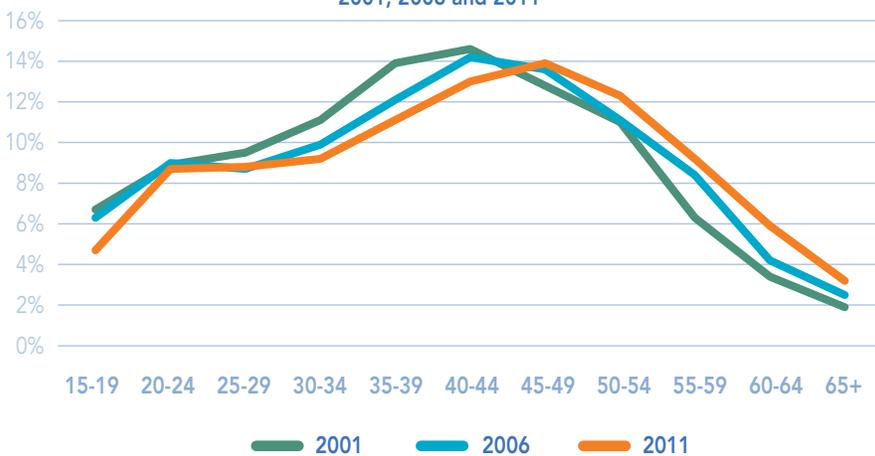
Table 6 shows the percentage distribution by age categories of the labour force in the area covered by the Workforce Planning Board of York Region and Bradford West Gwillimbury, comparing the results for 2001, 2006 and 2011 (those are all census years).

Table 6 Percentage distribution by age categories of labour force, Workforce Planning Board of York Region and Bradford West Gwillimbury, 2001, 2006 and 2011

Age categories	2001	2006	2011
15 - 19 years	6.7%	6.3%	4.7%
20 - 24 years	8.9%	9.0%	8.7%
25 - 29 years	9.5%	8.7%	8.8%
30 - 34 years	11.1%	9.9%	9.2%
35 - 39 years	13.9%	12.1%	11.1%
40 - 44 years	14.6%	14.2%	13.0%
45 - 49 years	12.8%	13.6%	13.9%
50 - 54 years	11.0%	11.1%	12.3%
55 - 59 years	6.3%	8.4%	9.2%
60 - 64 years	3.4%	4.2%	5.9%
65 years and over	1.9%	2.5%	3.2%

Source: Statistics Canada, Census 2001, 2006, 2011

Chart 19 Percentage distribution by age categories of labour force, Workforce Planning Board of York Region and Bradford West Gwillimbury, 2001, 2006 and 2011

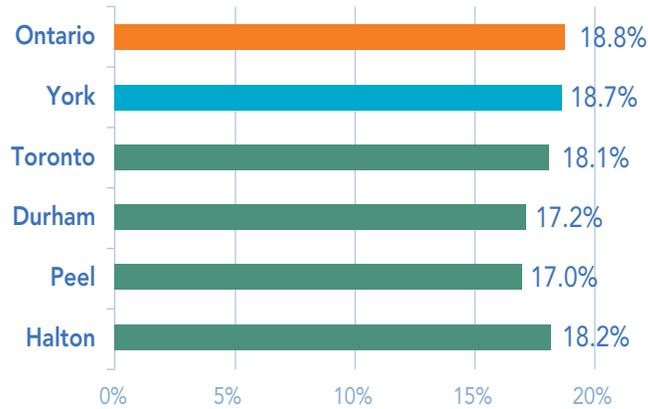


Source: Statistics Canada, Census 2001, 2006, 2011

The actual dynamic of what has been happening to the labour force in the area is best illustrated by chart 19. The profile of the percentage distribution of residents by age categories has shifted rightward on the chart, in the direction of the older age groups. A major part of this movement is due to the simple fact that residents have aged: for example, the median age in York Region was 36.0 years in 2001, 37.5 years in 2006, and 39.3 years in 2011.

But when it comes to the labour force, it also reflects the fact that older people are staying in the labour force longer, either postponing retirement and embarking on a new career later in life.

Chart 20 Percentage of employed labour force aged 55 years and older, GTA regions and Ontario, 2011



Source: Statistics Canada, National Household Survey 2011

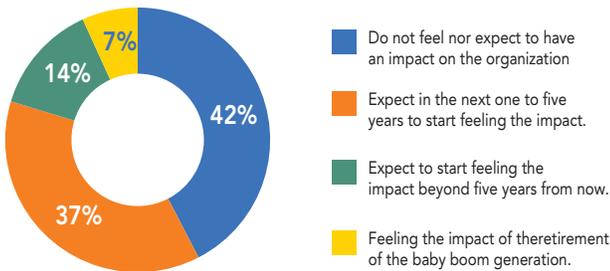
While the differences are slight, it is worth pointing out that York Region has the highest proportion of its employed labour force who are 55 years of age or older at 18.7%. (Chart 20)

Although the anticipated Baby Boomer brain drain has been a major concern for businesses it yet to payout as predicted. The recession and the slow economic recovery

are delaying this phenomenon and the trend of Baby Boomers remaining in the workforce is becoming more evident. It should be noted that this trend is not consistent across all industries and occupations. Employers were asked to indicate the effects of baby boomers in their workforce and 42% of them cited that they do not feel or expect the baby boom retirement to have an impact on their organization. Meanwhile 37% expect this to happen in the next five years. (Chart 21)

However, there are a number of occupations where the proportion of employed York Region residents who are 55 years and older is as high as four out of ten (Table 7).

Chart 21 Effects of baby boomer retirement



Source: Employer Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2016

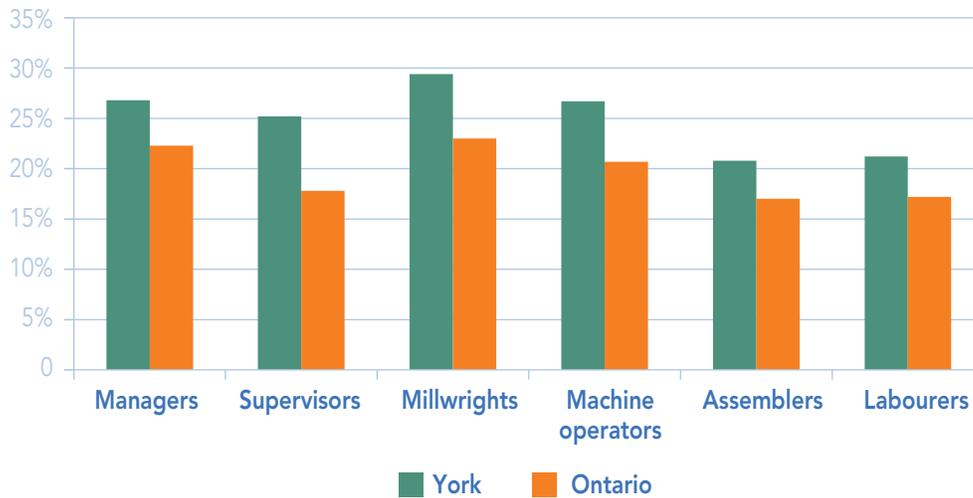
Table 7 Percentage of employed labour force aged 55 years and older, select occupations, York Region and Ontario, 2011

Occupation	Employed residents York Region	% over 55 years old York Region	% over 55 years old Ontario
Truck drivers	4780	25.0%	25.3%
Real estate agents	4510	34.1%	38.7%
Librarians	245	44.9%	34.8%
Light duty cleaners	3180	32.1%	25.5%
Chemical engineers	460	37.0%	18.7%
Dry cleaning occupations	355	40.8%	30.1%

Source: Statistics Canada, National Household Survey 2011

York Region residents employed in manufacturing occupations have a higher proportion of workers aged 55 years and older than the provincial average, suggesting that there will be a greater challenge with succession planning and recruiting replacement workers for these occupations (Chart 22). In the case of York Region residents, at least one quarter of the workers in the following occupations are aged 55 years and older: managers; supervisors; millwrights; and machine operators.

Chart 22 Percentage of workers in manufacturing occupations age 55 years and older, York Region and Ontario, 2011



Source: Statistics Canada, National Household Survey 2011



EMPLOYMENT SERVICES SUPPORT

Demand/Supply Support

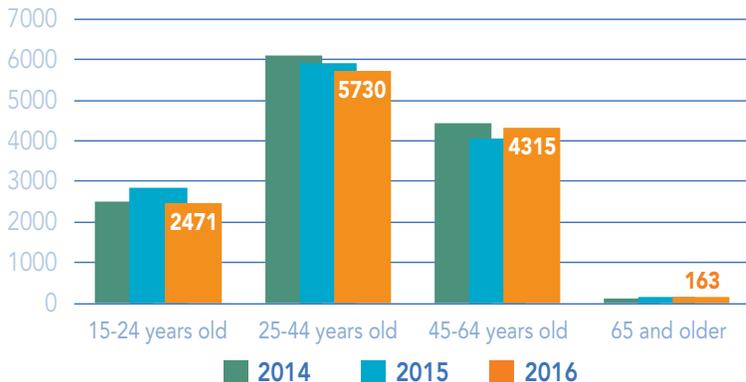
This section provides information and analysis of client data released by Employment Ontario in July 2016 and offers insights into client demographics and outcomes between April 2015 and March 2016 and compares data from previous years.



Highlights of Chart 23

- 35,823 residents were serviced by Employment Ontario Service Provider offices in 2015-2016, a decline of about 13% from the previous period. The decline in the number of clients seeking service can be explained with the increase of York Region's labour force by at least 2.4% during the same period or it may signal an improved economy.
- 27,286 residents or about 1% less than the previous period did not receive one-on-one assistance (Unassisted Clients).
- 12,679 received one-on-one assistance (Assisted Clients) regarding their job search, a decline of 2%.

Chart 23 Clients by age group 2014-2016



Source: Employment Ontario Data, 2015-16

- 5,730 (45%) of assisted clients were 25-44 years old, 4,315 (34%) were in the 45-64 age range, while another 2,471 (20%) were 15-24 years old. The remainder (1%) were 65 years of age or older.
- The number of youth clients using assisted services has decreased by 1.5% since 2014. Youth do not use the EO employment services in the same proportion as the other age groups.

Youth unemployment is much higher than the rate of adult unemployment (18% for age 20-24 in 2015 for Toronto CMA) in York and increasing numbers of young adults are graduating with a post-secondary education are not able to find work related to their field of study.

WPBoard undertook a research project to gather information from youth (20-29 years of age) to analyse youth employment in the WPBoard YR+BWG area to identify the skill sets that youth are leaving post-secondary school with to enter the job market as well as gauge their use of Employment Ontario services during their job search.

Of the 1,500 surveyed youth, 37% are working in York Region while 36% are working outside the Region (note that these jobs may not be directly related to their field of study). 27% are not working as they may still be completing their education.

When students were surveyed about their use of Employment Ontario (EO) services, 19% responded that they had utilized the services while 75% said they had not while 6% were unsure, in fact a considerable number of participants were not familiar with Employment Ontario or the service offered through the network. Many participants were surprised and intrigued when informed that these government services are provided for them at no cost.

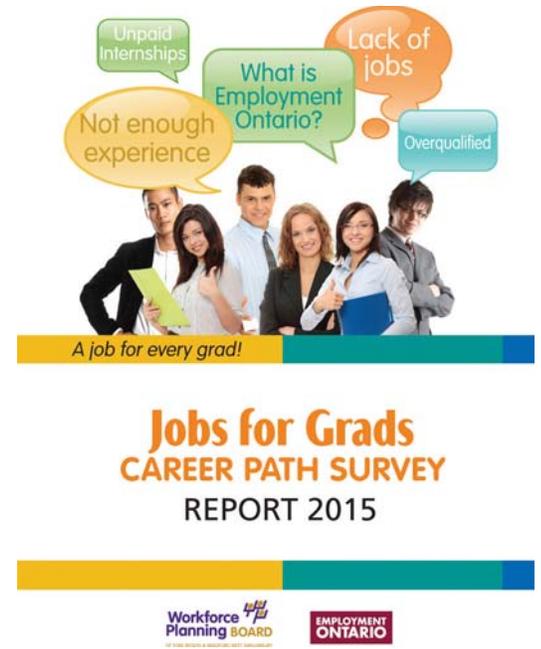
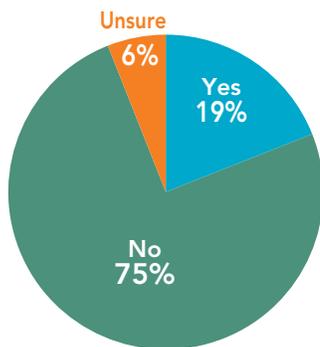


Chart 24 Use of Employment Ontario Services by youth



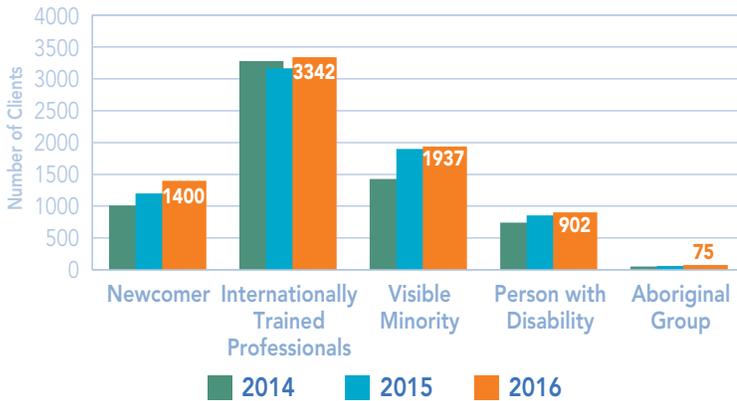
Source: Job for Grads Survey, Workforce Planning Board of York Region and Bradford, West Gwillimbury 2015

Of the 19% of participants (chart 24) who stated they used EO services, 36% of them were successful in acquiring employment but not necessarily in their field of study. Many stated that online job hunting has not been as successful as they had hoped. When asked how they would like to receive employment service assistance, 22% identified the opportunity to attend networking events and 32% identified one-on-one assistance would complement their online job search. Youth also identified that they would benefit from interview preparation and job search assistance. A number of participants identified that “nowadays, it’s not what you know but who you know”.

[Click here for the complete Job for Grads Report](#)

- The percentage of older workers entering as ES clients has increased by 19% since 2014. Many employers engage in online recruitment because it is cost-effective and convenient. Statistics show that this segment of the population has more difficulty in regaining employment therefore they seek the services of an employment agency.
- An increase in the use of services is recorded among all Designated Groups year over year as identified in chart 25. Since 2014 more clients from the following groups have accessed assisted services:

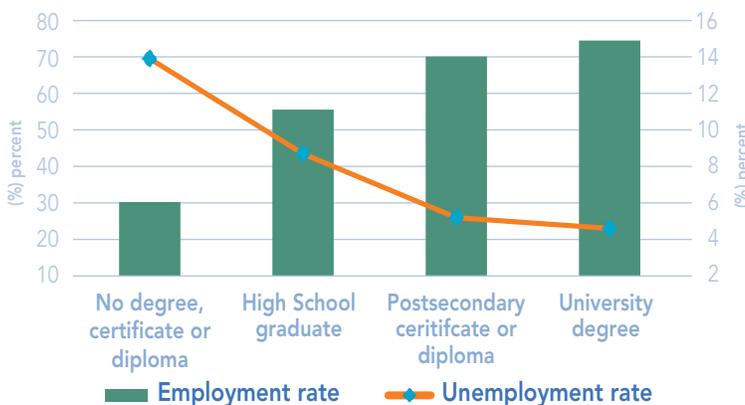
Chart 25 Clients by designated groups 2014-2016



Source: Employment Ontario Data, 2015-16

- 28% more Newcomers
- 2% more Internationally Trained Professionals
- 26% more Visible Minorities
- 18 % more Persons with a Disability
- 30% more Aboriginal Groups

Chart 26 Employment & unemployment rates by education attainment, Ontario 2015



Source: Statistics Canada. Labour Force Survey estimates (LFS), by educational degree, CANSIM (database).

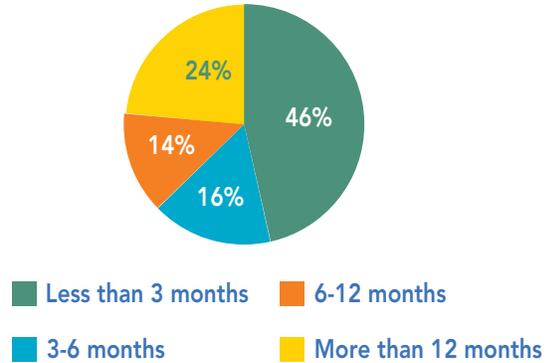
- The Employment Ontario data presents evidence concerning links between educational attainment and employment outcomes for all clients. Chart 26 shows a clear positive correlation between educational attainment, employment and unemployment rates. In 2015 in Ontario those who had invested the most time in education were generally most likely to be employed than those with a lower level of education.
- Although the number of ES clients with no high school diploma has been declining by about 28% on average, the low level of educational attainment continues to present a barrier to employment for about 12% of Employment Service clients that fall under this category. It should be noted that the number of ES clients with a College Degree increased by 3.5% compared to 2015.

- 28% of ES clients pursued Second Career, 18 % Other Occupational Skills Training and only 16% Postsecondary Education as an outcome of Employment Services. An additional 12% and 2% pursued Employment Ontario Training Initiatives or Bridge Training programs respectively.

- Employment Service providers continued to do an excellent job in promoting their services to job seekers and employers. 46% of participants looked for services within three months of becoming unemployed or exiting training. (Chart 27)
- During 2015-16 clients with no source of income made up 53% of assisted clients and their number has increased by 5.8% since 2013-14. This trend is characteristic for the Central Region and Ontario as well. At the same time the number of clients relying on Ontario Works increased by about 19% compared to the previous period.
- In 2015-16 about 66% of ES clients secured full-time employment upon exiting services and 14% secured part-time employment.

Chart 27

ES Clients length of time out of employment/training 2015-2016



Source: Employment Ontario Data, 2015-16

Table 8

Lay-Off Occupation (2 digit NOC) Top 5 York Region & BWG	Employed Occupation (2 digit NOC) Top 5 York Region & BWG
Administrative and financial supervisors and administrative occupations	Administrative and financial supervisors and administrative occupations
Service representatives and other customer and personal services occupations	Office support occupations
Office support occupations	Sales representatives and salespersons - wholesale and retail trade
Service support and other service occupations	Service representatives and other customer and personal services occupations
Sales representatives and salespersons - wholesale and retail trade	Professional occupations in natural and applied sciences

Lay-Off Industry (2 digit NAICS) Top 5 York Region & BWG	Employed Industry (2 digit NAICS) Top 5 York Region & BWG
Manufacturing	Retail trade
Retail trade	Office support occupations
Professional, scientific and technical services	Professional, scientific and technical services
Accommodation and food services	Health care and social assistance
Administrative and support, waste management and remediation services	Manufacturing

Source: Employment Ontario Data, 2015-16.

- Employment Ontario has made available data about the occupations and the industries the clients were previously employed in, together with the occupation and industry employed at a detailed 2-digit NOC⁵ and NAICS⁶ level respectively. Table 8 highlights the top 5 occupations and industries for both.

The following can be highlighted:

- Shrinkage of jobs in Manufacturing (high proportion of lay-offs);
- Jobs losses in Retail Trade due to seasonal hires.
- Considerable reliance on Retail Trade, Administrative and Support.

⁵NOC: National Occupation Classification.
⁶NAICS: North American Industry Classification System

Employment Ontario data also provides insights into Literacy and Basic Skills (LBS) client demographics and outcomes between April 2015 and March 2016 as compared to previous years

- The number of Literacy and Basic Skills clients in the York Region & BWG area slightly increased. 47% of all Literacy Basic Skills learners were of prime working age 25-44 years old, similar to the clients of other Central Region areas at about 48%. Persons with a Disability made up the highest proportion (47%) of LSB learners among the designated groups.
- 34% of the total number of LBS learners had Less than Grade 12 level of education and 29% had completed their Secondary Education. About 29% of LBS learners are employed whereas 24% have no source of income. 48% that participated in these programs identified post-secondary education as a goal as compared to approximately 42% in the region and 38% in the province. Only 5% identified Apprenticeship as a goal.
- Employment Ontario data (Table 9) indicates that the number of Second Career participants in 2015-2016 increased by 5% over the past year. Accounting and Related Clerks is the most common Second Career training option (both in the board area and the Central Region) followed by Medical Administrative Assistants.
- During 2015-2016 the number of Active Apprentices increased by about 13% and 20% more Certificates of Apprenticeship were issued as compared to 2014-2015. Meanwhile the number of New Registrations dropped by 1.4%. Table 10 lists the Top 10 New Registrations in Trades.

SECOND CAREER

Table 9 Top 10 Skills Training Programs 2015-2016

York Region & BWG	Central Region	Ontario
Accounting and Related Clerks	Accounting and Related Clerks	Transport Truck Drivers
Medical Administrative Assistants	Transport Truck Drivers	Heavy Equipment Operators (Except Crane)
Transport Truck Drivers	Medical Administrative Assistants	Medical Administrative Assistants
Early Childhood Educators and Assistants	Early Childhood Educators and Assistants	Accounting and Related Clerks
Home Support Workers, Housekeepers & Related Occupations	Social and Community Service Workers	Home Support Workers, Housekeepers & Related Occupations
Social and Community Service Workers	Computer Network Technicians	Social and Community Service Workers
Computer Network Technicians	Home Support Workers, Housekeepers & Related Occupations	Early Childhood Educators and Assistants
Paralegal and Related Occupations	Paralegal and Related Occupations	Computer Network Technicians
Massage Therapists	Administrative Officers	Administrative Officers
Information Systems Testing Technicians	Heavy Equipment Operators (Except Crane)	Welders and Related Machine Operators

TRADES

Table 10 Top 10 New Registrations 2015-2016

York Region & BWG	Central Region	Ontario
Electrician - Construction and Maintenance	Electrician - Construction and Maintenance	Electrician - Construction and Maintenance
General Carpenter	Automotive Service Technician	Automotive Service Technician
Automotive Service Technician	Hairstylist	Hairstylist
Child Development Practitioner	General Carpenter	General Carpenter
Drywall, Acoustic and Lathing Applicator	Plumber	Truck and Coach Technician
Hairstylist	Child Development Practitioner	Plumber
Sprinkler and Fire Protection Installer	Truck and Coach Technician	Child Development Practitioner
Heat and Frost Insulator	Refrigeration and Air Conditioning Systems Mechanic	Industrial Mechanic Millwright
Truck and Coach Technician	Sheet Metal Worker	Tractor-Trailer Commercial Driver
Plumber	Cook	Cook

Source: Employment Ontario Data, 2015-16

MOVING FORWARD: 2017- 2018 Action Plans

Priority:

1

Integration of Newcomers into the Labour Market

- York Region is one of the fastest growing regions in Canada
- 10,000 – 12,000 newcomers settle in York Region each year
- York Region has the third largest immigrant population in Ontario
- It can take up to 15 years for a newcomer to integrate both economically and socially
- Research shows that immigrants expand the economy and strengthen global competitiveness
- Newcomers experience higher unemployment rates than Canadian born residents
- 20% of surveyed employers are not aware of Bridging programs that support the integration of Internationally Educated Professionals (IEPs) newcomers into the local labour market

Actions planned, underway or updated		
Action	2016-17 Activities	Outcomes
<ul style="list-style-type: none"> • Connecting IEP’s from Bridging programs to employers from sector specific industries 	<ul style="list-style-type: none"> • Organize and execute a speed mentoring event that provides an opportunity for job ready IEPs from Bridging programs to connect with employers from industry related sectors. 	<ol style="list-style-type: none"> 1. IEPs will have the opportunity to network and practice their interview skills. 2. Possible hiring opportunities for some IEPs.
<ul style="list-style-type: none"> • Local Immigration Partnership / Community Partnership Council 	<ul style="list-style-type: none"> • Build community capacity. • Support positive attitudes towards diversity. 	<ol style="list-style-type: none"> 1. Enhanced labour market outcomes.
<ul style="list-style-type: none"> • Bridging Program Development 	<ul style="list-style-type: none"> • In partnership with Seneca College as the lead, WPBoard is part of the committee determining new Bridging programs to be delivered by community colleges in the GTA. 	<ol style="list-style-type: none"> 1. New Bridging program to be designed and delivered based on community need.
<ul style="list-style-type: none"> • Smart Start 	<ul style="list-style-type: none"> • In support of Smart Start programs delivered by Job Skills, WPBoard delivers labour market presentations to participants to help them better understand the local job market. 	<ol style="list-style-type: none"> 1. Participants are equipped with knowledge to make informed decisions about their employment goals.
2017-18 Activities		
Action	Proposed Lead(s)	Proposed Partners
<ul style="list-style-type: none"> • Internationally Educated Professionals Conference 	<ul style="list-style-type: none"> • York Region Local Immigration Partnership. 	WPBoard York University Seneca College

MOVING FORWARD: 2017- 2018 Action Plans

Priority:



Under-employment of Youth in York Region + BWG

- Youth unemployment (age 20-24) was 18% in 2015 for the Toronto CMA area
- YR+BWG has the most educated workforce among Canada’s larger municipalities
- Increasing numbers of young adults are graduating from post-secondary education and unable to find work in the their field of study
- Youth are not utilizing the services of Employment Ontario as many do not know that the service exists.
- Many youth conduct virtual job searches by applying to online postings however, networking is also an important component of job searching.
- York Region is one of the fastest growing economic regions in Canada.

Actions planned, underway or updated		
Action	2016-17 Activities	Outcomes
<ul style="list-style-type: none"> • Analyse the types of jobs posted in YR+BWG and compare that information to the desired field of employment identified by youth 	<ul style="list-style-type: none"> • Undertake a research project by analysing online job posting data to understand the local employment market and compare those finding against the desired fields of employment of youth. 	Answering questions: <ol style="list-style-type: none"> 1. Do online job postings education requirements match those of job seekers in YR+BWG? 2. What types of employability skills are employers looking for in new employees?
<ul style="list-style-type: none"> • Resource for youth to support their pathway to employment 	<ul style="list-style-type: none"> • Update and produce 2016 edition of STRIVE guide of services for youth in York Region and South Simcoe. 	<ol style="list-style-type: none"> 1. STRIVE supports youth struggling to find the services they need to be active contributing members of the community.
2017-18 Activities		
Action	Proposed Lead(s)	Proposed Partners
<ul style="list-style-type: none"> • Tools for employers and service providers to assess employability skills of youth ready to enter the job market 	<ul style="list-style-type: none"> • WPBoard 	Employment Ontario Employer Leadership Council members

MOVING FORWARD: 2017- 2018 Action Plans

Priority:

3

Employer Discussion and Engagement

- It is important to increase the collaboration with employers to better understand the challenges they face regarding the hiring and retention of their workforce
- Employers learn best practices through participation and discussion with other employers
- An employer's workforce is their greatest asset
- Through sharing of tools and resources for engagement of their workforce, employers will experience increased efficiency and productivity resulting in the hiring of more workers in the local labour market

Actions planned, underway or updated		
Action	2016-17 Activities	Outcomes
<ul style="list-style-type: none"> • Explore findings from research and statistics gathered from employers in YR+BWG 	<ul style="list-style-type: none"> • Conduct an employment survey with local employers about their hiring patterns and challenges. 	<ol style="list-style-type: none"> 1. Provides a better understanding of the local labour market and employer needs. 2. Identifies trends happening in the local labour market.
<ul style="list-style-type: none"> • "Attract TOP Talent" e-publication 	<ul style="list-style-type: none"> • Create an e-book to Canada's latest trends and techniques to improve an employers' recruitment process. 	<ul style="list-style-type: none"> • Better equips employers to use the most up-to-date hiring techniques to make the right hire the first time and save time and money on unsuccessful hires.
<ul style="list-style-type: none"> • "Employ for Less" e-publication 	<ul style="list-style-type: none"> • Create an e-book of wage and training subsidies in YR+BWG. 	<ul style="list-style-type: none"> • Onboard new employees or train existing employees through available government financial incentives.
<ul style="list-style-type: none"> • "Core-Competency Hiring" e-publication 	<ul style="list-style-type: none"> • A guide that explains what core competency hiring is and why it is good for businesses. 	<ul style="list-style-type: none"> • Ensuring that potential new employees are a good fit for an organization.
<ul style="list-style-type: none"> • Webinar – Canadian Employment Contracts 	<ul style="list-style-type: none"> • Understanding the correct procedure to bring a new employee on-board. 	<ul style="list-style-type: none"> • Understanding the legal hiring process that can protect an employer and avoid costly mistakes.
<ul style="list-style-type: none"> • Human Services Planning Board 	<ul style="list-style-type: none"> • Organize and execute an employer forum. 	<ul style="list-style-type: none"> • Increase awareness of the impact of precarious employment.
2017-18 Activities		
Action	Proposed Lead(s)	Proposed Partners
<ul style="list-style-type: none"> • Undertake an annual survey that explores the hiring patterns and challenges of employers 	WPBoard	ELC member Chamber of Commerce Members EO employer clients
<ul style="list-style-type: none"> • Labour Force Strategy with Region of York 	Region of York	TBD
<ul style="list-style-type: none"> • Impact of Employment Standards Act on Businesses 	TBD	TBD

MOVING FORWARD: 2017- 2018 Action Plans

Priority:

4

Collaboration between Business and Education

- Businesses that are “people-intensive” derive revenues directly from the people outputs
- Employers struggle to find the applicants with the right skill sets especially “employability soft skills”
- Educational institutions need to understand the challenges and gaps employers are facing in terms of knowledge and skills of young people entering the workforce
- Students in post-secondary education (PSE) would benefit from an experiential learning component of their education provided by an actual workplace experience
- Employers do not have time to pick through PSE websites to look for co-op, field placement or internship opportunities

Actions planned, underway or updated		
Action	2016-17 Activities	Outcomes
<ul style="list-style-type: none"> • Employer Connect 	<ul style="list-style-type: none"> • Create a user friendly interactive webpage that employers and use to search for PSE co-op, internship and field placement opportunities. 	<ol style="list-style-type: none"> 1. Increased use of co-op, internship and field placement opportunities by employers. 2. Greater opportunity of experiential learning for PSE students allows for greater success in the workplace.
2017-18 Activities		
Action	Proposed Lead(s)	Proposed Partners
<ul style="list-style-type: none"> • High School Industry Tour 	<ul style="list-style-type: none"> • WPBoard 	YRDSB YCDSB
<ul style="list-style-type: none"> • Employer Connect - Apprenticeship 	<ul style="list-style-type: none"> • WPBoard 	Employment Ontario Employer Leadership Council

APPENDIX A

North American Industry Classification System - Three Digits

236 - Construction of buildings

This subsector comprises establishments primarily engaged in the construction of buildings. Buildings are distinguished by their primary function, such as residential, commercial and industrial. Establishments may produce new construction, or undertake additions, alterations, or maintenance and repairs to existing structures. The on-site assembly of precast, panelized, and prefabricated buildings and construction of temporary buildings are included in this subsector. Part or all of the production work for which the establishments in this subsector have responsibility may be subcontracted to other construction establishments - usually specialty trade contractors.

237 Heavy and Civil Engineering Construction

The Heavy and Civil Engineering Construction subsector comprises establishments whose primary activity is the construction of entire engineering projects (e.g., highways and dams), and specialty trade contractors, whose primary activity is the production of a specific component for such projects. Specialty trade contractors in Heavy and Civil Engineering Construction generally are performing activities that are specific to heavy and civil engineering construction projects and are not normally performed on buildings. The work performed may include new work, additions, alterations, or maintenance and repairs.

Specialty trade activities are classified in this subsector if the skills and equipment present are specific to heavy or civil engineering construction projects. For example, specialized equipment is needed to paint lines on highways. This equipment is not normally used in building applications so the activity is classified in this subsector. Traffic signal installation, while specific to highways, uses much of the same skills and equipment that are needed for electrical work in building projects and is therefore classified in Subsector 238 Specialty Trade Contractors.

Construction projects involving water resources (e.g., dredging and land drainage) and projects involving open space improvement (e.g., parks and trails) are included in this subsector. Establishments whose primary activity is the subdivision of land into individual building lots usually perform various additional site-improvement activities (e.g., road building and utility line installation) and are included in this subsector.

Establishments in this subsector are classified based on the types of structures that they construct. This classification reflects variations in the requirements of the underlying production processes.

238 Specialty Trade Contractors

This subsector comprises establishments primarily engaged in trade activities generally needed in the construction of buildings and structures, such as masonry, painting, or electrical work. The work performed may include new work, additions, alterations, maintenance, and repairs. Specialty trade contractors usually work under contract to general contractors or operative builders to carry out a component of an overall project. However, they may contract directly with the owner of the property, especially in renovation and repair construction.

336 Transportation Equipment Manufacturing

Industries in the Transportation Equipment Manufacturing subsector produce equipment for transporting people and goods. Transportation equipment is a type of machinery. An entire subsector is devoted to this activity because of the significance of its economic size in all three North American countries.

Establishments in this subsector utilize production processes similar to those of other machinery manufacturing establishments - bending, forming, welding, machining, and assembling metal or plastic parts into components and finished products. However, the assembly of components and subassemblies and their further assembly into finished vehicles tends to be a more common production process in this subsector than in the Machinery Manufacturing subsector.

NAICS has industry groups for the manufacture of equipment for each mode of transport - road, rail, air and water. Parts for motor vehicles warrant a separate industry group because of their importance and because parts manufacture requires less assembly, and the establishments that manufacture only parts are not as vertically integrated as those that make complete vehicles.

Land use motor vehicle equipment not designed for highway operation (e.g., agricultural equipment, construction equipment, and materials handling equipment) is classified in the appropriate NAICS subsector based on the type and use of the equipment.

445 Food and Beverage Stores

Industries in the Food and Beverage Stores subsector usually retail food and beverage merchandise from fixed point-of-sale locations. Establishments in this subsector have special equipment (e.g., freezers, refrigerated display cases, refrigerators) for displaying food and beverage goods. They have staff trained in the processing of food products to guarantee the proper storage and sanitary conditions required by regulatory authority.

452 General Merchandise Stores

Industries in the General Merchandise Stores subsector retail new general merchandise from fixed point-of-sale locations. Establishments in this subsector are unique in that they have the equipment and staff capable of retailing a large variety of goods from a single location. This includes a variety of display equipment and staff trained to provide information on many lines of products.

484 Truck Transportation

This subsector comprises establishments primarily engaged in the truck transportation of goods. These establishments may carry general freight or specialized freight. Specialized freight comprises goods that, because of size, weight, shape or other inherent characteristics, require specialized equipment for transportation. Establishments may operate locally, that is within a metropolitan area and its hinterland, or over long distances, that is between metropolitan areas.

522 Credit Intermediation and Related Activities

Industries in the Credit Intermediation and Related Activities subsector group establishments that (1) lend funds raised from depositors; (2) lend funds raised from credit market borrowing; or (3) facilitate the lending of funds or issuance of credit by engaging in such activities as mortgage and loan brokerage, clearinghouse and reserve services, and check cashing services.

523 Securities, Commodity Contracts, and Other Financial Investments and Related Activities

Industries in the Securities, Commodity Contracts, and Other Financial Investments and Related Activities subsector group establishments that are primarily engaged in one of the following: (1) underwriting securities issues and/or making markets for securities and commodities; (2) acting as agents (i.e., brokers) between buyers and sellers of securities and commodities; (3) providing securities and commodity exchange services; and (4) providing other services, such as managing portfolios of assets; providing investment advice; and trust, fiduciary, and custody services.

531 Real Estate

This subsector comprises establishments primarily engaged in renting and leasing real estate, managing real estate for others, acting as intermediaries in the sale and/or rental of real estate, and appraising real estate.

541 - Professional, scientific and technical services

This subsector comprises establishments primarily engaged in activities in which human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis. The individual industries of this subsector are defined on the basis of the particular expertise and training of the service provider.

The main components of this subsector are legal services; accounting, tax preparation, bookkeeping and payroll services; architectural, engineering and related services; specialized design services; computer systems design and related services; management, scientific and technical consulting services; scientific research and development services; and advertising, public relations, and related services.

The distinguishing feature of this subsector is the fact that most of the industries grouped in it have production processes that are almost wholly dependent on worker skills. In most of these industries, equipment and materials are not of major importance. Thus, the establishments classified in this subsector sell expertise. Much of the expertise requires a university or college education, though not in every case.

551 Management of Companies and Enterprises

Industries in the Management of Companies and Enterprises subsector include three main types of establishments: (1) those that hold the securities of (or other equity interests in) companies and enterprises; (2) those (except government establishments) that administer, oversee, and manage other establishments of the company or enterprise but do not hold the securities of these establishments; and (3) those that both administer, oversee, and manage other establishments of the company or enterprise and hold the securities of (or other equity interests in) these establishments. Those establishments that administer, oversee, and manage normally undertake the strategic or organizational planning and decision making role of the company or enterprise.

561 Administrative and Support Services

This subsector comprises establishments primarily engaged in activities that support the day-to-day operations of other organizations. This includes activities such as administration, hiring and placing personnel, preparing documents, taking orders from clients, collecting payments for claims, arranging travel, providing security and surveillance, cleaning buildings, and packaging and labelling products. These activities are often undertaken in-house by establishments found in many sectors of the economy, but the establishments of this subsector specialize in one or more of these activities and can therefore provide services to clients in a variety of industries and, in some cases, to households. The individual industries of this subsector are defined on the basis of the particular process in which they are engaged and the particular services they provide.

621 - Ambulatory health care services

This subsector comprises establishments primarily engaged in providing health care services, directly or indirectly, to ambulatory patients. Health practitioners in this subsector provide out-patient services, in which the facilities and equipment are not usually the most significant part of the production process.

722 - Food services and drinking places

This subsector comprises establishments primarily engaged in preparing meals, snacks and beverages, to customer order, for immediate consumption on and off the premises. This subsector does not include food service activities that occur within establishments such as hotels, civic and social associations, amusement and recreation parks, and theatres. However, leased food-service locations in facilities such as hotels, shopping malls, airports and department stores are included. The industry groups within this subsector reflect the level and type of service provided.

811 - Repair and maintenance

This subsector comprises establishments primarily engaged in repairing and maintaining motor vehicles, machinery, equipment and other products. These establishments repair or perform general or routine maintenance on such products, to ensure they work efficiently.

812 Personal and Laundry Services

This subsector comprises establishments primarily engaged in providing personal care services, funeral services, laundry services and other services, such as pet care and photo finishing. Operators of parking facilities are also included.

APPENDIX B

Community Stakeholders and Partners

- Advanced Control Systems Ltd.
- Aecomtronic Corporation
- Allstate Insurance
- AMP Promatic Inc.
- Angus Glen Golf Club
- Apotex Inc.
- Applanix Corporation
- Aquatech Dewatering Company Inc.
- Assante Wealth Management
- Axiom Group Inc.
- Bennington Construction
- Boot's Landscaping
- Boston Pizza Aurora
- Buchner Manufacturing Inc.
- Cameraworks Productions Inc.
- Camfil Canada Inc.
- Canada's Wonderland
- Cardinal Golf Club
- CDI Computer Dealers Inc.
- Cericola Farms, Sure Fresh Foods Inc.
- Chaggares and Bonhomme Chartered Professional Accountants
- Chant Construction Limited
- Chouinard Bros. Roofing
- CleanRiver
- Clover Tool Manufacturing Ltd.
- Commport Communications
- Compugen Inc.
- Corrosion Service Company Ltd.
- CPI Card Group Canada Inc.
- Cynthia's Chinese Restaurant
- Dependable Mechanical Systems
- doggieland
- Dominion Caulking Limited
- E&W Development Centre
- Employment Ontario Service Providers
- Financial Solutions Link Corp.
- Frank T. Ross and Sons Ltd.
- Frankie Tomatto's
- Futurevic Global Sourcing Inc.
- GE Digital Energy
- General Contractor's Section, Toronto
- Home Care Assistance
- Human Resources Professionals of York Region
- IBM Canada Ltd.
- InterAd Weston (Axxess Logistics)
- ITL Circuits
- JL Sales & Marketing Group
- King Cole Ducks Limited
- Kingbridge Conference Centre
- Literacy Council of York-Simcoe
- Longo Brothers Fruit Market Inc.
- Longview Solutions Corp.
- Lotec Wireless Inc.
- Lott & Company Chartered Professional Accountants
- Mackenzie Health Centre
- Magna Closures
- Mainline Services, Inc.
- Manpower
- Mazda Canada Inc.
- Merry Maids
- Miller Thomson LLP
- Mircom Technologies Ltd.
- Moxie's Bar & Grill
- MSM - Division of Magna Powertrain
- Nature's Emporium
- Neopost Canada
- Net Electric Limited
- Nexans Americas
- Nor-Line Plumbing & Mechanical
- Northern Alarm Protection
- Novo Plastics Inc.
- Novotel Hotel Vaughan
- Onico Solutions
- Orr & Associates Insurance Brokers
- Pactiv Foods
- Paramount Fine Foods
- Park Inn by Radisson Toronto-Markham
- Pfaff Automotive Partners
- Powerstream
- Priestly Demolition Inc.
- Pro-Lab Diagnostics
- Pro-Tek Electric Inc.
- Pure Motivation Fitness
- QA Consultants
- QRX Technology Group Inc.
- Reno-Depot
- Rescue 7 Inc.
- Richpark Developments Ltd.
- Robert B. Somerville Co.
- Rose Winter Solutions
- SBMB LAW
- Seneca College
- SmartCentres
- Solid Caddgroup Inc.
- Staples
- Staples Head Office
- State & Main Kitchen and Bar
- Stouffville Glass Inc.
- Summer Fresh Salads Inc.
- The Briars
- The Duchess of Markham
- The Home Depot
- The Matcom Group
- The Pickle Barrel
- The Recycle People Corp.
- The Regional Municipality of York
- Topax Export Packaging Systems
- Toronto Star Newspaper Limited
- Toshiba of Canada, Limited
- Tree Frog Interactive
- Trisan Construction
- United Way York Region
- Vince's Market
- Weins Canada
- Welcome Centres of York Region
- Welded Tube of Canada
- Wilson Vukelich LLP
- Women's Centre of York Region
- Woodbridge Foam Corporation
- XE.com Inc.
- York Catholic District School Board
- York Region District School Board
- York Region Media Group
- Your Community Realty Royal Lepage

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