

# 2021 WORKFORCE Trends in York Region



LOCAL LABOUR MARKET REPORT

[wpboard.ca](http://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 established in 1999 by the Province of Ontario to identify local labour market issues in York Region and undertake projects or partnerships that would contribute to addressing local employment needs.

WPBoard is one of 26 independent non-government organizations located across the Province of Ontario and funded by the Ministry of Labour, Training and Skills Development. A volunteer Board of Directors comprised of business and labour members from across the region provides the governance for the Board.

The following Local Labour Market Report is prepared annually to provide an overview of current labour market conditions through employer and community consultations and contains information on employment conditions. Information is collected through consultations with employers and community stakeholders as well as analysis of a variety of local employment statistics, literature reviews and collaboration with employment service agencies, regional and local government.

It would be greatly appreciated if you would take a few minutes after reading the report to give us some feedback on how this report helped you better understand the local labour market.

2021  
Local Labour  
Market Report  
SURVEY

[Click Here](#)

The York South Simcoe Training and Adjustment Board operating as;

**Workforce  
Planning BOARD**  
OF YORK REGION  
[wpboard.ca](http://wpboard.ca)

**W R  
O K**  
IN YORK

Workforce Planning Board of York Region acknowledges the funding from:

**EMPLOYMENT  
ONTARIO**

Disclaimer: This report is written as a source of information only. The information contained in this report should by no means be considered a substitute for the advice of qualified professionals. All efforts have been made to ensure the accuracy of the information as of the date of publishing. The Workforce Planning Board of York Region expressly disclaim responsibility for any adverse effects arising from the use of the information contained herein.

## Our Labour Market Planning Process

### A RESOURCE TO INFORM:

WPBoard acts as a resource to **inform** stakeholders including labour, employers, educators and other community groups about workforce development issues across the Region.

### REVIEW CURRENT LABOUR MARKET:

**Review** current labour market conditions using Canadian Business Counts, Labour Force Survey, Employment Ontario Data, 'WORK IN YORK' data & statistics.

**Collect** local labour market intelligence in key employment sectors across the region.

### FOSTER LOCAL PARTNERSHIPS:

**Foster** local partnership activities with stakeholders that address issues and identified priorities.

### COLLABORATE WITH COMMUNITY:

Organizations with which we collaborate throughout the year to identify and undertake actions to support the community's employment needs include:

- Blue Door, 360°kids & other agencies supporting youth
- Community Partnership of York
- Employment Ontario Service Providers
- Georgina Trades Training Inc.
- Human Services Planning Council of York Region
- Literacy Council – York-Simcoe
- Seneca College
- United Way of Greater Toronto, Peel & York
- Welcome Centre Immigrant Services
- Women's Centre of York Region
- York Catholic District School Board
- York Region District School Board
- York Region Strategic and Economic Planning Group of York
- York University – YSpace Markham

## Great Workplaces in York Region



Visit Great Workplaces in York Region at the [WPBoard.ca](http://WPBoard.ca) website to discover how these companies are creating engaging workplaces for their employees.

Click Here

## Some major developments in the Region this year

### THE COVID-19 PANDEMIC

While it may be premature to predict the impact of the pandemic on the labour market during the recovery in 2021, the potential for more work to be executed from home could have significant consequences for York Region. We are home to a large proportion of workers in professional occupations including STEM, administration and general office work. As a large portion of these jobs would normally commute daily outside the Region, primarily to Toronto, there is a greater potential for some of these functions to now be performed from a home base. This could result in an increase in demand for local services.



### YORK REGION ADMINISTRATION CENTRE 17150 YONGE STREET

The new eight-storey facility in Newmarket is now complete. Once all services resume, it will be fully operational providing residents and businesses with better access to regional services from one central location. The Region employs over 5,000 people across the Region to provide essential government services to the community.



### GEORGINA TRADES TRAINING INC.

Georgina Trades Training Inc. has officially opened the new Skilled Trades Institute by securing \$4 million in funding from the Province and \$2 million from the Town of Georgina. The new trades school provides hands-on training



to over 100 students in eight residential construction sectors (drywall, roofing, carpentry, cabinet making, electrical, HVAC, electrical, plumbing and roofing), but at the end the 26-week program trade students will have built fully serviced, finished modular bungalows. Registration is now open for another cohort beginning in July.

### YORK UNIVERSITY MARKHAM CAMPUS

Construction is now underway to open in fall 2023, bringing more high quality education and additional post-secondary opportunities to the Region. This has been a long-standing priority and is a key goal of the Economic Development Action Plan for the Region. York Region is one of the largest business communities in Ontario and Canada's second largest tech hub, the new campus will connect students and researchers with our diversified high-tech business community. Construction is expected to generate over \$350 million in immediate economic benefits and create over 2,000 jobs.



### CORTELLUCCI VAUGHAN HOSPITAL

The Cortellucci Vaughan Hospital is now open and will provide immediate relief for the challenge of capacity pressure and long emergency wait-times. With over 1,000 employees in variety of professions, this state of the art facility is the first new hospital to open in the Province in over three decades.

## Businesses in York Region - Characteristics

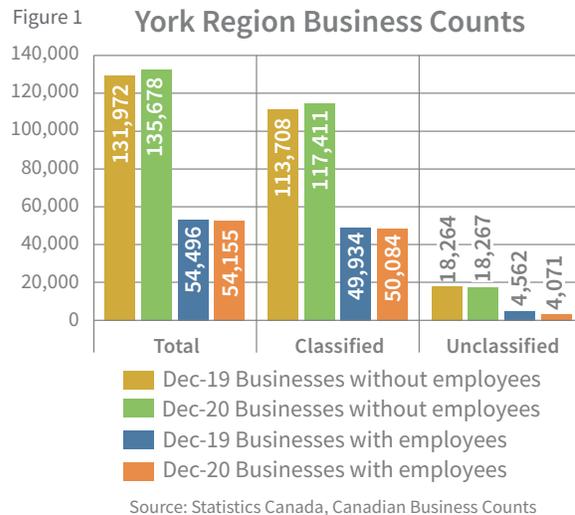
The COVID-19 pandemic has radically altered the business landscape since mid-March. Some businesses remain closed, many reopened in May and June to a completely new business environment. Some businesses have closed permanently, some have grown and others have been temporarily closing or reopening.

According to Statistics Canada, Canadian Business Counts provide information on active businesses by industry classification and employment-size categories. Because of the manner in which they are compiled, the business counts cannot be used to measure the impact of the pandemic. The figures could include many of the businesses that have closed temporarily or permanently as a result of the pandemic. Permanently closed businesses will eventually be excluded once the businesses wind down and closeout procedures are completed and confirmed, a process that can take many months.

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 Figure 1 highlights various components of these data series for York Region Census Division at two reporting periods: December 2019 and 2020.

As of December 2020, there were a total of **54,155 businesses with employees** in York Region and **135,678 businesses with no employees**, of which 87% were Classified and 13% Unclassified.

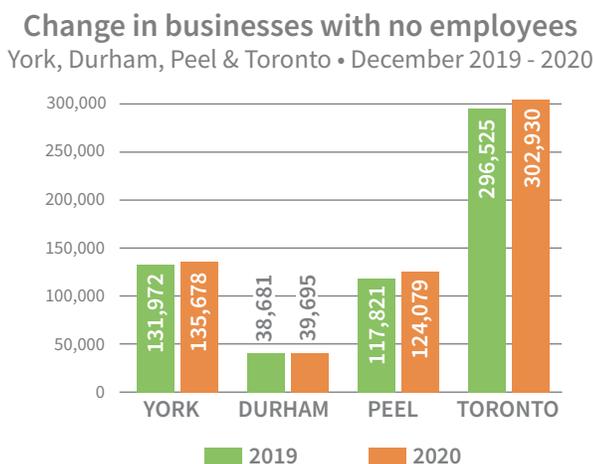
A higher number of businesses without employees continued to remain active in the region during 2020 compared to the previous year. The number of these businesses increased by **3,706** or about 3%. Meanwhile, from December 2019 to December 2020 the number of businesses with employees decreased by **341** or about 1%.

## Businesses in York Region - Characteristics

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 that 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. Nevertheless, York Region’s business community was significantly impacted by COVID-19. By June 2020, a significant number of businesses had to close temporarily and some even permanently. On the other hand, the number of "one-man" firms increased. What might have driven the increase? The uptake of teleworking or digital sales channels might have enabled individual entrepreneurs to take advantage of the situation and start Gig<sup>1</sup> jobs, thus increasing the pool of entrepreneurs in this space.

The prevalence of self-employment or entrepreneurship varies across Durham, Peel, Toronto and York Census Divisions. Figure 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 December 2019 and December 2020 all census divisions of Durham, Peel, York and Toronto experienced an increase in these types of businesses.

Figure 2



Source: Statistics Canada, Canadian Business Counts

In comparing the data of Businesses with Employees the following trends become evident between December 2019 and 2020.

Figure 3

### Change in Number of York Region Businesses by Employee Size, December 2019 - 2020

Employees on site	Dec-19	Dec-20	Absolute change
1-4	34,570	34,706	136
5-9	8,586	8,418	-168
10-19	5,444	5,311	-133
20-49	3,673	3,500	-173
50-99	1,233	1,293	60
100-199	633	578	-55
200-499	274	272	-2
500 +	83	77	-6
<b>Total, with employees</b>	<b>54,496</b>	<b>54,155</b>	<b>-341</b>

Source: Statistics Canada, Canadian Business Counts

- 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 Professional, Scientific and Technical Services, where 215 new firms were created. Similarly, the number of Ambulatory and Health Care firms increased by 116 new firms between December 2019 and 2020.
- A decrease of 2% was recorded among firms employing 10-19 employees especially in Food Services and Drinking Places as well as Clothing and Clothing Accessories Stores by 34 and 25 respectively. New firms were also created of which, 12 in Educational Services and 9 in Construction of Buildings.
- The total number of firms employing 50-99 employees increased by 5%. Gains were recorded in Nursing and Residential Care Facilities as well as in Specialty Trade Contractors where 15 new firms were created in each sector, possibly the result of mergers of smaller firms.

<sup>1</sup> Gig Economy<sup>1</sup> is a series of short-term contracts or freelance work as opposed to permanent jobs.

## Businesses in York Region - Characteristics

- The highest decrease of 9% among the mid-sized firms was recorded in those employing 100-199 employees. Sectors like Amusement, Gambling and Recreation as well as Administrative and Support Services experienced a decrease in the number of firms by 16 and 10 respectively.
- Large firms employing 500+ employees also decreased by 7% with most losses recorded in Transportation Equipment Manufacturing as well as Food and Beverage Stores. Two new firms in Nursing and Residential Care Facilities were added to the sector, mostly due to some mergers of smaller size firms as well as the high demand for such services during the pandemic.
- The top 5 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 December 2020, Professional, Scientific and Technical Services topped the list, thus accounting for one of the largest industry sector again. It should be noted that this sector is highly dominated by sole proprietors and businesses with 1-4 employees. Specialty Trade Contractors had a large presence almost among all size firm categories. Management of Companies and Enterprises topped the list of firms with 500+ employees followed by Transportation Equipment Manufacturing.

Figure 4 profiles the number of businesses by industry and employee size range in firms with employees. Additionally, the following are highlighted:

- The total number of firms for each firm size category

Figure 4 York Region – Number of Main Businesses by Industry and Employee Size Range, December 2020

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	18,354	7,930	843	444	261	86	35	18	5	9,622	1
238 Specialty trade contractors	6,134	2,509	708	422	231	101	35	15	3	4,024	2
621 Ambulatory health care services	4,539	2,549	725	318	114	15	5	4	2	3,732	3
722 Food services and drinking places	1,202	952	765	612	464	119	35	3	0	2,950	4
531 Real estate	33,468	1,993	249	90	46	16	4	2	0	2,400	5
561 Administrative and support services	4,965	1,344	413	277	159	70	42	23	6	2,334	6
523 Securities, commodity contracts, and other financial investment and related activities	7,912	610	79	32	42	19	4	1	1	788	15
445 Food and beverage stores	501	322	101	107	67	33	37	12	0	679	18
551 Management of companies and enterprises	1,564	89	40	38	47	33	25	9	8	289	34
452 General merchandise stores	227	82	25	49	8	7	8	19	0	198	48
336 Transportation equipment manufacturing	74	33	10	5	11	8	13	12	6	98	61
913 Local, municipal and regional public administration	5	1	1	1	0	0	0	5	8	16	83
<b>Total all industries</b> (includes counting of other firms not displayed in the table)	<b>135,678</b>	<b>34,706</b>	<b>8,418</b>	<b>5,311</b>	<b>3,500</b>	<b>1,293</b>	<b>578</b>	<b>272</b>	<b>77</b>	<b>54,155</b>	

Source: Statistics Canada, Canadian Business Counts

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

In January 2021, WPBoard administered an on-line survey to over 23,000 employers in York Region to obtain their views on the impact of the COVID pandemic and its aftermath. The responses were provided by employers of different sizes in a variety of sectors. Results included necessary adjustments to business practices such as changes in the composition of their workforce, remote work and their ability to support the preparation of youth for careers in the labour market.

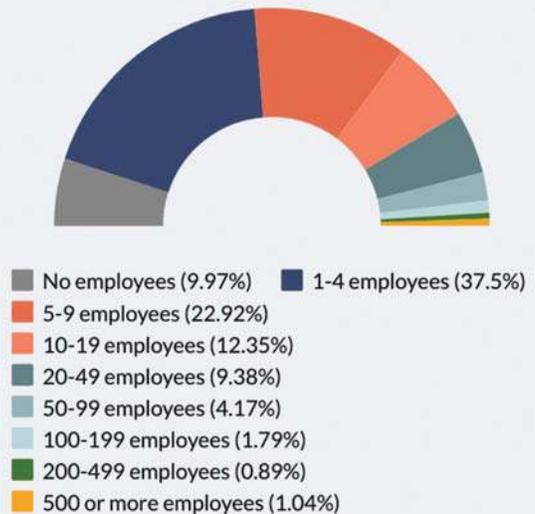


### SURVEY RESPONDENTS

#### TOP PARTICIPATING INDUSTRY SECTORS

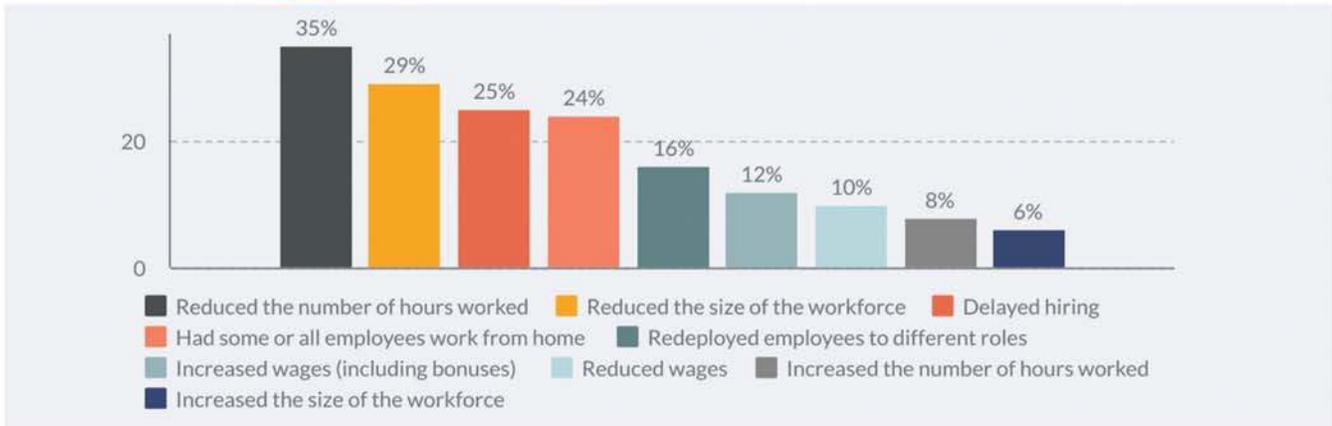


#### DISTRIBUTION OF SURVEY RESPONDENTS BY EMPLOYEE SIZE





### CHANGES IN THE WORKFORCE



### CHANGES IN WORKFORCE COMPOSITION



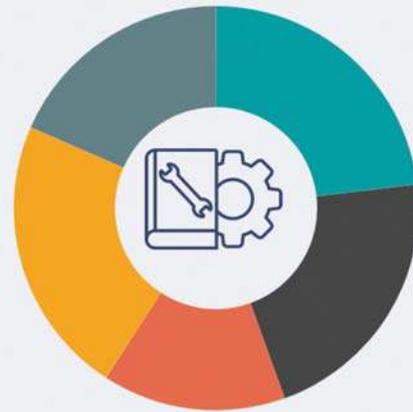
### WORKFORCE & REMOTE WORK





### IN DEMAND SKILLS FOR ENTRY LEVEL JOBS

- Basic employability skills (23.12%)
- Basic essential skills (21.38%)
- Digital skills (14.67%)
- Soft skills (22.4%)
- Technical skills (18.43%)



Distribution of employers indicating these skills are and will be a major priority during the pandemic and post-pandemic for entry-level or lower-skilled jobs



### PREPARING YOUTH FOR FUTURE CAREERS

Youth have been severely affected by the pandemic and its aftermath. In the Greater Toronto Area, the unemployment rate of youth aged 15 to 24 years of age rose to over 30% during the summer and was still above 20% in December, around three times the unemployment rate for adults. Youth in school have had co-op placements and internships disrupted, denying them the opportunity to gain valuable work experience and connections with employers.



**31%**

of surveyed employers hire and would consider doing more to hire high school, college or university summer students



**16%**

of surveyed employers do not hire but would be willing to hire high school, college, university students or interns



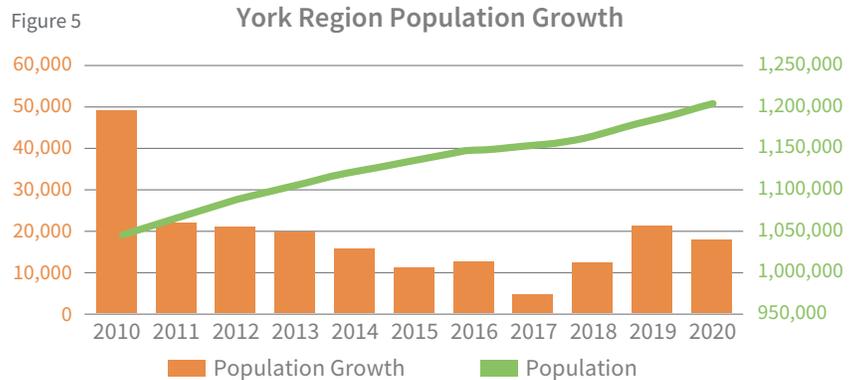
**4%**

of surveyed employers do not hire students and would be interested to know more about such opportunities

# Labour Force in York Region - Characteristics

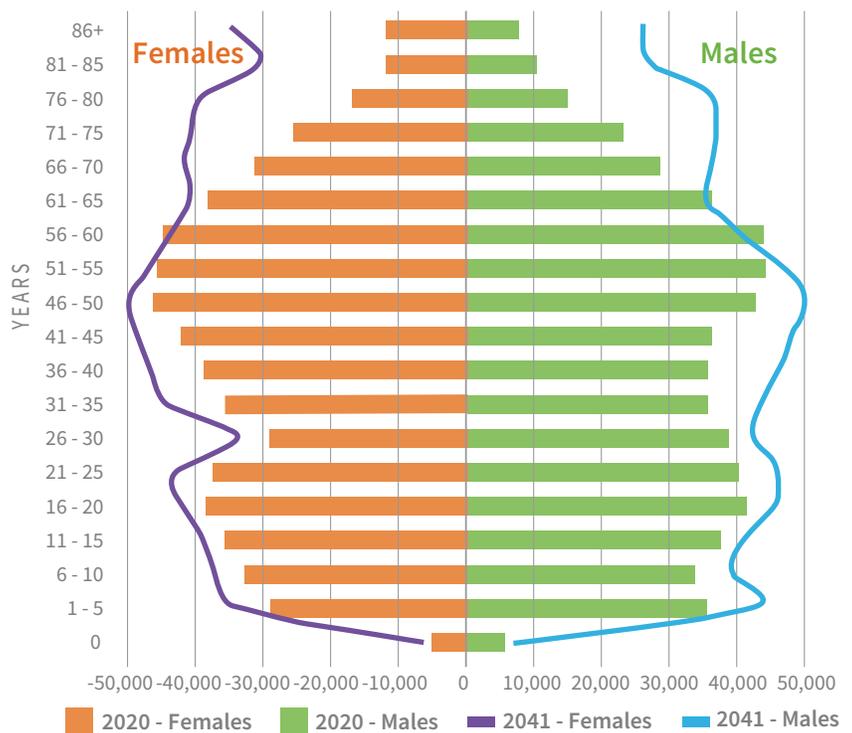
## Population

- The region’s population increased by approximately 17,737 persons by July 1, 2020 to a total of 1,200,262.
- The annual population growth rate between July 1, 2019 to July 1, 2020 was 1.5%.
- As of July 1, 2010, the median age of the region population was 41.5 years and the average age was 41 years. Although slowly increasing, these are indicators that the region’s population is aging.
- The share of children aged 0-14 in the population of York Region was estimated 16.1%. Meanwhile, working age population (age 15–64) accounted for about 67.4% of the population and seniors (age 65 plus) for 16.4%. It should be noted that the population of York Region is increasingly made up of seniors.
- By 2041, there will be more people in every single year of age in York Region compared to 2020, with a sharp increase in the number of seniors. Baby boomers will have significantly increased the number of seniors; children of the baby boom echo generation will be of school-age; and the baby boom echo cohorts, along with a new generation of immigrants, will have boosted the population aged 15–64.



Source: Statistics Canada: Population estimates, July 1, by census division, 2016 boundaries

Figure 6 Age Pyramid of York Region’s Population, 2020 and 2041



Source: Statistics Canada, Population estimates, July 1, by census division, 2016 boundaries

# Labour Force in York Region - Characteristics

## Population by Municipality

All municipalities experienced population growth. East Gwillimbury was among the municipalities that experienced the highest compared to the previous period.

## 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. In the short-term, the growth of region’s population will be affected by the COVID-19 pandemic through both the disruptions to migration flows resulting from the travel restrictions and the associated slightly higher mortality. During the last 5 years, the natural increase has marked a downward trend, 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 2020 the number of immigrants decreased by 13% compared to the previous period.

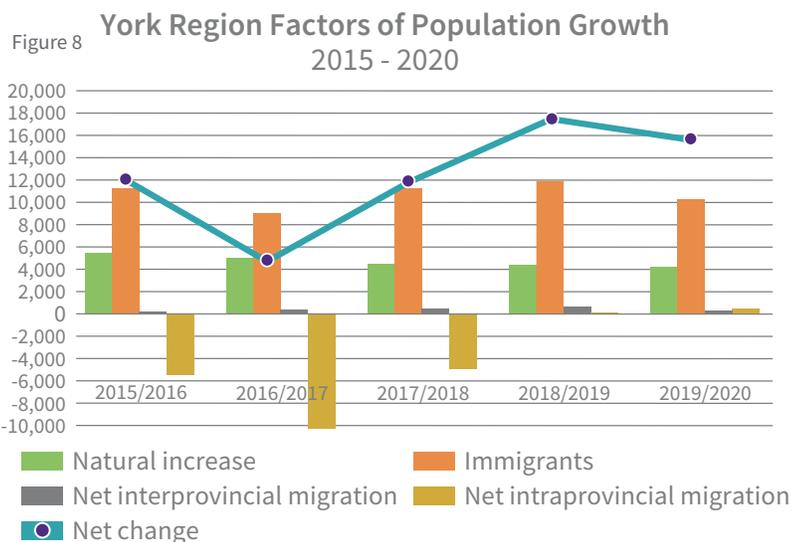
## Population Effect on Employment

Population growth has major effects on labour supply and employment. In 2019, York Region’s employment was approximately 654,650 compared to the 2019 Growth Plan forecast of 656,600, a 1,950 difference. Annual employment growth of almost 11,200 is required to meet the 2041 Growth Plan employment forecast. The Region has been growing by approximately 17,700 jobs per year, between 2015-2020.

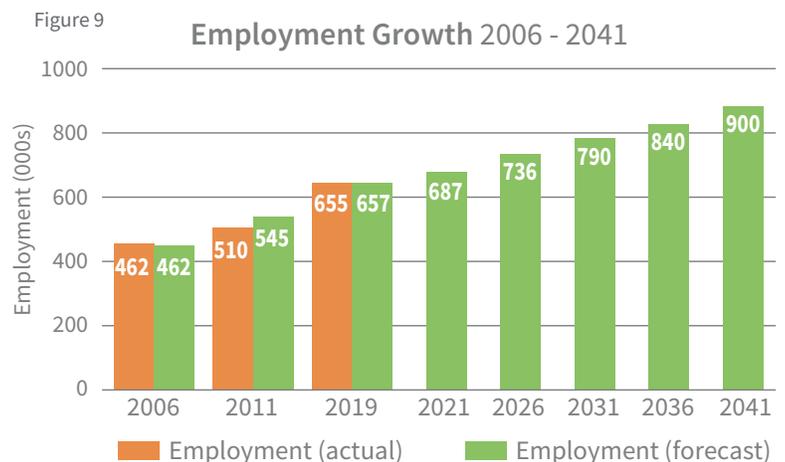
Figure 7 Population - York Region Municipalities 2019-2020

Municipality	2019	2020	Population Growth	CHANGE (%)
Aurora	61,953	62,810	857	1%
East Gwillimbury	30,244	31,133	889	3%
Georgina	47,789	48,277	488	1%
King	26,900	26,772	-128	0%
Markham	345,531	351,163	5,632	2%
Newmarket	88,938	90,021	1,083	1%
Richmond Hill	204,810	208,052	3,242	2%
Vaughan	326,472	331,572	5,100	2%
Whitchurch-Stouffville	49,608	50,195	587	1%

Source: Statistics Canada. Population estimates, July 1, by census subdivision, 2016 boundaries



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



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

# Labour Force in York Region - Activity

## Unemployment Rate

As a global phenomenon, COVID-19 has disrupted lives and economies around the world, to the extent that people everywhere experienced many of the same challenges. However, the extent of the impact varied by locality, including the impact on local labour markets.

Before the pandemic, York Region’s unemployment rate was 4.4% at year-end 2019, better than the Toronto CMA<sup>2</sup> and Ontario rates.

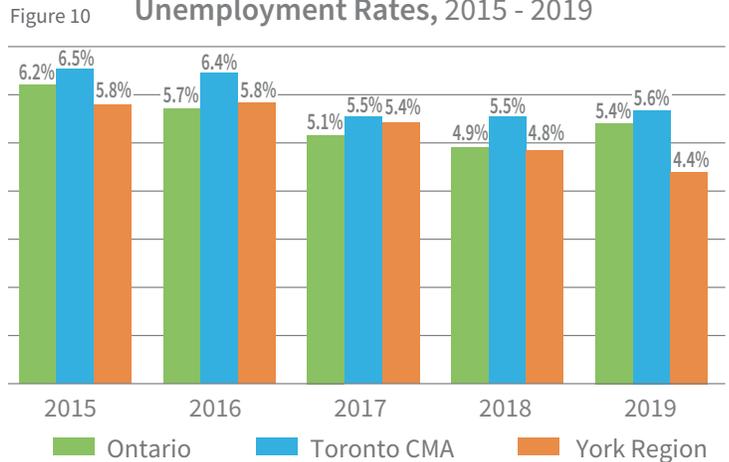
It should be noted that the Toronto CMA accounts for almost half (48%) of the province’s labour force, and therefore appropriate comparison would be between the Toronto CMA and the rest of Ontario minus the Toronto CMA.

Through the first four months of the year, the unemployment rates for the rest of Ontario and for the Toronto CMA moved in tandem. As COVID was taking hold, the unemployment rate rose, starting with the lockdown announced in mid-March and spiked much higher for the Toronto CMA, resulting in an unemployment rate around 3% or more higher than the rest of Ontario for the remainder of the year. Among adults, females had higher unemployment rates than males.

The divergence in the unemployment rate between the two areas started opening up in May through to August, where the Toronto CMA had a three-month moving average unemployment rate almost four percentage points higher than that experienced in the rest of Ontario.

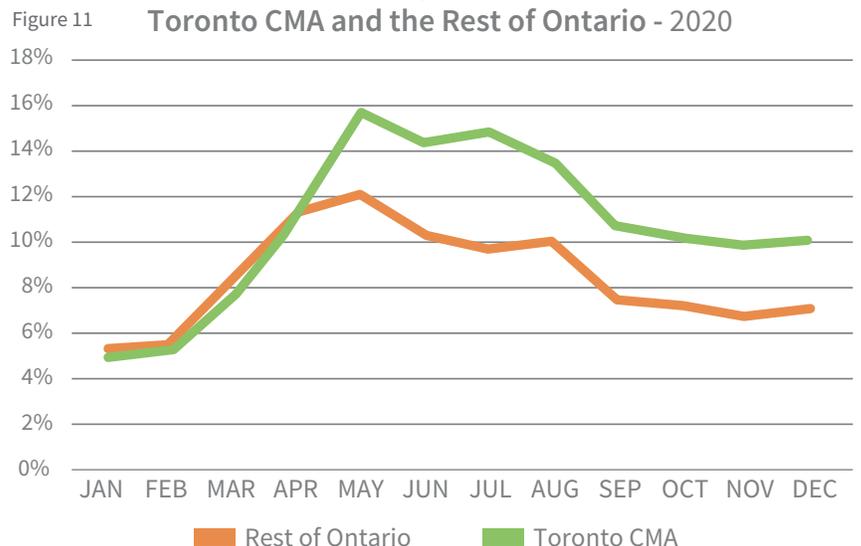
Since 2001, the three-month moving average unemployment rates for the Toronto CMA has breached the

Ontario, Toronto CMA and York Region  
Unemployment Rates, 2015 - 2019



Source: Statistics Canada Labour Force Survey  
Note: Reprinted from York Region Economic Outlook | Growth and Development Review 2019

Unemployment Rate,  
Toronto CMA and the Rest of Ontario - 2020



Source: Statistics Canada, Table 14-10-0017-01 and Table 14-10-0294-01

10% mark only six times (June, July, August and September, 2009; August and September, 2010), reaching a high of 11.1% in August 2009 emphasizing how severe this downturn has been.

<sup>2</sup>The Toronto Census Metropolitan Area (CMA) encompasses the City of Toronto, York Region, Peel Region, all of Halton Region except Burlington, a portion of Durham Region (Pickering, Ajax and Uxbridge), together with New Tecumseth and Bradford West Gwillimbury (Simcoe County) and Mono (Dufferin County).

## Labour Force in York Region - Activity

Figure 12 displays the number of beneficiaries who qualified for employment insurance benefits during the Labour Force Survey. The data presented here focuses on people who received regular EI benefits related to job loss. Regular EI benefits are paid to eligible individuals who lose their jobs and who are available for and able to work, but cannot find a job.

As a result of temporary changes to eligibility rules introduced to the EI program in September 2020, the proportion of regular EI beneficiaries qualifying under the new rules started to increase.

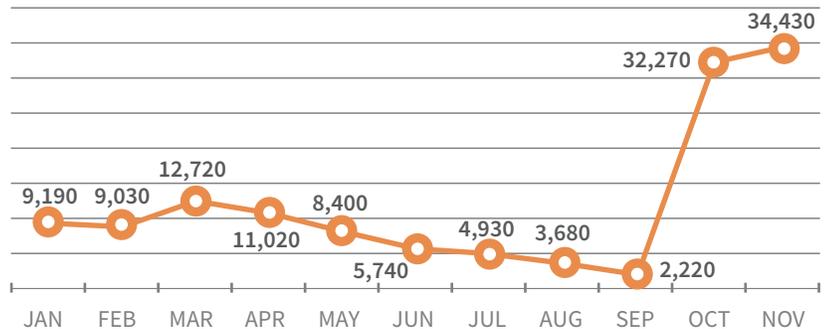
The new rules were related to transitioning Canada Emergency Recovery Benefits recipients to a simplified Employment Insurance program in order to provide income support to those who remained unable to work and were eligible. In November 2020, a total of 34,430 people were receiving regular EI benefits in York Region.<sup>3</sup> About 81% of these beneficiaries were receiving regular benefits without declared earnings and 19% were receiving regular benefits with declared earnings.

### Youth Unemployment

Impacts of the pandemic on youth employment may be felt for years to come. According to a recent Statistics Canada study youth employment was severely impacted by the shutdowns. The Class of 2020 young university graduates could lose between \$23,000-\$44,000 in cumulative earnings over the next five years if the annual youth unemployment hits 28.0%. Losses are estimated to be between about \$8,000-\$15,000 if the youth unemployment rate is at 19.0%.

In Toronto CMA, youth aged 15-24 years old had exceptionally high unemployment rates, reaching **above 30%** during the summer and still **above 20%** by December.

Figure 12 Employment Insurance Beneficiaries\*  
York Region, 2020

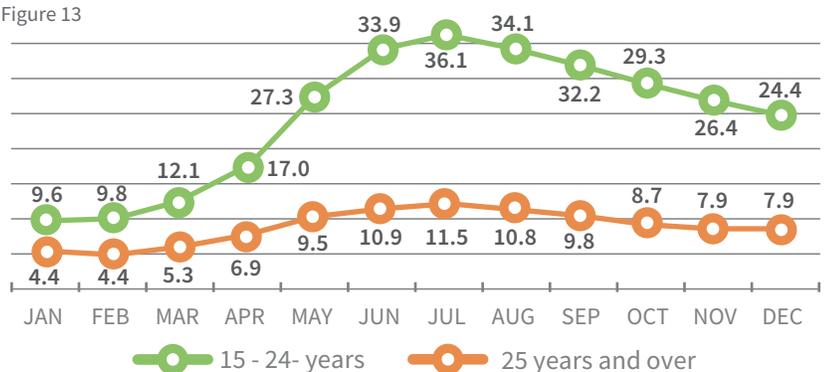


Source: Statistics Canada. Table 14-10-0323-01 Employment insurance beneficiaries by census division, monthly, unadjusted for seasonality.

\*Note: Includes people who receive regular income benefits whether or not they participate in one of three employment benefit programs, namely Skills Development Program, Job Creation Partnerships Program and Self-employment Program. Data for the November 2020 reference period and onward consist of individuals who obtained EI benefits, and exclude beneficiaries of the Canada Recovery Benefits (Canada Recovery Benefit (CRB), Canada Recovery Caregiving Benefit (CRCB), and Canada Recovery Sickness Benefit (CRSB)).

### Unemployment Rate by Age Group - Toronto CMA, 2020

Figure 13



Source: Statistics Canada. Table 14-10-0095-01 Labour force characteristics by census metropolitan area, three-month moving average, unadjusted for seasonality.

### Immigrant Unemployment

In January of 2020, the unemployment rate for Canadian-born adults was 3.7%, while that for the most recent newcomers was more than twice, at 8.8%. This rate almost peaked in July at 19%, gradually declining to 10.9% in December.

<sup>3</sup>Data should be interpreted with caution as the number of EI beneficiaries does not equal the number of unemployed for the reference period. There is always a certain proportion of unemployed people who do not qualify for benefits. Some unemployed people have not contributed to the program because they have not worked in the past 12 months or their employment was not insured. Other unemployed people have contributed to the program but do not meet the eligibility criteria, such as workers who left their jobs voluntarily or those who did not accumulate enough hours of work to receive benefits.

# Labour Force in York Region - Activity

## Participation Rate

The activity rate compares the ratio of 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% is consistent with the ROP target. York Region’s activity rate has been increasing since 2010, and was at 54.4% by the end of 2019.<sup>4</sup>

Between 2011 and 2019, 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 73% followed by Markham and Newmarket at 56% and 55% respectively.

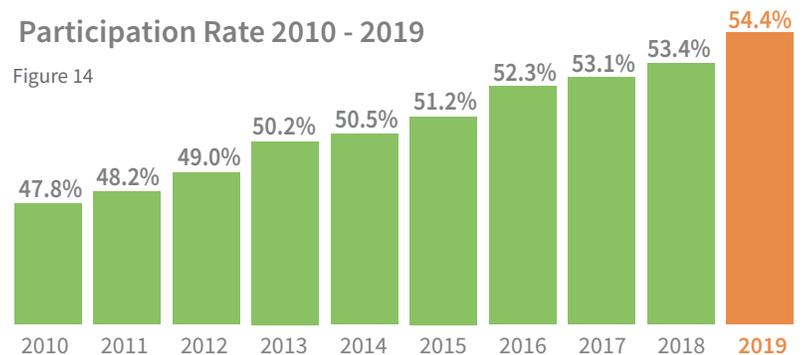
In 2020 the gap in the participation rate between males and females widened during the peak of the pandemic. This is likely due to the fact that women were employed in industries more likely to have shut down during the lockdown and, for those with school-age children, were more likely to take on child-minding and teaching roles as childcare centres and schools experienced their restrictions and/or reduced in-person attendance.

## Employment 2019

There were an estimated 654,650 jobs in York Region as of mid-year 2019 according to the York Region employment survey. Between 2018 and 2019, York Region employment grew by 13,800 jobs or 2.4%. 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.

### Participation Rate 2010 - 2019

Figure 14

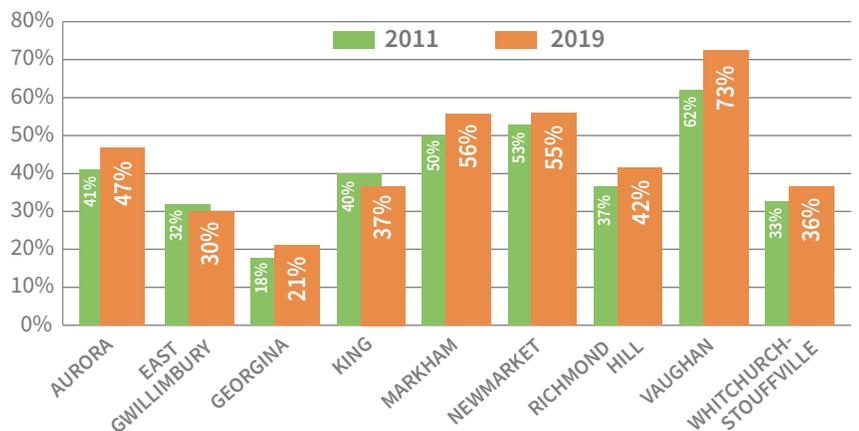


Source: Statistics Canada Labour Force Survey

Note: Reprinted from York Region Economic Outlook | Growth and Development Review 2019

### York Region Municipalities - Participation Rate

Figure 15

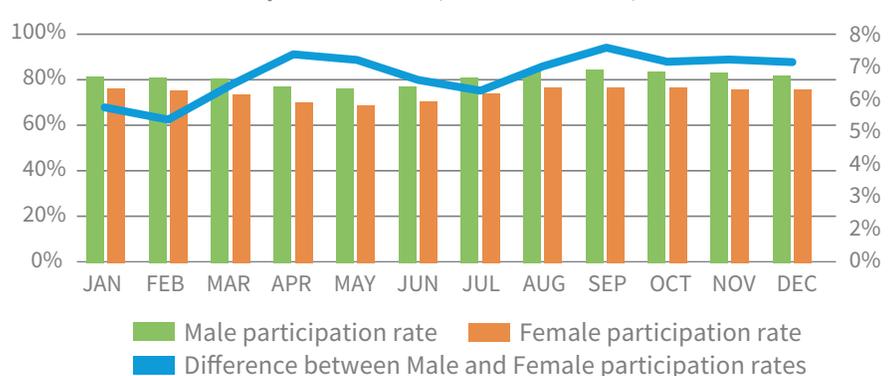


Source: Statistics Canada Labour Force Survey

Note: Reprinted from York Region Economic Outlook | Growth And Development Review 2019

### Participation Rates, Toronto CMA, 2020

Figure 16



Source: Statistics Canada Table 14-10-0095-01 Participation rate, three-month moving average, males and females aged 15-55 years old, Toronto CMA, 2020

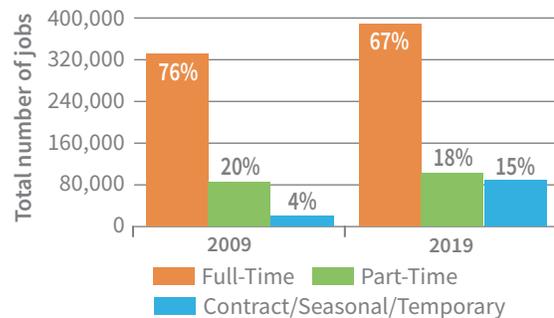
<sup>4</sup>York Region Economic Outlook | Growth And Development Review 2019

# Labour Force in York Region - Activity

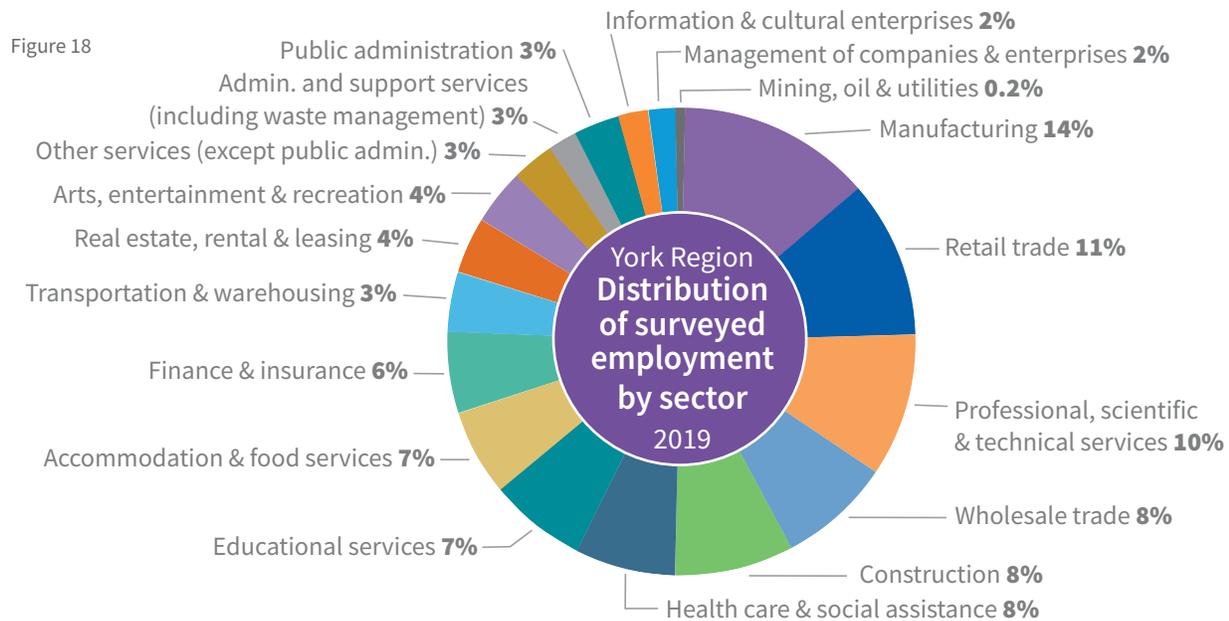
## Employment by Type of Worker

Full-time workers continue to account for the largest share of employment type in York Region at 67%. Contract/seasonal/ temporary employment continues its trend of the fastest-growing type of worker with an increase in share from 4% in 2009 to 15% in 2019, representing growth of 68,500 jobs during this time. This reflects the growing “Gig Economy” which is a series of short-term contracts or freelance work as opposed to permanent jobs. Over the same decade full-time employment decreased in share from 76% to 67%, yet grew by over 56,900 jobs. Part-time workers declined from a 20% to 18% share of employment and increased by 17,700 jobs over the same time-period.<sup>5</sup>

Figure 17 York Region surveyed employment by type of worker, 2009 and 2019



Source: York Region Planning and Economic Development Branch Employment Survey, 2019



Sources: York Region Planning and Economic Development Branch, 2019 Employment Survey

## Employment by Industry

In 2019, the majority of the Region’s workforce were employed in services-producing sectors, accounting for 78% of the Region’s surveyed employment base, compared to 76% in 2009. Employment in the goods-producing sectors accounted for 22% of the Region’s total surveyed employment in 2019 compared to 24% in 2009.

Employment in the services-producing sectors grew by 9,400 jobs or 2.1% between mid-year 2018 and mid-year 2019. During the past ten years, over 125,300 service-oriented jobs were added to the region’s employment base representing an increase of 37.2% in these sectors.<sup>6</sup>

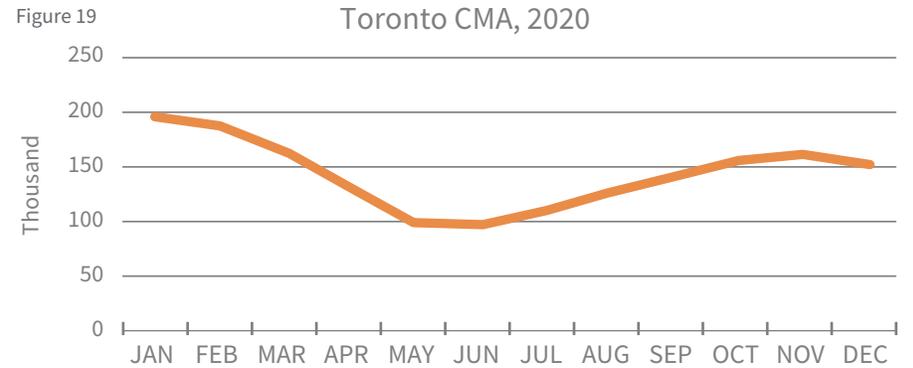
<sup>5</sup> York Region, 2019 Employment and Industry Report. A detailed overview of industry and employment trends in York Region  
<sup>6</sup> Ibid

# Labour Force in York Region - Activity

## Employment by Industry and by Occupation, Toronto CMA 2020

Employment levels varied significantly by industry. By far, the industry most affected by the pandemic was the Accommodation & Food Services sector. By June 2020, employment in this industry had dropped by half (51%) compared to in January. In December, the employment figures were still slightly under 80% of where they were at the start of the year.

Number of Employed, Accommodation and Food Services Industry Toronto CMA, 2020



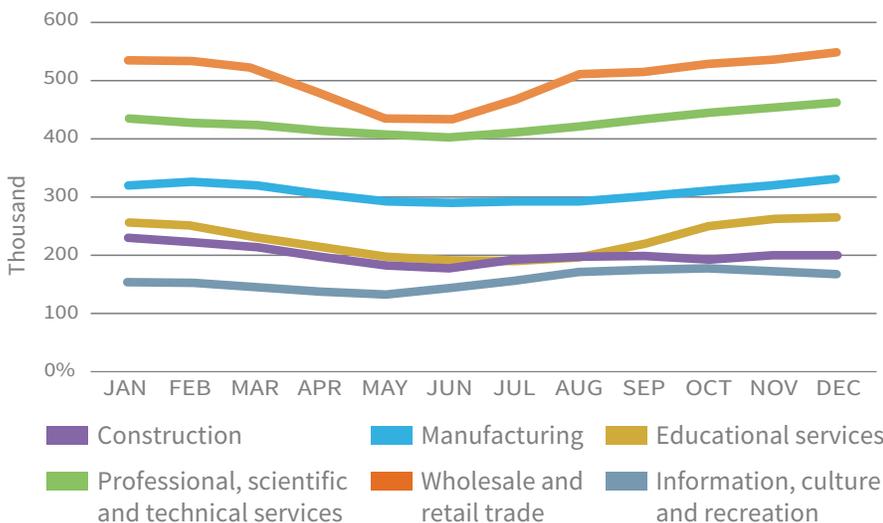
Source: Statistics Canada. Table 14-10-0097-01 Employment by industry, three-month moving average, unadjusted for seasonality, census metropolitan areas

Almost every industry in the Toronto CMA at some point during 2020 saw their three-month moving average employment number drop below the level that was present in January.

Nevertheless, some industries were above their January figure by December, consisting of: Construction; Manufacturing; Wholesale & Retail Trade; Professional, Scientific & Technical Services; Educational Services; and Information and Cultural Industries. The Finance, Insurance, Real Estate, Rental and Leasing sector was only slightly affected by the pandemic.

Figure 20

Number of Employed, Selected Industries, Toronto CMA, 2020



During 2020, jobs usually requiring a university degree were hardly affected by the pandemic and toward the end of the year employment in this category grew. Jobs requiring a college diploma or a trades certificate, as well as jobs requiring a high school diploma, shrank during the summer to around 80% of their January levels, but by December had rebounded to around 95%. Jobs requiring no educational requirement also shrank, recovered slightly but have dropped again through autumn and are still just above 80% of where they were at the start of 2020.

Source: Statistics Canada. Table 14-10-0097-01 Employment by industry, three-month moving average, unadjusted for seasonality, census metropolitan areas.

# Profiling the Occupational Clusters of York Region

## Examining York Region's Labour Market Through A Different Lens

Towns and cities are often known by the local economies that define them. From a labour market perspective, it is striking what little difference usually exists in the proportion of residents who work in the various occupations and industries which make up our local economies.

The Workforce Planning Board of York Region proposes a different approach for profiling our local labour market, one that can more easily reveal a narrative that better reflects the occupations of residents and the jobs that are present in a local area. We have developed 14 occupational clusters, each of which categorizes workers both by broad industry function as well as by skill level. We begin with three skill levels:

- Occupations which typically require a university degree
- Occupations which typically require a college diploma or a trades certificate
- Occupations which typically require a high school diploma or no certificate<sup>7</sup>

Then for each skill, we propose the following clusters:

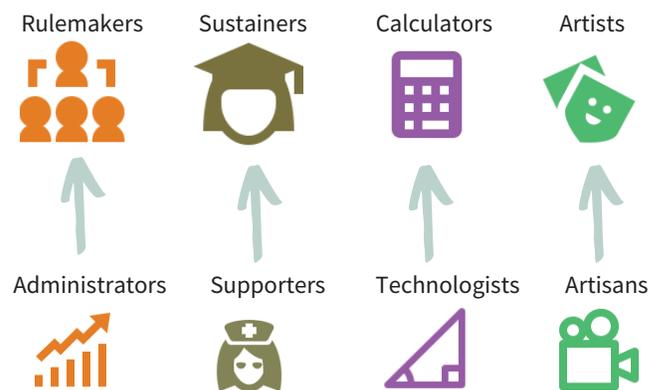
Figure 21

USUALLY REQUIRES A UNIVERSITY DEGREE	USUALLY REQUIRES A COLLEGE DIPLOMA OR A TRADES CERTIFICATE	USUALLY REQUIRES A HIGH SCHOOL DIPLOMA OR A TRADES CERTIFICATE
Rulemakers Sustainers Calculators Artists	Administrators Supporters Technologists Artisans Protectors Makers	Labourers Clericals Servers Sales

<sup>7</sup> These categories correspond to the skill levels used by the National Occupational Classification. The NOC code assigns to each occupation both a skill type (the occupational category) and a skill level. The first digit of the NOC code identifies the skill type (for example, the first digit "9" represents Manufacturing Occupations). The second digit identifies the skill level of the occupation by way of the following designations:  
 "0" or "1" = Usually requires a university education;  
 "2" or "3" = Usually requires a college education or apprenticeship training;  
 "4" or "5" = Usually requires secondary school and/or occupation-specific training;  
 "6" or "7" = On-the-job training is usually provided.

These clusters describe the labour force in York Region by highlighting demographic features of each cluster and analyzing the commuting patterns by cluster. This alternative lens of occupational clusters provides some interesting insight into the labour force, which makes up York Region.

Figure 22



- Rulemakers, Administrators, Calculators and Clericals clusters employ a higher proportion of residents.
- Artists, Labourers and Servers clusters employ a lower proportion of residents.

Typically, employment income rewards the educational attainment requirements of the occupations in each cluster, with a three exceptions:

- Protectors, those occupations primarily representing police officers and firefighters, have incomes in the range of those occupations requiring a university degree.
- Artists rank below their designated level of university education have incomes falling in the range for college or trades-related fields.
- Artisans, whose jobs usually require a college diploma or trades certificate, have incomes in the middle of occupations usually requiring a high school diploma or less.

# Profiling the Occupational Clusters of York Region

## Examining York Region's Labour Market Through A Different Lens

These occupational clusters<sup>8</sup> can be described as follows:<sup>9</sup>



### Rulemakers:

The higher echelons of organizations (senior executives and specialized mid-level managers) and the related professional occupations (lawyers, financial analysts, accountants, HR professionals, management consultants, marketing and PR professionals)



### Sustainers:

Professionals in health (physicians, nurses, pharmacists, therapy professionals) and education (professors, college instructors, high school and elementary school teachers), as well as social and community service professionals (psychologists, social workers, counsellors)



### Calculators:

Professional STEM occupations such as scientists, engineers, architects, urban planners and mathematicians, as well as IT professionals (information systems analysts, computer programmers, web designers) and policy and program researchers



### Artists:

Librarians, archivists, editors, journalists, writers, producers, directors, actors, conductors, musicians, dancers, singer, painters, sculptors



### Administrators:

Mid-level supporting roles to Rulemakers, including middle management in wholesale and retail trade, customer services, skilled trades, production and transportation, as well as administrative occupations and specialist salespersons in technical sales, real estate, insurance and financial services



### Supporters:

Mid-level supporting roles to Sustainers, including medical technologists and technicians and paraprofessionals in legal, social, community and education services (paralegals, social and community service workers, and early childhood educators)



### Technologists:

Mid-level supporting roles in STEM, including science and engineering technologists and technicians, transportation officers (airline pilots, air traffic controllers, marine deck officers), and computer network and user support technicians traffic controllers, marine deck officers), and computer network and user support technicians



### Makers:

Skilled trades contractors, supervisors and tradespersons; supervisors and technical occupations in primary, manufacturing and utilities industries



### Artisans:

Mid-level supporting roles to Artists, including library and museum technicians, photographers, camera operators, recording technicians, announcers, graphic artists, illustrators, interior decorators, fashion designers, artisans, coaches, athletes, and recreation and fitness instructors



### Protectors:

Front-line public protection services (police, firefighters, non-commissioned military staff) and protection support occupations (sheriffs, bailiffs and correctional service officers)



### Labourers:<sup>10</sup>

Entry-level, lower skilled or lower-paid manual labour (heavy equipment operators, transport truck drivers, installers, repairers, machine operators and assemblers, and labourers in primary sector, construction and manufacturing)



### Clericals:

Entry-level, lower skilled or lower-paid office labour (general office workers and clerks, receptionists, payroll administrators, survey interviewers)



### Servers:<sup>11</sup>

Entry-level, lower skilled or lower paid service occupations (personal support workers, food-service supervisors, cooks, food and beverage servers, cashiers, cleaners, food counter attendants, shelf stockers)



### Sales:

Retail sales supervisors and salespersons

<sup>8</sup> Appendix A lists the 4-digit NOC occupations that make up each cluster that can be found in the full report.

<sup>9</sup> With such broad categories, there will inevitably be a few occupations which do not quite fit the cluster to which they are assigned. In our view, for the sake of simplicity and ease of calculation, it is better to forgive the odd misplacement rather than seek perfect classifications.

<sup>10</sup> A number of these jobs are hardly low-skilled, for they require training and/or the operation of machinery. However, this list includes such jobs because in the National Occupational Classification, these jobs are listed as ones which typically would require a high school diploma at most.

<sup>11</sup> As was with case with Labourers, a number of these occupations also require skills, however, for this category, certain jobs have been included because they are typically characterized by low pay

# Profiling the Occupational Clusters of York Region

## Examining York Region's Labour Market Through A Different Lens

Knowing which occupations York Region residents may be employed in does not mean that all these jobs are located in York Region.

- Rulemakers, Sustainers and Calculators employ a higher proportion of York Region residents but represent a lower proportion of York Region jobs, which means that many residents travel outside the region to work.
- On the other hand, Labourers employ a lower proportion of York Region residents but represent a larger proportion of jobs, which means that employment for these jobs comes from outside the region.

Most clusters have a predominant gender where at least 60% (and usually higher) of its workers are either males or females.

- The gender split is particularly out of balance among Makers (95% male), Clericals (82% female) and Protectors (82% male), but also higher than 70% male among Labourers, Technologists and Calculators.

There are fewer clusters where the distribution of residents by immigrant status substantially exceeds the average figure for all occupations. Among employed York Region residents, 52% are immigrants and 48% were born in Canada.

- Two clusters are clear outliers: among Protectors, 78% are Canadian-born and only 22% are immigrants, while in the case of Calculators, 70% are immigrants and only 30% are Canadian born.
- Two other clusters have somewhat imbalanced splits: Artisans: 62% Canadian-born versus 38% immigrants and Labourers: 60% immigrants versus 40% Canadian-born.

- Both Sales (57%) and Sustainers (56%) have a slightly higher proportion of Canadian-born, compared to the York Region figure for all occupations (48%).

When statistics are provided regarding the occupations that residents are employed in or about the jobs present in a municipality, they appear as a static number. The truth is in a place like York Region, there is a tremendous amount of commuting which takes place, both out of and into York Region, and these flows vary greatly by occupational cluster.

Figure 23 illustrates where York residents work, by occupational cluster.

- Calculators (32%) and Rulemakers (37%) are least likely to be working in their home region, while Sales (75%) and Servers (69%) are most likely to be working close to home.

### Where York Region Residents Work

Location of work, York residents, by occupational clusters, 2016

	York Region	Outside York
<b>All Occupations</b>	<b>53%</b>	<b>47%</b>
Rulemakers	37%	63%
Sustainers	50%	50%
Calculators	32%	68%
Artists	55%	45%
Administrators	52%	48%
Supporters	59%	41%
Technologists	42%	58%
Artisans	64%	36%
Protectors	45%	55%
Makers	53%	47%
Labourers	60%	40%
Clericals	56%	44%
Servers	69%	32%
Sales	75%	26%

Read the full report on  
**PROFILING THE OCCUPATIONAL CLUSTERS OF YORK REGION**  
 on the WBoard website

# Employment Services and Support in York Region



**Workers and job seekers** can make a free appointment to speak with an employment counsellor who can help develop career goals, prepare for interviews or start a job.

**Employers** can make a free appointment to speak with an employment counsellor to get advice about attracting and recruiting the right employees and find financial incentives to offset on-the-job training costs.

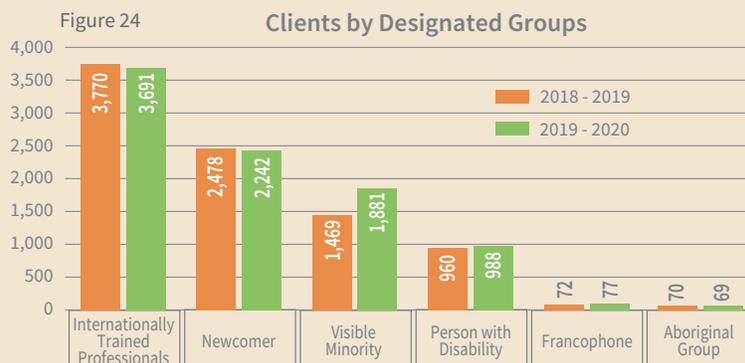


## Employment Services and Support in York Region

This section provides information and analysis of client data released by Employment Ontario (EO) in 2020 and offers insights into client demographics and outcomes between April 2019 and March 2020. 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 2019-2020, a decrease of about 2.6% from the previous period, possibly due to low unemployment rates in the pre-pandemic period.
- **11,185** residents received one-on-one assistance (Assisted Clients) regarding their job search, a decrease of about 9.6%.
- **26,836** residents or about 0.7% more than the previous period were identified as unassisted clients.
- **83%** of the clients were unemployed, **5%** were underemployed and **4%** were employed part time. The rest were either self-employed, employed full time or were full and part-time students.
- **53%** of clients had no source of income, **10%** were Ontario Works recipients and **11%** were receiving EI benefits.
- **5,488** or 49% of assisted clients were 25-44 years old, **3,804** or 31% were in the 45-64 age range, while another **1,985** or 18% were 15-24 years old. The remainder 2% were 65 years of age or older.
- The number of youth clients using assisted services dropped by about 26% compared to the previous period.
- The share of female clients using the services was higher than males. 54% of the clients were females a 2% decrease compared to 2018-19 reporting period.
- Substantial changes 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:
  - 11% more Newcomers
  - 2% more Internationally Trained Professionals
- Meanwhile, 22% less Visible Minorities, 6% Francophones and 3% less Persons with Disability used these services. These changes can be seen in the following figure.

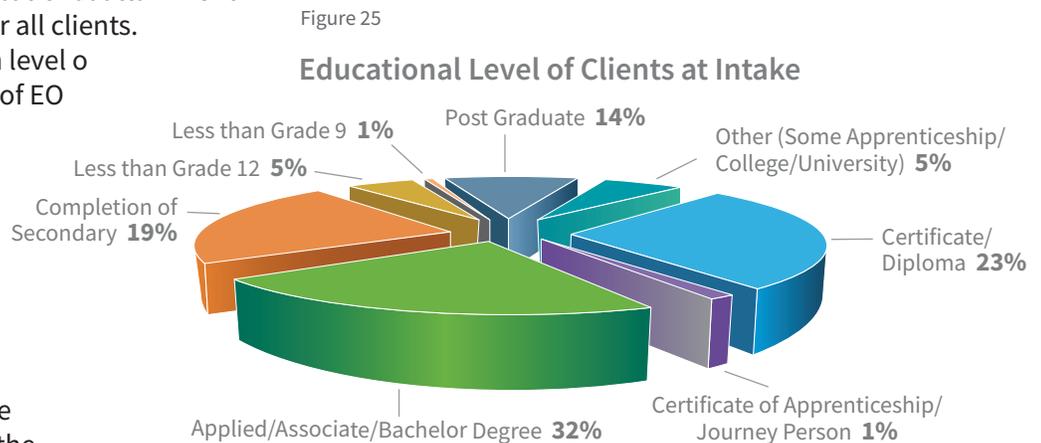


Source: Ministry of Labour, Training and Skills Development

## Employment Services and Support in York Region

- The Employment Ontario data presents evidence concerning links between educational attainment and employment outcomes for all clients.

Figure 25 shows the education level of clients at intake. The majority of EO clients or 32% had completed an Applied/Associate or Bachelor degree, 23% had a Certificate Diploma and 19% 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 the EO in order to enter the labour market.



Source: Ministry of Labour, Training and Skills Development

- The employment outcomes of clients during the reporting period indicate that the proportion of individuals finding a job in their field of choice or pursuing education or training increased compared to 2018-19. About 7,897 or 71% of clients secured a job and 12% pursued further training or education. Although the share of those that secured a full time job was 58% it should be noted that this category of clients decreased by 2% compared to the previous period. Meanwhile the number of clients that remained unemployed after intake decreased by 4%.
  - 267 employers received the Canada-Ontario Job Grant. This grant provided direct financial support to individual employers to train a total of 1,261 employees. Eighty two percent of employers were small businesses employing less than 50 employees and 18% employed 50-150 employees. The outcomes were quite positive and 94% of employers reported that training met their workforce needs.
  - New Apprenticeship registrations increased by almost 2%. There were 10,292 Active Apprentices during 2019-2020, an increase of 6% compared to 2018-2019. About 11% less Certificates of Apprenticeship were issued compared to the previous period. The number of registrants for modular training decreased by 7%. The average age of apprentices at registration was 28 years old, the same as the previous period. The number of apprentices 45-64 years old increased by 3%. A 2% increase was recorded for the 15-24 and 1% for the 25-44 years old apprentices.
- The Youth Job Connection program served 449 youth, of which 85% were aged 15 to 24. Three hundred and forty 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.

## Employment Services and Support in York Region

- Apprenticeship continues to be dominated by males that made up 87% of the total number of apprentices.
- 87% of the apprentices had completed a minimum of a Secondary Education.
- Aboriginals followed by Visible Minorities and Francophones accounted for the largest groups amongst the apprentices.

Figure 26 shows the 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.

Figure 26

Trades – Top 10 New Registrations York Region

2018- 2019	2019- 2020
Electrician - Construction and Maintenance	Electrician - Construction and Maintenance
General Carpenter	General Carpenter
Automotive Service Technician	Automotive Service Technician
Sprinkler and Fire Protection Installer	Child Development Practitioner
Child Development Practitioner	Sprinkler and Fire Protection Installer
Drywall, Acoustic and Lathing Applicator	Drywall, Acoustic and Lathing Applicator
Hairstylist	Heat and Frost Insulator
Hazardous Materials Worker	Plumber
Truck and Coach Technician	Hairstylist
Plumber	Construction Craft Worker

Source: Ministry of Labour, Training and Skills Development



is an interactive toolkit designed for anyone looking for work, looking for qualified employees or looking for a new career.

**Job Board**

Search dozens of job boards at once with the largest job board in the region.



**Job Map**

Find jobs by geographic area, employment services, schools, child care, transportation routes and more to support your next career.



**Sector Map**

A mapping tool that displays job posting concentration and a database of companies



**Talent Map**

A mapping tool that assists employers, in geo-targeting talent attraction campaigns for hard to fill occupations.



**Career Explorer**

Find, research and apply for your next job using this career path tool.



**Career Library**

Learn more about different occupations including regional demand and salary expectations.



**About WORK IN YORK:**

1. Supports job seekers in their employment search.
2. Assists local employers with talent attraction.
3. Supports educators and students in linking career pathways and related occupations.
4. Increases job developers' understanding of who is hiring in the region and what occupations are being recruited.
5. Provides workforce development statistics for economic development offices mapping companies and talent in their municipalities.



Find WORK IN YORK plus more at [WPBOARD.CA](http://WPBOARD.CA)

## Hiring Demand in York Region 2020

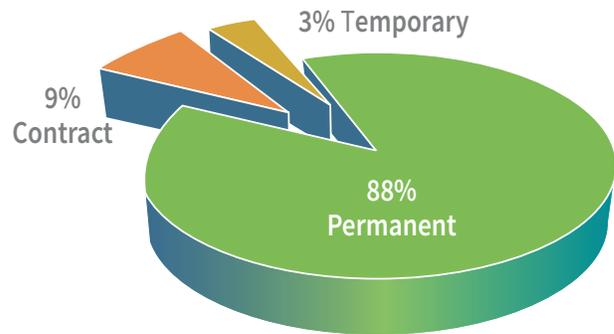
Wanted Analytics (TalentNeuron™), WORK IN YORK, both web-based platforms that collect detailed labour information data from major online job search engines provides some insight into the hiring demand in York Region during the year 2020. According to both data sources there were a combined 46,743 job postings during 2020. This information should be interpreted with caution as it only identifies the trends.

Job postings in York Region plummeted in April as the economic fallout of the COVID-19 crisis started to unfold. The largest declines in postings compared to 2019 were mainly in sectors directly impacted by the virus and social distancing, like hospitality and tourism as well as food preparation and service. Job postings were down across a wide range of sectors but remained strong in healthcare-related sectors. A bit of progress started around May and peaked in July and August when most sectors of the economy started to become operational after the first lock down. In September, the first signs of a slower recovery started to appear. In November and December, an uptick in job postings was observed, but the outlook remained uncertain.

The hiring demand in York Region was highest for the following occupation groups:

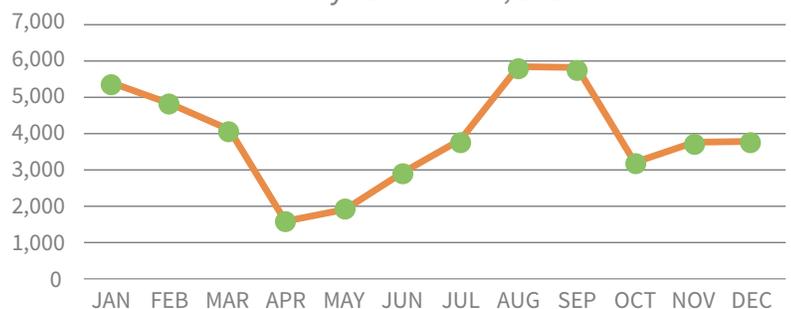
- Sales and service occupations
- Business, finance and administration occupations
- Trades, transport and equipment operators and related occupations
- Occupations in education, law and social, community and government services
- Health occupations
- Natural and applied sciences and related occupations

Figure 27 Job Duration Permanency of Jobs Posted, 2020



Source: TalentNeuron™ and WORK IN YORK

Figure 28 York Region New Job Postings January - December, 2020



Source: TalentNeuron™ and WORK IN YORK

Figure 29



Source: TalentNeuron™ and WORK IN YORK

Source: TalentNeuron™

## COVID and how it will Transform the Economy

An excerpt from,  
**“Eight ways COVID-19 will transform the economy  
 and disrupt every business”**

*by John Stackhouse, Royal Bank of Canada*

- Blended models of home-offices and office-homes, requiring employers to invest in distributed tools and technologies to retain talent and enhance productivity.
- New agreements between employers and employees to share costs and benefits of home-based work models.
- Mass acceptance of online shopping and shipping, including for “soft” goods such as groceries and pharmaceuticals.
- Brick-and-mortar business models, including malls, will remain challenged.
- Retailers and brand companies will need to invest more in data analytics to connect with shoppers before they begin shopping, and to improve the consumer experience.
- Shift to at-home entertainment. Collapse of live events has led to a surge in virtual competitions.
- Arts and culture providers will need to develop new immersive on-line experiences.
- There will be greater demand for data services, data strategy and connectivity (Internet of Things) strategies. Companies will need the ability to capture and analyze consumer data.
- Strong growth in recreation product sales (trampolines, pools, bikes, snow equipment) as “staycations” will be the norm until people are comfortable to travel. Road trips will become the norm. Growth in real estate sales and rentals in small centres within driving distance of large cities.
- Transformation of post-secondary education to a hybrid model.
- More global learning platforms, with new education providers, including companies with subject-matter expertise.
- More employers turning to colleges and universities to develop micro-credentials and online courses, to train and upskill workers.
- More “Buy Local” initiatives and less Foreign procurement.

# ACTION PLANS

## *Moving Forward in York Region, 2021-2022*

### **PRIORITY 1** Under-Employment of Youth

- There is a skill shortage in York Region of skilled trades persons especially in the area of construction, motive power and industrial trades.
- 82% of employers felt that the declining number of youth choosing skilled trades was a major concern.
- 78% felt that the retirement of the baby boom generation was creating a gap in the skilled trades labour market supply.
- 44% of employers said it is very difficult to hire an apprentice.
- Employers identify that the demand for skilled trades workers will continue to increase 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	2020 - 2021 ACTIVITIES	OUTCOMES
• Sponsor of “Build a Dream – Home Edition” for young women.	<ul style="list-style-type: none"> <li>• Promoted through WPBoard Social Media Channels and employer connections.</li> <li>• Invited female entrepreneurs to participate in podcasts to share their journey or business.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase awareness of opportunities for young women in skilled trades or entrepreneurship.</li> </ul>
• Partner on “Trades Connection” project with ACCES Employment.	<ul style="list-style-type: none"> <li>• Organized employer partners to participate in eight information sessions.</li> </ul>	<ul style="list-style-type: none"> <li>• Outreach to newcomers and youth to increase the pathway to skilled trades.</li> </ul>
• Customize and implement WORK IN YORK – Career Explorer Tool.	<ul style="list-style-type: none"> <li>• Provided a labour market overview of the skilled trades sector in York Region during each information session.</li> <li>• A user-friendly tool that allows students or job seekers to research careers pathways by number of job postings or annual salaries.</li> </ul>	<ul style="list-style-type: none"> <li>• Increases awareness of the variety of occupations and the potential for advancement within the local labour market.</li> </ul>

#### 2021-2022 ACTIVITIES

ACTION	PROPOSED PARTNERS
• Organize a Skilled Trade Fair for youth and job seekers to increase awareness of careers in skilled trades and promote available job opportunities in York Region.	<ul style="list-style-type: none"> <li>• YMCA-GTA Employment Services</li> <li>• LIUNA 506 Training Centre</li> </ul>
• Integration of skilled trades into Career Explorer tool to increase the exposure of available trades.	<ul style="list-style-type: none"> <li>• Windsor Essex Workforce Development Board</li> </ul>

## ***ACTION PLANS***

### ***Moving Forward in York Region, 2021-2022***

#### **PRIORITY 2 Employer Discussion and Engagement**

- 49% of surveyed employers identified that they would like to access on-line resources or listen webinars related to mental health challenges related to the pandemic, working from home, or work life balance.
- 65% of surveyed employers identified that they would like to access on-line resources or listen webinars related to the availability of government programs and funding, for business financial support or for hiring/training employees.
- 58% of surveyed employers identified that they would like to access on-line resources or listen webinars related to Employment contracts and COVID: Health and safety protocols following the pandemic.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2020 - 2021 ACTIVITIES	OUTCOMES
• Strategies to strengthen our communications with members of the Employer Leadership Councils.	• Maintained relationships with local employers through e-mail blasts, newsletters and webinars.	• Increased employers' awareness of the local labour market during the pandemic while providing support on their employment and, training needs.
• Increased employers' pipeline to talent.	• Organized and executed a region wide Virtual Job Fair.	• Provided local employers that had hiring needs the opportunity to interview potential new employees in a safe virtual environment.
• Profiling the occupational clusters of York Region to better reflect the occupations of residents and the jobs that are present in the local area.	• Released a report Profiling the Occupational Cluster of York Region	• Increased the community's awareness of the local labour market for the purposes of job search, career pathways or talent attraction.
2021-2022 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
• Organize a "speaker series" that addresses issues that employer's find challenging based on feedback from the recent labour market survey.	• Employers representing key sectors across York Region • Employment Ontario Service Providers • Region of York Economic Strategy Group • Chambers of Commerce	
• Create a Mental Health Resource that employers can access to help support employees with Mental Health challenges.	• Canadian Mental Health Association – York Region	
• Organize a webinar for employers that focuses on the importance of updating employee contracts and employee handbooks to include pandemic guidelines.	• Local Employment Law Firms	

# ACTION PLANS

## *Moving Forward in York Region, 2021-2022*

### **PRIORITY 3** Collaboration between Business and Education

- Many workers have been laid off in specific industries due to the pandemic while different industries seek to hire.
- There is a need to re-skill workers for occupations in demand sectors to meet employers’ hiring needs.
- Many businesses are looking for job candidates with both higher levels of digital skills and higher levels of soft skills.
- There is a need to collaborate with employers to identify skill gaps that require additional training.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2020 - 2021 ACTIVITIES	OUTCOMES
• Customize and implement of WORK IN YORK – Job Board Tool.	• A user-friendly tool that allows job seekers to search for employment opportunities in York Region in a variety of sectors.	• Increases awareness of the local labour market and allows job seekers to search for opportunities that match their skill set.
• Customize and implement of WORK IN YORK – Career Library Tool.	• A user-friendly tool that allows students or job seekers research careers by National Occupational Code (NOC). Information includes the skills required and earning potential for each career.	• Increases awareness of the variety of occupations available in the local labour market.
• Increased job seekers pathway to employment.	• Organized and executed a region wide Virtual Job Fair.	• Provided job seekers who have lost their jobs due to the pandemic the opportunity to interview with potential new employers in a safe virtual environment.
2021-2022 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
• Work with stakeholders to create a comprehensive list of available training opportunities as a tool to be included in WORK IN YORK.	<ul style="list-style-type: none"> <li>• Seneca College</li> <li>• Community stakeholders who deliver training programs that increase the skills sets of job seekers.</li> </ul>	

# ***ACTION PLANS***

## ***Moving Forward in York Region, 2021-2022***

### **PRIORITY 4 | Addressing Potential Labour Shortages**

- Community stakeholders need to understand trends in particular industries of the local economy.
- Employers need more information on their competition and how to create job postings that attract talent.
- Jobseekers need to understand the kinds of jobs that are available in particular sectors and how to efficiently find them.
- Educators need to help prepare their students for careers that are in-demand sectors locally.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2020 - 2021 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> <li>• WORK IN YORK - job finding, career development and workforce development tools.</li> </ul>	<ul style="list-style-type: none"> <li>• Launch and promotion of six tools through a social media campaign, information videos, live demonstrations to community partners, electronic brochures and user-guides.</li> </ul>	<ul style="list-style-type: none"> <li>• Produced four promotional videos.</li> <li>• Provided twenty live demonstrations to over 350 students, educators and community stakeholders.</li> </ul>
2021-2022 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> <li>• Develop a series of “Sector Spotlight” reports for York Region that outline the trends and conditions in key employment sectors of the local economy.</li> </ul>	<ul style="list-style-type: none"> <li>• Region of York Economic Strategy Group</li> </ul>	

# ACTION PLANS

## *Moving Forward in York Region, 2021-2022*

### **PRIORITY 5** Integration of Newcomers in the Labour Market

- There is a disconnect between the highly educated, diverse newcomer population and York Region’s economy as evidenced by the lower newcomer income and employment levels.
- Immigrant employability is complex with multiple barriers, which impact their employment at the individual, employer and system level.
- Continued employment discrimination coexists with a lack of job readiness and job confidence in many immigrant communities.
- Workplace diversity and cultural competency is a central issue throughout the entire workforce delivery continuum.
- Immigrants experience economic integration when they feel engaged in economic activities, appropriately employed commensurate with their skills and education and are valued for their contribution to the economic growth of the community.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2020 - 2021 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> <li>• Key advisor on actions that support the integration of newcomers in York Region: Community Planning Council, Local Immigration Planning Group, Newcomer Employability Panel.</li> </ul>	<ul style="list-style-type: none"> <li>• Contributing member to the Community Partnership Council, Local Immigration Partnership Project and Human Services Planning Board of York Region</li> </ul>	<ul style="list-style-type: none"> <li>• Formation of a Economic Integration Project Team (Advisory Panel) to provide recommendations for the next steps of the Community Partnership Council</li> <li>• Implement a Stakeholder Engagement Pilot that will support immigrants to gain employment in selected areas and/or selected sectors.</li> </ul>
<ul style="list-style-type: none"> <li>• Support The Mentoring Partnership (TMP) project operated by Seneca College in York Region.</li> </ul>	<ul style="list-style-type: none"> <li>• Member of the advisory panel for TMP to increase the participation of employer partners in York Region.</li> </ul>	<ul style="list-style-type: none"> <li>• Matched 86 mentees with mentors 2020.</li> </ul>
2021-2022 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> <li>• Member of the Human Services Planning Council, the Community Partnership Council – both key components of the Local Immigration Partnership (LIP).</li> </ul>	<ul style="list-style-type: none"> <li>• York Region Community &amp; Health Services, Strategies &amp; Partnerships</li> <li>• Strategic Planning Group</li> <li>• Employment Ontario Service Providers</li> <li>• York University</li> <li>• Seneca College</li> <li>• Local Service Provider Agencies</li> </ul>	

# 2021 WORKFORCE Trends in York Region

LOCAL LABOUR MARKET REPORT

[wpboard.ca](http://wpboard.ca)