2013

Local Labour Market Update

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Workforce Planning BOARD

OF YORK REGION & BRADFORD WEST GWILLIMBURY

We're planning to find solutions

About the Workforce Planning Board

Welcome to Workforce Planning Board of York Region Labour Market Update for 2013. This is an annual review of our area's labour market action plan and up to date information on local labour market conditions in our community. Our evidence based process includes:

- Analysis of data from Statistics Canada Labour Force Survey
- Sector based information from local employers
- Workforce information from Community Partners
- Review of local media and new literature reports

On-going involvement in the community includes representation on a number of local committees as well as continuously reviewing local, provincial and national media reports and websites. Information from the 2011 census continues to be the benchmark for our analysis; however the Workforce Planning Boards also use local labour market indicators data from the Canadian Business Patterns and other Statistics Canada sources. This provides a comparison of trends to the provincial data.

Our continued participation in the Local Immigration Partnership (LIP), Internationally Educated Advisory Committee (IEP Conference), local Employment Ontario Network (EO) and One Voice Network (OVN) contribute insight to employment trends within the Region.

Our collaboration with the Region of York Economic Strategy Group, Human Resources Professionals Association of York Region, Canadian Apprenticeship Forum, ventureLAB, Ontario Construction Secretariat, Windfall Ecology Centre, York Region Federation of Agriculture and local Chambers of Commerce's provides the knowledge and information to identify the key priorities and strategic goals for the employer community. And finally, we benefit from a broader consultation by attending numerous events, conferences and presentations to develop action plans and partnerships to pursue in the upcoming year. The Workforce Planning Board of York Region wishes to acknowledge the collaborative effort put forth by the many community stakeholders and associations in York Region that can only result in effective workforce planning outputs designed to meet the needs of the local labour market.

The York South Simcoe Training and Adjustment Board operating as;

Workforce Planning BOARD
OF YORK REGION & BRADFORD WEST GWILLIMBURY

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Workforce Planning Board of York Region and Bradford West Gwillimbury
235 Industrial Parkway South, Unit 14
Aurora, ON L4G 3V5

Tel: 905-503-6611
Email: tmsf@wpboard.ca

a member of Workforce Planning Ontario
www.workforceplanningontario.ca

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

EMPLOYMENT ONTARIO

Note: Figures, drawn from the Statistics Canada *Canadian Business Patterns* data, reflects York Region but does not include the numbers for Bradford West Gwillimbury, which is not part of the York Census Division, the geography upon which this data is presented. This will be the case each time the data relies on the *Canadian Business Patterns* numbers.

Labour Market Overview

Between 2006 and 2011, the population within the area covered by the Workforce Planning Board of York Region and Bradford West Gwillimbury grew by 16%, a significant pace only slightly less than that experienced between 2001 and 2006.

The age distribution of the population is generally similar to that found for Ontario as a whole, except that York Region and Bradford West Gwillimbury has a somewhat larger share of children (0-15 years old), youth (15-19 years old) and middle-aged (40-49 year olds), and somewhat fewer young adults (ages 25-34 years old) and older adults (aged 60 years and older).

The area's population growth is driven by considerable net migration, particularly among 25-44 year olds and their accompanying children (0-17 year olds). The aging baby boom generation and the longer life span of seniors are contributing to growth among 45-64 year olds and those aged 65 years and older.

Hiring data from York Region identified 46,000 job postings last year representing a 3% increase over 2011. Unemployment during the recession and since has particularly hit youth hard, whose unemployment rate has been between 2.0 and 2.5 times higher than the adult unemployment rate. Similarly, the unemployment rates during and after the recession rose for more immigrants than it did for those born in Canada. It rose more for those who had been in Canada the least amount of time.

The province has renewed the Second Career retraining program's mandate for 2012-13, to the sum of $251 million. This will serve 12,000 workers. Second Career has benefited 55,000 workers to date. (Emerging Stronger 2013)

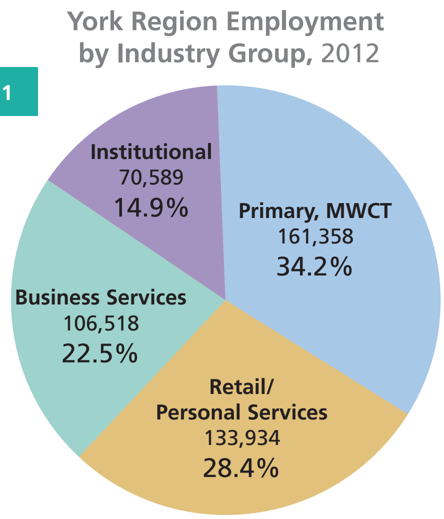
In terms of number of employers, three industries top the list: Professional, Scientific and Technical Services; Construction; and Real Estate and Rental & Leasing; on account of the very large number of solo and small operators in these industries. Among firms with more employees, the three with the most number of firms are: Manufacturing; Retail Trade; and Wholesale Trade.

York Region is home to a number of major economic clusters that contribute to regional competitiveness through job creation and business retention. Employment in the four major industry groups (Chart 1) play a significant role in developing these economic clusters.

- Information and Communications Technology (ICT)
- Life Sciences
- Business and Financial Services
- Clean Technology
- Agri-business/food processing
- Tourism/arts/culture

These clusters provide a number of key economic benefits such as encouraging networking, innovation and facilitating the incubation of new businesses, providing high quality employment opportunities and contributing to the Region's knowledge-based economy.[1]

CHART 1



Source: York Region Long Range Planning Branch, Office of the CAO, 2012
Notes: Figures represent employment at businesses surveyed. Farm and home-based employment as well as surveyed estimate for no-contact businesses are not included.

The York Region trends in the number of employers provide positive news for 2012, as firms across all size categories increased, except for those with zero employees. In some categories the increases were quite significant.

The vast majority (83.7%) of firms in the Region employ less then 20 employees, a relatively unchanged percentage from 2002 (84.8%).[2] This prevalence of small firms emphasizes the importance of the small business entrepreneur in the Regional economy.

25 Jobs Showing Signs of Skills Shortage

- Managers in Engineering, architecture science & info systems
- Managers in health, education, social and community services
- Managers in construction and transportation
- Auditors, accountants and investment professionals
- Human resources and business services professionals
- Professional occupations in natural and applied sciences
- Physical science professionals
- Life science professionals
- Civil, mechanical, electrical and chemical engineers
- Other engineers
- Professional occupations in health
- Physicians, dentists and veterinarians
- Optometrists, chiropractors and other health diagnosing and treating professionals
- Pharmacists, dieticians and nutritionists
- Therapy and assessment professionals
- Nurse supervisors and registered nurses
- Medical technologists and technicians (except dental health)
- Technical occupations in dental health care
- Other technical occupations in health care (except dental)
- Psychologists, social workers, counsellors, clergy and probation officers
- Supervisors, mining, oil and gas
- Underground miners, oil and gas drillers and related workers
- Supervisors in manufacturing
- Supervisors, processing occupations

Source: CIBC Economics

Characteristics of Labour Market

Population

The latest Statistics Canada Census results for 2011 show that the area covered by the Workforce Planning Board of York Region and Bradford, West Gwillimbury continued to experience significant population growth.

Census Population and Percentage Change
York Region, West Gwillimbury and Ontario

TABLE 1	2011	2006	% change 2006-2011	% change 2001-2006
YORK REGION	1,032,524	892,712	15.7%	22.4%
Bradford West Gwillimbury	**28,077**	**24,039**	**16.8%**	**8.1%**
ONTARIO	12,851,821	12,160,282	5.7%	6.6%

Source: Statistics Canada, 2006 and 2011 Census Profiles

The Town of Whitchurch-Stouffville grew at a blistering rate of 54% between 2006 and 2011, the third largest rate of increase for a municipality in Canada. The three large southern municipalities of Vaughan, Richmond Hill and Markham, together with Aurora, all posted double-digit percentage increases in their population numbers as well.

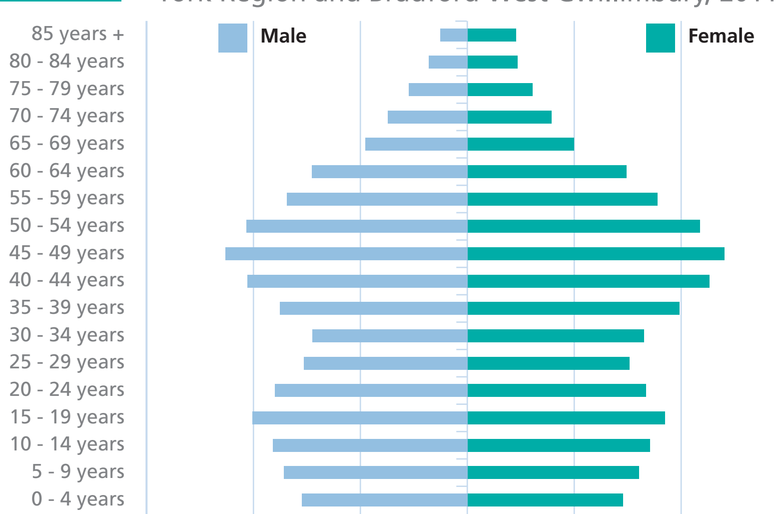
Distribution of Population by Age

The distribution of a population by age groups can reveal different demographic dynamics. A growing proportion of seniors reflects an aging population. A large share of young children indicates that families are continuing to settle in an area. The number of people making up the working age population (25 to 64 year olds) signals the availability of adults for local employers.

This age distribution is typically illustrated by an age pyramid, showing the number of individuals in each age category by gender. Such a chart usually takes on the appearance of a pyramid because with each successive age category the number usually diminishes, due to natural attrition. However, the shape of that pyramid can vary significantly, thanks to in-and-out-migration patterns, as well as baby booms and baby busts. Chart 2 illustrates the population pyramid for the Workforce Planning Board of York Region and Bradford West Gwillimbury area.

CHART 2

Age Distribution
York Region and Bradford West Gwillimbury, 2011



Source: Statistics Canada, 2011 Census; each interval represents 20,000 individuals

The age distribution of the resident population in York Region and Bradford West Gwillimbury has two significant bulges, the main one at the 45 to 49 year age group, and a second at the 10-24 year age category. The first bulge represents the tail end of the baby boom generation. The second bulge reflects the larger number of youth among newer and growing communities.

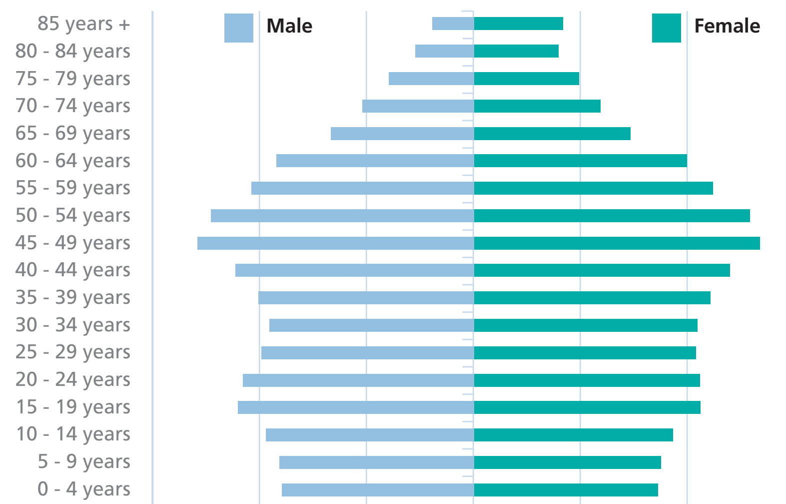
67% of York Regon's workforce aged 25-64 have post- secondary education

OECD Education at a Glance 2011 data, Statistics Canada

These two bulges are apparent in the population pyramid for Ontario (Chart 3). How Chart 2 differs is the smaller proportion of young adults (ages 25-34 years old) and older adults (aged 60 years and older), with a larger share of children (0-15 years old), youth (15-19 years old) and middle-aged adults (40-49 year olds).

CHART 3

Age Distribution
Ontario, 2011



Source: Statistics Canada, 2011 Census; each interval represents 20,000 individuals

Population Change and Migration Dynamics

With the 2011 Census data, it is possible to examine population changes by age categories. As well, information from individuals filing taxes provides data for in-migration and out-migration for each census area. With this data, one can paint a picture of population dynamics.

When one compares the net-migration numbers to the overall population change (Table 2), one can see how the large migration figures impact the net population results. Despite fewer births, the population numbers for 0-14 year olds grew for the area because of the considerable net-migration of the 0-17 year olds age group, essentially the families accompanying the large influx of 25-44 year olds. The natural demographic changes (an aging population and thus more 45-64 year olds and 65 years and older) make themselves felt despite lower net migration among these age groups.

Migration Data and Population Change, 2006-2011
York Region and Bradford West Gwillimbury

TABLE 2	Migration			Population
	In-migrants	Out-migrants	Net-migrants	Net Change
0 -17 years	66,284	35,530	30,754	14,670
18 -24 years	28,336	23,749	4,587	17,720
25 - 44 years	132,980	88,532	44,448	18,705
45 - 64 years	51,999	38,360	13,639	63,025
65 years +	21,181	13,094	8,087	29,740
TOTAL	300,780	199,265	101,515	143,860

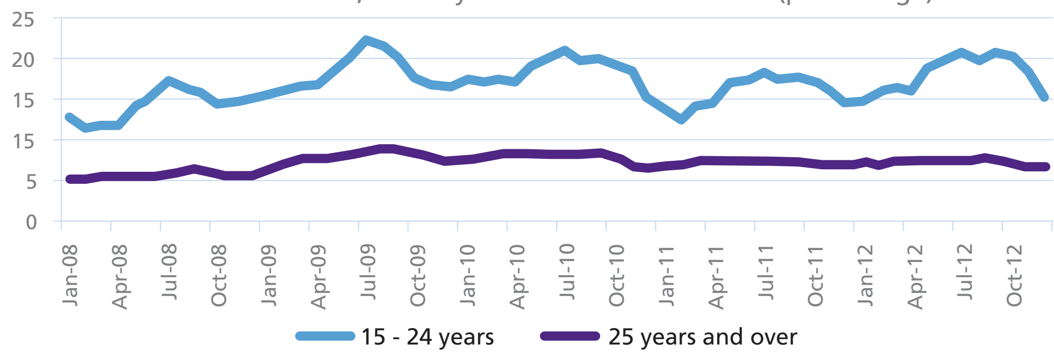
Source: Statistics Canada, Annual Migration Estimates by Census Division (from tax filer administrative data); 2006 and 2011 Census

The Labour Force

Current data regarding the labour force is only available via StatCan's Labour Force Survey, the monthly announcement regarding employment and unemployment figures. Being a survey, it is a sample, and thus is only reliable for larger population groupings. As a result, for our local area the only data available is for the Toronto Census Metropolitan Area, an area that encompasses not only Toronto but also York Region, Peel Region and parts of Durham and Halton Regions. The broad trends identified most likely apply to the York and Bradford West Gwillimbury area, which contributes close to a fifth of the Toronto CMA's population.

CHART 4

Unemployment Rates,
Residents aged 15-24 year olds and 25 years and older,
Toronto CMA, January 2008 to December 2012 (percentage)

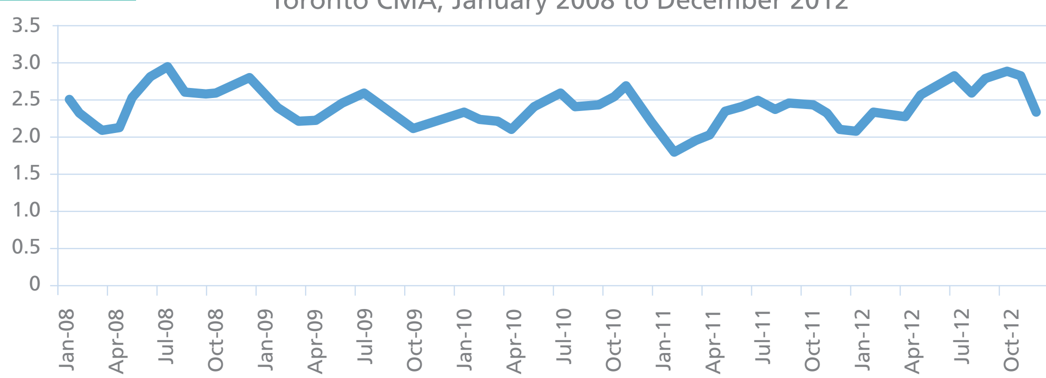


Source: Statistics Canada, Labour Force Survey

Chart 4 tracks the unemployment rate for the Toronto CMA from January 2008 to December 2012. Youth unemployment already started rising before the start of the recession in the third quarter of 2008. As adult unemployment nudged into the 8% range several times over this period, youth unemployment was at times hitting 20%. Indeed, through much of this period, the youth unemployment rate has been between 2.0 and 2.5 times higher than that of the adult unemployment rate (see Chart 5), a ratio that has been increasing to 2.8 and 2.9 in the summer and fall of 2012, before dropping again in December.

CHART 5

Ratio of youth (15-24 year olds)
to adult (25 years and older) Unemployment,
Toronto CMA, January 2008 to December 2012



Source: Statistics Canada, Labour Force Survey

Employment Ontario Service Providers in York Region states that youth activity has increased in local EO offices, however most who reach out for help are post-secondary graduates that are seeking support in finding employment. Youth who do not have post-secondary education tend not to utilize services of employment centres and only surface when specific youth programs are offered.

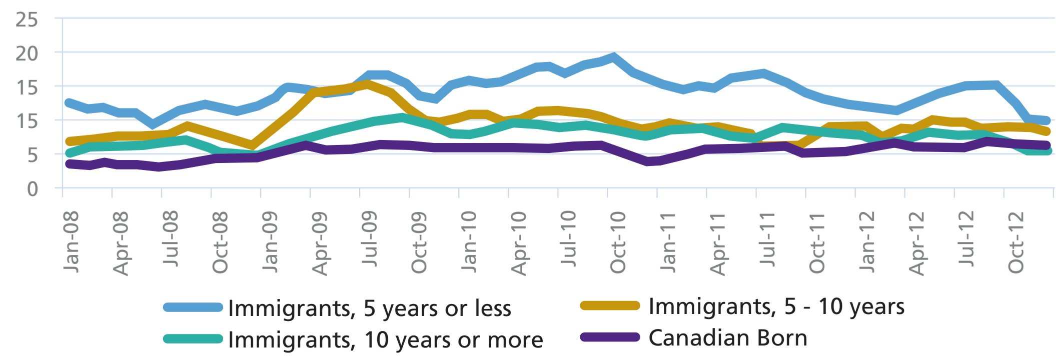
Across the Workforce Board area, 43% of residents were born outside of Canada, according to the 2006 Census; that proportion will likely be greater once the 2011 Census figures for immigration status are published. In two Board municipalities, immigrants make up the majority of the population (in Markham, where they make up 57% of the population and in Richmond Hill, where their share is 53%).

53% of local post-secondary graduates majored in engineering, information and computer science or business administration (York Region Economic Profile investinyork.ca)

The recession had a different impact depending on one's immigration status. Chart 6 illustrates the unemployment rates for different segments of the Toronto CMA labour force: those born in Canada those who immigrated to Canada five or less years earlier; those who immigrated to Canada more than five to ten years earlier; those who immigrated to Canada more than ten years earlier. The age group of 25-54 year olds is compared, limiting the focus to prime-working age adults.

As one can see from the chart, the unemployment rates during and after the recession rose far more for immigrants than it did for those born in Canada. Indeed, the peak unemployment rate for Canadian-born in the Toronto CMA during the period January 2008 and October 2012 was 6.7% (March and August 2012). For those who immigrated more than ten years earlier the peak rate was 10.3% (September 2009); for immigrants who arrived five to ten years earlier, it was 15.2% (July 2009); for newcomers who arrived five or less years earlier, the peak was 19.5% (October 2010).

CHART 6 **Unemployment Rates by immigrant Status, Residents 25-54 years of age,** Toronto CMA, January 2008 to December 2012 (percentage)



Source: Statistics Canada, Labour Force Survey

Highly educated newcomers are often under-employed or work in multiple jobs. As a result, many newcomers live in low income households, are losing their skills and have been hardest hit by the recent recession. Prolonged underemployment or unemployment can lead to loss of skills which seriously affects an individual's prospects of re-entering a profession. This has a major impact on our local economy and our ability to remain competitive.[3] It is also noted that Newcomers who have been in Ontario for less than five years earned 23% less in 2011 than Canadian born residents.[4]

Ontario is expected to face a shortage of 364,000 workers by 2025. Only 24% of the internationally trained immigrants are working in their field of training in Ontario. That compares to 62% of the overall population for the rest of Ontario.[5]

In response to shortage deemed severe that Canada's economic growth is being hampered, the Federal government recently announced the creation of a new immigration program to fast track the entry of Foreign Skilled Trades people whose talents are in demand including electricians, welders, heavy duty equipment mechanics and pipefitters.[6]

The Employer

Change in the Number of Employers by Size of Firm

One indicator of local economic activity and employment trends is the number of employers, including the size of their firms, present in the local community.
Table 3 provides for numbers of employers aggregated by several size categories for York Region:

0	Zero employees (in most instances, self-employed employers, or no employees)
1-19	Small firms
20-99	Medium-sized firms
100+	Large firms

Table 3 lists the number of firms for each area by these employee size categories, for five reporting periods.

York Number of Firms by Employee Size
December 2008 to June 2012

TABLE 3	0	1-19	20-99	100+
December 2008	61853	34432	3820	774
June 2010	60644	36481	3773	797
December 2010	62260	37071	3876	791
June 2011	61949	36983	3741	745
June 2012	61296	37215	3926	824

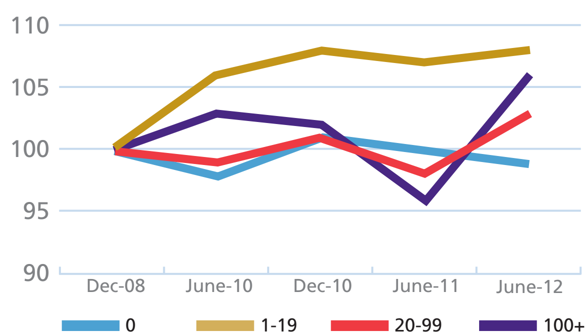
Source: Statistics Canada, Canadian Business Patterns, December 2008, June 2010, December 2010, June 2011 and June 2012

Chart 7 makes evident the trends in the changing number of employers by employee size. The charts use the figures for December 2008 as the baseline, assigning a value of 100. Each subsequent number is expressed in relation to December 2008. This makes it easier to visualize changes across numbers with different orders of magnitude for these categories.

Change in the Number of Employers by Size of Firm

CHART 7

December 2008 to June 2012, York Region
(December 2008 = 100)



Statistics Canada, Canadian Business Patterns, December 2008, June 2010, December 2010, June 2011 and June 2012

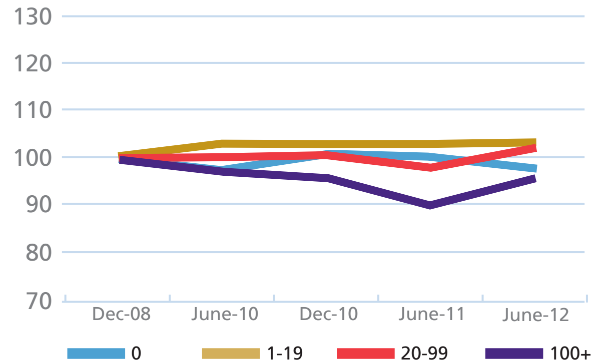
The York Region trends in the number of employers provide positive news for 2012, as all categories increased, except for those with zero employees, in some cases quite sharply. This is in stark contrast to 2011 when, following increases in previous years, the numbers dipped.

One in three business owners with 5 - 25 employees say that finding qualified help will be one of their top challenges over the next year.
(2012 RBC Small Business Survey)

The York Region trends also compare favourably to those for Ontario, where the increases have been far more muted, and which in the case of firms with more than 100 employees have not returned to the level experienced in December 2008.

CHART 8

Number of Firms by Employee Size,
December 2008 to June 2012, Ontario
(December 2008 = 100)



Statistics Canada, Canadian Business Patterns, December 2008, June 2010, December 2010, June 2011 and June 2012

York Region is home to 3,600 ICT firms, Canada's second largest information and communication cluster, one of the TOP three in North America
(Invest in York)

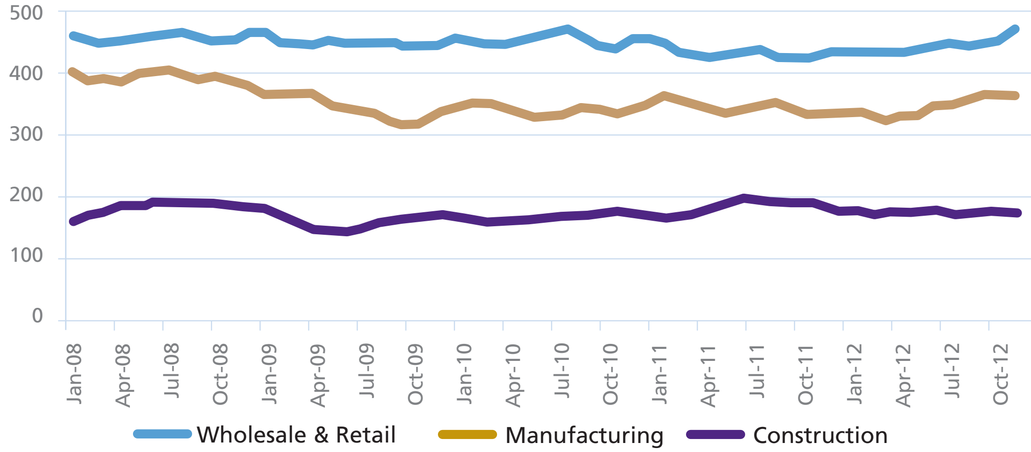
Four of the Canada's top ten corporations that invest in research and development are located in York Region
(Invest in York)

Employment Sectors

The recession and its aftermath affected various industries differently. In the Toronto CMA, as elsewhere, the manufacturing sector was most hard hit, as was the construction industry. In 2011 the trades category (wholesale trade and retail trade) weakened, recovering through 2012. Chart 9 provides the employment numbers for these industries for the Toronto CMA.

CHART 9

Employment Numbers for Select Industries
(Wholesales and Retail Trades; Manufacturing; and Construction)
Toronto CMA, January 2008 to December 2012 (thousands)



Source: Statistics Canada, Labour Force Survey

Manufacturing registered a significant fall in employment - roughly 87,000 jobs lost between January 2008 and October 2009. Nearly 50,000 of those jobs had returned by December 2012.

Innovate York identifies that business establishments in the manufacturing sectors are dominated by companies and enterprises that employ less than 20 people. Collectively, these small and medium size businesses represent 73% of the manufacturing businesses in the Region that maintain a workforce.

York Region is home to 4,000 local manufacturers, one of Canada's top manufacturing centres (Invest in York)

Table 4 provides the data for the number of establishments in the manufacturing sector in York region, comparing June 2012 with June 2011. Looking at the totals, one can see 61 fewer firms in 2012, but that does not explain the whole story.

Vaughan is home to the largest portions of the manufacturing activity in York Region with 51% of the Region's businesses located there (Innovate York)

The change in total number of firms does not reveal everything and comes from examining the change in the number of firms with no employees. This category typically reflects solo operators, or employers who entirely rely on contract staff or family members. This category decreased by 95 between 2011 and 2012, greater than the total drop in numbers, which means that other categories, those with employees, actually increased. This shift increased its number of firms with 100-199 employees by 12, while the number of firms with 200-499 employees increased by a further two.

Looking at specific subsectors, the more prominent increases occurred in:

- Fabricated Metal Product Manufacturing (+2 in 200-499; +2 in 100-199);
- Machinery Manufacturing (+1 in 200-499; +2 in 100-199);
- Food Manufacturing (+4 in 100-199);
- Chemical Manufacturing (+1 in 200-499; +1 in 100-199);
- Transportation Equipment Manufacturing (+1 in 200-499);

- Electrical Equipment, Appliance and Component Manufacturing (+2 in 100-199);
- Non-Metallic Mineral Product Manufacturing (+1 in 100-199);
- Textile Mills (+1 in 100-199);
- Printing and Related Support Activities (+2 in 100-199, although -2 in 50-99).

In most instances among these sectors, there are also "losses" in smaller employee size categories, but these most likely represent a firm growing from one size to another.

There are, nonetheless, subsectors where losses have been registered:

- Computer and Electronic Product Manufacturing (-3 in 200-499);
- Plastics and Rubber Products Manufacturing (-1 in 200-499)

TABLE 4

York Number of Employers by Employee Size Range Manufacturing Sector
York Region, June 2012

NAICS	Industry Sector	Number of Employees: 0		1-4		5-9		10-19		20-49		50-99		100-199		200-249		500+		Total	
		2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
311	Food Manufacturing	84	97	68	57	55	57	35	36	31	28	6	8	11	7	5	5	0	0	295	295
312	Beverage & Tobacco	21	27	8	4	4	5	0	0	1	1	2	2	0	0	0	0	0	0	36	39
313	Textile Mills	15	15	5	6	3	4	3	4	1	2	0	0	1	0	0	0	0	0	28	31
314	Textile Product Mills	26	30	13	12	3	3	5	4	1	2	2	2	0	0	0	0	0	0	50	53
315	Clothing Manufacturing	67	73	33	35	7	5	8	9	6	4	0	0	0	0	0	0	0	0	121	126
316	Leather/ Allied Product	14	13	6	9	0	0	2	1	2	3	0	0	0	0	0	0	0	0	24	26
321	Wood Product	54	60	24	23	17	23	23	22	24	23	9	7	1	2	0	0	0	0	152	160
322	Paper Manufacturing	12	13	8	6	8	11	10	10	8	7	7	6	4	4	1	1	0	0	58	58
323	Printing and Related	189	183	158	167	58	65	32	33	30	29	6	8	6	4	4	4	1	1	484	494
324	Petroleum/Coal Product	2	4	3	2	1	1	1	1	1	2	0	0	0	0	0	0	0	0	8	10
325	Chemical Manufacturing	46	50	22	23	16	17	19	13	15	13	3	2	7	6	5	4	0	0	133	128
326	Plastics/Rubber Product	51	60	25	20	15	14	25	26	30	30	14	15	13	13	5	6	1	1	179	185
327	Non-Metallic Mineral	42	42	29	26	22	19	28	28	23	28	11	7	5	4	0	0	0	0	160	154
331	Primary Metal	12	8	2	1	2	1	4	3	2	2	1	2	4	4	2	2	0	0	29	23
332	Fabricated Metal	166	174	131	126	79	82	57	61	52	58	24	23	10	8	7	5	1	1	527	538
333	Machinery Manufacturing	164	177	99	96	64	68	47	45	39	43	16	14	12	10	5	4	0	0	446	457
334	Computer and Electronic	87	90	51	43	17	26	22	22	25	26	12	12	9	9	4	7	0	0	227	235
335	Electrical Equipment	44	48	31	31	8	5	12	11	12	12	1	2	4	2	2	2	0	0	114	113
336	Transportation Equipment	50	57	27	27	8	7	5	4	11	7	4	5	9	9	12	11	5	5	131	132
337	Furniture/Related Product	116	125	69	65	47	57	48	45	39	41	26	25	7	10	9	8	0	0	361	376
339	Miscellaneous	234	245	149	128	54	67	42	34	24	22	8	7	3	2	1	1	0	0	515	506
	TOTAL	1496	1591	961	907	488	537	428	412	377	383	152	147	106	94	62	60	8	8	4078	4139

Source: Statistics Canada, Canadian Business Patterns

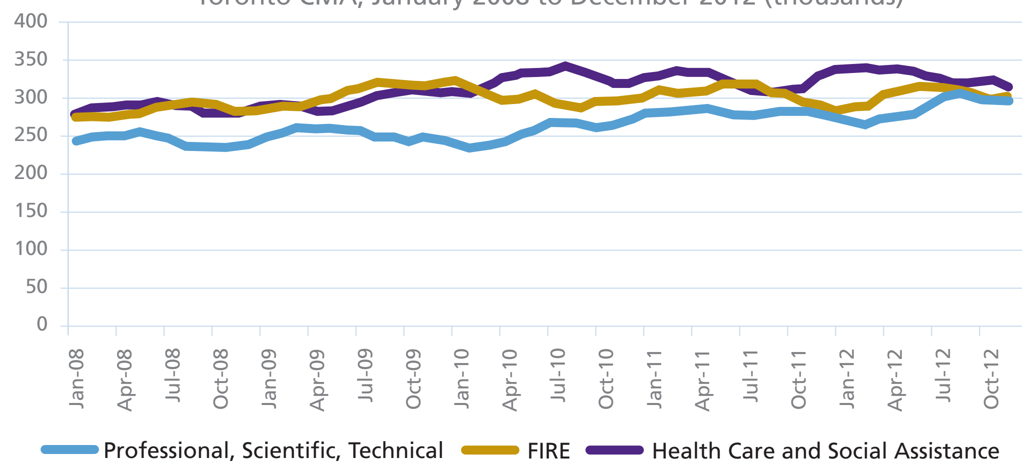
In a few cases, it is hard to estimate what the ultimate employment impact may be, where additions and losses across several firm sizes could produce either positive or negative net employment outcomes. For example:

- Furniture and Related Product Manufacturing (+1 in 200-499, but -3 in 100-199);
- Wood Product Manufacturing (+2 in 50-99, but -1 in 100-199).

On the other hand, certain sectors seemed largely unaffected by the recession, as their numbers stayed steady or grew. Health care and social assistance has witnessed steady growth. A similar pattern applies to the professional, scientific and technical services sector (primarily professional offices and consultants). The FIRE sector (finance, insurance, real estate and leasing) has also grown, albeit with dips in the summer of 2010 and the winter of 2012.

CHART 10

(Health Care and Social Assistance; Professional, Technical and Scientific Services; Finance, Insurance and Real Estate and Leasing);
Toronto CMA, January 2008 to December 2012 (thousands)



Source: Statistics Canada, Labour Force Survey

The Information and Communication Technology Council (ICTC) projected an across the board increase in demand of 106,000 IT workers in Canada (or about 19%) between 2011 and 2016 with few new market entrants available to fill them. Yet grooming Canadian students for roles in new technology won't solve the skills gap on its own. Experts agree immigration will inevitably play a key role.

The ten most in-demand job titles for the ICT sector are: Software Engineer, Systems Engineer, Software Developer, Java Developer, Business Analyst, .NET Developer, Web Developer, Systems Administrator, Project Manager, Network Engineer.[7]

Agri-business/food processing is part of the Primary/Manufacturing industry group which accounts for the largest share of the regions employment base with 34.2%.[8]

York Food Manufacturing Industry Jobs 2010 - 2012

TABLE 5	Industry Sub-Sector 2 Digit NAICS	Total Jobs 2010	Total Jobs 2012	Change
3113	Sugar and confectionery product manufacturing	600	608	8
3114	Fruit and vegetable preserving and specialty food manufacturing	679	834	155
3115	Dairy product manufacturing	183	178	(5)
3116	Meat product manufacturing	411	360	(51)
3117	Seafood product preparation and packaging	37	33	(4)
3118	Bakeries and tortilla manufacturing	1,949	2,117	168
3119	Other food manufacturing	468	421	(47)
3121	Beverage manufacturing	161	163	2
	Total	4,486	4,714	228

Source: Employees & Self-Employed OMAFRA

York Farm Occupations 2010 - 2012

TABLE 6	Industry Sub-Sector NOC-S	Total Jobs 2010	Total Jobs 2012	Change
I011	Farmers and farm managers	825	928	103
I012	Agricultural and related service contractors and managers	16	11	(5)
I013	Farm supervisors and specialized livestock workers	92	93	1
I014	Nursery and greenhouse operators and managers	83	65	(18)
I015	Landscaping and grounds maintenance contractors and managers	937	991	54
I016	Supervisors, landscape and horticulture	146	121	(25)
I021	General farm workers	544	482	(62)
I022	Nursery and greenhouse workers	407	490	83
	Total	3,049	3,181	132

Source: Employees & Self-Employed OMAFRA

Not enough qualified workers was cited as the #1 reason for hiring difficulties within the food/processing sector. Companies recognize that, in principle, workforce planning issues, in particular ensuring sufficient workers with the right skills for today's production needs as well as future needs, are essential to their survival. But in the intense competitive environment in which they are operating, shorter-term, more immediate issues are commanding their focus. Developing their workforce may be sidelined in view of other priorities. Each skill shortage becomes a short-term crisis that eventually passes, and is not seen as part of an emerging strategic problem.[9]

Number of Employers

Table 7 provides the number of employers present in York Region[10] in June 2012, and breaks down the figures by industry and by employee size ranges (each area is represented by a separate table). The highlighted cells identity the three largest number of firms for each employee size category column.

Number of small firms: Businesses are by far made up of small establishments. 59% of the firms in York have no employees,[11] and another 25% have 1-4 employees. Cumulatively (the second to last row on the table), 91% of all firms in York have nine or fewer employees, and 98% have 49 or fewer employees. This distribution is not unusual: the last row provides the Ontario percentage distribution of employers by size of firm, and the York figures almost exactly match those numbers, except for the fact that York has a considerably higher proportion of firms with no employees (59% compared to 56%).

Highest numbers of firms by industry: The second to last column provides the percentage distribution of all firms by industry. The Professional, Scientific and Technical Services industry makes up the largest sector, accounting for 18% of all employers in York (18.4% before rounding off), considerably larger than the provincial average of 15.0%. This category is made up of many professionals and consultants. The second largest category of employers is in Construction, accounting for 13% of all employers.

TABLE 7

York Number of Employers by Employee Size Range
June 2012

Industry Sector - 2 Digit NAICS		0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL	%	RANK
54	Professional Scientific Tech	11704	5980	683	359	190	60	40	19016	18	1
23	Construction	8895	2847	843	568	325	107	72	13657	13	2
53	Real Estate	10672	1355	250	123	76	22	10	12508	12	3
81	Other Services	2828	4185	549	236	107	15	9	7929	8	4
44-45	Retail Trade	3529	1923	1120	695	365	166	122	7920	8	5
52	Finance and Insurance	5401	987	218	138	200	27	26	6997	7	6
41	Wholesale Trade	2912	1765	717	511	364	124	80	6473	6	7
55	Management of Companies	4610	383	63	56	38	36	39	5225	5	8
56	Administrative Support	2544	1113	428	265	141	59	54	4604	4	9
31-33	Manufacturing	1496	961	488	428	377	152	176	4078	4	10
62	Health Care & Social Assist	1093	1694	662	335	144	51	45	4024	4	11
48-49	Transportation/Warehousing	2336	932	121	68	71	18	31	3577	3	12
72	Accommodation & Food	915	757	552	407	288	134	53	3106	3	13
51	Information and Cultural	679	276	86	52	50	18	18	1179	1	14
71	Arts, Entertainment & Rec	617	203	74	53	53	27	26	1053	1	15
61	Educational Services	563	216	94	88	57	19	8	1045	1	16
11	Agriculture	432	162	60	29	21	9	1	714	1	17
21	Mining	29	17	5	10	3	1	1	66	0	18
22	Utilities	36	16	4	1	4	1	3	65	0	19
91	Public Administration	5	2	1	1	4	2	10	25	0	20
	TOTAL	61296	25774	7018	4423	2878	1048	824	103261		
% of all employers		59%	25%	7%	4%	3%	1%	1%	100%		
Cumulative %		59%	84%	91%	95%	98%	99%	100%			
ONTARIO % of all employers		56%	24%	9%	5%	4%	1%	1%			

Source: Statistics Canada, Canadian Business Patterns

Highest number of firms by size and industry: The three largest industries by each employee size category have also been highlighted. The table demonstrates how the large number of firms in the smaller size categories drives the total numbers (for example, in Professional, Scientific and Technical Services and in Construction). The larger number of Professional, Scientific and Technical Services firms and their preponderance among very small firms is what accounts for the larger proportion of small firms overall in York. In the mid-size ranges, Wholesale Trade and Retail Trade firms come to the forefront, with Construction at first rounding out the three, displaced among medium-sized firms by Manufacturing. Among large firms (100+ employees), Manufacturing and Retail Trade have by far the biggest numbers, with Wholesale Trade and Construction neck and neck for third and fourth positions.

The order of the ranking of industries by the total number of employers has not changed between 2011 and 2012.

Change in the number of firms by industry, June 2011 to June 2012

Changes in the number of employers are experienced differently across the various industries. Table 8 highlights the change in the number of firms by industry and by employee size between June 2011 and June 2012 for York Region. The table also lists the total number of firms in each industry in June 2012, to provide a context.

York Change in the Number of Employers by Industry and by Firm Size,

June 2011 to June 2012

TABLE 8		Firm size (number of employees)					Total firms
		0	1-19	20-99	100+	Total	June-12
11	Agriculture, forestry, fishing and farming	10	11	7	-1	27	714
21	Mining and oil and gas extraction	-5	3	-2	0	-4	66
22	Utilities	4	1	-2	1	4	65
23	Construction	-95	107	28	10	50	13657
31-33	Manufacturing	-95	21	-1	14	-61	4078
41	Wholesale trade	-176	84	67	16	-9	6473
44-45	Retail trade	-71	-7	9	18	-51	7920
48-49	Transportation and warehousing	-57	72	-4	4	15	3577
51	Information and cultural industries	-27	24	8	3	8	1179
52	Finance and insurance	-72	6	10	4	-52	6997
53	Real estate and rental and leasing	560	82	17	-4	655	12508
54	Professional, scientific and technical services	-212	134	22	3	-53	19016
55	Management of companies and enterprises	-242	-19	6	6	-249	5225
56	Administrative and support	-72	24	6	5	-37	4604
61	Educational services	-15	5	1	1	-8	1045
62	Health care and social assistance	49	98	22	1	170	4024
71	Arts, entertainment and recreation	-29	0	5	-3	-27	1053
72	Accommodation and food services	-95	36	-11	1	-69	3106
81	Other services	-14	-450	-3	1	-466	7929
91	Public administration	1	0	0	-1	0	25
	TOTAL	-653	232	185	79	-157	103261

Statistics Canada, Canadian Business Patterns, June 2011 and June 2012

The trend in the change of number of employers by size of firms carries over when one breaks down the pattern by industries. In almost all industries, there was a loss among firms with zero employees and an increase among firms in all the other size employee categories. The one significant exception: in the Other Services industry (repair and maintenance establishments; personal and laundry services; religious, grant-making, civic and professional organizations; private household employees), there were losses across all categories save one.

Estimated Change in Employment Among Small and Medium Size Firms

Table 9 provides the estimated change in employment among SMEs in York Region by industry, between June 2011 and June 2012.[12]

York change in SME Employment by Industry Sector

June 2011 and June 2012

TABLE 9	Industry Sector 2 Digit NAICS	Total Employment 2011	Total Employment 2012	Absolute Change	Percent Change
11	Agriculture	2527	2812	286	10%
21	Mining	509	393	-116	-30%
22	Utilities	395	298	-97	-33%
23	Construction	43494	44773	1279	3%
31-33	Manufacturing	34678	34760	83	0%
41	Wholesale Trade	33718	37320	3601	10%
44-45	Retail Trade	44787	46007	1219	3%
48-49	Transportation/Warehousing	9053	9039	-14	0%
51	Information and Cultural	4641	5217	576	11%
52	Finance and Insurance	17606	18097	491	3%
53	Real Estate and Rental and Leasing	18842	20245	1403	7%
54	Professional Scientific Technical	40362	41365	1003	2%
55	Management of Companies	9814	9985	171	2%
56	Administrative Support	18790	19303	512	3%
61	Educational Services	5812	5836	23	0%
62	Health Care & Social Assistance	20156	21263	1107	5%
71	Arts, Entertainment & Recreation	5396	5731	334	6%
72	Accommodation & Food	29358	29583	226	1%
81	Other Services	21048	20259	-789	-4%
91	Public Administration	282	288	7	2%
	TOTAL	361267	372572	11305	3%

Source: Statistics Canada, Canadian Business Patterns

These changes in employment numbers among small and medium-sized firms likely indicate the health of that industry as a whole (although it is possible that in some cases employment might drop among smaller firms yet increase among larger firms, or vice versa). However, this approach is less helpful for those industry subsectors where larger firms made up a significant proportion of employment, for example, among Educational Services (where schools, colleges and universities are major employers), Hospitals, and Public Administration (where federal, provincial and municipal workplaces are larger operations and there are few small establishments).

Nevertheless, even with these caveats, highlighting employment trends among SMEs offer another insight into the dynamics of the local labour market.

Given the trends in the change of number of employers, with decreases among firms with zero employees and increases in the other categories, it is no surprise that for most industries there has been a net increase in estimated employment among small and medium-sized establishments. This is especially pronounced among sectors that have many smaller firms. Thus, Construction, Retail Trade, Real Estate and Rental & Leasing, and Professional, Scientific and Technical Services all posted large job increases, each over 1000.

The magnitude of changes in employment among SMEs does not always reflect the magnitude of changes across each industry. In the case of the Manufacturing sector, for example, the estimated employment change among SMEs is minimal, yet at the same time there was an increase of 14 firms in the 100 or more employees category, a jump of 9%. This would very likely result in a substantial addition to the number of jobs. Comparable increases in the number of larger employers can also be found in Construction (plus 10 firms, an increase of 16%), Wholesale Trade (plus 16 firms, an increase of 25%) and Retail Trade (plus 18 firms, an increase of 17%)

Drilling down further, the next two tables look at sub-categories of industries, what are known as three-digit industry sub-sectors (so-called because of their numerical designation in the North American Industry Classification System or NAICS). Table 10 shows the top 10 subsectors with the largest estimated employment among SMEs and Table 11 lists the top 10 decreases for York Region.

Three subsectors from the Wholesale Trade industry made the top ten increases list: Machinery, Equipment and Supplies Wholesaler-Distributors; Building Material and Supplies Wholesaler-Distributors; and Food, Beverage and Tobacco Wholesaler-Distributors. Machinery, Equipment and Supplies Wholesaler-Distributors, the subsector with the largest increase (1,516 jobs) experienced the largest estimated decrease in employment among SME firms between December 2008 and June 2011 (1,275 jobs).

Several other subsectors had also made the top ten increases list for the period December 2008 and June 2011: Real Estate (plus 1,320 jobs in 2012, 1,610 jobs between 2008 and 2011); Clothing and Clothing Accessories Stores (plus 708 jobs in 2012, 840 jobs between 2008 and 2011); Ambulatory Health Care Services (plus 571 jobs in 2012, 1,946 jobs between 2008 and 2011); and Social Assistance (plus 531 jobs in 2012, 415 jobs between 2008 and 2011).

York Top 10 Industry Sub-Sectors with INCREASE in SME Employment

June 2011 and June 2012

TABLE 10	Industry Sub-Sector 2 Digit NAICS	Total Employment 2011	Total Employment 2012	Absolute Change	Percent Change
417	Machinery, Equipment and Supplies Wholesaler-Distributors	8362	9878	1516	18%
531	Real Estate	16620	17940	1320	8%
541	Professional, Scientific and Technical Services	40362	41365	1003	2%
238	Specialty Trade Contractors	27574	28430	857	3%
448	Clothing and Clothing Accessories Stores	8223	8931	708	9%
416	Building Material and Supplies Wholesaler-Distributors	5888	6550	661	11%
561	Administrative and Support Services	17500	18073	573	3%
621	Ambulatory Health Care Services	12282	12853	571	5%
624	Social Assistance	4997	5528	531	11%
413	Food, Beverage and Tobacco Wholesaler-Distributors	3684	4158	474	13%

Source: Statistics Canada, Canadian Business Patterns

Two subsectors in the Other Services industry top the list of top ten decreases (Table 11) in estimated SME employment: Private Households (this means private households acting as the employer, and includes employment to support the activities of the household, involving such occupations as cooks, maids, gardeners, nannies and baby-sitters) and Personal and Laundry Services (hair salons, barber shops, beauty salons, funeral homes, dry-cleaners, pet care services, photo-finishing services, parking lots). The magnitude of the employment drop in the Private Households subsector is quite large at 18% and unusual. The same can be said for the employment dip in the Personal and Laundry Services subsector.

The last three subsectors on the list are more understandable. Gasoline Stations are an industry subsector that has been consistently losing employment throughout the province, while the two manufacturing subsectors of Computer and Electronic Product Manufacturing as well as Plastics and Rubber Products Manufacturing may simply be continuing an employment loss trend in manufacturing.

York Top 10 Industry Sub-Sectors with DECREASE in SME Employment

June 2011 and June 2012

TABLE 11	Industry Sub-Sector 2 Digit NAICS	Total Employment 2011	Total Employment 2012	Absolute Change	Percent Change
814	Private Households[13]	3511	2870	-641	-18%
812	Personal and Laundry Services	6263	5730	-533	-9%
332	Fabricated Metal Product Manufacturing	**5169**	**4983**	**-186**	**-4%**
323	Printing and Related Support Activities	**2824**	**2645**	**-180**	**-6%**
443	Electronics and Appliance Stores	**3117**	**2962**	**-155**	**-5%**
213	Support Activities for Mining and Oil and Gas Extraction	193	77	-116	-60%
221	Utilities	**395**	**298**	**-97**	**-25%**
447	Gasoline Stations	2021	1944	-78	-4%
334	Computer and Electronic Product Manufacturing	2335	2259	-76	-3%
326	Plastics and Rubber Products Manufacturing	2549	2476	-74	-3%

Source: Statistics Canada, Canadian Business Patterns

One can assume in each instance the increase in employment among the larger firms would counter-balance the loss of employment among smaller firms, and for that reason these subsectors are **bolded** in Table 11.

However, four of the subsectors on this list need to be understood in a wider context. They are: Fabricated Metal Product Manufacturing; Printing and Related Support Activities; Electronics and Appliance Stores; and Utilities. The calculation of the trend in estimated employment among small and medium-sized employers assumes that employment trends among SMEs will be reflected among larger employers in the same subsector. However, in all four of these cases, changes in the number of employers among the larger size firms suggest a trend that runs counter to that witnessed among smaller firms. In fact, it appears likely that the reduction in smaller firms simply means that they have added employment and now appear as larger firms. This dynamic is illustrated in Table 12.

York Number of Employers by Employee Size
Select Industry Sub-Sectors
June 2011 to June 2012

TABLE 12	Number of Employees			
	50-99	100-199	200-499	500+
332 Fabricated Metal Product Manufacturing				
June 2011	23	8	5	1
June 2012	24	10	7	1
323 Printing and Related Support Activities				
June 2011	8	4	4	1
June 2012	6	6	4	1
443 Electronics and Appliance Stores				
June 2011	8	2	0	0
June 2012	6	13	0	0
221 Utilities				
June 2011	2	0	2	0
June 2012	1	0	3	0

Source: Statistics Canada, Canadian Business Patterns, December 2008, June 2010, December 2010, June 2011 and June 2012

To take the most stark example: in the Electronics and Appliance Stores subsector, there was a loss of 2 firms between June 2011 and 2012 in the 50-99 employee category, a change that would help drive down estimated employment among small and medium-sized firms in this industry. On the other hand, there was an increase of 11 firms in the 100-199 employee category in the same period, a jump in jobs which would greatly outweigh the loss of employment among SMEs. Construction was neck and neck for third and fourth positions. The order of the ranking of industries by the total number of employers has not changed between 2011 and 2012.

Significant Developments / Emerging Trends

Developments in the Local Construction Sector

Using non-residential building permits as a gauge of economic activity, York Region appears to be well positioned for positive growth in 2013. A number of projects are currently under construction across the region, with industrial, commercial and institutional (ICI) building permit values for the first ten months of 2012 totalling approximately $710 Million. This building activity will provide local employment opportunities in the range of approximately 12,500 jobs upon completion, as well as jobs during the construction phase.

8 billion investment in infrastructure and transit in 2011 - 20 to facilitate growth. (Invest in York)

The City of Vaughan is experiencing significant building growth in its commercial, residential and infrastructure:

- Vaughan Mills Mall is planning an $87 million project for 50 store (150,000 square feet) expansion.
- Centro Square - is two residential towers of 31 and 33 stories (800 condo units) with 250,000 square feet of office and retail space included.
- A 300,000 square foot, 15 storey KPMG office tower in the heart of the Vaughan Metropolitan Centre is under construction beginning in 2013-14.
- Construction of VIVA transit's Hwy 7 "Rapid Way" - A Bus Rapid Transit (BRT) that will run down the median of Hwy 7 connecting Vaughan Metropolitan Centre with the Markham Town Centre.
- A new TTC subway station is opening at Hwy 7 west of Jane Street which is the final stop of the newly expanding Spadina Subway station.

York industrial, commercial and institutional (ICI) building permits for the first ten months of 2012 = $710 million and provide up to 12,500 employment oportunities (York Region Employment and Industry 2012)

193,000 jobs created in 2011 in new home - generating 10 billion in wages construction, renovation and related fields in the GTA (BILD)

Markham gets ready for the Pan American / Parrapan Games in 2015

- The Markham PanAm and Parrapan Centre is a 159,480 square foot facility to house a triple size gymnasium, 10 lane - 50 metre Olympic swimming pool and a two level fitness and training centre is currently under construction for the PanAM Games in 2015.

Ten years ago 75% of new homes sold in the GTA were ground related and 25% were high rise, last year 62% of the new homes were high rise and 38%were low rise. Each project represents about 200-500 jobs for about 4-10 years. (BILD)

Newcomers Key to York Region's Success

York Region currently has an employment base of 527,000 jobs, which is expected to grow to 800,000 jobs by 2031. This job market is made up of two components - population related jobs such as jobs in education, healthcare, municipal or regional government and core economy supportive jobs. In other words, jobs that help expand the region's economy and employ more people in the local labour market. At least two-thirds of the new jobs will be in the core economy of business services,manufacturing and related activities to maintain the current balance. These occupations are not tied to population, but to location factors such as industry clusters and will require effort to attract and retain them. The presence of significant clusters in various key sectors positions the Region to attract value added jobs. The significant talent that exist amongst newcomers in the local workforce remains under-utilized and will become increasingly important to tap over time. Actions to increase the integration of newcomers in the local labour market include creating employer awareness, supporting skills accreditation and supporting newcomer entrepreneurs.

Newcomers tend to start their job search with large employers that their friends have heard about, that means they miss out on openings at smaller organizations that could use their talents. (Nora Priestly, Program Manager, York University Bridging Program for IEPs, Globe & Mail, Oct. 5, 2012)

Youth Unemployment Continues to be of Concern in York Region

Since 2008, youth unemployment has increased at times to a high of 20%, and continues to be of concern as it ranges between 2.0 and 2.5 times higher than that of the adult unemployment rate. Although the quoted stats are those for Toronto CMA, youth unemployment is experienced across the province and is a complex problem.

Picture for Youth has not improved despite gains among other age groups
(Globe & Mail, Oct 6, 2012)

A recent survey of employers by recruiting firm Randstad Canada found that nearly two-thirds were having trouble finding highly qualified people, yet many recent graduates of post-secondary education are not able to find employment in the area of focus for which they went to school.

There is a gap between what people like to study in school and what the market demands. Further aggravating the situation is the fact that older workers are not retiring and continue to occupy high skilled, well-paying jobs. There is a need to improve connections with educators and employers, there are imbalances in supply and demand in the labour market for skilled workers and high youth unemployment. One of the world's best educated populations still has difficulty finding the right jobs for graduates. Educators may not be fully aware of local employer's needs.

A residual outcome of educated youth not integrating into the labour market further affects the outcomes of those individuals who did not obtain a post-secondary education. University and college grads are forced to take survival jobs, those jobs that traditionally would be filled by youth who went direct to the labour market after high school.

Interpersonal skills and understanding of corporate culture are high on employer's list of expectations. Fewer companies are willing to pay for training. A study by the Conference Board of Canada found that investment in employee training among Canadian companies has fallen nearly 40% since 1993. Employees are expected to have skills such as:

Sense Making - ability to determine the deeper meaning of what is being expressed.

Social Intelligence - ability to connect to others in a deep and direct way.

Novel and Adaptive Thinking - ability to come up with solutions and responses beyond that which is rule-based.

Cross-cultural Competency - ability to operate in whatever environment they find themselves.

Data Analysis Thinking - ability to translate and understand data based reasoning.

Social media Literacy - ability to assess and develop content that uses new media forms

Cross Disciplinary - ability to understand concepts across multiple disciplines.

Cognitive Load Management - ability to filter information for importance

Virtual Collaboration - ability to work productively as a member of a virtual team.

Source: Workforce skills required over the next decade, July 2012 Eastern Ontario Training Board

Projected Shortage of Skilled Labour in Agriculture

While farms and greenhouses are at the centre of the agri-business sector, they are part of broad network of subsectors that support agriculture such as distribution and repair of farm equipment, food processing and grain storage, not to mention the logistics sector that moves product for processing or to market. A recent survey of over 100 agri-food employers in Ontario found that industry demands are exceeding the supply of post-secondary graduates in agri-food in Ontario where three jobs exist for every agriculture graduate with a bachelor's degree.[14]

Holland Marsh, Ontario's salad bowl, 125 farms on 7,000 acres with an estimated economic impact of 1 billion dollars
(Invest in York)

In York Region, agri-business owners identify that there is a significant demand for labour as most businesses project a positive increase in their projected sales growth in the future. Currently 83,754 people work within agri-business operations in York Region in both year round and seasonal positions.[15] Availability of skilled labour was identified as the third largest barriers to expansion of existing businesses in King + Whitchurch-Stouffville. Companies describe their hiring challenges as lack of motivation/poor attitude and lack of specific skills training.

In order to support the growth of this sector, it is important to:

- Communicate the value of agriculture, as well as market and promote the innovative agricultural and rural business opportunities that exist.
- Ensure that agricultural and rural businesses have access to a talented workforce now and in the future through partnering with work appropriate agencies to identify solutions.
- Increase business development, job creation and awareness of existing training programs.

Apprenticeships Required to Ease the Skilled Trade Shortage

The local workforce market of York Region and Bradford, West Gwillimbury will face a shortage of skilled labour due to an aging working population and a growing regional economy. Skilled workers will become more difficult to find. This message has been promoted for years and as a result many employers may not be taking it seriously. In fact, the Canadian Apprenticeship Forum reports that the proportion of employers who employed apprentices has remained consistent from 2006 to 2011 at a rate of 19%. One-third of employers (33%) admit to employing young people who are performing trades work but are not registered apprentices.

The trades are an often overlooked occupational choice for Canadians planning for the future in part because there are not enough apprenticeship opportunities.
(CIBC World Market, Globe & Mail, Dec 21, 2012)

Employers, if they wait too long in training employees, will not be able to expand or increase productivity and this will affect the growth of their business. Apprentices ensure a sustainable supply of skill workers trained to the employer's needs and expectations often providing the organization with the competitive edge. Apprenticeship benefits business by:[16]

- Making your company more productive - a person who is properly trained is more productive than one who is not. As they gain skills and knowledge, they also develop a thorough understanding of your business needs and how to best meet them.
- Improving your product quality and enhancing the skills of all your staff - through hands-on training, apprentices learn to use and maintain equipment properly, learn best practices ensuring less waste and a sense of pride that is contagious throughout the organization.

- Improving health and safety - an apprentice that learns under the supervision of a journeyperson learns the proper safety procedures leading to fewer mistakes and accidents, leading to lower insurance and compensation costs.
- Reducing employee turnover and costs - a person who wants to serve an apprenticeship is one who is willing to make a commitment to a career, not just a job. People in careers are more motivated, experience more job satisfaction and are more likely to remain with the employer reducing turnover costs.

81% of skilled employers or employers who are working in the skilled trades are right now are not training apprentices.
(Canadian Apprenticeship Forum lives on Nov.15, 2012)

- Make the business more profitable - Return of Training Investment (ROTI) research shows that employer costs in terms of apprentice wages, administration and supervision are more than offset by increased revenue and higher productivity.
- Planning a successful future - while others struggle to find skilled workers, you will have employees who are fully trained to industry standards and understand the unique values of your workplace.

Apprenticeship provides a pipeline of skilled trades people for the future while providing career opportunities today.

Manufacturing Still a Key Sector in York Region
The Organization for Economic Cooperation and Development (OECD) defines advanced manufacturing as the integration of computer controlled or micro-electronics-based equipment in the design and manufacture, or handling of a product. Over the last decade, the sector has gained administrative workers like executives, engineers and computer scientists, which have contributed to higher wages in the sector. In part, this suggests a shift from traditional manufacturing activities that offer low skilled, lower paying opportunities to more technology-intensive manufacturing processes that require a highly-educated and skilled workforce.[17] The manufacturing sector in York Region accounts for nearly 50% or 75,594 jobs in Primary, MWCT Employment (manufacturing, wholesale trade, construction and transportation/warehousing) in 2012.[18] Currently, most types of manufacturing in the durable goods products are rebounding well from the lows experienced in the recession in 2008. State of the art machinery and employee engagement are key to competing with offshore, low cost regions.

Our Accomplishments for 2012-2013

Priority Issue	Meeting the employer requirements in a green economy by connecting the local labour market to employment opportunities in a variety of emerging green sectors.
Action 1	Development of 40 additional green occupation profiles in Health Care and Agri-Business Food Production to complement the existing profiles in that exist in Manufacturing, Wholesale & Retail Trade, Hospitality and Tourism, Construction, Financial Services and IT.
Lead Partners	Workforce Planning Board of York Region, Toronto Workforce Innovations Group, Durham Workforce Authority, Simcoe Muskoka Workforce Development Board, Peel Halton Workforce Development Group
Outcomes	The occupational profiles were disseminated at various events including the Greenhouse Conference, Human Resource Professionals Conference and Conference Board of Canada Workstop Conference.

Priority Issue	Newcomers and newcomer business owners continue to experience barriers that prevent the success of community integration and economic stability.
Action 1	Participation in the organizing and execution of the Business Innovation in Changing Times - N6 Conference Series.
Lead Partners	York Region Small Business Enterprise Centre, Northern Six Chambers of Commerce, Workforce Planning Board of York Region
Outcomes	Providing new skills, business strategies to 500 small business/entrepreneurs.
Action 2	Developed and delivered a workshop entitled "Where are the Jobs" at the Internationally Educated Professionals Conference (IEP)
Lead Partners	Workforce Planning Board of York Region
Outcomes	100 newcomers received information, statistics and resources regarding the York Region labour market through participation in the workshop.
Action 3	Partnering in the establishment of Excellence in Manufacturing Consortium (EMC) - iMiN York Region Chapter to support manufacturers as an online network to become more innovative by improving connections to a skilled workforce, information and exposure
Lead Partners	Region of York Economic Strategies
Outcomes	Increasing manufacturing competitiveness by leveraging the expertise and experience that exists in manufacturing communities for 50 members
Action 4	Participation in the Community Partnership Council (CPC) to implement the York Region Immigration Settlement Strategy that supports the needs of newcomers living and working in York Region.
Lead Partners	Regional Municipality of York, Workforce Planning Board of York Region, Welcome Centres of York Region.
Outcomes	Internationally Educated Professionals (IEP) Conference 2012

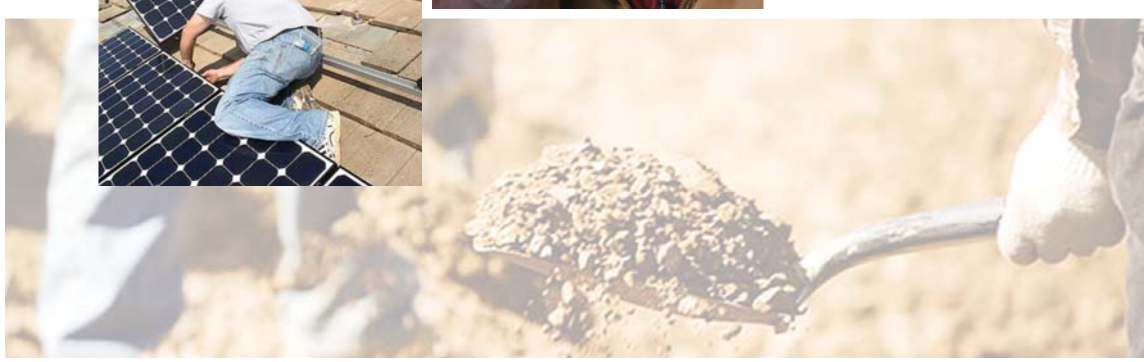
Our Accomplishments for 2012-2013

Priority Issue	Job Seekers with disabilities are under-represented in the local labour market.
Action 1	To support the connection between job seekers with disabilities and services available to connect them with employment opportunities, the Workforce Planning Board in partnership with One Voice Network organized "employABILITY". This event was directed to job seekers with disabilities, students with disabilities transitioning from high school to the world of work, parents and educators to increase awareness of the services that exist in the community.
Lead Partners	Workforce Planning Board of York Region, One Voice Network, Ontario Disability Supports Program
Outcomes	400 job seekers attended "employABILITY" to explore the services available to support them in their employment search.
Action 2	Development and delivery of customer service workshops to support employers in the development of their plans to comply with the AODA Customer Service Standard that is now law for every public and private business in Ontario.
Lead Partners	Workforce Planning Board of York Region, One Voice Network
Outcomes	Support for 30 employers in the development of their Customer Service Plan to support the Accessible Customer Service Standard.
Action 3	Organizing a webinar highlighting Legitimate Work from Home Opportunities for participants in three locations throughout York Region as well as 30 participants remotely.
Lead Partners	Workforce Planning Board of York Region, One Voice Network, Job Skills, York Region District School Board
Outcomes	Increased awareness for 150 participants on how to identify legitimate work from home opportunities and identify scams.
Action 4	Growing One Voice Network to become a self-sustainable not-for-profit organization over the next five years through the development of a Strategic Plan.
Lead Partners	Workforce Planning Board of York Region, One Voice Network, Regional Municipality of York
Outcomes	Establishing the Network as a self-sustainable entity over the next five years with continued funding during the development process.

Our Accomplishments for 2012-2013

Priority Issue	Independent specialty contractors do not participate in apprenticeship programs.
Action 1	PHASE 1: Development of a series of video infomercials to promote "hireanapprentice.ca" as a resource for small and medium size employers to learn more about the benefits of hiring an apprentice and how it can support the growth of their business. PHASE 2: Development and execution of a social media campaign to promote "hireanapprentice.ca" to small and medium size businesses in York Region to increase awareness of this labour pool of skilled workers as a solution to the looming skills trades shortage.
Lead Partners	Workforce Planning Board of York Region, Apprenticesearch.com, Ministry of Training, Colleges and Universities Apprenticeship Branch
Outcomes	Increased awareness of the apprenticeship program amongst small and medium size businesses resulting in increased placements of apprentices in York Region.

Action 2	In participation with marketing students through UOIT, a social media strategy was developed to promote "hireanapprentice.ca" to deploy videos and information geared towards encouraging small and medium size business owners to consider and investigate the benefits available to them through the Employment Ontario Apprenticeship Program
Lead Partners	University of Ontario Institute of Technology, Ministry of Training Colleges and Universities, Workforce Planning Board of York Region
Outcomes	Increased awareness of the benefits of incorporating an apprentices into small and medium size businesses.



Our Proposed Actions for 2013-2014

Action Plan 1	Supporting the Integration of Newcomers into the Labour Market
Priority Issue	Significant talent within the workforce continues to be under-utilized within the immigrant population in York Region which is a key labour source in our Region.
Past Actions	• The Newcomer Entrepreneurship Experience in York Region Report • Help Your Newcomer Workforce - Employer Tool • IEP Conference/"Where are the Jobs?" Workshop • N6 series of small business conferences for entrepreneurs • IMIN website
Proposed Actions	Partner in a collaborative stakeholder conference for Internationally Educated Professionals. Assist Newcomers entering the labour market with relevant employment data presentations. As a member of the York Region Local Immigration Partnership; champion the development of a Business Leadership Group to address employment barriers and identify opportunities for newcomers.
Lead Partners	Workforce Planning Board of York Region, Strategic Initiatives York Region, Local Immigration Partnership, Small Business Enterprise Centres.
Timelines	April 2013 - March 2014
Expected Outcomes	500 job seekers or newcomer entrepreneurs will have access to tools, resources and best practices to support their integration into the labour market or development of their business in York Region.

Action Plan 2	Evolution of Agri-Business Careers in York Region
Priority Issue	Agri-businesses identify their hiring challenges as lack of motivation, attitude and lack of specific skills training.
Past Actions	Agricultural Labour Market Symposium - 2006-07. The Many Facets of Agriculture Tour in York Region - 2007-08. Agri-business Career Tour - 2008-09. Growing Careers - Occupations in the Agriculture and the Food Processing Industry - 2009-10.
Proposed Actions	Conduct key informant interviews with area agri-business owners that defines the future employment needs of the agri-business sector in York Region.
Lead Partners	Workforce Planning Board of York Region, Town of Whitchurch Stouffville, King Township, OMAFRA, York Region Federation of Agriculture, York Region Agricultural Advisory Group.
Timelines	April - June 2013
Expected Outcomes	A report on key informant interviews conducted with 12 agri-business owners that identifies the evolving workforce needs of the agricultural community. Information resources for agri-businesses to develop, maintain their sustainability in rural communities.

Our Proposed Actions for 2013-2014

Action Plan 3	Roadmap of services for Youth in Transition leading to employment in York Region
Priority Issue	There is a lack of awareness of the services available for youth at risk or at potential risk in York Region by both youth themselves and those working in services that support youth.
Past Actions	On Track York/South Simcoe Youth Directory 2007, 2008, 2009, 2010.
Proposed Actions	Research a community service coordination resource by mapping agencies in York Region that work with youth at risk or at potential risk to support youth in finding direction in employment.
Lead Partners	Workforce Planning Board of York Region, Youth in Transition Support Network for York Region
Timelines	April - December 2013
Expected Outcomes	Develop and production of 5,000 books to be distributed across the Region. Connecting youth to the right services that will support them in transition leading to employment. Identifying the gaps in services for youth at risk or potential risk in York Region.

Action Plan 4	Supporting Entrepreneurial Growth in York Region
Priority Issue	Small business start-ups and new business owners have identified that they would benefit from a formalized mentorship program to support them in the development of their businesses
Past Actions	N6 series of small business conferences for entrepreneurs
Proposed Actions	Provide entrepreneurs completing the 2013-2014 Self-Employment Business Program in York Region access to mentoring opportunities. Support the manufacturing Web Portal (iMiN) to address manufacturing needs with tools and resources. Act as the conduit to link apprentices to small business owners through a social media campaign - hireanapprentice.ca
Lead Partners	Workforce Planning Board of York Region, Seneca Workforce Skills, YMCA, Job Skills, Mentor Network, Excellence in Manufacturing Consortium.
Timelines	2013
Expected Outcomes	Increased capacity of 60 small businesses owners in York Region to successfully operate and grow their small business

Additional 2013-14 Activities

Business Leadership Councils in York Region

In partnership with York Region Ontario Works, the Workforce Planning Board has developed a project that involves collaboration of employers to address employment issues in attracting and retaining labour.

One Voice Network (OVN)

Following the development of the One Voice Network Strategic Plan, the Workforce Planning Board will continue to play a leadership role in supporting job seekers with disabilities in their employment search and assist the Network in becoming self-sustainable.

The Impact of Electric Mobility (electric vehicles) on the Labour Market

The future transition to electric automobiles, employers in this sector will require a workforce that has the skills and knowledge required to support this industry. In support of the Windfall Ecology Centre, the Workforce Planning Board will participate in a project to determine the impact on the local labour market by the transition to electric mobility over the next 5-40 years.

Migration Study

The five Central Region workforce planning boards (Durham Workforce Authority; Peel Halton Workforce Development Group; Simcoe Muskoka Workforce Development Board; Toronto Workforce Innovation Group and Workforce Planning Board of York Region & Bradford West Gwillimbury) will collaborate on a study of how in and out migration in their communities affects their perspective labour markets.

Central News

An electronic quarterly bulletin will have highlights from each of the five workforce planning boards in Central Region, news about resources, labour market updates, employment/unemployment statistics and other relevant stories from local and provincial sources.

End Notes:

[1] Employment and Industry Report 2012, page 8

[2] Employment and Industry Report 2012, page 9

[3] Turning The Curve Indicator Report, June 2012, page 5

[4] The Toronto Star, Oct 3, 2012

[5] Ibid

[6] The growing divide in the labour market, The Globe and Mail, Dec 21, 2012

[7] Globe and Mail, Sep. 21,2012

[8] Employment and Industry Report 2012, page 7

[9] Workforce Ahead, A Labour Study of Ontario Food Processing Industry, page 11 & 14

[10] These figures, drawn from the Statistics Canada Canadian Business Patterns data, reflects York Region but does not include the numbers for Bradford West Gwillimbury, which is not part of the York Census Division, the geography upon which this data is presented. This will be the case each time the data relies on the Canadian Business Patterns numbers.

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

[12] The Canadian Business Pattern data can be used to make estimates about employment trends. For each industry and for each size of firm, there is a provincial employment average. The reliability of the average goes down as the size of firm increases, as there are fewer firms in the large employer category. As a consequence, the employment estimate is more likely accurate for small and medium sized firms (less than 100 employees).

[13] This Canadian industry comprises private households engaged in employing workers, on or about the premises, in activities primarily concerned with the operation of the household. These private households may employ individuals such as cooks, maids and butlers, and outside workers, such as gardeners, caretakers and other maintenance workers. The services of individuals providing baby-sitting or nanny services are included.

[14] The Growing Sector of Agri-Business in Essex County 2012, page 4

[15] 2011 Census if Agriculture and Strategic Policy Branch, OMAFRA

[16] Canadian Apprenticeship Forum

[17] Innovate York – A Guide for Manufacturers, page 19, 22

[18] Employment and Industry Report 2012, page 11

Business Resources, Community Partners and other Stakeholders providing input

Access Group
Apotex Inc.
Avaya
Axiom Group Inc.
Blue Zone Technologies
Burnco Manufacturing Inc.
Canada's Wonderland
Canadian Apprenticeship Forum
Canadian Hearing Society
Canadian Manufacturers & Exporters
Canadian Mental Health Assoc.
CanMark Communications
Cara Operations Ltd.
Catholic Community Services of York
Chambers of Commerce in York Region
Changing Paces People First
Cintas Canada Limited
Clulow Associates
Community Living of York Region
Construction Control Inc.
Dortec - Magna Closures Inc.
Employment Service Offices of York Region
Excellence in Manufacturing Assoc. (EMC)
Hewitson Management Consultants
Human Endeavour
Human Resources Professional Assoc.
Integrity Auto
Kilroy Smith
King Township Economic Development
Lifestyles Catering
Mackenzie Health
March of Dimes
MBO Group
Mentor Network
Miller - Thomson
Ministry of Agricultural Food & Rural Business
Ministry of Community & Social Services
Ministry of Training, Colleges & Universities
Northern Lights
Ontario Construction Secretariat
Ontario Disability Employment Network (ODEN)
Panacea Global
Region of York - Community Health Services Branch
Region of York - Ontario Works
Region of York Economic Strategy Branch
Rice Commercial Group
Richmond Hill Business Leadership Council
Sanofi Pasteur
Seneca College
Shimi Frez Inc
Skills for Change
Southlake Community Futures Development Corp.
Stock Transportation Ltd.
Target Newmarket
The Marketing Channel
The Tech Zone
The Training Centre (GTTI)
Toronto Greenhouse
Town of Stouffville Economic Development
Tridel
Universities Apprenticeship
Venture Lab
Walsh Construction Co
Welcome Centres of York Region (5)
Windfall Ecology Centre
York Catholic District School Board
York District School Board
York Federation of Agriculture
York Region Media Group
Yummy Market

Workforce Planning BOARD
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EMPLOYMENT ONTARIO

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