

# 2019 WORKFORCE Trends in York Region



LOCAL LABOUR MARKET REPORT

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

# About the Workforce Planning Board of York Region

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

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

1. Acting as a resource to inform stakeholders including labour, employers, educators and other community groups about workforce development issues across the region.

2. Research and identify workforce development trends, skill shortages and skill development opportunities.
3. Foster local partnership activities with these stakeholders in order to address these specific issues and priorities.

The 2019 Local Labour Market Update report contains the most up to date available information on employment conditions in our community through analysis of a variety of local employment statistics as well as local consultations with key employment sectors, literature reviews and collaboration with employment services agencies and regional and local governments.

The Region of York ranks among the top 10 Canadian municipalities in growth and development and is one of the fastest growing areas in the province.

*Canadian employers are generally not prepared, through hiring, training or retaining, to recruit and develop the skills needed to make their organization more competitive in a digital economy. (Humans Wanted, RBC 2018)*

In order for us to continue to provide you with valuable labour market information, please give us feedback by completing the **2018 Local Labour Market Plan Report Survey**

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The York South Simcoe Training and Adjustment Board operating as;

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

**EMPLOYMENT ONTARIO**

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# Our Labour Market Planning Process

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

## REVIEW CURRENT LABOUR MARKET CONDITIONS:

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

*Virtually all job openings will place significant importance on judgement and decision making and more than two thirds of employers will value an ability to manage people and resources.*  
(Adapted from Humans Wanted, RBC 2018)

## EMPLOYER CONSULTATIONS:

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

## COMMUNITY CONSULTATIONS:

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

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

# Characteristics of Key Sectors

Engaging with  
Employers

# Employers Characteristics

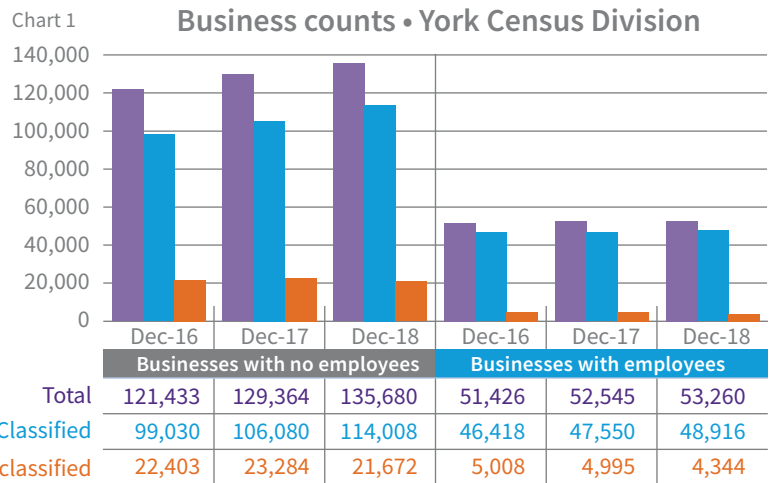
According to Statistics Canada, Canadian Business Counts, previously called Canadian Business Patterns, provide counts of active businesses by industry classification and employment-size categories.

The counts are compiled from the Business Register and are based on the statistical concept of 'location', that is, each operating location is separately counted, including cases where one business comprises multiple locations. There are two general industrial classification categories:

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

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

The analysis of Chart 1 highlights various components of these data series for York Region Census Division at three reporting periods: December 2016, 2017 and 2018.



Source: Statistics Canada, Canadian Business Counts

As of December 2018, there were a total of **53,260 businesses with employees** in York Region and **135,680 businesses with no employees**, of which 84% were Classified and 16% Unclassified. Growth in the number of businesses continued to dominate the economy of York Region during 2018. From December 2017 to December 2018 the absolute increase in the number of businesses with employees was **715** or about **1.4%**. Similarly, the number of businesses with no employees increased by **6,316** or about **4.7%**.

*Digital Realty has repurposed the old Toronto Star building to become the largest data centre in Canada to keep up with the market's demand for cloud infrastructure and storage.*

*Doxim headquartered in Markham, a leading customer engagement technology and document solutions provider for financial services announced that Sunova Credit Union has selected Doxim Loan Origination to support its commercial and retail lending business.*

*Saint Elizabeth Health Care in Markham and Longo Brothers Fruit Markets Inc. in Vaughan have been acknowledged as two of the 2018 winners of the Canada's Most Admired Corporate Cultures™ and Canada's Most Admired CEO™ program. This national program recognizes best-in-class Canadian organizations and CEOs for fostering corporate cultures that enhance performance and help sustain a competitive advantage.*

## Employers Characteristics

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

The prevalence of self-employment or entrepreneurship varies across Durham, Peel, Toronto and York Census Divisions. The following chart (Chart 2) reflects the highs and the lows of this trend in these areas. It is higher in Toronto and York Region than in Durham and Peel, with Toronto having the highest number of people who are entrepreneurs or self-employed and Durham having the lowest. Between December 2017 and December 2018 all census divisions of Durham, Peel, York and Toronto experienced an increase in these types of businesses.

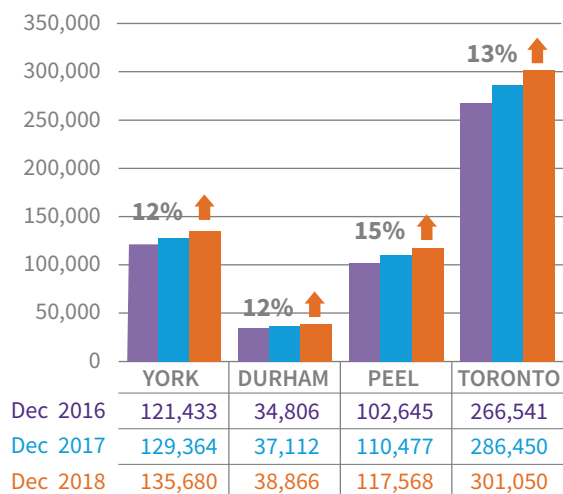
In comparing the data of Businesses With Employees the following trends become evident between December 2017 and 2018. (Table 1)

- Small size firms (1-4 employees) continued to make up the largest share, 63% of businesses with employees. The largest increase in these firms was recorded in Specialty Trade Contractors sector, where 111 new firms were created. Similarly, the number of Ambulatory and Health Care firms increased by 92 new firms between December 2017 and 2018.
- A significant increase of 7% was also recorded among firms employing 10-19 employees. New firms were created of which, 85 in Food Services and Drinking Places and 20 in Professional and Technical Services.
- The total number of firms employing 50-99 employees increased by 3%. Gains were recorded in

Chart 2

### Change in businesses with no employees

York, Durham, Peel & Toronto • December 2016 - 2018



Source: Statistics Canada, Canadian Business Counts

Professional, Scientific and Technical Services as well as in Specialty Trade Contractors where 14 and 11 new firms were created respectively, possibly the result of mergers of smaller firms.

- The highest increase of 8% among the mid-sized firms was recorded in those employing 100-199 employees. Sectors like Management of Companies as well as and Nursing and Residential Care Facilities experienced an increase in the number of firms.
- Large firms employing 500+ employees decreased by 7% with most losses recorded in the Printing and Related Support Activities and Ambulatory and Health Care Services sectors.

### Change in number of businesses by employee size

Table 1 York Census Division • December 2016 - 2018

Employees	Dec-16	Dec-17	Dec-18	% Change
1-4	33,386	33,384	33,683	1%
5-9	8,153	8,402	8,396	3%
10-19	5,018	5,118	5,380	7%
20-49	3,415	3,525	3,563	4%
50-99	1,210	1,156	1,250	3%
100-199	577	610	626	8%
200-499	278	269	286	3%
500 +	82	81	76	-7%
<b>Total</b>	<b>52,119</b>	<b>52,545</b>	<b>53,260</b>	<b>2%</b>

Source: Statistics Canada, Canadian Business Counts

## Employers Characteristics

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

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

As of December 2018, Professional, Scientific and Technical Services topped the list, thus accounting for one of the largest industry sectors again. It should be noted that this sector is highly dominated by sole proprietors. Specialty Trade Contractors had a large presence almost among all size firm categories. Management of Companies and Enterprises topped the list of firms with 500+ employees.

*Upstream Works in Vaughan and Dealer FX in Markham landed on Deloitte's 2018 Technology Fast 500 rankings list.*

*General Motors opened its new Canadian auto-tech innovation hub in Markham, York Region. It is expected to employ up to 700 engineers and software developers.*

*Vaughan headquartered SolidCAD a leading Autodesk Platinum Partner and Canada's premier technology solution and professional service provider, has announced the strategic acquisition of Le Groupe A&A's Autodesk Division (SIM).*

Table 2 York - Number of main businesses by industry and employee size range, December 2018

3 Digit NAICS Sub-Industry	Total no employees	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +	Total with employees	Rank
541 Professional, scientific and technical services	18,521	7,538	787	449	259	84	44	12	4	9,177	1
238 Specialty trade contractors	5,994	2,390	730	412	264	92	29	16	5	3,938	2
621 Ambulatory health care services	4,246	2,347	737	277	97	12	11	5	1	3,487	3
722 Food services and drinking places	1,311	862	704	604	466	136	31	7	1	2,811	4
531 Real estate	30,389	1,836	264	107	66	26	8	4	1	2,312	5
561 Administrative and support services	4,885	1,278	426	272	170	74	48	26	2	2,296	6
523 Securities, commodity contracts, and other financial investment and related activities	8,769	659	69	54	35	26	6	8	3	860	13
445 Food and beverage stores	552	316	116	116	49	37	34	16	0	684	19
237 Heavy and civil engineering construction	2,143	164	60	50	40	19	11	6	6	356	30
551 Management of companies and enterprises	1,582	111	42	39	38	26	22	17	10	305	32
336 Transportation equipment manufacturing	64	35	9	4	9	6	13	13	6	95	61
<b>Total all sectors</b>	<b>135,680</b>	<b>33,683</b>	<b>8,396</b>	<b>5,380</b>	<b>3,563</b>	<b>1,250</b>	<b>626</b>	<b>286</b>	<b>76</b>	<b>53,260</b>	

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

Source: Statistics Canada, Canadian Business Counts

*50% of occupations will undergo a significant skills overhaul.*

*Over 1,000 technology and life science companies are based in Markham. These two sectors employ 37,000 people – over one-fifth of the total workforce of 167,500.*

# Characteristics of Key Sectors

## LOCATION QUOTIENT AND CHANGE IN NUMBER OF JOBS 2011 AND 2016

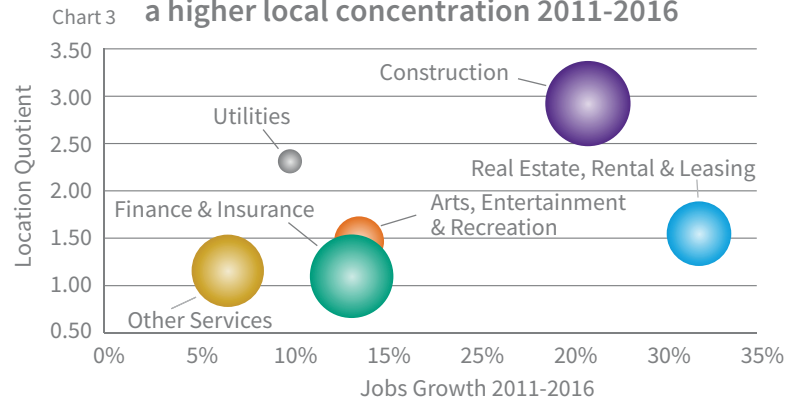
Location Quotient (LQ) is a way of quantifying how “concentrated” an industry or occupation is in a region compared to a larger geographic area, in our case the region compared to Ontario.

The LQ is used:

- To determine which industries or occupations make the regional economy unique.
- To identify growing industries or occupations that bring economic growth into the region, and
- To identify endangered industries or occupations that could erode the region’s economic base.

York Region’s economy is comprised of a highly diverse mix of industry clusters. Between 2011-2016 the number of jobs present across all industry clusters in York Region increased by 11%.

York Region industries with positive job growth and a higher local concentration 2011-2016



Source: Statistics Canada, Census 2016 (custom tabulation)

As illustrated, the vertical axis has the basic LQ measurement, while the horizontal axis shows the percent change in employment over time. Industries are plotted as circles (or “bubbles”), with the circle size corresponding to their relative size (in jobs).

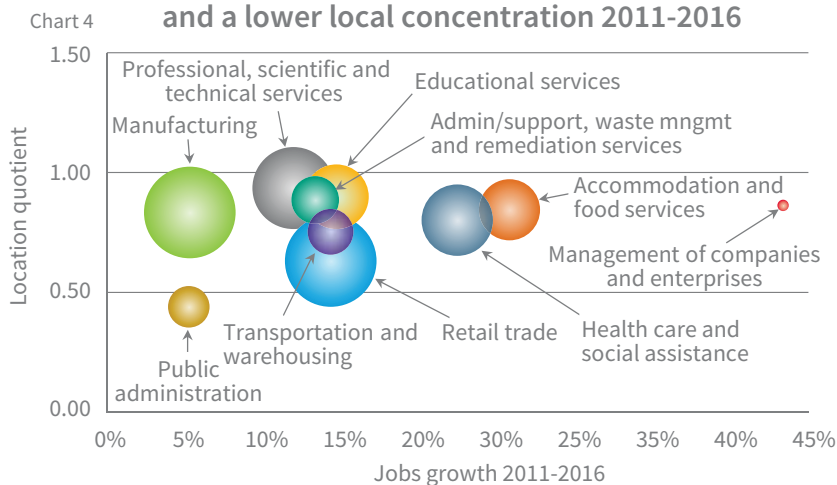
Occupational growth and decline are tied to the performance of the major industries that employ workers in those occupations.<sup>1</sup> Industries with a LQ > 1 are basic or specialized industries for the region, those with a LQ < 1 are non-basic and those with a LQ = 1 are self-sufficient.

Chart 3 illustrates that in 2016 the Construction sector represented a dominant employment industry cluster in York Region. The sector experienced a 26% increase in jobs compared to 2011. Similarly, Real Estate, Rental and Leasing experienced a 32% increase in jobs.

As Chart 4 illustrates, between 2011 and 2016, job growth was recorded across all sectors, but the ones that stand out the most included: Management of Companies and Enterprises, Accommodation and Food services, Health Care and Social Assistance as well as Educational Services..

The Wholesale Trade sector, although a dominant York Region employment cluster heavily concentrated in municipalities of Vaughan and Markham, recorded a 15% decline in jobs.

York Region industries with positive job growth and a lower local concentration 2011-2016



Source Statistics Canada, Census 2016 (custom tabulation)

<sup>1</sup> EMSI Resource Library, “Understanding Location Quotient”, [www.economicmodeling.com](http://www.economicmodeling.com)

# Engaging with Employers as the Region Continues to Grow

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

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

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



## Increasing your bottom line by accessing funding incentives and top talent

- Presentations on subsidies and grants, bridging programs, funding opportunities across the region.

## Laws Affecting Your Business

- Presentations on Employment Standards Act, Bill 148/47 to inform employers of pending employment laws.

## Job Demand Reports

- Introduced to employers to provide a competitive summary of job postings throughout the region on specific sectors and occupations with information such as type, location, required technical and soft skills, educational requirements and some local salary information.

## 2018 Workforce Game Changers Conference

- Information sessions on current topics critical to the current employment environment.
- Global trends shaping the workforce of the future, cannabis in the workplace, recruitment processes, soft skills, privacy laws, government assistance, talent access & sources and the employers' survival in chaos. Many of the presentations were captured and an electronic resource has been created on the WPBoard website. It can be accessed at:

<http://www.wpboard.ca/2018-workforce-game-changers/>

## Great Workplaces in York Region

- A number of ELC employers participated in a video project to promote their organization and culture explaining why people enjoy the workplace, foster employee engagement and are successful in maintaining a committed workforce. Videos can be accessed at:

<http://www.wpboard.ca/york-region-place-live-work/>



# **LABOUR FORCE**

## **Characteristics**

# Labour Force Characteristics

## POPULATION

- In 2017 York Region population was 1,206,500 an increase of about 19,600 persons compared to 2016
- The 2017 annual growth rate decreased slightly from 1.8% in 2016 to 1.7%
- East Gwillimbury, Aurora and King were among the municipalities that experienced the highest growths compared to 2016

This “pyramid” protrudes around ages 50 - 54 years old - this represents the peak of the Baby Boom generation and again around ages 20 - 24 years old, representing the children of the Baby Boom generation, the tail end of the Millennial generation.

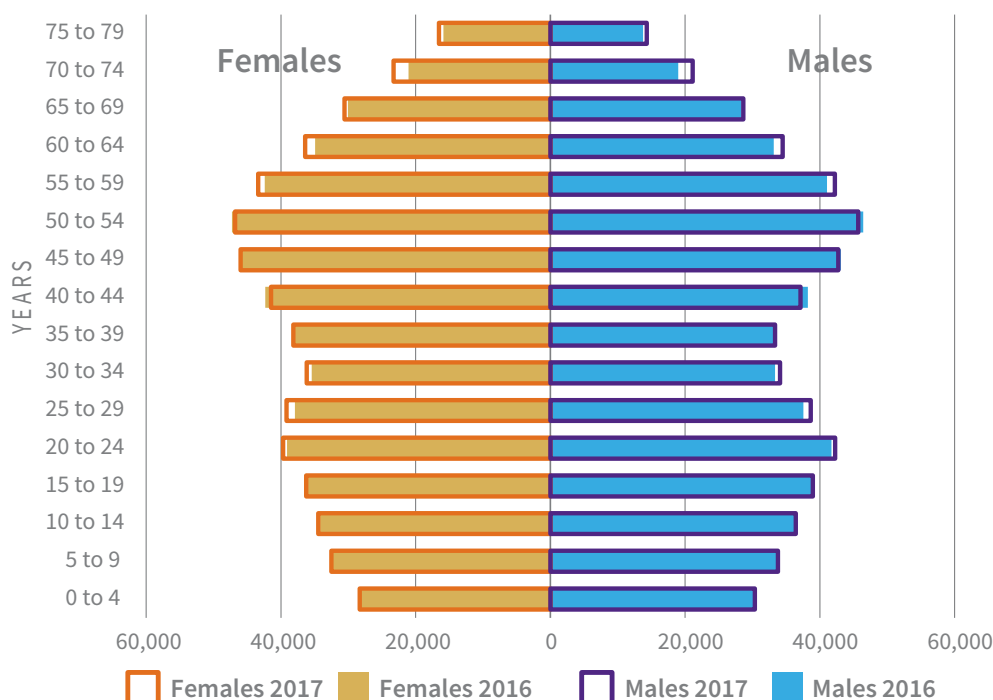
One can see from Chart 5 that growth has been mostly among 70 - 74 years, 60 - 64 years and 25 - 29 years age groups.

The population of York Region is increasingly made up of seniors. It is estimated that by 2031, the population of people 65 and older in the region will grow at a faster pace than any other age group and one-in-five residents will be 65 or older, according to the region's long-term planning projections.<sup>2</sup>

*In 2016, York Region had the third highest proportion of immigrants among all municipalities in the Greater Toronto and Hamilton Area (GTHA)*

Chart 5

York Region's population by five-year age groups and by gender



Source: Statistics Canada

Table 3

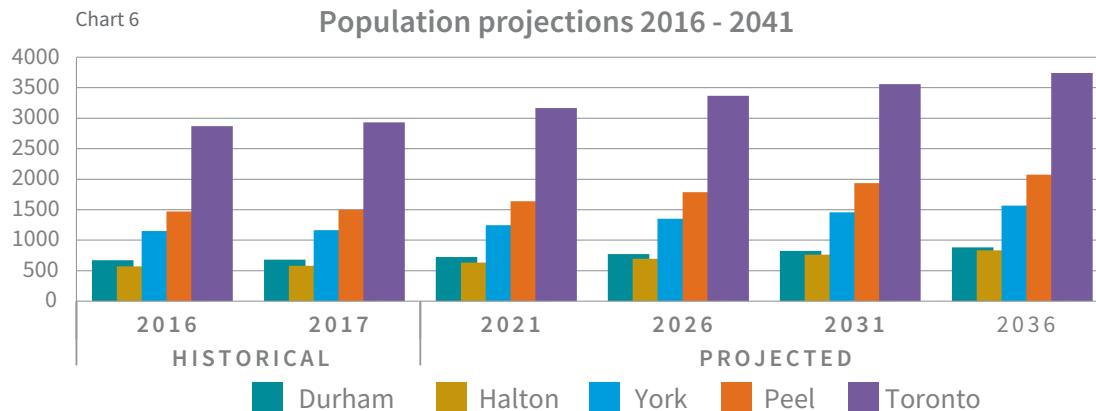
Population - York Region municipalities 2016-2017

Municipality	2016	2017	Population Growth	CHANGE (%)
Aurora	60,000	63,400	3,400	5.7%
East Gwillimbury	25,200	26,900	1,700	6.7%
Georgina	48,200	49,200	1,000	2.1%
King	25,900	26,900	1,000	3.9%
Markham	353,900	356,700	2,800	0.8%
Newmarket	87,300	88,500	1,200	1.4%
Richmond Hill	210,600	213,200	2,600	1.2%
Vaughan	329,500	334,500	5,000	1.5%
Whitchurch-Stouffville	46,300	47,200	900	1.9%
<b>York Region</b>	<b>1,186,900</b>	<b>1,206,500</b>	<b>19,600</b>	<b>1.7%</b>

Note: Numerical data have been rounded, some totals may be affected  
Source: York Region, Corporate Services, Long Range Planning Division, 2016 and 2017.

<sup>2</sup>York Region Seniors Strategy, November 2016

# Labour Force Characteristics

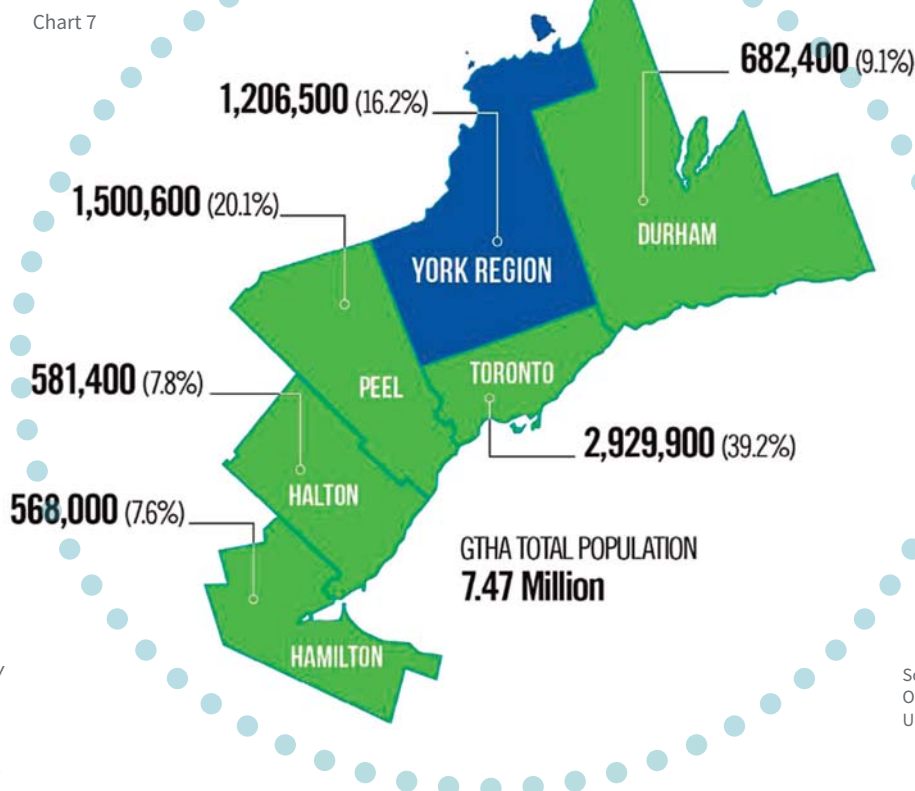


Source: Ministry of Finance, Ontario Population Projections Update, 2017-2041

York Region is part of the broader Greater Toronto and Hamilton Area (GTHA) with a population of over 7.4 million people.

An expanding transportation network, high quality of life, vibrant diversified economy and availability of serviced land have all contribute to York Region being a major growth area in the GTHA.<sup>3</sup>

According to Ontario's Ministry of Finance population projections, growth in census divisions of the GTA (Durham, Halton, Peel and York) is projected to be significantly faster than the Ontario average, with the addition of over 1.8 million people to the suburban GTA. The Chart below highlights the population projections.



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

The Higher Education Quality Council of Ontario (HEQCO) identifies that a quarter of graduating students in Ontario's post secondary programs lack adequate literacy and numeracy skills according to new research.

<sup>3</sup>York Region 2017 Growth And Development Review, May 2018

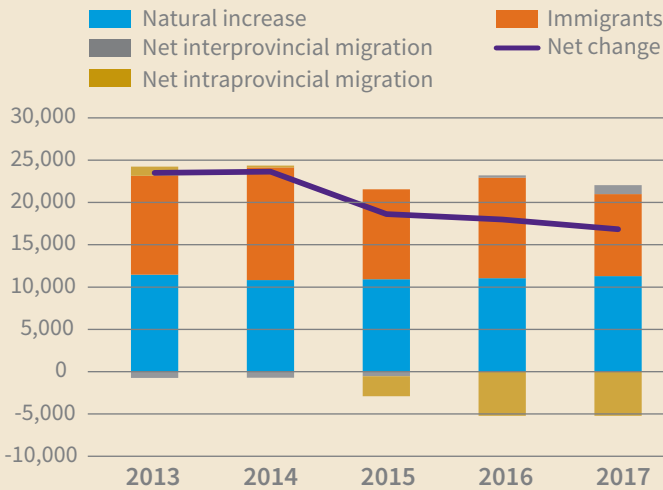
# Labour Force Characteristics

## COMPONENTS OF YORK REGION POPULATION GROWTH

The current age structure of the population, natural increase, and the migratory movements in and out of the region are the main determinants of York Region's population growth. During the last decade the natural increase (births) trend remained almost stagnant, while net migration has been more variable, mostly due to swings in interprovincial (movement within the province) migration and variations in immigration.

Although in York Region immigration as a share of population has been high and one of the main sources of population growth, this share has been declining over the last years.

Chart 8  
York Region population change by component 2013 - 2017



Source: Statistics Canada

In 2016, more than 120 different languages were spoken in York Region.

Canada in 2030, 60% of Canadians will be of working age compared to 66.5% today

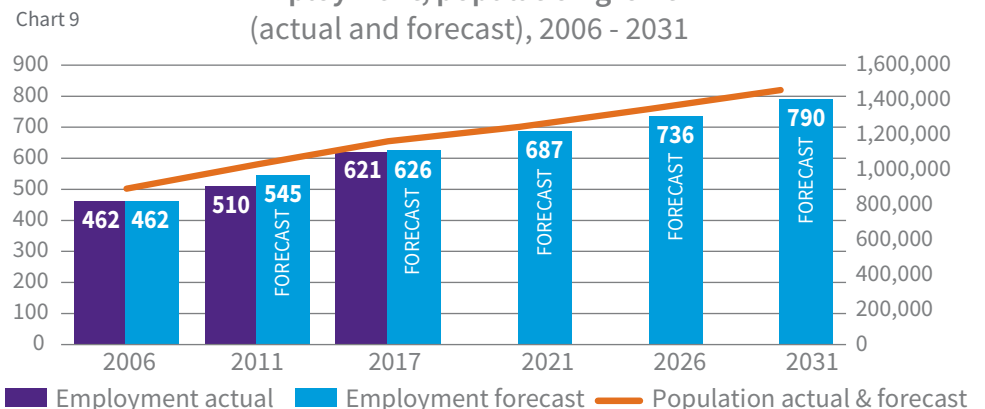
Canada in 2030, 20% of Canadians will be over the age of 65 compared to 17% today

Canada in 2030, 28% of Canadians will foreign-born compared to 22% today.

Population growth has major effects on labor supply and employment. An annual employment growth of 11,400 people is required to meet the Region's 2031 Growth Plan employment forecast.

More than 40% of surveyed employers in the GTA agreed that newcomers have already become an increasingly important source of new hires for their business. (2018 GTA Employer Survey, Peel Halton Workforce Development Group)

Chart 9  
Employment, population growth (actual and forecast), 2006 - 2031



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



# LABOUR FORCE Activity

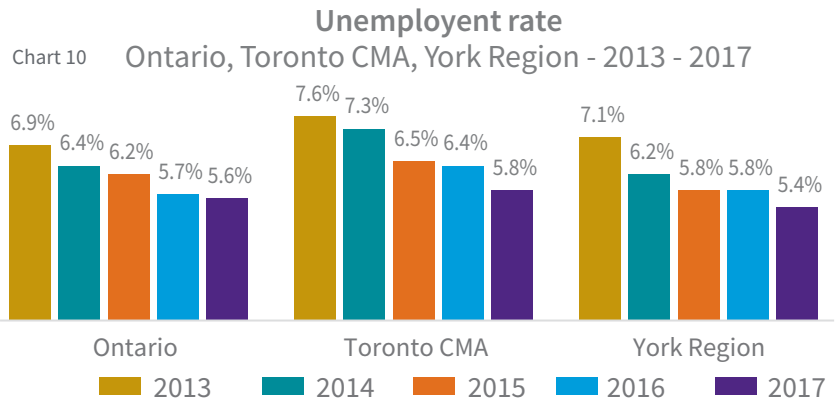
Great Workplaces  
in York Region



# Labour Force Activity

## UNEMPLOYMENT RATE

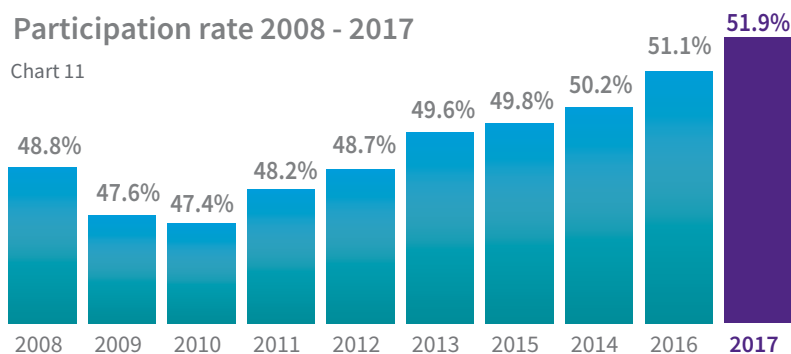
By the end of 2013, unemployment rates across Ontario and Toronto CMA had fully recovered from the 2008/2009 recession. This downward trend continued in the years following and York Region's unemployment rate was 5.4% at year-end 2017, better than the Toronto Census Metropolitan Area (CMA) and Ontario.



Source: Statistics Canada, Labour Force Survey

## Participation rate 2008 - 2017

Chart 11



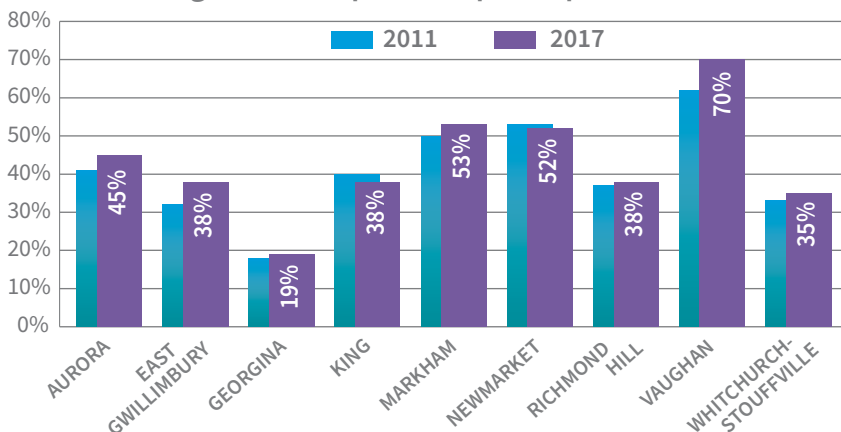
Source: Statistics Canada, Labour Force Survey

## PARTICIPATION RATE

The participation rate compares total employment to total population. One of York Region's Official Plan objectives is to create high quality employment opportunities for residents, with a goal of one job for every two residents. A participation rate of 50% is consistent with this target.<sup>4</sup>

York Region's participation rate has been increasing since 2010, as shown in Chart 11 and was at 51.9% by the end of 2017. Although it must be noted that the share of residents who are working, may not be working in York Region, but leave the region to work elsewhere.

Chart 12 York Region municipalities - participation rate



Source: Statistics Canada, Labour Force Survey

*A mobile skilled workforce, constantly learning, training and upgrading to meet the demands of a changing world: That's a skills economy. (Adapted from Humans Wanted, RBC 2018)*

<sup>4</sup>York Region 2017 Growth And Development Review, May 2018

# Labour Force Activity

## EMPLOYMENT GROWTH

There were an estimated 620,530 jobs in York Region as of mid-year 2017 according to York Region employment survey. Between 2016 and 2017, York Region employment grew by 19,780 jobs or 3.3%. The employment survey conducted every year records the number of jobs in the region. The data captures the number of working age individuals who work in York Region who may or may not be residents of the region.



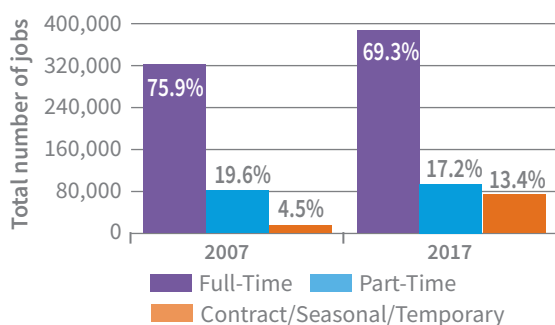
Drone Delivery Canada (DDC) revealed its new drone called the 'Condor' that is capable of carrying weights up to 180kg and travel distances of up to 150km with a full load of cargo. DDC plans to have the Condor certified and ready for use this summer.

## EMPLOYMENT BY TYPE OF WORKER

Full-time workers continue to account for the largest share of employment type in York Region at 69.3%. However, contract/seasonal/temporary employment, also known as precarious employment is the fastest growing type of employment with an increase in share from 4.5% in 2007 to 13.4% in 2017, representing an average annual growth of 15%. Over the same decade full-time employment decreased from 75.9% to 69.3%, while part-time workers declined from 19.6% to 17.2%.<sup>5</sup>

Chart 13

York Region surveyed employment by type of worker, 2007 and 2017



Source: York Region Planning and Economic Development Branch Employment Survey, 2017

## EMPLOYMENT BY INDUSTRY

York Region has a diverse economic base. The manufacturing, retail trade and professional, scientific and technical services sectors accounted for the largest shares of surveyed employment by mid-year 2017. Available employment in a broad range of sectors is key to securing the region's resiliency to any future economic downturn.

In 2017, the majority of the region's workforce was employed in services-producing sectors, accounting for 78% of the region's surveyed employment base, compared to 74% in 2007. Employment in the goods-producing sectors accounted for 22% of the region's total surveyed employment in 2017 compared to 26% in 2007.

Employment in the services-producing sectors grew by 15,330 jobs or 3.6% between mid-year 2016 and mid-year 2017. Over the past ten years, over 125,190 service-oriented jobs were added to the region's employment base representing an increase of 40% in these sectors.<sup>6</sup>

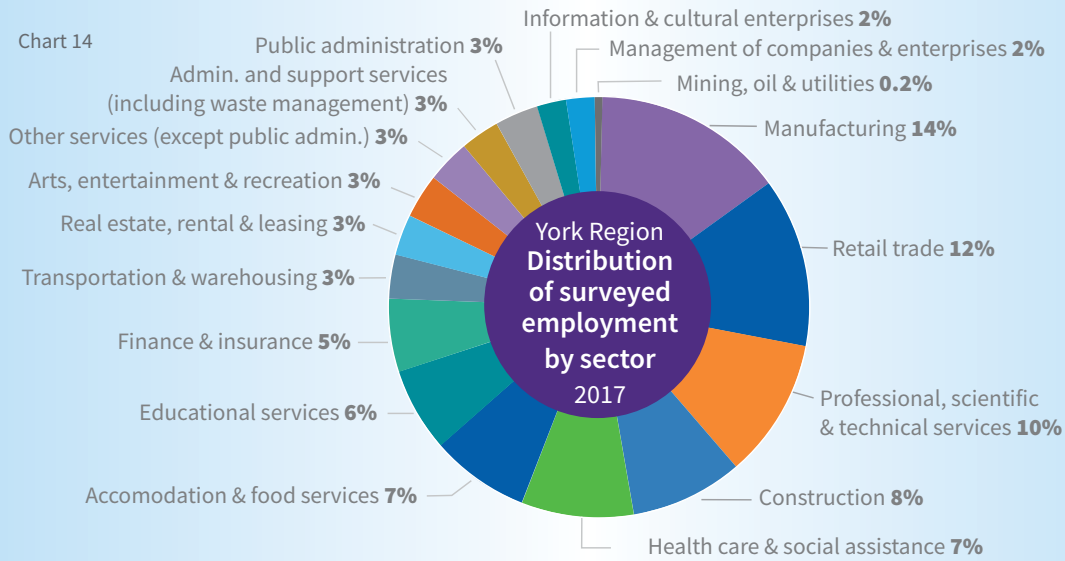


Vaughan's new Mackenzie Hospital will have approximately 90% single occupancy acute care patient room for infection prevention and control.

<sup>5</sup> 2017 Employment and Industry Report. A detailed overview of industry and employment trends in York Region

<sup>6</sup> Ibid

## Labour Force Activity



Sources: York Region Planning and Economic Development Branch, 2017 Employment Survey



# Hiring Demand in York Region 2018

## HIRING DEMAND IN 2018

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

This information should be interpreted with caution as it only identifies the trends.

According to TalentNeuron™ Job Postings data, there were 81,141 job postings during 2018.

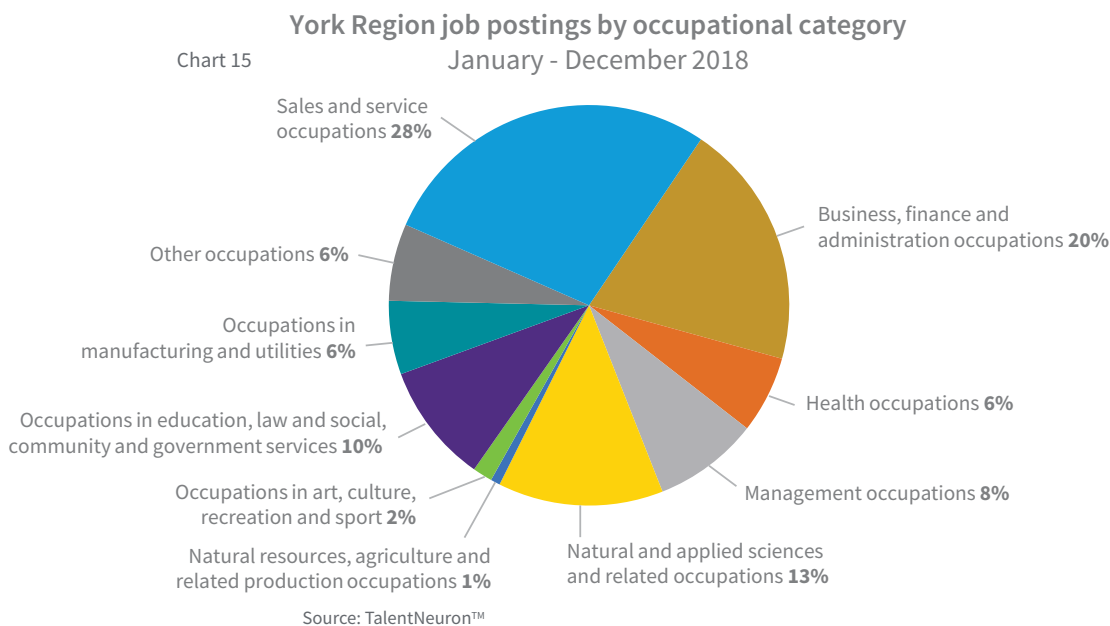


Table 4

Top 5 industries (2-Digit NAICS) with a hiring demand
Administrative and Support and Waste Management and Remediation Services
Retail Trade
Professional, Scientific, and Technical Services
Manufacturing
Wholesale Trade

Source: TalentNeuron™

The hiring peak was reached in March 2018, with 20,287 job postings and remained steady throughout the rest of the year.

In 2018 hiring demand in York Region was highest for sales and service occupations as well as business, finance and administration occupations. These occupations accounted for 28% and 20% of job postings respectively. Compared to the previous year the hiring demand was higher for the following:

- Care providers and educational, legal and public protection support occupations
- Occupations in front-line public protection services
- Paraprofessional occupations in legal, social, community and education services

More than 25% of Canadian jobs will be heavily disrupted by technology in the coming decade. Fully half will go through a significant overhaul of the skills required.

(Adapted from Humans Wanted, RBC 2018)

# Hiring Demand in York Region 2018

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

Table 5

Top 10 Employability soft skills
Oral and written communication
Detail oriented Team player
Problem solving/Analytical skills
Organizational skills
Self-starting / Self-motivated
Work independently
Time management
Creativity
High Energy

Source: TalentNeuron™

Table 7

Job types	Job postings
Permanent	72,909
Full-Time	72,478
Part-Time	13,925
Temporary	7,874
Contract	5,898
Internship	801
Co-op	138

Source: TalentNeuron™

Table 6

Location of hiring	Job postings
Vaughan	29,666
Markham	25,548
Richmond Hill	10,775
Newmarket	7,193
Aurora	3,175
Whitchurch-Stouffville	1,476
King	1,290
East Gwillimbury	725
Georgina	718

Source: TalentNeuron™

Ontario's first production plant dedicated to building electric vehicle charging stations has opened its doors in Markham. It is a joint venture between EV equipment firm Autochargers.ca and eMotoWerks. The site will produce as many as 40,000 charging stations a year and create 100 new manufacturing jobs over the next three years.

# Great Workplaces in York Region

York Region has over 54,000 businesses or places of employment providing over 620,000 jobs across a variety of industries. The region is experiencing significant growth increasing over 11,000 jobs annually particularly in health care, social services, professional and scientific/technical services as well as finance, insurance and construction sectors. Although manufacturing has experienced a small decline over the past 10 years, it is still a prominent sector within the local economy and many of those jobs require more skilled labour.

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

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

## 'Great Workplaces in York Region' portal

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

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

They truly are 'Great Workplaces in York Region'!

Five York Region cities and towns made the top 10 Greater Toronto Area Places to Live in Canada in the category for new Canadians. King, Vaughan, Markham, Richmond Hill and Whitchurch-Stouffville were awarded points for low unemployment, percentage of the population that speak languages other than English or French and affordable rents and access to an airport.

*Celebrating Student STEM Innovation in Canada; Thornlea Secondary was one of four schools across the country named in 2018 Samsung Solve for Tomorrow Challenge. Each school will receive \$20,000 in Samsung technology as a result of their creative and collaborative STEM (science, technology, engineering and mathematics) solutions to real-world issues facing their communities.*



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

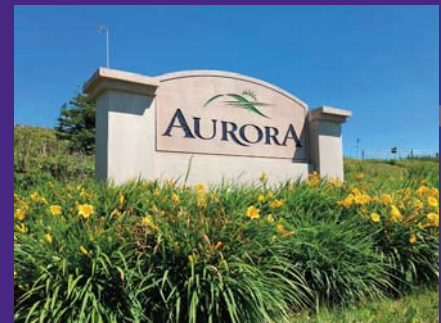


# The COMMUNITIES of York Region

Aurora  
East Gwillumbury  
Georgina  
King  
Markham  
Newmarket  
Richmond Hill  
Vaughan  
Whitchurch-Stouffville

Community Profile of

# Aurora



The profile provides detailed statistical information on the demographics, labour market changes, education and commuting patterns to assist residents and employers in understanding the community employment picture and workforce and economic development.

# Town of Aurora

## DEMOGRAPHICS

### POPULATION

At the time of the most recent 2016 Census, Aurora had a total population of 55,445 residents, an increase of 4.2% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

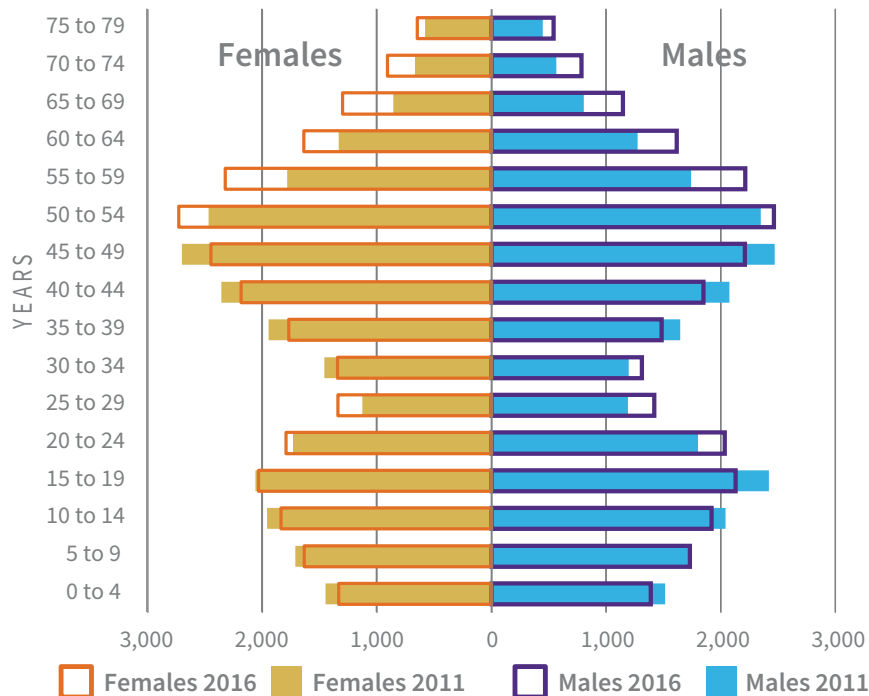
Chart A-1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a **purple outline** (on the right) represent the figures for males in 2016, by age group;
- The bars with an **orange outline** (on the left) are females in 2016;
- The **light blue-filled bars** (on the right) are males in 2011;
- The **orange-filled bars** (on the left) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 50 - 54 years old - this represents the tail end of Generation X. The second bulge, around ages 10 - 19 years old, represents Gen Z, the first generation born with easy access to internet, and often associated with being tethered to technology.

Chart A-1

**Aurora**  
Population distribution by age and gender, 2011 and 2016



Source: Statistics Canada, Census 2016

One can see from Chart A-1 that compared to 2011 there has been growth especially among all age groups that are passing the peak of their career and approaching retirement 50 - 65 years old. The number of people that are of early prime working age 25 - 29 years old has increased, but for the 35 - 49 years old have declined.

It is quite evident that the population of Aurora is aging as the number of births and young children has declined, too.

## IMMIGRATION

Immigration represents an important source of population growth in Aurora. Overall, close to 24% of the Aurora population was born outside of Canada. Table A-1 shows the percentage distribution of Aurora residents by Canadian-born and by period of immigration.

### Aurora

Percentage distribution, Canadian-born and immigrants  
by period of immigration, 2016

Table A-1

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
69%	27%	11%	23%	28%	11%

Source: Statistics Canada, Census 2016

# Town of Aurora

## LABOUR MARKET

At the time of the 2016 Census, there were 30,010 employed Aurora residents. Of these, 10% worked from home and another 10% had no fixed workplace. (No fixed workplace is defined as persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, travelling salespersons, independent truck drivers, etc.) The columns show the distribution by industry for each of these categories.

Retail Trade employs the largest number of Aurora residents (3,390), with Professional, Scientific and Technical following behind (3,250), and Educational Services coming in third (2,805). The largest share of employment of residents working from home is in the Professional Scientific and Technical Services at 30%.

The Table A-3 highlights the number of Aurora residents by occupation that commuted to a regular workplace in Aurora or outside Aurora. About 76% of residents commuted to a regular workplace outside Aurora.

A total of 18,070 jobs are filled by Aurora residents in Ontario. About 38% of these out-commuters are 25-44 years old, 29% are 45 - 54 years old and 22% are 55 and over years old.

## Employed residents, by place of work and by industry, 2016

Table A-2

<b>Aurora</b>	All Employed Residents	Work at home	No fixed workplace address
<b>EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>10%</b>	<b>10%</b>
<b>ALL INDUSTRIES</b>	<b>30,010</b>	<b>2,910</b>	<b>3,100</b>
Agriculture, forestry, fishing	105	0%	0%
Mining and oil and gas extraction	45	0%	0%
Utilities	185	0%	0%
Construction	2,150	4%	32%
Manufacturing	2,550	4%	3%
Wholesale trade	1,700	9%	3%
Retail trade	3,390	5%	4%
Transportation and warehousing	955	2%	8%
Information and cultural industries	935	4%	2%
Finance and insurance	2,430	8%	3%
Real estate and rental and leasing	1,000	11%	3%
Professional, scientific, technical	3,250	30%	8%
Management of companies	145	1%	0%
Administrative and support	1,165	5%	13%
Educational services	2,805	3%	6%
Health care and social assistance	2,450	4%	4%
Arts, entertainment and recreation	705	2%	1%
Accommodation and food services	1,475	1%	2%
Other services	1,220	6%	3%
Public administration	1,360	1%	2%

Note: 0% due to rounding if less than half a percent of the total  
Source: Statistics Canada, Census 2016

Table A-3

## Employed residents by occupation and with a usual place of work, 2016

<b>Aurora</b>	Live and Work within	Commute outside
<b>EMPLOYED RESIDENTS</b>	<b>24%</b>	<b>76%</b>
All Occupations	5,715	18,070
Management occupations	555	19%
Business, finance and administration occupations	885	21%
Natural and applied sciences and related occupations	185	10%
Health occupations	235	6%
Occupations in education, law and social, community and government services	740	12%
Occupations in art, culture, recreation and sport	185	2%
Sales and service occupations	2,345	18%
Trades, transport and equipment operators and related occupations	320	7%
Natural resources, agriculture and related production occupations	85	1%
Occupations in manufacturing and utilities	175	3%

Source: Statistics Canada, Census 2016 (custom tabulation)

# Town of Aurora

## JOBS IN AURORA

The jobs in Aurora represent jobs with a fixed workplace located in Aurora, including those working at home. Table A-4 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in Aurora by number of jobs are Retail Trade, Educational Services and Manufacturing.

Similarly, Manufacturing in Ontario is a very large industry at 11% and ranks 3rd after Retail Trade and Health Care and Social Assistance each at 12% of the total jobs.

*Avant Imaging & Integrated Media Inc. ("AIIM") operates a 72,000 square foot campus in Aurora with 70 full-time employees announced that they have entered into a binding letter agreement whereby AIIM will complete a reverse take-over of CORRE (the RTO").*

## Number and distribution of jobs by industry in 2016

Table A-4

Aurora	AURORA		ONTARIO	
	Number	% share	Number	% share
<b>TOTAL</b>	<b>25,270</b>	<b>100%</b>	<b>5,867,270</b>	<b>100%</b>
Agriculture, forestry, fishing	90	0%	88,440	2%
Mining and oil and gas extraction	10	0%	24,700	0%
Utilities	20	0%	43,790	1%
Construction	770	3%	213,400	4%
Manufacturing	3,180	13%	624,260	11%
Wholesale trade	1,080	4%	238,330	4%
Retail trade	3,360	13%	707,530	12%
Transportation and warehousing	230	1%	232,090	4%
Information and cultural industries	590	2%	153,450	3%
Finance and insurance	2,130	8%	358,800	6%
Real estate and rental and leasing	590	2%	124,440	2%
Professional, scientific, technical	1,900	8%	497,780	8%
Management of companies	50	0%	11,420	0%
Administrative and support	730	3%	222,870	4%
Educational services	3,340	13%	460,690	8%
Health care and social assistance	2,100	8%	680,120	12%
Arts, entertainment and recreation	530	2%	119,330	2%
Accommodation and food services	1,650	7%	420,400	7%
Other services	1,100	4%	257,000	4%
Public administration	1,810	7%	388,420	7%

Source: Statistics Canada, Census 2016

## EDUCATION

### Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.

Aurora residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically required of the jobs

they are employed in, there are some discrepancies, particularly among various population groups.

The share of employed Aurora residents by each of the population group profiled in this section is listed in Table A-5.

### Aurora Share of employed residents by gender and visible minority status, 2016

Table A-5

Females	Males	Visible minorities	Non-visible minorities
49%	51%	25%	75%

Source: Statistics Canada, Census 2016

## Town of Aurora

In the Charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

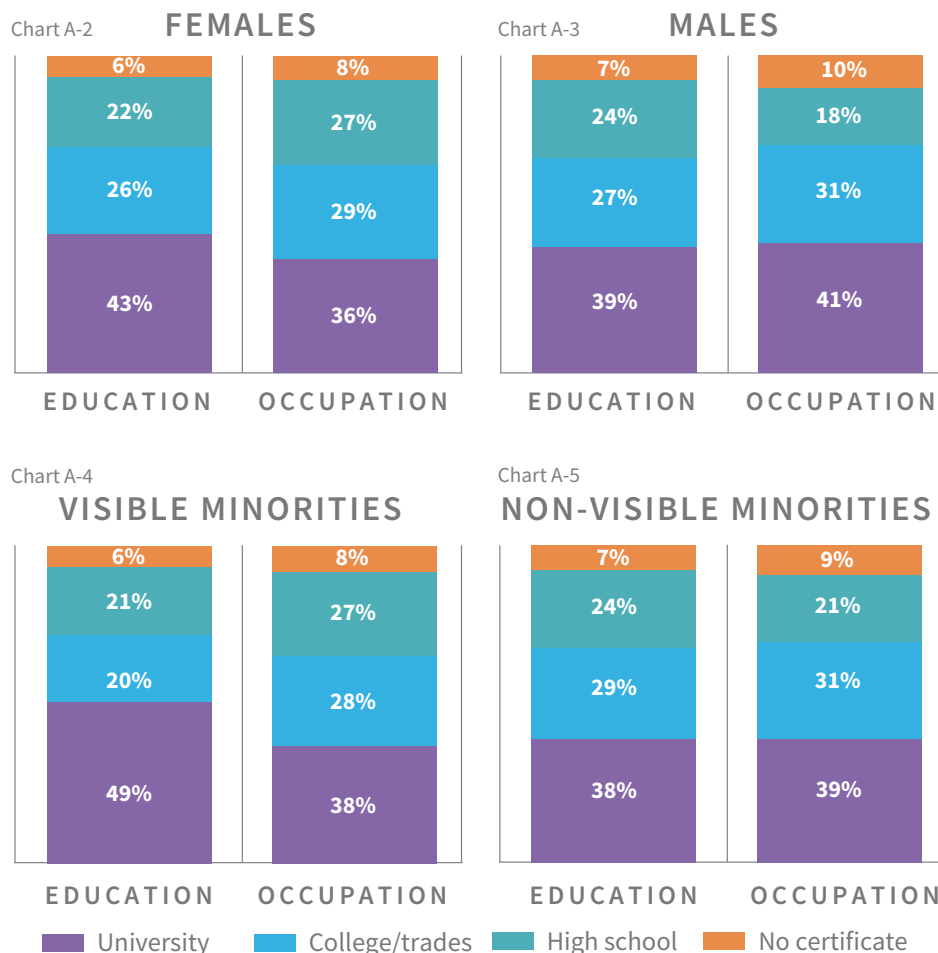
Similarly, the occupations these residents are employed in can be sorted into four skill levels:

- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Among employed Aurora females (Chart A-2), 43% have a university degree, while 36% work in a job that requires a university degree. The proportions are slightly different in terms of college diplomas and trade certificates and the corresponding employment, while a larger proportion of females work in jobs that require a high school diploma or less.

In comparison, employed Aurora males have lower levels of university completion than females, while the proportion of males in jobs requiring a university degree is higher compared to that of females (Chart A-3). Overall, there is a slight mismatch between the lower levels of education among males and the skill levels of the jobs they are employed in.

**Aurora**  
Education levels and skill levels of occupations of employed residents, 2016



Source: Statistics Canada, Census 2016 (custom tabulation)

Aurora visible minorities have especially high levels of educational attainment, with 49% holding a university degree, while only 38% work in jobs that require a university degree (Chart A-4). On the other hand, about 35% work in occupations that require a high school diploma or less. This likely reflects the challenges that many highly educated immigrants face in finding jobs that match their education.

Non-visible minorities have relatively high levels of university completion and are employed in a higher proportion in jobs requiring a university degree (Chart A-5).

# Town of Aurora

## COMMUTING PATTERNS

The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table A-6 shows, in this category 27% travel to work in Toronto while another 24% travel to Newmarket. In total, around 6,380 Aurora residents commute to Toronto, and in return around 2,125 Toronto residents commute for work to Aurora. Far more Aurora residents (9%) travel to Vaughan for their daily commute than Vaughan residents to Aurora, (5%).

### Commuting patterns between Aurora and the top five neighbouring regions

Table A-6

COMMUTING FROM AURORA TO			COMMUTING TO AURORA FROM		
	Number	%	%	Number	
<b>TOTAL</b>	<b>23,515</b>		<b>22,130</b>		<b>TOTAL</b>
Toronto	6,380	27%	17%	3,680	Newmarket
Newmarket	2,455	24%	10%	2,125	Toronto
Markham	2,125	10%	7%	1,640	Richmond Hill
Richmond Hill	2,050	9%	6%	1,315	Georgina
Vaughan	2,015	9%	5%	1,055	Vaughan

Source: Statistics Canada, Census 2016



# Community Profile of East Gwillimbury



The profile provides detailed statistical information on the demographics, labour market changes, education and commuting patterns to assist residents and employers in understanding the community employment picture and workforce and economic development.

# East Gwillimbury

## DEMOGRAPHICS

### POPULATION

At the time of the most recent 2016 Census, East Gwillimbury had a total population of 23,991 residents, an increase of 6.8% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

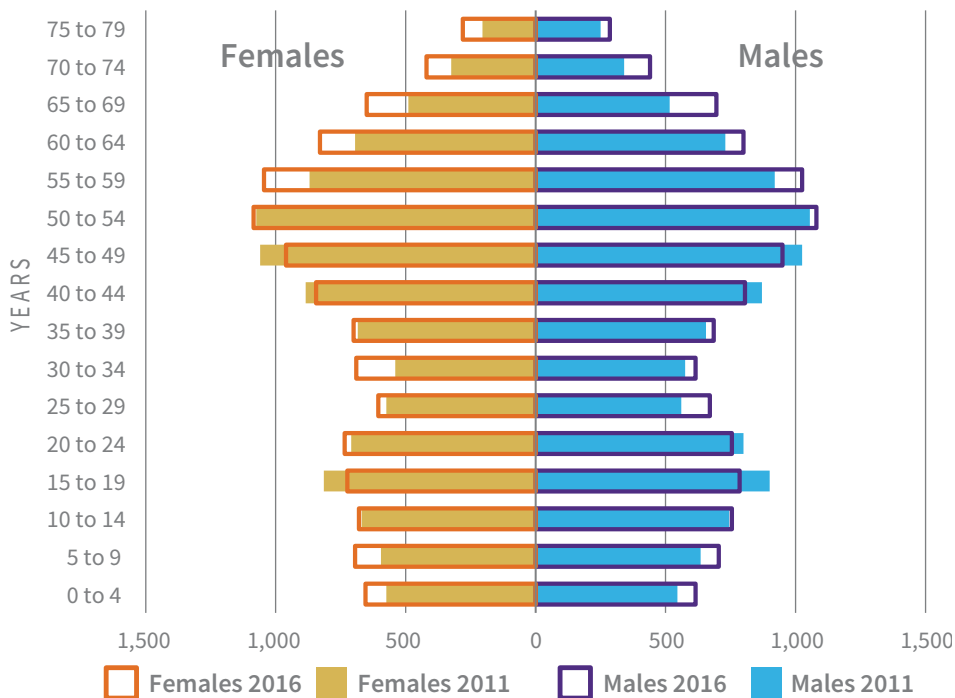
Chart EG-1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a **purple outline** (on the right) represent the figures for males in 2016, by age group;
- The bars with an **orange outline** (on the left) are females in 2016;
- The **light blue-filled bars** (on the right) are males in 2011;
- The **orange-filled bars** (on the left) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 50 - 54 years old - this represents the tail end of Generation X. The second bulge, around ages 20 - 24 years old.

Chart EG-1

East Gwillimbury  
Population distribution by age and gender, 2011 and 2016



Source: Statistics Canada, Census 2016

One can see from the chart that compared to 2011 there has been consistent growth among the young children as well as all age groups 55 years old and over. The 45 - 49 years old and 15 - 19 years old population has declined.

## IMMIGRATION

Immigration represents an important source of population growth in East Gwillimbury. Overall, close to 19% of the East Gwillimbury population was born outside of Canada.

Table EG-1 shows the percentage distribution of East Gwillimbury residents by Canadian-born and by period of immigration.

East Gwillimbury  
Percentage distribution, Canadian-born and immigrants  
by period of immigration, 2016

Table EG-1

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
81%	42%	14%	17%	21%	6%

Source: Statistics Canada, Census 2016

# East Gwillimbury

## LABOUR MARKET

Employed East Gwillimbury residents by place of work and by industry. Table EG-2 provides the numbers for where East Gwillimbury residents are employed and their distribution by industry. At the time of the 2016 Census, there were 13,005 employed East Gwillimbury residents. Of these, 10% worked from home, 14% had no fixed workplace. (No fixed workplace is defined as persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, travelling salespersons, independent truck drivers, etc.). The columns show the distribution by industry for each of these categories.

Construction employs the largest number of East Gwillimbury residents (1,495), with Retail Trade following behind (1,470), and Manufacturing coming in third (1,240).

The Table EG-3 highlights the number of East Gwillimbury residents by occupation that commute to a regular workplace in East Gwillimbury or outside East Gwillimbury. About 87% of residents commute to a regular workplace outside East Gwillimbury.

A total of 8,525 jobs are filled by East Gwillimbury residents in Ontario. About 37% of these out-commuters are 25 - 44 years old, 27% are 45 - 54 years old and 23% are 55 and over years old.

Employed residents, by place of work and by industry, 2016

Table EG-2

East Gwillimbury	All Employed Residents	Work at home	No fixed workplace address
<b>EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>10%</b>	<b>14%</b>
<b>ALL INDUSTRIES</b>	<b>13,005</b>	<b>1,335</b>	<b>1,885</b>
Agriculture, forestry, fishing	180	6%	0%
Mining and oil and gas extraction	15	0%	0%
Utilities	115	0%	1%
Construction	1,495	7%	44%
Manufacturing	1,240	8%	2%
Wholesale trade	580	5%	3%
Retail trade	1,470	7%	3%
Transportation and warehousing	410	1%	6%
Information and cultural industries	350	6%	1%
Finance and insurance	565	3%	1%
Real estate and rental and leasing	300	6%	3%
Professional, scientific, technical	1,040	22%	5%
Management of companies	15	0%	0%
Administrative and support	710	7%	12%
Educational services	1,005	4%	2%
Health care and social assistance	1,170	7%	6%
Arts, entertainment and recreation	380	4%	2%
Accommodation and food services	555	1%	2%
Other services	460	6%	4%
Public administration	945	1%	3%

Note: 0% due to rounding if less than half a percent of the total  
Source: Statistics Canada, Census 2016

Table EG-3

Employed residents by occupation and with a usual place of work, 2016

East Gwillimbury	Live and Work within	Commute outside
<b>EMPLOYED RESIDENTS</b>	<b>13%</b>	<b>87%</b>
All Occupations	1,215	8,525
Management occupations	105	16%
Business, finance and administration occupations	160	20%
Natural and applied sciences and related occupations	45	6%
Health occupations	50	6%
Occupations in education, law and social, community and government services	125	14%
Occupations in art, culture, recreation and sport	30	2%
Sales and service occupations	460	19%
Trades, transport and equipment operators and related occupations	120	10%
Natural resources, agriculture and related production occupations	70	2%
Occupations in manufacturing and utilities	65	4%

Source: Statistics Canada, Census 2016 (custom tabulation)

# East Gwillimbury

## JOBS IN EAST GWILLIMBURY

The jobs in East Gwillimbury represent jobs with a fixed workplace located in East Gwillimbury, including those working at home. Table EG-4 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in East Gwillimbury by number of jobs are Retail Trade, Healthcare and Social Assistance, and Manufacturing. Similarly, Manufacturing in Ontario is a very large industry at 11% and ranks 3rd after Retail Trade and Health Care and Social Assistance each at 12% of the total jobs.

*East Gwillimbury-based mushroom farm sets sights on becoming biggest operation of its kind in Canada. Sharon Mushroom Farm is shipping 90,000 lbs of mushrooms per week to grocers such as Vince's, Walmart and Costco. The expansion, which is to be completed this year, will more than double the current operation.*

Number and distribution of jobs  
by industry in 2016

Table EG-4

East Gwillimbury	East Gwillimbury Number	% share	ONTARIO Number	% share
<b>TOTAL</b>	<b>7,400</b>	<b>100%</b>	<b>5,867,270</b>	<b>100%</b>
Agriculture, forestry, fishing	250	3%	88,440	2%
Mining and oil and gas extraction	40	1%	24,700	0%
Utilities	0	0%	43,790	1%
Construction	550	7%	213,400	4%
Manufacturing	<b>750</b>	<b>10%</b>	624,260	11%
Wholesale trade	300	4%	238,330	4%
Retail trade	<b>1,290</b>	<b>17%</b>	707,530	12%
Transportation and warehousing	430	6%	232,090	4%
Information and cultural industries	220	3%	153,450	3%
Finance and insurance	120	2%	358,800	6%
Real estate and rental and leasing	120	2%	124,440	2%
Professional, scientific, technical	440	6%	497,780	8%
Management of companies	0	0%	11,420	0%
Administrative and support	240	3%	222,870	4%
Educational services	500	7%	460,690	8%
Health care and social assistance	<b>600</b>	<b>8%</b>	680,120	12%
Arts, entertainment and recreation	290	4%	119,330	2%
Accommodation and food services	520	7%	420,400	7%
Other services	260	4%	257,000	4%
Public administration	480	6%	388,420	7%

Source: Statistics Canada, Census 2016

## EDUCATION

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.

East Gwillimbury residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically required

of the jobs they are employed in, there are some notable discrepancies, particularly among various sub-populations.

The share of employed East Gwillimbury residents by each of the population groups profiled in this section is listed in Table EG-5.

East Gwillimbury  
Share of employed residents by gender  
and visible minority status, 2016

Table EG-5

Females	Males	Visible minorities	Non-visible minorities
<b>48%</b>	<b>52%</b>	<b>9%</b>	<b>91%</b>

Source: Statistics Canada, Census 2016

## East Gwillimbury

In the Charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

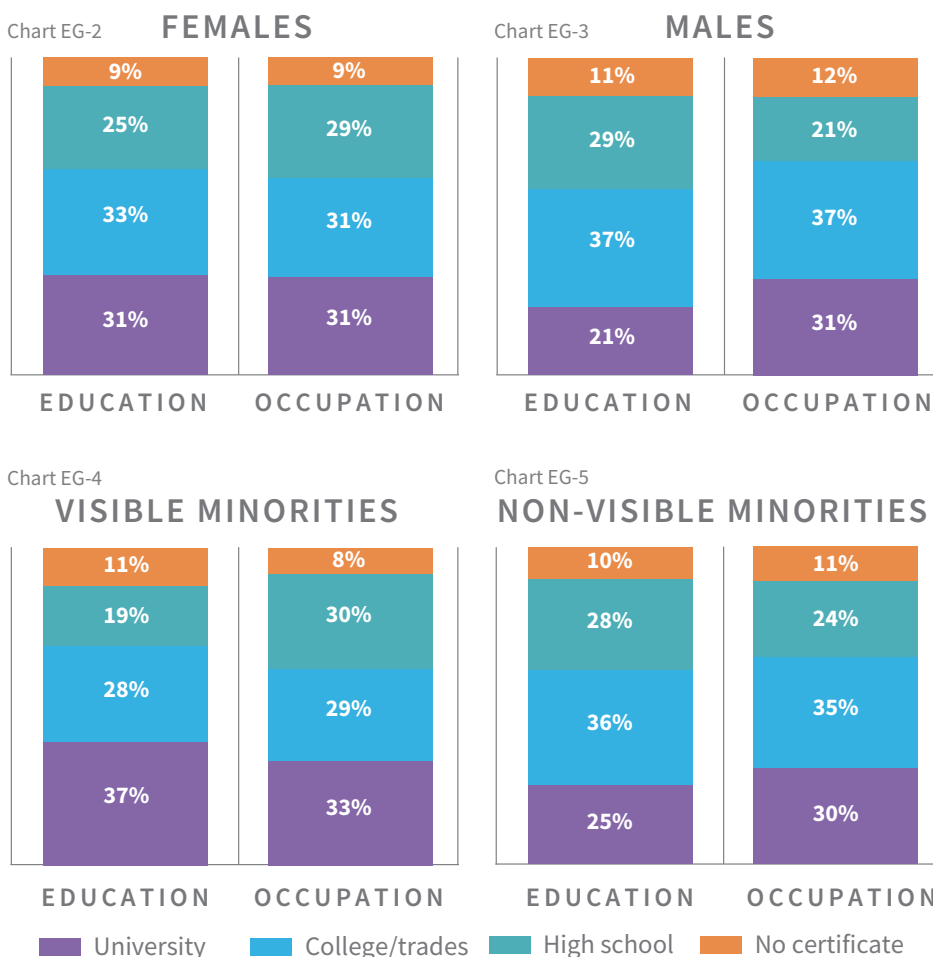
Similarly, the occupations these residents are employed in can be sorted into four skill levels:

- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Among employed East Gwillimbury females (Chart EG-2), 31% have a university degree and 31% work in a job that requires a university degree. The proportions are the almost same for other categories but for those with college diplomas and trade certificates. It should be noted that a larger proportion of females work in jobs that require a high school diploma or less.

In comparison, employed East Gwillimbury males have lower levels of university completion than females, while the proportion of males in jobs requiring a university degree is the same compared to that of females (Chart EG-3). Overall, there is a higher mismatch between the lower levels of education among males and the skill levels of the jobs they are employed in.

East Gwillimbury  
Education levels and skill levels of occupations of  
employed residents, 2016



Source: Statistics Canada, Census 2016 (custom tabulation)

East Gwillimbury visible minorities have especially high levels of educational attainment, with 37% holding a university degree, while only 33% work in jobs that require a university degree (Chart EG-4). On the other hand, about 30% work in occupations that require a high school diploma or less. This likely reflects the challenges that many highly educated immigrants face in finding jobs that match their schooling.

Non-visible minorities have also relatively high levels of university completion and are employed in higher proportion in jobs requiring a university degree (Chart EG-5)

# East Gwillimbury

## COMMUTING PATTERNS

The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table EG-6 shows, in this category 17% travel to work in Toronto. The majority of the commuting flow for East Gwillimbury residents happens within the region with Newmarket being the top destination.

### Commuting patterns between East Gwillimbury and the top five neighbouring regions

Table EG-6

COMMUTING FROM EAST GWILLIMBURY TO			COMMUTING TO EAST GWILLIMBURY FROM		
	Number	%	%	Number	
<b>TOTAL</b>	<b>9,570</b>			<b>5,935</b>	<b>TOTAL</b>
Newmarket	2,620	27%	21%	1,230	Newmarket
Toronto	1,635	17%	21%	1,220	East Gwillimbury
Markham	825	9%	16%	950	Georgina
Aurora	740	8%	7%	420	Bradford West Gwillimbury
Vaughan	585	6%	5%	270	Aurora

Source: Statistics Canada, Census 2016



# Community Profile of Georgina



The profile provides detailed statistical information on the demographics, labour market changes, education and commuting patterns to assist residents and employers in understanding the community employment picture and workforce and economic development.

# Town of Georgina

## DEMOGRAPHICS

### POPULATION

At the time of the most recent 2016 Census, Georgina had a total population of 45,418 residents, an increase of 4.4% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

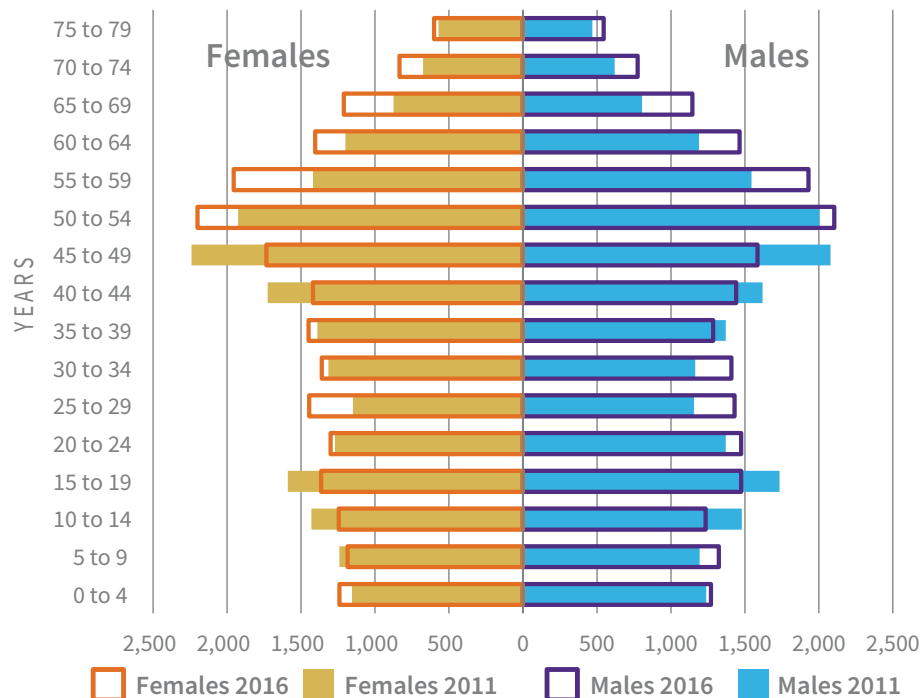
Chart G-1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a **purple outline** (on the right) represent the figures for males in 2016, by age group;
- The bars with an **orange outline** (on the left) are females in 2016;
- The **light blue-filled bars** (on the right) are males in 2011;
- The **orange-filled bars** (on the left) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 50 - 54 years old - this represents the tail end of Generation X. The second bulge, around ages 25 - 29 years old, represents the generation that starts to settle down in their careers.

Chart G-1

Georgina  
Population distribution by age and gender, 2011 and 2016



Source: Statistics Canada, Census 2016

One can see from the Chart that there is a mix of growth and decline among different age groups compared to 2011. Growth is quite evident among all age groups 50 years old and over. Significant decline is observed for the 45 - 49 years old and 15 - 19 years old that are mainly people of prime working age and youth respectively.

## IMMIGRATION

Immigration represents an important source of population growth in Georgina. Overall, close to 14% of the Georgina population was born outside of Canada.

Table G-1 shows the percentage distribution of Georgina residents by Canadian-born and by period of immigration.

### Georgina

Percentage distribution, Canadian-born and immigrants  
by period of immigration, 2016

Table G-1

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
86%	48%	13%	18%	15%	6%

Source: Statistics Canada, Census 2016

# Town of Georgina

## LABOUR MARKET

Employed Georgina residents by place of work and by industry. Table G-2 provides the numbers for where Georgina residents are employed and their distribution by industry. At the time of the 2016 Census, there were 23,980 employed Georgina residents. Of these, 7% worked from home and 17% had no fixed workplace. (No fixed workplace is defined as persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, travelling salespersons, independent truck drivers, etc.). The columns show the distribution by industry for each of these categories.

Construction employs the largest number of Georgina residents (2,930), with Retail Trade following behind (2,705) and Health Care and Social Services coming in third (2,490).

The Table G-3 below highlights the number of Georgina residents by occupation that commuted to a regular workplace in Georgina or outside Georgina. About 74% of residents commuted to a regular workplace outside Georgina.

A total of 13,625 jobs are filled by Georgina residents in Ontario. About 40% of these out-commuters are 25 - 44 years old, 27% are 45 - 54 years old, 22% are 55 and over years old and 11% are 15 - 24 years old.

## Employed residents, by place of work and by industry, 2016

Table G-2

Georgina	All Employed Residents	Work at home	No fixed workplace address
<b>EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>7%</b>	<b>17%</b>
<b>ALL INDUSTRIES</b>	<b>23,980</b>	<b>1,575</b>	<b>4,055</b>
Agriculture, forestry, fishing	410	6%	1%
Mining and oil and gas extraction	55	0%	0%
Utilities	190	1%	1%
Construction	2,930	7%	43%
Manufacturing	2,420	5%	3%
Wholesale trade	1,030	6%	3%
Retail trade	2,705	5%	3%
Transportation and warehousing	1,040	3%	7%
Information and cultural industries	575	4%	2%
Finance and insurance	915	6%	1%
Real estate and rental and leasing	445	4%	1%
Professional, scientific, technical	1,455	23%	3%
Management of companies	15	0%	0%
Administrative and support	1,350	6%	14%
Educational services	1,570	3%	5%
Health care and social assistance	2,490	8%	6%
Arts, entertainment and recreation	550	4%	1%
Accommodation and food services	1,240	1%	2%
Other services	1,130	8%	3%
Public administration	1,445	1%	2%

Note: 0% due to rounding if less than half a percent of the total  
Source: Statistics Canada, Census 2016

Table G-3 Employed residents by occupation and with a usual place of work, 2016

Georgina	Live and Work within	Commute outside
<b>EMPLOYED RESIDENTS</b>	<b>26%</b>	<b>74%</b>
All Occupations	4,645	13,625
Management occupations	470	12%
Business, finance and administration occupations	490	19%
Natural and applied sciences and related occupations	80	6%
Health occupations	295	5%
Occupations in education, law and social, community and government services	725	10%
Occupations in art, culture, recreation and sport	110	2%
Sales and service occupations	1930	19%
Trades, transport and equipment operators and related occupations	325	17%
Natural resources, agriculture and related production occupations	115	2%
Occupations in manufacturing and utilities	110	6%

Source: Statistics Canada, Census 2016 (custom tabulation)

# Town of Georgina

## JOBS IN GEORGINA

The jobs in Georgina represent jobs with a fixed workplace located in Georgina, including those working at home. Table G-4 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in Georgina by number of jobs are Retail Trade, Health Care and Social Services and Educational Services. Similarly these sectors make up some of the largest industries in Ontario.

*The Town of Georgina has implemented a Development Application Fee Rebate Program to encourage new business investment and expansion of existing businesses. Non-residential development applications that have the potential for increased full-time permanent employment will be expedited through the review and approval process.*

Number and distribution of jobs  
by industry in 2016

Table G-4

Georgina	Georgina Number	Georgina % share	ONTARIO Number	ONTARIO % share
<b>TOTAL</b>	<b>8,060</b>	<b>100%</b>	<b>5,867,270</b>	<b>100%</b>
Agriculture, forestry, fishing	220	3%	88,440	2%
Mining and oil and gas extraction	0	0%	24,700	0%
Utilities	10	0%	43,790	1%
Construction	210	3%	213,400	4%
Manufacturing	290	4%	624,260	11%
Wholesale trade	170	2%	238,330	4%
Retail trade	<b>1,350</b>	<b>17%</b>	707,530	12%
Transportation and warehousing	250	3%	232,090	4%
Information and cultural industries	160	2%	153,450	3%
Finance and insurance	260	3%	358,800	6%
Real estate and rental and leasing	200	2%	124,440	2%
Professional, scientific, technical	520	6%	497,780	8%
Management of companies	0	0%	11,420	0%
Administrative and support	270	3%	222,870	4%
Educational services	<b>940</b>	<b>12%</b>	460,690	8%
Health care and social assistance	<b>1,070</b>	<b>13%</b>	680,120	12%
Arts, entertainment and recreation	280	3%	119,330	2%
Accommodation and food services	880	11%	420,400	7%
Other services	500	6%	257,000	4%
Public administration	460	6%	388,420	7%

Source: Statistics Canada, Census 2016

## EDUCATION

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.

Georgina residents have relatively low levels of educational attainment, compared to other municipalities in the region.

The share of employed Georgina residents by each of the population groups profiled in this section is listed in Table G-5.

Georgina  
Share of employed residents by gender  
and visible minority status, 2016

Table G-5

Females	Males	Visible minorities	Non-visible minorities
47%	53%	13%	87%

Source: Statistics Canada, Census 2016

# Town of Georgina

These Charts compare the levels of education typically required of the jobs that Georgina residents are employed in.

In the Charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

Similarly, the occupations these residents are employed in can be sorted into four skill levels:

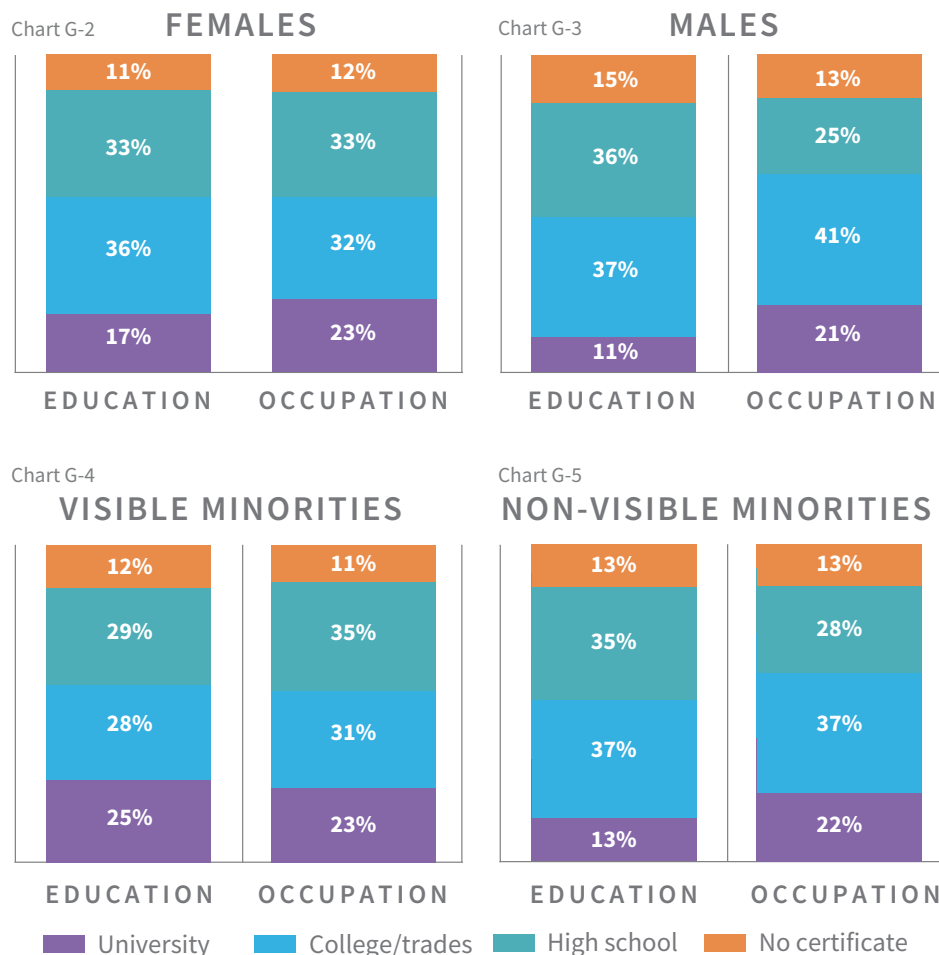
- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Among employed Georgina females, 17% have a university degree, while 23% work in a job that requires a university degree. The proportions are somewhat the same for those with college diplomas and trade certificates.

In comparison, employed Georgina males have lower levels of university completion than females, while the proportion of males in jobs requiring a university degree is quite high. Overall, there is a mismatch between the lower levels of education among males and the skill levels of the jobs they are employed in.

Georgina visible minorities have especially high levels of educational attainment, with 25% holding a university degree.

## Georgina Education levels and skill levels of occupations of employed residents, 2016



Source: Statistics Canada, Census 2016 (custom tabulation)

About 23% of this group of population work in jobs that require a university degree. On the other hand, about 35% work in occupations that require a high school diploma but only 29% of them have this level of education.

Non-visible minorities have also relatively low levels of university completion, yet they are employed in a slightly higher proportion in jobs requiring a university degree.

## Town of Georgina

### COMMUTING PATTERNS

The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table G-6 shows, in this category 20% travel to work in Toronto while in return about 130 Toronto residents travel to Georgina.

### Commuting patterns between Georgina and the top five neighbouring regions

Table G-6

COMMUTING FROM GEORGINA TO			COMMUTING TO GEORGINA FROM		
	Number	%	%	Number	
<b>TOTAL</b>	<b>13,415</b>			<b>6,355</b>	<b>TOTAL</b>
Newmarket	3,285	24%	5%	295	Brock
Toronto	2,655	20%	4%	255	East Gwillimbury
Markham	1,430	11%	4%	245	Newmarket
Aurora	1,315	10%	2%	135	Kawartha Lakes
East Gwillimbury	950	7%	2%	130	Toronto

Source: Statistics Canada, Census 2016



## Community Profile of King



The profile provides detailed statistical information on the demographics, labour market changes, education and commuting patterns to assist residents and employers in understanding the community employment picture and workforce and economic development.

# Township of King

## DEMOGRAPHICS

### POPULATION

At the time of the most recent 2016 Census, the Township of King had a total population of 24,512 residents, an increase of 23.2% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

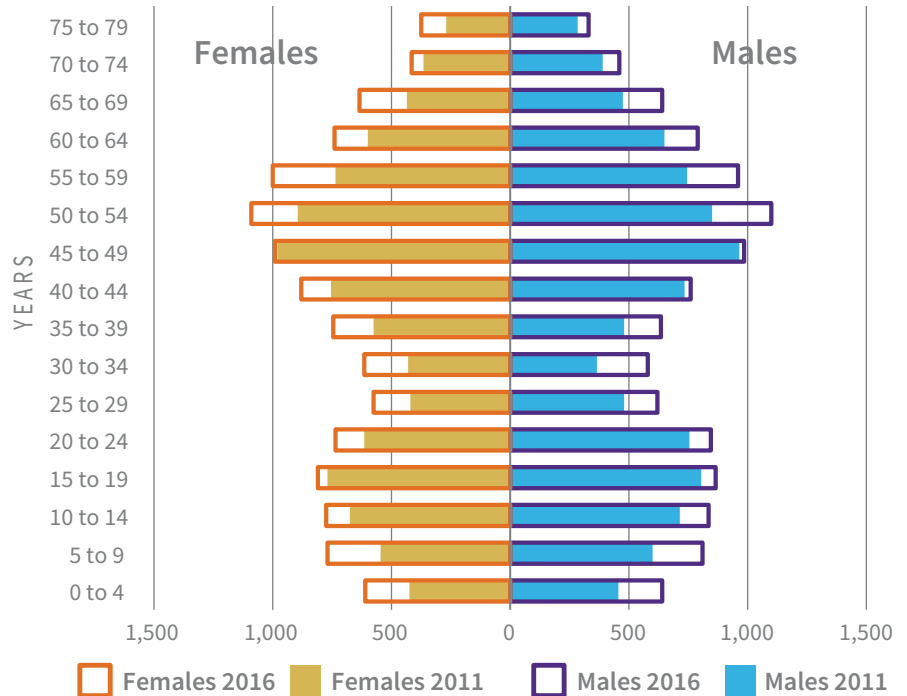
Chart K-1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a **purple outline** (on the right) represent the figures for males in 2016, by age group;
- The bars with an **orange outline** (on the left) are females in 2016;
- The **light blue-filled bars** (on the right) are males in 2011;
- The **orange-filled bars** (on the left) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 50 - 54 years old - this represents the tail end of Generation X.

Chart K-1

**King**  
Population distribution by age and gender, 2011 and 2016



Source: Statistics Canada, Census 2016

The second bulge is around ages 15 - 19 years old. Compared to 2011 there has been consistent growth among all age groups with the exception of the 45 - 49 years old females that remained almost at the same level.

## King

Percentage distribution, Canadian-born and immigrants by period of immigration, 2016

Table K-1

Immigrants by period of immigration					
Canadian-born	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
75%	52%	14%	19%	12%	3%

Source: Statistics Canada, Census 2016

## IMMIGRATION

Immigration represents an important source of population growth in King. Overall, close to 25% of the King population was born outside of Canada.

Table K-1 shows the percentage distribution of King residents by Canadian-born and by period of immigration.

# Township of King

## LABOUR MARKET

Employed King residents by place of work and by industry. Table K-2 provides the numbers for where King residents are employed and their distribution by industry. At the time of the 2016 Census, there were 13,230 employed King residents. Of these, 12% worked from home and 14% had no fixed workplace. (No fixed workplace is defined as persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, travelling salespersons, independent truck drivers, etc.). The columns show the distribution by industry for each of these categories.

Construction employs the largest number of King residents (2,085), with Retail Trade following behind (1,245) and Professional, Scientific and Technical Services coming in third closely (1,210).

The Table K-3 highlights the number of King residents by occupation that commuted to a regular workplace in King or outside King. About 84% of residents commuted to a regular workplace outside King.

A total of 8,125 jobs are filled by King residents in Ontario. About 37% of these out-commuters are 25 - 44 years old, 27% are 45 - 54 years old, 24% are 55 and over years old, and 12% are 15 - 24 years old.

## Employed residents, by place of work and by industry, 2016

Table K-2

King	All Employed Residents	Work at home	No fixed workplace address
<b>EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>12%</b>	<b>14%</b>
<b>ALL INDUSTRIES</b>	<b>13,230</b>	<b>1,675</b>	<b>1,890</b>
Agriculture, forestry, fishing	375	13%	1%
Mining and oil and gas extraction	15	1%	0%
Utilities	80	1%	0%
Construction	2,085	9%	48%
Manufacturing	1,035	2%	2%
Wholesale trade	730	7%	3%
Retail trade	1,245	7%	4%
Transportation and warehousing	460	2%	5%
Information and cultural industries	260	3%	2%
Finance and insurance	715	5%	2%
Real estate and rental and leasing	510	7%	4%
Professional, scientific, technical	1,210	22%	7%
Management of companies	40	0%	0%
Administrative and support	560	6%	9%
Educational services	1,130	3%	7%
Health care and social assistance	905	4%	2%
Arts, entertainment and recreation	320	3%	1%
Accommodation and food services	550	1%	1%
Other services	535	5%	2%
Public administration	485	0%	1%

Note: 0% means that when rounding the number, it made up less than half a per cent of the total.  
Source: Statistics Canada, Census 2016

Table K-3 Employed residents by occupation and with a usual place of work, 2016

King	Live and Work within	Commute outside
<b>EMPLOYED RESIDENTS</b>	<b>16%</b>	<b>84%</b>
All Occupations	1,460	8,125
Management occupations	245	22%
Business, finance and administration occupations	285	20%
Natural and applied sciences and related occupations	35	6%
Health occupations	65	6%
Occupations in education, law and social, community and government services	140	14%
Occupations in art, culture, recreation and sport	35	2%
Sales and service occupations	500	17%
Trades, transport and equipment operators and related occupations	85	10%
Natural resources, agriculture and related production occupations	55	1%
Occupations in manufacturing and utilities	20	2%

Source: Statistics Canada, Census 2016 (custom tabulation)

# Township of King

## JOBS IN KING

The jobs in King represent jobs with a fixed workplace located in King, including those working at home. Table K-4 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in King by number of jobs are Educational Services, Construction, and Professional, Scientific and Technical Services. The share of jobs in these industries in Ontario is relatively lower compared to King.

*Magna Hall, a newly built academic and athletic facility at Seneca College – King Campus opened in September and is now the biggest facility on the campus with a capacity of 1,450 students.*

Number and distribution of jobs  
by industry in 2016

Table K-4

King	KING		ONTARIO	
	Number	% share	Number	% share
<b>TOTAL</b>	<b>7,650</b>	<b>100%</b>	<b>5,867,270</b>	<b>100%</b>
Agriculture, forestry, fishing	500	7%	88,440	2%
Mining and oil and gas extraction	20	0%	24,700	0%
Utilities	10	0%	43,790	1%
Construction	<b>860</b>	<b>11%</b>	213,400	4%
Manufacturing	610	8%	624,260	11%
Wholesale trade	230	3%	238,330	4%
Retail trade	570	7%	707,530	12%
Transportation and warehousing	180	2%	232,090	4%
Information and cultural industries	160	2%	153,450	3%
Finance and insurance	270	4%	358,800	6%
Real estate and rental and leasing	210	3%	124,440	2%
Professional, scientific, technical	<b>630</b>	<b>8%</b>	497,780	8%
Management of companies	10	0%	11,420	0%
Administrative and support	340	4%	222,870	4%
Educational services	<b>940</b>	<b>12%</b>	460,690	8%
Health care and social assistance	430	6%	680,120	12%
Arts, entertainment and recreation	590	8%	119,330	2%
Accommodation and food services	550	7%	420,400	7%
Other services	370	5%	257,000	4%
Public administration	180	2%	388,420	7%

Source: Statistics Canada, Census 2016

## EDUCATION

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.

King residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically required of the jobs they

are employed in, there are some notable discrepancies, particularly among various sub-populations.

The share of employed King residents by each of the population groups profiled in this section is listed in Table K-5.

King  
Share of employed residents by gender  
and visible minority status, 2016

Table K-5

Females	Males	Visible minorities	Non-visible minorities
47%	53%	13%	87%

Source: Statistics Canada, Census 2016

# Township of King

In the Charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

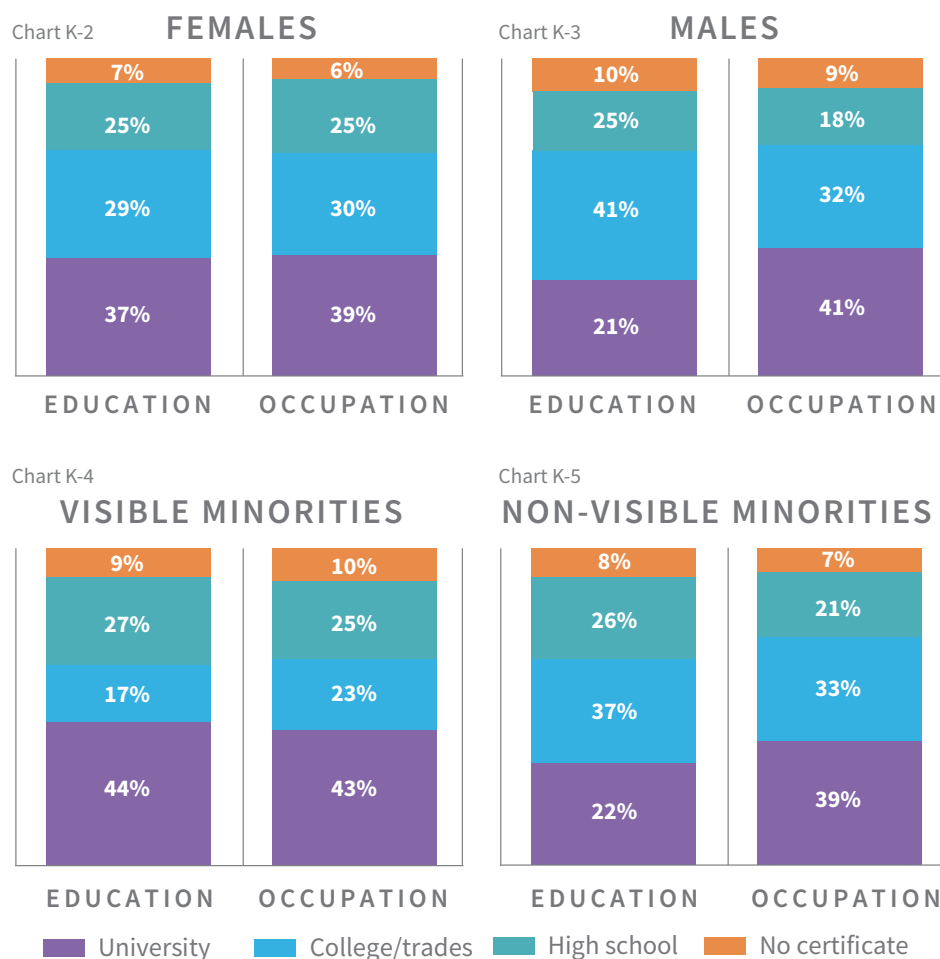
Similarly, the occupations these residents are employed in can be sorted into four skill levels:

- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Among employed females in King (Chart K-2), 37% have a university degree, while 39% work in a job that requires a university degree. The proportions are almost same for those with college diplomas and trade certificates.

In comparison, employed King males have lower levels of university completion than females, while the proportion of males in jobs requiring a university degree is higher compared to that of females (Chart K-3). Overall, there is a better match between the lower levels of education among males and the skill levels of the jobs they are employed in. Overall, there is a slight mismatch between the lower levels of education among males and the skill levels of the jobs they are employed in.

King  
Education levels and skill levels of occupations of  
employed residents, 2016



Source: Statistics Canada, Census 2016 (custom tabulation)

King visible minorities have especially high levels of educational attainment, with 44% holding a university degree and 43% of them work in jobs that require a university degree. On the other hand, about 35% work in occupations that require a high school diploma or less. A mismatch is observed for those having a college or trades education and the jobs they are employed in.

Non-visible minorities have relatively low levels of university completion, yet are employed in a higher proportion of jobs requiring university. The opposite is true for trades or college diploma and jobs requiring a high school diploma. There are more qualified people than employed in these areas.

# Township of King

## COMMUTING PATTERNS

The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table K-6 shows, in this category 27% travel to work in Toronto while in return about 465 Toronto residents travel to King.

### Commuting patterns between King and the top five neighbouring regions

Table K-6

COMMUTING FROM KING TO			COMMUTING TO KING FROM		
	Number	%	%	Number	
<b>TOTAL</b>	<b>9,420</b>			<b>5,685</b>	<b>TOTAL</b>
Toronto	2,560	27%	9%	485	Newmarket
Vaughan	2,065	22%	8%	465	Toronto
Mississauga	650	7%	7%	405	Vaughan
Richmond Hill	450	5%	7%	385	Aurora
Newmarket	440	5%	6%	355	New Tecumseh

Source: Statistics Canada, Census 2016



## Community Profile of Markham



The profile provides detailed statistical information on the demographics, labour market changes, education and commuting patterns to assist residents and employers in understanding the community employment picture and workforce and economic development.

# City of Markham

## DEMOGRAPHICS

### POPULATION

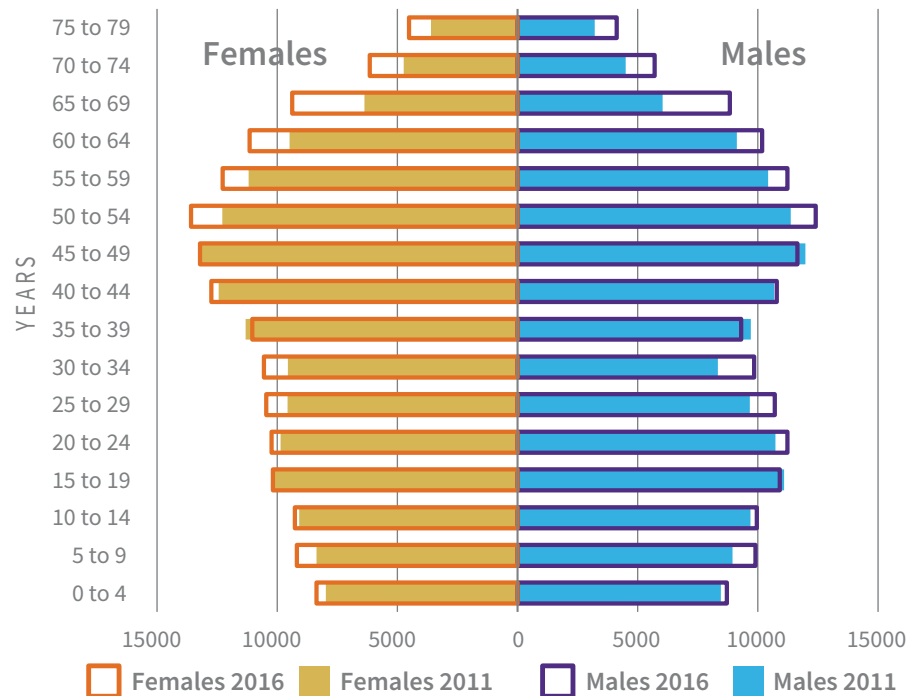
At the time of the most recent 2016 Census, Markham had a total population of 328,966 residents, an increase of 9% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

Chart M-1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a **purple outline** (on the right) represent the figures for males in 2016, by age group;
- The bars with an **orange outline** (on the left) are females in 2016;
- The **light blue-filled bars** (on the right) are males in 2011;
- The **orange-filled bars** (on the left) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 40 - 44 years old and 50 - 54 years old - this represents the tail end of Generation X. The second bulge, around ages 20 - 24 years old, an age when people start to enter the workforce.

Chart M-1  
Markham  
Population distribution by age and gender, 2011 and 2016



Source: Statistics Canada, Census 2016

One can see from the Chart that compared to 2011 there has been consistent growth among all age groups but for the 45 - 49 years old and 15 - 19 years old that have remained almost at the same levels.

### Markham

#### Percentage distribution, Canadian-born and immigrants by period of immigration, 2016

Table M-1

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
39%	17%	16%	31%	25%	11%

Source: Statistics Canada, Census 2016

## IMMIGRATION

Immigration represents an important source of population growth in Markham. Overall, close to 61% of the Markham population was born outside of Canada.

Table M-1 shows the percentage distribution of Markham residents by Canadian-born and by period of immigration.

# City of Markham

## LABOUR MARKET

Employed Markham residents by place of work and by industry. Table M-2 provides the numbers for where Markham residents are employed and their distribution by industry. At the time of the 2016 Census, there were 159,635 employed Markham residents. Of these, 8% worked from home, 10% had no fixed workplace. (No fixed workplace is defined as persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, travelling salespersons, independent truck drivers, etc.). The columns show the distribution by industry for each of these categories.

Professional, Scientific and Technical Services employs the largest number of Markham residents (19,680), with Retail Trade following behind (17,805), and Finance and Insurance coming in third closely (17,050).

The Table M-3 highlights the number of Markham residents by occupation that commuted to a regular workplace in Markham or outside Markham. About 68% of residents commuted to a regular workplace outside Markham.

A total of 87,325 jobs are filled by Markham residents in Ontario. About 45% of these out-commuters are 25 - 44 years old, 26% are 45 - 54 years old and 21% are 55 and over years old.

Employed residents, by place of work and by industry, 2016

Table M-2

Markham	All Employed Residents	Work at home	No fixed workplace address
<b>EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>8%</b>	<b>10%</b>
<b>ALL INDUSTRIES</b>	<b>159,635</b>	<b>13,310</b>	<b>16,670</b>
Agriculture, forestry, fishing	255	0%	0%
Mining and oil and gas extraction	190	0%	0%
Utilities	885	0%	0%
Construction	6,700	3%	21%
Manufacturing	14,515	3%	4%
Wholesale trade	9,355	7%	4%
Retail trade	17,805	6%	6%
Transportation and warehousing	5,455	2%	9%
Information and cultural industries	5,325	5%	2%
Finance and insurance	17,050	10%	4%
Real estate and rental and leasing	5,355	10%	4%
Professional, scientific, technical	19,680	29%	10%
Management of companies	420	0%	0%
Administrative and support	6,490	5%	10%
Educational services	11,030	5%	7%
Health care and social assistance	13,770	5%	6%
Arts, entertainment and recreation	2,310	2%	2%
Accommodation and food services	11,085	2%	5%
Other services	6,650	6%	4%
Public administration	5,325	0%	2%

Note: 0% due to rounding if less than half a percent of the total  
Source: Statistics Canada, Census 2016

Table M-3 Employed residents by occupation and with a usual place of work, 2016

Markham	Live and Work within	Commute outside
<b>EMPLOYED RESIDENTS</b>	<b>32%</b>	<b>68%</b>
All Occupations	40,260	87,325
Management occupations	4,800	14%
Business, finance and administration occupations	7,780	22%
Natural and applied sciences and related occupations	3,725	13%
Health occupations	3,725	13%
Occupations in education, law and social, community and government services	4,165	9%
Occupations in art, culture, recreation and sport	1,285	2%
Sales and service occupations	12,800	20%
Trades, transport and equipment operators and related occupations	2,140	6%
Natural resources, agriculture and related production occupations	165	0%
Occupations in manufacturing and utilities	1,550	6%

Source: Statistics Canada, Census 2016 (custom tabulation)

# City of Markham

## JOBS IN MARKHAM

The jobs in Markham represent jobs with a fixed workplace located in Markham, including those working at home. Table M-4 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in Markham by number of jobs are Manufacturing, Retail Trade and Professional, Scientific and Technical Services.

Meanwhile, Manufacturing in Ontario is a very large industry at 11% and ranks 3rd after Retail Trade and Health Care and Social Assistance each at 12% of the total jobs.

Markham headquartered Baylin Technologies announces signing of an agreement to design and manufacture key components for a Tier One global telecom equipment producer headquartered in Sweden. The supply agreement extends through the end of 2020.

## Number and distribution of jobs by industry in 2016

Table M-4

Markham	MARKHAM		ONTARIO	
	Number	% share	Number	% share
<b>TOTAL</b>	<b>428,205</b>	<b>100%</b>	<b>5,867,270</b>	<b>100%</b>
Agriculture, forestry, fishing	2,280	1%	88,440	2%
Mining and oil and gas extraction	430	0%	24,700	0%
Utilities	1,710	0%	43,790	1%
Construction	21,235	5%	213,400	4%
Manufacturing	<b>61,735</b>	<b>14%</b>	624,260	11%
Wholesale trade	40,485	9%	238,330	4%
Retail trade	<b>55,875</b>	<b>13%</b>	707,530	12%
Transportation and warehousing	13,785	3%	232,090	4%
Information and cultural industries	9,900	2%	153,450	3%
Finance and insurance	22,990	5%	358,800	6%
Real estate and rental and leasing	10,505	2%	124,440	2%
Professional, scientific, technical	<b>46,220</b>	<b>11%</b>	497,780	8%
Management of companies	715	0%	11,420	0%
Administrative and support	15,625	4%	222,870	4%
Educational services	28,625	7%	460,690	8%
Health care and social assistance	31,695	7%	680,120	12%
Arts, entertainment and recreation	8,690	2%	119,330	2%
Accommodation and food services	23,345	5%	420,400	7%
Other services	19,365	5%	257,000	4%
Public administration	12,995	3%	388,420	7%

Source: Statistics Canada, Census 2016

## EDUCATION

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.

Markham residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically required

of the jobs they are employed in, there are some notable discrepancies, particularly among various sub-populations.

The share of employed Markham residents by each of the population groups profiled in this section is listed in Table M-5.

## Markham Share of employed residents by gender and visible minority status, 2016

Table M-5

Females	Males	Visible minorities	Non-visible minorities
48%	52%	76%	24%

Source: Statistics Canada, Census 2016

# City of Markham

In the Charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

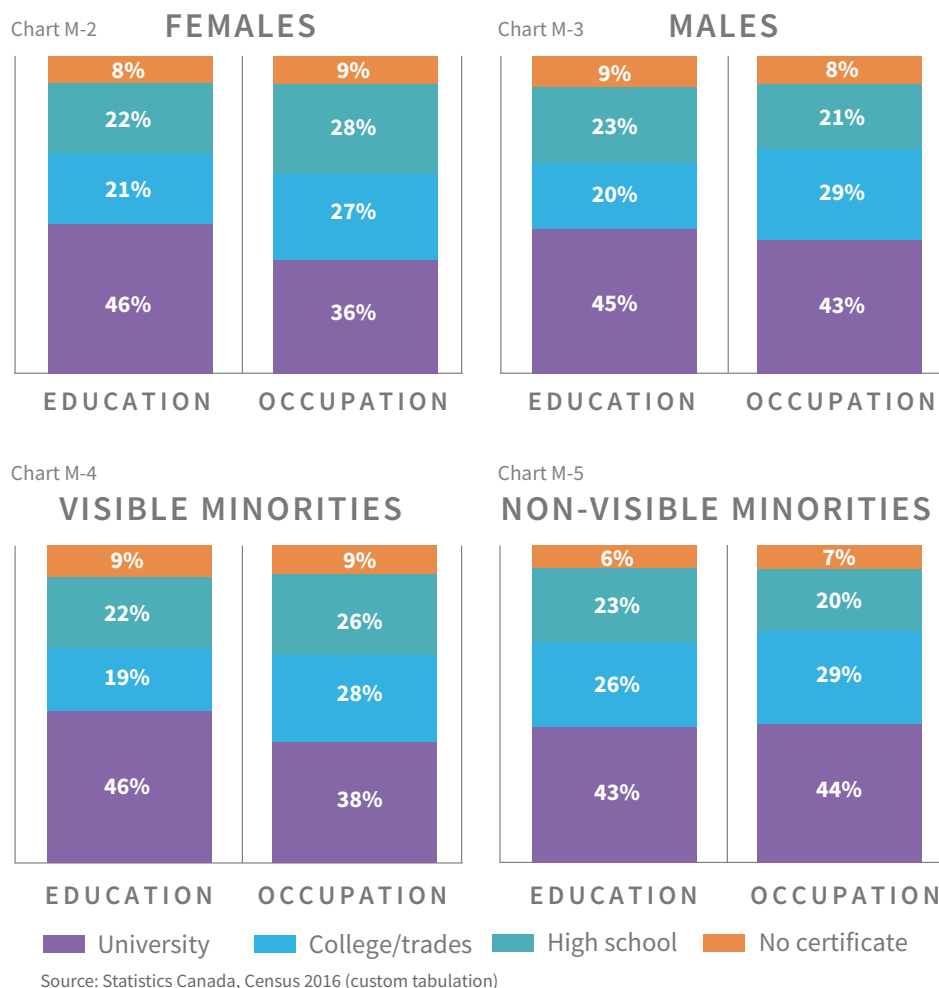
Similarly, the occupations these residents are employed in can be sorted into four skill levels:

- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Among employed Markham females (Chart M-2), 46% have a university degree, while only 36% work in a job that requires a university degree. The proportions are different in terms of college diplomas and trade certificate and the corresponding employment, while a larger proportion of females work in jobs that require a high school diploma or less.

In comparison, employed Markham males have the same high levels of university completion as females, while the proportion of males in jobs requiring a university degree is higher compared to that of females (Chart M-3). Overall, there is a greater match between the lower levels of education among males and the skill levels of the jobs they are employed in but not for those with a college degree or trade certificate.

Markham  
Education levels and skill levels of occupations of  
employed residents, 2016



Markham visible minorities have especially high levels of educational attainment, with 46% holding a university degree, while only 38% work in jobs that require a university degree (Chart M-4). On the other hand, about 37% work in occupations that require a high school diploma or less.

Non-visible minorities have relatively high levels of university completion and are employed almost proportionally in jobs requiring a university degree (Chart M-5).

# City of Markham

## COMMUTING PATTERNS

The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table M-6 shows, in this category 46% travel to work in Toronto and in return around 38,575 Toronto residents commute for work to Markham. Another 3% or 4,050 Markham residents also leave the region to work in Mississauga.

### Commuting patterns between Markham and the top five neighbouring regions

Table M-6

COMMUTING FROM MARKHAM TO			COMMUTING TO MARKHAM FROM		
	Number	%	%	Number	
<b>TOTAL</b>	<b>127,335</b>			<b>126,760</b>	<b>TOTAL</b>
Toronto	59,085	46%	30%	38,575	Toronto
Richmond Hill	7,785	6%	8%	9,740	Richmond Hill
Vaughan	6,965	5%	5%	5,835	Vaughan
Mississauga	4,050	3%	3%	3,930	Whitchurch-Stouffville
Brampton	1,405	1%	2%	3,035	Ajax

Source: Statistics Canada, Census 2016

Seneca will receive a \$1-million grant from the TD Ready Challenge to deliver the TD-HELIX Transformation Initiative, which will focus on re-skilling mid-career professionals at risk of job loss due to disruptive changes in the labour market. Seneca is the only GTA-based post secondary institution to receive the grant.

Markham based GeneNews Limited announced an agreement with Three Rivers Provider Network (TRPN) for Innovative Diagnostic Laboratory (IDL's) tests for early cancer detection that will save lives and money for providers and patients in this network through access to IDL proprietary tests.



## Community Profile of Newmarket



The profile provides detailed statistical information on the demographics, labour market changes, education and commuting patterns to assist residents and employers in understanding the community employment picture and workforce and economic development.

# Town of Newmarket

## DEMOGRAPHICS

### POPULATION

At the time of the most recent 2016 Census, Newmarket had a total population of 84,224 residents, an increase of 5.3% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

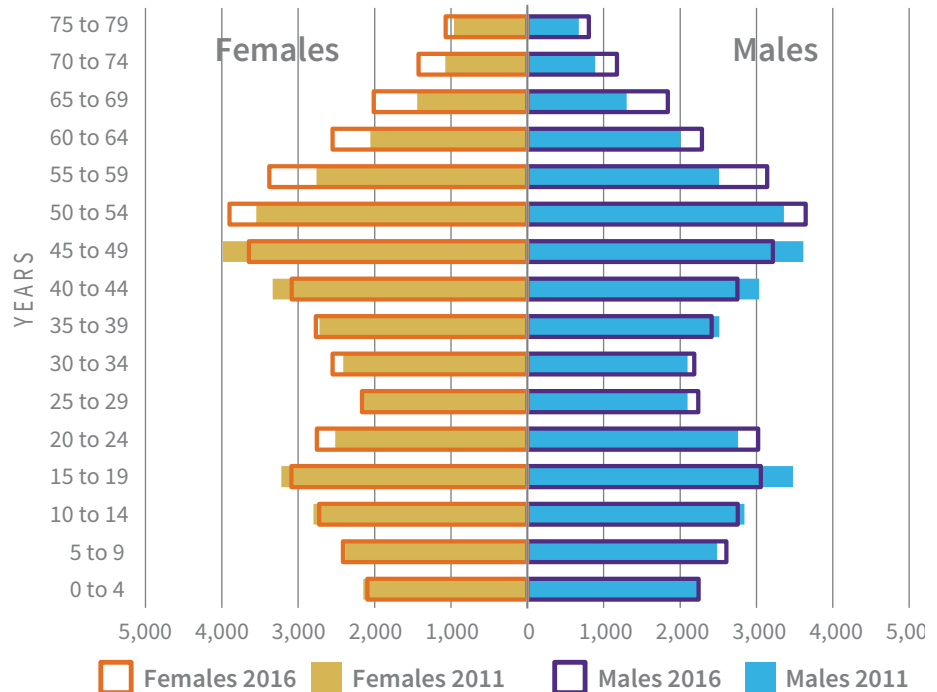
Chart N-1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a **purple outline** (on the right) represent the figures for males in 2016, by age group;
- The bars with an **orange outline** (on the left) are females in 2016;
- The **light blue-filled bars** (on the right) are males in 2011;
- The **orange-filled bars** (on the left) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 50 - 54 years old - this represents the tail end of Generation X. The second bulge, around ages 15 - 19 years old, although this age group recorded a decline in 2016 compared to 2011.

Chart N-1

Newmarket  
Population distribution by age and gender, 2011 and 2016



Source: Statistics Canada, Census 2016

One can see from the Chart that there has been consistent growth among all age groups 50 years old and over, while those 15 - 19 and 40 - 44 years old have declined.

## IMMIGRATION

Immigration represents an important source of population growth in Newmarket. Overall, close to 29% of the Newmarket population was born outside of Canada.

Table N-1 shows the percentage distribution of Newmarket residents by Canadian-born and by period of immigration.

Newmarket

Percentage distribution, Canadian-born and immigrants  
by period of immigration, 2016

Table N-1

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
71%	27%	14%	21%	28%	10%

Source: Statistics Canada, Census 2016

# Town of Newmarket

## LABOUR MARKET

Employed Newmarket residents by place of work and by industry. Table N-2 provides the numbers for where Newmarket residents are employed and their distribution by industry. At the time of the 2016 Census, there were 44,945 employed Newmarket residents. Of these, 9% worked from home and 11% had no fixed workplace. (No fixed workplace is defined as persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, travelling salespersons, independent truck drivers, etc.) The columns show the distribution by industry for each of these categories.

Retail Trade employs the largest number of Newmarket residents (5,485), with Professional, Scientific and Technical Services following behind (4,510), and Manufacturing coming in third closely (4,390).

The Table N-3 highlights the number of Newmarket residents by occupation that commuted to a regular workplace in Newmarket or outside Newmarket.

About 66% of residents commuted to a regular workplace outside Newmarket.

A total of 23,410 jobs are filled by Newmarket residents in Ontario. About 39% of these out-commuters are 25 - 44 years old, 29% are 45 - 54 years old and 21% are 55 and over years old.

Employed residents, by place of work and by industry, 2016

Table N-2

Newmarket	All Employed Residents	Work at home	No fixed workplace address
<b>EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>9%</b>	<b>11%</b>
<b>ALL INDUSTRIES</b>	<b>44,945</b>	<b>3,920</b>	<b>5,145</b>
Agriculture, forestry, fishing	165	0%	0%
Mining and oil and gas extraction	50	0%	0%
Utilities	285	0%	1%
Construction	3,320	3%	35%
Manufacturing	4,390	5%	4%
Wholesale trade	2,100	8%	3%
Retail trade	5,485	6%	5%
Transportation and warehousing	1,430	2%	7%
Information and cultural industries	1,200	4%	1%
Finance and insurance	2,955	7%	2%
Real estate and rental and leasing	975	7%	2%
Professional, scientific, technical	4,510	31%	7%
Management of companies	95	0%	0%
Administrative and support	2,020	5%	11%
Educational services	3,850	3%	5%
Health care and social assistance	4,175	7%	5%
Arts, entertainment and recreation	950	2%	1%
Accommodation and food services	2,805	1%	2%
Other services	1,800	5%	5%
Public administration	2,385	1%	3%

Note: 0% due to rounding if less than half a percent of the total  
Source: Statistics Canada, Census 2016

Table N-3 Employed residents by occupation and with a usual place of work, 2016

Newmarket	Live and Work within	Commute outside
<b>EMPLOYED RESIDENTS</b>	<b>34%</b>	<b>66%</b>
All Occupations	12,225	23,410
Management occupations	1,020	16%
Business, finance and administration occupations	1,815	20%
Natural and applied sciences and related occupations	420	11%
Health occupations	1,005	4%
Occupations in education, law and social, community and government services	1,495	13%
Occupations in art, culture, recreation and sport	365	3%
Sales and service occupations	4,480	19%
Trades, transport and equipment operators and related occupations	665	10%
Natural resources, agriculture and related production occupations	40	1%
Occupations in manufacturing and utilities	915	4%

Source: Statistics Canada, Census 2016 (custom tabulation)

# Town of Newmarket

## JOBS IN NEWMARKET

The jobs in Newmarket represent jobs with a fixed workplace located in Newmarket, including those working at home. Table N-4 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in Newmarket by number of jobs are Healthcare and Social Assistance, Retail Trade, and Manufacturing. Similarly, Manufacturing in Ontario is a very large industry at 11% and ranks 3rd after Retail Trade and Health Care and Social Assistance each at 12% of the total jobs.

*After 10 years in downtown Toronto, XE.com returned to Newmarket, where we started the company in 1993. Here our employees have an excellent work/life balance and embrace the strong community spirit of the area. Our company is a proud and valued member of a thriving and friendly business community. (XE.com)*

Number and distribution of jobs  
by industry in 2016

Table N-4

Newmarket	NEWMARKET		ONTARIO	
	Number	% share	Number	% share
<b>TOTAL</b>	<b>86,820</b>	<b>100%</b>	<b>5,867,270</b>	<b>100%</b>
Agriculture, forestry, fishing	30	0%	88,440	2%
Mining and oil and gas extraction	10	0%	24,700	0%
Utilities	130	0%	43,790	1%
Construction	980	3%	213,400	4%
Manufacturing	<b>4,720</b>	<b>12%</b>	624,260	11%
Wholesale trade	1,230	3%	238,330	4%
Retail trade	<b>6,390</b>	<b>16%</b>	707,530	12%
Transportation and warehousing	640	2%	232,090	4%
Information and cultural industries	620	2%	153,450	3%
Finance and insurance	1,240	3%	358,800	6%
Real estate and rental and leasing	850	2%	124,440	2%
Professional, scientific, technical	3,020	8%	497,780	8%
Management of companies	30	0%	11,420	0%
Administrative and support	1,480	4%	222,870	4%
Educational services	2,860	7%	460,690	8%
Health care and social assistance	<b>6,740</b>	<b>17%</b>	680,120	12%
Arts, entertainment and recreation	420	1%	119,330	2%
Accommodation and food services	2,640	7%	420,400	7%
Other services	1,640	4%	257,000	4%
Public administration	3,460	9%	388,420	7%

Source: Statistics Canada, Census 2016

## EDUCATION

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.

Newmarket residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically required

of the jobs they are employed in, there are some notable discrepancies, particularly among various sub-populations.

The share of employed Newmarket residents by each of the population groups profiled in this section is listed in Table N-5.

Newmarket  
Share of employed residents by gender  
and visible minority status, 2016

Table N-5

Females	Males	Visible minorities	Non-visible minorities
49%	51%	24%	76%

Source: Statistics Canada, Census 2016

# Town of Newmarket

In the Charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

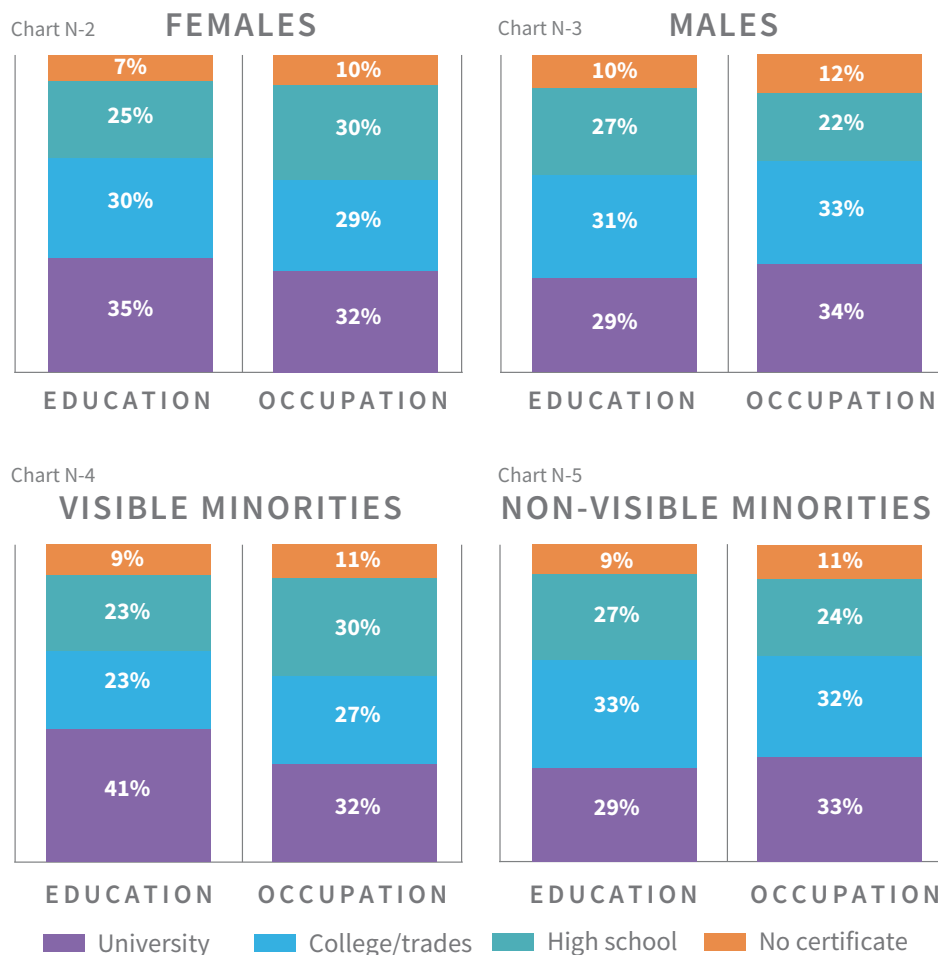
Similarly, the occupations these residents are employed in can be sorted into four skill levels:

- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Among employed Newmarket females (Chart N-2), 35% have a university degree, while 32% work in a job that requires a university degree. The proportions are the almost same for those with college diplomas and trade certificates. It should be noted that a larger proportion of females work in jobs that require a high school diploma or less.

In comparison, employed Newmarket males have lower levels of university completion than females, while the proportion of males in jobs requiring a university degree is almost the same compared to that of females (Chart N-3). Overall, there is a better match between the lower levels of education among males and the skill levels of the jobs they are employed in.

**Newmarket**  
Education levels and skill levels of occupations of employed residents, 2016



Source: Statistics Canada, Census 2016 (custom tabulation)

Newmarket visible minorities have especially high levels of educational attainment, with 41% holding a university degree, while only 32% work in jobs that require a university degree (Chart N-4). On the other hand, about 41% work in occupations that require a high school diploma or less. This likely reflects the challenges that many highly educated immigrants face in finding jobs that match their schooling.

Non-visible minorities have also relatively high levels of university completion and are employed in a slightly higher proportion in jobs requiring a university degree (Chart N-5).

# Town of Newmarket

## COMMUTING PATTERNS

The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table N-6 shows, in this category 20% travel to work in Toronto while in return about 2,165 Toronto residents travel to Newmarket.

### Commuting patterns between Newmarket and the top five neighbouring regions

Table N-6

COMMUTING FROM NEWMARKET TO			COMMUTING TO NEWMARKET FROM		
	Number	%	%	Number	
<b>TOTAL</b>	<b>34,875</b>			<b>35,390</b>	<b>TOTAL</b>
Toronto	35,390	20%	9%	3,285	Georgina
Aurora	7,020	10%	8%	2,620	East Gwillimbury
Markham	3,680	7%	7%	2,455	Aurora
Vaughan	2,515	7%	6%	2,165	Toronto
Richmond Hill	2,460	6%	6%	2,065	Bradford, West Gwillimbury

Source: Statistics Canada, Census 2016



## Community Profile of Richmond Hill



The profile provides detailed statistical information on the demographics, labour market changes, education and commuting patterns to assist residents and employers in understanding the community employment picture and workforce and economic development.

# Town of Richmond Hill

## DEMOGRAPHICS

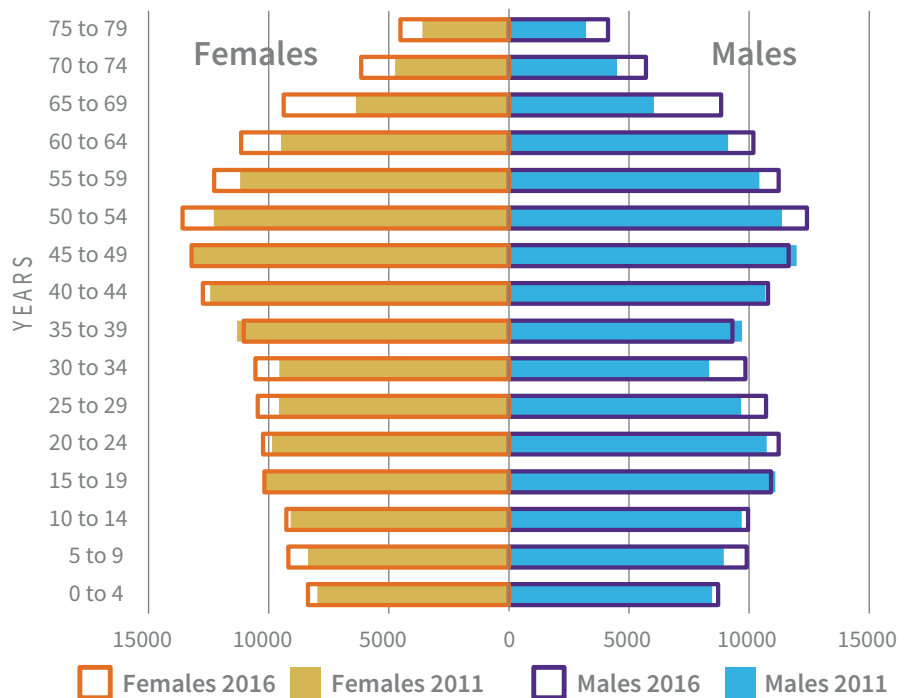
### POPULATION

At the time of the most recent 2016 Census, Richmond Hill had a total population of 195,022 residents, an increase of 5.1% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period). Chart RH-1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a **purple outline** (on the right) represent the figures for males in 2016, by age group;
- The bars with an **orange outline** (on the left) are females in 2016;
- The **light blue-filled bars** (on the right) are males in 2011;
- The **orange-filled bars** (on the left) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 50 - 54 years old - this represents the tail end of Generation X. The second bulge, around ages 20 - 24 years old.

Chart RH-1  
Richmond Hill  
Population distribution by age and gender, 2011 and 2016



Source: Statistics Canada, Census 2016

One can see from the Chart that compared to 2011 there has been consistent growth among all age groups but for the 45 - 49 years old and 15 - 19 years old that have remained at almost the same levels

## IMMIGRATION

Immigration represents an important source of population growth in Richmond Hill. Overall, close to 59% of the Richmond Hill population was born outside of Canada.

Table RH-1 shows the percentage distribution of Richmond Hill residents by Canadian-born and by period of immigration.

Richmond Hill  
Percentage distribution, Canadian-born and immigrants  
by period of immigration, 2016  
Table RH-1

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
41%	17%	13%	28%	29%	13%

Source: Statistics Canada, Census 2016

# Town of Richmond Hill

## LABOUR MARKET

Employed Richmond Hill residents by place of work and by industry. Table RH-2 provides the numbers for where Richmond Hill residents are employed and their distribution by industry. At the time of the 2016 Census, there were 95,645 employed Richmond Hill residents. Of these, 10% worked from home, 11% had no fixed. (No fixed workplace is defined as persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, travelling salespersons, independent truck drivers, etc.). The columns show the distribution by industry for each of these categories.

Professional Scientific and Technical Services employs the largest number of Richmond Hill residents (13,320), with Retail Trade following behind (11,215), and Finance and Insurance coming in third closely (9,205).

The Table RH-3 highlights the number of Richmond Hill residents by occupation that commuted to a regular workplace in Richmond Hill or outside Richmond Hill.

About 78% of residents commuted to a regular workplace outside Richmond Hill filling a total of 58,890 jobs in Ontario.

About 41% of these out-commuters are 25 - 44 years old, 29% are 45 - 54 years old and 22% are 55 and over years old.

## Employed residents, by place of work and by industry, 2016

Table RH-2

<b>Richmond Hill</b>	All Employed Residents	Work at home	No fixed workplace address
<b>EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>10%</b>	<b>11%</b>
<b>ALL INDUSTRIES</b>	<b>97,645</b>	<b>9,990</b>	<b>10,730</b>
Agriculture, forestry, fishing	140	0%	0%
Mining and oil and gas extraction	135	0%	0%
Utilities	590	0%	0%
Construction	5,830	4%	25%
Manufacturing	7,700	3%	4%
Wholesale trade	4,970	6%	3%
Retail trade	11,215	6%	5%
Transportation and warehousing	3,280	2%	8%
Information and cultural industries	3,000	4%	1%
Finance and insurance	9,205	9%	3%
Real estate and rental and leasing	3,810	11%	6%
Professional, scientific, technical	13,320	30%	11%
Management of companies	175	0%	0%
Administrative and support	3,330	4%	8%
Educational services	7,670	4%	7%
Health care and social assistance	9,075	6%	7%
Arts, entertainment and recreation	1,690	3%	2%
Accommodation and food services	4,825	1%	2%
Other services	4,175	6%	3%
Public administration	3,510	1%	2%

Note: 0% due to rounding if less than half a percent of the total  
Source: Statistics Canada, Census 2016

Table RH-3 Employed residents by occupation and with a usual place of work, 2016

<b>Richmond Hill</b>	Live and Work within	Commute outside
<b>EMPLOYED RESIDENTS</b>	<b>22%</b>	<b>78%</b>
All Occupations	16,885	58,890
Management occupations	1,610	17%
Business, finance and administration occupations	2,645	22%
Natural and applied sciences and related occupations	810	16%
Health occupations	1,335	6%
Occupations in education, law and social, community and government services	2,390	10%
Occupations in art, culture, recreation and sport	735	2%
Sales and service occupations	6,160	17%
Trades, transport and equipment operators and related occupations	800	6%
Natural resources, agriculture and related production occupations	100	0%
Occupations in manufacturing and utilities	300	3%

Source: Statistics Canada, Census 2016 (custom tabulation)

# Town of Richmond Hill

## JOBS IN RICHMOND HILL

The jobs in Richmond Hill represent jobs with a fixed workplace located in Richmond Hill, including those working at home. Table RH-4 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in Richmond Hill by number of jobs are Professional, Scientific and Technical Services, Retail Trade, and Healthcare and Social Assistance. Meanwhile Retail Trade and Health Care and Social Assistance each at 12% of the total jobs rank 1st and 2nd in Ontario.

 **Laipac Technology Inc.** earned the 2018 Ontario Exporter of the Year Award for designing and marketing its leading Internet of Things (IoT) connected electronic products for consumer, business and government markets in more than 100 countries.

## Number and distribution of jobs by industry in 2016

Table RH-4

Richmond Hill	RICHMOND HILL		ONTARIO	
	Number	% share	Number	% share
<b>TOTAL</b>	<b>64,860</b>	<b>100%</b>	<b>5,867,270</b>	<b>100%</b>
Agriculture, forestry, fishing	90	0%	88,440	2%
Mining and oil and gas extraction	30	0%	24,700	0%
Utilities	100	0%	43,790	1%
Construction	2,150	3%	213,400	4%
Manufacturing	5,250	8%	624,260	11%
Wholesale trade	3,820	6%	238,330	4%
Retail trade	<b>8,500</b>	<b>13%</b>	707,530	12%
Transportation and warehousing	1,440	2%	232,090	4%
Information and cultural industries	2,060	3%	153,450	3%
Finance and insurance	3,800	6%	358,800	6%
Real estate and rental and leasing	2,590	4%	124,440	2%
Professional, scientific, technical	<b>8,680</b>	<b>13%</b>	497,780	8%
Management of companies	130	0%	11,420	0%
Administrative and support	2,020	3%	222,870	4%
Educational services	5,290	8%	460,690	8%
Health care and social assistance	<b>8,420</b>	<b>13%</b>	680,120	12%
Arts, entertainment and recreation	1,040	2%	119,330	2%
Accommodation and food services	4,580	7%	420,400	7%
Other services	2,900	4%	257,000	4%
Public administration	1,960	3%	388,420	7%

Source: Statistics Canada, Census 2016

## EDUCATION

**Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.**

Richmond Hill residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically required

of the jobs they are employed in, there are some notable discrepancies, particularly among various sub-populations.

The share of employed Richmond Hill residents by each of the population groups profiled in this section is listed in Table RH-5.

## Richmond Hill Share of employed residents by gender and visible minority status, 2016

Table RH-5

Females	Males	Visible minorities	Non-visible minorities
48%	52%	57%	43%

Source: Statistics Canada, Census 2016

# Town of Richmond Hill

In the Charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

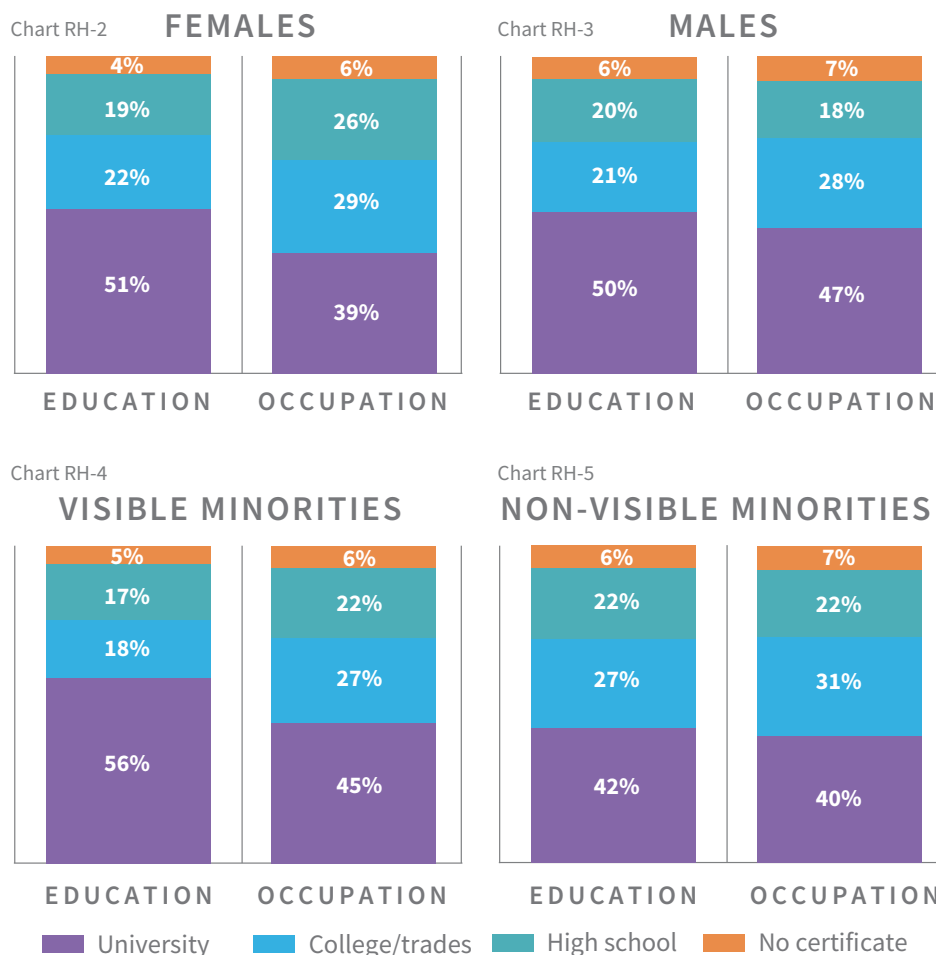
Similarly, the occupations these residents are employed in can be sorted into four skill levels:

- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Among employed Richmond Hill females (Chart RH-2), 51% have a university degree, while only 39% work in a job that requires a university degree. The proportions are not the same even for those with college diplomas and trade certificates. It should be noted that a larger proportion of females work in jobs that require a high school diploma or less.

In comparison, employed Richmond Hill males have the same high levels of university completion as females, while the proportion of males in jobs requiring a university degree is almost the same but higher compared to that of females (Chart RH-3). Overall, there is a better match between the lower levels of education among males and the skill levels of the jobs they are employed in.

Richmond Hill  
Education levels and skill levels of occupations of  
employed residents, 2016



Source: Statistics Canada, Census 2016 (custom tabulation)

Richmond Hill visible minorities have especially high levels of educational attainment, with 56% holding a university degree, while only 45% work in jobs that require a university degree (Chart RH-4). On the other hand, about 28% work in occupations that require a high school diploma or less. This likely reflects the challenges that many highly educated immigrants face in finding jobs that match their schooling.

Non-visible minorities have relatively high levels of university completion and are employed in a higher proportion in jobs requiring a university degree. (Chart RH-5)

# Town of Richmond Hill

## COMMUTING PATTERNS

The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table RH-6 shows, in this category 39% travel to work in Toronto while in return about 11,670 Toronto residents travel to Richmond Hill.

### Commuting patterns between Richmond Hill and the top five neighbouring regions

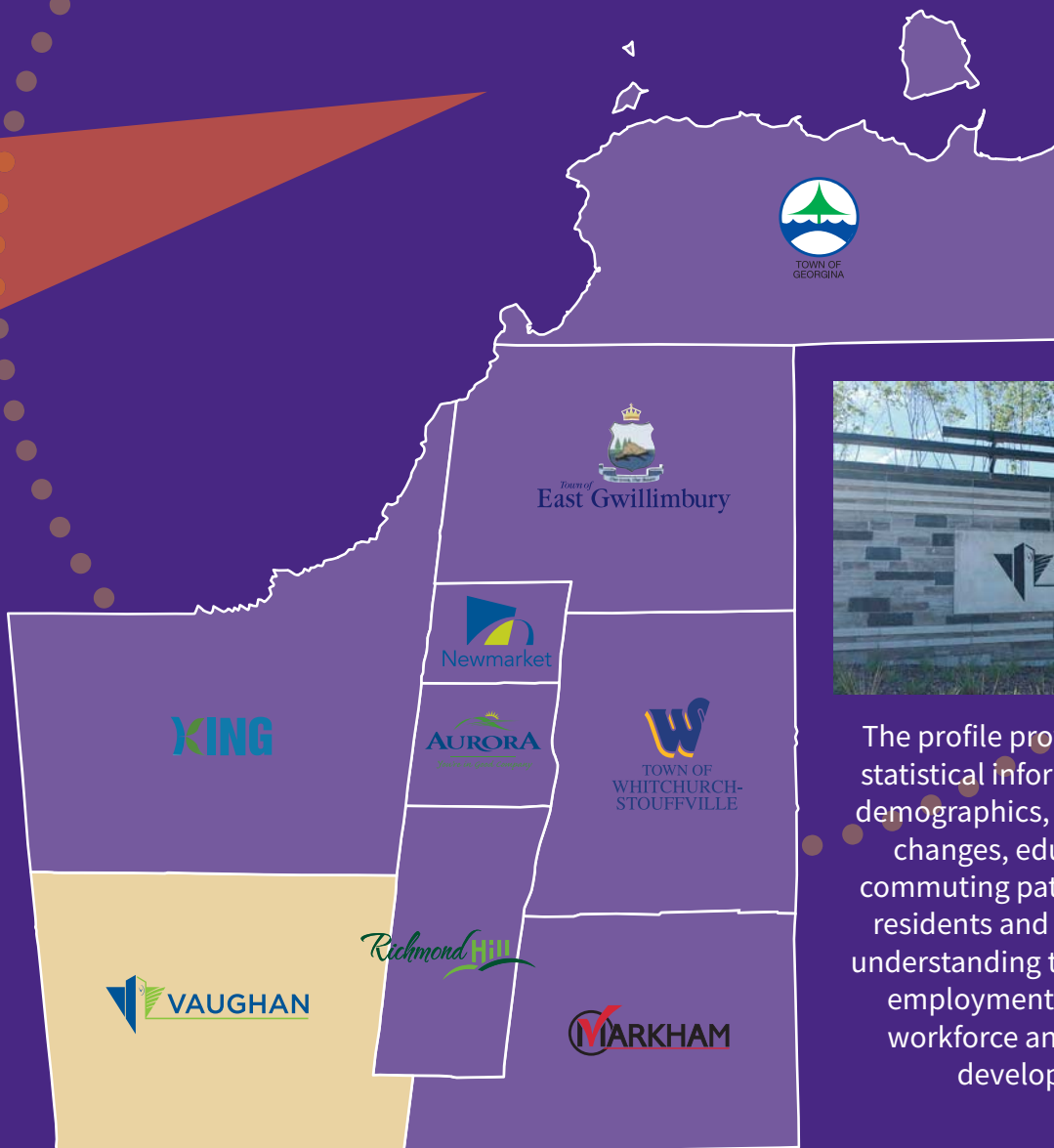
Table RH-6

COMMUTING FROM RICHMOND HILL TO			COMMUTING TO RICHMOND HILL FROM		
	Number	%	%	Number	
<b>TOTAL</b>	<b>75,517</b>			<b>54,520</b>	<b>TOTAL</b>
Toronto	29,290	39%	21%	11,670	Toronto
Markham	9,740	13%	14%	7,785	Markham
Vaughan	9,365	12%	9%	4,780	Vaughan
Mississauga	3,005	4%	4%	2,060	Newmarket
Newmarket	1,695	2%	4%	2,050	Aurora

Source: Statistics Canada, Census 2016



## Community Profile of Vaughan



The profile provides detailed statistical information on the demographics, labour market changes, education and commuting patterns to assist residents and employers in understanding the community employment picture and workforce and economic development.

# City of Vaughan

## DEMOGRAPHICS

### POPULATION

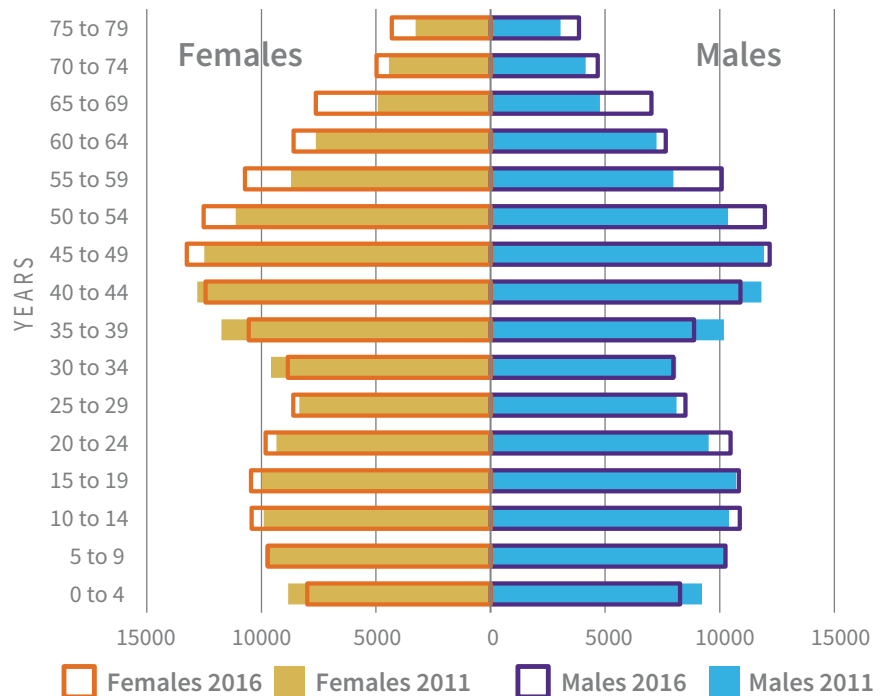
At the time of the most recent 2016 Census, Vaughan had a total population of 306,233 residents, an increase of 6.2% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

Chart V-1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a **purple outline** (on the right) represent the figures for males in 2016, by age group;
- The bars with an **orange outline** (on the left) are females in 2016;
- The **light blue-filled bars** (on the right) are males in 2011;
- The **orange-filled bars** (on the left) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 45 - 54 years old and the second bulge, around ages 10 - 14 years old.

Chart V-1  
Vaughan  
Population distribution by age and gender, 2011 and 2016



Source: Statistics Canada, Census 2016

One can see from the Chart that compared to 2011 there has been consistent growth among most age groups but for the 0 - 4 years old and 30 - 44 years old that have significantly declined.

## IMMIGRATION

Immigration represents an important source of population growth in Vaughan. Overall, close to 48% of the Vaughan population was born outside of Canada.

Table V-1 shows the percentage distribution of Vaughan residents by Canadian-born and by period of immigration.

Table V-1  
Vaughan  
Percentage distribution, Canadian-born and immigrants  
by period of immigration, 2016

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
52%	31%	14%	24%	23%	8%

Source: ???

# City of Vaughan

## LABOUR MARKET

At the time of the 2016 Census, there were 159,440 employed Vaughan residents. Of these, 8% worked from home, 12% had no fixed workplace. (No fixed workplace is defined as persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, travelling salespersons, independent truck drivers, etc.) The columns show the distribution by industry for each of these categories

Retail Trade employs the largest number of Vaughan residents (18,570), with Professional, Scientific and Technical following behind (17,135), and Manufacturing coming in third closely (16,450). The largest share of employment of residents working from home is in the Professional Scientific and Technical Services at 28%.

Table V-3 highlights the number of Vaughan residents by occupation that commuted to a regular workplace in Vaughan or outside Vaughan. About 63% of residents commuted to a regular workplace outside Vaughan.

A total of 80,650 jobs are filled by Vaughan residents in Ontario. About 44% of these out-commuters are 25 - 44 years old and 28% are 45 - 54 years old.

## Employed residents, by place of work and by industry, 2016

Table V-2

Vaughan	All Employed Residents	Work at home	No fixed workplace address
<b>EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>8%</b>	<b>12%</b>
<b>ALL INDUSTRIES</b>	<b>159,440</b>	<b>11,960</b>	<b>19,060</b>
Agriculture, forestry, fishing	260	1%	0%
Mining and oil and gas extraction	165	0%	0%
Utilities	690	0%	0%
Construction	14,380	6%	35%
Manufacturing	16,450	3%	3%
Wholesale trade	8,455	6%	3%
Retail trade	18,570	6%	5%
Transportation and warehousing	6,755	2%	9%
Information and cultural industries	3,870	3%	2%
Finance and insurance	12,235	8%	2%
Real estate and rental and leasing	4,945	10%	3%
Professional, scientific, technical	17,135	28%	7%
Management of companies	445	0%	0%
Administrative and support	5,620	5%	8%
Educational services	13,805	3%	8%
Health care and social assistance	13,085	6%	6%
Arts, entertainment and recreation	2,610	2%	1%
Accommodation and food services	7,280	1%	3%
Other services	7,130	7%	3%
Public administration	5,550	1%	2%

Note: 0% means that when rounding the number, it made up less than half a per cent of the total.  
Source: Statistics Canada, Census 2016

Table V-3 Employed residents by occupation and with a usual place of work, 2016

Vaughan	Live and Work within	Commute outside
<b>EMPLOYED RESIDENTS</b>	<b>37%</b>	<b>63%</b>
All Occupations	46,780	80,650
Management occupations	5,630	17%
Business, finance and administration occupations	8,085	22%
Natural and applied sciences and related occupations	1,700	13%
Health occupations	1,485	7%
Occupations in education, law and social, community and government services	5,140	12%
Occupations in art, culture, recreation and sport	1,485	2%
Sales and service occupations	16,085	16%
Trades, transport and equipment operators and related occupations	4,110	7%
Natural resources, agriculture and related production occupations	260	0%
Occupations in manufacturing and utilities	2,795	4%

Source: Statistics Canada, Census 2016 (custom tabulation)

# City of Vaughan

## JOBS IN VAUGHAN

The jobs in Vaughan represent jobs with a fixed workplace located in Vaughan, including those working at home. Table V-4 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in Vaughan by number of jobs are Manufacturing, Retail Trade and Construction. Meanwhile, Manufacturing in Ontario is a very large industry at 11%, but ranks 3rd after Retail Trade and Health Care and Social Assistance each at 12% of the total jobs.

*Pliteq Inc., a manufacturer of acoustic vibration and sound control products made with recycled rubber from used vehicle tires has opened a 150,000 square foot clean tech manufacturing facility in Vaughan. Sixty-two skilled workers are now manufacturing product in-house, instead of being outsourced to other countries.*

Number and distribution of jobs  
by industry in 2016

Table V-4

Vaughan	VAUGHAN		ONTARIO	
	Number	% share	Number	% share
<b>TOTAL</b>	<b>170,250</b>	<b>100%</b>	<b>5,867,270</b>	<b>100%</b>
Agriculture, forestry, fishing	380	0%	88,440	2%
Mining and oil and gas extraction	230	0%	24,700	0%
Utilities	670	0%	43,790	1%
Construction	<b>14,940</b>	<b>9%</b>	213,400	4%
Manufacturing	<b>35,230</b>	<b>21%</b>	624,260	11%
Wholesale trade	13,240	8%	238,330	4%
Retail trade	<b>24,760</b>	<b>15%</b>	707,530	12%
Transportation and warehousing	9,310	5%	232,090	4%
Information and cultural industries	2,090	1%	153,450	3%
Finance and insurance	5,150	3%	358,800	6%
Real estate and rental and leasing	4,040	2%	124,440	2%
Professional, scientific, technical	13,040	8%	497,780	8%
Management of companies	440	0%	11,420	0%
Administrative and support	5,760	3%	222,870	4%
Educational services	8,680	5%	460,690	8%
Health care and social assistance	8,660	5%	680,120	12%
Arts, entertainment and recreation	4,050	2%	119,330	2%
Accommodation and food services	9,560	6%	420,400	7%
Other services	7,220	4%	257,000	4%
Public administration	2,810	2%	388,420	7%

Source: Statistics Canada, Census 2016

## EDUCATION

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.

Vaughan residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically required of the jobs

they are employed in, there are some discrepancies, particularly among various population groups.

The share of employed Vaughan residents by each of the population group profiled in this section is listed in Table V-5.

Vaughan  
Share of employed residents by gender  
and visible minority status, 2016

Table V-5

Females	Males	Visible minorities	Non-visible minorities
48%	52%	35%	65%

Source: Statistics Canada, Census 2016

# City of Vaughan

In the Charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

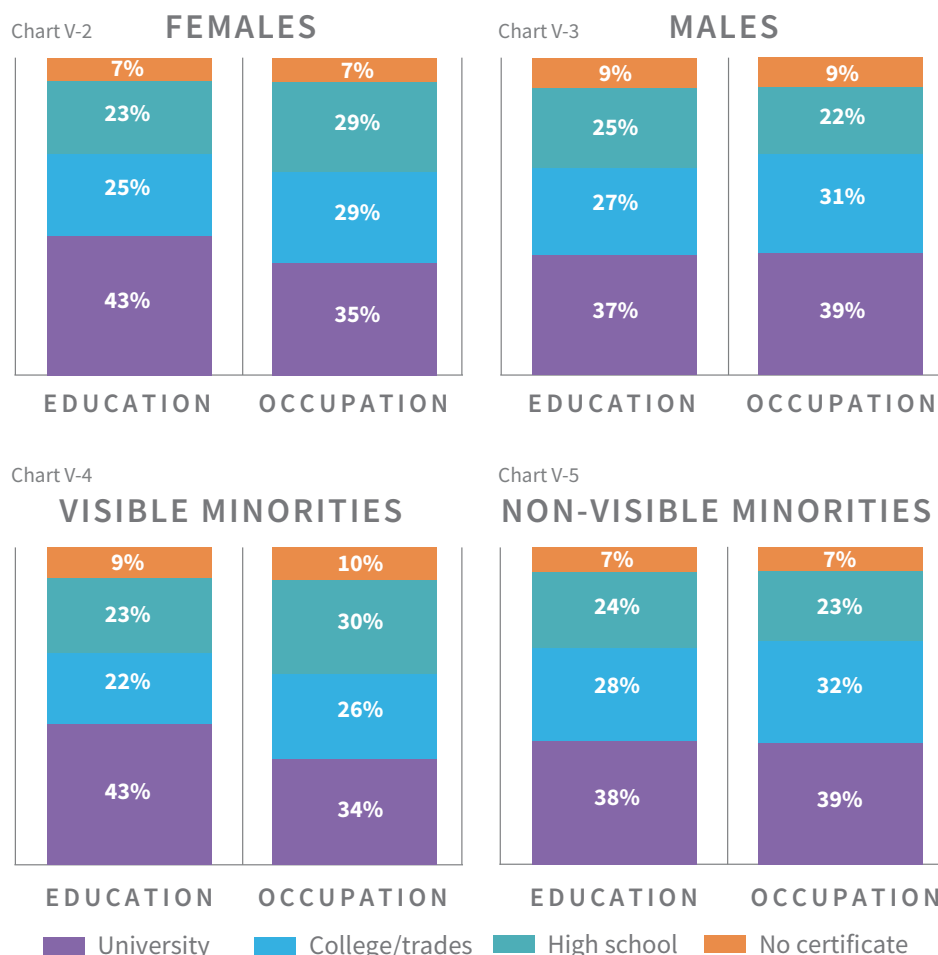
Similarly, the occupations these residents are employed in can be sorted into four skill levels:

- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Among employed Vaughan females (Chart V-2), 43% have a university degree, while 35% work in a job that requires a university degree. The proportions are somewhat different in terms of college diplomas and trade certificates and the corresponding employment, while the proportion of females working in jobs that require a high school diploma or less is the same.

In comparison, employed Vaughan males have lower levels of university completion than females, while the proportion of males in jobs requiring a university degree is higher. Overall, there is almost a match between the lower levels of education among males and the skill levels of the jobs they are employed in. (Chart V-3)

## Vaughan Education levels and skill levels of occupations of employed residents, 2016



Source: Statistics Canada, Census 2016 (custom tabulation)

Vaughan visible minorities have especially high levels of educational attainment, with 43% holding a university degree, while only 34% work in jobs that require a university degree (Chart V-4). On the other hand, less than half (40%) work in occupations that require a high school diploma or less. This likely reflects the challenges that many highly educated immigrants face in finding jobs that match their education.

Non-visible minorities have relatively high levels of university completion and are employed in a slightly higher proportion in jobs requiring a university degree (Chart V-5).

# City of Vaughan

## COMMUTING PATTERNS

The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table V-6 shows, in this category 40% travel to work in Toronto while another 28 % travel from Toronto. In total, around 8,270 Vaughan residents commute to Mississauga, and in return around 7,175 Mississauga residents commute for work to Vaughan. Far more Brampton residents (9%) travel to Vaughan for their daily commute than Vaughan residents to Brampton (3%).

### Commuting patterns between Vaughan and the top five neighbouring regions

Table V-6

COMMUTING FROM VAUGHAN TO			COMMUTING TO VAUGHAN FROM		
	Number	%	%	Number	
<b>TOTAL</b>	<b>127,430</b>			<b>157,620</b>	<b>TOTAL</b>
Toronto	51,490	40%	28%	44,920	Toronto
Mississauga	8,270	6%	9%	14,420	Brampton
Markham	5,835	5%	6%	9,365	Richmond Hill
Richmond Hill	4,780	4%	5%	7,175	Mississauga
Brampton	4,190	3%	4%	6,965	Markham

Source: Statistics Canada, Census 2016

January 2019 marked the opening of Niagara University's new site located in the Vaughan Metropolitan Centre (VMC). More than 300 students studying in Vaughan are enrolled in either the bachelor of professional studies in education or the master of science in education programs

A new eight-storey hotel at Wonderland will be completed in late 2020. A dual-branded project by Hyatt Place and Hyatt House, the hotel will take over 16 acres of land the next to amusement park property, right next to Highway 400.



# Community Profile of Whitchurch- Stouffville



The profile provides detailed statistical information on the demographics, labour market changes, education and commuting patterns to assist residents and employers in understanding the community employment picture and workforce and economic development.

# Town of Whitchurch-Stouffville

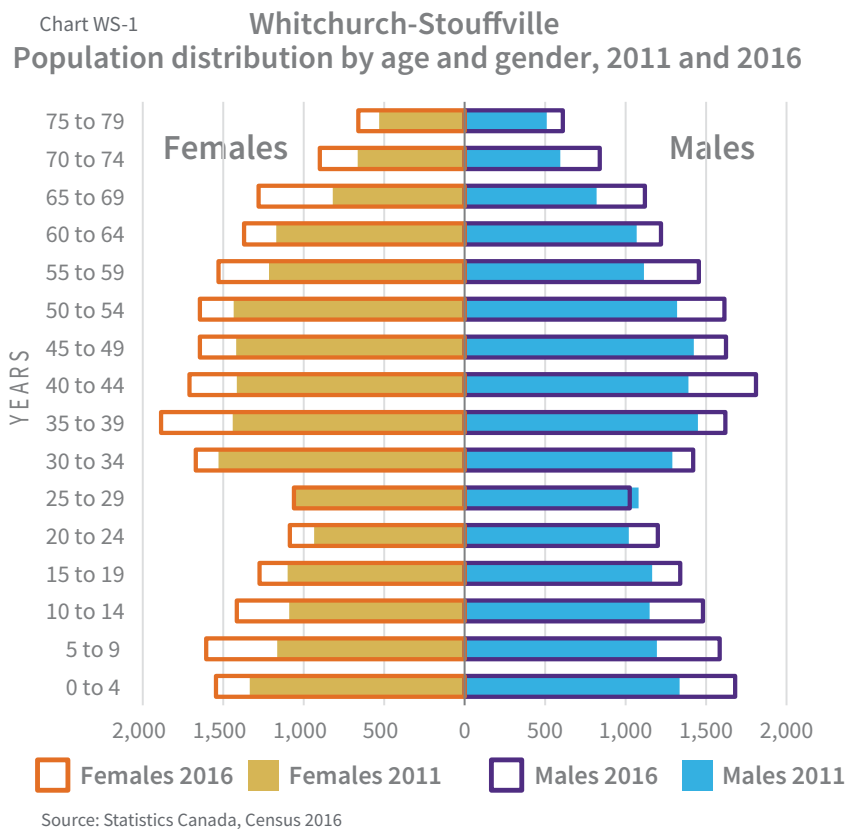
## DEMOGRAPHICS

### POPULATION

At the time of the most recent 2016 Census, Whitchurch-Stouffville had a total population of 45,837 residents, an increase of 21.8% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

Chart WS-1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a **purple outline** (on the right) represent the figures for males in 2016, by age group;
- The bars with an **orange outline** (on the left) are females in 2016;
- The **light blue-filled bars** (on the right) are males in 2011;
- The **orange-filled bars** (on the left) are females in 2011.



This “pyramid” has two bulges, a larger bulge at around ages 35 - 39 years old and the second bulge, around ages 5 - 9 years old.

One can see from the Chart that compared to 2011 there has been significant growth among all age groups.

Stouffville based Wolf Advanced Technology announced it is supplying electronic modules to NASA to help reduce the noise made by a sonic boom. Their products are used in other space organizations and in the majority of the world's largest aerospace and military companies.

### Whitchurch-Stouffville Percentage distribution, Canadian-born and immigrants by period of immigration, 2016

Table WS-1

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
67%	28%	14%	27%	23%	7%

Source: Statistics Canada, Census 2016

## IMMIGRATION

Immigration represents an important source of population growth in Whitchurch-Stouffville. Overall, close to 33% of the Whitchurch-Stouffville population was born outside of Canada.

Table WS-1 shows the percentage distribution of Whitchurch-Stouffville residents by Canadian-born and by period of immigration.

# Town of Whitchurch-Stouffville

## LABOUR MARKET

Employed Whitchurch-Stouffville residents by place of work and by industry. Table WS-2 provides the numbers for where Whitchurch-Stouffville residents are employed and their distribution by industry. At the time of the 2016 Census, there were 23,285 employed Whitchurch-Stouffville residents. Of these, 9% worked from home, 11% had no fixed. (No fixed workplace is defined as persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, travelling salespersons, independent truck drivers, etc.). The columns show the distribution by industry for each of these categories.

Retail Trade, employs the largest number of Whitchurch-Stouffville residents (2,450), Professional, Scientific and Technical Services following behind (2,305), and Educational Services coming in third closely (2,060).

The Table WS-3 highlights the number of Whitchurch-Stouffville residents by occupation that commute to a regular workplace in Whitchurch-Stouffville or outside Whitchurch-Stouffville.

About 81% of residents commute to a regular workplace outside Whitchurch-Stouffville. A total of 14,860 jobs are filled by Whitchurch-Stouffville residents in Ontario.

About 49% of these out-commuters are 25 - 44 years old, 25% are 45 - 54 years old and 18% are 55 and over years old.

## Employed residents, by place of work and by industry, 2016

Table WS-2

Whitchurch-Stouffville	All Employed Residents	Work at home	No fixed workplace address
<b>EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>9%</b>	<b>11%</b>
<b>ALL INDUSTRIES</b>	<b>23,285</b>	<b>2,275</b>	<b>2,590</b>
Agriculture, forestry, fishing	225	4%	0%
Mining and oil and gas extraction	35	0%	0%
Utilities	190	1%	1%
Construction	1,905	6%	33%
Manufacturing	1,785	4%	3%
Wholesale trade	1,305	9%	3%
Retail trade	2,450	5%	4%
Transportation and warehousing	800	2%	8%
Information and cultural industries	660	4%	2%
Finance and insurance	1,890	9%	2%
Real estate and rental and leasing	655	6%	4%
Professional, scientific, technical	2,305	26%	6%
Management of companies	55	0%	0%
Administrative and support	1,090	6%	14%
Educational services	2,060	4%	5%
Health care and social assistance	2,020	4%	5%
Arts, entertainment and recreation	665	2%	2%
Accommodation and food services	1,250	1%	3%
Other services	955	6%	4%
Public administration	985	1%	2%

Note: 0% due to rounding if less than half a percent of the total  
Source: Statistics Canada, Census 2016

Table WS-3 Employed residents by occupation and with a usual place of work, 2016

Whitchurch-Stouffville	Live and Work within	Commute outside
<b>EMPLOYED RESIDENTS</b>	<b>19%</b>	<b>81%</b>
All Occupations	3,395	14,860
Management occupations	390	17%
Business, finance and administration occupations	515	21%
Natural and applied sciences and related occupations	105	9%
Health occupations	120	7%
Occupations in education, law and social, community and government services	395	13%
Occupations in art, culture, recreation and sport	145	3%
Sales and service occupations	1,290	18%
Trades, transport and equipment operators and related occupations	280	8%
Natural resources, agriculture and related production occupations	135	1%
Occupations in manufacturing and utilities	20	4%

Source: Statistics Canada, Census 2016 (custom tabulation)

# Town of Whitchurch-Stouffville

## JOBS IN WHITCHURCH-STOUFFVILLE

The jobs in Whitchurch-Stouffville represent jobs with a fixed workplace located in Whitchurch-Stouffville, including those working at home. Table WS-4 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in Whitchurch-Stouffville by number of jobs are Retail Trade, Construction and Professional, Scientific and Technical Services. Meanwhile, Retail Trade and Health Care and Social Assistance each at 12% of the total number of jobs rank 1st and 2nd in Ontario

### Number and distribution of jobs by industry in 2016

Table WS-4

Whitchurch-Stouffville	WHITCHURCH-STOUFFVILLE		ONTARIO	
	Number	% share	Number	% share
<b>TOTAL</b>	<b>12,340</b>	<b>100%</b>	<b>5,867,270</b>	<b>100%</b>
Agriculture, forestry, fishing	340	3%	88,440	2%
Mining and oil and gas extraction	30	0%	24,700	0%
Utilities	90	1%	43,790	1%
Construction	<b>1,410</b>	<b>11%</b>	213,400	4%
Manufacturing	920	7%	624,260	11%
Wholesale trade	510	4%	238,330	4%
Retail trade	<b>1,510</b>	<b>12%</b>	707,530	12%
Transportation and warehousing	410	3%	232,090	4%
Information and cultural industries	190	2%	153,450	3%
Finance and insurance	420	3%	358,800	6%
Real estate and rental and leasing	360	3%	124,440	2%
Professional, scientific, technical	<b>1,170</b>	<b>9%</b>	497,780	8%
Management of companies	0	0%	11,420	0%
Administrative and support	590	5%	222,870	4%
Educational services	980	8%	460,690	8%
Health care and social assistance	990	8%	680,120	12%
Arts, entertainment and recreation	630	5%	119,330	2%
Accommodation and food services	820	7%	420,400	7%
Other services	740	6%	257,000	4%
Public administration	340	3%	388,420	7%

Source: Statistics Canada, Census 2016

## EDUCATION

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.

Whitchurch-Stouffville residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically

required of the jobs they are employed in, there are some notable discrepancies, particularly among various sub-populations.

The share of employed Whitchurch-Stouffville residents by each of the population groups profiled in this section is listed in Table WS-5.

### Whitchurch-Stouffville Share of employed residents by gender and visible minority status, 2016

Table WS-5

Females	Males	Visible minorities	Non-visible minorities
48%	52%	76%	24%

Source: Statistics Canada, Census 2016

## Town of Whitchurch-Stouffville

In the Charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

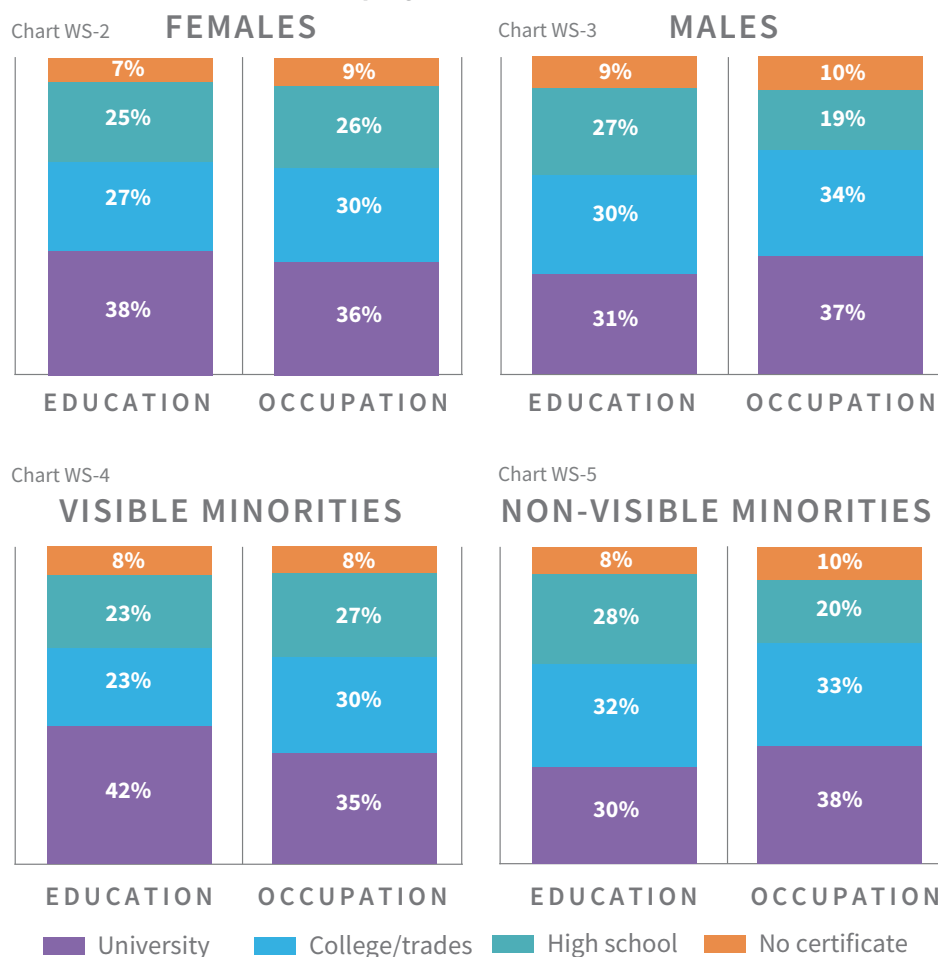
Similarly, the occupations these residents are employed in can be sorted into four skill levels:

- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Among employed Whitchurch-Stouffville females (Chart WS-2), 38% have a university degree, while only 36% work in a job that requires a university degree. The proportions are slightly different for residents with a college diploma or trade certificate and the corresponding employment.

In comparison, employed Whitchurch-Stouffville males do not have the same high levels of university completion as females, while the proportion of males in jobs requiring a university degree is higher. The mismatch becomes greater between the lower levels of education among males and the skill levels of the jobs they are employed in.

Whitchurch-Stouffville  
Education levels and skill levels of occupations of  
employed residents, 2016



Source: Statistics Canada, Census 2016 (custom tabulation)

Whitchurch-Stouffville visible minorities have especially high levels of educational attainment, with 42% holding a university degree, while only 35% work in jobs that require a university degree. On the other hand, about 35% work in occupations that require a high school diploma or less.

Non-visible minorities with the exception of university completion and high school diploma are employed almost proportionally in jobs requiring college degree or trade diploma and no educational certificate.

# Town of Whitchurch-Stouffville

## COMMUTING PATTERNS

The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table WS-6 shows, in this category 32% travel to work in Toronto and in return around 940 Toronto residents commute for work to Whitchurch-Stouffville.

### Commuting patterns between Whitchurch-Stouffville and the top five neighbouring regions

Table WS-6

COMMUTING FROM WHITCHURCH-STOUFFVILLE TO			COMMUTING TO WHITCHURCH-STOUFFVILLE FROM		
	Number	%	%	Number	
<b>TOTAL</b>	<b>18,030</b>			<b>9,915</b>	<b>TOTAL</b>
Toronto	5,740	32%	11%	1,100	Markham
Markham	3,930	22%	9%	940	Toronto
Richmond Hill	1,205	7%	6%	630	Uxbridge
Vaughan	885	5%	5%	525	Newmarket
Newmarket	660	4%	5%	480	Georgina

Source: Statistics Canada, Census 2016





**EMPLOYMENT  
SERVICES &  
SUPPORT**  
for Employers and  
Job Seekers

# Employment Services & Support



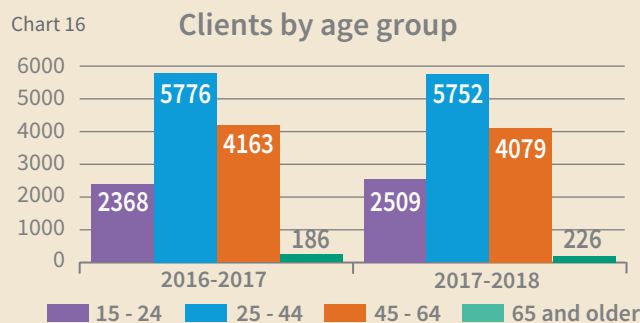
# Employment Services Support for Employers and Job Seekers

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

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

## HIGHLIGHTS

- **38,721** residents were serviced by Employment Ontario Service Provider Offices in 2017-2018, a decrease of about 4.8% from the previous period. This is largely attributed to a lower unemployment rate and growth in the local labour market.
- **12,568** residents received one-on-one assistance (Assisted Clients) regarding their job search, a slight increase of 0.6%.
- **26,153** residents or about 7.2% less than the previous period were identified as unassisted clients.
- **27%** of the clients were unemployed, **1.7%** were underemployed and **1.8%** were employed part time. The rest were either self-employed, employed full time or were full and part-time students.
- **18%** of clients had no source of income and **4.7%** were receiving EI benefits.
- **5,772** or 46% of assisted clients were 25 - 44 years old, **4,079** or 32% were in the 45 - 64 age range, while another **2,509** or 20% were 15 - 24 years old. The remainder 2% were 65 years of age or older.



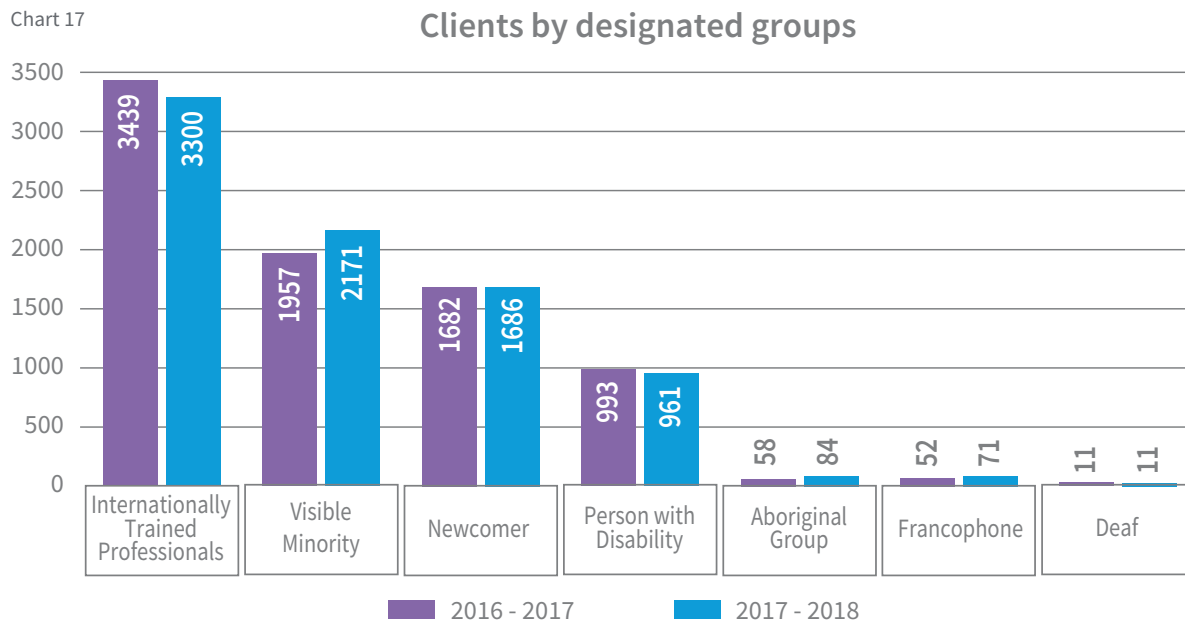
Source: Ministry of Training, College and Universities, Employment Ontario

## Employment Services Support for Employers and Job Seekers

- The number of youth clients using assisted services has increased by about 6% compared to the previous period indicating that youth have started to use EO services due to an increase in programs offered and promotion of programs to youth clients.
- The percentage of older workers entering as ES clients has increased by about 22% since the last reporting period. Despite all the skills and experience that this segment of workers bring to the table, their job searching strategies are not as efficient, therefore they seek the services of an employment agency. This is also attributed to the closing of Target and Sears stores.
- The share of female clients using the services was higher than males. 54% of the clients were females a 1% increase compared to 2016-17 reporting period.
- Substantial increase in the use of services is recorded among some Designated Groups year over year. Compared to the previous reporting period more clients from the following groups have accessed assisted services:
  - 44% more Aboriginal Groups
  - 37 % more Francophones
  - 1% more Newcomers
  - 11% more Visible Minorities

Meanwhile, 4% less Internationally Trained Professionals and 3.2% less Persons with Disabilities used these services.

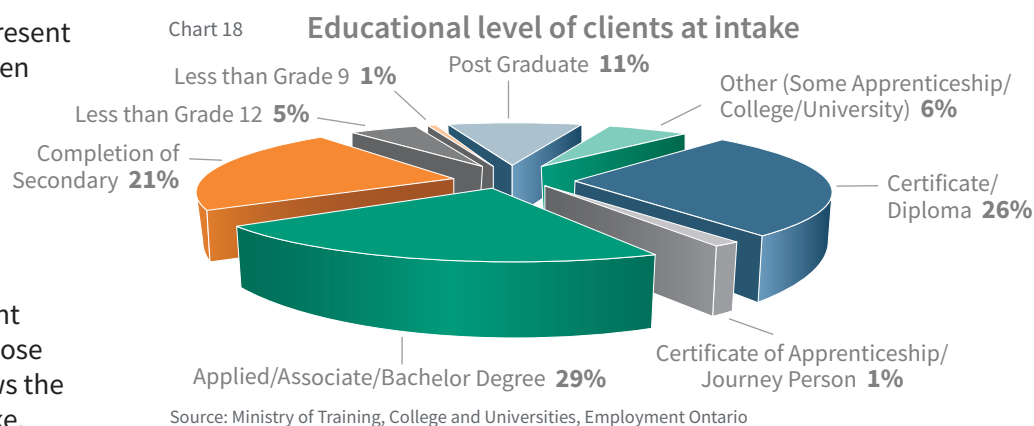
These changes can be seen in Chart 17 below.



Source: Ministry of Training, College and Universities, Employment Ontario

# Employment Services Support for Employers and Job Seekers

- The Employment Ontario data present evidence concerning links between educational attainment and employment outcomes for all clients. There has been a consistent trend in terms of the profile of the unemployed by educational attainment: the higher the educational attainment the higher is the proportion of those using the services. Chart 18 shows the education level of clients at intake.



- The majority of ES clients or 29% had completed an Applied/Associate or Bachelor degree, 26% had a Certificate Diploma and 21% had completed Secondary Education. The high number of clients with a degree can be related to the increase in the number of Newcomers that are using the ES in order to enter the labour market.

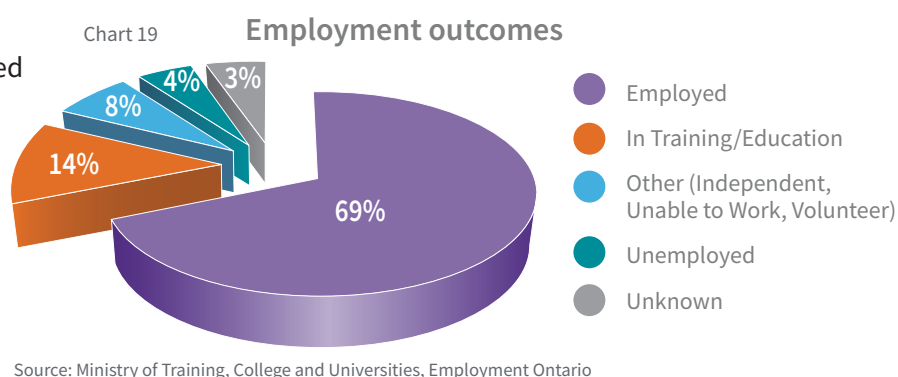


Table 8

Lay-off occupation (2 digit NOC) Top 10 - York Region	Employed occupation (2 digit NOC) Top 10 - York Region
65: Service representatives and other customer and personal services occupations	65: Service representatives and other customer and personal services occupations
12: Administrative and financial supervisors and administrative occupations	14: Office support occupations community and education services
14: Office support occupations	12: Administrative and financial supervisors and administrative occupations
67: Service support and other service occupations	64: Sales representatives and salespersons – wholesale and retail trade
22: Technical Occupations Related to natural and applied sciences	42: Paraprofessional occupations in legal, social, community and education services
64: Sales representatives and salespersons – wholesale and retail trade	67: Service support and other service occupations
66: Sales support occupations	66: Sales support occupations
63: Service supervisors and technical service occupations	22: Technical Occupations Related to natural and applied sciences
42: Paraprofessional occupations in legal, social, community and education services maintenance occupations	75: Transport and heavy equipment operation and related
76: Trades helpers, construction labourers and related occupations	62: Retail sales supervisors and specialized sales occupations

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

Table 8 highlights the Top 10 occupations for 2-digit NOC levels.

Source: Ministry of Training, College and Universities, Employment Ontario

# Employment Services Support for Employers and Job Seekers

Table 9

Lay-off industry (2 digit NAICS) Top 5 - York Region	Employed industry (2 digit NAICS) Top 5 - York Region
56: Administrative and Support and Waste Management and Remediation Services	72: Accommodation and Food Services
54: Professional, Scientific, and Technical Services	44: Retail Trade
72: Accommodation and Food Services	62: Health Care and Social Assistance
44: Retail Trade	56: Administrative and Support and Waste Management and Remediation Services
62: Health Care and Social Assistance	54: Professional, Scientific, and Technical Services

Table 9 highlights the top 5 industries for 2-digit NAICS levels.

Source: Ministry of Training, College and Universities, Employment Ontario

- A total of 942 clients used **Literacy and Basic Skills (LBS)** services in the York Region census division area during 2017-2018. 43% of all Literacy Basic Skills learners were of prime working age 25 - 44 years old, 32% were 45 - 64 years old and 21% were youth and the rest were 65 years and older. The highest proportion of LSB learners among the designated groups was made by Persons with Disabilities (49%) followed by Newcomers (27%) and Visible Minorities (17%). Compared to the previous period 5% more newcomers are using the LBS services.
- 34% of the total number of LBS learners had Less than Grade 12 level of education and 28% had completed the Secondary Education. An additional 11% had Applied/ Associate/Bachelor Degree. About 65% of LBS learners were unemployed and 28% had no source of income. About 44 % of those clients that participated in these programs identified post-secondary education as a goal, while 34% identified \ Employment as a goal and only 4% Apprenticeship. A total of 140 clients were referred by Employment Service Providers and only 64 by LBS service providers.
- Employment Ontario data indicates that the number of **Second Career** participants in 2016-2017 decreased by 20% over the previous reporting period. Early Childhood Educators and Accounting and Related Clerks topped the list as the most common Second Career training option followed by Medical Administrative Assistants. Of the 322 individuals that completed the skills training program 62 were employed and only 30 got full time employment. Employment Ontario has identified that clients would prefer to secure employment and access Job Matching Placement Incentives with their employer for any additional training required.

## Second career

Table 10 Top 10 skills training programs York Region &amp; BWG

2016-2017	2017-2018
Early Childhood Educators and Assistants	Early Childhood Educators and Assistants
Accounting and Related Clerks	Accounting and Related Clerks
Social and Community Service Workers	Medical Administrative Assistants
Transport Truck Drivers	Computer Network Technicians
Home Support Workers, Housekeepers and Related Occupations	Home Support Workers, Housekeepers and Related Occupations
Payroll Clerks	Social and Community Service Workers
Computer Network Technicians	Transport Truck Drivers
Estheticians, Electrologists and Related Occupations	Estheticians, Electrologists and Related Occupations
Medical Administrative Assistants	Payroll Clerks
Massage Therapists	N/A

Source: Ministry of Training, College and Universities, Employment Ontario

## Employment Services Support for Employers and Job Seekers

- The **Youth Job Connection** program served 369 youth of which 88% were aged 15 - 24. 275 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.
- 364 employers received the **Canada-Ontario Job Grant** (the Job Grant). This grant provided direct financial support to individual employers to train a total of 2546 employees. 69% of employers were small businesses employing less than 50 employees, 19% employed 50 to 150 employees and only 3% were large businesses. The outcomes were quite positive and 98% of employers reported that training met their workforce needs.
- During 2017 - 2018 the number of active **Apprentices** increased by about 0.5%. Meanwhile 4.6 % less Certificates of Apprenticeship were issued as compared to the previous period and the number of New Registrations dropped by 0.8. The number registrants for modular training remained almost the same.

The average age of apprentices at registration was 28 years old versus 29 years that was in the previous period. This is was a result of a drop in the number of apprentices 45 - 64 years old and an increase by 1.4% of those 15 - 24 years old. York Region is predominantly small and medium size employers who find it difficult to take on apprentices especially in regulated trades. When they commit to an apprentice, often the apprentice will leave the employer for a position with a larger firm once they have been certified in their trade.

- Apprenticeship continues to be dominated by males that made up 88% of the total number of apprentices.
- 81% of the apprentices had completed post secondary education.
- Newcomers and Visible Minorities accounted for the largest groups amongst the apprentices.

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

Trades  
Top 10 New Registrations York Region

Table 11

2016-2017	2017-2018
Electrician - Construction and Maintenance	General Carpenter
General Carpenter	Electrician - Construction and Maintenance
Automotive Service Technician	Automotive Service Technician
Heat and Frost Insulator	Drywall, Acoustic and Lathing Applicator
Child Development Practitioner	Child Development Practitioner
Drywall, Acoustic and Lathing Application	Sprinkler and Fire Protection Installer
Sprinkler and Fire Protection Installer	Hairstylist
Plumber	Heat and Frost Insulator
Hairstylist	Plumber
Truck and Coach Technician	Construction Craft Worker

Source: Ministry of Training, College and Universities, Employment Ontario

The background is a solid purple color. It features several decorative elements: a horizontal dotted line of yellow dots near the top left; a large, faint dotted circle in the center; and four sharp, triangular shapes pointing towards the center from the corners. These triangles are colored cyan (top-left and bottom-right), gold (top-right), and orange-red (bottom-left).

# Our LABOUR MARKET Priorities

## Our Labour Market Priorities

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

1

### Under-Employment of Youth

Youth with barriers to employment are facing a quickly changing landscape where they need personal assets and skills to succeed. Support in developing the right combination of education and credentials, work-relevant networks and employer-recognized soft skills is required.

2

### Employer Discussion and Engagement

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

3

### Collaboration Between Business and Education

As technology, globalisation and demographic shifts continue to shape how businesses compete; the need of soft skills will grow. Local businesses recognizes the importance of building soft skills in their employees in order to harness the broader benefits.

4

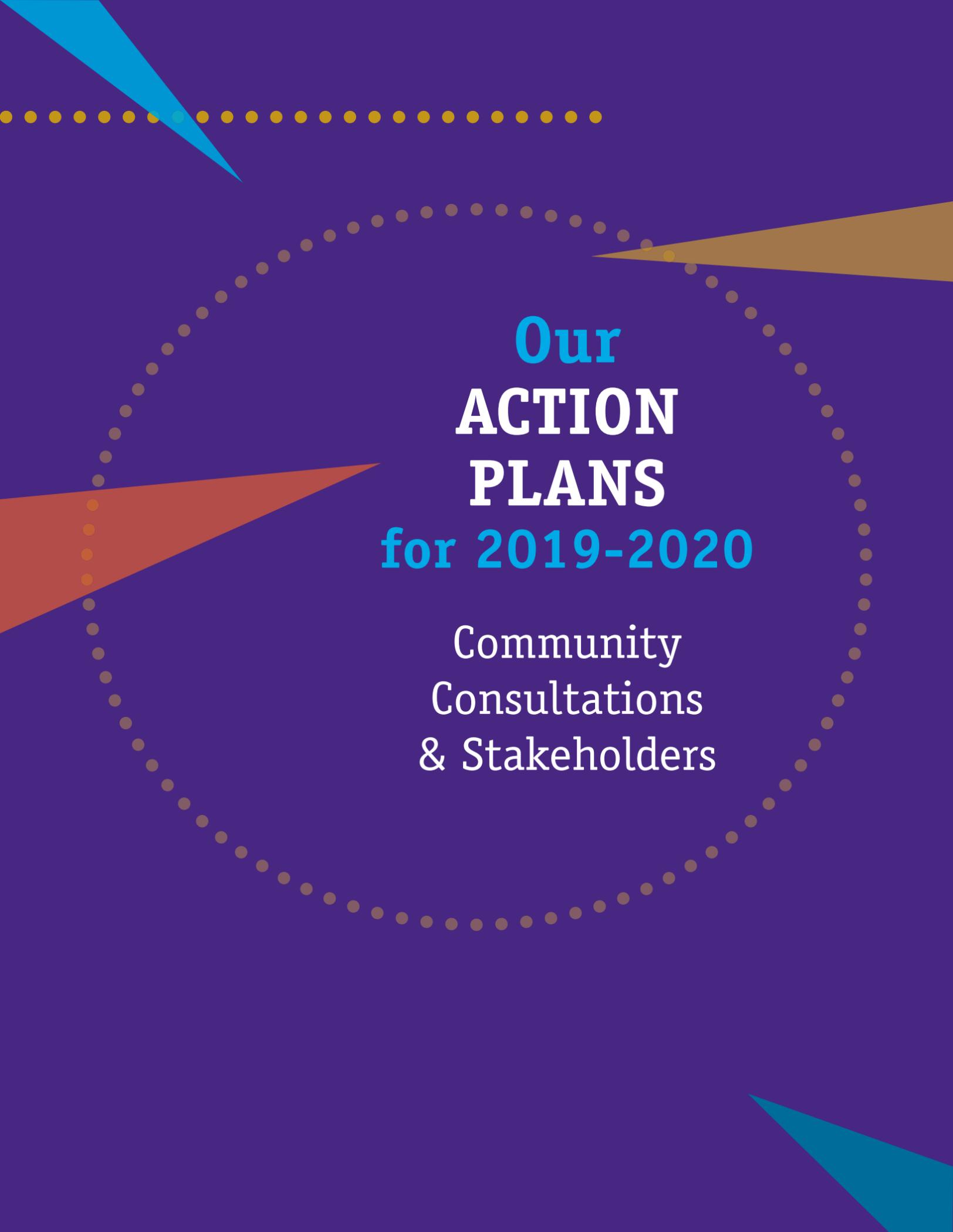
### Address Potential Labour Shortages

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

5

### Integration of Newcomers into the Labour Market

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



**Our**  
**ACTION**  
**PLANS**  
**for 2019-2020**

Community  
Consultations  
& Stakeholders

# Moving Forward: 2019-2020 Action Plans

## PRIORITY 1 Under-Employment of Youth

- Youth with barriers in particular are facing a quickly changing landscape where they need personal assets and skills to succeed.
- Developing the right combination of education and credentials, work-relevant networks and employer-recognized soft skills is required.
- In York Region about 33% of youth 20-24 years old that have a high school diploma or equivalent certificate and 12% that have an apprenticeship or trades certificate are not in the labour force.
- Barrièred youth benefit from targeted support and opportunities to build in-demand skills and competencies to find meaningful employment and successfully transition into adulthood.
- Employers feel it is important to cultivate interest in STEM (science, technology, engineering and mathematical) education at a younger age by integrating STEM into the elementary school curriculum. It is also very important to encourage women to get into STEM fields through special incentives.

### ACTIONS PLANNED, UNDERWAY OR UPDATED

ACTION	2018 - 2019 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> <li>• Address the identified issue that youth lack “workplace experience” when entering the labour market.</li> </ul>	<ul style="list-style-type: none"> <li>• Produced Experiential Learning Toolkits for educators, parents and employers to assist students, educators and parents with information about the importance of workplace learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Experiential learning opportunities help prepare youth for the labour market.</li> <li>• Introduce students to new industries and occupations.</li> </ul>
<ul style="list-style-type: none"> <li>• Increase awareness of occupations in the labour market allowing students and parents to make informed post-secondary decisions.</li> </ul>	<ul style="list-style-type: none"> <li>• Developed a Career Pathway Passport that focuses on a large variety of areas aligned with growing sectors in the labour market.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased awareness of new and evolving sectors and occupations in apprenticeship, university, college and the workplace.</li> </ul>

### 2019-2020 ACTIVITIES

ACTION	PROPOSED PARTNERS
<ul style="list-style-type: none"> <li>• Research and produce job demand reports that outline the hard and soft skills required in ten occupations each from four prominent sectors in the local labour market. Data to be utilized by agencies that deliver programs to barrièred youth.</li> </ul>	<ul style="list-style-type: none"> <li>• York Region Community Planning Council</li> <li>• United Way Greater Toronto Area</li> <li>• Employment Ontario Service Providers delivering Youth Job Connection Programs</li> <li>• Agencies supporting barrièred youth preparing for employment</li> </ul>
<ul style="list-style-type: none"> <li>• Develop a resource that provides information about labour market pathways for individuals with STEM (science, technology, engineering and mathematics) education in the GTA.</li> </ul>	<ul style="list-style-type: none"> <li>• Employers in the Professional, Scientific and Technology industries</li> <li>• Peel Halton Workforce Development Board</li> <li>• General Motors Canadian Technical Centre</li> <li>• Stem Minds</li> </ul>
<ul style="list-style-type: none"> <li>• Update “STRIVE” Guide of Services for Youth in York Region to assist youth with finding appropriate support services in York Region.</li> </ul>	<ul style="list-style-type: none"> <li>• Agencies serving barrièred youth in York Region</li> <li>• Region of York Community Services</li> <li>• York Region District School Board</li> </ul>

## Moving Forward: 2019-2020 Action Plans

### PRIORITY 2 Employer Discussion and Engagement

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

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2018 - 2019 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> <li>• Continue building relationships with local employers to gain valuable local labour market intelligence.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintained relationships with local employers through six employer meetings, a major conference, two newsletters and development job demand reports as a resource to support the demand side of the labour market in a variety of sectors.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased employers' awareness of the local labour market and identified skill gaps, employment opportunities, training needs and highlighted Employment Ontario programs and service for employers.</li> </ul>
2019-2020 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> <li>• Using a network of employers, representative of the local labour market; gather intelligence on skills gaps, employee engagement and employment trends that will assist community stakeholders in development of programs and resources to meet employer needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Employers representing key sectors across York Region</li> <li>• Employment Ontario Service Providers</li> <li>• Region of York Economic Strategy Group</li> <li>• Community Partnership Council</li> <li>• Human Service Planning Board</li> </ul>	

# Moving Forward: 2019-2020 Action Plans

## PRIORITY 3

## Collaboration between Business and Education

- Businesses spend double the amount of money on recruiting the right staff than they spend on training their employees.
- As technology, globalisation and demographic shifts continue to shape how businesses compete, the importance of soft skills will grow.
- A report by Deloitte Access Economics forecasts that soft skill intensive occupations will account for two-thirds of all jobs by 2030.
- The number of jobs in soft-skill intensive occupations is expected to grow at 2.5 times the rate of jobs in other occupations.
- Local businesses recognize the importance of building soft skills in their employees in order to harness the broader benefits.

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2018 - 2019 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> <li>• Organized and executed the training of facilitators to deliver Soft Skills Solution training to youth clients to contribute to greater employment success.</li> </ul>	<ul style="list-style-type: none"> <li>• Trained 25 community partners as facilitators to deliver soft skills training to youth clients who are entering the job market or face barriers to employment. Facilitators have trained 52 youth clients to better prepare them for employment.</li> </ul>	<ul style="list-style-type: none"> <li>• Job seekers will be better prepared and experience greater success in securing employment with upgraded soft skills.</li> <li>• Soft Skills Solutions helps to address employers' concerns about candidates not having the right skills to advance in their organizations.</li> </ul>
<ul style="list-style-type: none"> <li>• Review Soft Skills Solutions curriculum for utilization for people above entry-level positions.</li> </ul>	<ul style="list-style-type: none"> <li>• Modified curriculum to facilitate employee retention and progression within an organization.</li> </ul>	<ul style="list-style-type: none"> <li>• Soft Skills Solutions is now available in three levels: entry level, unemployed enhanced and employed upskilling.</li> </ul>
<ul style="list-style-type: none"> <li>• Participate at an ICE (Innovation, Creativity &amp; Entrepreneurship) event with York Region District School Board.</li> </ul>	<ul style="list-style-type: none"> <li>• Presented to over 50 SHSM (Specialists High Skills Major) educators on the York Region labour market and how to build relationships with employers.</li> </ul>	<ul style="list-style-type: none"> <li>• Supported the connectivity to local labour market for the purposes of developing experiential learning opportunities.</li> </ul>
2019-2020 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> <li>• Organize and execute employer "pilots" to review the "employed upskilling" training programs in order to expand employer utilization for the purposes of preparing employees for advancement with their organization.</li> </ul>	<ul style="list-style-type: none"> <li>• York Region employers from a variety of sectors</li> <li>• Simcoe Muskoka Workforce Development Board</li> </ul>	
<ul style="list-style-type: none"> <li>• Support collaboration between education and the local labour market for the purposes of developing experiential learning opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• York Region District School Board</li> <li>• York Catholic District School Board</li> </ul>	

# Moving Forward: 2019-2020 Action Plans

## PRIORITY 4 Addressing Potential Labour Shortages

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

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2018 - 2019 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> <li>• Highlight businesses in a variety of sectors to promote occupations and engagement strategies in the local labour market.</li> </ul>	<ul style="list-style-type: none"> <li>• Developed information videos on employers in prominent sectors in the local labour market.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase residents’ awareness of employers in key sectors and their engaging workplaces to attract top talent.</li> </ul>
2019-2020 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> <li>• Enhancement of the Great Workplaces in York Region web pages with the addition of 12 videos in additional sectors.</li> <li>• Development of a social media campaign to be included in the outreach strategy to promote York Region as a great place to live and work.</li> </ul>	<ul style="list-style-type: none"> <li>• York Region Employers</li> <li>• Region of York Economic Strategy Group</li> <li>• York Region Media Group</li> </ul>	
<ul style="list-style-type: none"> <li>• Development of Job Demand Reports in identified sectors to support the pilot program for a concierge business service to employers and newcomers in York Region.</li> </ul>	<ul style="list-style-type: none"> <li>• Local Immigration Partnership</li> </ul>	

# Moving Forward: 2019-2020 Action Plans

## PRIORITY 5 Integration of Newcomers in the Labour Market

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

ACTIONS PLANNED, UNDERWAY OR UPDATED		
ACTION	2018 - 2019 ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> <li>• Provide students from Bridging programs or Mentorship programs with workplace experience or networking opportunities with local employers.</li> </ul>	<ul style="list-style-type: none"> <li>• Newcomer / students/ Mentees attended the annual employer conference to share their journey and network with employers.</li> </ul>	<ul style="list-style-type: none"> <li>• This project provide Internationally Educated Professionals and Trades Person with opportunities for networking and increase their connection to the labour market.</li> </ul>
<ul style="list-style-type: none"> <li>• Support The Mentoring Partnership (TMP) project operated by Seneca College in York Region.</li> </ul>	<ul style="list-style-type: none"> <li>• Member of the advisory panel for TMP to increase the participation of employer partners in York Region.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased success for employer participation to access untapped talent.</li> </ul>
<ul style="list-style-type: none"> <li>• Participation in the 2018 GTA Employer Survey supporting the Peel Halton Workforce Development Board.</li> </ul>	<ul style="list-style-type: none"> <li>• Distributed the survey to York Region employers to gather feedback on the employment and retention of newcomers.</li> </ul>	<ul style="list-style-type: none"> <li>• Better understand the experience of employers when recruiting and onboarding newcomers.</li> </ul>
2019-2020 ACTIVITIES		
ACTION	PROPOSED PARTNERS	
<ul style="list-style-type: none"> <li>• Key advisor on committees that support the integration of newcomer in York Region: Community Planning Council, Local Immigration Planning Group, Newcomer Employability Panel, The Mentoring Partnership York Region.</li> </ul>	<ul style="list-style-type: none"> <li>• Community and Social Services York Region</li> </ul>	

# Community Consultations & Stakeholders

The Workforce Planning Board of York Region would like to gratefully acknowledge the support, inputs and perspectives contributed by the following employers, industry associations and community service agencies:

- Advanced Control Systems Ltd.
- Aecometric Corporation
- Allstate Insurance
- Aluminum Window Designs
- Almac Industrial Systems
- AMP Promatic Inc.
- Apotex
- Applanix Corporation
- Aquatech Dewatering Company Inc.
- Aurora Frost Software
- Aurora Scientific Inc
- Axiom Group Inc.
- BAASS Business Solutions Inc.
- Bayshore Health Care
- Bellwyck Packaging
- Bennington Construction
- Bento Sushi Inc.
- Boot's Landscaping
- Buchner Manufacturing Inc.
- Cameraworks Productions Inc.
- Camfil Canada Inc.
- Canada's Wonderland
- Cardinal Golf Club
- CDI Computer Dealers Inc.
- Chaggares and Bonhomme Chartered Professional Accountants
- Chant Construction Limited
- Chouinard Bros. Roofing
- CleanRiver Recycling Solutions
- Clover Tool Manufacturing Ltd.
- Commport Communications
- Compugen Inc.
- Cornerstone Psychological Services
- Corrosion Service Company Ltd.
- Cynergy Mechanical Ltd
- Dentec Safety Specialists Inc.
- Dependable Mechanical Systems
- Dominion Caulking Limited
- E&W Development Centre
- EmergiTEL
- Employment Ontario Service Providers
- Estee Lauder
- Evron Computer Systems Corp.
- Fellowes Brands
- Financial Solutions Link Corp.
- Freedom 55 Financial
- Futurevic Global Sourcing Inc.
- GE Digital Energy
- General Contractor's Section, Toronto
- Genesys Canada
- Georgina Trades Training Incorporated
- Gieseke+Devrient Systems Limited
- Gorbyte Inc.
- Honeywell Building Solutions
- IBM Canada Limited
- Interactive Sports Technologies Inc.
- InterAd Weston (Axxess Logistics)
- ITL Circuits
- Jacobs Engineering
- JL Sales & Marketing Group
- King Cole Ducks Limited
- KPMG Management Consulting Services
- Kraft Burger LLP
- Landscape Ontario
- Longo Brothers Fruit Market Inc.
- Longview Solutions Corp.
- Lotec Wireless Inc.
- Lott & Company Professional Corporation
- LSC Communications
- Lullaboo Nursery and Childcare Center
- Mackenzie Health Centre
- Magna Closures
- Mainline Services, Inc.
- Manpower Group Corporation
- Mazda Canada Inc.
- Miller Thomson LLP
- Mircom Technologies Ltd.
- MSM - Division of Magna Powertrain
- Neopost Canada
- Net Electric Limited
- Nexans Americas
- Nexya Canada Inc.
- Nor-Line Plumbing & Mechanical
- Northern Alarm Protection
- Onico Solutions
- Orr & Associates Insurance Brokers
- Pactiv Foods
- Park Inn by Radisson Toronto-Markham
- Pfaff Automotive Partners
- Pioneer Cardio Diagnostics
- Priestly Demolition Inc.
- Pro-Lab Diagnostics
- Pro-Tek Electric Inc.
- PTC Recruiting
- Pure Motivation Fitness
- QA Consultants
- Richpark Developments Ltd.
- Robert B. Somerville Co.
- Rose Winter Solutions
- SBMBLAW
- Seneca College
- Staples Head Office
- Stouffville Glass Inc.
- Summer Fresh Salads Inc.
- The Briars
- The Home Depot
- The Matcom Group
- The Recycle People Corp.
- The Regional Municipality of York
- Toshiba of Canada, Limited
- Town of Georgina
- Tree Frog Inc.
- Trisan Construction
- Tyco Electronics Canada ULC
- United Way York Region/Toronto
- Vertex Precision Manufacturing
- Vince's Market
- Weins Canada
- Welcome Centre Immigrant Services
- Wilson Vukelich LLP
- Women's Centre of York Region
- Woodbridge Foam Corporation
- York Catholic District School Board
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- York University
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2019

# WORKFORCE Trends in York Region

LOCAL LABOUR MARKET REPORT

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