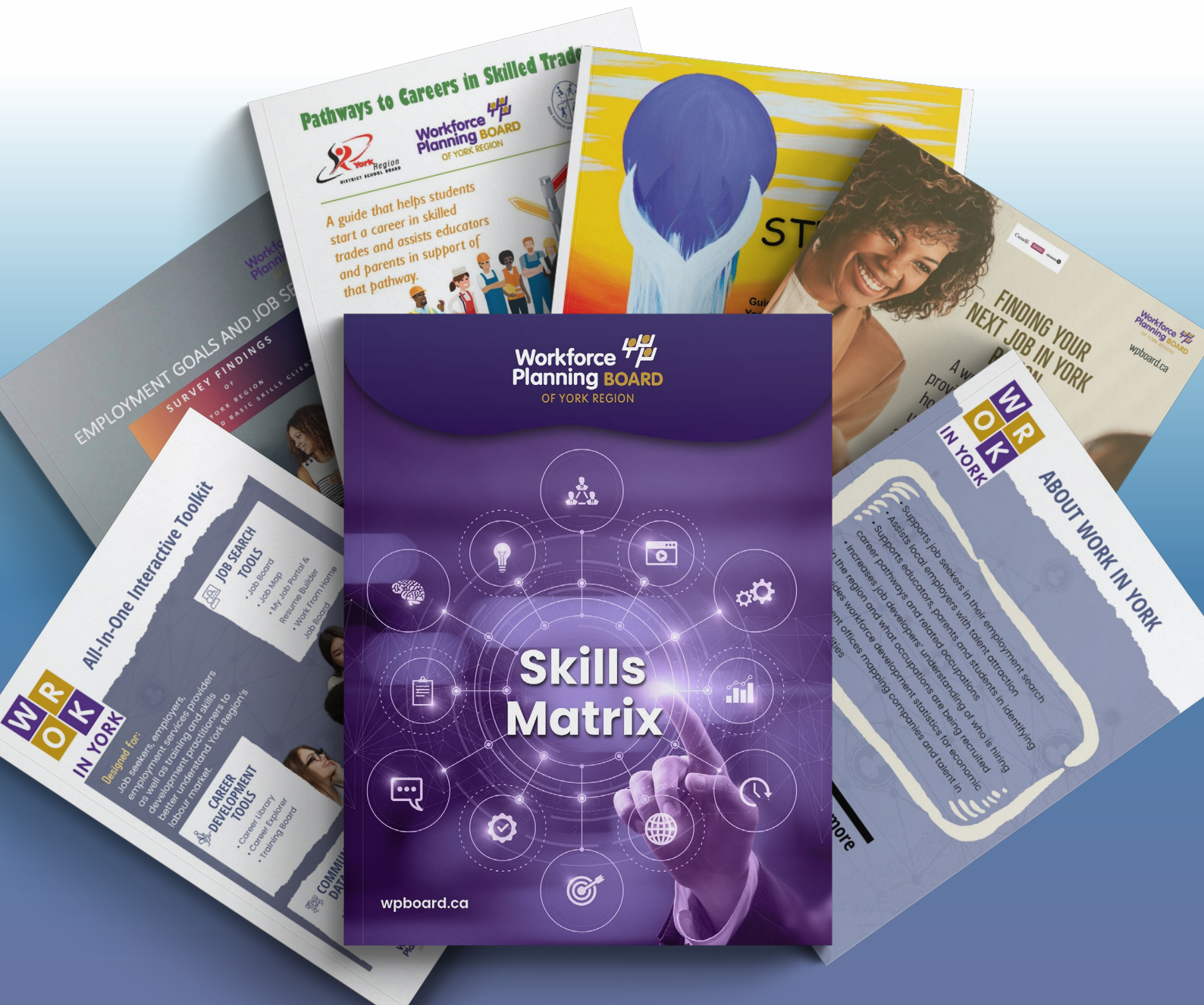


LOCAL LABOUR MARKET REPORT

WORKFORCE TRENDS IN YORK REGION 2023



About the Workforce Planning Board of York Region

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

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

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

We would greatly appreciate your feedback on the Local Labour Market Plan 2023! Please complete this short follow-up survey to share your thoughts.

**2023
LOCAL LABOUR
MARKET REPORT
SURVEY**

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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, 'WORK IN YORK' data & statistics.

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

Foster Local Partnerships

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

Collaborate With Community

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

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

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.

COVID-19 pandemic has radically changed the business landscape. Businesses had to face major obstacles like a rising inflation, rising cost of inputs, as well as recruitment and retention of skilled employees. The labour market was not very supportive especially for small businesses that were more likely to be uncertain of their future outlook.

As of December 2022, there were a total of **56,029 businesses with employees** in York Region and **142,909 businesses with no employees**, of which 86% were Classified and 14% Unclassified.

A higher number of businesses without employees continued to remain active in the region during 2022 compared to the previous year. The number of these businesses significantly **increased by 7,029**. Similarly, from December 2021 to December 2022 the number of businesses with employees **increased by 1,838**.

The analysis of Figure 1 highlights various components of these data series for York Region Census Division at two reporting periods: December 2021 and 2022.

York Region Business Counts

2021-2022

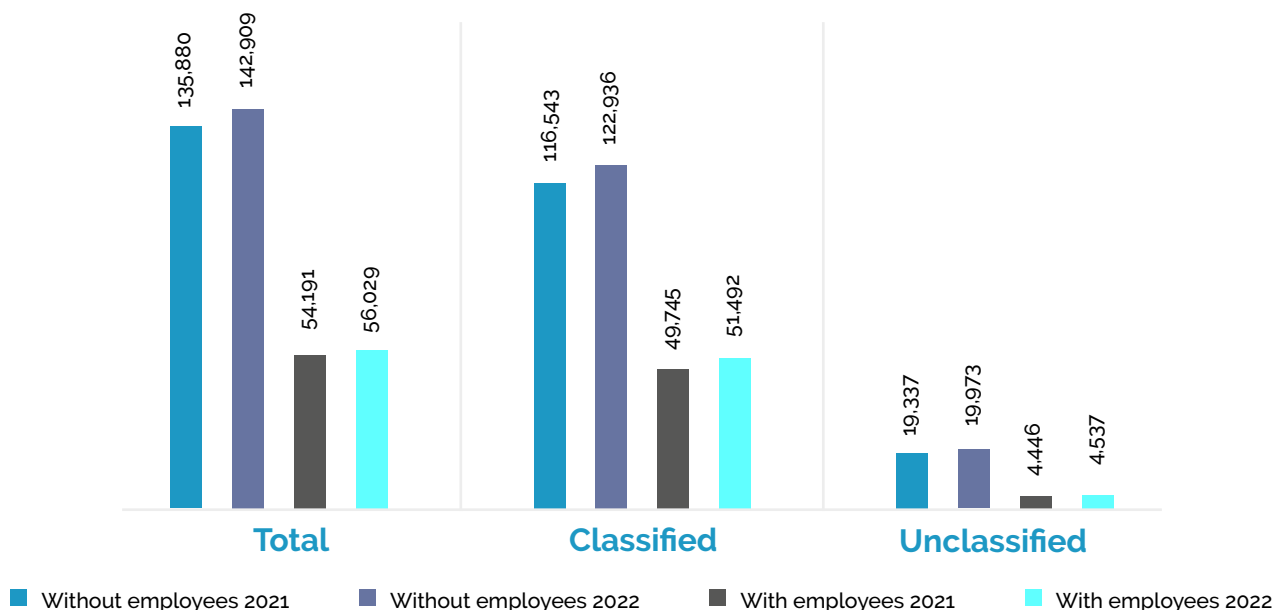


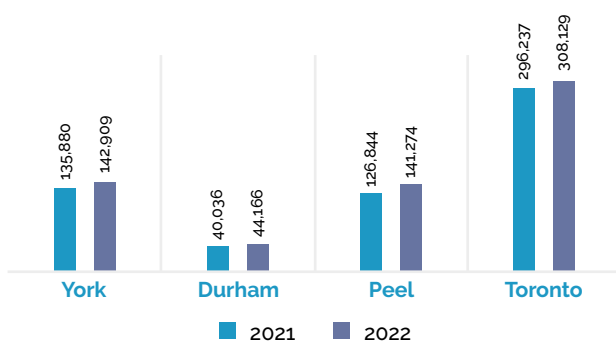
Figure 1

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. Each sector, industry, and function in the region had to reinvent itself to achieve positive rates of growth especially after the significant impacts of COVID-19. The increase in the number of firms, especially those with no employees, expanded 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 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 2021 and December 2022, the census divisions of Durham, Peel and York and Toronto, experienced an increase in these types of businesses.

Change in Businesses with No Employees York, Durham, Peel & Toronto December 2021-2022



It is important to examine the change in number of businesses over time in each of the firm categories, although Statistics Canada discourages using the Canadian Business Count data to compare such changes due to different methodologies used to collect the data. In general, increases in the number of establishments occurred across firms of every size. In comparing the data of Businesses with Employees the following trends become evident between December 2021 and 2022.

Figure 2

Source: Statistics Canada, Canadian Business Counts

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 Wholesale Trade as well as Real Estate and Rental and Leasing. Meanwhile, the number of Retail Trade firms decreased by 804 between December 2021 and 2022.

An increase of 5.7% was recorded among firms employing 5-9 employees especially in Transportation and Warehousing as well as Wholesale Trade by 568 and 483 firms respectively. Losses were also recorded amongst Retail Trade firms that decreased by 966, mainly in Vaughan, Markham and Newmarket.

The highest increase of 9.8% was recorded among firms employing 20-49 employees especially in Transportation and Warehousing with 264 additional firms the majority of which were located in Vaughan.

The total number of firms employing 50-99 employees increased by 5.5%. An additional 90 firms were recorded in Transportation and Warehousing and 80 firms in Wholesale Trade.

An increase of 6.3% was recorded among the mid-sized firms, those employing 200-499 employees. Transportation and Warehousing as well as Wholesale Trade added 13 more firms each, but Retail Trade lost 21 firms.

Large firms employing 500+ employees also increased by 12.2% with most increases recorded in Professional, Scientific and Technical Services as well as Retail Trade located in Vaughan and Markham. Some of the new firms recorded in Retail Trade might have been the result of some mergers of smaller size firms.

Change in Number of York Region Businesses by Employee Size December 2021-2022

Number of Businesses				
Employees on Site	Dec.2021	Dec.2022	Absolute Change	% Change
1-4	34,750	35,508	758	2.2
5-9	8,590	9,077	487	5.7
10-19	5,305	5,470	165	3.1
20-49	3,424	3,761	337	9.8
50-99	1,182	1,247	65	5.5
100-199	594	594	0	0.0
200-499	272	289	17	6.3
500+	74	883	9	12.2
Total, with Employees	54,191	56,029	1,838	3.4

Figure 3
Source: Statistics Canada, Canadian Business Counts

Figure 3 profiles the number of businesses by industry and employee size range in firms with employees. Additionally, the following are highlighted:

- The total number of firms for each firm size category (Note: firms that did not make the top 3 list are not displayed in the table but are counted in the total number of firms)
- The top 5 sectors with the largest number of firms with employees
- The sectors that make up the top 3 list for each firm size category and
- The ranking of each sector by the total number of firm with employees.

As of December 2022, 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 the second largest sector comprised of firms with 500+ employees followed by Local, municipal and regional public administration.

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

December 2022

	Without employees	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +	Total, with employees	Rank
541 Professional, Scientific & Technical Services	18,790	8,078	931	505	307	91	42	22	9	9,985	1
238 Specialty Trade Contractors	5,984	2,593	756	433	248	100	40	17	4	4,191	2
621 Ambulatory Health Care Services	4,906	2,666	787	357	124	22	4	7	1	3,968	3
722 Food Services & Drinking Places	1,405	856	828	644	478	115	35	5	0	2,961	4
531 Real Estate	39,774	2,316	263	107	64	14	5	3	0	2,772	5
561 Administrative & Support Services	4,647	1,339	462	266	176	72	39	24	5	2,383	6
523 Securities, Commodity Contracts, and Other Financial Investment and Related Activities	7,256	586	69	30	60	9	2	2	0	758	17
551 Management of Companies & Enterprises	1,459	103	40	34	43	24	25	13	9	291	35
455 General Merchandise Retailers	346	85	28	23	41	5	13	19	0	214	42
913 Local, Municipal & Regional Public Administration	4	1	0	0	0	1	0	4	8	14	79
Total	142,909	35,508	9,077	5,470	3,761	1,247	594	289	83	56,029	

Figure 4

Source: Statistics Canada, Canadian Business Counts

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

York Region 2023 Employer Survey

Recruiting in a Post Pandemic World

The data from our 'Job Demand Reports' over the past several months would indicate that employers continue to experience difficulty in seeking workers for growth and expansion in the post pandemic environment. This situation is compounded by vacancies which are due to the fact that some have decided to leave the workforce.

WPBoard undertook a survey to better understand the conditions that this environment has created and how employers are attempting to manage and adjust in their search for the talent they now need. The survey sample was generally representative of the profile of employers throughout York Region. It did appear to have an over representation of the larger employee size categories along with a high proportion of employers from the Manufacturing and Educational services sectors. Additionally there was a lower proportion of employers that would be classified as Professional, Scientific & Technical services and Retail sectors.

**Full Report
Available [Here](#)**

Slightly over half of the employers surveyed reported that in the previous 6 months they had recruited both entry-level and mid-level occupations while only about one-quarter indicated that they had recruited for senior level occupations. At the time, 6 out of every 10 companies indicated they found it very challenging to recruit job candidates across each level of occupations, from entry level to mid level to senior level.

There was a clear order of preferred recruitment strategies identified by companies:

- Posting jobs with on-line sites including their own site
- Ensuring wages are competitive as compared to similar employers in the area
- Seeking referrals, often word of mouth, from existing employees
- Posting job opportunities on social media channels
- Highlighting the training and advancement opportunities they can offer

Reliance on recruitment strategies dependent on level of occupations

Strategies that are used LESS frequently as the skill level of the occupation increases

- Making an effort to diversify our workforce (e.g., recruit youth, older workers, persons with disabilities, and so on)
- Recruiting international students
- Utilizing no-cost community employment services (e.g., Employment Ontario or settlement services)

Strategies that are used MORE frequently as the skill level of the occupation increases

- Seeking referrals from current employees or word-of-mouth
- Posting jobs on social media channels or company website
- Highlighting training and advancement opportunities within our firm
- Obtaining services through fee for service recruitment agencies
- Offering employees flexibility to work remotely from home
- Sourcing talent from a competitor company
- Offering a signing bonus

Employers most frequently mention these soft skills as most important for entry-level occupations:

Soft Skills

- Communication Skills
- Teamwork
- Willing to Learn
- Friendly, Personable
- Reliable/Dependable
- Customer Service
- Interpersonal Skills

Employers are utilizing these 'Retention Strategies' most frequently:

- Regular staff meetings and communication
- Onboarding and orientation sessions
- Continuous feedback on performance rather than annual reviews
- Mentorship
- Training, development and providing which provides advancement
- Respect for work / life balance

When asked about their attitude and experience with 'Remote Work' policies:

- It is harder to onboard and provide training
- The employer should be able to decide how & when it is appropriate
- The hybrid approach seems to be preferable when possible



Labour Force Characteristics

Population

- Statistics Canada estimates that as of July 1, 2022, York Region population was 1,224,524. Population growth between July 1, 2021 and July 1, 2022 was estimated 1.4% or 16, 524 people.
- The median age was 42.1 years, and the average age was 41.7 years.
- The share of children aged 0-14 in the population of York Region was estimated 15%. Meanwhile, working age population counted for about 67% and seniors for 18% of the population.
- By 2046, there will be more people in every single year of age in York Region compared to 2022, with a sharp increase in the number of working age population. By the early 2030s, once all baby boomers have reached age 65, the pace of increase in the number and share of seniors is projected to slow significantly.
- Children of the baby boom echo generation will be of school-age; and the baby boom echo cohorts, along with a new generation of immigrants, will have boosted the population aged 15–54.

Age Pyramid of York Region's Population
2022-2046

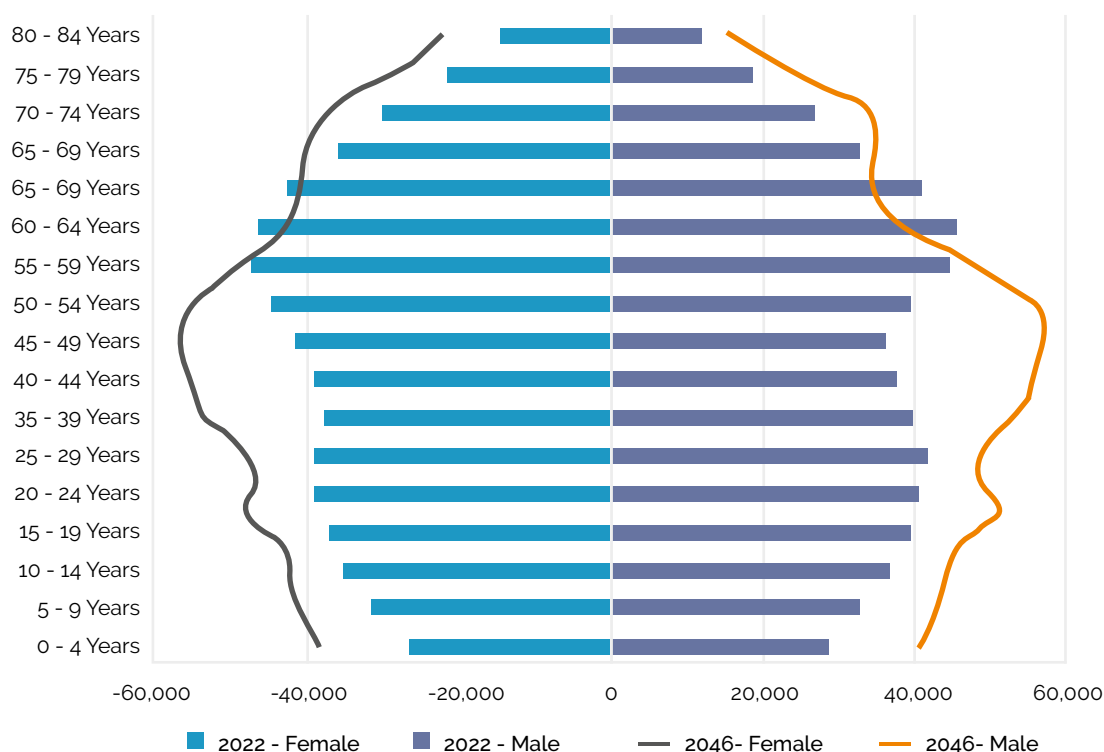


Figure 5
Source: Statistics Canada, Population estimates, July 1, by census division, 2016 boundaries

Population by Municipality

Municipality	2022
Markham	352,404
Vaughan	338,891
Richmond Hill	211,494
Newmarket	91,481
Aurora	64,991
Whitchurch-Stouffville	52,546
Georgina	49,323
King	27,499
East Gwillimbury	35,615
Chippewas of Georgina Island First Nation	280

Figure on the left shows population estimates of York Region municipalities as of July 1, 2022. It is evident that Markham followed by Vaughan are municipalities with the largest population in the region.

Figure 6

Statistics Canada. Table 17-10-0142-01 Population estimates, July 1, by census subdivision

Components of York Region 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. In the short-term, the growth of region's population was affected by the COVID-19 pandemic through both the disruptions to migration flows resulting from the travel restrictions and the associated slightly higher mortality. During the last 5 years the natural increase has marked a downward trend, while net migration has been more variable, mostly due to swings in interprovincial migration and variations in immigration. In York Region immigration as a share of population has been one of the main sources of population growth. By midyear 2022 the number of immigrants almost doubled compared to the previous period.

York Region Components of Population Change

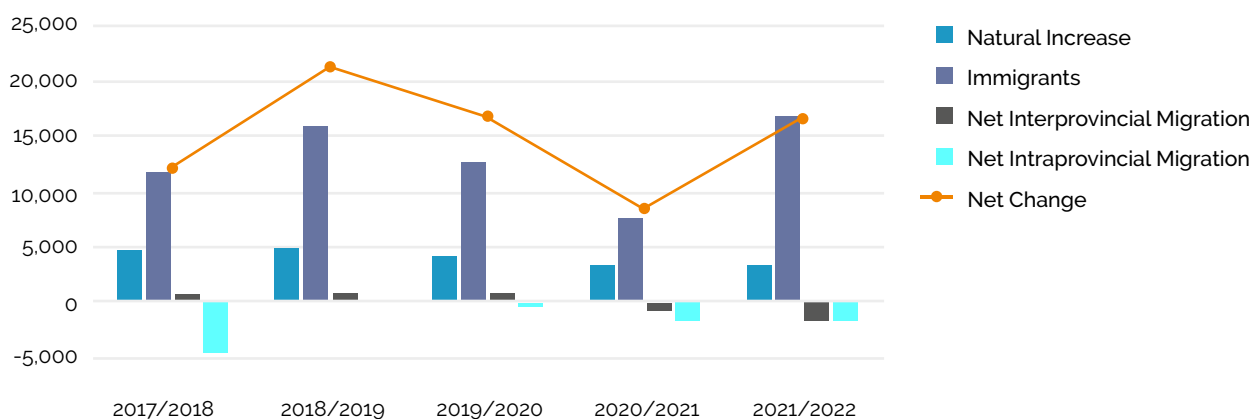


Figure 7

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

Migration Characteristics

Often economic growths or slow downs have an impact on migration dynamics. When the employment and economic prospects of one area weaken in relation to others, residents, particularly those active in the labour force tend to migrate to other areas to improve their economic situation. The recent migration trend indicates that many young people (18-24 years old), are moving out of the region. The greatest in-migration to York Region is among the 25-44 year old age group, or those of prime working age. The data also show a very high influx of 0-17 year olds moving into the region.

- According to Census 2021 about **47.8%** (557,025) of York Region residents were born outside of Canada - the **second highest proportion in Ontario**, behind Peel Region.
- From 2016 to 2021, York Region's population **increased by 63,455** residents, with **recent immigrants accounting for 84.3%** of that growth.
- The **top three countries of origin** for recent immigrants in York Region are **China, Iran and India**
- York Region residents reported having **238 distinct ethnic origins**.

Migration Characteristics by Age Group
2016-2021

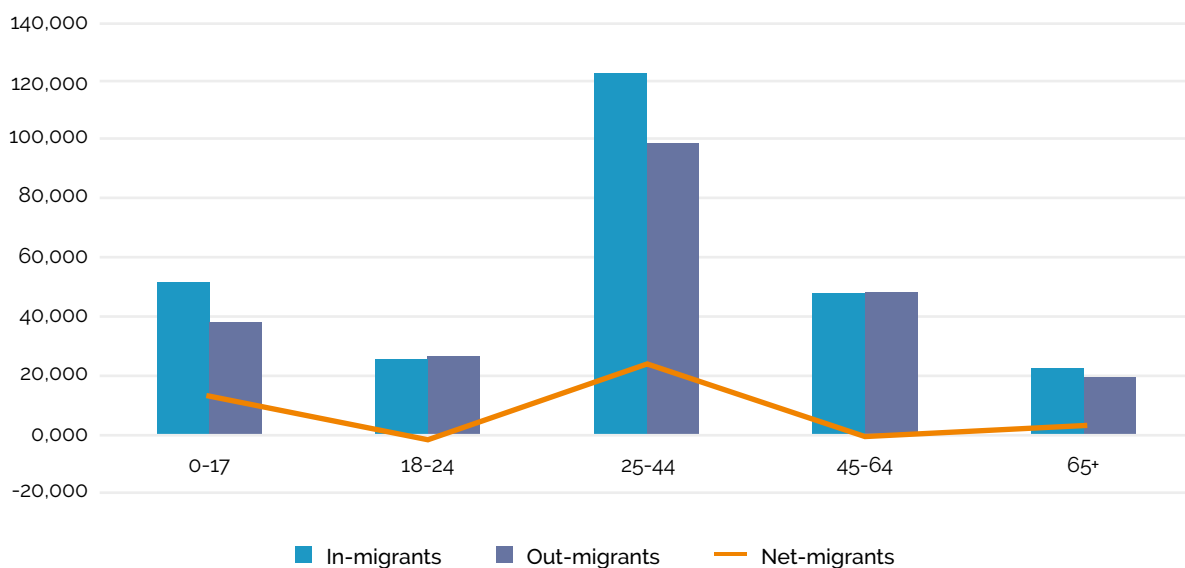


Figure 8
Source: Statistics Canada, Taxfiler

Immigration

York is a growing and diverse region, with nearly half of its population made up of immigrants. As a key contributor to population growth immigration is becoming increasingly tied to the need to make up for the aging population that will shortly retire from the labour force. York Region will continue to be a destination of choice to live, work and play. Population growth has major effects on labor supply and employment.

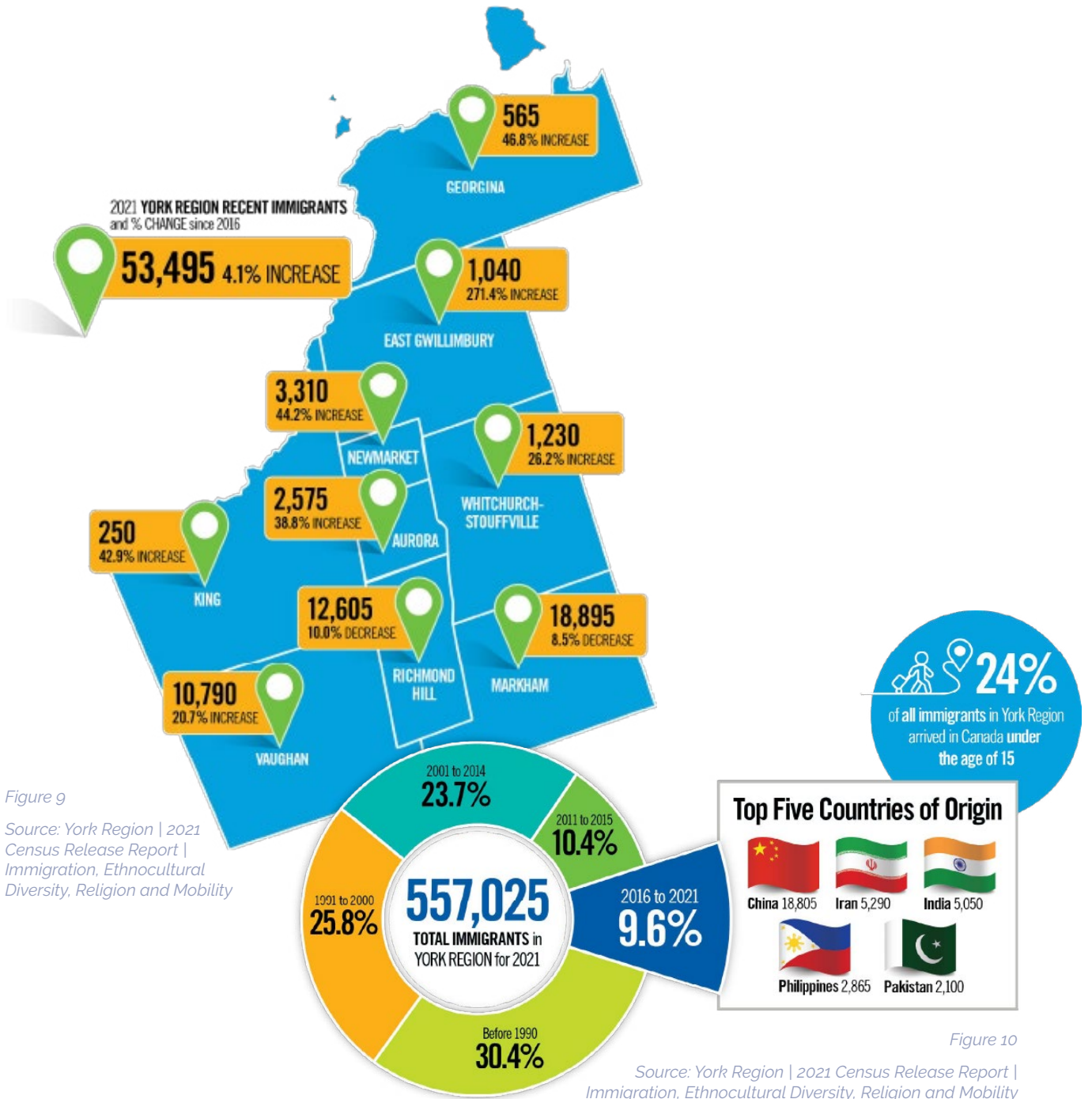


Figure 9
 Source: York Region | 2021 Census Release Report | Immigration, Ethnocultural Diversity, Religion and Mobility

Figure 10

Source: York Region | 2021 Census Release Report | Immigration, Ethnocultural Diversity, Religion and Mobility

Immigrants as a Proportion of Population Across the Greater Toronto and Hamilton Area in 2021

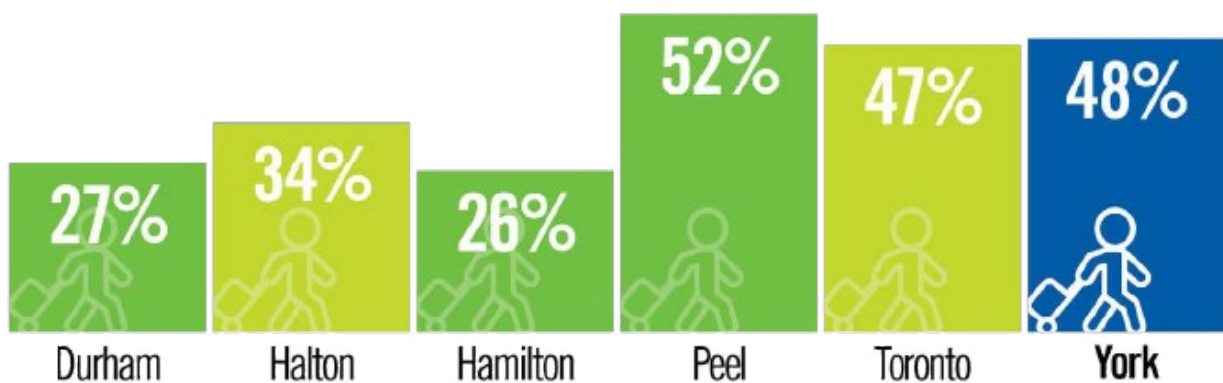


Figure 11

Source: York Region | 2021 Census Release Report | Immigration, Ethnocultural Diversity, Religion and Mobility

Educational Attainment

Education is regularly cited as one necessary prerequisite for labour market success. According to Census 2021 about 73 per cent of York Region residents had a post-secondary education - second highest in the Greater Toronto and Hamilton Area (GTHA).

2021 Residents' Level of Education*

For York Region by Local Municipality

Municipality	Without High School Education		High School Education		College/Trades/University Education (Below Bachelor)		University Education (Bachelor or Higher)	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Aurora	1,505	4.4%	6,175	18.2%	9,160	27.0%	17,040	50.3%
East Gwillimbury	1,450	7.7%	4,055	21.4%	6,810	36.0%	6,605	34.9%
Georgina	3,055	11.4%	8,395	31.4%	10,240	38.3%	5,065	18.9%
King	795	5.6%	3,280	23.0%	4,455	31.2%	5,760	40.3%
Markham	16,510	9.1%	35,540	19.6%	41,110	22.6%	88,380	48.7%
Newmarket	3,505	7.3%	10,220	21.3%	15,005	31.3%	19,250	40.1%
Richmond Hill	4,435	4.0%	18,385	16.6%	25,050	23.5%	62,065	56.0%
Vaughan	11,850	6.8%	34,420	19.9%	47,005	27.2%	79,730	46.1%
Whitchurch-Stouffville	1,670	6.5%	5,365	20.8%	7,745	30.0%	11,030	42.7%
York Region	44,775	7.1%	125,835	19.9%	167,580	26.5%	294,925	46.6%

Figure 12

Source: York Region | 2021 Census Release Report | Labour, Education and Journey to Work

2021 Residents' Level of Education*

In York Region

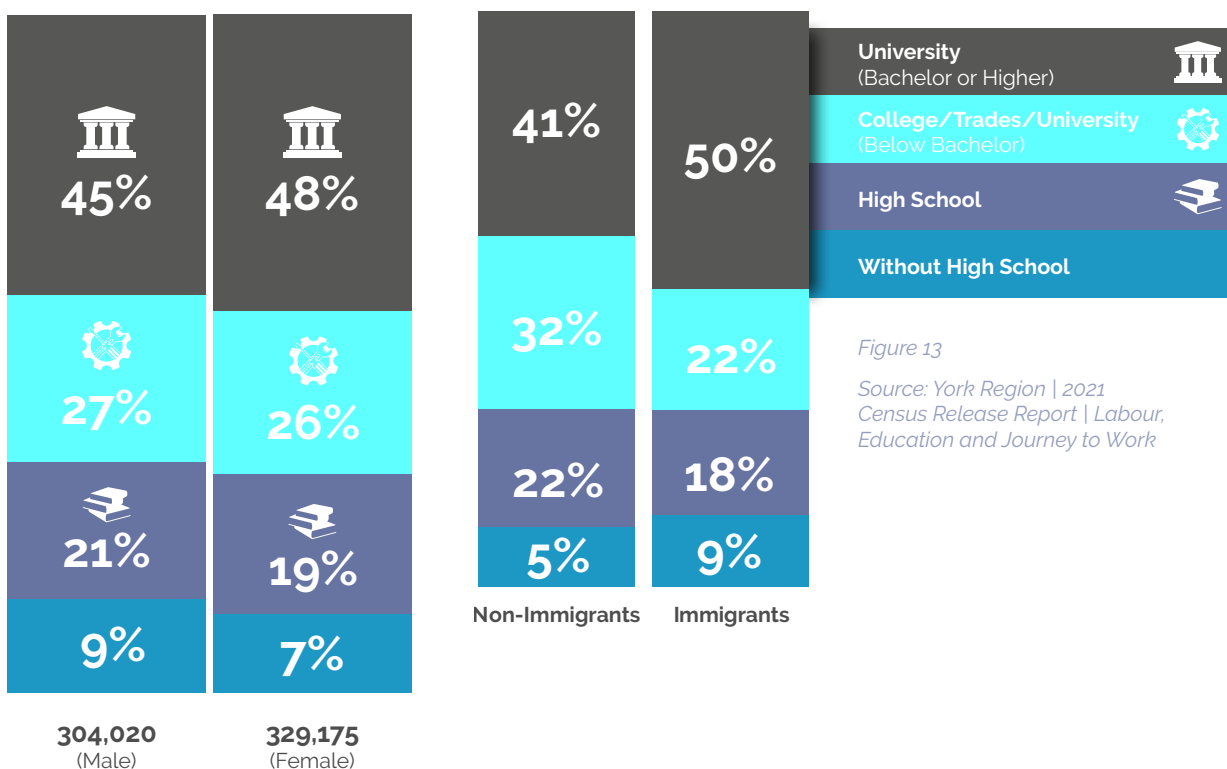


Figure 13

Source: York Region | 2021 Census Release Report | Labour, Education and Journey to Work

Labour Force Activity, Census 2021

Employment by Industry

Examining the industries where employment is concentrated in York Region is one method of profiling the labour market. The proportion of people employed in a given industry provides a sense of scale for that industry's importance, and changes in the employment mix by industry suggest the industries that are growing and are shrinking.

The top 5 industrial sectors with the largest shares of employment for York Region residents are highlighted in the following table below:

Labour Force Aged 15 Years and Over by Industry		Total	%
Industry - Sectors - North American Industry Classification System (NAICS) 2017		622,430	100
All Industries		602,855	96.9
11	Agriculture, Forestry, Fishing & Hunting	2,730	0.4
21	Mining, Quarrying, and Oil & Gas Extraction	710	0.1
22	Utilities	3,530	0.6
23	Construction	48,365	7.8
31-33	Manufacturing	50,850	8.2
41	Wholesale Trade	27,475	4.4
44-45	Retail Trade	67,375	10.8
48-49	Transportation & Warehousing	24,285	3.9
51	Information and Cultural Industries	15,025	2.4
52	Finance & Insurance	52,005	8.4
53	Real Estate and Rental & Leasing	20,370	3.3
54	Professional, Scientific and Technical Services	75,610	12.1
55	Management of Companies and Enterprises	3,515	0.6
56	Administrative & Support, Waste Management & Remediation Services	22,820	3.7
61	Educational Services	44,470	7.1
62	Health Care & Social Assistance	58,445	9.4
71	Arts, Entertainment & Recreation	9,380	1.5
72	Accommodation and Food Services	28,975	4.7
81	Other Services (Except Public Administration)	23,520	3.8
N/A	Industry-Not Applicable	19,570	3.1

Figure 14

Source: Statistics Canada, 2021 Census of Population

The following table shows the distribution of York Region employed labour force aged 15 years and over by broad occupational categories, where Sales and Service Occupations followed by Business, Finance and Administration occupations had the largest share of total occupations during the reporting census period 2021.

Labour Force Aged 15 Years and Over by Occupation		Total	%
Broad Category - National Occupational Classification (NOC) 2021		622,430	100
All Occupations		602,855	96.9
0	Legislative and Senior Management Occupations	10,765	1.7
1	Business, Finance and Administration Occupations	136,940	22.0
2	Natural & Applied Sciences and Related Occupations	75,995	12.2
3	Health Occupations	38,825	6.2
4	Occupations in Education, Law & Social, Community and Government Services	64,850	10.4
5	Occupations in Art, Culture, Recreation and Sport	18,720	3
6	Sales and Service Occupations	146,300	23.5
7	Trades, Transport & Equipment Operators, and Related Occupations	80,230	12.9
8	Natural Resources, Agriculture and Related Production Occupations	6,590	1.1
9	Occupations in Manufacturing and Utilities	23,640	3.8
N/A	Occupation - Not Applicable	19,570	3.1

Figure 15

Source: Statistics Canada, 2021 Census of Population

Unemployment Rate

York Region unemployment rates fluctuated during 2022. After falling to almost pre-pandemic levels at 4.8% in April, it started an upward trend that peaking at 6.4% in August, moving in tandem with that of Toronto CMA. During the last quarter of 2022 the unemployment rate fell again, reaching a 4.2% mark in December. 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

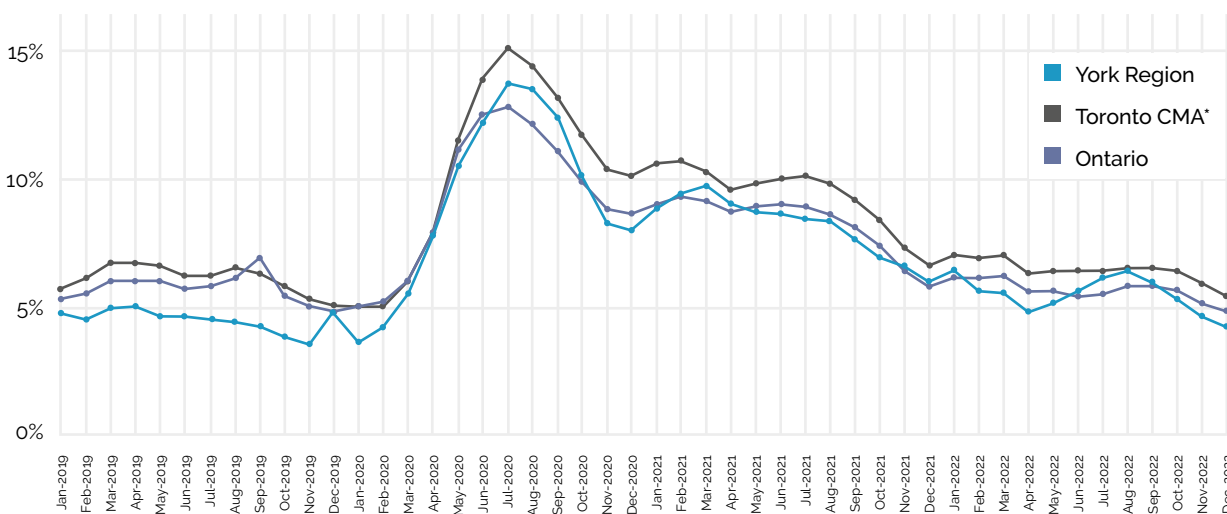


Figure 16

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

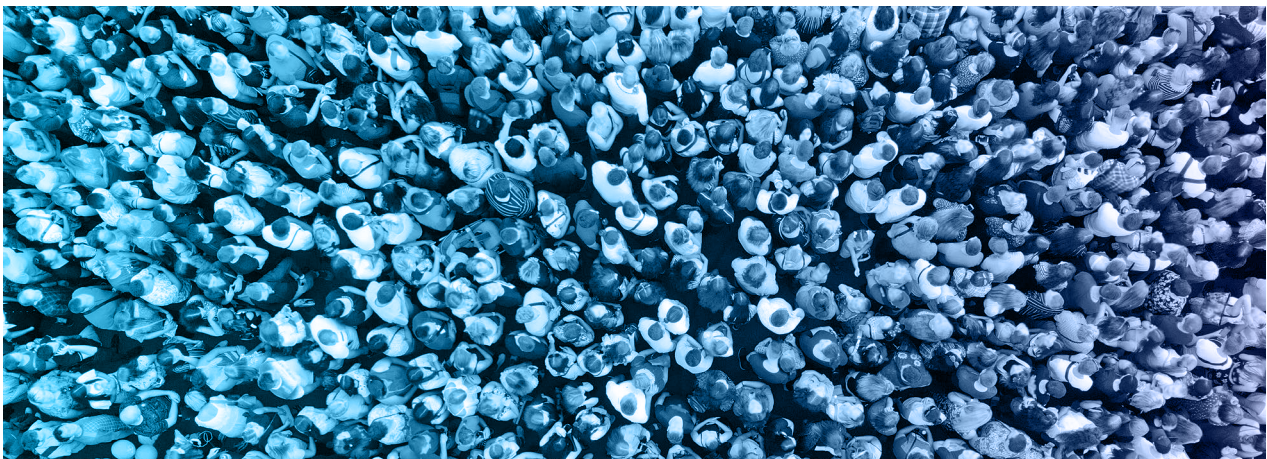
Employment Forecast

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 planning.

Municipality		2031	2041	2051
Aurora	Population	71,600	79,000	85,000
	Employment	33,700	37,900	41,400
East Gwillimbury	Population	52,900	83,500	127,700
	Employment	15,700	26,500	43,500
Georgina	Population	56,400	65,500	70,300
	Employment	13,100	17,100	20,700
King	Population	35,400	42,600	50,300
	Employment	11,800	14,100	16,400
Markham	Population	416,900	498,100	611,800
	Employment	223,700	260,700	301,400
Newmarket	Population	96,200	104,600	116,700
	Employment	51,800	54,600	58,500
Richmond Hill	Population	251,200	284,600	322,300
	Employment	97,800	109,400	122,900
Vaughan	Population	407,300	487,500	575,200
	Employment	278,600	314,500	352,300
Whitchurch-Stouffville	Population	59,800	72,400	91,700
	Employment	20,300	25,700	34,800
York Region	Population	1,447,700	1,717,300	2,051,00
	Employment	746,500	860,500	991,900

Figure 17

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. According to Work In York Job Postings data, the hiring peak was reached in September 2022, with 27,810 job postings and gradually declining to 20,315 job postings by the end of December.

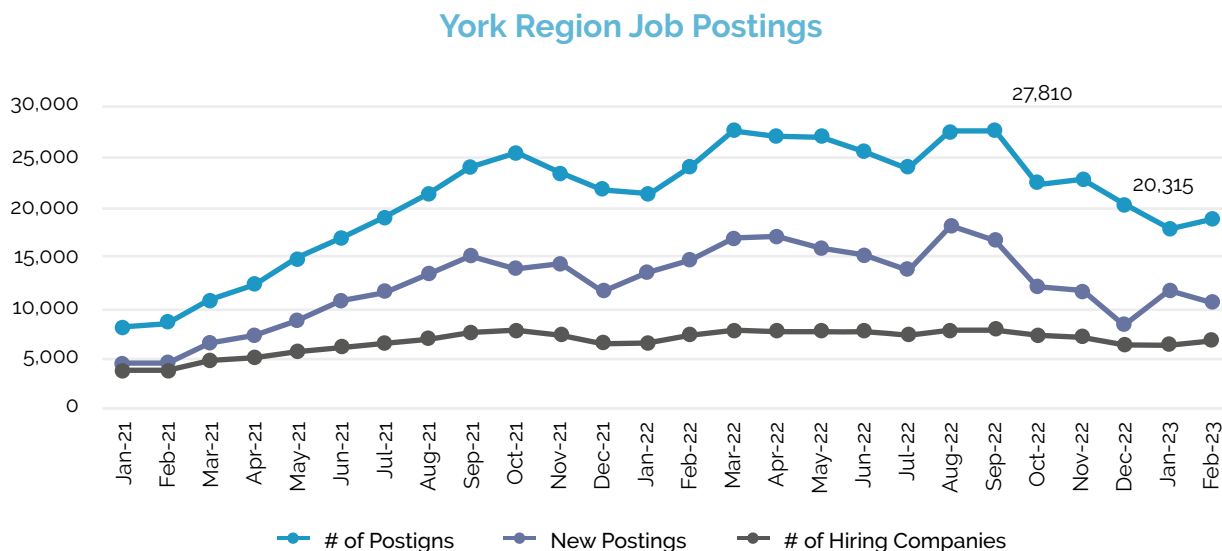


Figure 18

Source: Workforce Planning Board of York Region, Work In York

Top In Demand Occupations (4-Digit NOC)

1. Retail salespersons
2. Other customer and information services representatives
3. Administrative assistants
4. Material handlers
5. Cooks
6. Receptionists
7. Home support workers | housekeepers and related occupations
8. Transport truck drivers
9. Food and beverage servers
10. Delivery and courier service drivers
11. Accounting and related clerks
12. Registered nurses and registered psychiatric nurses
13. Professional occupations in advertising| marketing and public relations
14. Software engineers and designers
15. Cashiers

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

- Vaughan
- Markham
- Richmond Hill
- Newmarket
- Aurora

Top 5 Skills Required

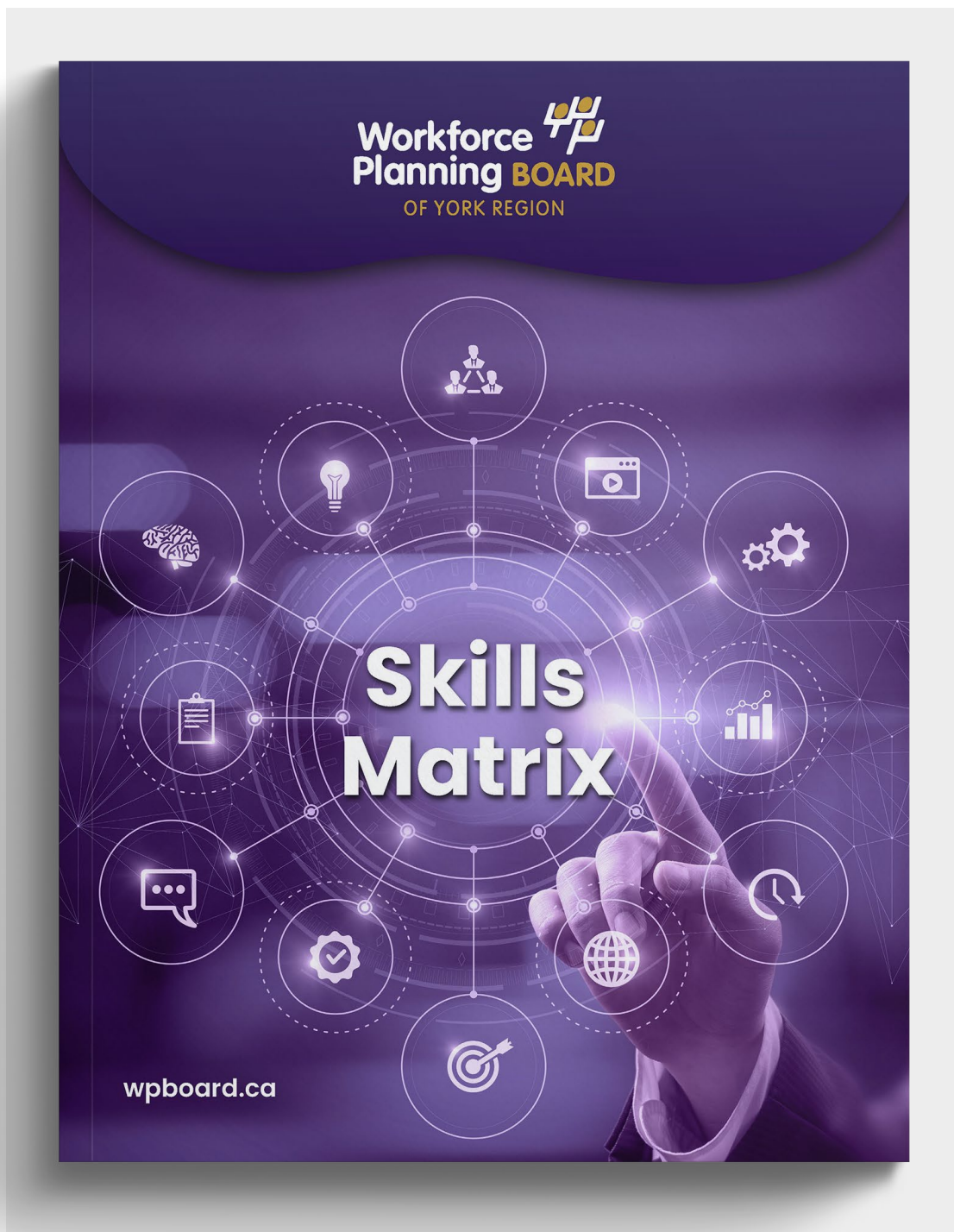
- Interpersonal
- Attention to Detail
- Communication
- Customer Service
- Sales

Source: Workforce Planning Board of York Region, Work In York



The term “skills gap” is something that has often been heard in the news, among employers, and referenced as a barrier to employment. To improve the understanding of the types of skills needed by local employers, the Workforce Planning Board of York Region created a matrix of the types of skills, education, experience, and wages associated with in-demand occupations in York region.

[Click Here for Full Report](#)



The “Skills Matrix” report is a valuable resource for jobseekers as they look to reconnect to the workforce, students as they prepare for their future, recent graduates as they examine career opportunities in York Region following graduation.

Employment Services & Support in York Region



Figure 19

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

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



Employment Services and Support in York Region

This section provides information and analysis of client data released by Employment Ontario in 2022 and offers insights into client demographics and outcomes between April 2021 and March 2022. Please note that the client data and analysis is provided at the York Census Division level.

Highlights

- **33,699** residents were serviced by Employment Ontario Service Provider Offices in 2021-2022, a decrease of about 4.9% from the previous period, possibly due to some pandemic restrictions.
- **8,243** residents received one-on-one assistance (Assisted Clients) regarding their job search, a decrease of about 1.4% from the previous reporting period.
- **25,456** residents or about 6% less than the previous period were identified as unassisted clients.
- **85%** of the clients were unemployed, **5%** were underemployed and **4%** were employed part time. The rest were either self-employed, employed full time or were full and part-time students.
- **48%** of clients had no source of income, **9%** were Ontario Works recipients or dependent on Ontario Works and Ontario Disability Support Program, while **22%** were receiving EI benefits. The rest were either employed, self-employed or had other sources of income.
- **4,232** or 51% of assisted clients were 25-44 years old, **2,380** or 29% were in the 45-64 age range, while another **1,471** or 18% were 15-24 years old. The remainder 2% were 65 years of age or older.
- The number of youth clients age 15-24 years old using assisted services increases by about **14%** 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 less clients from the following groups have accessed assisted services:
 - 30% less Newcomers
 - 24% less Internationally Trained Professionals
 - 27% less Visible Minorities
 - 28% less Francophones
 - 33% less Persons with Disability.

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

Designated Groups Utilizing Employment Ontario Services

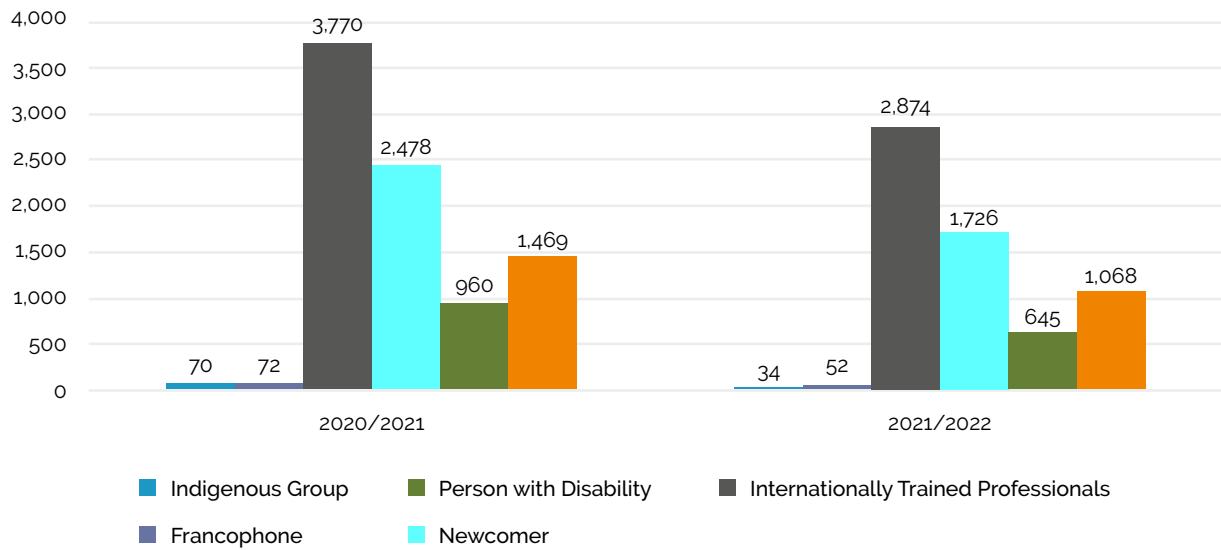


Figure 20

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 33% had completed an Applied/Associate or Bachelor degree, 24% had a Certificate Diploma and 18% had completed Secondary Education. The high number of clients with a degree can be related to the increase in the number of Newcomers that are using the employment services in order to enter the labour market.

Education Levels of Clients at Intake

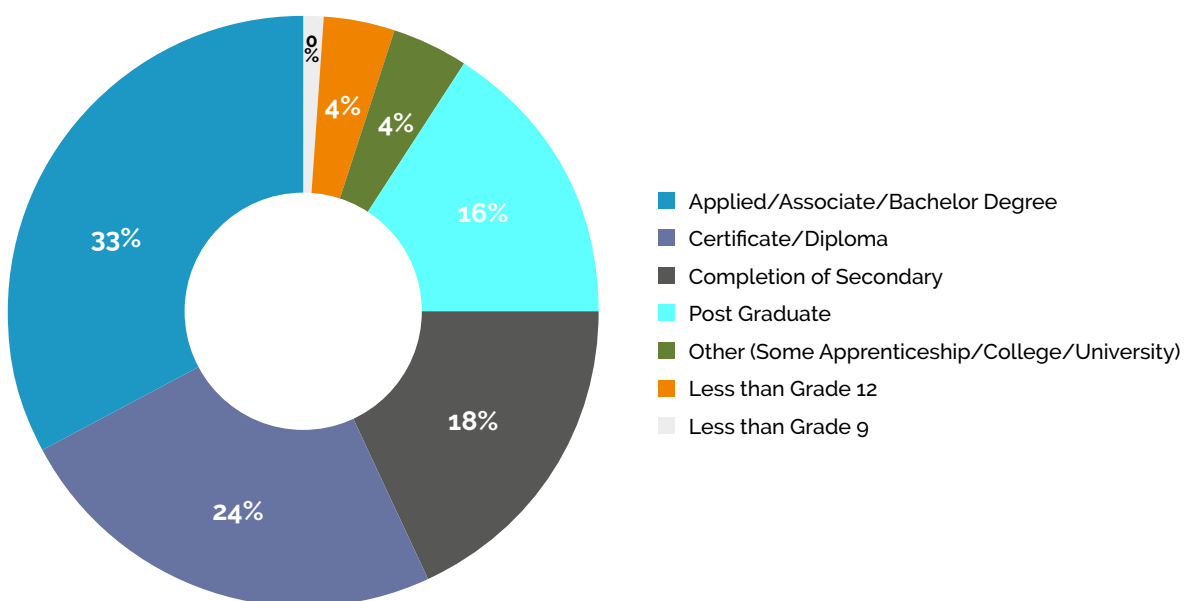


Figure 21

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 2021-2022. About **5,654** or 68% of clients secured a job and 12% pursued further training or education. Although the share of those that secured a full-time job was 38%, it should be noted that this category of clients decreased by 17% compared to the previous period. Meanwhile, the number of clients that remained unemployed after intake decreased by 13%.
- The Youth Job Connection program served **297 youth**, of which 87% were aged 15 to 24. 242 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.
- **185 employers** received the Canada-Ontario Job Grant (the Job Grant). This grant provided direct financial support to individual employers to train a total of **169 employees**. 83% of employers were small businesses employing less than 50 employees and 17% employed 50-150 employees. The outcomes were quite positive, and all employers reported that training met their workforce needs.
- There were **12,157** Active Apprentices during 2021-2022, an increase of 8.3% compared to 2021-2022. Meanwhile almost 28% more Certificates of Apprenticeship were issued as compared to the previous period as the number of New Registrations increased by almost 35%. 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 34% for 45-64 age group, almost 36% for 15-24 age group and 25% for 25-44-years old apprentices.
- Apprenticeship continues to be dominated by males that made up 90% of the total number of apprentices.
- 87 % of the apprentices had completed Secondary Education.
- Aboriginals followed by Visible Minorities had large numbers of representation amongst the designated groups of apprentices.

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

Trades - Top 10 New Registrations York Region	
2020-2021	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
Drywall, Acoustic and Lathing Applicator	Drywall, Acoustic and Lathing Applicator
Child Development Practitioner	Child Development Practitioner
Construction Craft Worker	Plumber
Plumber	Construction Craft Worker
Heat and Frost Insulator	Hairstylist
Truck and Coach Technician	Truck and Coach Technician

Figure 22

Source: Ministry of Labour, Training and Skills Development

Finding Your Next Job In York Region

In January 2023, WPBoard held two live demonstrations of the WORK IN YORK tools for job seekers. Ninety-six participants registered for these events and were asked a series of questions pertaining to their job search which supported the design of the presentations. The registration information provided an interesting description of job seekers in York Region and the supports they require to be successful in achieving their employment goals.

Registration came from participants across the region, of which 58% identified that they are not working with Employment Ontario (EO), while 42% identified that they are working with an EO office in York.

28% of job seekers have been looking for work less than one month, while 30% have been looking for over a month and 42% have been looking for more than six months.

40% are searching for employment related to their current occupation or career, whereas 51% are looking for employment that is not related to their current occupation or career and 8% were undecided about their employment path.

The top five sectors where job seekers are looking for employment include, accounting or finance, administration, information technology, education and social work.

When asked if job seekers required skills upgrading or training to be able to change their careers, 29% feel they do not require skills upgrading or training while 71% feel that some sort of upgrading or training is required.

Many occupations in York Region are in-demand and 79% of job seekers indicated that they are not aware of how to search for in-demand occupations, while 21% have the knowledge to look for these types of occupations.

WORK IN YORK job finding and career development tools support the job search of those who have a desire to work in York Region. 34% of job seekers are aware of these tools while 66% are not aware of them.

Take aways from the information gathered from job seekers include:

- Increased attachment to Employment Ontario job finding services would help decrease the amount of time job seekers spend looking for work.
- Increased awareness and promotion of low cost / no cost skills upgrading and training programs would benefit job seekers looking to change their occupation or career.
- More promotion of WORK IN YORK job finding and career development tools is needed to support job seekers employment search and career transition decisions.

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
- Training Board



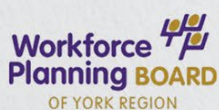
COMMUNITY DATA TOOLS

- Talent Map
- Sector Map
- Sector Library



JOB SEARCH TOOLS

- Job Board
- Job Map
- My Job Portal & Resume Builder
- Work From Home Job Board



This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario



Moving Forward: 2023-24 Action Plans

Priority 1: Under-Employment of Youth

- There is a shortage of skill trades across all of Ontario. Ontariocolleges.ca identifies that by 2025, 40% of all occupations will be in skilled trades.
- Greater awareness of skilled trades is a current priority of the Ontario government.
- Increased coordination is required between school boards, MLITSD regional offices, employers and local industry associations to support more coordinated workforce planning and partnership development.
- Parents identified the most common barriers facing individuals interested in pursuing apprenticeship were related to lack of awareness of the skills trades and their pathways.

Actions planned, underway or updated

Action	2022-2023 Activities	Outcomes
<ul style="list-style-type: none"> • Organize and execute a day-long industry tour for elementary educators to increase awareness of careers in skilled trades at the elementary panel. 	<ul style="list-style-type: none"> • Hosted two skilled trades tours for grade 8 teachers from YRDSB and YCDSB • Supported a YRDSB guidance counsellor tour. • Developed the Pathway to Careers in Skilled Trades guide. 	<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"> • Promotion of WORK IN YORK Job Finding and Career Development tools with a focus on the Skilled Trade Library in the Career Library. 	<ul style="list-style-type: none"> • Presented at the Fast Track Conference, OYAP Conference and Take Your Kid to Work Day. • Attended both fall and spring OYAP signing events with YRDSB and YCDSB. 	<ul style="list-style-type: none"> • WORK IN YORK supports the exploration of hundreds of occupations and can be utilized by students making post secondary education decisions as it provides labour market information.
<ul style="list-style-type: none"> • Updating of STRIVE Guide of Services for Youth in York Region. 	<ul style="list-style-type: none"> • Updating of the 2019 guide to 2023 that includes updated listings and new services. 	<ul style="list-style-type: none"> • Connects youth (15-29) to services that support their goal planning and outcomes.

Figure 23

2023-2024 Activities

Action	Proposed Partners
<ul style="list-style-type: none"> Organize and execute a series of day-long industry tours for elementary teachers, guidance counselors and co-op teachers to increase awareness of careers in skilled trades and connections to local training centres, colleges and employers who support this pathway. 	<ul style="list-style-type: none"> YRDSB, YCDSB LIUNA 506 & 183 Training Centres College of Carpenters and Allied Trades Electrical Apprenticeship Training Alliance Industrial manufacturers Automotive companies
<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 York University Bridging Programs Welcome Centre Job Search Workshops

Figure 24

Priority 2: Employer Discussion & Engagement

- During the period of late 2022 and early 2023, surveyed employers reported that they had recruited for both entry-level occupations (57%) and mid-level occupations (53%), and 27% indicated that they had recruited for senior-level occupations.
- Six out of ten employers indicated they found it very challenging to recruit job candidates across each level of occupations, from entry-level, to mid-level to senior level occupations; reporting job readiness, lacking skills and experience as concerns.
- Surveyed employers were asked to list the most important soft skill for an entry-level occupation. By far the most important soft skills were communication skills (34%), teamwork (14%) and "willing to learn" (12%).
- Two issues were of concern for employers with respect to a higher incidence of remote work: the ability to on-board new employees and the ability to maintain a team spirit and/or corporate culture.
- Employers also identified that employees on average seem to prefer a hybrid work arrangement, splitting their time between working from home and working in the workplace.

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

Actions planned, underway or updated

Action	2022-2023 Activities	Outcomes
<ul style="list-style-type: none"> Workplace legal requirements, the other side of the pandemic 	<ul style="list-style-type: none"> A virtual event for employers identifying how to avoid risks, in the areas of employment standards, human rights, health and safety, workers' compensation, and workplace investigations. 	<ul style="list-style-type: none"> Employers remain up to date on the status of workplace legal requirements which are all crucial to organizations in our current reality.
<ul style="list-style-type: none"> Partner with community stakeholders to organize and execute a series of virtual industry spotlight events that involve employers looking for talent, job seekers looking for work or to change careers and industry trainers pertinent to each industry. 	<ul style="list-style-type: none"> Held an event highlighting the Information Technology Sector. Held an event highlighting the manufacturing sector. Held two events highlighting WORK IN YORK tools focusing on occupations that were of interested by participants. 	<ul style="list-style-type: none"> Increased awareness of in-demand sectors in York Region, where to get training supports for skills upgrading and employment supports through Employment Ontario. How WORK IN YORK tools can support your job search.
<ul style="list-style-type: none"> Held an employer event to explore the phenomenon of "Quiet Quitting" in the workplace 	<ul style="list-style-type: none"> Over 100 employers registered for this in-person event. 	<ul style="list-style-type: none"> Employers gained a better understanding of the importance of creating an engaging workplace to increase retention and productivity.
<ul style="list-style-type: none"> Organized and executed an Employer Survey. 	<ul style="list-style-type: none"> Gathered statistical local labour market intelligence. 	<ul style="list-style-type: none"> Produced a report identifying employer's need and shared with the employment service community.

Figure 25

2023-2024 Activities

Action	Proposed Partners
<ul style="list-style-type: none"> YSSTAB to develop and execute an employer survey for the purposes of identifying hiring/retention challenges and skills gaps in the local labour market. 	<ul style="list-style-type: none"> Employment Ontario Chambers of Commerce Municipal Economic Development Offices Regional Municipality of York
<ul style="list-style-type: none"> YSSTAB will also undertake a series of one-on-one interviews with employers from identified sectors to gain a better understanding of the skills gaps in candidates. 	<ul style="list-style-type: none"> Employment Ontario Chambers of Commerce Strategic Planning & Development Group, York Region

Figure 26

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

- York Region is a region of 1.2 million+ residents, 55,660 businesses and 616,000 jobs.
- Job postings have grown exponentially, averaging between 18,000 to 20,000 jobs per month.
- Event registration stats identify that many job seekers remain unemployed beyond six months and are not aware of Employment Ontario Services or WORK IN YORK job finding tools.
- A formal strategic marketing plan has been developed and will be implemented to reach a wider audience with WPBoard tools and resources.

Actions planned, underway or updated

Action	2022-2023 Activities	Outcomes
<ul style="list-style-type: none"> • Work with Literacy agencies to increase awareness of employment opportunities and training by literacy and basic skills learners. Introduce learners to the WORK IN YORK job finding and career development tools. 	<ul style="list-style-type: none"> • WPBoard in partnership with York Region skills upgrading and literacy agencies, organized and delivered an online survey to literacy and basic skills clients (LBS) to better understand their employment goals and job search requirements. 	<ul style="list-style-type: none"> • The survey responses generated several considerations and recommendations for action.
<ul style="list-style-type: none"> • Continued Promotion of WIY job finding and career development tools to 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 Customer Service and Material Handler Programs. 	<ul style="list-style-type: none"> • Increasing awareness of WIY tools and resources that will support job seeker's employment goals.

Figure 27

2023-2024 Activities

Action	Proposed Partners
<ul style="list-style-type: none"> • WPBoard will implement a strategic digital marketing plan to increased brand reputation and click throughs to our website. Build capacity and trust with the audience. Link job seekers to community partners that can support their employment goals. 	<ul style="list-style-type: none"> • Employment Ontario • Literacy and Skills Upgrading Agencies • Youth Services • Services for Women • Welcome Centres for Newcomers • Agencies that support job seekers with disabilities.

Figure 28

Priority 4: Addressing Potential Labour Shortages

- In the last two years, job openings have more than tripled and employers who are posting for these positions have more than doubled in York Region.
- Surveyed and consulted employers from a broad range of sectors in our region have continuously indicated that they face challenges in recruitment.
- Jobseekers need to understand the kinds of jobs that are available and how to access training programs to support the development of skill sets that are required.
- 71% of survey job seekers identified that they feel they require some sort of skills upgrading or training to reach their employment goals.
- 79% of surveyed job seekers indicated that they are not aware of how to search for in-demand occupations in York Region.

Actions planned, underway or updated

Action	2022-2023 Activities	Outcomes
<ul style="list-style-type: none"> • Creation of an In Demand Jobs Skills Matrix, by producing an inventory of the types of skills and skill levels required for local in-demand occupations. 	<ul style="list-style-type: none"> • This information was collected directly from past employer surveys and monthly job and skills demand reports through WORK IN YORK. The inventory will also provide a common definition for each skill type such as foundational skills, soft skills, and technical skills. 	<ul style="list-style-type: none"> • A resource that fosters a clear understanding of the types of skills needed by local employers by producing an inventory of skills and skill levels required for fifty in-demand occupations.

Figure 29

2023-2024 Activities

Action	Proposed Partners
<ul style="list-style-type: none"> • Launch of the Skills Matrix Report to Community Stakeholders increasing awareness of in-demand occupations in York Region and the skills required to be successful. 	<ul style="list-style-type: none"> • Employment Ontario • Community Stakeholders that support job seekers in their job search • Agencies that provide skills upgrading • Newcomer Inclusion Table
<ul style="list-style-type: none"> • Organize and execute a series of live demonstrations of the WORK in YORK job finding and career development tools that focuses on identified occupations of job seekers and provide access to a database of public and private sector training programs to support the development of their skill sets to achieve their desired employment outcomes. 	<ul style="list-style-type: none"> • Employment Ontario • Literacy and Skills Upgrading Agencies • Youth Services • Services for Women • Welcome Centres for Newcomers • Agencies that support job seekers with disabilities.

Figure 30

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.
- Recent immigrants account for 83.4% of the growth of the region's population.

Actions planned, underway or updated

Action	2022-2023 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.

Figure 31

2023-2024 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 College • Community Stakeholders

Figure 32

LOCAL LABOUR MARKET REPORT

WORKFORCE TRENDS IN YORK 20 REGION 23