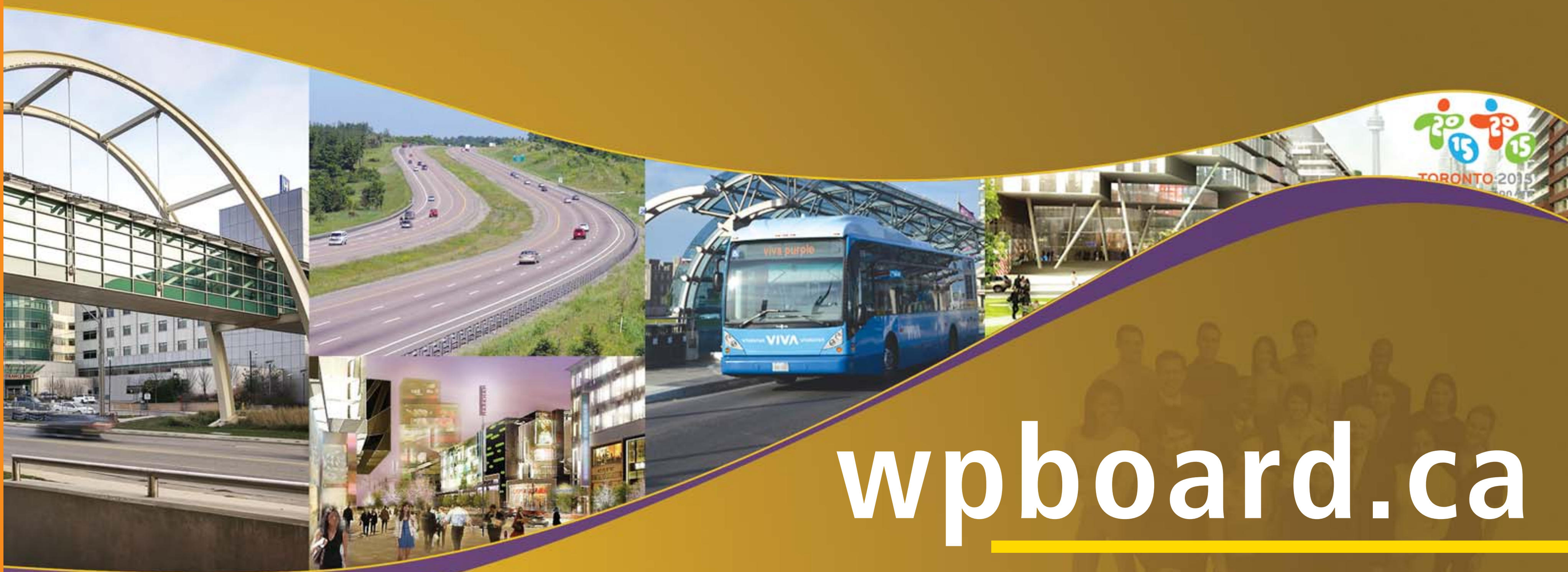
• *Who is the workforce?* • *Where are the employers?* • *What actions can we take?*

2014

LOCAL LABOUR MARKET UPDATE

Workforce **TRENDS**

in York Region and Bradford West Gwillimbury



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Workforce Planning BOARD
OF YORK REGION & BRADFORD WEST GWILLIMBURY

Building Tomorrow's Workforce Together

About the Workforce Planning Board of York Region and Bradford, West Gwillimbury

The Workforce Planning Board of York Region and Bradford, West Gwillimbury (WPBYR+BWG) is a community based, not-for-profit organization that serves the communities of York Region and Bradford, West Gwillimbury to gather intelligence about the supply of labour and the demand side of the local labour market by working with employers to identify and meet their current and emerging skills needs. The primary role of WPBYR+BWG is to help improve understanding of and coordinate community responses to labour market issues and needs.

Operating as part of the Local Boards Network of Ontario, WPBYR+BWG is one of 26 local planning areas funded by the Ministry of Training, Colleges and Universities to conduct and distribute local labour market research and engage community stakeholders in a planning process that supports local solutions to local issues.

Local Boards, launched in 1994, are as individual as the community they serve, and each addresses labour market issues in its own way as each community has their own priorities. As a network, Ontario's Workforce Planning Boards also work together to address labour market issues from a province-wide perspective.

Each Workforce Planning Board produces an annual Local Labour Market Update that is a report on their community's labour market conditions, characteristics and trends. The report is a snapshot of the types and size of employers, the industries that exist and the occupations they contain. In addition, it informs the reader of where residents work, their level of education and how many residents from outside our region enter our region for work.

Relatively new to the Local Labour Market Update is an analysis of the job seeker through the eyes of Employment Ontario Service Providers that includes the types of services they utilized, how long they were a client of Employment Ontario and where they found employment or training. An important part of this report is the Action Plan of projects for the upcoming year. These projects are based on consultations with community stakeholders and employers to identify issues in the local labour market that as a community, can be addressed together.

This evidence based data is compiled and analyzed based in information from:

- Canadian Business Patterns
- National Household Survey
- Employment Ontario Data

The Workforce Planning Board wishes to acknowledge the collaborative effort put forth by the many community stakeholders and associations in York Region and Bradford, West Gwillimbury that can only result in effective workforce planning outputs designed to meet the needs of local employers and job seekers.

The York South Simcoe Training and Adjustment Board operating as;

Workforce Planning BOARD
OF YORK REGION & BRADFORD WEST GWILLIMBURY

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

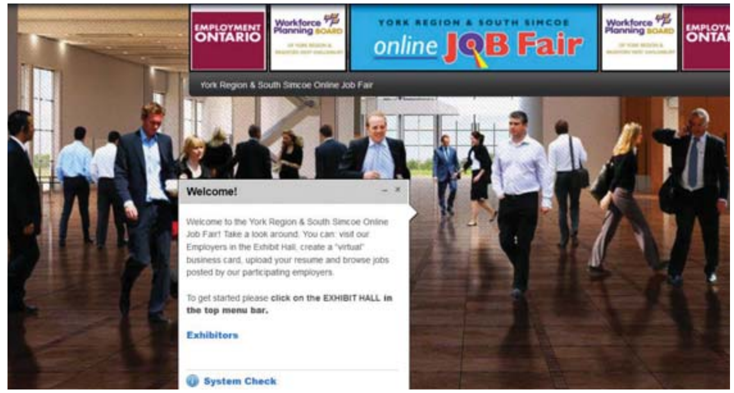
EMPLOYMENT ONTARIO

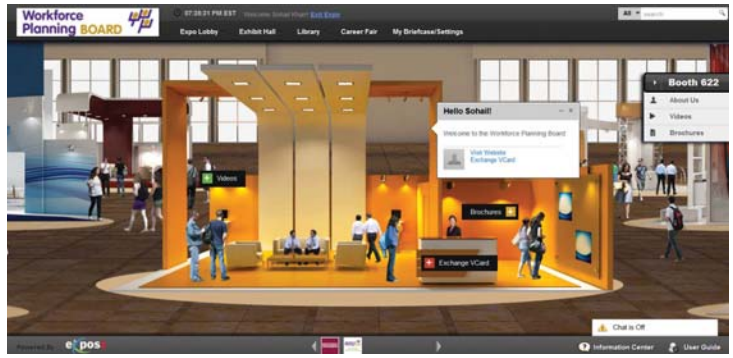
This Update Contains

- About the Workforce Planning Board of York Region Bradford West Gwillimbury
- Labour Market Overview
- A Snapshot of the Workforce
- Where Residents Live and Work
- Support for Residents in their Job Search
- A Snapshot of the Employer
- Action Plan Update 2014 Partnerships
- WPBoard Actions for 2015–2016
- Local Employers and Community Stakeholders

Honourable Reza Moridi,
Minister of Research and Innovation,
Minister of Training, Colleges and Universities,
Richmond Hill Member of Provincial Parliament

Employer Leadership Council





Labour Market Overview

The Regional Municipality of York is one of the fastest growing census divisions in Canada. It is the third-largest census division in Ontario, next to that of Toronto and Peel Region. The economy of York Region is diverse and includes a full range of businesses from industrial to high-tech to rural / agricultural. As of 2011, York Region and Bradford, West Gwillimbury have 543,500 working age adults in the local labour force. York Region and Bradford, West Gwillimbury is home to 117,505 employers (June 2014). It is important to note that 70,873 of those employers have no employees or are single entrepreneur businesses representing 60 percent of the employers in our area. The top three single entrepreneur industry sectors are professional scientific and technical, real estate and construction. An additional 36 percent of employers in our area employ less than 19 employees making our labour market predominantly small and medium size employers (SME's).

Residents in our area are more likely than Ontario residents as a whole to be employed in management occupations, business, finance and administration occupations and natural and applied sciences and related occupations. The professional scientific and technical sector accounts for 18.7 percent of all employers in York Region which is considerably larger than the Provincial average of 15.1 percent. There has been healthy recovery since the 2008 recession as demonstrated by the fact that number of employers across all categories of employee size has increased by 10 percent from June of 2013. This increase is expected to continue as Manpower reports that York Region's fourth quarter (Sept – Dec), Net[1] Employment Outlook of 12 percent is an eight percentage point increase from the previous quarter.

The York Region and Bradford, West Gwillimbury area has experienced strong population growth from migration across all age categories. Compared to the rest of the GTA areas, it has the highest influx of people at both ends of the age spectrum, both among 0-17 year olds, as well as 45-65 year olds and those 65+. At the same time, the number of prime working age adults is also high. York Region and Bradford, West Gwillimbury is a highly educated community. One clear trend is the falling proportion of individuals who do not have a post-secondary degree – 70 percent of 25-34 year olds have a post-secondary education, while 48 percent of 65-74 year olds have a post-secondary education. When it comes to higher level university degrees, recent newcomers living in our area are four times as likely as Canadian-born residents to have earned a Doctorate degree. Our highly educated population is the reason that York Region residents who work full-time, full-year, earned on average $67,826 in 2010 which is 110% of the Ontario average at that time. York is 3rd place of the 49 census divisions in Ontario behind Halton and Ottawa.

As with any community, some residents commute within the region for work and some residents commute outside of the region for work. Our evidence identifies that 52 percent of residents remain in the region to work while 48 percent of residents commute outside the region for work. Occupations where residents commute outside the region include:

- Middle management occupations
- Professional occupations in business and finance
- Professional occupations in nursing and healthcare

58% of employers identified that English language, business culture and assessing foreign credential and technical skills is of concern when considering hiring Internationally Trained Professionals

Talent Survey WPB 2014

80% of employers are experiencing challenges in finding workers with the right skills or experience for their business.

Talent Survey WPB 2014

Labour Market Overview

- Professional occupations in law and social, community and government services
- Industrial, electrical and construction trades
- Transport and heavy equipment operation and related maintenance occupations
- Trades helpers, construction labourers and related occupations
- Harvesting, landscaping and natural resource labourers

Analysis of the Employment Ontario program data identifies that a total of 44,089 residents were serviced by Employment Ontario Service Providers (EOSP) in 2013-14. 30,928 clients visited EOSP for resources and information regarding their employment search and 13,161 received one-on-one assistance in their employment search. Further analysis shows that:

- Youth are under-represented among assisted clients in the WPBYR+BWG area compared to their share of the Ontario unemployed assisted population
- 33 percent of Literacy and Basic Skills clients found employment in York Region and Bradford, West Gwillimbury compared to 23 percent for Ontario in 2013-14
- Newcomers to our area continue to experience high unemployment regardless of their level of education in some instances as much as four times higher than Canadian-born residents and
- 83% of assisted clients were successful in securing employment or training in 2013-14

Community engagement of stakeholders in discussions of key labour market issues is an important aspect of the work of Local Boards. A key project this year for the Workforce Planning Board of York Region and Bradford, West Gwillimbury was the development of the "Employer Leadership Council" (ELC). Over 100 employers from key employment sectors in our area participate in bi-monthly meetings to identify ongoing challenges regarding recruiting and retaining their workforce. Some of the challenges include:

- Lack of essential "soft skills" and "leadership skills" particularly with millennials
- High cost of attracting, recruiting and retaining talent
- Competing with larger, higher paying firms and the "Downtown Toronto" allure
- Limited awareness of subsidized governance services and programs

Moving forward, our work from the past year and consultations with our stakeholders form the basis of our action plans and projects next year. We will continue to have a focus on:

- High youth unemployment
- Integration of newcomers into the labour market
- Continuation of the Employer Leadership Council
- Increased focus on Employability Essential Soft Skills of workers

Many employers are not familiar with Employment Ontario (EO) or the services it currently offers
Moving Forward Together, OCC & ESO 2014

59% of employers have never provided input to colleges or universities regarding curriculum for students that will be entering their field of work.
Talent Survey WPB 2014

[1]Net is the percentage of employers expecting an increase in hiring minus the percentage of employers expecting to decrease hiring.

A Snapshot of the Workforce

Occupation of Our Residents

Number and Percentage of Employed Residents - WPBYR+BWG and Ontario, 2011

TABLE 1

		WPBYR+BWG Number	WPBYR+BWG %	ONTARIO %
ALL OCCUPATIONS		**543500**	**100.0%**	**100.0%**
0	**Management occupations**	76990	14.2%	11.9%
00	Senior management occupations	9800	1.8%	1.2%
01-05	Specialized middle management occupations	30260	5.6%	4.4%
06	Middle management occupations in retail and wholesale trade and customer services	23950	4.4%	3.8%
07-09	Middle management occupations in trades, transportation, production and utilities	12985	2.4%	2.5%
1	**Business, finance and administration occupations**	**107360**	**19.8%**	**17.2%**
11	Professional occupations in business and finance	28965	5.3%	3.7%
12	Administrative and financial supervisors and administrative occupations	33215	6.1%	5.6%
13	Finance, insurance and related business administrative occupations	8395	1.5%	1.2%
14	Office support occupations	27715	5.1%	4.6%
15	Distribution, tracking and scheduling co-ordination occupations	9080	1.7%	2.1%
2	**Natural and applied sciences and related occupations**	**54935**	**10.1%**	**7.5%**
21	Professional occupations in natural and applied sciences	38430	7.1%	4.5%
22	Technical occupations related to natural and applied sciences	16505	3.0%	3.0%
3	**Health occupations**	**26945**	**5.0%**	**6.1%**
30	Professional occupations in nursing	6770	1.2%	1.7%
31	Professional occupations in health (except nursing)	8235	1.5%	1.4%
32	Technical occupations in health	7955	1.5%	1.7%
34	Assisting occupations in support of health services	3980	.7%	1.3%
4	**Occupations in education, law and social, community and government services**	**60485**	**11.1%**	**12.2%**
40	Professional occupations in education services	23370	4.3%	4.3%
41	Professional occupations in law and social, community and government services	13465	2.5%	2.9%
42	Paraprofessional occupations in legal, social, community and education services	11345	2.1%	2.2%
43	Occupations in front-line public protection services	3470	0.6%	0.9%
44	Care providers and educational, legal and public protection support occupations	8840	1.6%	1.7%
5	**Occupations in art, culture, recreation and sport**	**15005**	**2.8%**	**3.0%**
51	Professional occupations in art and culture	4445	0.8%	1.2%
52	Technical occupations in art, culture, recreation and sport	10565	1.9%	1.8%
6	**Sales and service occupations**	**118900**	**21.9%**	**22.7%**
62	Retail sales supervisors and specialized sales occupations	17425	3.2%	2.3%
63	Service supervisors and specialized service occupations	14700	2.7%	2.8%
64	Sales representatives and salespersons - wholesale and retail trade	30500	5.6%	4.8%
65	Service representatives and other customer and personal services occupations	23470	4.3%	4.7%
66	Sales support occupations	13995	2.6%	3.0%
67	Service support and other service occupations, n.e.c.	18805	3.5%	5.0%
7	**Trades, transport and equipment operators and related occupations**	**55970**	**10.3%**	**12.8%**
72	Industrial, electrical and construction trades	21945	4.0%	4.5%
73	Maintenance and equipment operation trades	12025	2.2%	2.5%
74	Other installers, repairers and servicers and material handlers	5635	1.0%	1.4%
75	Transport and heavy equipment operation and related maintenance occupations	12535	2.3%	3.4%
76	Trades helpers, construction labourers and related occupations	3825	0.7%	1.0%
8	**Natural resources, agriculture and related production occupations**	**5560**	**1.0%**	**1.5%**
82	Supervisors and technical occupations in natural resources, agriculture and related production	1055	0.2%	0.3%
84	Workers in natural resources, agriculture and related production	945	0.2%	0.5%
86	Harvesting, landscaping and natural resources labourers	3565	0.7%	0.7%
9	**Occupations in manufacturing and utilities**	**21350**	**3.9%**	**5.1%**
92	Processing, manufacturing and utilities supervisors and central control operators	2740	0.5%	0.7%
94	Processing and manufacturing machine operators and related production workers	6635	1.2%	1.5%
95	Assemblers in manufacturing	7945	1.5%	1.7%
96	Labourers in processing, manufacturing and utilities	4035	0.7%	1.2%

Source: Statistics Canada, National Household Survey, 2011

A Snapshot of the Workforce

Table 1 lists the number and percentage of employed residents by occupation in the area of the Workforce Planning Board of York Region and Bradford West Gwillimbury (WPBYR+BWG) in 2011 and offers a comparison to the distribution by occupation of all employed residents in Ontario.

Residents in the WPBYR+BWG area are more likely than Ontario residents as a whole to be employed in the following occupational categories:

- Management occupations
- Business, finance and administration occupations
- Natural and applied sciences and related occupations

The first digit of the occupation codes denotes the skill type (for example, health occupations versus Sales and service occupations). The second digit indicates the skill level. Where the second digit is a "4" or a "5", that means the occupation usually requires a secondary school diploma or occupation-specific training. A "6" or "7" means there are no educational requirements and/or a short amount of on-the-job training will suffice.

As a measure of comparison, 33.4% of employed residents of the WPBYR+BWG area were working in jobs with a 4-7 second digit designation (high school or less), compared to 38.6% of Ontario residents. Everyone else was either working in a management position or an occupation where the second-digit designation was either a "0" or "1" (requires university degree) or a "2" or "3" (requires a college diploma or trades certificate).

A Snapshot of the Workforce

Jobs in Our Workforce Planning Board Area

Occupation data is available in two forms: jobs that residents of an area are employed in, and jobs that are present in the area. In the case of jobs that residents are employed in (called Place of Residence, or POR), those jobs may be located anywhere, including beyond the jurisdiction of residence. For example, residents of Vaughan may be working in Toronto or Mississauga. In the case of jobs that are present in an area (called Place of Work, or POW), these necessarily require a fixed location. Therefore, certain occupations end up being under-counted, where the workplace changes regularly (for example, a construction worker or an actor moving from one production to another).

Table 2 provides the actual jobs by occupations present in the WPBYR+BWG area, together with each occupation's percentage share of local jobs. As well, the last column provides a ratio of the residents employed in that occupation (from Table 1), and jobs present in the local area. Overall, in 2011 there were 543,500 residents of the WPBYR+BWG area who were employed, and 435,710 local jobs, a difference of 107,790, or 24.7%. The proportion of jobs with no fixed workplace would not account for the difference, as they typically make up around 10% of all jobs. One can infer that the rest of these workers must be commuting outside of the WPBYR+BWG area for work.

Those occupations that have a particularly high ratio, significantly above 1.25, are likely instances where there are many commuters travelling to jobs outside of the WPBYR+BWG area. (In any occupation, there are individuals commuting to jobs outside the local area as well as workers from outside the area commuting into the same occupations. The likelihood of net commuters increases when the number of residents working in a given occupation greatly exceeds the local jobs available in that same occupation.)

The numbers are colour-coded to highlight those figures where there is a high likelihood of residents commuting outside the area for employment (green), as well as where there is high likelihood of workers commuting from outside the area to work in local jobs (red).

As one can see, a number of business and professional occupations have a larger number of residents commuting to employment outside the area, as well as those employed in various trades and in primary production. On the other hand, there appear to be more commuters travelling into the WPBYR+BWG area for jobs in the manufacturing and the supply chain sector (distribution jobs and material handlers).

A recent employer survey identified that 36% of surveyed employers are not aware of Ontario Essential Skills

Talent Survey WPB 2014

A Snapshot of the Workforce

Number and Percentage of Local Jobs with a Fixed Workplace - WPBYR+BWG area, 2011

TABLE 2		WPBYR+BWG		ONTARIO
		Number	%	%
ALL OCCUPATIONS		**435710**	**100.0%**	**1.25**
0	**Management occupations**	58365	13.4%	1.32
00	Senior management occupations	7690	1.8%	1.27
01-05	Specialized middle management occupations	20510	4.7%	1.48
06	Middle management occupations in retail and wholesale trade and customer services	19855	4.6%	1.21
07-09	Middle management occupations in trades, transportation, production and utilities	10315	2.4%	1.26
1	**Business, finance and administration occupations**	**83015**	**19.8%**	**1.29**
11	Professional occupations in business and finance	16850	3.9%	1.72
12	Administrative and financial supervisors and administrative occupations	25860	5.9%	1.28
13	Finance, insurance and related business administrative occupations	6125	1.4%	1.37
14	Office support occupations	23165	5.3%	1.20
15	Distribution, tracking and scheduling co-ordination occupations	11015	2.5%	0.82
2	**Natural and applied sciences and related occupations**	**41980**	**9.6%**	**1.31**
21	Professional occupations in natural and applied sciences	27145	6.2%	1.42
22	Technical occupations related to natural and applied sciences	14835	3.4%	1.11
3	**Health occupations**	**17805**	**4.1%**	**1.51**
30	Professional occupations in nursing	4050	0.9%	1.67
31	Professional occupations in health (except nursing)	4535	1.0%	1.82
32	Technical occupations in health	5565	1.3%	1.43
34	Assisting occupations in support of health services	3655	0.8%	109
4	**Occupations in education, law and social, community and**	**43880**	**10.1%**	**1.38**
	government services	16450	3.8%	1.42
40	Professional occupations in education services	8340	1.9%	1.61
41	Professional occupations in law and social, community and government services	8990	2.1%	1.26
42	Paraprofessional occupations in legal, social, community and education services	2540	0.6%	1.37
43	Occupations in front-line public protection services	7555	1.7%	1.31
44	Care providers and educational, legal and public protection support occupations			
5	**Occupations in art, culture, recreation and sport**	**11275**	**2.6%**	**1.33**
51	Professional occupations in art and culture	3235	0.7%	1.37
52	Technical occupations in art, culture, recreation and sport	8035	1.8%	1.31
6	**Sales and service occupations**	**105110**	**24.1%**	**1.13**
62	Retail sales supervisors and specialized sales occupations	14910	3.4%	1.17
63	Service supervisors and specialized service occupations	12490	2.9%	1.18
64	Sales representatives and salespersons - wholesale and retail trade	27980	6.4%	1.09
65	Service representatives and other customer and personal services occupations	19110	4.4%	1.23
66	Sales support occupations	13785	3.2%	1.02
67	Service support and other service occupations, n.e.c.	16835	3.9%	1.12
7	**Trades, transport and equipment operators and related occupations**	**40905**	**9.4%**	**1.37**
72	Industrial, electrical and construction trades	13085	3.0%	1.68
73	Maintenance and equipment operation trades	10315	2.4%	1.17
74	Other installers, repairers and servicers and material handlers	6805	1.6%	0.83
75	Transport and heavy equipment operation and related maintenance occupations	8430	1.9%	1.49
76	Trades helpers, construction labourers and related occupations	2270	0.5%	1.69
8	**Natural resources, agriculture and related production occupations**	**3825**	**0.9%**	**1.45**
82	Supervisors and technical occupations in natural resources, agriculture and related production	730	0.2%	1.45
84	Workers in natural resources, agriculture and related production	940	0.2%	1.01
86	Harvesting, landscaping and natural resources labourers	2155	0.5%	1.65
9	**Occupations in manufacturing and utilities**	**29550**	**6.8%**	**0.72**
92	Processing, manufacturing and utilities supervisors and central control operators	2950	0.7%	0.93
94	Processing and manufacturing machine operators and related production workers	9245	2.1%	0.72
95	Assemblers in manufacturing	11655	2.7%	0.68
96	Labourers in processing, manufacturing and utilities	5700	1.3%	0.71

Source: Statistics Canada, National Household Survey, 2011

Employment Income by Occupation

Comparisons of employment income are best made by removing part-time workers from the equation, so that one only compares wages based on employment that is full-time and full-year.

Table 3 provides the average employment income of York Region residents in 2010 by major occupation categories and compares the figures to the Ontario averages (in this instance, the geography is limited to York Region, not York Region plus Bradford West Gwillimbury). In addition, for each occupational category, the employment income for York Region is expressed as a percentage of the Ontario average (110% means that the York figure is 10% higher than the Ontario average), and York Region's rank among the 49 census divisions in Ontario is provided.

Considering all employees working full-time, full-year, York Region residents earned an average of $67,826 in 2010, a figure that was 110% of the Ontario average, putting the region in 3rd place in terms of highest employment incomes in Ontario, after Halton and Ottawa, and just a few dollars ahead of Toronto.

Average Employment Income, full-time/full-year Employees
York and Ontario residents, 2010

TABLE 3	AVG EMP INCOME		% of	RANK in
	ONTARIO	YORK	ONT	ONT
ALL OCCUPATIONS	**$ 61,496**	**$ 67,826**	**110%**	**3rd**
Management occupations	$ 87,806	$ 98,395	112%	3rd
Business, finance and administration occupations	$ 57,499	$ 62,098	108%	3rd
Natural and applied sciences and related occupations	$ 75,215	$ 78,149	104%	6th
Health occupations	$ 69,844	$ 78,394	112%	4th
Education, law, social, community, government services	$ 70,506	$ 69,405	98%	7th
Occupations in art, culture, recreation and sport	$ 47,466	$ 45,001	95%	16th
Sales and service occupations	$ 40,730	$ 47,344	116%	3rd
Trades, transport and equipment operators and related	$ 50,471	$ 53,477	106%	15th
Natural resources, agriculture and related production	$ 40,510	$ 42,806	106%	13th
Occupations in manufacturing and utilities	$ 48,810	$ 45,630	94%	36th

Source: Statistics Canada, National Household Survey, 2011

When these figures are examined by the major occupational categories, there is considerable variation: the greatest divergence from the Ontario average occurs among sales and service occupations, where the average employment income in York is 116% that of Ontario. Management occupations and health occupations also score considerably higher (although among health occupations, this variance appears almost entirely driven by the salaries of specialist physicians living in York, whose average employment incomes are more than twice that of the Ontario averages).

York Region ranks much lower on the occupation salary tables for the following occupations:

- For the trades, transport and equipment operators and related occupations, the larger employment incomes are found among many northern Ontario communities, where resource extraction industries pay higher wages for these functions

- Similarly, among natural resources, agriculture and related production occupations. York's figures are primarily based on agriculture occupations, while the northern communities higher figures are related to mining and forestry
- Finally, the occupations in manufacturing and utilities score especially poorly; areas where most of the employment is centered on auto manufacturing and/or electrical power generation score higher; areas with a highly diversified manufacturing base appear to score lower in the GTA area

Major Field of Study and Employment Rates

This section examines the major field of study of the local workforce and their labour market outcomes. To provide a context, Table 4 shows the distribution of Ontario adults by the proportion who did not earn a post-secondary degree, as well as, among those who did earn a post-secondary degree, the distribution by field of study by five different age categories. The figures for all of the fields of study add up to 100%, representing everyone who has a post-secondary degree.

One clear trend has been the falling proportion, by each ten-year cohort, of those who do not have a post-secondary degree. Thus, while over half (52%) of 65-74 year olds have no post-secondary education, less than a third (30%) of 25-34 year olds have none.

Among those who do earn a degree, there is a general consistency in the proportion choosing any given field. There is a slight increase in those choosing: social and behavioural sciences and law; business and public administration; and mathematics, computer and information sciences. There is a slight drop in those choosing: education; architecture, engineering and related technologies; and health and related fields.

Distribution of Ontario Adults by Field of Study, 2011

TABLE 4 FIELD OF STUDY	AGE					
	ALL	25-34	35-44	45-54	55-64	65-74
No post-secondary education	45%	30%	30%	38%	43%	52%
Education	7%	6%	6%	5%	9%	11%
Visual/perform arts, communications	4%	5%	4%	3%	3%	3%
Humanities	6%	6%	6%	5%	6%	7%
Social/behavioural sciences and law	12%	15%	13%	11%	10%	8%
Business and public administration	21%	22%	23%	23%	20%	19%
Physical and life sciences	4%	4%	4%	4%	4%	4%
Mathematics, computer, information	5%	6%	6%	5%	4%	2%
Architecture, engineering	20%	15%	18%	23%	22%	25%
Agriculture, natural resources	2%	2%	2%	2%	2%	2%
Health and related fields	14%	13%	13%	13%	15%	15%
Personal, protective, transportation	5%	6%	5%	5%	4%	5%

Source: Statistics Canada, National Household Survey, 2011

To make assessments relating to residents with post-secondary degrees from different fields of study, we compare employment rates. Employment rates measure the proportion of residents who are actually working. Those who are not included in this figure are those who are not participating in the labour force (either are going to school or in a training program, have retired, are unable to work or have given up looking for work) or are in the labour force but are unable to find work (unemployed).

A Snapshot of the Workforce

Table 5 lists the percentage of Ontario and residents of the WPBYR+BWG area by detailed field of study categories. Only those categories which have at least 0.1% of the population have been listed. The column headed by "%" shows the percentage of all residents in that area with a post-secondary degree who have graduated in that field of study. In addition, the employment rates for graduates of each of these fields of study are provided, under the column "Emp rate".

Distribution of Residents aged 15 years and Older by Field of Study - WPBYR+BWG and Ontario, 2011

TABLE 5	ONTARIO		WPBYR+WPB	
	%	EMP RATE	%	EMP RATE
ALL RESIDENTS	**100.0%**	**60.1%**	**100.0%**	**63.6%**
NO POST-SECONDARY DEGREE	**45.4%**	**46.7%**	**41.7%**	**47.3%**
Aboriginal and foreign languages, literatures & linguistics	0.5%	62.8%	0.6%	62.8%
Agriculture, agriculture operations and related sciences	1.2%	73.6%	0.7%	75.3%
Architecture and related services	0.8%	77.6%	1.0%	80.2%
Area, ethnic, cultural, gender, and group studies	0.1%	72.3%	0.1%	65.0%
Biological and biomedical sciences	1.5%	71.8%	1.5%	69.8%
Biological and physical sciences	1.1%	70.8%	1.7%	70.7%
Business, management, marketing and related	19.7%	72.7%	24.8%	76.7%
Communication, journalism and related programs	1.2%	79.1%	1.0%	77.2%
Communications technologies/technicians and support	0.6%	71.9%	0.5%	73.4%
Computer and information sciences and support services	3.6%	79.6%	5.2%	85.0%
Construction trades	3.1%	67.4%	2.3%	75.2%
Dental, medical and veterinary residency programs	0.2%	72.1%	0.2%	72.7%
Education	6.8%	64.5%	6.7%	70.5%
Engineering	5.7%	74.9%	8.9%	78.9%
Engineering technologies and engineering-related fields	4.1%	71.4%	3.4%	76.3%
English language and literature/letters	1.3%	66.5%	1.2%	69.8%
Family and consumer sciences/human sciences	2.2%	69.8%	1.8%	72.4%
French language and literature/letters	0.2%	64.5%	0.2%	72.8%
Gerontology	0.1%	70.6%	0.0%	73.5%
Health professions and related programs	12.6%	68.7%	9.6%	71.8%
History	0.8%	68.1%	0.6%	69.8%
Legal professions and studies	2.1%	77.6%	2.2%	77.2%
Liberal arts and sciences, general studies and humanities	2.3%	67.6%	2.8%	70.9%
Library science	0.3%	63.6%	0.2%	68.8%
Mathematics and computer science	0.1%	84.7%	0.1%	83.0%
Mathematics and statistics	0.7%	71.5%	1.1%	75.0%
Mechanic and repair technologies/technicians	4.1%	68.9%	3.0%	77.2%
Military technologies and applied sciences	0.1%	49.0%	0.0%	50.0%
Natural resources and conservation	0.6%	76.7%	0.4%	78.5%
Parks, recreation, leisure and fitness studies	1.1%	78.2%	1.0%	77.1%
Personal and culinary services	2.9%	67.0%	2.5%	71.2%
Philosophy and religious studies	0.4%	65.4%	0.2%	69.0%
Physical sciences	1.2%	68.4%	1.3%	71.6%
Precision production	2.2%	64.7%	1.3%	67.9%
Psychology	1.7%	72.7%	1.7%	73.8%
Public administration and social service professions	1.6%	76.3%	1.1%	75.8%
Science technologies/technicians	0.2%	66.8%	0.2%	63.9%
Security and protective services	1.6%	79.2%	0.9%	83.2%
Social sciences	4.4%	74.5%	4.8%	78.5%
Theology and religious vocations	0.5%	68.3%	0.4%	74.9%
Transportation and materials moving	0.9%	69.5%	0.5%	72.2%
Visual and performing arts	3.3%	72.4%	3.2%	73.3%

Source: Statistics Canada, National Household Survey, 2011

A Snapshot of the Workforce

The two WPBYR+BWG area columns are colour-coded, as follows: Under the "%" column, the green-coloured cells indicate fields of study that are somewhat more prominent in York Region than in Ontario, and the red-coloured cells signify that the field of study is slightly less prominent in the WPBYR+BWG area.

Under the "Emp rate" column, the colour-coding indicates higher or lower employment rates in relation to the provincial average. Overall, the WPBYR+BWG area has a higher employment rate than Ontario (63.5% versus 60.1%). Thus, in every instance, one would expect the WPBYR+BWG area employment rate for any given field of study to be somewhat higher. What have been highlighted are those fields of study where the employment rate is either somewhat higher or lower than the provincial figure, even after the adjustment for the different employment rates.

The most noteworthy finding is that when it comes to the distribution of post-secondary graduates by their field of study, the profile for the WPBYR+BWG area is very similar to that for Ontario as a whole. There are no large variations. The fields where the WPBYR+BWG area has comparably more graduates are in:

- Business, management, marketing and related support services (24.8% versus Ontario's 19.7%)
- Computer and information sciences and support services (5.2% versus 3.6%)
- Engineering (8.9% versus 5.7%)

On the other hand, a few disciplines where WPBYR+BWG falls below the provincial average are:

- Health professions and related programs (9.6% versus 12.6%)
- Engineering technologies and engineering-related fields (3.4% versus 4.1%)
- Mechanic and repair technologies/technicians (3.0% versus 4.1%)

Among those fields of study where at least 1% of the post-secondary graduate population has a degree, the field with the lowest employment rate in York Region is precision production (this includes furniture manufacturing, woodworking and CNC precision metal workers), followed by English language and literature/letters.

The fields with the highest employment rates were:

- Computer and information sciences and support services (85.0%)
- Architecture and related services (80.2%)
- Engineering (78.9%)

The province's labour force is one of the most highly educated in the world, yet there is a gap between the knowledge and skill demanded by employers and those that the current education and training system provides.
Source: (statistics Canada, 2012) Moving Forward Together – OCC & ESO 2014

There are multiple skills mismatches including:

- Supply-demand mismatches
- Geographical mismatches
- Under-employment (over-skilled) mismatches
- Under-skilled/over employment mismatches

Source: The Great Canadian Skills Mismatch: People Without Jobs, Jobs Without People and More, March 2014

A Snapshot of the Workforce

Immigrants Working in York Region and Bradford, West Gwillimbury

Education and Occupational Profile of Immigrants

Immigrants account for a significant portion of the WPBYR+BWG labour market. It is broadly known that more recent waves of immigrants to Canada have higher levels of education than both previous immigrants and Canadian-born. Table 6 profiles the educational attainment of all WPBYR+BWG residents aged 15 years and older by three categories:

- Canadian-born
- All immigrants
- Newcomers who arrived between 2006 and 2011

The figures for WPBYR+BWG follow the general pattern noted earlier, in particular, considerably higher proportions of immigrants and newcomers with a university degree. When it comes to higher level university degrees, recent newcomers living in WPBYR+BWG are four times as likely as Canadian-born to have an earned Doctorate, and even among all immigrants, the rate is three times as likely.

Labour market outcomes by education; despite their higher levels of education, it is also well-known that the more recent immigrants with higher levels of educational attainment actually have poorer labour market outcomes. Table 7 compares labour market outcomes of Canadian-born, immigrants and newcomers by select levels of educational attainment. These outcomes are defined as follows:

- The Participation Rate refers to the proportion of the population that is either employed or actively looking for work (that is, in the labour force)
- The Employment Rate refers to the proportion of the population that is actually employed
- The Unemployment Rate refers to the proportion of the labour force that is unemployed

Percentage Distribution of all Residents aged 15 years and older by Educational Attainment, Canadian-born, All immigrants and Recent Newcomers, WPBYR+BWG, 2011

TABLE 6	Canadian Born	All Immigrants	Newcomers 2006-11
No certificate, diploma or degree	15.6%	17.9%	17.4%
High school diploma or equivalency certificate	28.2%	21.9%	20.8%
Apprenticeship or trades certificate or diploma	5.4%	6.1%	3.9%
College, CEGEP or other non-university diploma	20.1%	14.7%	11.1%
University certificate, diploma or degree	30.7%	39.5%	46.8%
Bachelor's degree	18.2%	19.9%	21.8%
Degree in medicine, dentistry or optometry	0.5%	0.9%	1.4%
Master's degree	4.0%	6.7%	9.4%
Earned doctorate degree	0.3%	0.9%	1.3%

Source: Statistics Canada, National Household Survey, 2011

Labour Market Outcomes of all Residents aged 15 years and older by Select Educational Attainment, Canadian-born, All Immigrants and Recent Newcomers, WPBYR+BWG, 2011

TABLE 7	Participation Rate	Employment Rate	Unemployment Rate
BACHELOR DEGREE			
Canadian-born	83.9%	79.3%	5.4%
All immigrants	80.9%	75.9%	6.2%
Newcomers (2006-2011)	70.2%	62.2%	11.3%
MASTER'S DEGREE			
Canadian-born	83.6%	80.1%	4.1%
All immigrants	83.1%	79.0%	4.9%
Newcomers (2006-2011)	73.7%	64.5%	12.5%
EARNED DOCTORATE			
Canadian-born	87.1%	85.2%	2.7%
All immigrants	77.0%	73.0%	5.2%
Newcomers (2006-2011)	67.6%	57.8%	14.5%

Source: Statistics Canada, National Household Survey, 2011

A Snapshot of the Workforce

Recent newcomers have the poorest labour market outcomes, in large part because many of them are still settling in and finding their way in the labour market. Their participation rate is considerably lower than that for Canadian-born or all immigrants, as is their unemployment rate.

Overall, in most instances, immigrants have slightly poorer labour market outcomes compared to Canadian-born: lower participation rates, lower employment rates, and higher unemployment rates. The one curious exception is in the case of holders of Master's degrees: here, the outcomes of immigrants much more closely match those of Canadian-born. Compared to Canadian-born with similar degrees, immigrants with earned Doctorates do much worse than those with a Bachelor's degree – for example, those with an earned Doctorate have almost twice the unemployment rate of Canadian-born (5.2% versus 2.7%), while those with a Bachelor's degree have an unemployment rate around 15% higher than Canadian-born.

Immigrants have a slightly different distribution by occupation compared to Canadian-born. The accessible data does not divide the information by period of immigrant, but a rough surrogate is the age of the worker. While this is not a precise measurement, it will capture some of the differences evident in different waves of immigration.

Table 8 lists the broad occupational distribution of immigrants and Canadian-born residents in WPBYR+BWG and participating in the labour force and compares two age groups, those 25-44 years old and those 45 years and older.

Occupational Distribution of Labour Force by Select Age Groups and by Canadian-born and Immigrants, WPBYR+BWG, 2011

TABLE 8	Canadian Born		Immigrants	
	25-44 Years	45+ Years	25-44 Years	45+ Years
Management occupations	16%	19%	13%	15%
Business, finance and administration occupations	20%	23%	21%	19%
Natural and applied sciences and related occupations	9%	7%	17%	11%
Health occupations	5%	5%	6%	5%
Education, law, social, community, government services	17%	13%	9%	8%
Occupations in art, culture, recreation and sport	3%	2%	2%	2%
Sales and service occupations	16%	17%	18%	20%
Trades, transport and equipment operators and related	12%	11%	9%	12%
Natural resources, agriculture and related production	1%	1%	0%	1%
Occupations in manufacturing and utilities	2%	2%	5%	7%

Source: Statistics Canada, National Household Survey, 2011

There are a number of noteworthy comparisons. The most prominent is the significantly higher proportion of immigrants working in natural and applied sciences occupations compared to Canadian-born, and the much higher proportion of immigrants who are 25-44 years old in those occupations. On the other hand, Canadian-born residents of WPBYR+BWG are more likely to work in occupations in education, law and social, community and government services, especially among 25-44 year olds. Immigrants appear slightly more likely to work in sales and service occupations, while Canadian-born have a higher proportion of management occupations. Immigrants are more likely to work in manufacturing occupations, but that propensity declines with a younger generation. Older Canadian-born and immigrants were about equally likely to work in trades, transport and equipment operator occupations, but that tendency declines for immigrants who are younger.

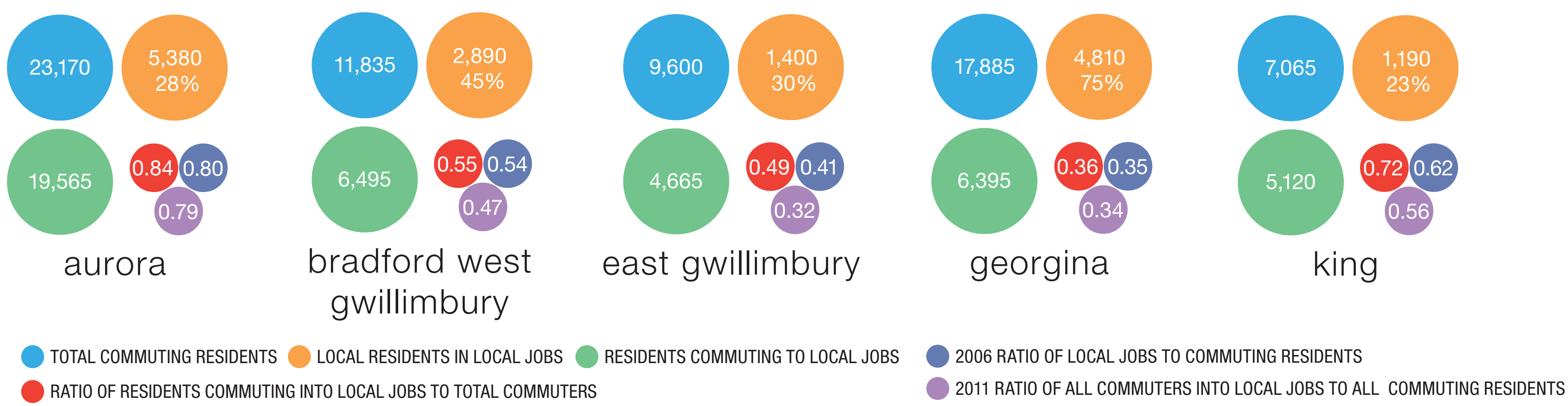
Where Residents Live and Work

Commuting is represented by two types of data: Residents of a given area commuting anywhere to jobs and residents from anywhere commuting to jobs in a given area. This data excludes two categories of employed residents: those who work from home and those with who work has no fixed place.

Vaughan and Markham have the largest number of commuters. In Vaughan, 120,590 residents commute to work and 135,095 workers commute from outside of Vaughan to jobs in Vaughan. Overall, 41,890 Vaughan residents commute to jobs located in Vaughan. With the ratio of Vaughan jobs to the total number of Vaughan commuters at 1.12, all jobs within Vaughan could employ every Vaughan commuting resident, plus an additional 12%. In 2001 and 2006, the ratios sat at 1.30 and 1.25, respectively. In total, 31% of Vaughan jobs are filled by Vaughan residents.

Three municipalities within York have enough jobs (or almost enough) to employ all of York's commuting residents: Vaughan, Newmarket and Markham (only a few other municipalities in the Greater Toronto Area have ratios at 1.0 or higher – Mississauga, Toronto and Burlington). The ratio of local jobs to commuting residents fell in the two municipalities with the most jobs. In Vaughan, the number of jobs increased and in Markham the number of jobs remained the same; it is the number of residents and the number of commuting residents that have increased.

The percentage of local residents in each municipality who commute to work in their home municipality is rather low; in eight of the ten municipalities less than 37%. The average for all municipalities in Peel-Halton, Toronto, Durham and York is 43%, suggesting that many of these municipalities are bedroom communities and/or employment hubs. Fewer commuters are driving from Toronto and more are coming from their local municipality, suggesting that a number of people moving to these localities first found jobs there, and then changed their place of residence.



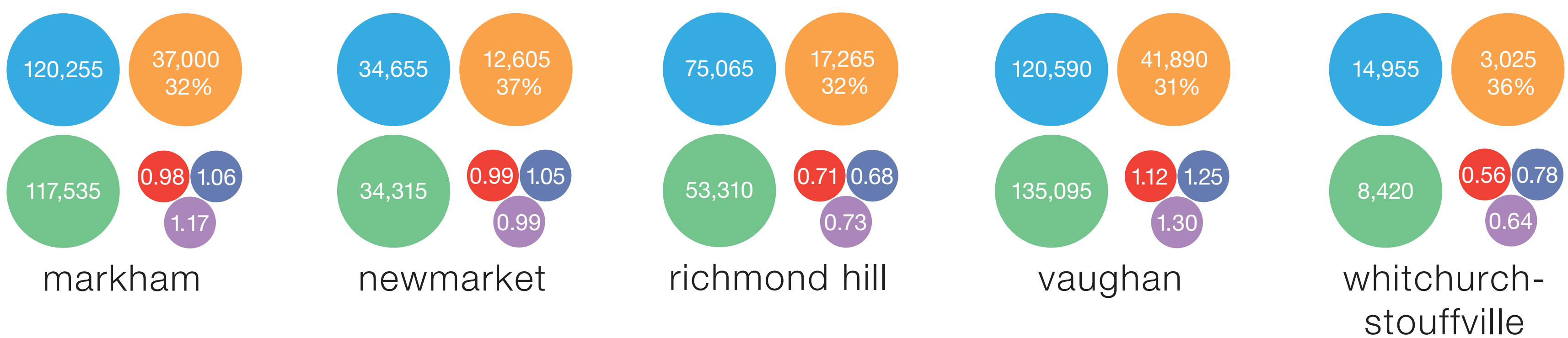
Source: Statistics Canada, National Household Survey, 2011

Where Residents Live and Work

The commuting patterns for the majority of the municipalities has remained the same since 2006. Even though Vaughan and Markham have a lot of local jobs, equal to and more than the number of commuting residents, the largest commuting destination for these two municipalities is Toronto. Richmond Hill, Whitchurch-Stouffville, Aurora and King have more commuters traveling to jobs in Toronto than to jobs in their own municipality. Compared to 2006, for both Vaughan and Markham, the distribution of where local residents are commuting to has not changed; however, the proportion of where commuters are coming from to jobs in those municipalities has changed.

It suggests that people first found jobs in these localities and then moved to be closer to work. Whitchurch-Stouffville has seen a significant increase in the number and percentage of community residents traveling to Toronto (in 2006 there were 2,690 and in 2011 there were 5,210).

In King and East Gwillimbury, one sees slightly more local jobs compared to 2006. These are being filled by local residents. Bradford West Gwillimbury offers an unusual pattern: commuters from Bradford West Gwillimbury largely travel to jobs in Bradford West Gwillimbury and to destinations west and south, while commuters to Bradford West Gwillimbury come from that same municipality and locations north, such as Innisfil and Barrie.



Support for Residents in Their Job Search

Services for Employers

- Find pre-screened candidates
- Benefit from training and apprenticeship programs
- Learn about hiring incentives

Services for Job Seekers

- One-on-one assistance with your job search
- Start your own business
- Get retraining for a new career

Background to the Data

This data which has been provided by the Ontario Ministry of Training, Colleges and Universities to the various Local Boards has been was specially compiled and contains program statistics related to Apprenticeship, Employment Service, Literacy and Basic Skills for the 2013-14 fiscal year.

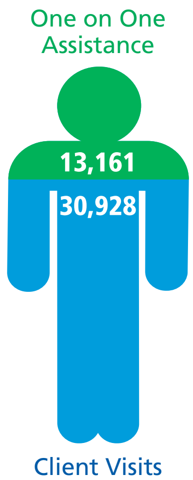
The data released offers broad, demographic descriptions of the clients of these services and some information about outcomes. Data at the Local Board level covers the geography of York Region and Bradford West Gwillimbury.

Employment Ontario Service Providers Delivery Network is represented in York Region and Bradford, West Gwillimbury by the following agencies.

EMPLOYMENT ONTARIO

Support for Residents in Their Job Search

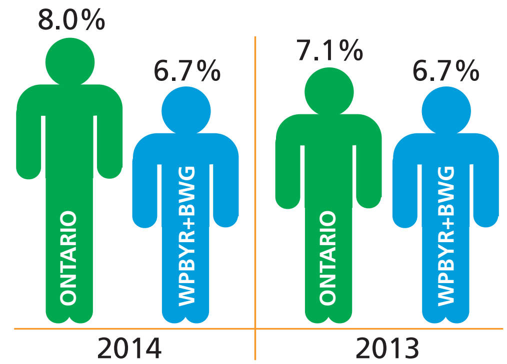
Employment Services Clients



A total of 44,089 residents were serviced by Employment Ontario Service Provider Offices in 2013-14. 30,928 clients visited Employment Ontario Service Provider Offices for resources and information regarding their search for employment and 13,161 received one on one assistance regarding their search for employment.

The share of assisted 2014 ES clients served in the WPBYR+BWG area is lower than Ontario's share of ES assisted clients (6.7% versus 8.0%) and is slightly lower than their share of assisted ES clients in 2013 (6.7% versus 7.1%).

Share of Assisted ES Clients



Clients by Age Group

Chart 1 compares the proportions of ES clients by age range to the proportion of unemployed for Ontario.

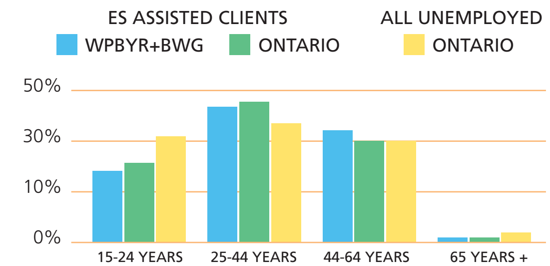
Ontario adults aged 25-44 years are over-represented among ES assisted clients. The 45-64 years and 65 years and over adult categories are almost equally represented among ES assisted clients as among the total Ontario unemployed population.

Youth are under-represented among ES assisted clients in the WPBYR+BWG area (Chart 1) compared to their share of the Ontario unemployed assisted population (19% compared to 23%). The Youth Employment Fund that has been established to support the employment of youth in the local labour market.

There are many personal costs to youth unemployment. Lack of self-esteem, lack of dignity, a feeling of hopelessness, but there are economic costs as well. Studies estimate that the cumulative lifetime burden to society for youth who aren't in school or the labour market is $1 million per youth.[2]

Chart 1

Distribution by Age of ES Assisted Clients and Unemployed



Source: Employment Ontario 2013-14. Unemployed are 2013 Labour Force Survey data.

Youth unemployment in the Toronto GTA and Hamilton area is over 20% or approximately 83,000 young people. Tens of thousands of young people are at risk of significant social and economic consequences to our region. When a population of people are excluded from job opportunities, companies are deprived of a deep labour pool, leading to costly skills shortages.[3]

[2]Source: Civic Action Escalator: Jobs for Youth Facing Barriers, 2014
[3]IBID

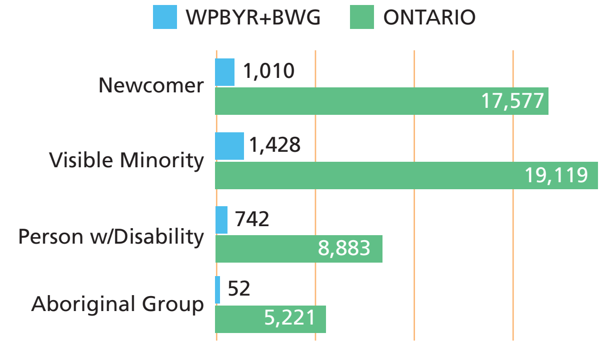
Support for Residents in Their Job Search

Designated Groups

The ES client data collects information on designated groups, namely: newcomers, visible minorities, persons with disabilities, and members of Aboriginal groups. This information is self-reported. Chart 2 provides the data for the WPBYR+BWG and Ontario levels. There is no way of knowing how many clients declined to self-identify.

Chart 2

Distribution of Designated Groups among ES Assisted Clients 2103-2014



Source: EO Local Board Report Fiscal Year - 2013-14 WPBYR-BWG

The most obvious data discrepancy is with respect to the Visible Minority category. There is such a huge difference between the client numbers and the unemployed population at the WPBYR+BWG level (Table 9) that one has to attribute it to lack of accurate reporting (in this case, self-reporting).

The newcomer data is less clear. The unemployment data indicates that newcomer unemployment is higher in the Toronto CMA than it is across the province as a whole. Looking at the ES assisted clients numbers for the Central Region and the province, it would appear that newcomers make up a slightly higher proportion of ES assisted clients. However, for the WPBYR-BWG area, that is not the case: the newcomer unemployment figures are much the same as for Central Region as a whole, yet the newcomer ES client share is half that of the Region (7.7% versus 14.1%). The same situation was reflected in the 2013 numbers. This means either of three conclusions:

1) Newcomers are less likely to use ES services in the WPBYR+BWG area, or
2) Newcomers are under-reported in the ES assisted client data, or
3) The degree of Welcome Centre[4] clients identified is suspect.

Comparison of Share of Designated Groups

TABLE 9	ES Assisted Clients			Unemployed in 2011		
	WPBYR +BWG	Central Region	Ontario	WPBYR +BWG	Central Region	Ontario
Newcomer	7.7%	14.1%	8.9%	11.2%	10.2%	6.7%
Visible Minority	10.9%	15.4%	9.7%	53.9%	49.4%	31.5%
Aboriginal Group	0.4%	1.2%	2.7%	0.9%	1.2%	3.4%

Source: Unemployed data for newcomers and visible minorities is from National Household Survey Cat. No. 99-012-X2011038, and for Aboriginal peoples from National Household Survey Cat. No. 99-012-X2011039. Central Region data represents Oshawa, Toronto, Barrie, Collingwood, Orillia and Midland CMAs. Board data represents Toronto CMA figures.

The same conclusion holds for the Aboriginal group figure: the Central Region and provincial ES assisted numbers are relatively close to the Aboriginal share of the unemployed, but that is not the case for the WPBYR+BWG area client numbers, where once again the ES client numbers are approximately half the unemployed figures (0.4% versus 0.9%).

[4]Welcome Centre Immigrant Services provide a one-stop service under one roof designed to guide and support immigrants through the maze of information and resources relating to settlement, language and employment.

Support for Residents in Their Job Search

Educational Attainment Levels of Job Seekers

Over the last few years, there has been a consistent trend in terms of the profile of the unemployed by educational attainment: the proportion of those with no high school diploma has been declining, while the proportion of those with a university degree has been increasing.

As one can see from Chart 3, the share of the unemployed among those with a high school diploma or a trades certificate or college diploma has more or less stayed steady. The shift in the proportions is largely between those with no high school diploma and those with a university degree. The growth in the number of unemployed university grads has been a steady upward trend, while in the other categories, there was a sharp spike during the recession, followed by a gradual reduction in those numbers.

Turning to the EO assisted client profile, Chart 4 provides the breakdown by educational attainment of clients served.

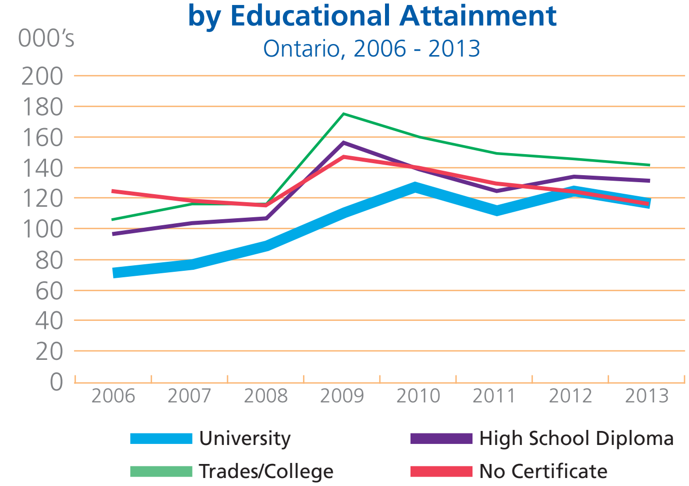
Comparing the Ontario figures first, one sees that there is a broad alignment between the educational attainment levels of EO assisted clients and those of the unemployed in Ontario, except that fewer unemployed with less than a Grade 12 education use EO services, while a greater proportion of those with a high school diploma or some post-secondary education use these services.

Looking at the WPBYR+BWG EO assisted client numbers, the significant difference is the much higher proportion of individuals with a university degree using the services at the WPBYR+BWG level compared to the provincial numbers, which reflects the much larger proportion of individuals with a university degree living in the WPBYR+BWG area.

Chart 3

Number of Unemployed by Educational Attainment

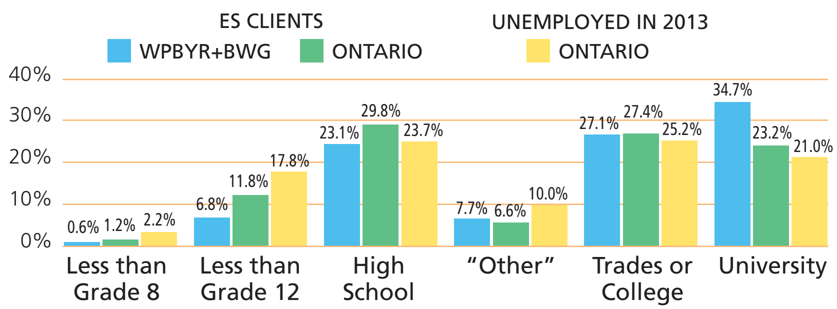
Ontario, 2006 - 2013



Source: EO Local Board Report Fiscal Year - 2013-14 WPBYR-BWG

Chart 4

Comparison of Educational Attainment Levels among 2013-14 ES Assisted Clients for Board area and Ontario



"Other" includes some college, some university or some apprenticeship.

Source: EO Local Board Report Fiscal Year - 2013-14 WPBYR-BWG

Support for Residents in Their Job Search

Length of Time Out of Employment/Training

The major difference between the length of unemployment among EO assisted clients and the unemployed population is the much larger proportion of EO clients who have been unemployed for over a year roughly three times the proportion (Chart 5).

EO assisted client figures between 2013-14 and 2012-13 shows minimal change.

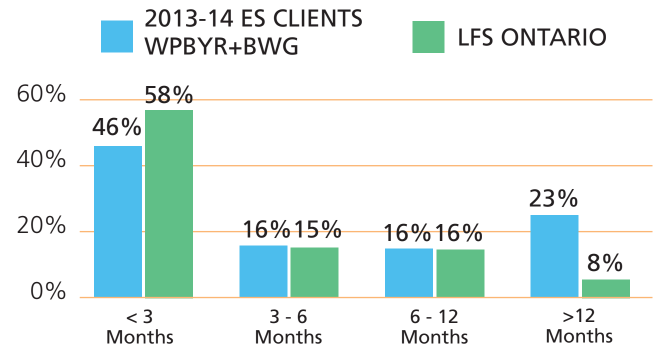
The Labour Force Survey (LFS) data shows the circumstances for everyone who is unemployed. 58% of people in Ontario who were unemployed 3 months or less. Only 8% were unemployed for more than 12 months.

But the profile of how long ES assisted clients have been unemployed is different: for the WPBYR+BWG area, 46% have been unemployed for less than 3 months, and 23% have been unemployed for more than 12 months.

The likely reasons for the difference are people are maxing out their income assistance before they really look hard for work and/or they are more likely to go to an employment services agency after they have tried finding work on their own and are unsuccessful, and now they realize they need help.

Chart 5

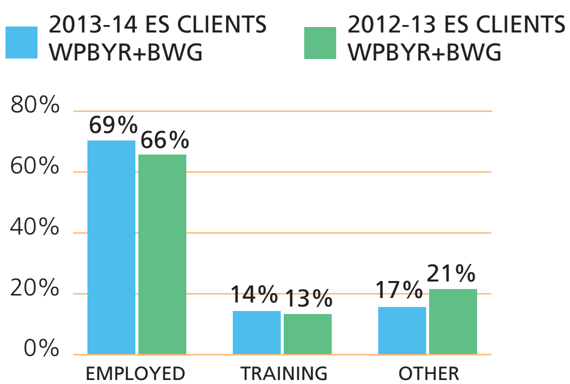
Percentage Distribution by Length of Time out of Employment for 2013-14 ES Assisted Clients Board and Ontario, and Unemployed Individuals



Source: EO Local Board Report Fiscal Year - 2013-14 WPBYR-BWG

Chart 6

Percentage figures for ES Assisted Client Outcomes at Exit WPBYR+BWG
2013-14 vs 2012-13



Source: EO Local Board Report Fiscal Year - 2013-14 WPBYR-BWG

Employment Outcomes

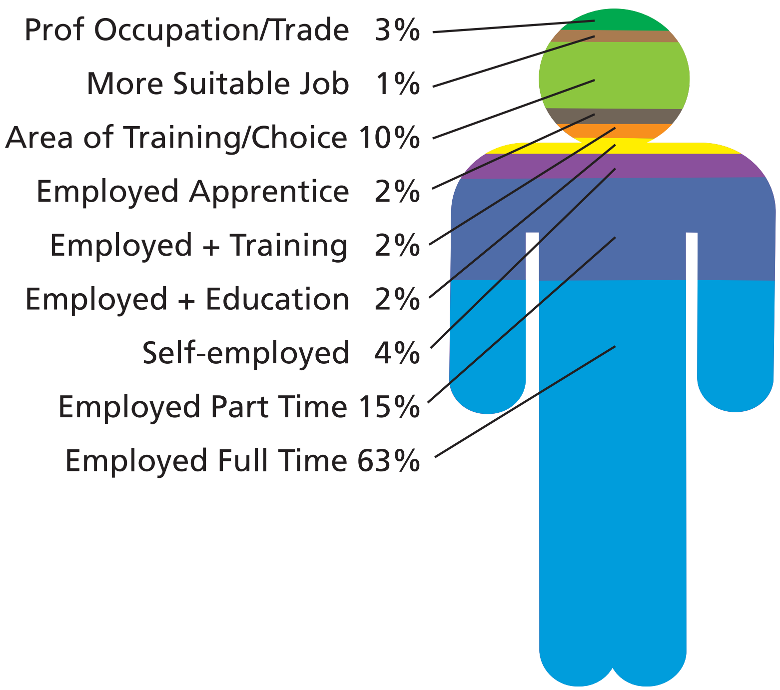
There has been a slight shift in the 'Outcomes at Exit' data since last year (Chart 6). Overall, the proportion of employed outcomes among all outcomes has increased somewhat at the WPBYR+BWG level, with a corresponding decrease among the "Other" outcomes category (includes independent, unable to work, unemployed and volunteer). This demonstrates a positive improvement in employment services that are being delivered in the York Region and Bradford, West Gwillimbury area.

Support for Residents in Their Job Search

Employment Outcomes are detailed by sub-category.

ES Assisted Client Employment Outcomes

2013-14 ES CLIENTS - WPBYR+BWG



Industry-layoff and Industry Employment Outcomes, Board and Ontario; Ontario Resident Employment and Unemployment Profile

TABLE 10	WPBYR+BWG		ONTARIO		
	EO Layoff Industry	EO Industry Outcome	EO Layoff Industry	EO Industry Outcome	Unemployed Residents
Construction	9%	0%	9%	9%	11.2%
Manufacturing	9%	0%	14%	13%	12.5%
Wholesale trade	3%	0%	3%	2%	3.5%
Retail trade	12%	15%	12%	14%	13.1%
Transportation and warehousing	1%	0%	4%	4%	4.5%
Information & cultural industries	4%	0%	2%	2%	2.4%
Finance and insurance	4%	8%	2%	3%	2.9%
Real estate and leasing	1%	0%	1%	1%	1.1%
Professional, scientific, technical	12%	8%	6%	5%	6.8%
Administrative support	14%	37%	11%	13%	9.6%
Educational services	4%	0%	4%	3%	7.4%
Health care and social assistance	8%	6%	7%	10%	5.4%
Arts, entertainment, recreation	1%	7%	2%	2%	4.2%
Accommodation & food services	9%	15%	12%	9%	9.9%
Other services	8%	6%	7%	6%	3.0%

Source: Employment Ontario 2013-14. Unemployed data is 2013 Labour Force Survey data.

The aggregated data for Table 10 does produce some anomalous results, but the data identifies:

- Shrinkage of jobs in manufacturing at the Board level
- Considerable reliance on: retail trade; professional, scientific and technical services; health care and social assistance; accommodation and food services; and other services
- Data for administrative support is suspect

41% of employers seek support from Employment Ontario Service Providers while 46 % are aware of employment services but do not utilize them

Talent Survey WPB 2014

Support for Residents in Their Job Search

Literacy and Basic Skills

The Employment Ontario client demographic data for Literacy and Basic Skills (LBS) provides details for the following characteristics.

The age profile of LBS clients in the WPBYR+BWG area matches what is found at the provincial levels (Table 11), with a high proportion of 25-44 year olds.

In the case of the WPBYR+BWG area, the major difference among LBS client Learner's Goal Path is a somewhat higher proportion of those focused on an Employment goal, in comparison to Ontario (Chart 7).

Given the increased frequency of change, we must recognize that basic literacy and employability skills have become essential for life-long learning and employment. Educational programs should have both a content portion and an essential skill component as part of the educational/training process.[5]

Employment Assisted Clients Utilizing Literacy and Basic Skills by Age, 2013-14

TABLE 11	Number of LBS Clients	% by Age	
	WPBYR+BWG	WPBYR+BWG	Ontario
15-24 year olds	239	29%	29%
25-44 year olds	350	43%	45%
45-64 year olds	202	25%	23%
65 years and older	31	4%	3%
TOTAL	**822**		
% of Ontario LBS clients	1.9%		
% of Ontario ES clients	6.7%		

Source: Employment Ontario 2013-14. Unemployed are 2013 Labour Force Survey data.

Skills Training

Current employee training in Ontario is heavily concentrated among large firms and within certain, often regulated industries. In fact, there is little substantive training being performed by small and medium enterprises (SME's).

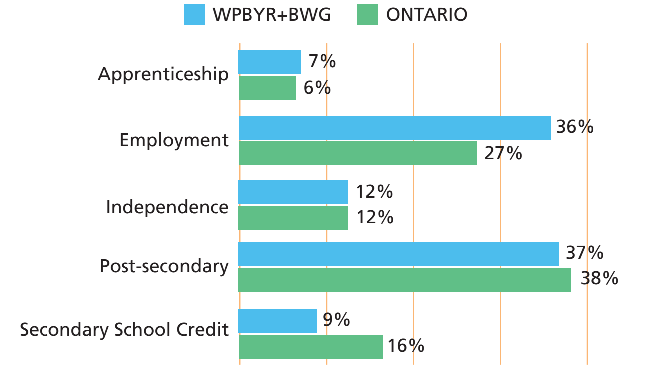
Employers identify that they are not training due to:

- Cost of training
- Risk of turnover and poaching
- Lack of human resource capacity

Some employers choose to train because they understand that employee training is part of a larger retention and business strategy. Employers with highly technical and specialized hiring needs, which are not being met by the current labour supply look for essential skills in a candidate and then they train them.

Chart 7

Literacy and Basic Skills Clients: Percentage by Learner's Goal Path, 2013-14



Source: Employment Ontario 2013-14. Unemployed data is 2013 Labour Force Survey data.

Ontario employers are interested and willing to participate in revamped training programs. It is important that government design training and employment programs that promotes employer engagement. These programs should be easy to access for business and offer flexible training options to the workers who need it.[6]

The introduction of employer driven training and employment programs, like Canada Job Grant represents a significant shift in Ontario's training system. Apart from the provincial apprenticeship system, the majority of employers traditionally have not played a significant role within this system.[7]

[5]Source: the Great Canadian Skills Mismatch: People Without Jobs, Jobs Without People and More, March 2014
[6] Source: Moving Forward Together, OCC & ESO 2014
[7]IBID

Support for Residents in Their Job Search

Canada-Ontario Job Fund Agreement

The Canada-Ontario Job Grant will help Canadians get the training they need for available jobs and put skills training decisions in the hands of employers. It will provide funding to eligible employers for approved "COJG" training costs, such as tuition and training materials, up to $10,000 in government contributions. Employers will be required to contribute one-third of the total cost of training.

Once fully implemented, the Government of Canada will provide over $115 million annually to the province of Ontario for the Canada-Ontario Job Grant. The Canada-Ontario Job Grant will be delivered by the Province of Ontario.

The Canada-Ontario Job Grant will be for short-duration training provided by an eligible third-party trainer, such as community colleges, career colleges, trade union centres and private trainers. Training can be provided in a classroom, on site or a workplace or online.

The Canada-Ontario Job Grant will be flexible enough to meet the needs of businesses of all sizes, in all industries and regions. Small businesses will benefit from flexible arrangements, such as the potential to count wages as part of the employer contribution. This will help ensure that all businesses, regardless of size, can fully participate in the Canada-Ontario Job Grant.

The Canada-Ontario Job Grant will ensure that employers participate meaningfully as partners in the skills training system sharing in the associated costs. This will ensure that training is better aligned with job opportunities particularly in sectors facing skills mismatches and labour shortages

The Ontario Government is now accepting applications from employers by visiting the Ontario Ministry of Training, Colleges and Universities completing an application at: Canada-Ontario Job Grant - CLICK HERE

Between 1993 and 2013, the amount that Canada employers invested in training declined by 40%
Munro 2014

Employer's lack of knowledge of government funded training programs is a barrier to engagement in training.
Talent Survey WPB 2014

32% of surveyed employers have concerns about job readiness when hiring youth
Talent Survey WPB 2014

A Snapshot of the Employer

Number of Employers

Table 12 provides the number of employers present in York Region in June 2014, and breaks down the figures by industry and by employee size ranges. The highlighted cells identity the three industries with the largest number of firms for each employee size category column.

The broad generalizations that applied last year still hold:

- Number of small firms: Businesses are by far made up of small establishments. 60% of the firms in York have no employees[8] and an other 25% have 1-4 employees; this is a slightly higher proportion of small firms than is the pattern for Ontario as a whole
- Highest number of firms by industry: The second to last column provides the percentage distribution of all firms by industry. The professional, scientific and technical services industry makes up the largest sector, accounting for 18.7% of all employers in York, considerably larger than the provincial average of 15.1%. This category is made up of many self-employed professionals and consultants. The second largest category of employers is in construction, accounting for 13.3% of all employers, also higher than the provincial share of 11.2%; other services, which fell from fourth to fifth place last year, now has dropped to 6th, with finance and insurance moving up into 5th place
- Last year 8 industries changed their ranking compared to the previous year, this year only the two mentioned above did

York Number of Employers by Employee Size Range
June 2014

TABLE 12	Industry Sector 2 Digit NAICS	Number of Employees 0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL	%	RANK
54	Professional Scientific Tech	13416	7134	757	386	214	61	40	22008	19	**1**
23	Construction	10165	3327	916	612	367	123	80	15590	13	**2**
53	Real Estate	12571	1870	282	136	78	23	17	14977	13	**3**
44-45	Retail Trade	4244	2339	1163	710	419	173	132	9180	8	**4**
52	Finance and Insurance	5935	1140	234	153	200	29	30	7721	7	**5**
81	Other Services	3554	3113	604	244	108	12	12	7647	7	6
41	Wholesale Trade	3075	1910	715	514	377	122	86	6799	6	7
56	Administrative Support	3022	1275	422	288	164	51	54	5276	5	8
62	Health Care & Social Assist	1780	2258	740	396	156	52	44	5426	5	9
55	Management of Companies	4320	380	72	44	50	39	43	4948	4	10
31-33	Manufacturing	1909	1037	555	442	394	152	168	4657	4	11
48-49	Transportation/Warehousing	2917	1331	140	95	76	26	28	4613	4	12
72	Accommodation & Food	1057	884	732	492	372	153	55	3745	3	13
51	Information and Cultural	895	343	79	59	52	17	24	1469	1	14
61	Educational Services	700	292	124	99	71	23	9	1318	1	15
71	Arts, Entertainment & Rec	749	201	70	55	52	23	30	1180	1	16
11	Agriculture	461	177	62	28	22	8	5	763	1	17
21	Mining	45	20	8	7	1	1	1	83	0	18
22	Utilities	53	11	4	0	6	1	2	77	0	19
91	Public Administration	5	3	1	2	3	3	11	28	0	20
TOTAL		**70873**	**29045**	**7680**	**4762**	**3182**	**1092**	**871**	**117505**		
Percentage of all employers		60%	25%	7%	4%	3%	1%	1%	100%		
Cumulative percentage		60%	85%	92%	96%	98%	99%	100%			
ONTARIO percentage of all employers		57%	24%	8%	5%	4%	1%	1%			

Source: Statistics Canada, Canadian Business Patterns

[8]This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Patterns database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than $30,000 in a given year.

A Snapshot of the Employer

- Highest number of firms by size and industry:
  The five largest industries by each employee size category have also been highlighted. The table demonstrates how the large number of firms in the smaller size categories drives the total numbers (for example, in professional, scientific and technical services and in construction), as is also the case with many solo realtors, insurance agents and security brokers, as well as small operations in other services. The larger number of professional, scientific and technical services firms and their preponderance among very small firms is what accounts for the larger proportion of small firms overall in York. In the mid-size ranges, wholesale trade and retail trade firms come to the fore, with construction in first rounding out the three, displaced among medium-sized firms by manufacturing. Among large firms (100+ employees), manufacturing and retail trade have by far the biggest numbers, with wholesale trade and construction neck and neck for third and fourth positions

Change in the Number of Employers by Size of Firm

One indicator of local economic activity and employment trends is the number of employers, including the size of their firms, present in the local community. Table 13 provides the numbers of employers aggregated by several size categories for York Region:

"0" Zero employees (in most instances, self-employed employers, or no employees

- 1-19 Small firms
- 20-99 Medium-sized firms
- 100+ Large firms

There has been a healthy recovery since the 2008 recession. The positive rebound that was evident in June 2013 has become much more pronounced in June 2014. All categories of firms have at least 10 percent more establishments than was the case in December 2008, and for firms with 1-19 employees, the increase is 20 percent.

Number of Firms by Employee Size
December 2008 to June 2014

TABLE 13	0	1-19	20-99	100+
December 2008	61,853	34,432	3,820	774
June 2010	60,644	36,481	3,773	797
December 2010	62,260	37,071	3,876	791
June 2011	61,949	36,983	3,741	745
June 2012	61,296	37,215	3,926	824
June 2013	67,378	40,339	4,112	857
June 2014	70,873	41,487	4,274	871

Source: Canadian Business Patterns, June 2014

28% of Ontario Chamber of Commerce members are having trouble filing job vacancies, yet unemployment rates remain high at 7.5 percent for adults and 15.4 percent for youth
Source: Moving Forward Together – OCC & ESO 2014, MTCU 2014b

51% of surveyed employers identified that their company's utilization of temporary or contract workers has increased over the last three years
Talent Survey WPB 2014

A Snapshot of the Employer

Change in the Number of Firms by Industry, June 2013 to June 2014

Changes in the number of employers are experienced differently across the various industries. Table 14 highlights the change in the number of firms by industry and by employee size between June 2013 and June 2014 for York Region. The table also list the total number of firms in each industry in June 2014, to provide a context.

The colour-coding of the tables (green where there is an increase, red where there is a decrease) illustrates the pattern: in virtually every instance, both by industry and by employee size, there have been improvements in almost every category. Several industries register very large increases in the number of firms across all categories: construction; retail trade; administrative and support services; and health care and social assistance.

Yet even in the one industry that shows a net decrease in the total number of firms, management of companies and enterprises (these are largely holding companies and head offices), one can infer an increase in employment (5 more firms with 100 or more employees, plus another 2 firms with 20-99 employees, would outweigh the losses among the smaller categories).

Manufacturing, however, may have experienced a loss of employment, with 8 firms dropping out of the 100 or more category, which may or may not have been made up by the cumulative increases in the other categories. Several other industries also saw decreases in the 100+ employee category, notably accommodation and food services, transportation and warehousing; and professional, scientific and technical services. In most of these latter cases, there have been significant increases in the smaller size firm categories.

York Change in Number of Employers by Industry and by Firm Size,
June 2013 - June 2014

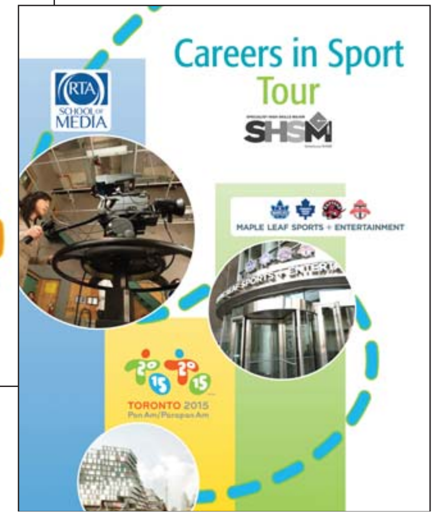
TABLE 14 INDUSTRY	FIRM SIZE (Number of Employees)					Total Number
	0	1-19	20-99	100+	Total	of Firms
Professional, scientific and technical services	703	354	3	-2	1058	22008
Construction	474	156	22	5	657	15590
Real estate and rental and leasing	693	66	-1	5	763	14977
Retail trade	153	102	45	1	301	9180
Finance and insurance	226	58	-4	2	282	7721
Other services	398	-265	13	3	149	7647
Wholesale trade	223	126	-2	4	351	6799
Health care and social assistance	193	154	7	2	356	5426
Administrative and support	120	49	10	1	180	5276
Management of companies and enterprises	-93	-6	2	5	-92	4948
Manufacturing	62	38	4	-8	96	4657
Transportation and warehousing	105	155	12	-3	269	4613
Accommodation and food services	61	116	54	-7	224	3745
Information and cultural industries	51	12	-8	5	60	1469
Educational services	47	45	8	0	100	1318
Arts, entertainment and recreation	69	-22	-1	0	46	1180
Agriculture, forestry, fishing and farming	0	2	-3	1	0	763
Mining and oil and gas extraction	2	5	-1	0	6	83
Utilities	9	1	2	0	12	77
Public administration	-1	2	0	0	1	28
Net Employer Increase since 2013	**3495**	**1148**	**162**	**14**	**4819**	**117505**

Source: Canadian Business Patterns, June 2013 and June 2014

Overall, a great proportion of the growth has been in firms with "0" employees, but the fact remains that there are 162 more firms with 20-99 employees and 14 more firms with over 100 employees, and these increases are spread across many industries. That being said, the increases in these two categories last year (2012-2013) were actually greater: 186 more firms with 20-99 employees, and 33 more firms with over 100 employees.

Action Plan Update - 2014 Partnerships

Careers in Sport Management and Health and Wellness



In partnership with the York Region District School Board we conducted 2 tours for 100 high schools educators to highlight the careers available in the sport sector and the health/wellness sectors.

This provided an increased awareness of the educational pathways necessary and an insight into the current positions and trends of the careers and potential future needs. Educators felt better prepared to counsel students and assist them in the planning for those careers pathways. A continued focus on youth and employment will be supported through the development of a Youth survey on under-employment in York Region and Bradford, West Gwillimbury in 2015-16.

Virtual Job Fair

This on-line job fair, supported with a social media promotion was the first of its kind in WPBYR+BWG area, provided exposure to 32 employers to post their job opportunities and communicate directly with potential candidates over 3 days without having to attend a traditional convention style on-site job fair. Over 1000 job seekers visited the fair electronically and were able to dialogue at minimum a first level interview in order to facilitate the next step in the interview process. As an efficient tool to assist employers deal with selecting qualified candidates and as a collaborative exercise with the Employment Ontario Service Providers, it provided the opportunity to increase service level to the business community at minimal cost. Continued collaboration with our Community Partners will provide increased awareness of the lack of essential employment soft skills of job seekers and the under-employed.

Employer Leadership Summit – The War on Talent

This highly successfully half day event was attended by over 175 employers in the Region and included subject matter experts in education, law and demographics along with practical advice from local employers. The summit highlighted the potential workforce skill mismatches in the labour market; the hiring and firing cycle from a legal perspective and the characteristics of an emerging millennial workforce which employers are now involved in adding to their workplace. Local business owners shared best practices to address recruitment, retention strategies plus training and development practices. Further development of the Employment Leadership Council will build relationships and develop actions regarding local labour market issues.

Supporting Entrepreneurial Growth – Mentoring

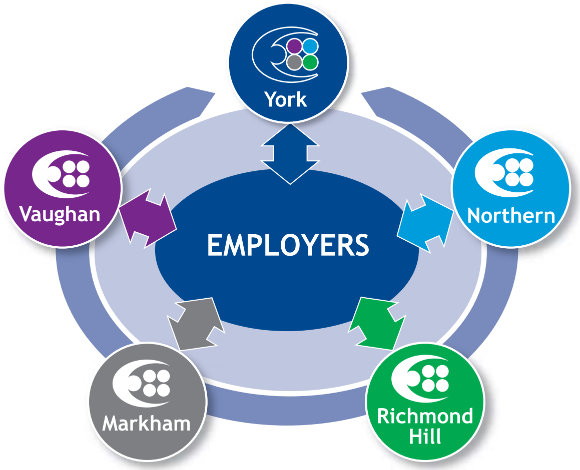
To support the thriving growth of entrepreneur businesses in the area and in particular those who are newcomers in the early stages of their business life, we have organized a 'Speed Mentoring' event at Seneca College in Markham. This forum will provide exposure to a group of business people who have an accomplished record in the business community and a successful career which they are willing to share some insight on how one needs to develop their goals. Supporting Newcomers in York Region and Bradford, West Gwillimbury continues with our participation in the development of an Internationally Educated Professionals Conference in 2015-16.

Engaging the Employer

In September 2013, the Workforce Planning Board of York Region and Bradford, West Gwillimbury launched a new initiative entitled the Employer Leadership Council (ELC) of York Region and Bradford, West Gwillimbury with the ultimate goal to sustain and increase employment and better understand the needs of local labour market from an employer's perspective. The ELC structure brings employers from across the Region together to discuss labour market priorities, their company experience and challenges in order to meet their workforce needs today and for the future.

The York Employer Leadership Council consists of larger employers across the Region in addition four Local Employer Councils established in Markham, Richmond Hill, Vaughan and the northern six communities of the Region plus Bradford, West Gwillimbury.

Over 100 employers from the key employment sectors in our area participate in bi-monthly meetings to identify ongoing challenges facing employers in recruiting and retaining employees for their organizations.



Some of the issues raised by the Councils in managing a workforce today include:

- Availability of public transportation
- Affordable housing in relation to the workplace
- Lack of essential "soft skills"
- The need for team work to increase productivity
- English language and literacy levels of varying ethnic backgrounds
- Cost of attracting, recruiting and retaining talent
- Skill trades shortage in identified sectors
- Lack of applicants with appropriate experience

Action Plan Update - 2014 Partnerships

- Access to Human Resources expertise for small firms with no dedicated H.R. function
- A lack of understanding of work values + norms of Millennials
- Competing "Downtown Toronto" allure
- Awareness of government employment services and programs
- To better prepare student's understanding of the job market and employer expectations
- Understanding delays in apprentices registering through MTCU

Building the Councils Impact

Since inception the outcome of Council discussions to date have resulted in the following actions:

- Employer issues have been summarized and the common characteristics between sectors and geographical locations have shown similarities in the employer needs
- Service Providers (Employment Ontario/Ontario Works) have outlined their services to employers and several connections have resulted in placements and/or job fairs
- Employer tools such as 'Employee Engagement Surveys' and 'Exit Interview' questionnaires have proven useful especially to those small organizations who do not have the benefit of an H.R. specialists
- By establishing both a resource library on our website and a closed LinkedIN group there has been a distinct increase in knowledge and communication to facilitate the sharing of ideas that address workforce concerns

WPBoard Actions for 2015-2016

Action Plan 1	Supporting the Integration of Newcomers into the Labour Market
Proposed Action	Partner in a collaborative stakeholder conference for Internationally Educated Professionals to assist Newcomers entering the labour market by conducting relevant local labour market presentations.
Community Priority Issue	Significant talent within the workforce continues to be under-utilized within the immigrant population in York Region which is a key labour source in our Region.
Labour Market Evidence	• 45% of York Region's population is made up of residents born outside of Canada (Statscan 2011) • Only 7.7% of newcomers utilize Employment Ontario services compared to 14.1% of newcomers for Central Region Boards (EO Data 2013) • 12.5% of newcomers with a Master's Degree are unemployed compared to 4.1% of Canadian-born residents (Statscan 2011)
Lead Partners	• Workforce Planning Board of York Region • Strategic Initiatives York Region • Local Immigration Partnership • Small Business Enterprise Centres
Expected Outcomes	• Greater access to tools, resources and best practices to support their integration into the labour market
Next Steps 2016-17	Champion the development of a Business Leadership Group to address employment barriers and identify opportunities for newcomers.

Action Plan 2	Under-employment of Youth in York Region
Proposed Action	Develop and distribute a youth survey in York Region and Bradford, West Gwillimbury to capture and compile research to better understand the employment challenges that face youth in our catchment area.
Community Priority Issue	Youth unemployment in York Region remains high and many youth with post-secondary education are working in survival jobs which promotes under-employment.
Labour Market Evidence	• Youth unemployment in York Region exceeds 12% • Youth are under-represented among Employment Services assisted clients at 19% compared to 30% in Central Region (EO Data 2013)
Lead Partners	• Workforce Planning Board of York Region • Employment Ontario Network • York Region District School Board • York Catholic District School Board • Community Partners Associated with STRIVE Youth guide
Expected Outcomes	Increased understanding of the employment challenges that youth face and why they under-utilize EO Services.
Next Steps 2016-17	• Share the results of Youth survey results with local Employment Ontario Service Providers to make future programming recommendations • Analysis of the types of post–secondary education pathways compared to labour market data by occupation to determine potential future skills gaps in York Region

WPBoard Actions for 2015-2016

Action Plan 3	Employer Leadership Council
Proposed Action	Develop a sustainability plan to continue the five Employer Leadership Councils to share challenges, experiences and ideas to address our local labour market conditions.
Community Priority Issue	• As the population ages and the baby boomer generation begins to retire York Region is expected to experience a pronounced shortfall in the availability of workers • SMEs report struggling with screening and recruitment, training costs, knowledge of training resources, job retention supports and competition for scarce qualified labour • There is a gap in communication between employers, government and education
Labour Market Evidence	• 74%of local employers experience challenges filling openings in their organization • 39% of local employers will need to replace retirees • 46% of local employers believe that there will be labour shortage • 55% of local employer's lack awareness / utilization of Employment Ontario services (War for Talent Survey)
Lead Partners	• Workforce Planning Board of York Region • Employment Ontario Network • York Region Ontario Works
Expected Outcomes	• Increased connection to Employment Ontario and Ontario Works of the services and support offered to employers • Increased employment opportunities for job seekers • Greater understanding and utilization of government programs for employers such as the Canada-Ontario Job Grant
Next Steps 2016-17	• Increased connection to education to ensure that students are being trained with the right industry skill sets • Increased employment opportunities for job seekers from marginalized workforces

Action Plan 4	Literacy and Essential Skills, Soft Skills, Leadership Skills
Proposed Action	Increasing Employer's Understanding of Employability Essential Soft Skills
Community Priority Issue	The significance of employability soft skills is becoming increasingly more valuable for employers when hiring new candidates. Employers' feel that they can provide training for the technical skills required if they succeed in finding an employee that exhibits essential softs skills, the right attitude and a desire to learn.
Labour Market Evidence	• 35% of local employers do not use Essential Skills in their training and development plans • 36% of local employers are not aware that Essential Skills exist • 79% of local employers experience challenges in finding workers with the rights skills for their business (War for Talent Survey)
Lead Partners	• Workforce Planning Board of York Region • Literacy & Adult Upgrading Programs in York Region
Expected Outcomes	Increased awareness of local Literacy and Adult Upgrading Programs that provide training will improve the soft skills of employees and increase their potential for greater participation in employment.
Next Steps 2016-17	Utilizing the Canada Ontario Job Grant; act as a conduit between local employers and Literacy and Adult Upgrading programs for the purpose of delivering Employability Essential Soft Skills programs to job seekers and under-employed individuals.

Local Employers and Community Stakeholders

- Allied Global Group of Companies
- Allstate Canada Group/Pembridge Insurance
- Amex Canada Inc.
- Angus Glen Golf Club
- Apotex Inc.
- Aspen Development Ltd.
- Assante Capital Management Ltd
- Athena Automation
- Cameraworks Productions International
- Canada's Wonderland
- Cardinal Golf Club
- Cericola Farms, Sure Fresh Foods Inc.
- Chaggares & Bonhomme, Chartered Accountants
- Chant Group
- CHATS-Community & Home Assistance to Seniors
- CHES Visual Designs
- Chouinard Bros. Roofing
- Clean My Space
- Clean River Recycling Solutions
- Clover Tool Manufacturing . Ltd.
- Commercial Switchgear Limited
- Commport Communications International Inc
- Compugen Inc.
- Cornerstone Psychological Services
- CTCT
- Digica Solutions
- doggieland
- Duplium Corporation
- E&W Development Center Inc.
- Empire Communications (Toronto)
- End to End Networks
- Engineered Air
- Ethan Allen Canada
- Financial Solutions Link
- Four Elms Retirement Residence
- Frank T. Ross and Sons Ltd.
- Futurevic Global Sourcing Inc.
- GE Digital Energy
- Gunnell Engineering Ltd
- Hillcrest Mall Management Inc.
- Home Care Assistance
- HR Administrator
- Investor's Group
- JSW & Associates
- King Cole Ducks Limited
- Kingbridge Conference Centre
- Kobay Enstel Limited
- Linkus Group
- Longview Solutions Corp.
- Lott & Company Chartered Professional Accountants
- Mackenzie Health
- Mainline Services, Inc.
- Manpower
- Mara Technologies
- Mentor UP
- Merry Maids
- Miller Thomson LLP
- Mircom Group of Companies
- Neopost Canada
- Northern Alarm Protection
- Novo Plastics Inc.
- Novotel Hotel Vaughan
- Nurse Next Door
- Oldcastle Building Envelope
- Park Inn by Radisson Toronto-Markham
- Pfaff Automotive Partners Inc.
- Priestly Demolition Inc.
- Principle
- Pro-Lab Diagnostics
- Pure Motivation Fitness
- QA Consultants
- Rescue 7 Inc.
- Richpark Developments Ltd.
- Robert B. Somerville Co.
- SENES Consultants Limited
- Staples Canada
- Stouffville Glass Inc.
- Succulent Chocolates and Sweets
- Summer Fresh Salads Inc.
- Taste of Nature Foods, Inc.
- The Briars
- The Bridge Group of Companies
- The Matcom Group
- The Montana Group
- The Recycle People Corp
- The Taligent Group
- The Tile Shoppe
- Topax Export Packaging Systems
- Trisan Construction
- Upper Canada Mall
- Weins Canada
- Worley Parsons Canada
- XE.com Inc.
- XNL HR
- Xumee Inc
- Your Community Realty Royal Lepage
- Aurora Chamber of Commerce
- City of Markham
- COSTI Employment Services
- Human Resources Professionals of York Region
- Job Skills Employment Services
- Markham Small Business Centre
- Newmarket Chamber of Commerce
- Next Steps Employment Center
- Northern Lights Canada Inc
- Ontario March of Dimes
- Region of York
- Town of Richmond Hill Economic Development
- Richmond Hill Small Business Centre
- RNC Employment Centres
- Seneca College
- Seneca Workforce Skills
- Thornhill Employment Hub
- United Way of York Region
- Vaughan Small Business Enterprise Centres
- ventureLAB
- vpi Inc Employment Services
- Welcome Centres of York Region
- YMCA Employment Centres
- York Catholic District School Board
- York Region District School Board
- York Region Small Business Enterprise Centre
- Yorkworks Employment Service

The above Employers and Community Stakeholders were consulted in the creating of this annual update

Thank you

for taking the time to review the
2014 Local Labour Market Update.

In order for us to continue to provide you with valuable labour market information, please complete the survey at:

wpboard.ca

Click Here

2014

LOCAL LABOUR MARKET UPDATE

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EMPLOYMENT ONTARIO

This Employment Ontario project is funded by the Ontario Government.