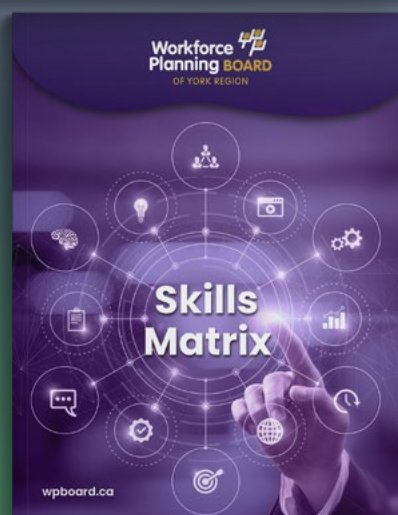
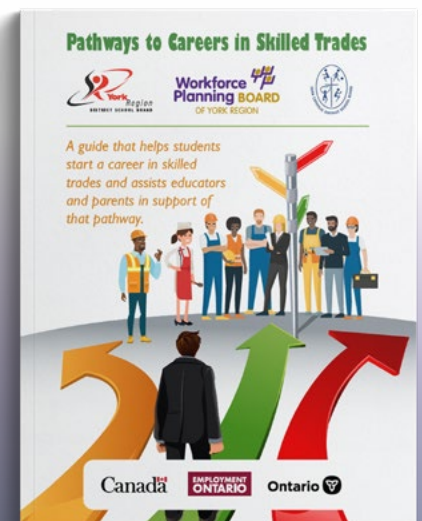
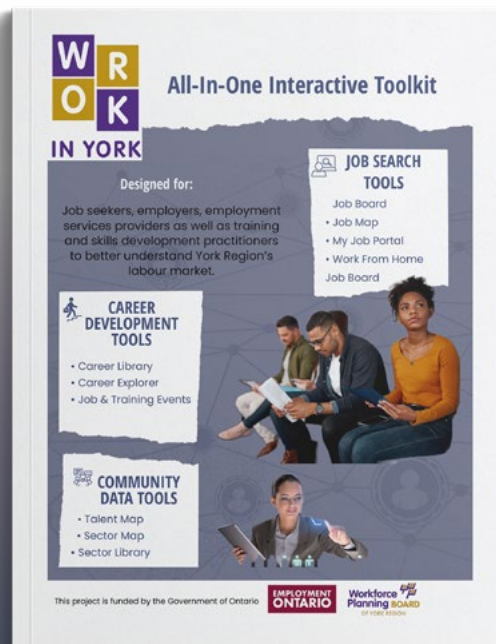
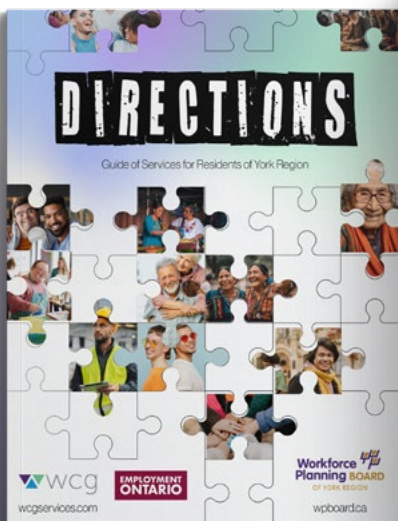


WPBOARD.CA

LOCAL LABOUR MARKET REPORT

WORKFORCE TRENDS IN YORK REGION 2024



About the Workforce Planning Board of York Region

The Workforce Planning Board of York Region (WPBoard) is a not-for-profit community-based organization established in 1999 by the Province of Ontario to identify local labour market issues in York Region and undertake projects or partnerships that would contribute to addressing local employment needs.

WPBoard is one of 25 independent non-governmental organizations located across the Province of Ontario and funded by Ministry of Labour, Immigration, Training and Skills Development. A volunteer Board of Directors comprised of business and labour members from across the region provides governance for the Board.

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

We would greatly appreciate your feedback on the Local Labour Market Plan 2024! Please complete this short follow-up survey to share your thoughts.

**2024
LOCAL LABOUR
MARKET REPORT
SURVEY**

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Canada 

**EMPLOYMENT
ONTARIO**

Ontario 

Disclaimer: This report is written as a source of information only. The information contained in this report should by no means be considered a substitute for the advice of qualified professionals. All efforts have been made to ensure the accuracy of the information as of the date of publishing. The York South Simcoe Training & Adjustment Board operating as the Workforce Planning Board of York Region expressly disclaim responsibility for any adverse effects arising from the use of the information contained herein. The views expressed in this publication are the views of the recipient and do not necessarily reflect those of the Province. The Government of Ontario and its agencies are in no way bound by any recommendations contained in this document.

Our Labour Market Planning Process

A Resource to Inform

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

Review Current Labour Market

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

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

Foster Local Partnerships

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

Collaborate With Community

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

- 360kids
- Bloor Door Support Services
- Employment Ontario Service Providers
- Literacy Councils and Skills Upgrading Centres across York Region
- Seneca Polytechnic
- Skills Training Centre
- United Way of Greater Toronto, Peel & York
- WCG – Service Systems Manager for York Region
- Women's Centre of York Region
- York Region Community & Health Services, Strategies & Partnerships – Human Services Planning Board / Newcomer Inclusion Table
- York Region Chambers of Commerce & Boards of Trade
- York Catholic District School Board
- York Region District School Board
- York Region Strategic and Economic Planning Group
- York University – President's Task Force – Markham Campus

Business - Characteristics

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

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

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

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

By 2023, York Region was expected to have recovered from the economic downturn caused by the COVID-19 pandemic. Although the labor market started to recover from the pandemic, industry and job growth was uneven across different sectors.

As of December 2023, there were a total of **57,136 businesses with employees** in York Region, of which 92% were Classified and 8% Unclassified.

A higher number of businesses with employees continued to remain active in the region during 2023 compared to the previous year. From December 2022 to December 2023 the number of businesses with employees **increased by 1107**.

The analysis of Figure 1 highlights various components of these data series for York Region Census Division at two reporting periods: December 2022 and 2023.

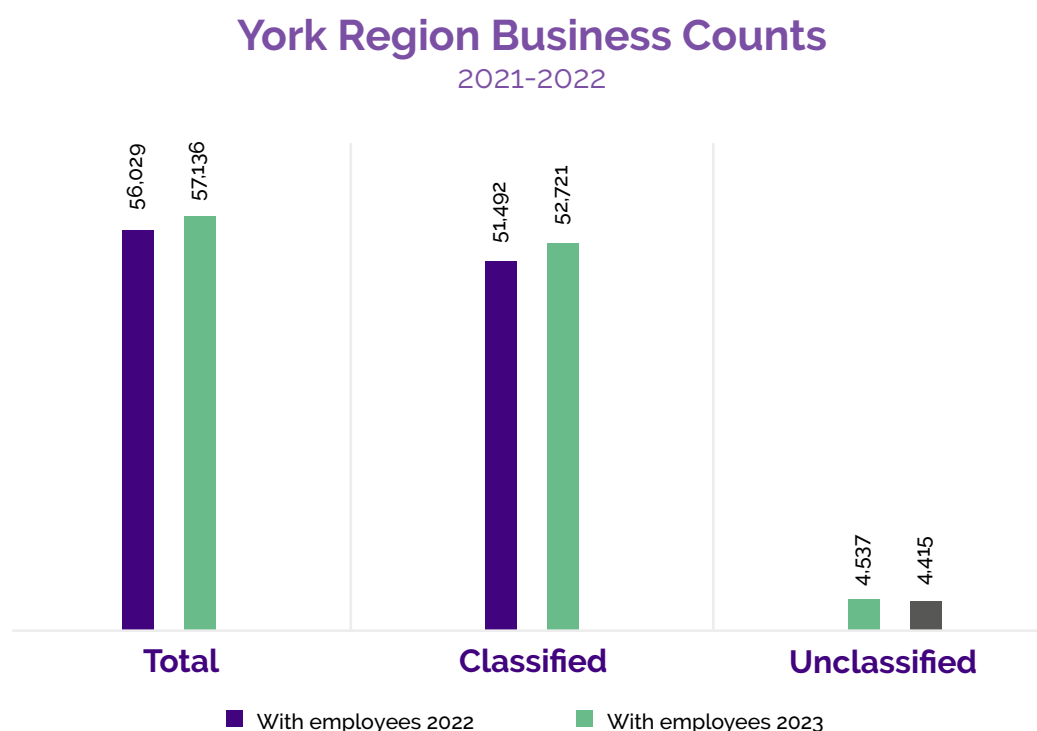


Figure 1

Source: Statistics Canada, Canadian Business Counts

York Region's economy is mostly dominated by small and medium businesses that account for about 99% of the share of the total businesses. Most of these businesses are mainly located in the City of Vaughan and City of Markham. Between December 2022 and 2023 almost all municipalities in York Region experienced growth, except Newmarket. The highest growth was recorded in King City, the City of Markham and the City of Vaughan.

Change in Number of Businesses with Employees by Municipality 2022-2023

	2023	2022	Change
Vaughan	19,734	19,552	182
Markham	16,205	15,937	268
Richmond Hill	9,474	9,394	80
Whitchurch-Stouffville	1,914	1,870	44
Aurora	2,595	2,509	86
Newmarket	3,313	3,356	-43
King	1,569	1,162	407
East Gwillimbury	1,167	1,094	73
Georgina	1,165	1,155	10
TOTAL York Region	57,136	56,029	1,107

Figure 2

Source: Statistics Canada, Canadian Business Counts

The increase in the number of businesses in King City can be attributed to several factors:

- **Rapid residential Growth:** King City has been experiencing significant residential growth, with new housing developments attracting families and individuals to the area. As the population increases, there is an increased demand for goods and services, which creates opportunities for new businesses to open and thrive.
- **Proximity to Major Highways:** King City's location near major highways, including Highway 400 and Highway 404, makes it easily accessible for residents and businesses alike. This accessibility is attractive to businesses looking to serve customers in the Greater Toronto Area (GTA) and beyond.

- **Quality of Life:** King City offers a high quality of life, with beautiful natural surroundings, parks, and recreational opportunities. This makes it an attractive place to live and work, which can encourage entrepreneurs and business owners to establish their businesses in the area.

Markham is a major business hub within the York Region. The city has a diverse economy that includes technology, manufacturing, finance, and other industries. Markham is known for being home to a significant number of high-tech companies, particularly in the information technology and telecommunications sectors. The city's strategic location, skilled workforce, and supportive business environment have made it an attractive destination for businesses. Markham also has a strong entrepreneurial culture, with many small and medium-sized enterprises (SMEs) contributing to its business landscape.

Additionally, Vaughan has a diverse economy that includes manufacturing, retail, technology, professional services, and more. The city's industrial and commercial sectors have been growing, particularly in areas like the Vaughan Metropolitan Centre (VMC) and along the Highway 7 corridor. These areas have attracted significant investment and business activity, contributing to Vaughan's status as a business hub within York Region.

It is important to examine the change in number of businesses over time in each of the region's municipalities although Statistics Canada discourages using the Canadian Business Count data to compare such changes due to different methodologies used to collect the data. The following table illustrates the percentage change in the number of businesses by different employee-size categories in the region.

Change in Number of York Region Businesses by Employee Size

December 2022-2023

Employees on Site	Number of Businesses			
	Dec.2022	Dec.2023	Absolute Change	% Change
1-4	35,508	36,359	851	2.40
5-9	9,077	9,081	4	0.04
10-19	5,470	5,571	101	1.85
20-49	3,761	3,812	51	1.36
50-99	1,247	1,311	64	5.13
100-199	594	621	27	4.55
200-499	289	296	7	2.42
500+	83	85	2	2.41
Total, with Employees	56,029	57,136	1,107	1.98

Figure 3
Source: Statistics Canada, Canadian Business Counts

In comparing the data of Businesses with Employees the following trends become evident between December 2022 and 2023.

- Small size firms (1-4 employees) continued to make up the largest share, 64% of businesses with employees. The largest increase in these firms were recorded in Ambulatory health care services, Professional, scientific and technical services as well as Specialty Trade Contractors and Warehousing. Meanwhile, the number of Securities, commodity contracts, and other financial investment and related activities decreased by 28 firms between December 2022 and 2023.
- The number of firms employing 5-9 employees experienced a net increase by 4 firms. Losses were recorded in Professional, scientific, and technical services that decreased by 55 firms. Meanwhile Food and beverage retailers gained 31 firms.
- The total number of firms employing 50-99 employees slightly increased by 1.36%. The increase in the number of firms was mainly recorded in Educational Services, as well as Health and personal care retailers.
- An increase of about 4.6% was recorded among the mid-sized firms, those employing 100-199 employees. Transit and ground passenger transportation added 8 more firms, while Specialty trade contractors between 7 more firms. The Plastics and rubber products manufacturing sector lost 6 firms. One of the main causes behind these losses might have been changes in environmental regulations that have turned out not feasible for these businesses.
- Large firms employing 500+ employees also increased by 2.4%. New firms were created in the Construction of buildings, Securities, commodity contracts, and other financial investment and related activities, Administrative and support services, etc., some mostly due to some mergers of smaller size firms as well as the high demand for such services during the post pandemic period.

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

- The total number of firms for each firm size category (Note: firms that did not make the top 3 list are not displayed in the table but are counted in the total number of firms)
- The 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 2023, Professional, Scientific and Technical Services topped the list, thus accounting for one of the largest industry sectors again. It should be noted that this sector is highly dominated by sole proprietors and businesses with 1-4 employees. Specialty Trade Contractors had a large presence almost among all size firm categories. Management of Companies and Enterprises was one of the second largest sector comprised of firms with 500+ employees followed by Transportation Equipment Manufacturing.



York Region – Number of Main Businesses by Industry and Employee Size Range

December 2023

	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +	Total, with employees	Rank
541 Professional, Scientific & Technical Services	8,224	876	485	325	95	43	23	9	10,080	1
238 Specialty Trade Contractors	2,694	762	431	254	108	47	18	4	4,318	2
621 Ambulatory Health Care Services	2,856	785	382	123	22	8	7	1	4,184	3
722 Food Services & Drinking Places	903	843	697	501	112	41	3	0	3,100	4
531 Real Estate	2,424	279	113	59	18	5	3	0	2,901	5
561 Administrative & Support Services	1,430	422	265	171	70	46	24	2	2,430	6
551 Management of Companies & Enterprises	110	35	37	43	26	21	16	9	297	34
455 General merchandise retailers	107	27	57	11	8	11	18	1	240	40
336 Transportation equipment manufacturing	25	9	5	11	7	11	16	5	89	59
913 Local, Municipal & Regional Public Administration	1	0	0	0	1	0	3	9	14	78
Unclassified	3,735	402	170	84	16	4	3	1	4,415	
Classified	32,624	8,679	5,401	3,728	1,295	617	293	84	52,721	
Total	36,359	9,081	5,571	3,812	1,311	621	296	85	57,136	

Figure 4

Source: Statistics Canada, Canadian Business Counts

Navigating Talent Attraction Challenges

Discussions with York Region Employers

This report offers a comprehensive overview of the insights gathered from employers in the York Region concerning their experiences with employee recruitment and retention. The data collection process spanned from early September to mid-October 2023, during which, in-depth discussions were held with a diverse range of employers representing a wide cross-section of businesses in terms of both industry sectors and number of employees.

The extended conversations conducted during this period allowed for a nuanced understanding of the challenges, strategies, and perspectives prevalent among employers in the York Region. By engaging with a varied group of businesses, the report aims to provide a holistic and inclusive representation of the recruitment and retention landscape in the region.

The period right after COVID saw a large increase in the number of job vacancies in the Greater Toronto Area. The following chart shows the number of vacancies in the Toronto Region¹. The figure for 2018 (102,168 job vacancies) represents the average number of job vacancies per each quarter in 2018.

The job vacancies from Q1 of 2019 to Q2 of 2020, stayed very close to this level; when COVID first hit, and lockdowns were instituted, StatsCan suspended the Job Vacancy and Wage Survey for Q2 and Q3 of 2020. As the lockdowns began to be lifted and as the survey was resumed, the job vacancy rate started rising sharply reaching 181,980 in Q2 of 2022, almost double of what it had been in 2018 and 2019.

While the number of job vacancies started declining after that (as a result of the Bank of Canada's decision to raise interest rates as a way to reduce inflation), in Q2 of 2023 the number of job vacancies stood at 132,435, still a third higher than what had been in 2018 and 2019.

Number of Job Vacancies
Toronto Region, 2018 to Quarter 2, 2023

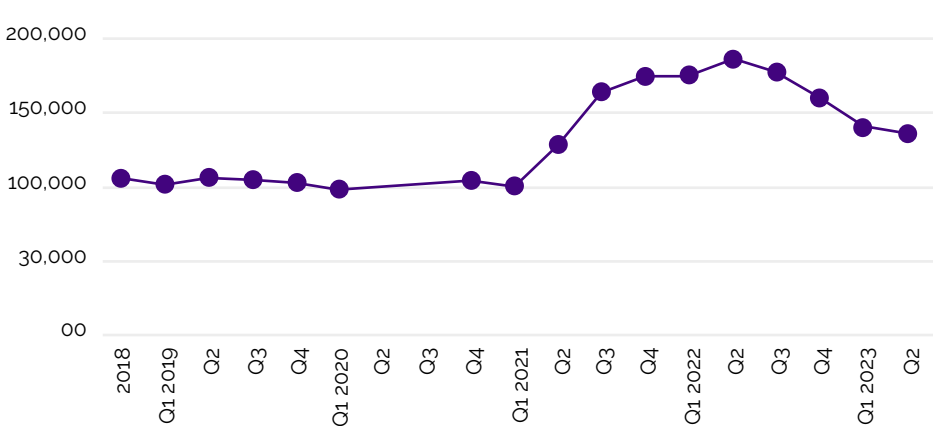


Figure 5
Source: Statistics Canada

A tight labour market allows job candidates to hold out for a higher wage, knowing that employers may have a limited choice on who is available to be hired. Businesses were struggling with the impact of inflation on their expenses such that there was an emerging gap on what employers were prepared to offer as a wage and what candidates were seeking.

The pandemic experience also resulted in a change of attitudes and expectations on the part of employees and job seekers, most evident in relation to quality of work life issues and hybrid work arrangements.

Full Report Available [Here](#)

Retention in the labour market also became an issue as incumbent workers were also being lured by job opportunities from other employers, attracted by higher wages, more benefits, and or more suitable working conditions.

When employers are not able to fill job vacancies in a timely manner, it has consequences for their business that includes the business ends up delaying goods or services to customers, or the business puts off taking on new customers or plans for expansion. Employees may be asked to work overtime, causing burnout or supervisors and managers may be asked to step-in to help with front line duties. It is evident that aggregating these impacts across a large number of businesses means the economy is operating at a sub-optimal level.

Employers expressed that there were not enough job candidates for the job openings they had available. Hiring challenges exist across the labour market regardless of industry sector.

More students move on to post-secondary education thus reducing the number of candidates that only require a high school diploma.

Since COVID, a far greater premium has been placed on finding a better work-life balance.

Failure to fill job vacancies can lead to decreased productivity, employee burnout and the local economy operating below its optimal level.

The issue is no longer whether there will be hybrid work, but rather what is the best way to structure it to meet the needs of the employer and employees.

1. The Toronto Region is a region defined by Statistics Canada and includes the City of Toronto, York Region, Durham Region, Peel Region and Halton Region (except for the City of Burlington). The Toronto Region accounts for almost 47% on Ontario's labour force.

Labour Force Characteristics

Population Projections

This section presents population projections for York Region and each of its census subdivisions, by age and gender, from the base year of 2022 to 2046. These projections were published by the Ontario Ministry of Finance in the summer of 2023. The Ministry of Finance produces an updated set of population projections every year to reflect the most up-to-date trends and historical data. This update is used as a base of the 2022 population estimates from Statistics Canada (released in January 2023 and based on the 2016 Census) and includes changes in the projections to reflect the most recent trends in fertility, mortality and migration.

- The population of York Region was estimated to be 1,248,989 in 2023. This estimation reflects the ongoing growth and development within the region, driven by factors such as immigration, urbanization, and economic opportunities.
- The population is projected to increase by almost 32 per cent, over the next 23 years.
- In 2023, the share of children aged 0-14 in the population of York Region was estimated 15 per cent. Meanwhile, working age population counted for about 67 per cent and seniors for 18 percent of the population.
- The number of children aged 0-14 is projected to increase slightly over the projection period. The children's share of population is projected to decrease initially from 15 per cent to 14 per cent by 2025, followed by a slow increase to 15.7 per cent by 2046.
- The number of people aged 15-64 is projected to decrease by 2046. This age group is projected to decline as a share of total population for most of the projection period, from a peak of 66.6 per cent in 2023 to 61.8 per cent by 2046.
- The number of seniors aged 65 and over is projected to increase significantly, from 18 per cent of population that was in 2023, to 22 per cent by 2046. Rapid growth in the share and number of seniors will continue over this period as the last cohorts of baby boomers turn age 65. The share of seniors is projected to peak at 23 per cent in 2036 and will remain the same until the end of the projection period.

This population pyramid shows the estimated number of people of each age in York Region in 2023 and 2046 separately for males and females. In 2023, the pyramid starts at the bottom with about 27,000 for females and 28,000 for males aged zero, and gradually widens to over 40,000 people per cohort in their late 20s. The 2046 line starts at slightly over 40,000 for males and about 38,000 for females aged zero. This is followed by a slight growth that reaches the peak at the 45-49 age group. Then the pyramid starts to subsequently narrow in the 75+ age groups.

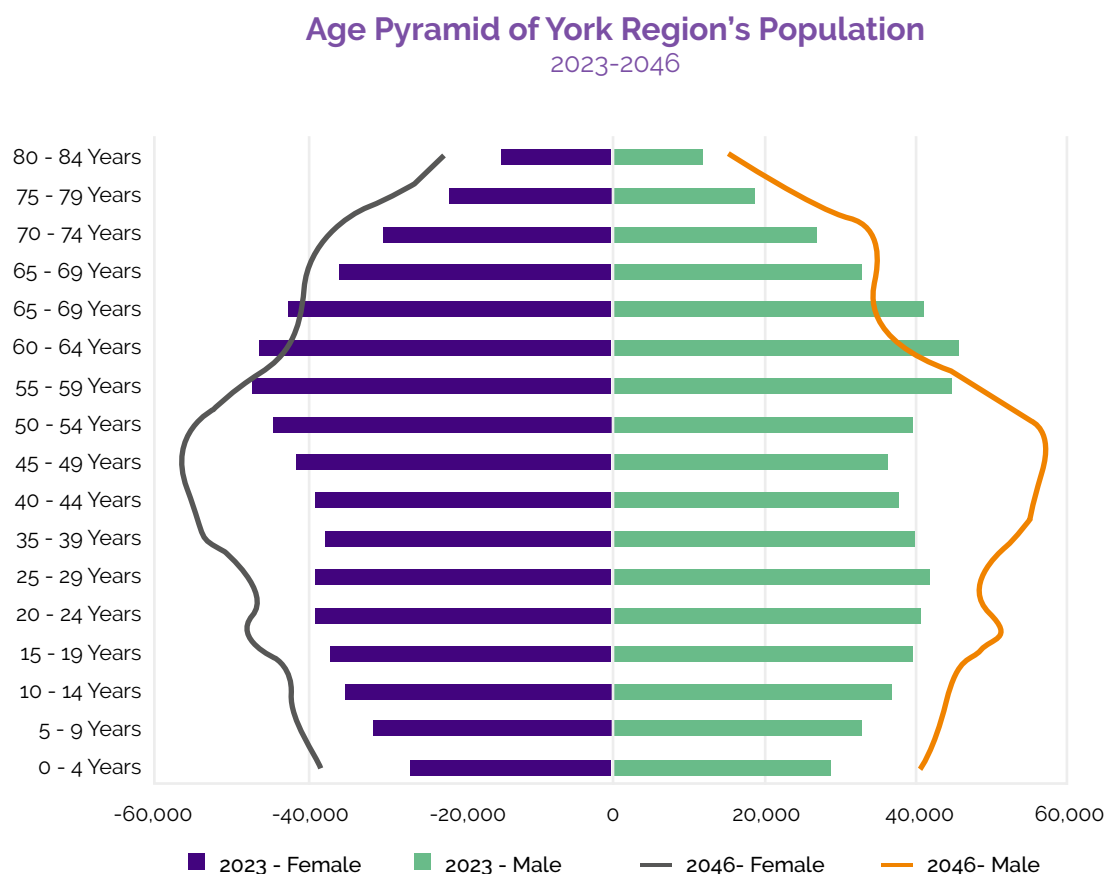


Figure 6

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

Population Growth

The contributions of natural increase and net migration to population growth vary from year to year. While natural increase trends evolve slowly, net migration can be more volatile, mostly due to swings in interprovincial migration and variations in international migration. 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.

The GTA is projected to see the largest increase in population among regions, accounting for just over 50 per cent of Ontario's net population growth to 2046. The GTA's population is projected to increase from 7.2 million in 2022 to over 10.5 million in 2046. The region's share of total Ontario population is projected to rise from 47.8 per cent in 2022 to 48.6 per cent in 2046.

Within the GTA, Toronto's population is projected to rise from 3.03 million in 2022 to 4.20 million in 2046, adding 1,171,000 people, the largest population gain projected among census divisions. Nevertheless, Toronto's projected population growth rate of 38.7 per cent to 2046 is slightly slower than the provincial rate of 43.6 per cent. The four census divisions of the suburban GTA are projected to add a total of over 2.1 million people over the period. Peel (62.6%), Halton (59.5%) and Durham (43.8%) are projected to grow faster than the average for Ontario, while York's population is projected to grow at a pace (36.4%) slower than the province as a whole.²

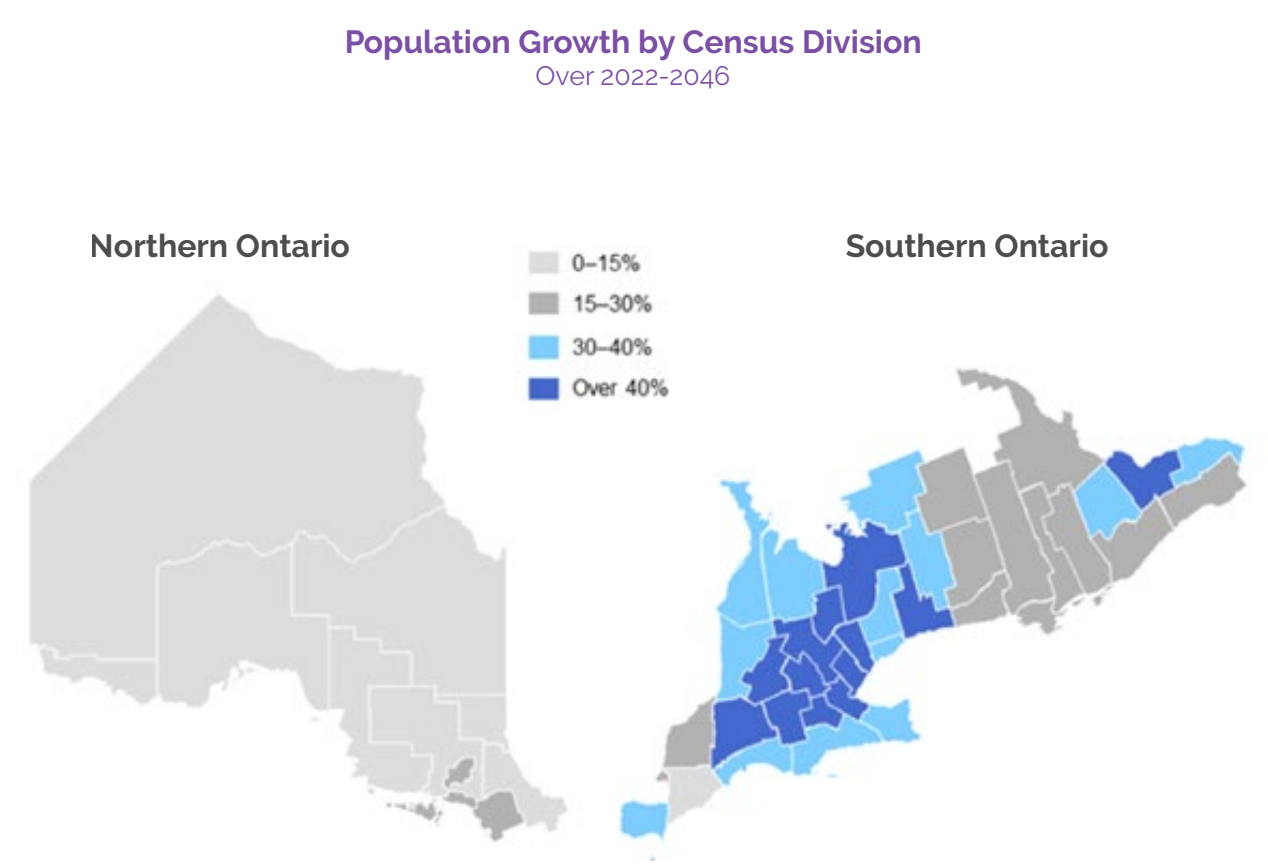


Figure 7
Source: Ontario Ministry of Finance Projections

2. Government of Ontario. (n.d.). Ontario Population Projections. Retrieved from <https://www.ontario.ca/page/ontario-population-projections>

Labour Force Activity

Employment

As of mid-year 2022, York Region's employment stood at an estimated 615,760 jobs, not factoring in potential expansion in remote work opportunities. Over the past two decades, from 2002 onwards, employment within the region has increased by more than 251,000 jobs, marking a robust average annual growth rate of 2.7%. This rate of growth continues to align with the population growth rate for the same period (3%) and provides job opportunities for existing and future York Region residents, in line with the 2022 York Region Official Plan target of one job for every two residents.³

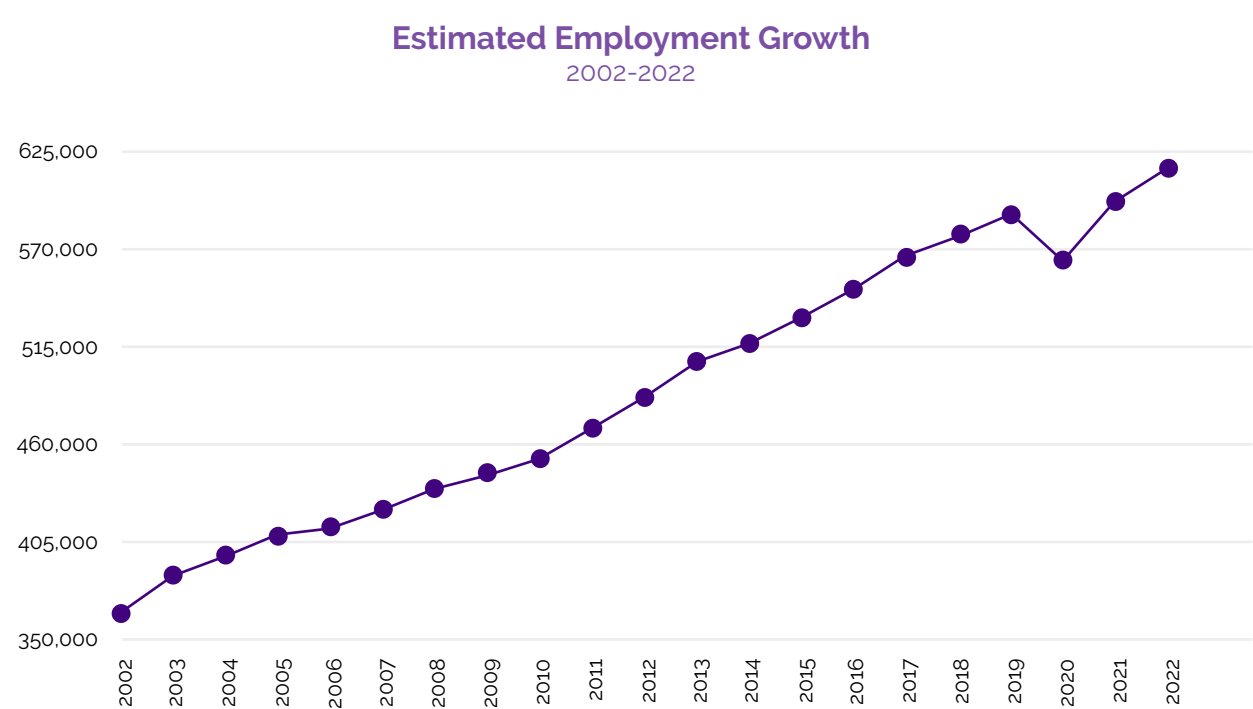


Figure 8

Source: York Planning and Economic Development Branch, 2022 and the Conference Board of Canada.

Notes: Employment estimates based on York Region survey data except 2020 and 2021, which are based on Conference Board of Canada employment growth rates for York Region. Employment for all years excludes work at home estimates.

3. Employment and Industry Report 2022, A detailed overview of employment and industry trends in York Region, York Region, March 2023

Employment By Sector

In 2022, York Region's top sectors by surveyed employment included manufacturing, retail trade, professional, scientific and technical services sector, health care and social assistance, and construction.⁴

York Region Distribution Of Surveyed Employment 2022

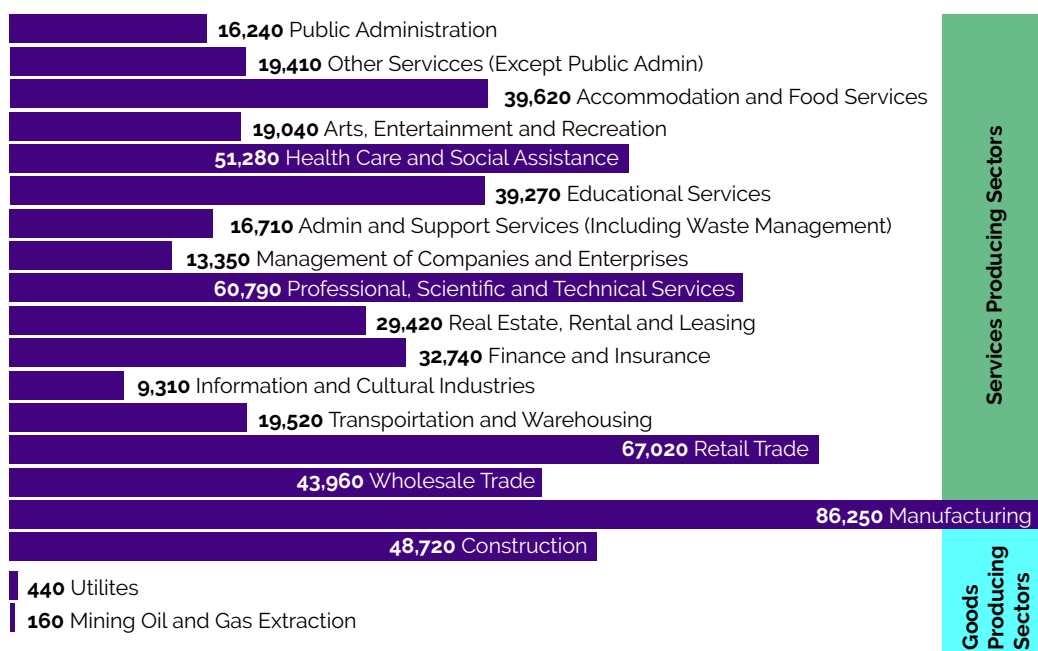


Figure 9

Source: York Planning and Economic Development Branch, 2022 and the Conference Board of Canada. Note: Employment excludes at home estimates.

According to the findings of "York Region Employment and Industry Report 2022", while several sectors witnessed job reductions due to factors such as business closures, relocations from York Region, and the absence of certain businesses present in 2019 and 2022, the majority eventually rebounded with notable growth. This trend highlights the resilience of York Region's business landscape, indicating a robust recovery from the challenges posed by the COVID-19 pandemic.

Job Growth from New Surveyed Businesses

2019-2022

- **Retail Trade** | +7,710 Jobs
- **Manufacturing** | +6,540 Jobs
- **Accommodation and Food Services** | + 6,490 Jobs
- **Professional, Scientific and Technical Services** | +5,470 Jobs
- **Real Estate and Rental and Leasing** | +5,400 Jobs

Job Decline from Businesses Closures

2019-2022

- **Professional, Scientific and Technical Services** | -5,470 Jobs
- **Retail Trade** | -5,820 Jobs
- **Wholesale Trade** | -5,340 Jobs
- **Manufacturing** | -4,220 Jobs
- **Accommodation and Food Services** | -4,160 Jobs

4. Employment and Industry Report 2022, A detailed overview of employment and industry trends in York Region, York Region, March 2023

Unemployment Rate

York Region unemployment rates fluctuated during 2023. After falling to almost pre-pandemic levels at 4.2% in January and February, it started an upward trend that peaked at 6.8% in August, moving in tandem with that of Toronto CMA until July 2023. During the last quarter of 2023 the unemployment rate fell again, reaching a 6.3% mark in December, but higher compared to December 2019 when it reached 4.2%. However, it should be noted that York Region's unemployment rate has remained lower than that of Toronto CMA.

Unemployment Rate York Region, Toronto CMA, Ontario

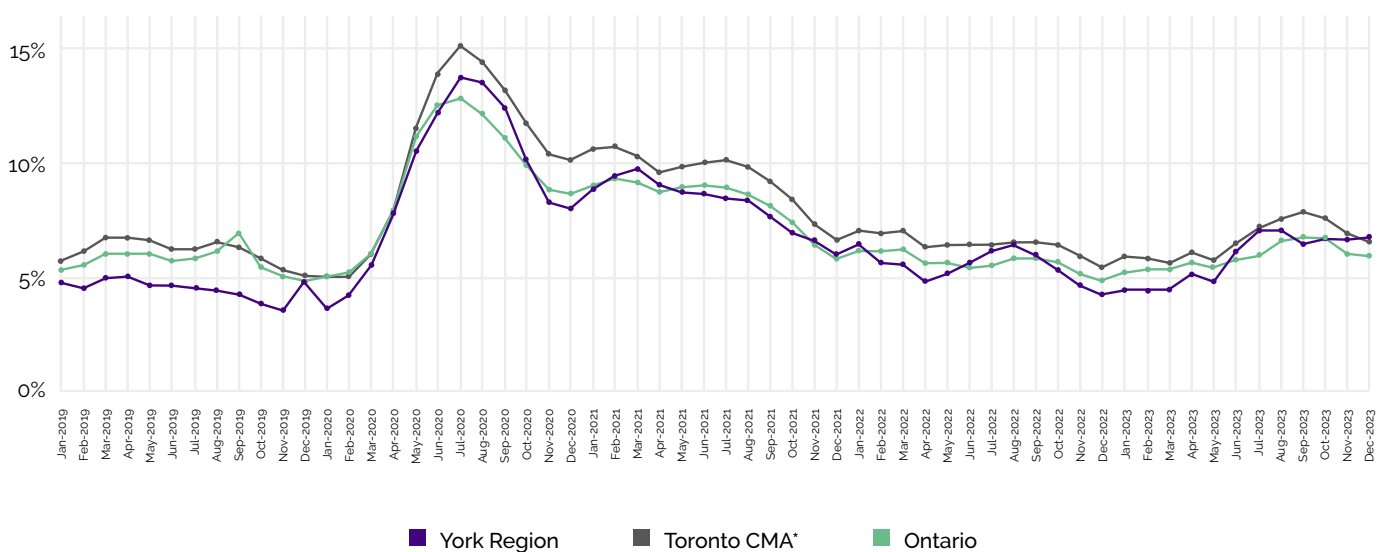


Figure 10

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

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

Note: Reprinted from York Link



Employment Forecast

York Region establishes population and employment forecasts for the nine local municipalities to 2051. These forecasts are prepared using an integrated and comprehensive approach with infrastructure planning⁵.

Municipality		2031	2041	2051
Aurora	Population	71,900	79,600	85,800
	Employment	34,100	38,300	41,600
East Gwillimbury	Population	57,100	88,700	128,600
	Employment	16,500	27,500	44,300
Georgina	Population	56,500	65,500	70,500
	Employment	12,900	17,300	20,700
King	Population	38,200	56,900	66,400
	Employment	12,200	15,800	18,300
Markham	Population	416,300	496,700	618,000
	Employment	221,200	258,600	302,200
Newmarket	Population	98,900	107,200	118,500
	Employment	50,700	54,000	58,100
Richmond Hill	Population	251,900	284,100	320,400
	Employment	96,600	108,500	122,600
Vaughn	Population	398,600	479,200	576,200
	Employment	280,600	315,800	354,400
Whitchurch-Stouffville	Population	60,800	73,900	103,500
	Employment	20,200	24,000	28,400
York Region	Population	1,450,200	1,731,800	2,087,900
	Employment	745,000	859,800	990,600

Figure 11

Source: York Region Official Plan 2022



Hiring Demand

WORK IN YORK, 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. In 2023, the labour market wasn't as strong as before, although it started strong. Job postings in York Region declined steadily indicating that hiring was happening at a slower pace. According to WORK IN YORK Job Postings data, the hiring peak was reached in March 2023, with 12,162 new job postings followed by a decline around April and maintaining momentum until around the end of July. An increase was recorded in August and then a decline by the end of December to 6,393 new job postings. The increase in August can be the result of many reasons:

- **Back-to-School Season:** Many industries, particularly those related to education, retail, and services, experience an increase in hiring as they prepare for the influx of students returning to school in late August or early September. This includes hiring teachers, administrative staff, and retail employees for back-to-school shopping.
- **End of Summer Season:** As the summer season comes to a close, businesses in tourism, hospitality, and leisure often experience increased demand for workers to accommodate the last-minute rush of tourists and vacationers.
- **Seasonal Businesses:** Certain industries, such as agriculture, landscaping, and outdoor recreation, may see heightened hiring demand in August due to seasonal factors like harvesting, landscaping projects, and outdoor events.
- **Graduates Entering the Workforce:** August can be a popular time for recent graduates to enter the job market as they complete their education programs.

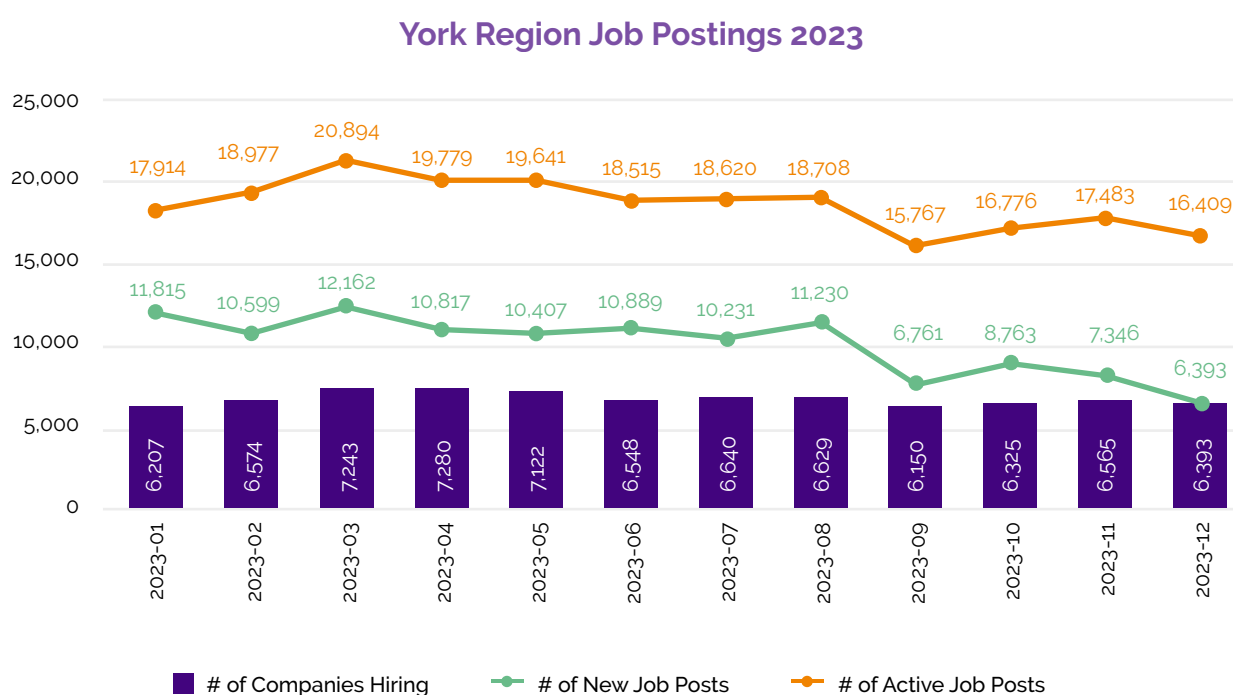


Figure 12

Source: Workforce Planning Board of York Region, WORK IN YORK

Top In Demand Occupations (5-Digit NOC)

1. Retail salespersons and visual merchandisers
2. Other customer and information services representatives
3. Material handlers
4. Administrative assistants
5. Retail and wholesale trade managers
6. Cooks
7. Receptionists
8. Food counter attendants, kitchen helpers and related support occupations
9. Delivery and courier service drivers
10. Accounting and related clerks

Top Hiring Sectors (2-Digit NAICS)

1. Retail trade
2. Health care and social assistance
3. Administrative and support, waste management and remediation services
4. Manufacturing
5. Accommodation and food services
6. Professional, scientific and technical services
7. Construction
8. Finance and insurance
9. Wholesale trade
10. Transportation and warehousing

Source: Workforce Planning Board of York Region, WORK IN YORK

Top Hiring Municipalities

- City of Vaughan
- City of Markham
- Town of Richmond Hill
- Town of Newmarket
- Town of Aurora

Top 5 Skills Required

- Management
- Communication
- Customer Service
- Organization
- Sales

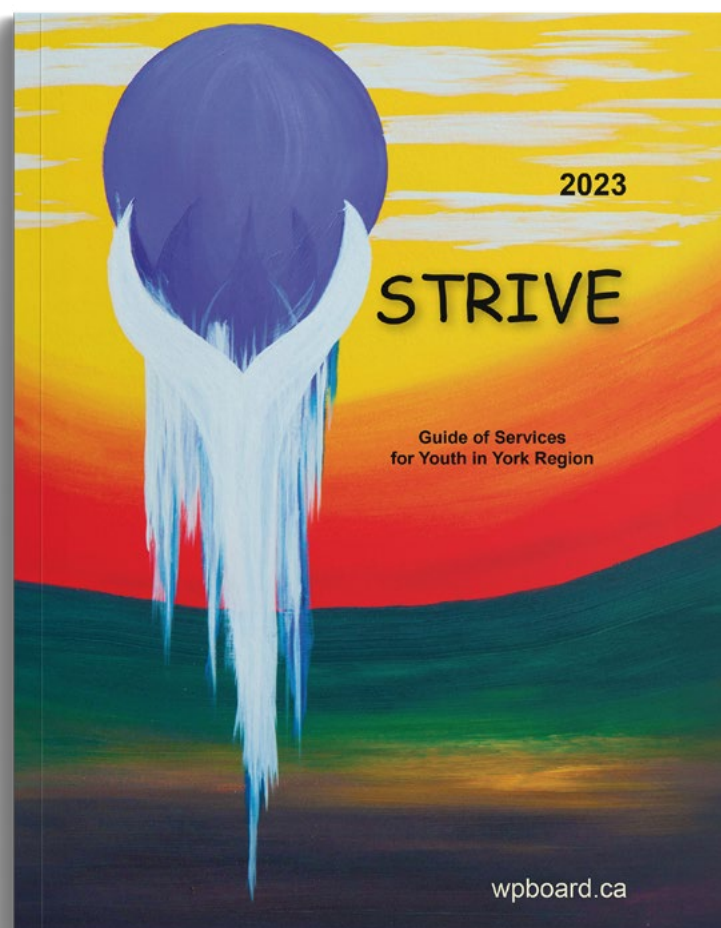
Source: Workforce Planning Board of York Region, WORK IN YORK

STRIVE Guide of Services for Youth in York Region 2023

STRIVE has been developed to connect youth (15-29) in need of assistance to people and services in the community. This guide contains information on a range of supports such as services for those being abused, in need of food or shelter, struggling with mental health, substance abuse, sexuality, education, employment, legal and financial support.

Over 75,000 copies of STRIVE have been produced over the last ten years and distributed to the York Region community free of charge.

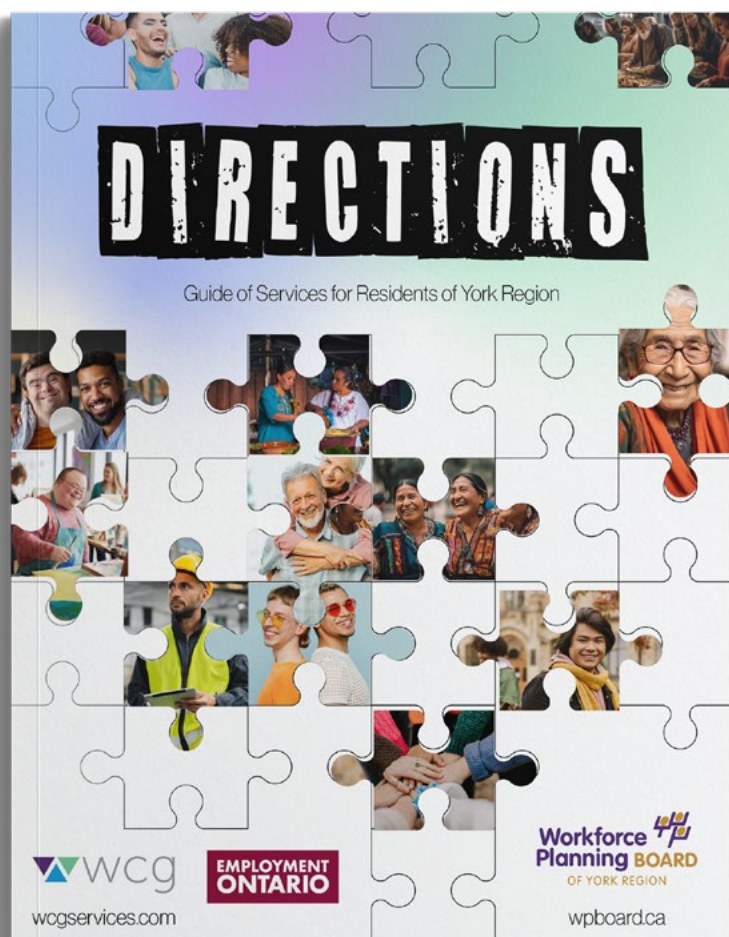
[Click Here for Full Guide](#)



DIRECTIONS Guide of Services for Residents of York Region

Brand new in 2023, DIRECTIONS was developed for adults in York Region seeking services and support. Priority groups include seniors, people with disabilities, immigrants, and newcomers, indigenous, and the 2SLGBTQ+ Community. Information on services includes health services, bereavement and loss, family planning, education and employment support, legal information, and financial supports.

[Click Here for Full Guide](#)



Employment Services & Support in York Region



Figure 13

- | | |
|----------------------------------|---|
| 1. Job Skills | 10. VPI Working Solutions |
| 2. ACCES Employment | * 11. Achev |
| * 3. Canadian Hearing Services | * 12. ACCES Employment |
| * 4. March of Dimes Canada | 13. JVS Toronto Employment Source Markham |
| 5. RNC Employment Services | 14. Job Skills |
| 6. Job Skills | 15. VPI Working Solutions |
| 7. YMCA Richmond Hill Employment | 16. Thornhill Employment Hub |
| 8. Next-Steps Employment Centre | * 17. Corbrook |
| 9. COSTI Employment Services | 18. Centre Francophone Du Grand Toronto |

* Employment services for job seekers with disabilities

Employment Services and Support in York Region

This section provides information and analysis of client data released by Employment Ontario in 2023 and offers insights into client demographics and outcomes between April 2022 and March 2023. Please note that the client data and analysis is provided at the York Census Division level.

Highlights

- **29,006** residents were serviced by Employment Ontario Service Provider Offices in 2022-2023, a decrease of about 13.9% from the previous period, possibly due to Employment Ontario services transformation and the integration of some services.
- **7,970** residents received one-on-one assistance (Assisted Clients) regarding their job search, a decrease of about 3.3% from the previous reporting period.
- **21,036** residents or about 16% less than the previous period were identified as unassisted clients.
- **83%** of the clients were unemployed, **6%** were underemployed and **5%** were employed part time. The rest were either self-employed, employed full time or were full and part-time students.
- **59%** of clients had no source of income, **9%** were Ontario Works recipients or dependent on Ontario Works and Ontario Disability Support Program, while **7%** were receiving EI benefits. The rest were either employed, self-employed or had other sources of income.
- **4,002** or 50% of assisted clients were 25-44 years old, **2,361** or 30% were in the 45-64 age range, while another **1,382** or 17% were 15-24 years old. The remainder 3% were 65 years of age or older.
- The number of youth clients using assisted services decreased by about 6% compared to the previous period.
- The share of female clients using the services was higher than males. **53%** of the clients were females, similar to the previous 2021-22 reporting period.
- Substantial changes in the use of services are recorded among some Designated Groups year over year. Compared to the previous reporting period more clients from the following groups have accessed assisted services:
 - 47% more Indigenous Groups
 - 4% more Newcomers
 - 14% more Persons with Disability.

These changes can be seen in the chart on the next page.

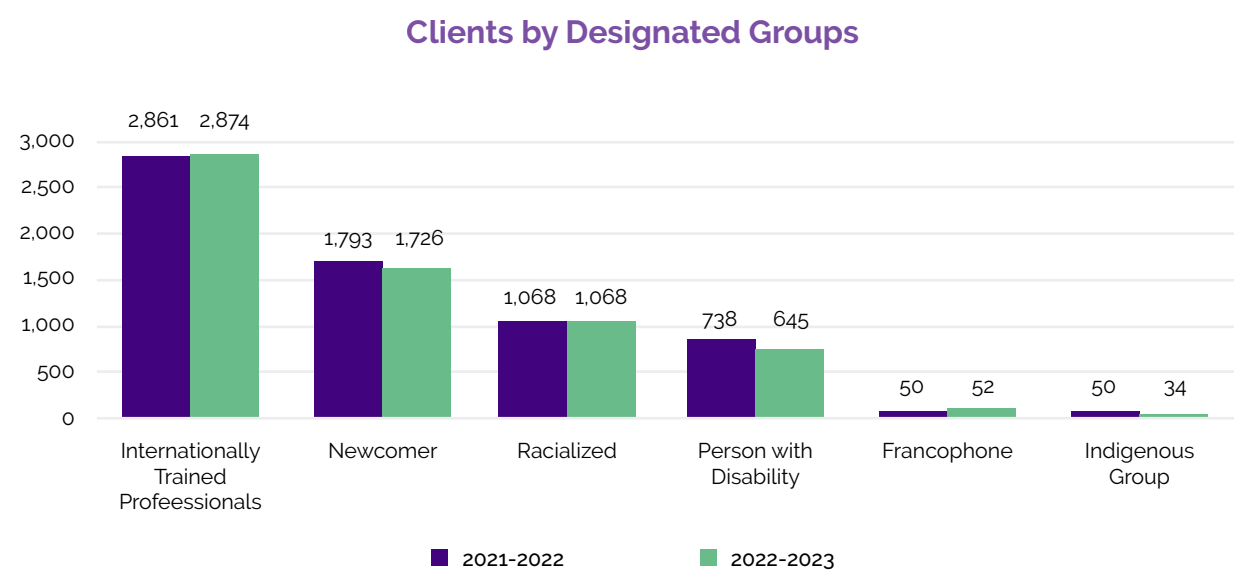


Figure 14

Source: Ministry of Labour, Training and Skills Development

The Employment Ontario data present evidence concerning links between educational attainment and employment outcomes for all clients. The following chart shows the education level of clients at intake. The majority of ES clients or 32% had completed an Applied/Associate or Bachelor degree, 23% had a Certificate Diploma and 19% had completed Secondary Education. The high number of clients with a degree can be related to the increase in the number of Newcomers that are using the employment services in order to enter the labour market.

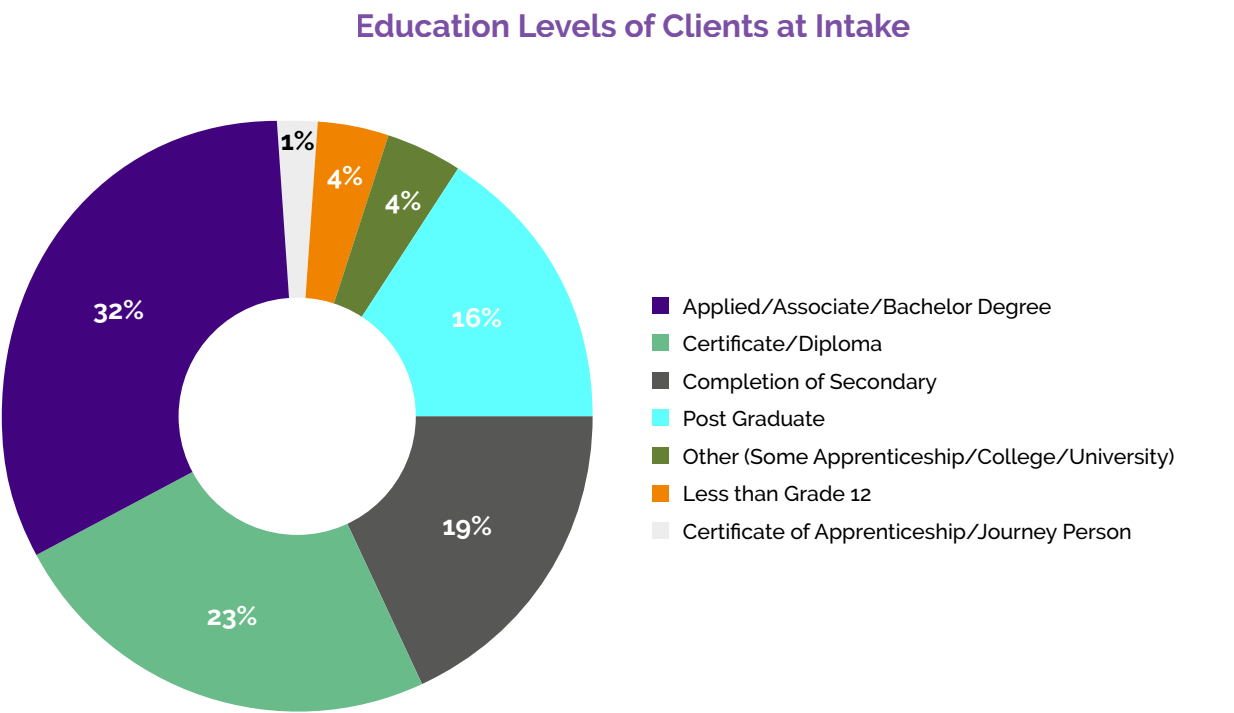


Figure 15

Source: Ministry of Labour, Training and Skills Development

- The employment outcomes of clients during the reporting period indicate that the proportion of individuals finding a job in their field of choice or pursuing education or training remained almost at the same levels compared to 2022-2023. About **4,727** or 59% of clients secured a job and 13% pursued further training or education. Although the share of those that secured a full-time job was 37%, it should be noted that this category of clients decreased by 6.5% compared to the previous period. Meanwhile, the number of clients that remained unemployed after intake increased by 12%.
- The Youth Job Connection program served **239 youth**, of which 90% were aged 15 to 24. 198 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 support beyond traditional job search and placement opportunities.
- 155 employers** received the Canada-Ontario Job Grant (the Job Grant). This grant provided direct financial support to individual employers to train a total of **812 employees**. 79% of employers were small businesses employing less than 50 employees and 21% employed 50-150 employees. The outcomes were quite positive, and all employers reported that training met their workforce needs.
- There were **13,396** Active Apprentices during 2022-2023, an increase of about 10% compared to 2021-2022. Meanwhile close to 20% more Certificates of Apprenticeship were issued as compared to the previous period as the number of New Registrations increased by almost 20%. The number of registrants for modular training also increased by 16%. The average age of apprentices at registration was 28 years old, the same as that in the previous period. The number of apprentices increased by 42% for 45-64 age group, almost 12% for 15-24 age group and 22% for 25-44-years old apprentices.
- Apprenticeship continues to be dominated by males that made up 87% of the total number of apprentices.
- 86% of the apprentices had completed Secondary Education.
- Racialized followed by Francophones had large numbers of representation amongst the designated groups of apprentices.

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

Trades - Top 10 New Registrations York Region	
2022-2023	2021-2022
Electrician - Construction and Maintenance	Electrician - Construction and Maintenance
General Carpenter	General Carpenter
Automotive Service Technician	Automotive Service Technician
Sprinkler and Fire Protection Installer	Sprinkler and Fire Protection Installer
Plumber	Drywall, Acoustic and Lathing Applicator
Child Development Practitioner	Child Development Practitioner
Drywall, Acoustic and Lathing Applicator	Plumber
Construction Craft Worker	Construction Craft Worker
Hairstylist	Hairstylist
Refrigeration and Air Conditioning Systems Mechanic	Truck and Coach Technician

Figure 16

Source: Ministry of Labour, Training and Skills Development

WORK IN YORK

All-In-One Interactive Toolkit

Designed for:

Job seekers, employers, employment services providers as well as training and skills development practitioners to better understand York Region's labour market.



CAREER DEVELOPMENT TOOLS

- Career Library
- Career Explorer
- Job & Training Events



COMMUNITY DATA TOOLS

- Talent Map
- Sector Map
- Sector Library



JOB SEARCH TOOLS

- Job Board
- Job Map
- My Job Portal
- Work From Home Job Board



This project is funded by the Government of Ontario

EMPLOYMENT
ONTARIO

Workforce
Planning BOARD
OF YORK REGION

Moving Forward: 2024-25 Action Plans

Priority 1: Under-Employment of Youth

- The province is facing a "historic" labour shortage, with about 300,000 jobs. Demographic shifts and high retirement rates are fueling demand and an ever-growing need to recruit and train more people in the skilled trades.
- One in five job openings in the Province of Ontario are expected to be in the skilled trades by 2026.
- 256,000 apprentices will be needed in the next five years.
- Skilled trades in Ontario employ 1.2 million people.
- Greater awareness of skilled trades is a current priority of the Ontario government.
- Parents identified the most common barriers facing individuals interested in pursuing apprenticeship were related to lack of awareness of the skills trades and their pathways.

The planned actions can be seen in the chart on the next page.



Actions planned, underway or updated

Action	2023-2024 Activities	Outcomes
<ul style="list-style-type: none"> Coordinated and executed a Skilled Trades tour for 40 co-op, guidance and alternative education educators from both YRDSB and YCDSB to inform and increase understanding of this pathways so their knowledge can be shared with students. 	<ul style="list-style-type: none"> Visited a construction training centre, an automotive dealership with a large service centre, a parts manufacturer, and a micro-electronics manufacturer. Promoted the Pathway to Careers in Skilled Trades guide to educators as a resource. 	<ul style="list-style-type: none"> Increased exposure of a variety of trades in construction, motive power, and industrial sectors. Provided a better understanding of pathways to careers in trades. Increased linkages to training in York Region.
<ul style="list-style-type: none"> In partnership with YRDSB & YCDSB, supported the organizing of a Skilled Trades Awareness event that promoted pathways and increased awareness of career opportunities in the trades for 300 students and their parents. 	<ul style="list-style-type: none"> Invited employers who train for skilled trades to the event to promote employment. Invited skilled trades training centres in York Region to increase connection with parents and students. Promoted WORK IN YORKS' Explore Skilled Trades resource. 	<ul style="list-style-type: none"> Increased awareness of career pathways and entrepreneurial opportunities that exist for students interested in pursuing a career in over 140 skilled trades available across the Province of Ontario.
<ul style="list-style-type: none"> Distribution of 2023 STRIVE Guide of Services for Youth in York Region to over 100 agencies in York Region. 	<ul style="list-style-type: none"> Promotion of STRIVE through social media channels to increase awareness. 	<ul style="list-style-type: none"> Connects youth (15-29) to services that support their goal planning and outcomes.

2024-2025 Activities

Action	Proposed Partners
<ul style="list-style-type: none"> Organize a full-day interactive student experience at a local construction training centre to introduce students to construction trades from a "hands-on" perspective. 	<ul style="list-style-type: none"> YRDSB, YCDSB LIUNA 506 & 183 Training Centres
<ul style="list-style-type: none"> Organize and execute day-long industry tour in western York Region for teachers, guidance counselors and co-op teachers to increase awareness of careers in skilled trades and connections to local training centres 	<ul style="list-style-type: none"> YRDSB, YCDSB LIUNA 183 Carpenters Union Local 27 Ontario Masonry Training Centre
<ul style="list-style-type: none"> Promote the WORK IN YORK job finding and career development tools to educators and students 	<ul style="list-style-type: none"> YRDSB, YCDSB

Priority 2: Employer Discussion & Engagement

- One-on-one discussions were held with employers during the fall of 2023 to better understand the current talent attraction challenges that employers are currently facing. Highlights from these discussions include:
 - Employers expressed that there were not enough candidates for the job openings they had available.
 - Hiring challenges exist across the labour market regardless of the industry sector.
 - Failure to fill job vacancies in business can lead to decreases in productivity, employee burnout and the local economy operating below its optimal level.
 - Since COVID, a far greater premium has been placed on finding employment that offers better work-life balance.
 - The issue is no longer whether they will be hybrid work, but rather what is the best way to structure it, but what is the best way to structure it to meet the needs of the employer and employees.

Actions planned, underway or updated

Action	2023-2024 Activities	Outcomes
<ul style="list-style-type: none"> Undertake extensive employer one-on-one discussions that explore the challenges that employers face in hiring the talent they need for their business. 	<ul style="list-style-type: none"> Gain employers' perspective on the current state of the local labour market from a variety of sectors. 	<ul style="list-style-type: none"> Produced a report (Navigating Talent Attraction Challenges) of findings from these discussions and promote among the employer community to inform.
<ul style="list-style-type: none"> Organize and execute an employer luncheon event in partnership with WCG for 85 employers. 	<ul style="list-style-type: none"> Highlighted findings from the one-on-one employer discussions that took place in the fall of 2023. Hosted a guest speaker who discussed trends in the labour market. 	<ul style="list-style-type: none"> Increased awareness of the current challenges that employers are facing in their talent acquisition Provided strategies to address employer burnout in their efforts to attract and hire talent.

2024-2025 Activities

Action	Proposed Partners
<ul style="list-style-type: none"> Develop a user-friendly guide that supports employers in their talent acquisition efforts by providing access to wage and training subsidies available to businesses in York Region. 	<ul style="list-style-type: none"> Employment Ontario Region of York programs Province of Ontario programs Government of Canada programs
<ul style="list-style-type: none"> Promotion of WORK IN YORK Workforce Development Tools and the Employer Portal 	<ul style="list-style-type: none"> Municipal Economic Development Offices Post Secondary Institutions

Priority 3: Dissemination of Labour Market Knowledge through a Digital Media Strategy

- York Region is a region of 1.2 million residents, and over 615,000 local jobs.
- York Region is the third largest business centre in Ontario with 56,830 employer businesses supporting a diverse economy.
- Seventy-three percent of residents have a post-secondary education, age 25-64.
- A strategic marketing plan has been developed and will continue to be implemented to support the connection between job seekers and employers looking to hire the talent they need.

Actions planned, underway or updated

Action	2023-2024 Activities	Outcomes
<ul style="list-style-type: none"> • WPBoard implemented a strategic digital marketing plan using social media platform. 	<ul style="list-style-type: none"> • WPBoard focused on promoting tools and resources through a number of social media applications that drive job seekers and employers to the WPBoard website to access. 	<ul style="list-style-type: none"> • Increase brand recognition and reputation. • Increase website activity and visits. • Build capacity and trust with the audience. • Link job seekers and employers to community partners that can support their goals.
<ul style="list-style-type: none"> • Continued Promotion of WIY job finding and career development tools to job seekers / clients of community partners. 	<ul style="list-style-type: none"> • Community Partners include Welcome Centre Job Search Workshops, York Bridging Programs, Women's Centre of York Region and Skills Upgrading Centre YRDSB and YCDSB. 	<ul style="list-style-type: none"> • Increasing awareness of WIY tools and resources that will support job seeker's employment goals and career pathways.

2024-2025 Activities

Action	Proposed Partners
<ul style="list-style-type: none"> • WPBoard will continue to execute a digital marketing plan to increase awareness of the local labour market by attracting job seekers, employers and service providers to the WPBoard website by mapping and planning communications points to increase brand reputation and click throughs to our website. 	<ul style="list-style-type: none"> • N/A
<ul style="list-style-type: none"> • Continue promotion of WORK IN YORK Job Finding and Career Development Tools to target audiences to improve labour market connectivity. 	<ul style="list-style-type: none"> • N/A

Priority 4: Addressing Potential Labour Shortages

- The Ontario Government estimates that the province could be short 8,500 registered early childhood educators as it adds tens of thousands more child-care spaces under the national \$10-a-day program.
- About 4,200 new students enroll in an early childhood education program each year with the average graduation rate of about 72 percent, however only half of registered ECE's choose to work in licensed daycare.
- Data collected from the WORK IN YORK platform indicates a high number of job openings relative to available candidates, more than 2,000 job postings between 2021-2023.

Actions planned, underway or updated

Action	2023-2024 Activities	Outcomes
<ul style="list-style-type: none">• Launch of the Skills Matrix Report to Community Stakeholders	<ul style="list-style-type: none">• Disseminate the report to Community Stakeholders and post on the WPBoard website.	<ul style="list-style-type: none">• Increased awareness of in-demand occupations and the types of skills needed by local employers by producing an inventory of skills and skill levels.
<ul style="list-style-type: none">• Promoted the WORK IN YORK job finding and career development tools, the Training Board and the Personal Job Portal to job seekers and career changers.	<ul style="list-style-type: none">• Executed a series of live demonstrations of the WORK in YORK job finding and career development tools, the training board and introduction of the Personal Job Portal allowing job seekers to streamline their job search.	<ul style="list-style-type: none">• Knowledge of available training programs that support the development of skill sets to achieve desired employment outcomes.• Awareness of the Personal Job Portal to increase effectiveness in their job search.

2024-2025 Activities

Action	Proposed Partners
<ul style="list-style-type: none">• Conduct an environmental scan for Early Childhood Educators (ECE) shortages in York Region to examine the various factors that contribute to the shortage of professionals in the field of childhood education. The analysis will identify trends and challenges and help inform strategies to address the shortage.	<ul style="list-style-type: none">• Region of York / local municipalities• Employment Ontario Service Providers• Employers that hire ECEs for their business.

Priority 5: Integration of Newcomers in the Labour Market

- York Region experienced a 4.1% increase in immigrants (2021 over 2016) to the region.
- 47.8% of residents in York Region were born outside of Canada compared the rest of Ontario at 42.5%.
- Recent immigrants account for 83.4% of the growth of the region's population.
- The population of York Region is diverse and includes people speaking over 120 languages and representing more than 230 distinct ethnic origins.
- The top three countries of origin for recent immigrants in York Region are China, Iran and India.

Actions planned, underway or updated

Action	2023-2024 Activities	Outcomes
<ul style="list-style-type: none"> • Key advisor on actions that support the integration of newcomers in York Region: • Community Planning Council, Local Immigration Planning Group, Newcomer Employability Panel. 	<ul style="list-style-type: none"> • Contributing member to the Human Services Planning Council, the Community Partnership Council – both key components of the Local Immigration Partnership (LIP). 	<ul style="list-style-type: none"> • Formation of an Economic Integration Project Team (Advisory Panel) to provide recommendations for the next steps of the Community Partnership Council • Implement a Stakeholder Engagement Pilot that will support immigrants to gain employment in selected areas and/or selected sectors.

2024-2025 Activities

Action	Proposed Partners
<ul style="list-style-type: none"> • Member of the Newcomer Inclusion Table (NIT) and Human Services Planning Board of York Region – both key components of the Local Immigration Partnership (LIP). 	<ul style="list-style-type: none"> • York Region Community & Health Services, Strategies & Partnerships • Economic Strategy Planning and Economic Development, Corporate Services York Region • Employment Ontario Service Providers • Markham External Advisory Committee - York University • Seneca Polytechnic • Community Stakeholders

LOCAL LABOUR MARKET REPORT

WORKFORCE TRENDS

IN YORK 20
REGION 24