

2020 WORKFORCE Trends in York Region



LOCAL LABOUR MARKET REPORT

wpboard.ca

About the Workforce Planning Board of York Region

The Workforce Planning Board of York Region (WPBoard) is a not-for-profit community based organization working to identify local labour market issues and undertake projects that contribute to addressing those needs.

WPBoard is (one of 26 independent, non-government organizations across Ontario) funded by the Ministry of Labour, Training and Skills Development. We are governed by a volunteer board of directors comprised of business and labour from across the region. We engage with the community in local labour market research and planning that leads to collaborative projects with our stakeholders and other partners to assist in developing the local labour market by:

1. Acting as a resource to inform stakeholders including labour, employers, educators and other community groups about workforce development issues across the region.
2. Research and identify workforce development trends, skill shortages and skill development opportunities.
3. Foster local partnership activities with these stakeholders in order to address these specific issues and priorities.

The 2020 Local Labour Market Update report contains up to date information on employment conditions in our community through analysis of a variety of local employment statistics as well as local consultations with key employment sectors, literature reviews and collaboration with employment services agencies and regional and local governments.

York Region placed first out of 117 regions identified across the country in a study by The Mowat Centre (University of Toronto) assessing overall livability across different socio-economic factors.

In order for us to continue to provide you with valuable labour market information, please give us feedback by completing the

2020 Local Labour Market Plan Report Survey

[Click Here](#)

The York South Simcoe Training and Adjustment Board operating as;

Workforce Planning BOARD
OF YORK REGION
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Workforce Planning Board of York Region acknowledges the funding from:

EMPLOYMENT ONTARIO

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Our Labour Market Planning Process

Our planning process is ongoing with content gathered and developed throughout the entire year. The key steps include:

REVIEW CURRENT LABOUR MARKET CONDITIONS:

An ongoing literature review, combined with a comprehensive data analysis of resources such as Canadian Business Counts, Labour Force Survey, Employment Ontario statistics, York Region Employment data and Talent Neuron (formally Wanted Analytics) statistics provide an evidenced based foundation and contribute to the determination of our priorities and actions plans.

EMPLOYER CONSULTATIONS:

We have established four Employer Leadership Councils to identify challenges, issues and priorities that employers face in today's labour market. These Councils are representative of the key employment sectors in the region and provide us with local intelligence that allows us to develop tools and resources that support community employment needs.

COMMUNITY CONSULTATIONS:

WPBoard's collaboration on local committees allows us to participate in the development of actions that address challenges in the local labour market.

- Community Partnership Council of York Region
- Local Immigration Partnership
- York Region Economic Strategy
- Employment Ontario Service Providers
- The Mentoring Partnership York Region
- York Region Welcome Centres
- Georgina Trades Training Inc.
- York Region District School Board
- York Catholic District School Board
- Collaboration with agencies that support women, youth, newcomers and entrepreneurs



Characteristics of Key Sectors

Engaging with Employers

- CIRCUITS
- NAP
- LOTT & COMPANY
- ROSE WINTER
- SCULLIONS
- DOMINION CAULKING
- Allied Global
- Canada's Wonderland
- APOTEX
- ANGUS GLEN
- Kingbridge
- Power Stream
- financial solutions
- link
- E&W
- applanix
- Digital Energy
- Amico
- Allstate
- Longview Solutions
- Mazda
- Net Electric Limited
- FFAF
- IBM
- SMARTCENTRES
- PACTIV
- Manpower
- Giesecke & Devrient
- SMARTCENTRES
- MARA
- QA
- FUTUREVIC
- Your Community
- TORONTO STAR
- THE MILLER GROUP
- WILSON VUKELICH
- park inn
- Nor-Line
- BOOT'S
- ROYAL LEPAGE
- Lengos
- MAGNA
- COMPUGEN
- STAPLES
- neopost
- MAVES
- ROYAL LEPAGE
- THE WOODBRIDGE GROUP
- TOSHIBA
- THE RECYCLE PEOPLE
- RESCUE 7
- CORROSION SERVICE
- Miller Thomson
- Veins
- WorleyParsons
- PTE
- Pro-Tek Electric Inc.
- Firetronics 2000 Inc.
- Chouinard Bros.
- PHANT
- Cardinal Blue
- KING COLE
- DMS
- Dependable Mechanical Systems Inc.
- cpi
- CAMERAWORKS
- Sure Fresh Foods Inc.
- Commport Communications International, inc.
- LOTEK
- Home Care Assistance
- SolidCAD SOLUTIONS
- CLOVER TOOL Mfg. Ltd.
- C&B
- Chaggares & Bonhomme
- PRIESTLY DEMOLITION INC.
- STOUFFVILLE
- INDUSTRIAL SOLUTIONS
- MATCOM
- Industrial Installations Inc.
- AQUATECH
- DEWATERING COMPANY INC.
- ARMKING
- BULK WATER
- SOMERVILLE
- GLASS INC.
- Hilton
- SCHAEFFERS
- INTERAD WESTON
- Miele
- CleanRiver
- RECYCLING SOLUTIONS
- Vincés MARKET
- Bennington Construction
- PARAMOUNT
- Mircom
- PRISM MEDICAL
- A Handicare Company
- ARMKING
- BULK WATER
- SOMERVILLE
- GLASS INC.
- QRX
- Technology Group
- PURE MOTIVATION FITNESS STUDIO
- THE BRIARS
- Resort & Spa on Lake Simcoe
- treefrog
- www.treefrog.ca
- THE HOME DEPOT
- J.D. BARNES
- AMP
- Promatic Inc.
- RichPARK
- Developments Ltd
- JL Sales & Marketing GROUP
- TRISAN CONSTRUCTION
- ACS
- Advanced Control Systems
- BROKERS TRUST
- INSURANCE GROUP INC.
- UBS
- Techno Scientific Inc.
- STAPLES
- SBMB
- LAW
- Buchner Manufacturing Inc.
- General Contractors' Section
- toronto
- Bondfield CONSTRUCTION
- camfil
- THE AXIOM GROUP
- axiom
- ORR & ASSOCIATES
- INSURANCE BROKERS LTD

Employer Characteristics

According to Statistics Canada, Canadian Business Counts 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:

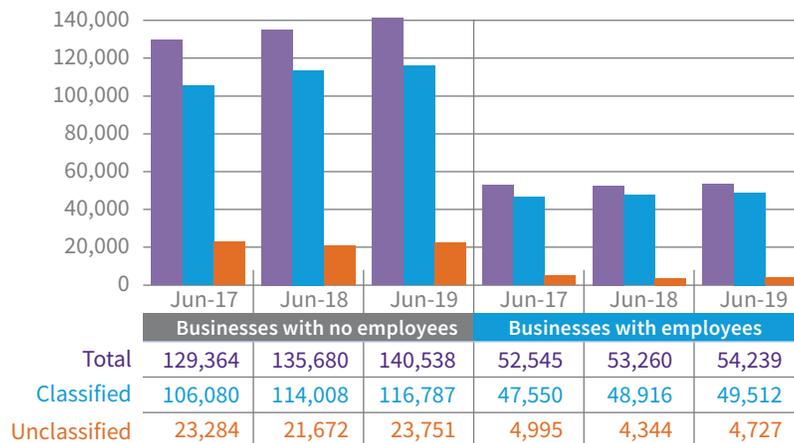
- Classified: existing category for businesses which have received a NAICS code
- Unclassified: new category for businesses which have not received a NAICS code

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 of Chart 1 highlights various components of these data series for York Region Census Division at three reporting periods: June 2017, 2018 and 2019.

As of June 2019, there were a total of **54,239 businesses with employees** in York Region and **140,538 businesses with no employees**, of which 83% were Classified and 17% Unclassified. Growth in the number of businesses continued to dominate the economy of York Region during 2019. From June 2018 to June 2019 the absolute increase in the number of businesses with employees was **979** or about **1.8%**. Similarly, the number of businesses with no employees increased by **4,858** or about **3.6%**.

Chart 1 Business counts • York Census Division



Source: Statistics Canada, Canadian Business Counts

York Region's economy is mostly dominated by small and medium businesses that account for about 99% of the share of the total businesses. The Region is known for generating clusters of dynamic firms which have benefited from regional economic development policies. Positive rates of growth in the number of firms, as well as job creation, has characterized the Region's economy over the past years. On the other hand, the number of "one-man" firms has grown significantly and they are bringing revenues to the economy, as well. What's driving their success? The growth of internet has enabled individual entrepreneurs to take advantage of the massive, global marketplace cheaply and quickly. Plus, in the era of the gig economy, more and more people are starting side jobs, increasing the pool of entrepreneurs in this space.

York Region has the highest number of finance and insurance companies in the Greater Toronto 905 Areas

York Region's life science and healthcare technology sector includes many Canadian industry leaders such as Apotex, Amico Group, Prolenium Medical, Impopharma, and Platinum Naturals

Employer Characteristics

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 2017 and June 2019 all census divisions of York, Durham, Peel, and Toronto experienced an increase in these types of businesses.

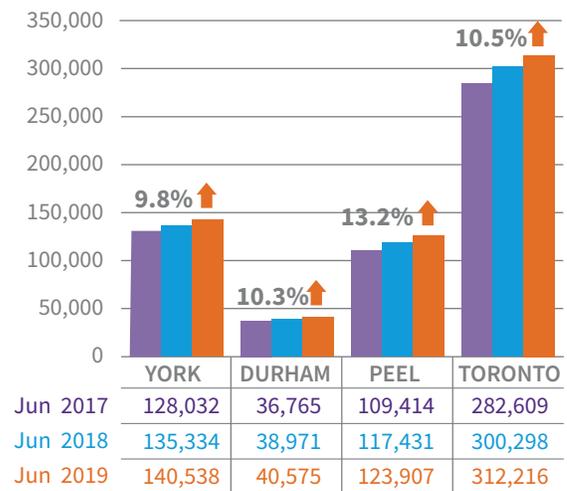
In comparing the data of **Businesses With Employees** the following trends become evident between June 2018 and June 2019. (Table 1)

- Small size firms (1-4 employees) continued to make up the largest share, 64% of businesses with employees. The largest increase in these firms was recorded in the Professional, Scientific and Technical Services sector, where 255 new firms were created. Similarly, the number of Specialty Trades Contractors and Administrative and Support Services firms increased by 193 and 125 new firms, respectively between June 2018 and 2019.
- An increase of 3.3% was also recorded among firms employing 10-19 employees. New firms were created of which, 30 in Food Services and Drinking Places and 30 in Ambulatory Health Care Services. It should be noted that Motor Vehicle and Parts Dealers sector lost 14 firms.
- A slight decrease of 0.6% was recorded in the number of large firms employing 100-199 employees mainly in Construction of Buildings, Ambulatory Health Care providers, as well as Food, Beverage and Tobacco Merchant Wholesalers.
- The highest increase of 4.1% among the mid-sized firms was recorded in those employing 200-499 employees. Sectors like Professional Scientific and Technical Services as well as Heavy and Civil Engineering Construction experienced an increase in the number of firms.

Chart 2

Change in businesses with no employees

York, Durham, Peel & Toronto • June 2017 - 2019



Source: Statistics Canada, Canadian Business Counts

- Large firms employing 500+ employees also increased by 3.8% as a result of the creation of new firms in Local, Municipal and Regional Public Administration as well Administration and Support Services sectors. The creation of these large firms in the latter sector may be the result of mergers of small size firms with medium size ones.

Change in number of businesses by employee size

Table 1 York Census Division • June 2017- 2019

Employees	Jun-17	Jun-18	Jun-19	% Change
1-4	33,094	33,319	34,502	3.6%
5-9	8,252	8,448	8,432	-0.2%
10-19	5,002	5,268	5,443	3.3%
20-49	3,497	3,546	3,628	2.3%
50-99	1,192	1,161	1,259	8.4%
100-199	578	618	614	-0.6%
200-499	273	269	280	4.1%
500 +	77	78	81	3.8%
Total	51,965	52,707	54,239	2.9%

Source: Statistics Canada, Canadian Business Counts

Home to global ICT giants such as IBM, AMD, Huawei, Qualcomm, Lenovo, SAP, Oracle, GE, Toshiba, Siemens, Citrix, and Digital Realty

Employer Characteristics

Table 2 profiles the number of businesses by industry and employee size range in firms with employees. Additionally, the following are highlighted:

- the top 10 sectors with the largest number of firms with employees;
- the sectors that make up the top 3 list for each firm size category and
- the ranking of each sector by the total number of firm with employees.

As of June 2019, Professional, Scientific and Technical Services topped the list, thus accounting for one of the largest industry sectors again. It should be noted that this sector is highly dominated by sole proprietors. Specialty Trade Contractors had a large presence among almost all size firm categories. Administrative and Support Services topped the list of firms with 500+ employees.

 Canada's largest auto parts manufacturing cluster with over 100 companies. 

Table 2 York - Number of main businesses by industry and employee size range, June 2019

3 Digit NAICS Sub-Industry	Without employees	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	18,960	7,699	816	445	260	74	42	16	5	9,357	1
238 Specialty trade contractors	6,236	2,449	743	402	258	91	35	16	4	3,998	2
621 Ambulatory health care services	4,323	2,399	736	302	99	14	8	5	1	3,564	3
722 Food services and drinking places	1,309	861	713	636	463	138	36	3	1	2,851	5
531 Real estate	31,024	2,050	265	97	60	23	6	2	1	2,504	12
561 Administrative and support services	5,021	1,312	397	273	166	73	48	21	8	2,298	17
523 Securities, commodity contracts, and other financial investment and related activities	8,783	664	67	45	38	16	2	2	2	836	22
551 Management of companies and enterprises	1,628	113	43	34	43	30	25	14	6	308	29
452 General merchandise stores	247	79	27	45	8	7	10	17	0	193	38
913 Local, municipal and regional public administration	4	1	0	1	0	0	0	4	9	15	102
Total all sectors	140,538	34,502	8,432	5,443	3,628	1,259	614	280	81	54,239	

*Note: Businesses 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

Source: Statistics Canada, Canadian Business Counts

The Workforce Planning Board of York Region has continued to collaborate with our local Employment Ontario Service providers to support job seekers or the supply side of the labour market. However, over the last five years we have made concentrated efforts and achieved significant progress in developing relationships with employers.



This has facilitated us with a better understanding of the barriers of the demand side of the labour market equation and provided an increased collaboration with the educational institutions across the region, including school boards, colleges, and universities.

It is with that strategy in mind that our 'Employer Leadership Councils' bring together employers from a variety of sectors in order to learn more about the skill requirements and gaps which exist here in the region. Through meetings and social media, conferences and newsletters we have maintained the conversations and shared information that would assist employers in the development of their workforce.

Great Workplaces in York Region

York Region region has over 54,000 businesses or places of employment providing over 636,630 jobs across a variety of industries. The region is experiencing significant growth by adding over 15,000 jobs in 2018 mainly in the educational services sector that grew by 6,870 jobs. The manufacturing, retail trade, and professional, scientific and technical services sectors continue to hold the largest shares of surveyed employment in 2018.

Emerging trends represent challenges and opportunities for York Region's employers. These include globalization, digital and sharing-economy business models, the shift to contract-based employment, outsourcing, automation, talent attraction practices and many others.

- Employers in the region continue to struggle to find people with the right technical skills, however as it continues to increase in importance as a greater focus is placed on candidates with stronger soft skills.
- York Region is the 2nd highest educated population in the Greater Toronto & Hamilton Area (GTHA) as 70% of residents have a post secondary education.
- 47% of the working population work outside the region creating an imbalance in the live/work ratio and affecting employers' ability to attract local talent

It is important to increase residents' awareness of the availability of prominent employment sectors and occupations right here in the region. The Workforce Planning Board has created:

'Great Workplaces in York Region' portal

Located on our website, this resource highlights many of the great companies across the region that are not only local but also innovative and have implemented employee programs that promote engagement and a positive workplace culture.

Employers and their staff tell the story of why they are a great place to work. Residents who want to improve their work life balance can learn about organizations in their chosen sector who have developed an environment where employees are valued and empowered.

They truly are 'Great Workplaces in York Region'!



Visit "Great Workplaces in York Region"



**LABOUR
FORCE**
Characteristics

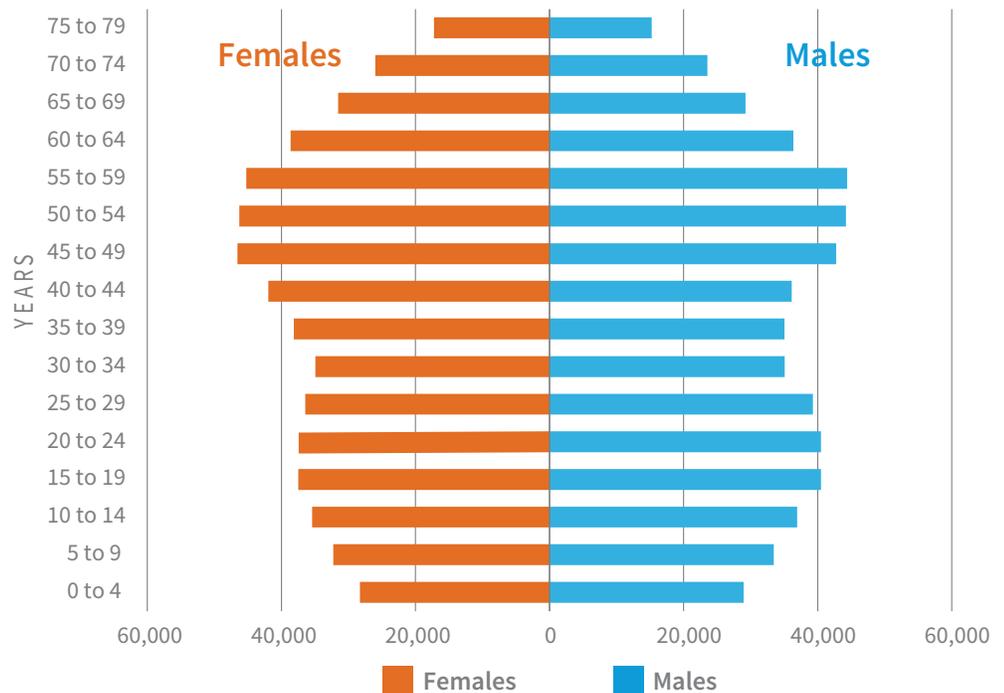
Labour Force Characteristics

POPULATION

- The region’s population increased by approximately 22,800 persons in 2018 to a total population of 1,191,400.ⁱ
- The 2018 annual growth rate increased slightly from 1.3 per cent in 2017 to 2.0 per cent.
- Population growth within York Region has recorded slower but steady growth for the last several years averaging 1.5 per cent per year since 2011.
- East Gwillimbury and King were among the municipalities that experienced the highest growths compared to 2017.
- This “pyramid” protrudes around the share of the population aged 45 -59 that represents the peak of the Baby Boom generation and again around the population aged 15 - 24 that represent children of the Baby Boom generation, the tail end of the Millennial generation.
- As of July 1, 2019, the median age of the region population was 41 years and the average age was 40 years.
- The share of children aged 0-14 in the population of York Region was estimated 17 per cent. Meanwhile seniors 65 years and older counted for about 16 per cent of the population at the same reference period. It should be noted that the population of York Region is increasingly made up of seniors.

Chart 3

York Region’s population by five-year age groups and by gender as of July 1, 2019



Source: Statistics Canada, Table 17-10-0139-01 Population estimates, by census division, 2016 boundaries

Table 3

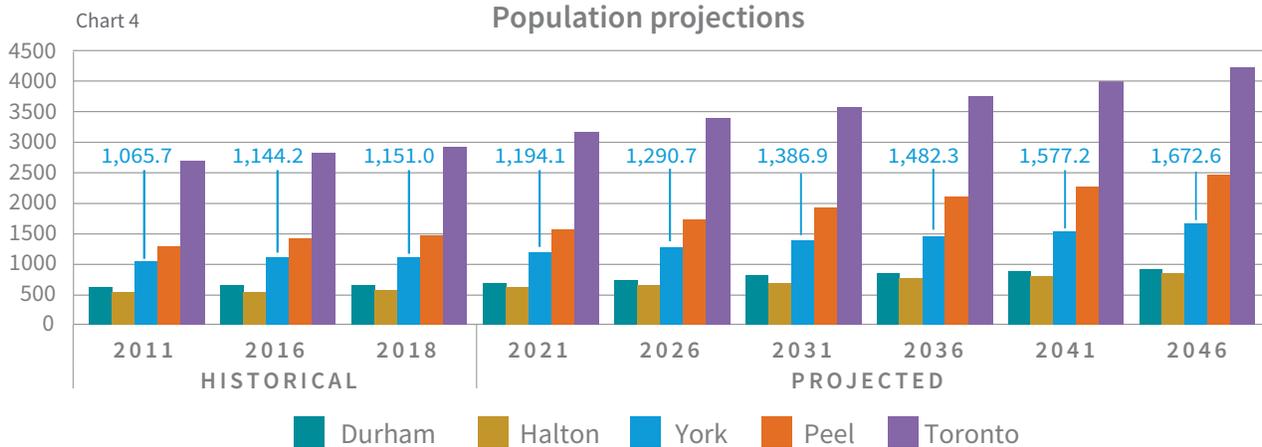
Population - York Region municipalities 2017-2018

Municipality	2017	2018	Population Growth	CHANGE (%)
Aurora	61,100	62,100	1,000	1.6%
East Gwillimbury	26,600	31,700	5,100	19.2%
Georgina	48,200	48,400	200	0.4%
King	27,000	27,700	700	2.6%
Markham	342,400	347,100	4,700	1.4%
Newmarket	88,400	89,400	1,000	1.1%
Richmond Hill	203,800	206,900	3,100	1.5%
Vaughan	322,800	329,000	6,200	1.9%
Whitchurch-Stouffville	48,300	49,100	800	1.7%
York Region	1,168,600	1,191,400	22,800	2.0%

Source: York Region, Corporate Services, Long Range Planning Division, 2017 and 2018.
Note: Numerical data have been rounded, some totals may be affected

ⁱYork Region 2018 Growth And Development Review, May 2019

Labour Force Characteristics

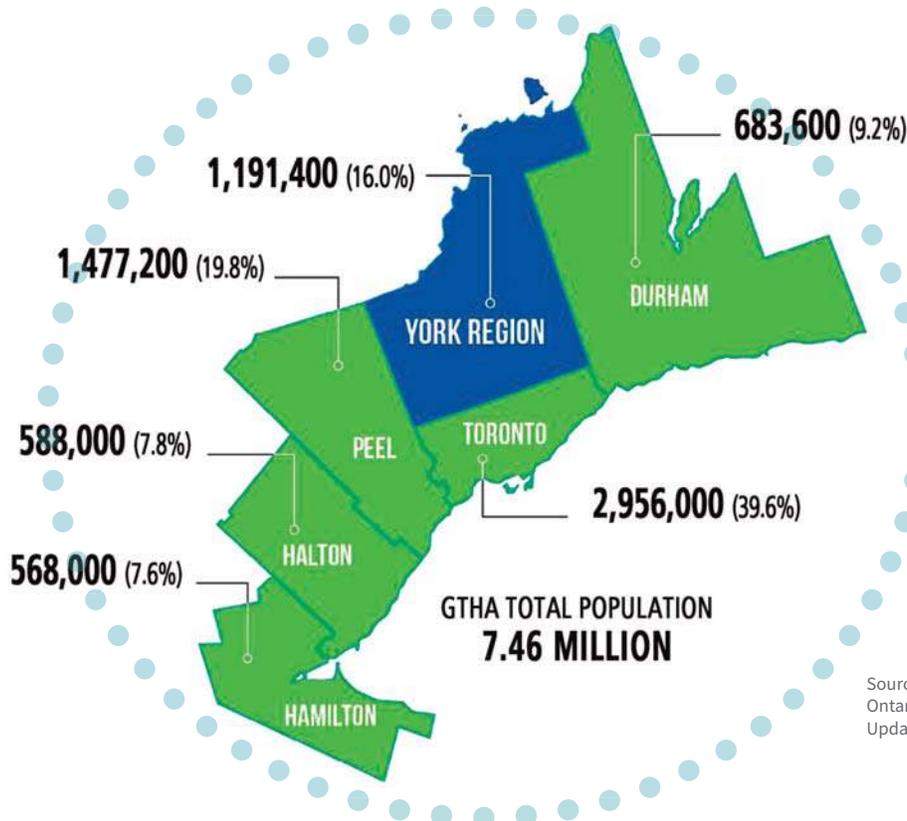


Sources: Statistics Canada estimates, 2011-2018, and Ontario Ministry of Finance projections.
Notes: Year as of July 1.

York Region is part of the broader Greater Toronto and Hamilton Area (GTHA) Region encompassing almost **7.5 million people**.

A diversified economy and availability of serviced land, all contribute to York Region being a major growth area in the GTHA.ⁱⁱ

According to Ontario’s Ministry of Finance population projections, growth in the other census divisions of the GTA (Durham, Halton, Peel and York) overall is projected to be significantly faster than the Ontario average, with the addition of over 2.1 million people to the suburban GTA. The GTA is expected to remain the region with the youngest age structure, a result of strong international migration and positive natural increase.

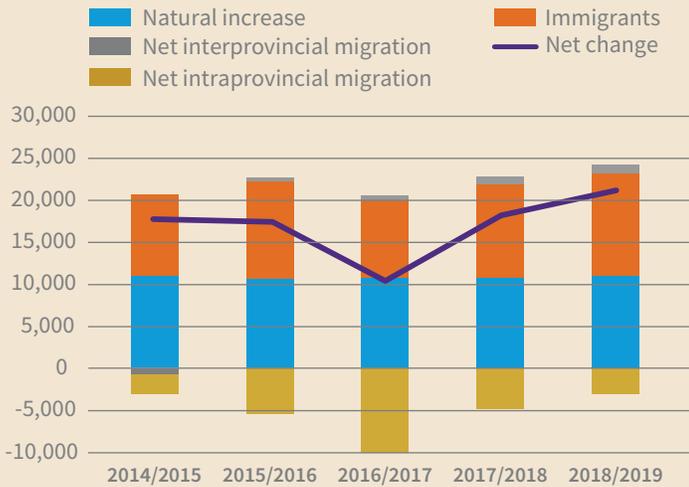


Source: Ministry of Finance, Ontario Population Projections Update, 2017-2041

ⁱⁱ York Region 2018 Growth And Development Review, May 2019

Labour Force Characteristics

Chart 5 York Region population change by component 2014 - 2019



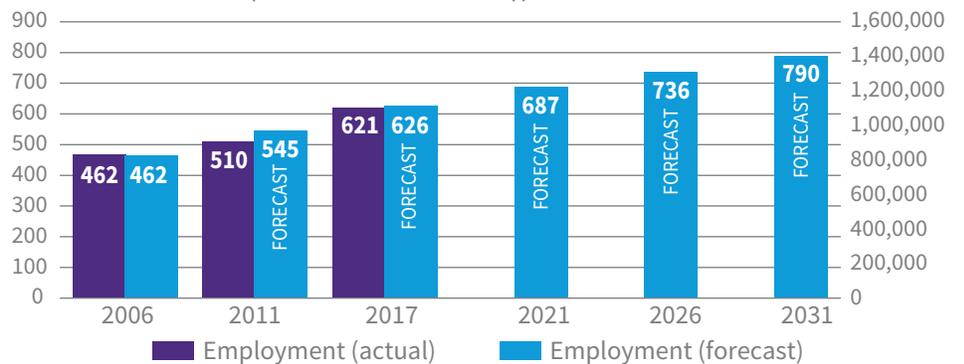
Source: Statistics Canada. Components of population change by census division, 2016 boundaries

COMPONENTS OF YORK REGION POPULATION GROWTH

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. During the last 5 years the natural increase slightly marked an upward trend last year, while net migration has been more variable, mostly due to swings in interprovincial migration and variations in immigration. In York Region immigration as a share of population has been one of the main sources of population growth. By midyear 2019 the number of immigrants increased by 7.5 per cent compared to the pervious year.

Population growth has major effects on labour supply and employment. In 2018, York Region’s employment was approximately 636,630 compared to the 2018 Growth Plan forecast of 641,400, a 4,770 difference. Annual employment growth of almost 12,000 is required to meet the 2031 Growth Plan employment forecast.

Chart 6 Employment, population growth (actual and forecast), 2006 - 2031



Source: York Region, Corporate Services, Long Range Planning Division

Over 270 food/beverage processing manufacturers and distributor businesses making it one of Canada’s largest clusters.

York Region is culturally diverse with 122 languages and dialects spoken. With 45% of the population being foreign born it creates a globally connected workforce.



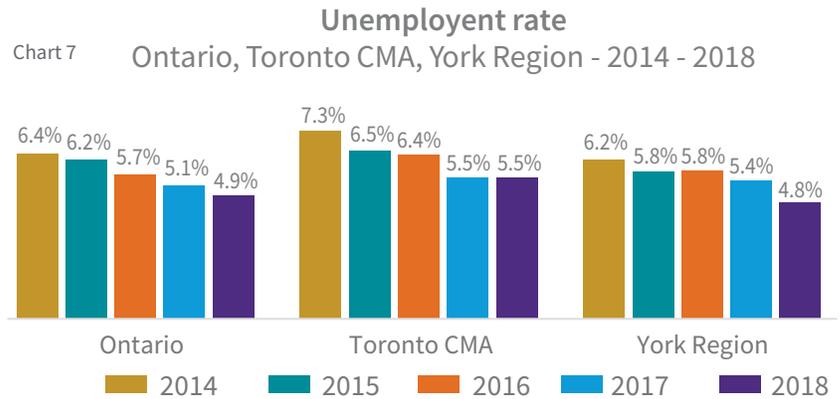
LABOUR FORCE Activity



Labour Force Activity

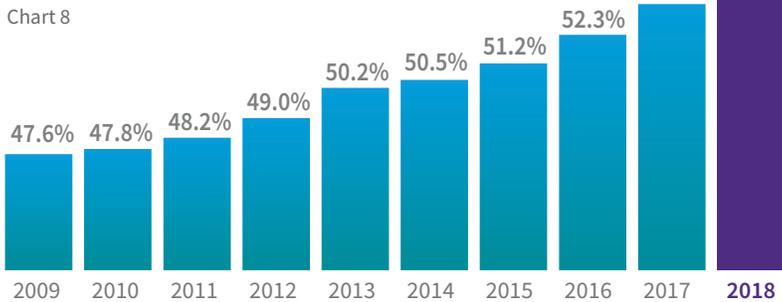
UNEMPLOYMENT RATE

The provincial unemployment rate has been decreasing steadily since 2014, from 6.4 per cent down to 4.9 per cent in 2018. Similarly, that of Toronto Census Metropolitan Area (CMA) and York Region's rates have also been decreasing. The region's unemployment rate was 4.8 per cent at year-end 2018, lower than both the Toronto CMA and Ontario rates.ⁱⁱⁱ



Source: Statistics Canada, Labour Force Survey

Participation rate 2009 - 2018



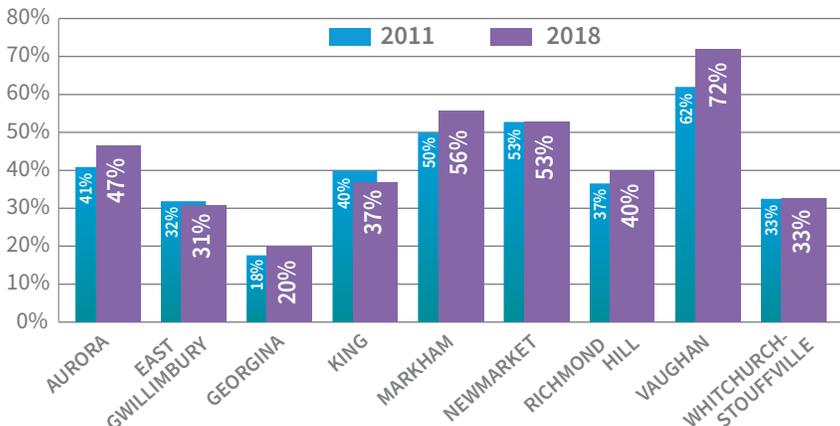
Source: Statistics Canada, Labour Force Survey

PARTICIPATION RATE

The activity rate compares total employment to total population. One of York Region's Official Plan (ROP) objectives is to create high quality employment opportunities for residents, with a goal of one job for every two residents. An activity rate of 50 per cent is consistent with the target. York Region's activity rate has been increasing since 2010.^{iv}

Between 2011 and 2017, the majority of local municipalities within York Region recorded increased participation rates. It should be noted that municipalities with the highest participation rates are those that have also a higher concentration of businesses compared to the rest with Vaughan topping the list at 72 per cent followed by Markham and Newmarket at 56 per cent and 53 per cent respectively.

Chart 9 York Region municipalities - participation rate



Source: Statistics Canada, Labour Force Survey

ⁱⁱⁱ York Region 2018 Growth And Development Review, May 2019

^{iv} Ibid

Labour Force Activity

EMPLOYMENT GROWTH

There were an estimated **636,630 jobs** in York Region as of mid-year 2018 according to York Region employment survey. Between 2017 and 2018, York Region employment grew by **15,120 jobs** or **2.4 per cent**. The employment survey conducted every year records the number of jobs in the Region. The data captures the number of working age individuals who work in York Region who may or may not be residents of the Region.

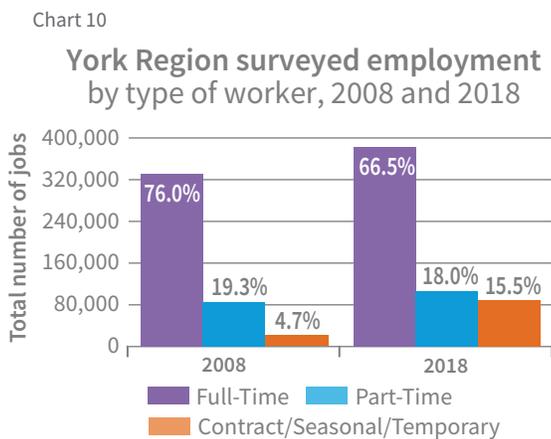
EMPLOYMENT BY TYPE OF WORKER

Full-time workers continue to account for the largest share of employment type in York Region at 66 per cent. Contract/seasonal/ temporary employment continues its trend of the fastest growing type of worker with an increase in share from 4.5 per cent in 2008 to 15.5 per cent in 2018, representing growth of 55,700 jobs during this time. Between 2008-2018, full-time employment decreased in share from 76 per cent to 66 per cent, yet grew by over 50,800 jobs. Part-time workers declined from a 19 per cent to 18 per cent share of employment increased by 19,500 jobs over the same time period.^v

EMPLOYMENT BY INDUSTRY

York Region has a diverse economic base. For the past five years the manufacturing, retail trade and professional, scientific and technical services sectors have accounted for the largest shares of surveyed employment. These shares are gradually changing over time, as other sectors such as educational services, finance and insurance and health care and social assistance steadily increase.

A diverse economy provides a wide variety of jobs and opportunities for residents. While shifts within employment sectors are expected in the future with emerging new technologies and corresponding changes to employment demands, maintaining diversity of employment across sectors is vital to ensuring a resilient economy.^{vi}



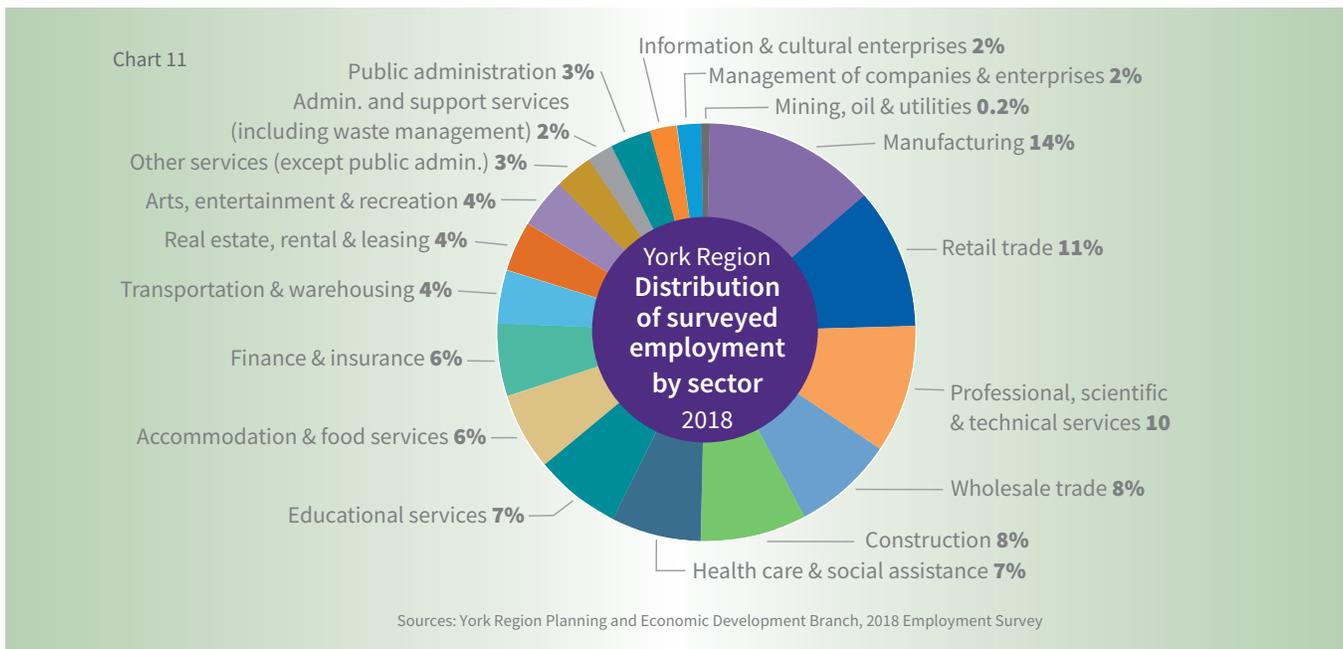
Source: York Region Planning and Economic Development Branch Employment Survey, 2018

70% of York Region residents have a post-secondary education (age 25-64).

20% of Greater Toronto's Stem and Business graduates reside in York Region.

^v York Region, 2018 Employment and Industry Report. A detailed overview of industry and employment trends in York Region
^{vi} Ibid

Labour Force Activity



Since 2008 the **finance and insurance sector** has added over 10,900 jobs in the Region, representing 9 per cent of total job growth in the last ten years. Financial Technology (FinTech) and automation is expected to have high rates of adoption in this sector, leading to demand for more higher skilled and specialized labour force.

Health care and social services sector has added 17,260 jobs since 2008

The **retail trade sector** is closely tied to population growth and has added 8,600 jobs and grown 1.5 per cent annually from 2008-2018. The retail trade sector represents the largest share of employment in the services-producing industry sectors with 11 per cent or 64,100 jobs.

KEY GROWTH SECTORS

Over the past year, the **professional, scientific and technical services sector** recorded over 820 additional jobs and accounts for almost 10 per cent of total employment (54,700 jobs) in the Region

The **construction sector** has added over 16,000 jobs to the Region's employment base since 2008. Between 2017 and 2018, the sector grew by 1.8 per cent, or 780 jobs.

The **real estate and rental and leasing sector** has grown by 7.5 per cent over the past year

Over the last 10 years the **manufacturing sector** has grown modestly, recording an annual growth rate of 0.7 per cent. However, manufacturing remains the Region's largest sector in terms of surveyed employment and accounted for 14 per cent (81,700 jobs) of total surveyed jobs in 2018. Manufacturing continues to increase in job growth, while steadily decreasing its share of overall employment.^{vii}

Hiring Demand in York Region 2019

HIRING DEMAND IN 2019

Talent Neuron, a web-based platform that collects detailed information data from major online job search engines provides some insight into the hiring demand in York Region.

This information should be interpreted with caution as it only identifies the trends. According to Talent Neuron Job Postings data, there were 81,643 job postings during 2019.

Chart 12 York Region job postings by occupational category January - December 2019

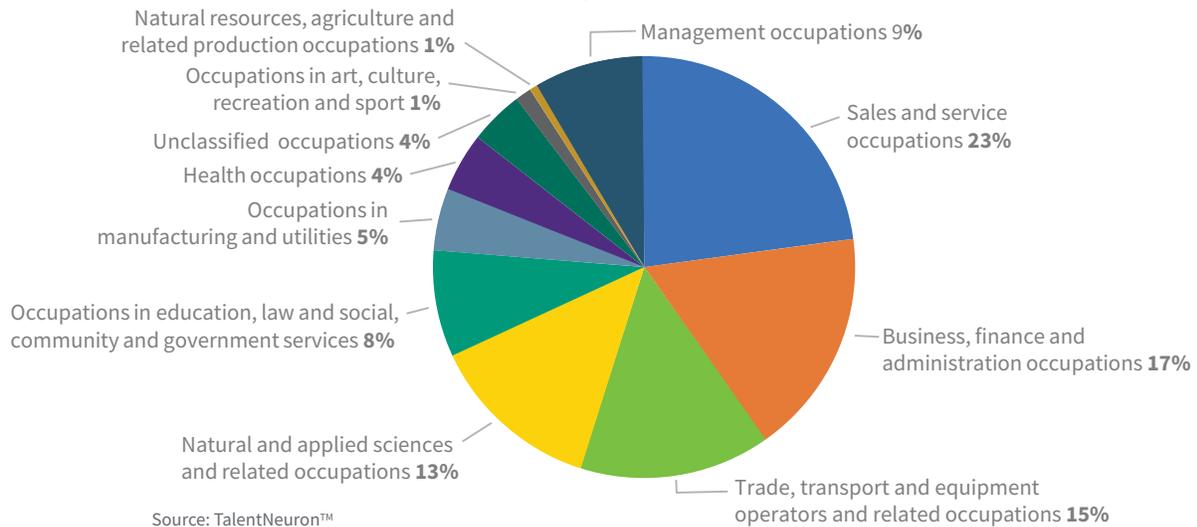


Table 4

Top industries (2-Digit NAICS) with a hiring demand
Administrative and Support and Waste Management and Remediation Services
Retail Trade
Professional, Scientific, and Technical Services
Manufacturing
Wholesale Trade

Source: TalentNeuron™

The hiring peak was reached in March 2019, with 19,934 job posting, remaining slightly lower during the year and declining by November and December 2019.

In 2019 hiring demand in York Region was highest for Sales and service occupations as well as Business, finance and administration occupations. These occupations accounted for 23% and 17% of all job postings respectively. Compared to the previous year the hiring demand was higher for the following occupations:

- Home support workers, housekeepers and related occupations
- Computer programmers and interactive media developers
- Registered nurses and registered psychiatric nurses
- Financial sales representatives
- Software engineers and designers

Hiring Demand in York Region 2019

Tables below identify the most requested Employability soft skills, most job types and most job postings by municipality.

Table 5

Top 10 Soft Skills
Oral and written communication
Detail-oriented
Teamwork
Problem solving
Marketing
Organizational skills
Customer service oriented
Team-oriented
Leadership
Creativity

Source: TalentNeuron™

Table 7

Job types	Job postings
Full-Time	74,028
Permanent	73,614
Part-Time	12,992
Temporary	7,690
Contract	5,609
Internship	926
Co-op	151

Source: TalentNeuron™

Table 6

Location of hiring	Job postings
Vaughan	30,551
Markham	23,152
Richmond Hill	11,726
Newmarket	7,979
Aurora	3,205
Whitchurch-Stouffville	1,625
King	1,288
East Gwillimbury	729
Georgina	662

Source: TalentNeuron™



York Region's Tech Talent Pool Goes Global - [Global Talent Stream](#) is an avenue for fast-growing, innovative technology companies that need unique, high demand and specialized skills in order to scale-up, skills where there is no substantial Canadian talent pool from which to draw.



In-Demand Skilled Trades in York Region

In fall of 2019, the Workforce Planning Board of York Region was one of twenty-six Local Boards and Local Employment Planning Councils to participate in a province wide project that focuses on skilled trades at a local level. The project provides insights on local labour market conditions for skilled trades through engagement with local employers, associations and training centres at a level of granularity unavailable in most data sets and reports.

The evidence collected from the project will help inform how government, industry and local communities can work together to increase the talent pipeline to support business growth and maintain industry competitiveness in the province, particularly in key sectors such as automotive manufacturing and construction. The evidence will also help to inform steps to modernize and transform Ontario's skilled trades and apprenticeship system.

The findings of this report are based on data analysis, employer interviews, key informant interviews, employer focus groups and an employer survey.

By far the biggest employer concern is the combined impact of the retirement of the baby-boom generation and the declining number of youth choosing to enter the trades. The consequence of declining enrollment in apprenticeships over the years means that there are fewer experienced journeypersons to replace those who will be retiring and new apprentices cannot fill this gap.

More than half of employers feel that technological change is increasing the skill requirements for skilled trade occupations, with the advent of more sophisticated machines and tools, the need for a range of digital skills. In some cases, completely new technology is emerging (for example, robotics in manufacturing or the growing market share of electric cars or the rapid change in the IT sector).

Despite the fact that there are 144 skilled trades in Ontario, the following five trades account for three-quarters (80%) of the registered journeypersons in York Region:

- Electrician (Construction and Maintenance)
- Automotive Service Technician
- Hairstylist
- Plumber
- Truck and Coach Technician

There is some difference for the list of the top five trades by registered apprentices. It is also the case that registered apprentices are less concentrated in fewer trades, as these top five programs account for 59% of all local apprenticeships.

- Electrician (Construction and Maintenance)
- Plumber
- Automotive Power Service Technician
- General Carpenter
- Child Development Practitioner

Based on the registration numbers for journeypersons and apprentices in compulsory trades¹, one can produce a figure of how many journeypersons there are for each apprentice. A high number of journeypersons would suggest that not enough apprentices are filling the training pipeline, and this could be a sign that there could be a looming shortage in the future. One could suggest that a number of the following trades could be facing a future shortage.

Ratio of One Apprentice per Journeypersons, Select Compulsory Trades, York Region, October 2019

Table 8	Skilled Trade	Ratio
	Hairstylist	18.1
	Residential Air Conditioning Systems Mechanic	14.0
	Truck and Coach Technician	13.7
	Hoisting Engineer - Tower Crane Operator	8.2
	Automotive Service Technician	6.7
	Electrician - Construction and Maintenance	5.2
	Auto Body and Collision Damage Repairer	5.0
	Refrigeration and Air Conditioning Systems Mechanic	4.5
	Hoisting Engineer - Mobile Crane Operator 1	3.9
	Plumber	3.0
	Steamfitter	3.0
	Sheet Metal Worker	2.7
	Sprinkler and Fire Protection Installer	2.3

¹ Compulsory trades, meaning that a person cannot work in such a trade without being a journeyperson and without being registered with the Ontario College of Trades.

In-Demand Skilled Trades in York Region

Another method for identifying skilled trades at risk of shortages is to look at the median age of registered journeypersons. A median age of 50 years old means that half of the registered journeypersons in that trade are 50 years of age or older. The table below lists those skilled trades with a larger number of registered journeypersons, which have a median age of 50 years old or older.

Skilled Trades where Median Age of Registered Journeypersons is 50 Years Old or More, York Region, October 2019

Table 9	Bolded entries are compulsory trades	Median Age
	Truck and Coach Technician	56
	Auto Body and Collision Damage Repairer	56
	Industrial Electrician	53
	Sheet Metal Worker	52
	Refrigeration and Air Conditioning Systems Mechanic	52
	Hairstylist	51

Source: Ontario College of Trades, registration data for York Region, October 2, 2019

A large proportion of workers are near retirement age and the loss of such a considerable share of this workforce will not only create a shortage of experienced workers, but it will also reduce the number of experienced workplace trainers for apprentices.

Insights from the analyzed data indicated that:

- Based on the registration data, it is evident that skilled trades in the Construction, Industrial and Motive Power sectors are almost exclusively comprised of males, at the very least 94% and usually 98% or more of all tradespersons, both among journeypersons and apprentices; only among the Service sector trades are there a number of skilled trades where there are more females present, certainly among Childhood Development Practitioners and also among Hair stylists (males make up 35% of Hairstylist journeypersons and only 13% of Hairstylist apprentices);

- Especially among the Construction trades, a large proportion of skilled tradespersons (often 50% or more) are working at no fixed workplace, that is, they constantly change where they carry out their function (for example, moving from one construction site to another);
- Certain skilled trades occupations have higher proportions of self-employed workers, notably: painters & decorators (except interior decorators); carpenters; hairstylists and barbers; and motor vehicle body repairers; (for these occupations, one third or more of the workers are self-employed);
- Certain skilled trades occupations have higher proportions of workers who work mainly part-time weeks, notably: elementary and secondary school teacher assistants; cooks; bakers; early childhood educators and assistants; and hairstylists and barbers.

The predominant issue that employers are concerned about is the shortage of skilled workers, brought about by two factors:

- (1) the retirement of the baby-boom generation; and**
- (2) fewer youth going into the trades.**

Some recommendations by employers to improve the apprenticeship system to better meet their needs:

Promote trades more in high school, by introducing more youth to the trades and by re-instating tech classes related to the basic trades for high school students, and place as much emphasis on promoting the apprenticeship pathway as they do college and university education options.

Enhance the image of the trades, by illustrating its hi-tech appeal, the attractive wages and future career options for skilled tradespersons, including becoming an entrepreneur.

Industry cluster of over 10,000 trades, construction developers, real estate and consulting engineering firms.

In-Demand Skilled Trades in York Region

Make more use of pre-apprenticeship programs as a way to generate exposure to the trades and give potential apprentices a way to test out the occupation without yet making a longer-term commitment.

Reduce the complexity of the apprenticeship process by reducing the red tape and the paperwork.

Make sure the curriculum is relevant, as some of it is out-of-date or out-of-touch with changing technology and changing workplace practices; some suggest lengthening the classroom training to accommodate the changing technology.

Provide a clearinghouse whereby employers and apprentices can be matched; for those employers who cannot find apprentices and those apprentices who cannot find an employer to sponsor them.

Do more to promote skilled trades as a viable career for women, as a number of employers feel there should be much which can be done to draw women into the traditional skilled trades.

Make better use of immigration as another source of skilled tradespersons, by targeting more skilled workers and providing more programs to help them transition into the Ontario labour market

Further observations regarding primary and high school:

Because many employers felt that high schools should do a better job of introducing youth to the skilled trades, we felt it was important to investigate to what extent high schools are currently carrying out this role and what more could be done.

Many high school teachers and guidance counsellors are completely unfamiliar with the skilled trades, having themselves experienced only a university education. Consequently, they are far less able to explain, let alone advocate for, the opportunities which the trades offer.

They will default to recommending to their students a college or university educational pathway, using the trades as a fallback for students who “cannot make it” in post-secondary, and sometimes even trying to talk capable students out of pursuing a trades career because they claim they would be limiting themselves.

There needs to be a lot of work done to educate these teachers and guidance counsellors, as well as parents, about the attractions of skilled trades, from interesting and challenging work that involves one’s brain as well as one’s hands, to plentiful jobs with attractive wages and many career advancement and self-employment opportunities. This would require an overhaul of the curriculum in teacher’s college, as well as ensuring that the primary and high school curriculum gives equal prominence to the trades.

In order to address a systemic problem, namely the decline in enrolments in the trades over a couple of decades, one requires a major change in approach from the Ministry of Education, not just initiatives which can be undertaken by the Ministry of Labour, Training and Skills Development.

This report provides an up-to-date picture to our various stakeholders concerned with the local labour market, so that they can better understand and move forward with actions that can support local employers find the skilled trades workers that they so clearly need.

Read the full report:

[*In-Demand Skilled Trades Project in York Region*](#)

 Canada's fifth largest manufacturing cluster with 80,000 local jobs and over 2,600 manufacturers. 



**EMPLOYMENT
SERVICES &
SUPPORT**

for Employers and
Job Seekers

Employment Services & Support



Employment Services Support for Employers and Job Seekers

This section provides information and analysis of client data released by Employment Ontario (EO) in 2018 and offers insights into client demographics and outcomes between April 2017 and March 2018.

Please note that the client data and analysis is provided at the York Census Division level.

HIGHLIGHTS

- **39,046** residents were serviced by Employment Ontario Service Provider Offices in 2018-2019, an increase of about 0.8% from the previous period.
- **12,386** residents received one-on-one assistance (Assisted Clients) regarding their job search, a decrease of about 1.5%.
- **26,660** residents or about 1.6% more than the previous period were identified as unassisted clients.
- **83%** of the clients were unemployed, **5%** were underemployed and **3%** were employed part time. The rest were either self-employed, employed full time or were full and part-time students.
- **18%** of clients had no source of income and **4.7%** were receiving EI benefits.
- **5,654** or 45% of assisted clients were 25-44 years old, **3,804** or 31% were in the 45-64 age range, while another **2,697** or 22% were 15-24 years old. The remainder 2% were 65 years of age or older.



Source: Ministry of Labour, Training and Skills Development, Employment Ontario

Employment Services Support for Employers and Job Seekers

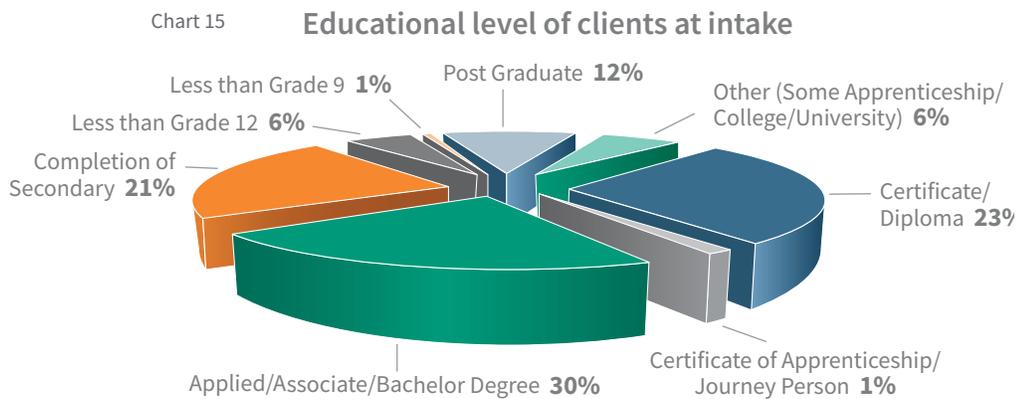
- The number of youth clients using assisted services has increased by about 7% compared to the previous period indicating that youth have started to use more of the EO employment services.
- The percentage of older workers entering as ES clients has increased by about 1.3% since the last reporting period. Despite all the skills and experience that this segment of workers bring to the table, their job searching strategies are not as efficient, therefore they seek the services of an employment agency.
- The share of female clients using the services was higher than males; 56% of the clients were females which is a 2% increase compared to 2017-18 reporting period.
- Substantial increase in the use of services is recorded among some Designated Groups year over year. Compared to the previous reporting period more clients from the following groups have accessed assisted services:
 - 33% more Newcomers (living in Canada 5 years of less)
 - 12% more Internationally Trained Professionals
 - 8% more Francophones
 - 2% more Persons with Disabilities
- Meanwhile, 18% less Aboriginals and 13% less Visible Minorities used these services.



Source: Ministry of Labour, Training and Skills Development, Employment Ontario

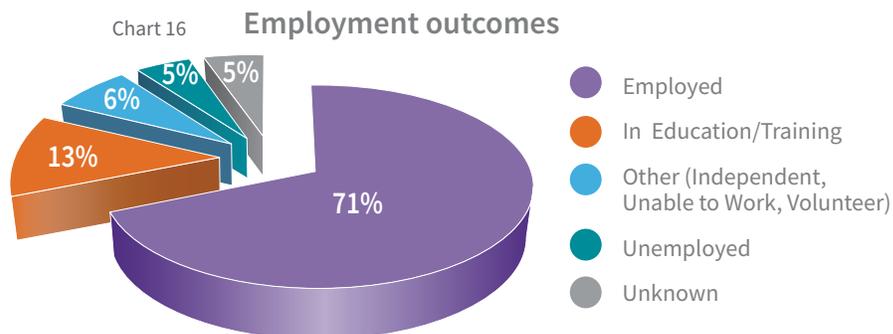
Employment Services Support for Employers and Job Seekers

- The Employment Ontario data present evidence concerning links between educational attainment and employment outcomes for all clients. There has been a consistent trend in terms of the profile of the unemployed by educational attainment: the higher the educational attainment the higher is the proportion of those using the services. The following chart shows the education level of clients at intake.
- The majority of ES clients or 30% had completed an Applied/Associate or Bachelor degree, 23% had a Certificate Diploma and 21% had completed Secondary Education. The high number of clients with a degree can be related to the increase in the number of Newcomers that are using EO services in order to enter the labour market.



Source: Ministry of Labour, Training and Skills Development, Employment Ontario

- The employment outcomes of clients during the reporting period indicate that the proportion of individuals finding employment in their field of choice or pursuing education or training increased compared to 2017-2018. About 8,776 or 71% of clients secured employment and 13% pursued further training or education.
- Although the share of those that secured full time employment was 60%, it should be noted that this category of clients increased by 1.4% compared to the previous period. Meanwhile the number of clients that remained unemployed after intake increased by 1%.



Source: Ministry of Labour, Training and Skills Development, Employment Ontario

Employment Services Support for Employers and Job Seekers

- Employment Ontario has made available data about the occupations and the industry that clients were previously employed in, together with the occupation and industry employed at a detailed 2-digit NOC and NAICS level respectively.

Table 10 highlights the top 10 occupations and industries for both.

Table 10

Lay-off occupation (2 digit NOC) Top 10 - York Region	Employed occupation (2 digit NOC) Top 10 - York Region
12: Administrative and financial supervisors and administrative occupations	65: Service representatives and other customer and personal services occupations
65: Service representatives and other customer and personal services occupations	14: Office support occupations
14: Office support occupations	12: Administrative and financial supervisors and administrative occupations
64: Sales representatives and salespersons – wholesale and retail trade	66: Sales support occupations
21: Professional occupations in natural and applied sciences	64: Sales representatives and salespersons – wholesale and retail trade
66: Sales support occupations	42: Paraprofessional occupations in legal, social, community and education services
67: Service support and other service occupations	64: Sales representatives and salespersons - wholesale and retail trade
22: Technical Occupations Related to natural and applied sciences	96: Labourers in Processing, Manufacturing and Utilities
01: Specialized middle managers occupations	21: Professional occupations in natural and applied sciences
11: Professional occupations in business and finance	62: Retail sales supervisors and specialized sales occupations

Source: Ministry of Labour, Training and Skills Development, Employment Ontario

Table 11 highlights the top 10 industries for 2-digit NAICS levels.

Note:
NAICS 44: Retail Trade includes industries like Food and beverage stores, Clothing stores, Furniture and home furnishing stores, Health and personal care, etc.

NAICS 45: Retail Trade includes Sporting goods, hobby, book and music stores, General merchandise stores, Miscellaneous store retailers

Table 11

Lay-off industry (2 digit NAICS) Top 10 - York Region	Employed industry (2 digit NAICS) Top 10 - York Region
54: Professional, Scientific, and Technical Services	62: Health Care and Social Assistance
56: Administrative and Support and Waste Management and Remediation Services	72: Accommodation and Food Services
44: Retail Trade	44: Retail Trade
72: Accommodation and Food Services	56: Administrative and Support and Waste Management and Remediation Services
62: Health Care and Social Assistance	54: Professional, Scientific, and Technical Services
33: Manufacturing	52: Finance and Insurance
23: Construction	45: Retail Trade
52: Finance and Insurance	23: Construction
61: Educational Services	33: Manufacturing
45: Retail Trade	61: Educational Services

Source: Ministry of Labour, Training and Skills Development, Employment Ontario

Employment Services Support for Employers and Job Seekers

- A total of **734** clients used Literacy and Basic Skills (LBS) services in the York Region census division area during 2018-2019. 40% of all Literacy Basic Skills learners were of prime working age 25-44 years old, 37% were 45-64 years old and 18% were youth and the rest were 65 years and older. The highest proportion of LBS learners among the designated groups was made by Persons with Disabilities (50%) followed by Newcomers (31%) and Visible Minorities (19%). Compared to the previous period 4% more newcomers are using the LBS services.

30% of the total number of LBS learners had Less than Grade 12 level of education and 26% had completed the Secondary Education.

An additional 12% had Applied/ Associate/Bachelor Degree.

About 66% of LBS learners were un employed and 27% had no source of income. About 32 % of those clients that participated in these programs identified post-secondary education as a goal, while 42% identified employment as a goal and 4% identified apprenticeship. A total of 111 clients were referred by Employment Ontario Service Providers and only 37 by LBS service providers.

- Employment Ontario data indicates that the number of Second Career participants in 2018-2019 decreased by 36% over the previous reporting period. Accounting and Payroll Clerks topped the list as the most common Second Career training option followed by Early Childhood Educators and Assistants. After completion of the skills training program 59 were employed, out of which 37 secured full time employment.

Table 12 **Second career Top 5 skills training programs York Region**

2017-2018	2018-2019
Early Childhood Educators and Assistants	Accounting and Related Clerks
Accounting and Related Clerks	Payroll Clerks
Medical Administrative Assistants	Early Childhood Educators and Assistants
Computer Network Technicians	Transport Truck Drivers
Home Support Workers, Housekeepers and Related Occupations	Computer Network Technicians

Source: Ministry of Labour, Training and Skills Development, Employment Ontario

Employment Services Support for Employers and Job Seekers

- The Youth Job Connection program served 398 youth, of which 84% were aged 15 to 24. 306 of these young people, who had no source of income had experienced multiple and/or complex barriers to employment and were provided with more intensive supports beyond traditional job search and placement opportunities.
- 312 employers received the Canada-Ontario Job Grant (the Job Grant). This grant provided direct financial support to individual employers to train a total of 1,676 employees. 75% of employers were small businesses employing less than 50 employees, 17% employed 50-150 employees and only 4% were large businesses. The outcomes were quite positive and 95% of employers reported that training met their workforce needs.
- There were 9,701 Active Apprentices during 2018-2019, an increase of 4.5% compared to 2017-2018. Meanwhile 28% more Certificates of Apprenticeship were issued as compared to the previous period and the number of New Registrations increased by almost 14%. The number of registrants for modular raining also increased.

The average age of apprentices at registration was 28 years old, the same as that in the previous period. The number of apprentices 45-64 years old increased by almost 50%. A 12% increase was recorded for the 15-24 and 25-44 years old apprentices.

- Apprenticeship continues to be dominated by males that made up 88% of the total number of apprentices.
- 86% of the apprentices had completed Secondary Education.
- Newcomers and Visible Minorities accounted for the largest groups amongst the apprentices.

Below is a list of Top 10 New Registrations in Trades. It becomes evident that the list of trades that got the highest number of new registrants remained almost the same compared to the previous period.

Trades Top 10 New Registrations York Region

Table 13

2017-2018	2018-2019
General Carpenter	Electrician - Construction and Maintenance
Electrician - Construction and Maintenance	General Carpenter
Automotive Service Technician	Automotive Service Technician
Drywall, Acoustic and Lathing Applicator	Sprinkler and Fire Protection Installer
Child Development Practitioner	Child Development Practitioner
Sprinkler and Fire Protection Installer	Drywall, Acoustic and Lathing Applicator
Hairstylist	Hairstylist
Heat and Frost Insulator	Hazardous Materials Worker
Plumber	Truck and Coach Technician
Construction Craft Worker	Plumber

Source: Ministry of Labour, Training and Skills Development, Employment Ontario

Assessing the Costs and Impacts of Unemployment and Underemployment in York Region

Employment is a primary driver of social and economic policy in Canada. Residents are expected to participate as fully as possible in the economic activity of their community, by earning income and acting as consumers.

Through data analysis, key informant interviews and focus groups with individuals who are unemployed, or underemployed, representatives from employment services, immigrant settlement services and economic development offices, the Workforce Planning Board of York Region produced a study that assesses the impacts of unemployment and underemployment on the local economy and society.

Unemployment is, an ongoing social and economic problem for advanced economies, impacting on the life of individuals, families, communities, and society as a whole.

Unemployment also leads to potential loss in revenue for government in the form of reduced social contribution payments (e.g. Employment Insurance premiums), a reduction in available income tax revenue, and a reduction in indirect tax revenue received through consumer behaviour (i.e. HST).

In addition to unemployment, a rising concern in Canada and Ontario, as in many advanced economies around the world, is the phenomena of underemployment, defined in this report as a condition when either those who may be employed (full-time or part-time) are not fully utilizing their skills, education, or availability to work. Underemployment is a particular concern for those who are attempting to enter the Canadian labour force for the first time, such as new graduates and recent immigrants.

Focus group discussion revealed the following themes:

- 1. Unemployment has an impact on the community in that it can relate to inequality and poverty across York Region.**
- 2. Unemployment creates significant stress for individuals, affecting their health and mental health, and affecting their interactions with family and friends.**
- 3. In general, it is understood that these impacts may be differentially experienced by individuals based on their unique demographic and social characteristics.**
- 4. Sustained unemployment creates future employment barriers.**
- 5. Underemployment in York is understood as an issue of skills mismatch between an employee and their current role, and it is believed that certain groups within the community are more affected than others.**
- 6. There is a perceived disconnect between what education providers offer and the kinds of skills and training that local employers require.**

Assessing the Costs and Impacts of Unemployment and Underemployment in York Region

Based on the analysis of the themes, the following general recommendations are suggested:

- A more detailed understanding of the connections between long-term unemployment and inequality and poverty in York needs to be developed, with a focus on assessing the barriers to employment faced by vulnerable communities.
- Employment service programs in York need to engage and work with partners to ensure that a full suite of support services are in place for clients seeking employment. This should include services to support health, mental health, and family well-being.
- More research needs to be undertaken to fully assess the nature and impacts of underemployment in York. This should include an assessment of communities most affected and the role that employer decision making has in creating underemployment.
- The differential effects that unemployment has on specific communities in York needs to be acknowledged and further assessed to help support targeted employment service activities for populations such as youth and new immigrants.
- The challenges of youth transitioning from school and part-time work to full-time employment need to be recognized. Targeted programming to better prepare youth for full-time employment and the associated search for employment needs to be developed and expanded.
- The challenges faced by mid-career professionals who may be required to transition from one job to another need to be fully assessed and understood in the local context. Programs to support ongoing skills updating and training need to be more widely available and promoted.
- Programming to support rapid reemployment of those who are ready to work need to be enhanced and supported in order to prevent sustained unemployment and skill degradation.
- Efforts to work with local education providers to develop locally relevant training and upgrading programs need to be increased.

Read the full report:

[*Assessing the costs and impacts of unemployment and underemployment in York Region*](#)



**Our
LABOUR
MARKET
Priorities**

Our Labour Market Priorities

Key priorities have been established through consultations with employers and community stakeholders in order to develop ongoing partnerships that will result in measurable and meaningful impact on our employment market. Each year these priorities are reviewed and adjusted to reflect developing trends and WPBoard collaborates with community partners to undertake the following actions.

1

Under-Employment of Youth

Youth with barriers to employment are facing a quickly changing landscape where they need personal assets and skills to succeed. Support in developing the right combination of education and awareness of growing sectors and occupations is required.

2

Employer Discussion and Engagement

It is important to engage employers in discussions that identify challenges they face regarding the hiring and retention of their workforce and allow for the development of strategies that support their labour market needs.

3

Collaboration Between Business and Education

As technology, globalisation and demographic shifts continue to shape how businesses compete, employers have consistently noted that one of the major challenges they are facing is the war for talent.

4

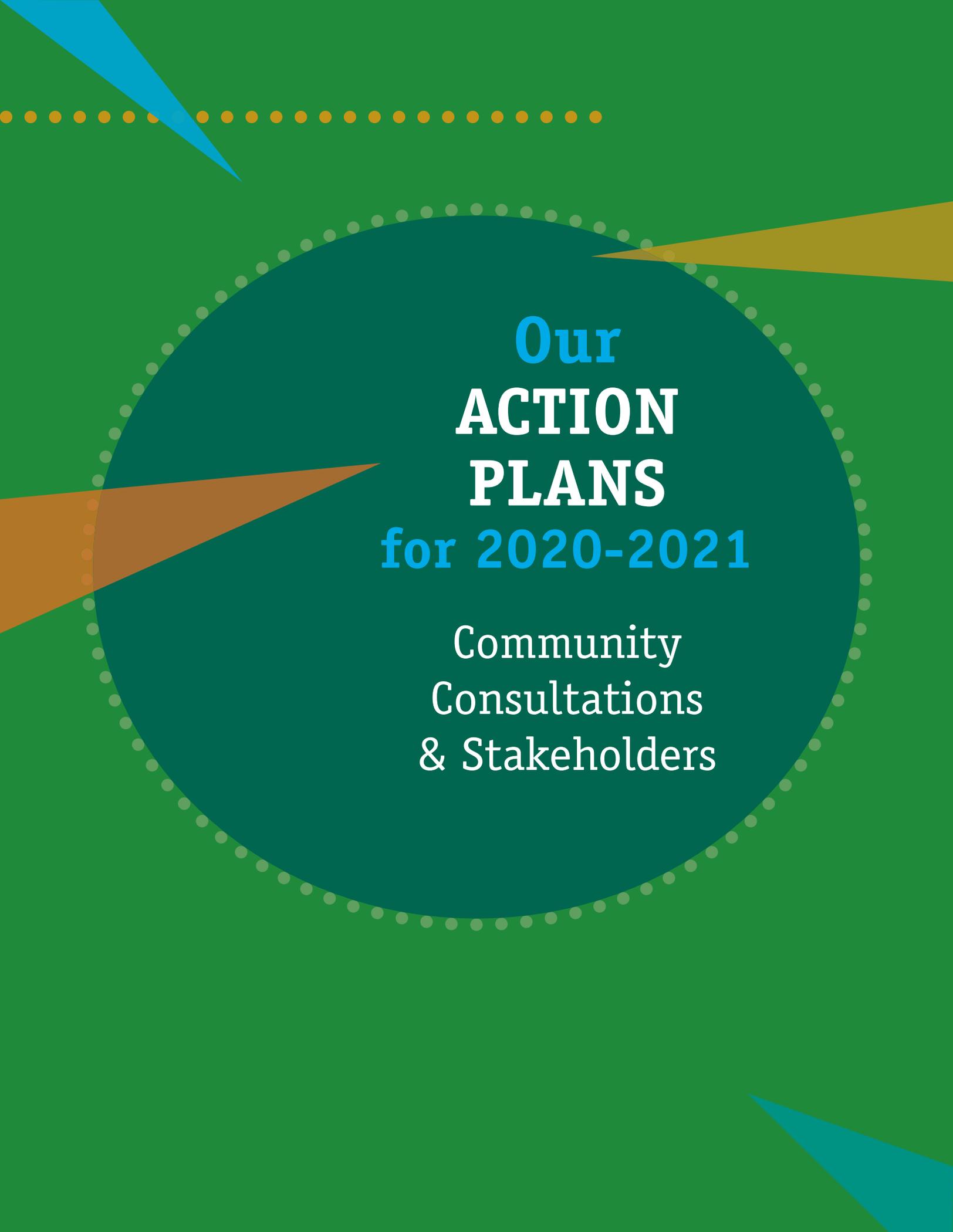
Address Potential Labour Shortages

York Region has the second lowest live/work ratio in the GTA. Approximately 47% of the working age population leaves the region each day to work somewhere else. This daily “brain drain” results in employers’ struggle to attract top local talent.

5

Integration of Newcomers into the Labour Market

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



Our
ACTION
PLANS
for 2020-2021

Community
Consultations
& Stakeholders

Moving Forward: 2020-2021 Action Plans

PRIORITY 1 Under-Employment of Youth

- There is a skill shortage in York Region of skill trades persons especially in the area of construction, motive power and industrial trades.
- Technological change is increasing the skill requirements for skilled trade occupations, which includes digital skills, robotics and diagnostic work.
- There are 144 skilled trades in Industrial, Motive Power, Construction and Service sectors that provide satisfying careers, excellent salaries and the opportunity for entrepreneurship.
- Issues that impact skilled trades include the retirement of the baby boom generation and fewer youth entering the trades.
- Employers identify that the demand for skilled trades workers will continue to increased and outpace the supply of new workers entering the trades creating a skills shortage in the local labour market.

ACTIONS PLANNED, UNDERWAY OR UPDATED

ACTION	2019 - 2020 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Support the transitioning of youth into employment. Identify specific skilled trade occupations that are in demand. 	<ul style="list-style-type: none"> • Produced 29 Job Demand reports pertaining to skilled trades based on employer job postings that provide information on employment opportunities and the skill sets required. 	<ul style="list-style-type: none"> • Inform community partners about training needs of unemployed youth. • Assist unemployed youth to gain an awareness of opportunities related to careers in skilled trades.
<ul style="list-style-type: none"> • Increase awareness of occupations in the labour market allowing students and parents to make informed post-secondary decisions. 	<ul style="list-style-type: none"> • Updated the Career Pathway Passport aligned with growing sectors in the labour market. 	<ul style="list-style-type: none"> • Increased awareness of new and evolving sectors and occupations in apprenticeship, university, college and the workplace.
<ul style="list-style-type: none"> • Connect youth to services in the local community to overcome barriers and challenges. 	<ul style="list-style-type: none"> • Produced and distributed 15,000 copies of STRIVE guide of services for youth in York Region throughout the community. 	<ul style="list-style-type: none"> • Connects youth, parents, educators and those working to with youth to services that support overcoming barriers and challenges.

2020-2021 ACTIVITIES

ACTION	PROPOSED PARTNERS
<ul style="list-style-type: none"> • Building on the recommendations from the In-Demand Skilled Trades project, organize a variety of activities that promote skilled trades to students, teachers, parents and the unemployed or underemployed. Activities may include a skilled trade fair, guest speaking, company tours, parent's information night and working with community partners to link job seekers with employers. 	<ul style="list-style-type: none"> • York Region District School Board • York Catholic District School Board • Employer Leadership Council Members • Local Employers • Georgina Trades Training Inc. • Building Up • Blue Door Shelter • 360kids • Liuna Local 506 Training Centre

Moving Forward: 2020-2021 Action Plans

PRIORITY 2 Employer Discussion and Engagement

- Majority of employers in York Region are small to medium size with the average workforce between 1 – 4 employees.
- Employers identify that two of their top business concerns are not only finding employees with the right technical or hard skills but also finding employees who have the right employability skills to be successful in their organization.
- Awareness of government programs that support small and medium size businesses is also top of mind for employers.
- The cost of housing, public transportation and the ability of offering competitive compensation are challenges to employing local talent in the region

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2019 - 2020 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Building of relationships with local employers to gain valuable local labour market intelligence. 	<ul style="list-style-type: none"> • Maintained relationships with local employers through employer meetings, conference, and newsletters. • Connected with local employers through focus groups and one-on-one interviews to identify challenges regarding finding and training apprenticeships for skilled trades. 	<ul style="list-style-type: none"> • Increased employers' awareness of the local labour market and identified skill gaps, employment opportunities and, training needs. • Shared employers' concerns regarding skilled trades with the Ministry of Labour, Training and Skills Development.
2020-2021 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> • Using a network of employers, representative of the local labour market; gather intelligence on skills gaps, employee engagement and employment trends that will assist community stakeholders in development of programs and resources to meet employer needs. 	<ul style="list-style-type: none"> • Employers representing key sectors across York Region • Employment Ontario Service Providers • Region of York Economic Strategy Group • Community Partnership Council • Human Service Planning Board • Chambers of Commerce in York Region 	

Moving Forward: 2020-2021 Action Plans

PRIORITY 3 Collaboration between Business and Education

- York Region employer struggle to find qualified candidates.
- Through consultations and surveys over the past years, employers have consistently noted that one of the major challenges they are facing is the war for talent.
- Between 2018-2019 about 575 jobseekers in York Region were not successful in looking for work and 2759 were unemployed for more than 12 months.
- Businesses spend double the amount of money on recruiting the right staff than they spend on training their employees.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2019 - 2020 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Identify four employers who had a desire to increase the communication, critical thinking and teamwork skills of their employees. 	<ul style="list-style-type: none"> • Organized and executed four employer “pilots” to review the “Employer Upskilling” training programs in order to expand employer utilization to prepare employees for advancement within their organization. 	<ul style="list-style-type: none"> • Employees gained tools and techniques that improved their workplace skill set to support advancement within the organization. • Soft Skills training supported the development of a positive company culture and increased productivity.
2020-2021 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> • Research, analyze and create monthly reports on the jobs and skills that are in demand in the local labour market using Talent Neuron data and local intelligence. The analytics and reports will improve access to labour market information resources for various community stakeholders. 	<ul style="list-style-type: none"> • Employment Ontario Service Providers • York Region District School Board • York Catholic District School Board • Local employers 	

Moving Forward: 2020-2021 Action Plans

PRIORITY 4 Addressing Potential Labour Shortages

- York Region has the second lowest live/work ratio in the GTA, meaning that a significant number of residents leave the region each day to work somewhere else
- This mass exit of knowledge is known as a “Brain Drain” can lead to economic resiliency issues
- Employers struggle to attract and retain top local talent
- A higher live/work ratio promotes a healthier life style for residents and increased the economic viability of the region.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2019 - 2020 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Highlight businesses in a variety of sectors to promote occupations and engagement strategies in the local labour market. 	<ul style="list-style-type: none"> • Development of videos that promote employers who have created engaging workplaces and are growing their businesses. 	<ul style="list-style-type: none"> • Increase residents’ awareness of employers in York Region who want to attract top talent.
2020-2021 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> • Expansion of the Great Workplaces in York Region web pages with the addition of 10 videos in additional sectors. • Extensive promotion through social media to reach job seekers and promote York Region as a great place to live and work. 	<ul style="list-style-type: none"> • York Region Employers • Region of York Economic Strategy Group • York Region Media Group 	

Moving Forward: 2020-2021 Action Plans

PRIORITY 5 Integration of Newcomers in the Labour Market

- 47% of York Region residents were born outside of Canada.
- The City of Markham is Canada’s most ethnically diverse community.
- York Region is home to 51,410, (14%) recent immigrants (between 2011 – 2016).
- 51% of immigrants (age 25 to 64) have a university degree or higher.
- It can take up to 15 years for a newcomer to integrate both economically and socially.
- Employers who have hired immigrants have found them to have excellent attitudes and work ethics.

ACTIONS PLANNED, UNDERWAY OR UPDATED

ACTION	2019 - 2020 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Act as key advisor on actions that support the integration of newcomer in York Region: Community Planning Council, Local Immigration Planning Group, Newcomer Employability Panel, The Mentoring Partnership York Region. 	<ul style="list-style-type: none"> • Contributing member to the Community Partnership Council, Local Immigration Partnership Project and Human Services Planning Board of York Region. 	<ul style="list-style-type: none"> • Development of the “Inclusion Charter” for York Region.
<ul style="list-style-type: none"> • Support The Mentoring Partnership (TMP) project operated by Seneca College in York Region. 	<ul style="list-style-type: none"> • Member of the advisory panel for TMP to increase the participation of employer partners in York Region. 	<ul style="list-style-type: none"> • Increased success for employer participation to access untapped talent.

2020-2021 ACTIVITIES

ACTION	PROPOSED PARTNERS
<ul style="list-style-type: none"> • Act as key advisor on actions that support the integration of newcomer in York Region: Community Planning Council, Local Immigration Planning Group, Newcomer Employability Panel, The Mentoring Partnership York Region, Advisory Board member of the York University Internationally Educated Bridging Program. 	<ul style="list-style-type: none"> • Community and Social Services York Region • Human Services Planning Board of York Region • United Way of Toronto, York and Peel Regions • Seneca College • York University

Community Consultations & Stakeholders

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- Applanix Corporation
- Aquatech Dewatering Company Inc.
- Aurora Frost Software
- Aurora Scientific Inc.
- Axiom Group Inc.
- BAASS Business Solutions Inc.
- Bayshore Health Care
- Bellwyck Packaging
- Bennington Construction
- Bento Sushi Inc.
- Boot's Landscaping
- Bristol Renovations
- Buchner Manufacturing Inc.
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- Camfil Canada Inc.
- Canada's Wonderland
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- Cascades
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- CG Drones Inc.
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- Dentec Safety Specialists Inc.
- Dependable Mechanical Systems
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- Liuna 506 Training Centre
- Longo's
- Longview Solutions Corp.
- Lotec Wireless Inc.
- Lott & Company Professional Corporation
- LSC Communications
- Lullaboo Nursery and Childcare Centre
- Mackenzie Health Centre
- Magna Closures
- Magna International
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- Manpower Group Corporation
- Mara Technologies Inc.
- Marando Painting Ltd.
- Martinrea International Inc.
- Matcom
- Mazda Canada Inc.
- McAlpine Ford Lincoln Sales
- Microart Service Inc.
- Miller Group
- Miller Thomson LLP
- Mircom Group of Companies
- Mircom Technologies Ltd.
- MSM - Division of Magna Powertrain
- MultiTester Electric
- Neopost Canada
- Net Electric Limited
- Nexans Americas
- Nexya Canada Inc.
- Nor-Line Plumbing & Mechanical
- Northern Alarm Protection
- Npower Canada
- Onico Solutions
- Orr & Associates Insurance Brokers
- Pactiv Foods
- Park Inn by Radisson Toronto-Markham
- Perly Consulting Group
- Pfaff Automotive Partners
- Pioneer Cardio Diagnostics
- Priestly Demolition Inc.
- Private Motor Truck Council of Canada
- Pro-Lab Diagnostics
- Pro-Tek Electric Inc.
- PTC Recruiting
- Pure Motivation Fitness
- Pure Self Salon N Spa
- QA Consultants
- R&D Home Improvements & Heating Services
- Rapid Enterprises Inc.
- Record Technology and Development
- Richpark Developments Ltd.
- Robert B. Somerville Co.
- Rose Winter Solutions
- SBMBLAW
- Scuples Salon and Spa
- Seneca College
- Shoberry Day Care Centre 2
- Skelton Truck Lines Ltd.
- Spec2M Electric
- Staples Head Office
- Stouffville Glass Inc.
- Summer Fresh Salads Inc.
- The Briars
- The Home Depot
- The Matcom Group
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- Woodbridge Foam Corporation
- York Catholic District School Board
- York Region District School Board
- York University
- Your Community Realty Royal LePage

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