

2022 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 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.

**2022
Local Labour
Market Report
SURVEY**

[Click Here](#)



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 York South Simcoe Training & Adjustment Board operating as the Workforce Planning Board of York Region expressly disclaim responsibility for any adverse effects arising from the use of the information contained herein. The views expressed in this publication are the views of the recipient and do not necessarily reflect those of the Province. The Government of Ontario and its agencies are in no way bound by any recommendations contained in this document

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 Council
- Employment Ontario Service Providers
- Georgina Trades Training Inc.
- Human Services Planning Council of York Region
- Literacy Councils
- 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 Community and Health
- York Region District School Board
- York Region Strategic and Economic Planning Group
- York University

Great Workplaces in York Region



Visit Great Workplaces in York Region at the WPBoard.ca website to discover how these companies are creating engaging workplaces for their employees.

Click
Here

Business - Characteristics

According to Statistics Canada, Canadian Business Counts provide information on active businesses by industry classification and employment-size categories. Because of the way 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 because 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:

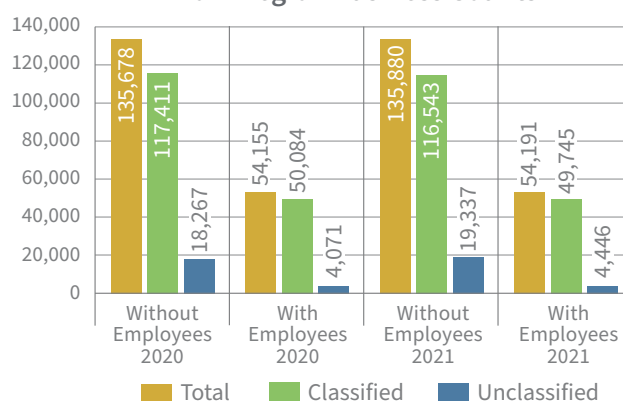
- **Classified:** existing category for businesses which have received a NAICS code
- **Unclassified:** new category for businesses which have not received a NAICS code

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 two years of COVID-19 pandemic have weakened radically the business landscape. The reintroduction of restrictions during the last waves of the pandemic was a setback for many businesses, especially for small and medium-sized enterprises. These businesses often lack the required cash flow to offset significant revenue losses over a prolonged period, thus forcing them to close permanently.

Figure 1

York Region Business Counts



Source: Statistics Canada, Canadian Business Counts

As of December 2021, there were a total of **54,191 businesses with employees** in York Region and **135,880 businesses with no employees**, of which 86% were Classified and 14% Unclassified.

A higher number of businesses without employees continued to remain active in the region during 2021 compared to the previous year. The number of these businesses slightly **increased by 2021**. Similarly, from December 2020 to December 2021 the number of businesses with employees **increased by 36**.

The analysis of Figure 1 highlights various components of these data series for York Region Census Division at two reporting periods: December 2020 and 2021.

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. Covid-19 pandemic has forced a significant number of businesses to close temporarily and some even permanently.

Business - Characteristics

Although the number of firms have increased, the numbers are insignificant. Some individual entrepreneurs had to start gig jobs to stay afloat, and some received pandemic-related government support, 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 2020 and December 2021 the census divisions of Durham, Peel and York, but for Toronto, experienced an increase in these types of businesses.

In comparing the data of Businesses with Employees the following trends become evident between December 2020 and 2021.

Figure 3

Change in Number of York Region Businesses by Employee Size, December 2020 - 2021

Employees on site	Number of Businesses		Absolute change	% change
	Dec-21	Dec-20		
1-4	34,750	34,706	44	0.1
5-9	8,590	8,418	172	2.0
10-19	5,305	5,311	-6	-0.1
20-49	3,424	3,500	-76	-2.2
50-99	1,182	1,293	-111	-8.6
100-199	594	578	16	2.8
200-499	272	272	0	0.0
500 +	74	77	-3	-3.9
Total, with employees	54,191	54,155	36	0.1

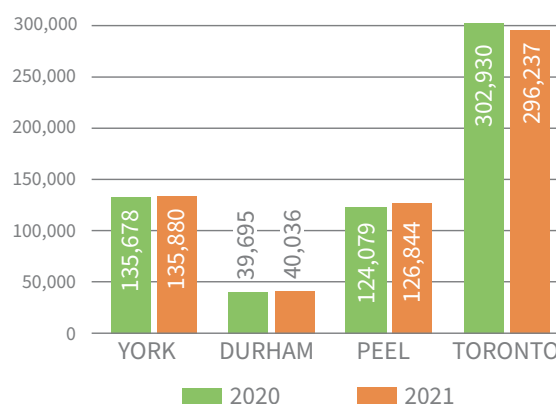
Source: Statistics Canada, Canadian Business Counts

- Small size firms (1-4 employees) continued to make up the largest share, 64% of businesses with employees. The largest increase in these firms were recorded in Social Assistance as well as, Construction of Buildings firms where 168 and 46 new firms were created respectively.

Figure 2

Change of Businesses with No Employees

York, Durham, Peel & Toronto • December 2020 - 2021



Source: Statistics Canada, Canadian Business Counts

Meanwhile, the number of Food Services and Drinking Places decreased by 223 firms between December 2020 and 2021.

- An increase of 2% was recorded among firms employing 5-9 employees especially in Telecommunications as well as Educational Services by 42 and 33 firms respectively. Losses were also recorded amongst Repair and Maintenance firms that decreased by 20.
- The total number of firms employing 50-99 employees decreased by 8.6%. Losses were recorded in Food Services and Drinking Places, where the number of firms decreased by 53.
- A slight increase of 2.8% was recorded among the mid-sized firms, those employing 100-199 employees. Clothing and clothing accessories stores added 13 more firms, but Motor Vehicle and Parts Dealers lost 12 firms.
- Large firms employing 500+ employees also decreased by 3.6% with most losses recorded in Transportation Equipment Manufacturing as well as Administrative and Support Services. New firms were created in the ICT, Construction, Plastics and Rubber Products Manufacturing sectors, some mostly due to some mergers of smaller size firms as well as the high demand for such services during the pandemic.

Business - Characteristics

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 (Note: firms that did not make the top 3 list are not displayed in the table but are counted in the total number of firms)
- 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 firms with employees.

As of December 2021, 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 and businesses with 1-4 employees. Specialty Trade Contractors had a large presence among most size firm categories. Management of Companies and Enterprises was the second largest sector comprised of firms with 500+ employees followed by Transportation Equipment Manufacturing.

Figure 4 York Region – Number of Main Businesses by Industry and Employee Size Range, December 2021

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	17,962	7,889	843	498	273	91	36	22	5	9,657	1
238 Specialty trade contractors	5,817	2,491	734	451	229	98	44	12	3	4,062	2
621 Ambulatory health care services	4,381	2,576	734	342	105	18	5	7	2	3,789	3
722 Food services and drinking places	1,489	905	772	517	411	88	31	3	0	2,727	4
531 Real estate	35,534	2,035	254	92	61	12	4	3	0	2,461	5
561 Administrative and support services	4,513	1,316	416	257	174	70	36	23	4	2,296	6
236 Construction of buildings	5,213	1,346	291	152	96	26	9	3	1	1,924	7
523 Securities, commodity contracts, and other financial investment and related activities	7,482	609	73	32	59	8	3	1	0	785	15
445 Food and beverage stores	496	319	116	113	54	26	42	14	0	684	18
551 Management of companies and enterprises	1,523	100	38	34	41	31	26	9	8	287	35
452 General merchandise stores	234	66	26	51	7	5	10	19	1	185	48
336 Transportation equipment manufacturing	70	26	9	6	13	8	9	16	5	92	62
913 Local, municipal and regional public administration	4	1	1	1	0	0	0	6	7	16	80
Total all industries	135,880	34,750	8,590	5,305	3,424	1,182	594	272	74	54,191	

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

Highlights from the 2021 York Region Employer Survey on Hiring Practices and York Region Job Seeker Survey

The Workforce Planning Board of York Region (WPBoard) administered two surveys, one to York Region employers and another to jobseekers in the region in late 2021. The purpose of these surveys was to get a picture of current local labour market dynamics, in terms of job searching and job recruitment, as well as skill needs and skills training. These surveys took place before the Omicron variant emerged and so do not reflect the disruption caused by this fourth COVID wave. However, the results of these surveys do provide an insight into how both employers and jobseekers have been adjusting to the new labour market landscape.

In the period following the end of the third COVID wave and the lifting of restrictions, employers were starting to hire again: 38% of employers expressed a need for entry-level workers, a similar 38% expressed a need for mid-skill level workers and 23% indicated a need to hire senior level workers. A labour market that in many instances had been constricted by lockdowns and by reduced economic activity was opening up. Demand for workers was up.

On the supply side, there had been considerable disruption as well. The survey was directed towards jobseekers: four out five survey respondents had either lost their job, were laid off temporarily, had their work hours reduced or left their job voluntarily during the pandemic or were not employed at the start of the pandemic. Around a third of them had changed their occupation as a result of the pandemic.

One can presume that these job losses and these career changes often occurred among those occupations most affected by the pandemic, for example, front-line service workers. So, as employers were starting to re-hire in these areas, the usual pool of laid-off workers who had previously been employed in those occupations was now smaller, because some of them had changed careers. What had already been a tight labour market was now even tighter.

In response, a large proportion of employers increased wages: around 70% of the employers surveyed increased wages for both new hires and for incumbent employees in entry-level and mid-skill level occupations, and around 60% similarly increased wages for senior level jobs among new hires and incumbent workers. On the supply side, jobseekers indicated that the two top incentives for taking a job were higher wages (according to 68% of jobseekers) and extended benefits (64% of jobseekers). In a tight labour market, with some employers increasing wages, and also where some jobseekers were wishing to address other needs (for example, shorter commutes, flexible hours or guaranteed minimum number of hours), one could expect additional disruption, as jobseekers sought out better opportunities. According to the survey, employers reported somewhat higher levels of job turnover, especially among entry-level and mid-skill level occupations. This was particularly pronounced among employers with 100 or more employees, within their entry-level workforce.

During the lockdown periods, many employers expressed the view that the amounts provided through the Canadian Emergency Response Benefit (CERB) acted as a disincentive for employees to return to work. The survey asked whether there had been more responses to job opening postings since these subsidies have ended or been considerably reduced. Only 8% of employers said “Yes” and only 27% said “Somewhat.” This may suggest that the greater challenge in the labour market is a shortage of qualified workers, particularly across specific entry-level occupations.

Highlights from the 2021 York Region Employer Survey on Hiring Practices and York Region Job Seeker Survey

The issue of “qualified” worker is important, because when surveyed employers were asked about skill deficits among job candidates, by far their greatest concern was with respect to employability skills, those basic expectations related to punctuality, reliability or taking direction. This speaks to the need for better preparation of jobseekers, especially those who may have been in and out of the labour market over the past several years, through pre-employment training programs which support these workers to reacquire

the habits and norms associated with fulfilling the obligations of a job. Employers also might benefit from training for their supervisors and managers, to provide them with the skills for on-boarding and retaining workers who are re-entering the labour force.

A full analysis for each survey is available on the WPBoard website.



Click
Here



Click
Here

Sector Spotlights

WPBoard has been at the forefront of the work that aims to balance the supply and demand of skills by producing local labour market information, as well as tools and resources to inform the community about future labour market trends. In order to further improve the access to labour market information resources for various community audiences (employers, service providers, levels of government and other community stakeholders), WPBoard has developed a series of Sector Spotlights that provides information and insights into what businesses are, what industries they belong to, and the key labour market conditions facing these identified industries.

These reports are interactive in nature and will help readers navigate current and timely labour market information. The Sector Spotlight reports include information related to:

- Number of businesses in the local economy
- Local hiring employers within an industry sector
- Education, qualifications, experience and skill requirements for specific jobs in the sector
- Salary information
- Projected retirements by sector
- Automation potential of certain occupations within specific industries/sectors

MANUFACTURING

SECTOR SPOTLIGHT REPORT FOR YORK REGION

**Workforce
Planning BOARD**
OF YORK REGION
www.wpboard.ca



MANUFACTURING

This sector comprises establishments primarily engaged in the chemical, mechanical or physical transformation of materials or substances into new products. Related activities, such as the assembly of the component parts of manufactured goods; the blending of materials; and the finishing of manufactured products by dyeing, heat-treating, plating, and similar operations are also treated as manufacturing activities. Manufacturing establishments are known by a variety of trade designations, such as plants, factories, or mills.

Click
Here

Sector Spotlights

HEALTH CARE AND SOCIAL ASSISTANCE

SECTOR SPOTLIGHT REPORT FOR YORK REGION

**Workforce
Planning BOARD**
OF YORK REGION
www.wpboard.ca



HEALTH CARE & SOCIAL ASSISTANCE

This sector comprises establishments primarily engaged in providing health care by diagnosis and treatment, providing residential care for medical and social reasons, and providing social assistance, such as counselling, welfare, child protection, community housing and food services, vocational rehabilitation, and child care, to those requiring such assistance.

[Click
Here](#)

INFORMATION, CULTURE & RECREATION

SECTOR SPOTLIGHT REPORT FOR YORK REGION

**Workforce
Planning BOARD**
OF YORK REGION
www.wpboard.ca



This sector comprises establishments primarily engaged in producing and distributing (except by wholesale and retail methods) information and cultural products. Establishments providing the means to transmit or distribute these products or providing access to equipment and expertise for processing data are also included. The unique characteristics of information and cultural products, and of the processes involved in their production and distribution, distinguish this sector from the goods-producing and services-producing sectors. Meanwhile, the recreation sector comprises establishments primarily engaged in operating facilities or providing services to meet the cultural, entertainment and recreational interests of their patrons.

[Click
Here](#)

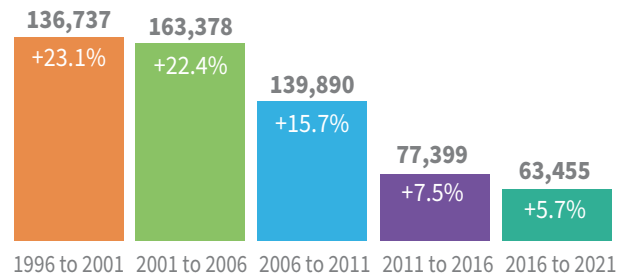
Labour Force - Activity

Population

- York Region has grown by **63,455** people or **5.7%** since 2016 to a population of **1,173,103**, according to the most recent census carried out in 2021.
- York Region is the **7th-largest** Census Division in Canada and the 3rd largest in Ontario.
- York Region is the **4th fastest** growing region in the GTHA.
- Statistics Canada estimates that as of July 1, 2021, the median age of the region population was 41.9 years and the average age was 41.4 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%. Meanwhile, working age population counted for about 67% of the population and seniors for 16%. It should be noted that the population of York Region is increasingly made up of seniors.
- By 2046, 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 (1946 - 1964) will have significantly increased the number of seniors; children of the baby boom echo generation (late 1970 - early 1990's) will be of schoolage; and the baby boom echo cohorts, along with a new generation of immigrants, will have boosted the population aged 15-64. (Figure7)

Figure 5

1996 to 2021 York Region Population Growth



Source: York Region | 2021 Census Release Report | Population and Dwelling Counts

Figure 6

2021 Population and Growth

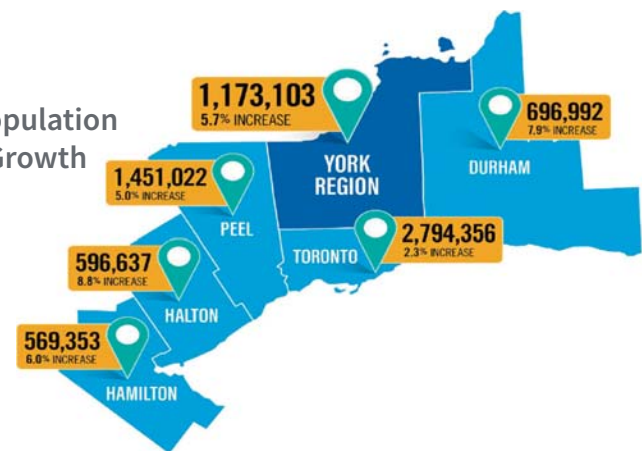
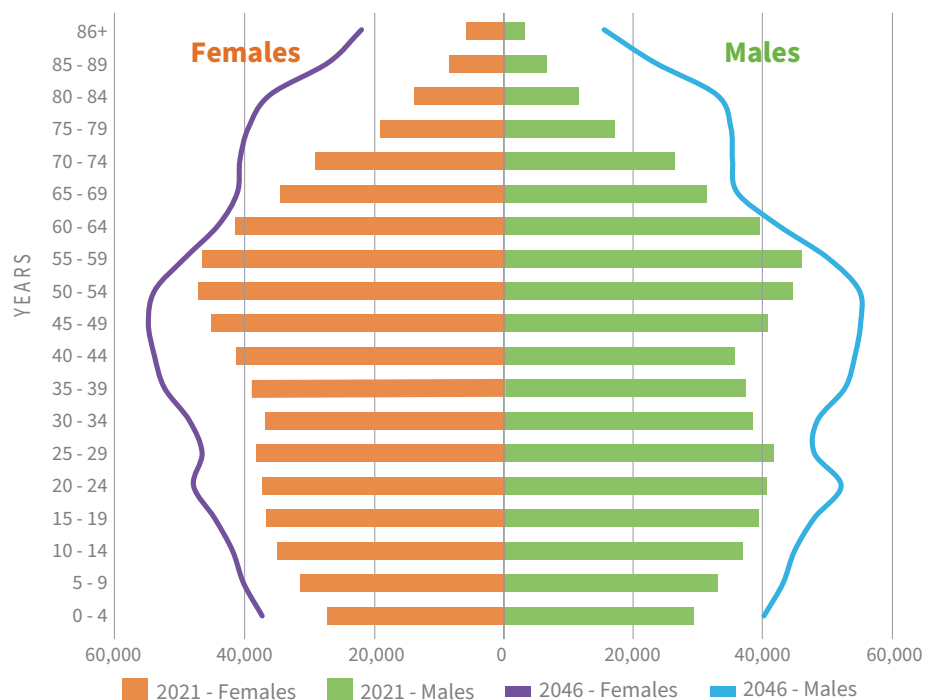


Figure 7

Age Pyramid of York Region's Population Growth



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

Labour Force - Activity

Population by Municipality

- Census 2021 data reported that East Gwillimbury was the fastest growing municipality in Canada with a growth rate of 44.4% since 2016.
- Vaughan had the largest population growth of 16,870 people, followed by East Gwillimbury and Markham.

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 2021 the number of immigrants decreased by 15% compared to the previous period.

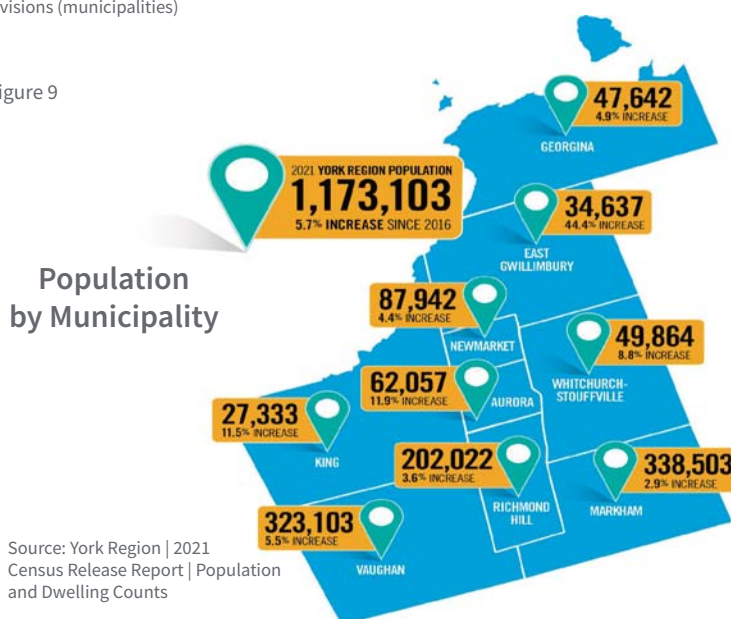
York Region will continue to be a destination of choice to live, work and play. Population growth has major effects on labor supply and employment. In 2021, York Region's employment was estimated to be 644,700. Annual employment growth of almost 11,200 is required to meet the 2041 Growth Plan employment forecast. The Region has been growing by approximately 17,700 jobs per year during the past years, prior to the economic impact of the COVID-19 pandemic.

Figure 8 Population - York Region Municipalities

Municipality	2021	2016	Population % Change	National rank 2021	Province/Territory rank 2021
Aurora	62,057	55,445	11.9%	92	89
Chippewas of Georgina Island First Nation	231	261	-11.5%	3,745	486
East Gwillimbury	34,637	23,991	44.4%	138	56
Georgina	47,642	45,418	4.9%	111	46
King	27,333	24,512	11.5%	168	65
Markham	338,503	328,966	2.9%	16	7
Newmarket	87,942	84,224	4.4%	70	31
Richmond Hill	202,022	195,022	3.6%	27	12
Vaughan	323,103	306,233	5.5%	17	8
Whitchurch-Stouffville	49,864	45,837	8.8%	104	43

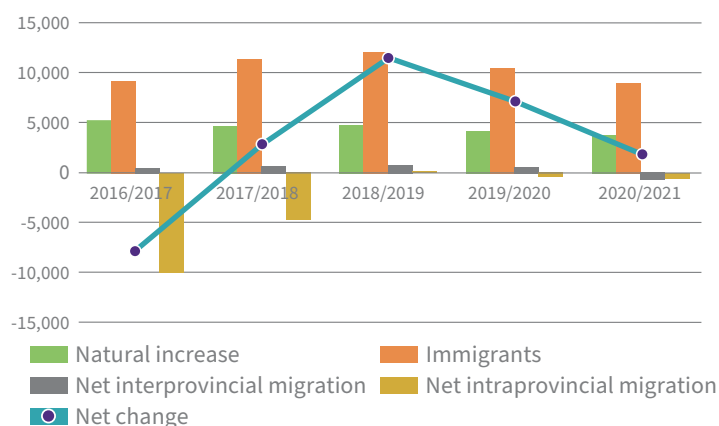
Source: Statistics Canada. Table 98-10-0002-01 Population and dwelling counts: Canada and census subdivisions (municipalities)

Figure 9



Source: York Region | 2021 Census Release Report | Population and Dwelling Counts

Figure 10 York Region Factors of Population Growth



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

Labour Force - Activity

York Region establishes population and employment forecasts for the nine local municipalities to 2051. These forecasts are prepared using an integrated and comprehensive approach with infrastructure planning.¹

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.

York Region unemployment rates peaked at 9.7% in March 2021 and moved in tandem with that of Ontario and Toronto CMA². As Covid restrictions gradually loosened the unemployment rate started to fall reaching 6% mark in December 2021. The unemployment rate shot up at 6.4% in January 2022 due to new lockdown measures announced in late December resulting from Omicron variant. It should be noted that York Region's unemployment rate has remained lower than that of Toronto CMA.

York Region Population and Employment Forecast by Local Municipality

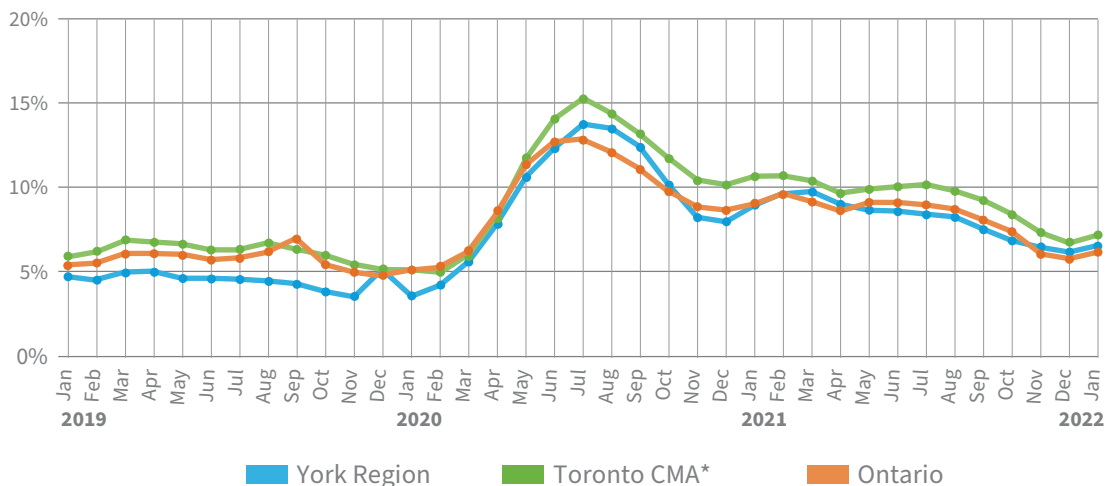
Figure 11

Municipality		2031	2041	2051
Aurora	Population	72,700	78,400	84,700
	Employment	33,800	37,600	41,300
East Gwillimbury	Population	59,300	82,000	127,600
	Employment	16,800	26,500	43,800
Georgina	Population	57,200	65,700	70,100
	Employment	13,100	17,400	20,700
King	Population	35,300	42,500	50,000
	Employment	11,700	14,000	16,500
Markham	Population	416,100	504,500	608,500
	Employment	224,000	262,000	301,700
Newmarket	Population	97,400	102,700	115,900
	Employment	51,800	54,200	58,500
Richmond Hill	Population	248,500	282,800	319,600
	Employment	97,000	109,100	122,800
Vaughan	Population	401,000	490,700	570,400
	Employment	277,900	315,300	351,500
Whitchurch-Stouffville	Population	60,300	68,900	88,100
	Employment	20,300	24,600	34,600
York Region	Population	1,447,800	1,718,200	2,034,900
	Employment	746,400	860,500	991,400

Source: York Region, Updated Draft Official Plan 2021

Figure 12

Unemployment Rate



Source: Statistics Canada, Labour Force Characteristics, 3-month moving average, unadjusted for seasonality.
*CMA – Census Metropolitan Area. Note: Reprinted from York Link

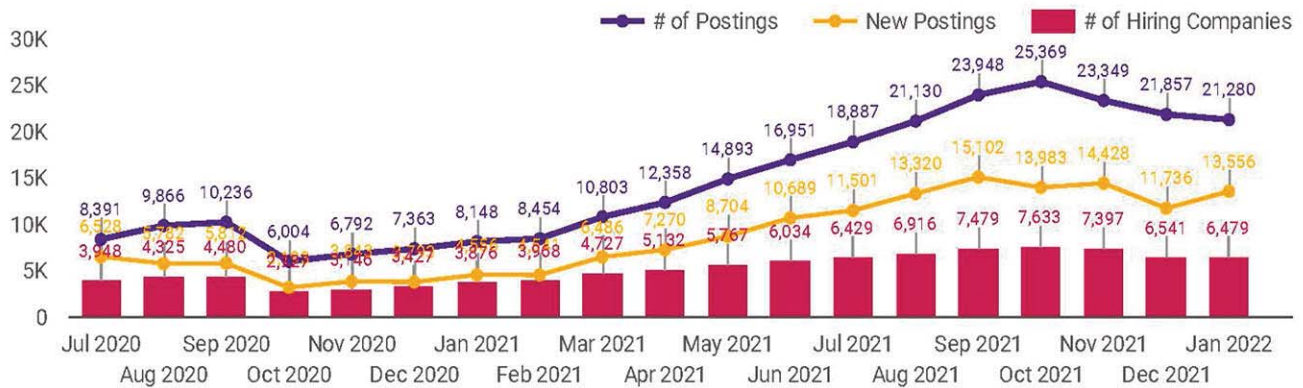
¹ 2021 Updated Draft York Region Official Plan

² 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 Activity - January 2022

JOB POSTINGS BY MONTH FOR YORK REGION

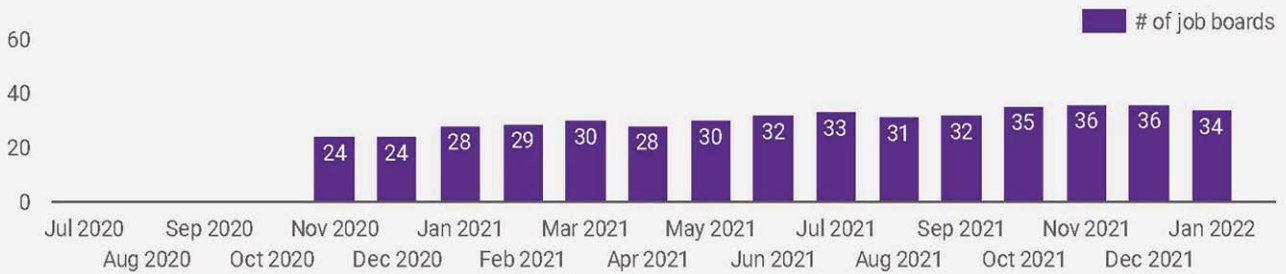
How many job postings were active for at least 1 day?



NOTE: This graph cannot be filtered using the controls on the cover page

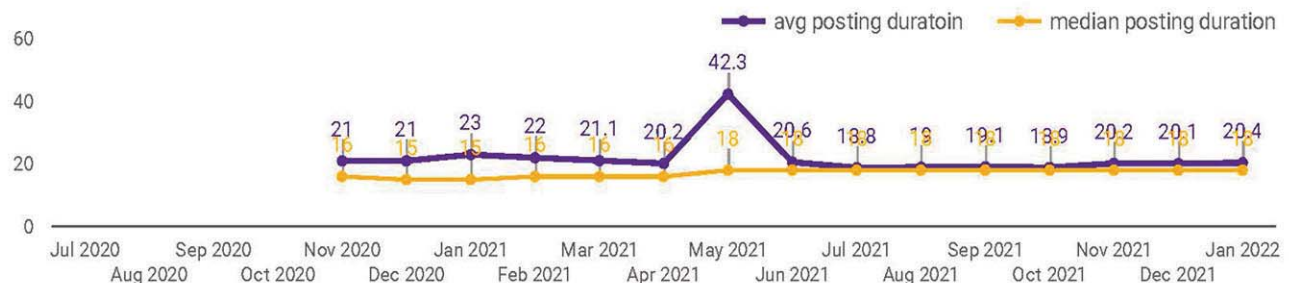
NUMBER OF ACTIVE JOB BOARDS

How many job postings were active for at least 1 day?



AVG & MEDIAN POSTING LENGTH BY DAYS

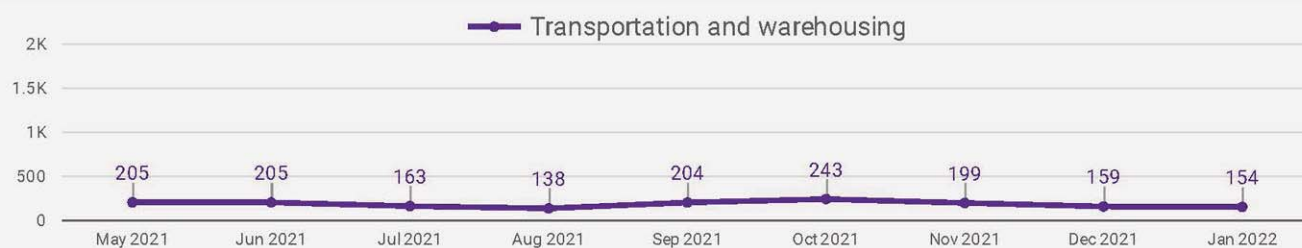
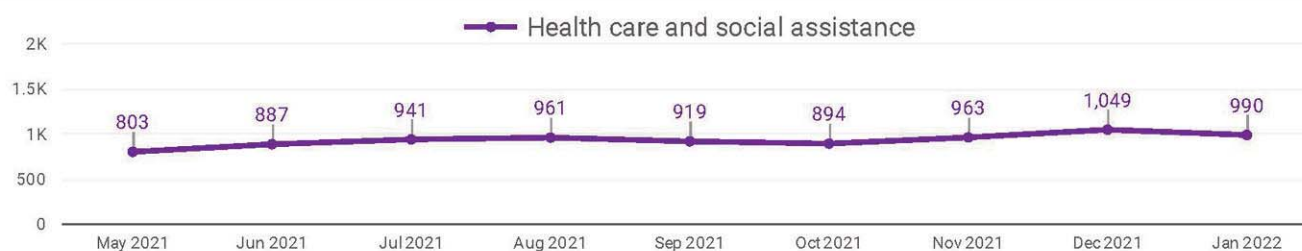
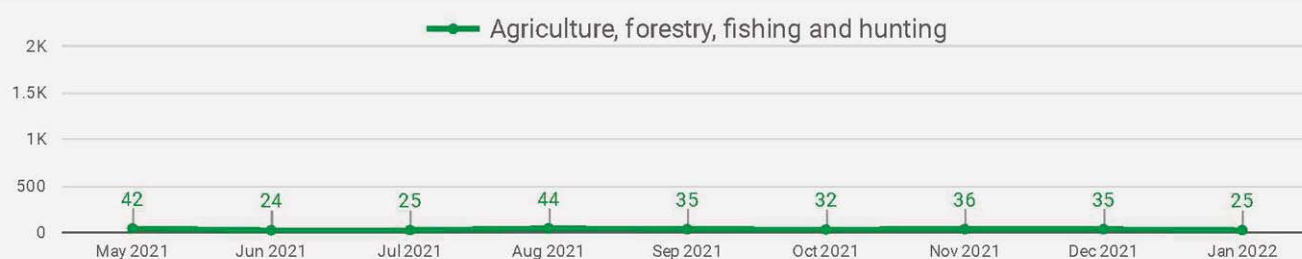
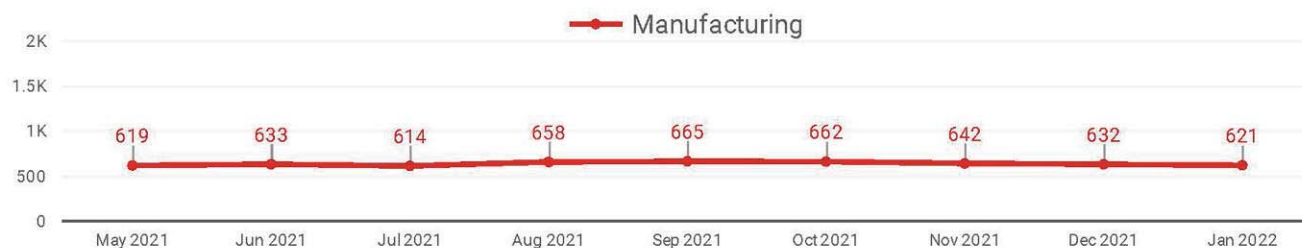
How long are employers having to recruit for to find candidates to fill their job vacancies?



Labour Force Activity - January 2022

DEMAND BY KEY SECTOR (YORK REGION)

How many job postings were active for at least 1 day?

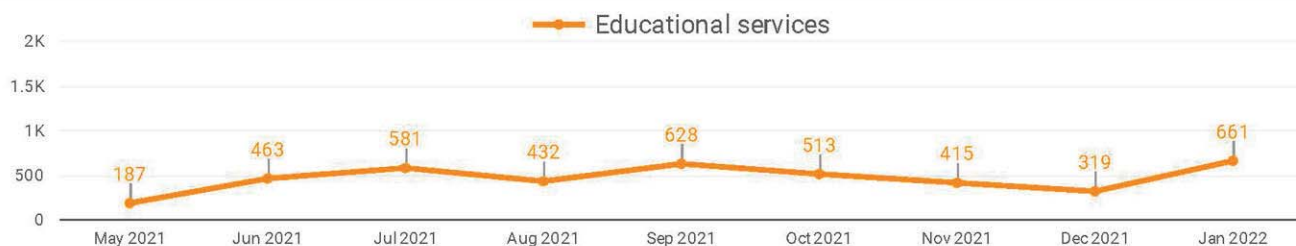
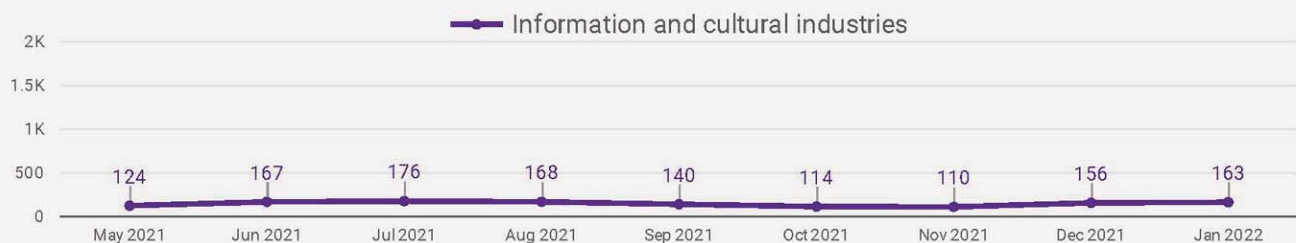
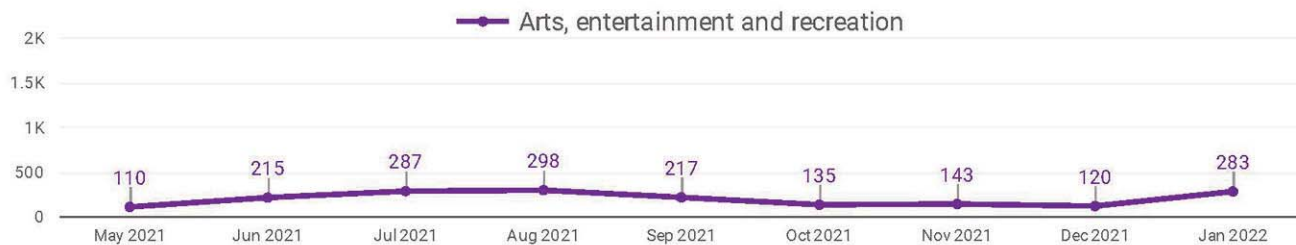
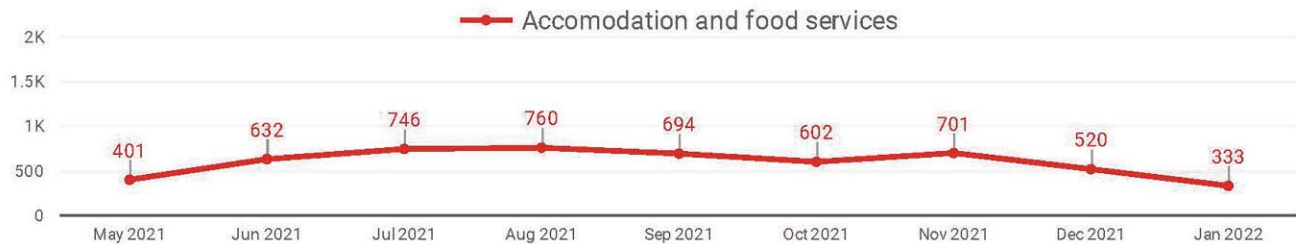


NOTE: This graph cannot be filtered using the controls on the cover page

Labour Force Activity - January 2022

DEMAND BY IMPACTED SECTOR (YORK REGION)

How many job postings were active for at least 1 day?



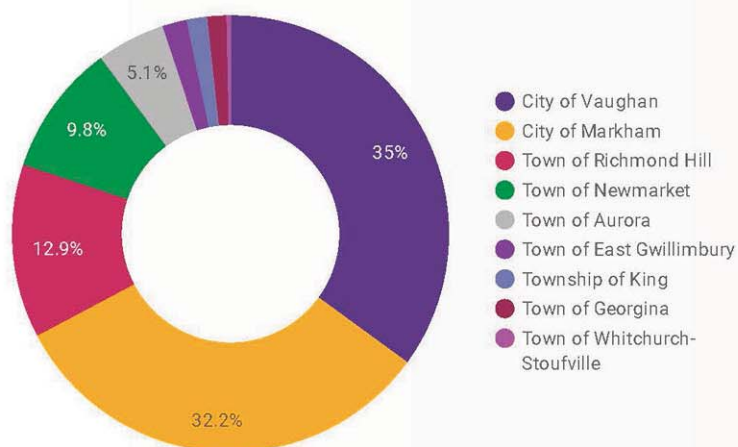
NOTE: This graph cannot be filtered using the controls on the cover page

Labour Force Activity - January 2022

JOB POSTINGS BY MUNICIPALITY

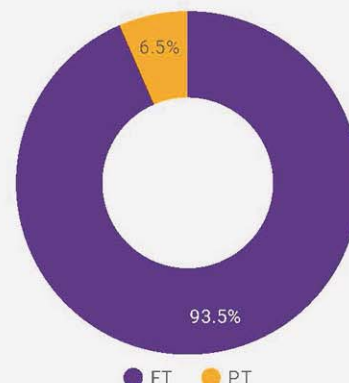
Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Vaughan	7,306	20.7	18
2.	City of Markham	6,716	20.6	18
3.	Town of Richmond Hill	2,683	20.1	18
4.	Town of Newmarket	2,036	23.4	18
5.	Town of Aurora	1,058	18.3	18
6.	Town of East Gwillimbury	376	12.1	14
7.	Township of King	319	17.2	15
8.	Town of Georgina	295	18.8	18
9.	Town of Whitchurch-Stouffville	68	19.3	17



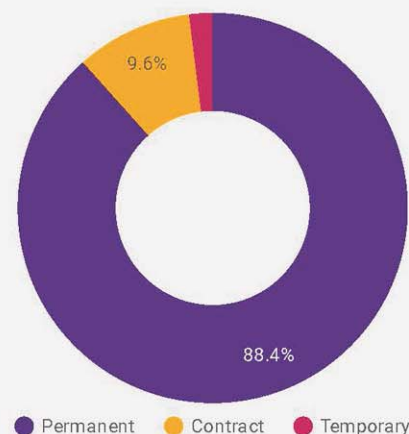
JOB TYPE

Full-time vs Part-time



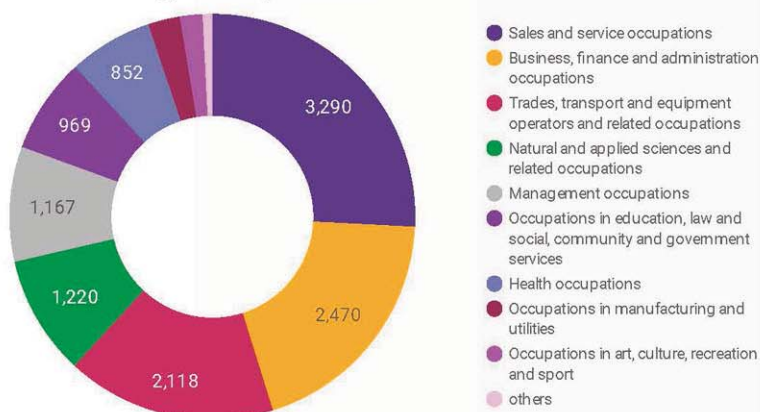
JOB DURATION

Permanency of jobs posted



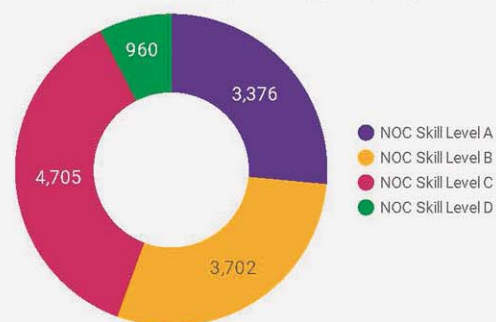
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

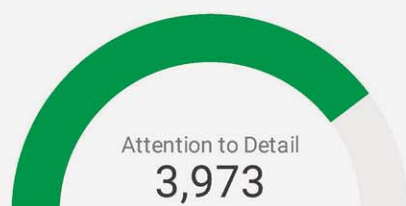
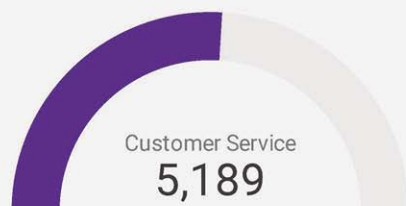
Labour Force Activity - January 2022

TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

21,280



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

21,280



Driver's License
363



First Aid
786



Regular Access to a Vehicle
592



Criminal Record Check
1,457



Microsoft Office
1,599



Food Safety
286

Labour Force Activity - January 2022

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

1,135

NEW POSTINGS

10

COMPANIES

614

LANGUAGES

11

OF DAYS POSTED

AVERAGE

18.5

MEDIAN

18

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

What language skills are employers looking for by occupational skill level?

155

Skill Level A - Management/ Professional Occupations usually requiring University

206

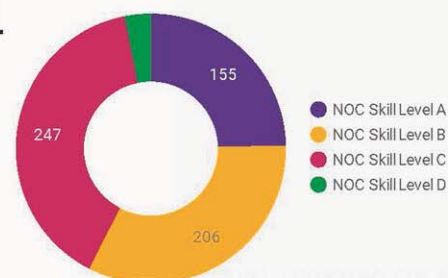
Skill Level B - Usually college education or apprenticeship training

247

Skill Level C - Usually secondary education or occupation-specific training

20

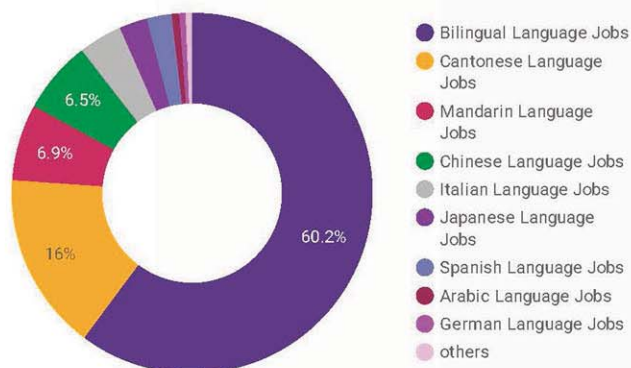
Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language Jobs	91	74	130	6
Cantonese Language Jobs	26	46	65	1
Mandarin Language Jobs	14	21	16	
Chinese Language Jobs	16	11	14	6
Italian Language Jobs		21	10	3
Japanese Language Jobs	3	18	4	3
Spanish Language Jobs	2	10	3	
Punjabi Language Jobs		3	3	
Arabic Language Jobs	2	2	1	
German Language Jobs	1		1	
Vietnamese Language Jobs				1

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	660
2. Cantonese Language Jobs	199
3. Mandarin Language Jobs	77
4. Chinese Language Jobs	74
5. Italian Language Jobs	43
6. Japanese Language Jobs	35
7. Spanish Language Jobs	25
8. Arabic Language Jobs	8
9. Punjabi Language Jobs	7
10. German Language Jobs	5

1 - 11 / 11 < >

Labour Force Activity - January 2022

LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

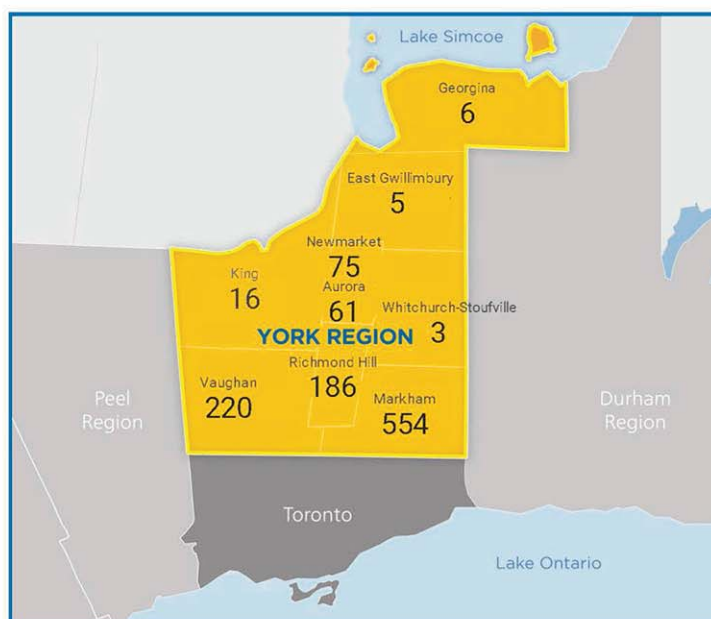
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Cantones...	Mandarin...	Chinese ...	Italian La...	Japanese...	Grand total
Business, finance and administration occu...	59	62	23	17	5	1	174
Health occupations	14	16	2	5	1		39
Management occupations	36	10	9	6		3	67
Natural and applied sciences and related o...	16	2	2			1	27
Occupations in art, culture, recreation and ...	4	1		4			9
Occupations in education, law and social, ...	38	9	1	2	3		56
Occupations in manufacturing and utilities	2			1			3
Sales and service occupations	108	32	10	11	25	23	216
Trades, transport and equipment operator...	24	6	4	1			37
Grand total	301	138	51	47	34	28	628

MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

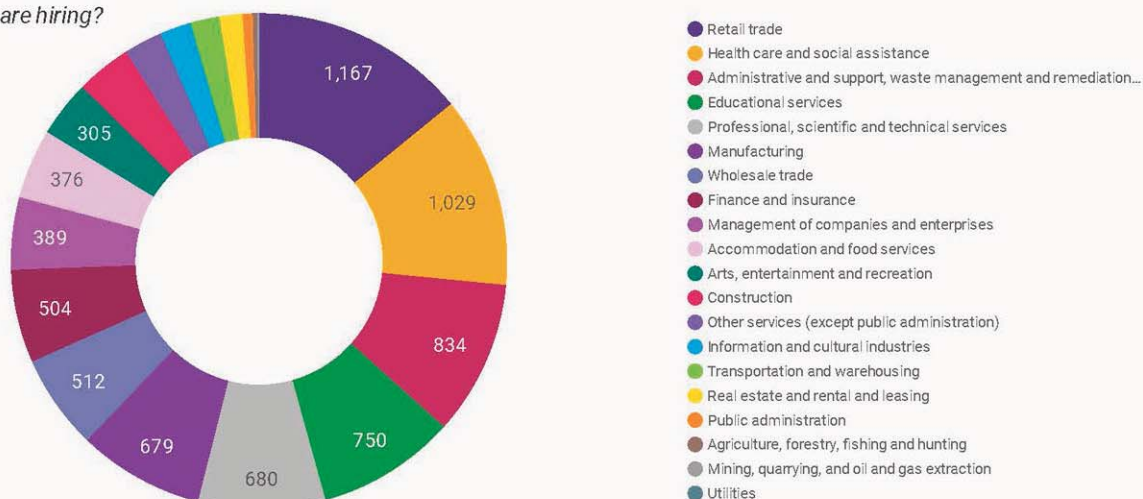
	MUNICIPALITY	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Markham	554	20.6	18
2.	City of Vaughan	220	20.7	18
3.	Town of Richmond Hill	186	20.1	18
4.	Town of Newmarket	75	23.4	18
5.	Town of Aurora	61	18.3	18
6.	Township of King	16	17.2	15
7.	Town of Georgina	6	18.8	18
8.	Town of East Gwillimbury	5	12.1	14
9.	Town of Whitchurch-Stouffville	3	19.3	16.5



Labour Force Activity - January 2022

TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



	2-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Retail trade	44-45	1,167	17.4	18
2.	Health care and social assistance	62	1,029	27.5	18
3.	Administrative and support, waste management and remediation services	56	834	21.1	18
4.	Educational services	61	750	7.5	5
5.	Professional, scientific and technical services	54	680	20.8	18
6.	Manufacturing	31-33	679	22.6	18
7.	Wholesale trade	41	512	23.1	18
8.	Finance and insurance	52	504	16.8	17
9.	Management of companies and enterprises	55	389	17.3	18
10.	Accommodation and food services	72	376	27.1	18
11.	Arts, entertainment and recreation	71	305	17.6	18
12.	Construction	23	298	21.4	18
13.	Other services (except public administration)	81	208	23.8	18
14.	Information and cultural industries	51	168	21.8	17
15.	Transportation and warehousing	48-49	157	21.5	18
16.	Real estate and rental and leasing	53	123	18.2	18
17.	Public administration	91	54	18.1	18
18.	Agriculture, forestry, fishing and hunting	11	25	23.0	15
19.	Mining, quarrying, and oil and gas extraction	21	8	18.0	18
20.	Utilities	22	4	19.0	18

NOTE: NAICS code 56 includes Employment Agencies. Manufacturing includes codes 31-33, Retail Trade includes codes 44-45 and Transportation and Warehousing includes codes 48-49.

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.



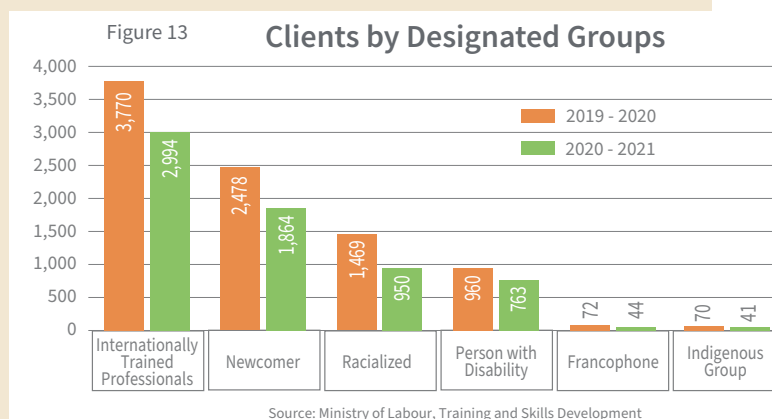
Employment Services and Support in York Region

This section provides information and analysis of client data released by Employment Ontario in 2021 and offers insights into client demographics and outcomes between April 2020 and March 2021. Please note that the client data and analysis is provided at the York Census Division level.

HIGHLIGHTS

- **35,433** residents were serviced by Employment Ontario Service Provider Offices in 2020-2021, a decrease of about 9.2% from the previous period, possibly due to pandemic restrictions.
- **8,362** residents received one-on-one assistance (Assisted Clients) regarding their job search, a decrease of about 25% from the previous reporting period.
- **27,071** residents or about 0.8% more than the previous period were identified as unassisted clients.
- **87%** 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.
- **48%** of clients had no source of income, **21%** were Ontario Works recipients or dependent on Ontario Works and Ontario Disability Support Program, while **21%** were receiving EI benefits.
- **4,464** or 53% of assisted clients were 25-44 years old, **2,472** or 30% were in the 45-64 age range, while another **1,288** or 15% 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 35% compared to the previous period.
- The share of female clients using the services was higher than males. 53% of the clients were females a 1% decrease compared to 2019-20 reporting period.
- Substantial changes in the use of services are recorded among some Designated Groups year over year. Compared to the previous reporting period less clients from the following groups have accessed assisted services:
 - 25% less Newcomers
 - 21% less Internationally Trained Professionals
 - 35% less Visible Minorities
 - 39% less Francophones
 - 21% less Persons with Disability.

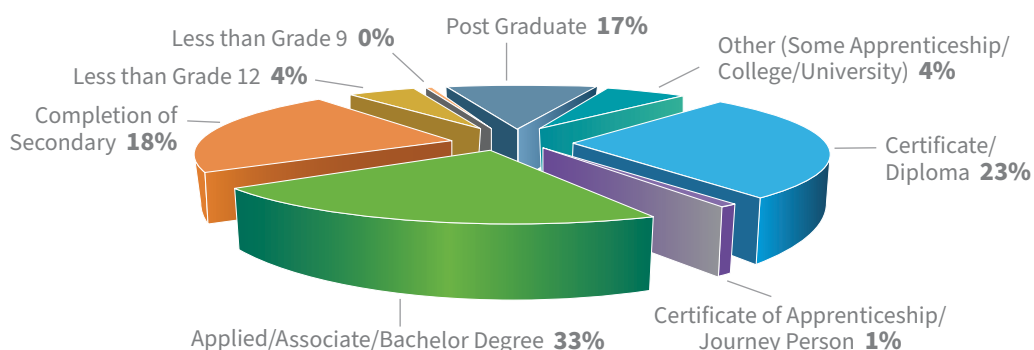
The changes can be viewed in Figure 13.



Employment Services and Support in York Region

Figure 14

Educational Level of Clients at Intake



Source: Ministry of Labour, Training and Skills Development

- The Employment Ontario data presents evidence concerning links between educational attainment and employment outcomes for all clients. Figure 14 shows the education level of clients at intake. The majority of ES clients or 33% had completed an Applied/Associate or Bachelor Degree, 23% had a Certificate Diploma and 18% 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 employment services in order to enter the labour market.
- 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 decreased compared to 2019-2020. About 5,674 or 68% of clients secured a job and 13% pursued further training or education. Although the share of those that secured a full-time job was 55%, it should be noted that this category of clients decreased by 20% compared to the previous period. Meanwhile, the number of clients that remained unemployed after intake decreased by 12%.
- The Youth Job Connection program served 318 youth, of which 87% were aged 15 to 24. 251 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.
- 231 employers received the Canada-Ontario Job Grant (the Job Grant). This grant provided direct financial support to individual employers to train a total of 937 employees. 88% of employers were small businesses employing less than 50 employees and 12% employed 50-150 employees. The outcomes were quite positive, and all employers reported that training met their workforce needs.
- There were 11,228 Active Apprentices during 2020-2021, an increase of 9% compared to 2019-2020. Meanwhile almost 30% less Certificates of Apprenticeship were issued as compared to the previous period as the number of New Registrations decreased by almost 38%. The number of registrants for modular training also decreased by 56%. The average age of apprentices at registration was 28 years old, the same as that in the previous period. The number of apprentices decreased by 52% for 45-64 age group and almost 37% for the other age groups 15-24 and 25-44-years old apprentices.

Employment Services and Support in York Region

- Apprenticeship continues to be dominated by males that made up 90% of the total number of apprentices.
- 87% of the apprentices had completed Secondary Education.
- Aboriginals followed by Visible Minorities had large numbers of representation amongst the designated groups of 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 more or less the same compared to the previous period.

Figure 15

Trades – Top 10 New Registrations York Region

2019- 2020	2020- 2021
Electrician - Construction and Maintenance	Electrician - Construction and Maintenance
General Carpenter	General Carpenter
Automotive Service Technician	Automotive Service Technician
Child Development Practitioner	Sprinkler and Fire Protection Installer
Sprinkler and Fire Protection Installer	Drywall, Acoustic and Lathing Applicator
Drywall, Acoustic and Lathing Applicator	Child Development Practitioner
Heat and Frost Insulator	Construction Craft Worker
Plumber	Plumber
Hairstylist	Heat and Frost Insulator
Construction Craft Worker	Truck and Coach Technician

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

MOVING FORWARD

2022-2023 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.
- Teachers, guidance counselors and other staff in elementary schools have limited knowledge about skilled trades.
- Increased coordination is required between district school boards, MLSTD regional offices, employers and local industry associations to support a more coordinated workforce planning and partnership development.
- Parents identified the most common barriers facing individuals interested in pursuing apprenticeship were related to lack of awareness of the skills trades and the pathway.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2021 - 2022 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Integration of skilled trades into Career Library tool. 	<ul style="list-style-type: none"> • Promoted through WPBoard Social Media Channels. • Included in live demonstrations to school boards and pathways events. 	<ul style="list-style-type: none"> • Increased exposure of available trades, training standards related to certification, related trades as well as regional employment participation related to the trade.
<ul style="list-style-type: none"> • Partnered with Support Ontario Youth to organize an adult “Boot Camp” in York Region to introduce people of 18+ years of age to skilled trades. 	<ul style="list-style-type: none"> • Worked with SOY to identify a location in York Region to host the event. • Promoted the event through social media and community partners for the purposes of attracting participants. • Reached out and invited employers to attend for networking. 	<ul style="list-style-type: none"> • This one-day event provides a “hands on” experience of what it would be like to work in construction trades. • Participants get a chance to network with employers with the potential for an employment opportunity or apprenticeship.
<ul style="list-style-type: none"> • Continued promotion of the WORK IN YORK tool to students. 	<ul style="list-style-type: none"> • Provided live demonstrations to students and staff from school boards and agencies providing employment search supports. 	<ul style="list-style-type: none"> • Increases awareness career opportunities and pathways in the local labour market.
2022-2023 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> • Organize and execute a day-long industry tour for elementary educators to increase awareness of careers in skilled trades at the elementary panel. 	<ul style="list-style-type: none"> • YRDSB, YCDSB • LIUNA 506 & 183 Training Centres • College of Carpenters and Allied Trades 	<ul style="list-style-type: none"> • Electrical Apprenticeship Training Alliance • Georgina Trades Training Inc.
<ul style="list-style-type: none"> • Promote the WORK IN YORK set of job finding and career development tools to educators and students 	<ul style="list-style-type: none"> • YRDSB, YCDSB • York University Bridging Programs 	<ul style="list-style-type: none"> • Welcome Centre Job Search Workshops

MOVING FORWARD

2022-2023 Action Plans

PRIORITY 2 Employer Discussion and Engagement

- In the period following the end of the third COVID wave and the lifting of restrictions, employers were starting to hire again: 38% of employers expressed a need for entry-level workers, a similar 38% expressed a need for mid-skill level workers and 23% indicated a need to hire senior level workers.
- 58% of surveyed employers identified concerns about candidates' employability skills (punctuality, taking direction, reliability) and 41% were concerned about candidates' ability to work independently.
- Two issues were of concern for employers with respect to a higher incidence of remote work: the ability to on-board new employees and the ability to maintain a team spirit and/or corporate culture.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2021 - 2022 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Development of a Mental Health Resource on the WPBoard website to support employers with managing and supporting their workforce 	<ul style="list-style-type: none"> • Created easy to access website resources on the WPBoard website for those requiring mental health support. 	<ul style="list-style-type: none"> • Increased awareness of local resources for individuals requiring help with their mental health and employers supporting their workforce.
<ul style="list-style-type: none"> • Co-Sponsorship of WilliamsHR Law "The New World of Work" Event. 	<ul style="list-style-type: none"> • Promoted through WPBoard social media channels. • Shared through WPBoard's employer network. • Creation of website resources for employers to access for information. 	<ul style="list-style-type: none"> • 700 employers attended the event. • Increased awareness of the effects of unprecedented upheaval over the last two years and effects of COVID 19 on business community.
<ul style="list-style-type: none"> • Development of a Speaker Spotlight Series • "Are You Ready to Navigate Shifts in Your Employee's Expectations?" • "Funding Student Jobs" • Employment Law Update for Employers 	<ul style="list-style-type: none"> • Development of events that focus on relevant topics to support employers with managing their workforce in the "Now Normal". 	<ul style="list-style-type: none"> • Recordings and/or presentations added to the WPBoard website as additional resource for employers. • Provided labour market intelligence focused on hiring practices that employers have implemented to address talent attraction.
<ul style="list-style-type: none"> • Distribution of an Employer survey. 	<ul style="list-style-type: none"> • Survey shared with 23,000 employers across the region. 	<ul style="list-style-type: none"> • Posted results on WPBoard website and shared with community partners.
2022-2023 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> • Partner with community stakeholders to organize and execute a series of virtual industry spotlight events that involve employers looking for talent, job seekers looking for work or to change careers and industry trainers pertinent to each industry. 	<ul style="list-style-type: none"> • Employers representing key sectors across York Region • Employment Ontario Service Providers • Training Organizations • Ontario Works • 360kids 	

MOVING FORWARD

2022-2023 Action Plans

PRIORITY 3 Collaboration between Business and Education

- Many workers were 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' needs.
- Many businesses are looking for job candidates with both higher levels of digital skills and higher levels of soft skills.
- Many people who could benefit from literacy and basic skills upgrading programs do have some reading, writing and math skills. However, they may lack the skills needed to cope with the changing demands of modern life and work environments.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2021 - 2022 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Development of a comprehensive "Training Board" tool that compliments WORK IN YORK job finding and Career Development tools. 	<ul style="list-style-type: none"> • A user-friendly tool that compiles available training programs in York Region. • This tool is organic in nature and evolves as programs are added or removed. 	<ul style="list-style-type: none"> • A resource for individuals that need to pivot their career or looking to improve their skill sets and add to their resume.
2022 - 2023 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> • Work with Literacy agencies to increase awareness of employment opportunities and training by literacy and basic skills learners. Introduce learners to the WORK IN YORK job finding and career development tools. 	<ul style="list-style-type: none"> • Metro Movement for Literacy • Skills Upgrading Centre • Learning Centre for Georgina • Chippewa's of Georgina • Literacy Council York South • York Region District School Board • Georgian College • Toronto Workforce Innovation Group. 	

MOVING FORWARD

2022-2023 Action Plans

PRIORITY 4 Addressing Potential Labour Shortages

- During the pandemic, the world of work has changed rapidly and how work is done is evolving. As a result, how employers screen and hire employees has changed, too.
- In our remote work world, many skills have become crucial success factors for both jobseekers and employers.
- Surveyed and consulted employers from a broad range of sectors in our region have continuously indicated that they face challenges in recruitment.
- Jobseekers need to understand the kinds of jobs that are available in particular sectors and how to effectively apply for them.
- The value of creating a skills inventory is significant as it can be used as a tool to ensure the workforce is prepared to foster the economic growth and support the development of our local industries.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2021 - 2022 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Developed a series of “Sector Spotlight” reports for York Region that outline the trends and conditions in key employment sectors of the local economy. <ul style="list-style-type: none"> • Manufacturing • Health care and Social Assistance • Information, Culture and Recreation. 	<ul style="list-style-type: none"> • Reports shared with community partners, including regional and municipal economic development, Members of Parliament and Provincial Parliament, school boards, colleges, universities, Employment Ontario Service Providers, employers and Chambers of Commerce and Boards of Trade. 	<ul style="list-style-type: none"> • Increased awareness of statistics related to key sectors in York Region.
<ul style="list-style-type: none"> • Distribution of a Job Seeker survey. 	<ul style="list-style-type: none"> • Distributed by WPBoard, Employment Ontario, Ontario Works, Welcome Centres, 360kids and Blue Door. 	<ul style="list-style-type: none"> • Over 600 job seekers provided labour market intelligence on the types of employment and supporting services that job seekers are looking for.
2022 - 2023 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> • Creation of an In Demand Jobs Skills Matrix, resource that will foster further understanding and clear definition of the types of skills needed by local employers, by producing an inventory of the types of skills and skill levels required for local in-demand occupations. 	<ul style="list-style-type: none"> • Local employers • Employment Ontario Service Providers • YRDSB, YCDSB • Seneca College • York University 	

MOVING FORWARD

2022-2023 Action Plans

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	2021 - 2022 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Key advisor on actions that support the integration of newcomer in York Region: Community Planning Council, Local Immigration Planning Group, Newcomer Employability Panel. 	<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"> • Formation of a Economic Integration Project Team (Advisory Panel) to provide recommendations for the next steps of the Community Partnership Council • Implement a Stakeholder Engagement Pilot that will support immigrants to gain employment in selected areas and/or selected sectors.
2022-2023 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> • Member of the Human Services Planning Council, the Community Partnership Council – both key components of the Local Immigration Partnership (LIP). 	<ul style="list-style-type: none"> • York Region Community & Health Services, Strategies & Partnerships • Strategic Planning Group • Employment Ontario Service Providers • York University • Seneca College • Local Service Provider Agencies 	

2022 WORKFORCE Trends in York Region

wpboard.ca



LOCAL LABOUR MARKET REPORT

Canada

EMPLOYMENT
ONTARIO

Ontario

