

## **Executive Summary**

The Durham Workforce Authority (DWA) strives to work with employers, service providers and community supports to create a balanced labour market in Durham Region. This is not a simple process that a few straight line tasks will lead to immediately evident results. No, it is the ongoing work of committee individuals and organizations who work daily and tirelessly to build a responsive system in the Region. We are often humbled by the level of dedication and commitment to this region.

The DWA is governed by a diverse board of directors who bring perspective and value to the work of the DWA staff. The Board created a strategic plan and this labour market plan meets two of the main objectives of the DWA strategic plan - research and planning and services to community. The plan strives to provide leadership in community planning, creates opportunities to share at least some of the DWA data sets we have available and it seeks to create community partnerships.

The plan is released annually to the broader community in both official languages. The staff will continue our public outreach to provide labour market information to community partners for the creation of coordinated program planning.

The DWA is working with partners through our learning community, our relationship with the Local Diversity and Immigration Partnership Council, Employment Ontario Service Providers and others to work to a more open and collaborative data system in the Region. As the DWA moves toward increased local research, we are broadening and deepening our community partnerships to build trust to share and work with existing data sets, to identify data gaps and to work together to assist community partners to leverage the data to meet community needs.

We have begun to see those efforts pay off; where it is through securing of grants or program planning, the DWA has been made aware of increased community use of our data.

The DWA places great value on the dedication and commitment of its staff. Administrative Assistant, Jennifer Kennedy who keeps the office together, coordinates our meetings and the ever popular Industry Tours for Educators.

The cornerstone of this report is created by the hard work of DWA Researcher Paige Marlow. Paige worked closely with community partners to prioritize data sets, develop recommendations for partnerships. Your hard work is an inspiration and valued by this Executive Director, the DWA board and the community.

*Heather McMillan*

Executive Director,

Durham Workforce Authority

## **2015 Labour Market Plan**

### *Expected outcomes*

Identification of new, different, or emerging labour market needs or gaps that require attention

- Better coordination between employer needs and providers of employment/training services to the benefit of individual workers, business and communities
- Better coordination between labour market and economic and business planning strategies
- Identify local priorities

## **DWA Vision**

The Durham Workforce Authority will be the acknowledged provider of local workforce information and champion of workforce development initiatives unique to Durham Region.

## **DWA Mission**

- To produce and offer comprehensive Labour Market Information to our stakeholders.
- To facilitate workforce solutions by engaging community partners and employers.
- To encourage development and maintenance of a sustainable and dynamic workforce.

## **Methodology**

The Labour Market Plan draws on Statistics Canada data and broad academic literature to present a conceptual and empirical profile of Durham Region's labour market.

A combination of methodologies inform this report including ongoing data analysis both on significant employment sectors, emerging and critical issues, collecting and analyzing information from stakeholders (including municipal, provincial governments, academic institutions, sector councils, industry groups, and associations, community agencies, and employers) direct feedback at consultations and events, and on line surveys.

## **Labour Force Survey**

The Labour Force Survey (LFS) provides estimates of employment and unemployment which are among the most timely and important measures of performance of the Canadian economy. With the release of the survey results only 13 days after the completion of data collection, the LFS estimates are the first of the major monthly economic data series to be released.

The Canadian Business Patterns (CBP) database is released semi-annually and contains data that reflect counts of business establishments as of December 2012 by:

- nine employment size ranges

- geography groupings: province/territory, census division, census metropolitan area and census agglomeration, and
- North American Industry Classification System (NAICS)

In addition to the statistics available through Workforce Planning Ontario, our labour market information comes from reports and publications, OMAFRA, the Literacy Network of Durham Region, and the Region of Durham Planning Department. Additionally, several key informant consultations that are conducted throughout the year are an important source of information, as are the events and conferences we either organize or attend.

### **History of Local Boards**

In 1994, Workforce Planning Boards were established across Ontario through to plan and lead labour-market activities at the community level.

The Boards were mandated to help improve labour-market conditions in Ontario's communities by:

- Engaging labour-market partners locally to identify and respond to key employment and training issues and priorities;
- Researching employers' labour requirements to gain insight into occupational and skill needs;
- Facilitating local planning to implement joint actions to address local labour-market gaps; and
- Developing partnership projects that respond to local labour-market challenges.

### **2008 Integrated Local Labour Market Plan Pilot - ILLMP**

The Ministry of Training, Colleges and Universities (MTCU) launched the integrated local labour market planning pilot (ILLMP), project in seven communities as a new approach to labour market planning to benefit individuals, employers and communities – in the longer term.

These pilots were to focus on local coordination and support in identifying and prioritizing labour market needs, strengthening partnerships and increasing collaboration with various levels of government.

The intervening seven years allowed the DRLTB to move toward integrated planning and to develop a vision of enhanced local labour market information. In addition to changing the organization name from DRLTB to DWA; the Workforce Planning Board noticed issues that spoke to a greater need for enhanced labour market planning for the long-term prosperity of the Durham Region and the province of Ontario.

In late spring 2015, MTCU released a call for proposals for eight pilot sites for a Local Employment Planning Council (LEPC). It is intended that these LEPCs will serve as a new version of the ILLMP and workforce planning at the local level.

The LEPC pilots are intended to improve local labour market conditions through the provision of research and labour market information to drive innovation in service delivery based on solid, local evidence. The emergence of the Local Employment Planning Council proposal is a timely response to the need to continue the initial work of the 2008 ILLMP and to increase the collection, dissemination and

use of Local Labour Market information to move Durham Region and the province toward the development of a workforce planning system, within organizations, clusters and regions. A more strategic approach to workforce planning is becoming increasingly important to assist organizations, regions and communities to respond to a variety of factors such as an aging workforce, current and projected labor shortages, a desire to increase productivity and the evolution of technology and tools.

As local issues become more complex, a cross-sectoral response is often needed. The DWA will use the LEPC opportunity to work with a broad, diverse and regionally representative committee to strengthen local capacity to plan for future local labour needs, changes and challenges. The DWA will approach the LEPC as a collaborative partnership with the DWA as the lead organization and with the Region of Durham and Durham College as key partners. This partnership is valuable and can provide a strong and focused approach to delivering on the LEPC objectives.

#### **DWA LEPC Pilot Objectives:**

- **Labour Market Information**  
To develop a shared understanding of the issues affecting local labour market supply and demand through the collection and dissemination of local labour market information.
- **Local Planning and Service Coordination**  
Enhance and continue serving as a central point of contact and key facilitator for linking employers, service providers, other community groups, other ministries and levels of government to identify and respond to labour market and workforce development challenges and opportunities, and gaps in employment and training and human and social services, through collaborative planning.
- **Service Coordination for Employers**  
The DWA LEPC together with its key partners responsible for employer engagement will work together to connect employers, industry associations, sector groups and other employer groups with appropriate employment and training services to address their workforce development needs.  
The DWA LEPC will continue to work with Employment Ontario service providers and include Ontario Works Employment Assistance (OW-EA) and Ontario Disability Supports Program – Employment Supports (ODSP-ES), education institutions at all levels and chambers of commerce and boards of trade to coordinate services to employers, such as job development and job placements.
- **Research and Innovation**  
Build upon the DWA’s learning community members to foster collaboration and innovation through collaboration with community stakeholders to develop projects related to the research and piloting of innovative approaches to addressing local labour market issues or opportunities.
- **Sharing Best Practices and Promising Approaches**  
The DWA LEPC will work with provincial and community organizations, including other LEPCs, to identify and share local best practices that could inform action in other areas.

### ***DWA LEPC Pilot Activities***

The focus of the DWA LEPC activities will fall under the following general areas:

- Outreach and Partnership Engagement
- Developing Local Labour Market Knowledge
- Governance
- Planning and Reporting

### **Outreach, Research, Innovation and Partnership Engagement:**

The DWA LEPC will conduct outreach and develop partnerships with a wide range of local stakeholders in order to mobilize the community to identify and address local labour market issues and opportunities, and workforce development needs. Key to the success of the community partnerships, research and innovation projects will be the collaboration between the DWA and its two key planning partners; the Region of Durham and Durham College. Both organizations bring a cross section of assets to enhance community partnerships and research capacity.

The DWA LEPC will include:

- **Central Planning Table:** comprised of key community representatives such as service providers, employer groups, levels of government (municipalities, regional, federal and provincial government departments and ministries, including the Ministry of Training, Colleges and Universities).
- **Subject-Matter Working Groups:** more focused and detailed engagement related to specific local labour market issues or subject-matter areas.

It is intended in the DWA LEPC to focus on the priority sectors identified by the Region of Durham and individual local municipalities to engage with key industry, labour and community representatives:

The DWA subject matter working groups will focus on:

- Technology-based Advanced manufacturing
- Health and biosciences
- Energy generation
- Wholesale trade
- Multimodal transportation and logistics
- Information technology
- Tourism
- Agri-business

### ***Pilot Outcomes***

The lists below represent some anticipated outcomes and potential associated timelines:

#### Short Term

- Establishment of LEPC planning tables, working groups and secretariat.
- Increased community engagement on workforce development issues through expanded outreach to diverse local partners such as employers, service providers, municipalities and other stakeholders.
- Improved community awareness of the local labour market landscape, including labour market supply and demand conditions, skills imbalances and the diverse workforce development needs of employers.
- Improved awareness of the systems of employment, training and other related programs and services available within the community and how they interact or do not interact with each other.

## The Status of the Labour Market in Durham Region

### Population

As reported last year, the latest Statistics Canada Census results for 2011 show that Durham Region experienced a healthy population growth between 2006 and 2011.

<b>Census Population And Percentage Change Durham Region And Ontario</b>				
	<b>2011</b>	<b>2006</b>	<b>% change 2006-2011</b>	<b>% change 2001-2006</b>
<b>Durham Region</b>	608,124	561,258	8.4%	10.7%
<b>Ontario</b>	12,160,282	12,851,821	5.7%	6.6%

Statistics Canada, 2006 and 2011 *Census Profiles*

In most instances, the rate of population growth slowed between 2001 and 2006 (the rates for Ajax and Pickering stayed the same, and for Oshawa increased). Ajax grew at a rate of 21.6%, while Brock's population dropped by 5.3%, an even greater rate of decrease than the 1.3% loss of population between 2001 and 2006.

### Distribution of population by age

Population growth is the ultimate driver of labour market supply, as well as being a key component of the demand for some categories of workers. Durham's population base continues to grow strongly suggesting an increased supply of labour.

The distribution of 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.

**Table 2: Age Distribution, Durham Region, 2011\***

<b>Age Group</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
<b>0 to 4 years</b>	34,700	17,695	17,010
<b>5 to 9 years</b>	37,020	19,025	17,990
<b>10 to 14 years</b>	41,310	21,045	20,260
<b>15 to 19 years</b>	47,025	24,115	22,905
<b>20 to 24 years</b>	39,815	20,385	19,430
<b>25 to 29 years</b>	34,345	16,970	17,370
<b>30 to 34 years</b>	36,255	17,095	19,160
<b>35 to 39 years</b>	40,410	19,210	21,195
<b>40 to 44 years</b>	45,255	21,420	23,835
<b>45 to 49 years</b>	55,155	26,660	28,495
<b>50 to 54 years</b>	50,285	24,820	25,470
<b>55 to 59 years</b>	39,720	19,320	20,400
<b>60 to 64 years</b>	33,230	16,080	17,145
<b>65 to 69 years</b>	23,110	11,175	11,940
<b>70 to 74 years</b>	17,155	7,960	9,190
<b>75 to 79 years</b>	13,955	6,265	7,690
<b>80 to 84 years</b>	10,380	4,160	6,215
<b>85 years and over</b>	9,010	2,900	6,115
<b>Total</b>	<b>608,125</b>	<b>296,310</b>	<b>311,810</b>

Source: Statistics Canada, 2011 Census

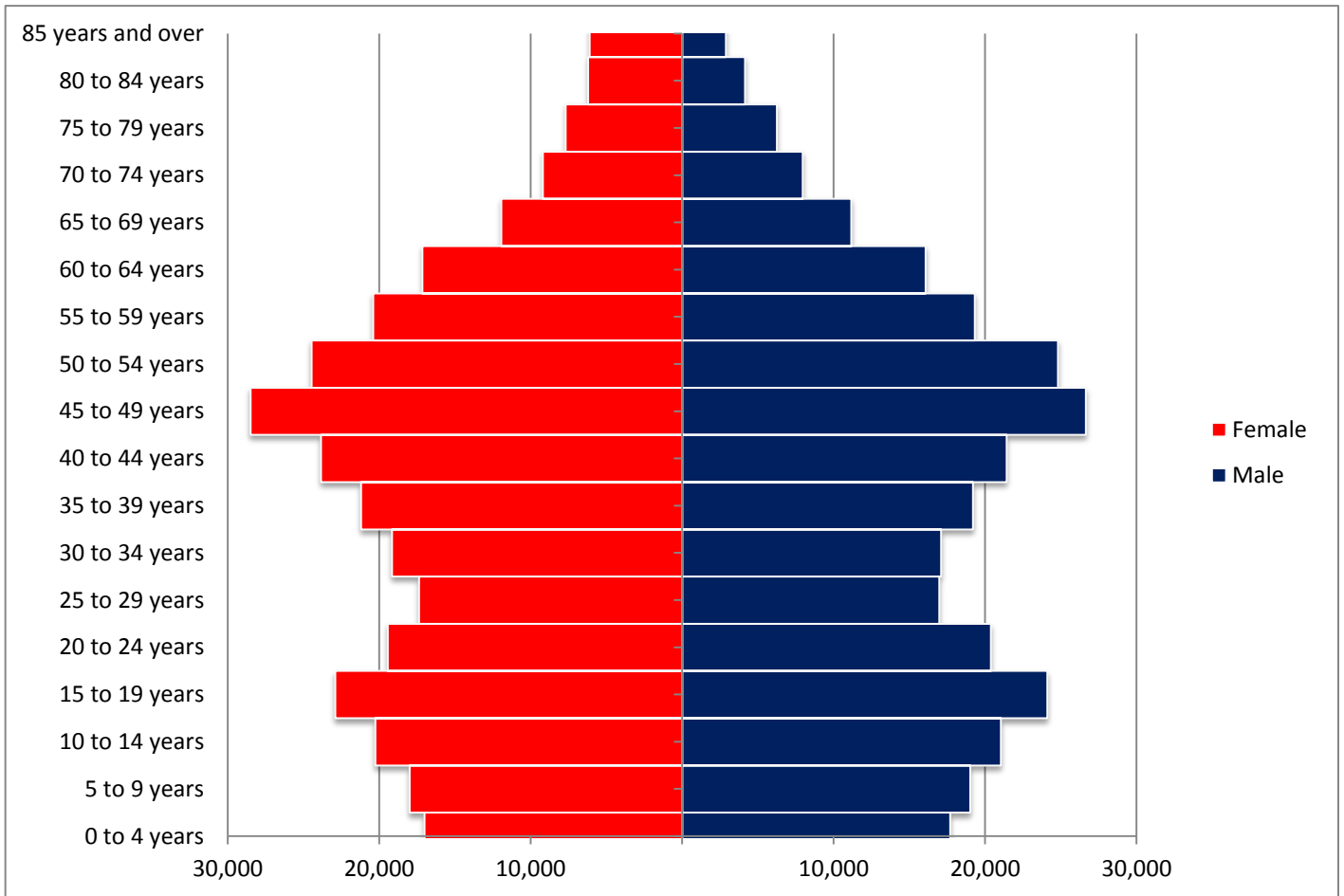
The age distribution of the resident population in Durham Region has two significant larger groups, the main one at the 45 to 54 years age group and a second at the 10-24 years age category. The first group represents the tail end of the baby boom generation. These are available workers in their prime working life.

The second group reflects the baby boom echo as well as the larger number of youth living in growing communities. This suggests that Durham has families moving to the Region and this is a positive sign. The dip in population in between 25 and 39 year olds, in particular among 25 to 34 year olds, reflects the fall off in births following the baby boom.

These two groups are significant when comparing Durham's population to Ontario (Table 2). Durham Region differs in its age distribution from Ontario in the following ways: a noticeably higher proportion of 5-9, 10-14, 15-19 and 45-49 year olds, and a noticeably smaller proportion of 25-29 years and those aged 60 years of age and older.



### Age Distribution, Durham Region, 2011



Source: Statistics Canada, 2011 Census

## Age Distribution, Ontario, 2011

Age Groups	Ontario	
	Male	Female
0 to 4 years	360,590	343,670
5 to 9 years	365,290	347,465
10 to 14 years	391,630	372,125
15 to 19 years	443,680	419,950
20 to 24 years	432,490	420,415
25 to 29 years	400,045	415,075
30 to 34 years	383,340	417,030
35 to 39 years	405,845	438,485
40 to 44 years	447,920	476,155
45 to 49 years	517,510	538,370
50 to 54 years	492,560	513,580
55 to 59 years	418,755	445,865
60 to 64 years	370,370	395,275
65 to 69 years	270,875	292,610
70 to 74 years	206,350	234,435
75 to 79 years	161,345	194,805
80 to 84 years	113,620	157,890
85 years and over	80,925	165,475
<b>Total (By Sex)</b>	<b>6,263,140</b>	<b>6,588,675</b>
<b>Total (Both Sexes)</b>	<b>12,851,815</b>	

Source: Statistics Canada, 2011 Census

### 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.

Even though there was net out-migration of 18-24 year olds, the population of the age category grew, because of the resident population growing older. The aging of the population as a whole, among 45-64 year olds and those aged 65 years and older, can be seen in the large increases in numbers for those age groups.

The following table highlights the net population changes due to migration by different age categories. In order to provide a context, the figures for all Central Region are provided.

<b>Net migration by age groups Central region, 2006-2011</b>					
	<b>0-17 years</b>	<b>18-24 years</b>	<b>25-44 years</b>	<b>45-64 years</b>	<b>65+ years</b>
<b>Durham</b>	11,464	-1,367	15,681	2,058	3,420
<b>Toronto</b>	-13,531	53,976	71,414	-5,574	-11,547
<b>York</b>	30,754	4,587	44,448	13,639	8,087
<b>Peel</b>	25,730	12,951	44,520	8,978	3,943
<b>Halton</b>	14,279	599	23,579	3,071	3,034
<b>Simcoe</b>	4,724	-931	8,075	5,833	2,559
<b>Muskoka</b>	414	-466	407	1,330	21

Statistics Canada, *Annual Migration Estimates* (2006-2011)

The Top Ten Regions, Net Migration To and From Durham Region 2006 – 2011 table below provides the top ten regions showing the largest net exchange of residents with Durham Region. These exchanges can result in a net increase or net decrease of population

<b>Top Ten Regions, Net Migration To And From Durham Region, 2006-2011</b>				
<b>Moving To Durham From</b>		<b>Net</b>	<b>Moving From Durham To</b>	
<b>Toronto</b>	62,235	30,378	31,857	<b>Toronto</b>
<b>Foreign</b>	9,796	6,910	2,886	<b>Foreign</b>
<b>York</b>	13,794	4,303	9,491	<b>York</b>
<b>Peel</b>	7,091	2,402	4,689	<b>Peel</b>
<b>Kawartha Lakes</b>	4,133	-1,628	5,761	<b>Kawartha Lakes</b>
<b>Northumberland</b>	2,823	-1,174	3,997	<b>Northumberland</b>
<b>Calgary Div. No. 6</b>	821	-741	1,562	<b>Calgary Div. No. 6</b>
<b>Peterborough</b>	2,940	-645	3,585	<b>Peterborough</b>
<b>Edmonton Div. No. 11</b>	551	-645	1,196	<b>Edmonton Div. No. 11</b>
<b>Simcoe</b>	2,677	-634	3,311	<b>Simcoe</b>

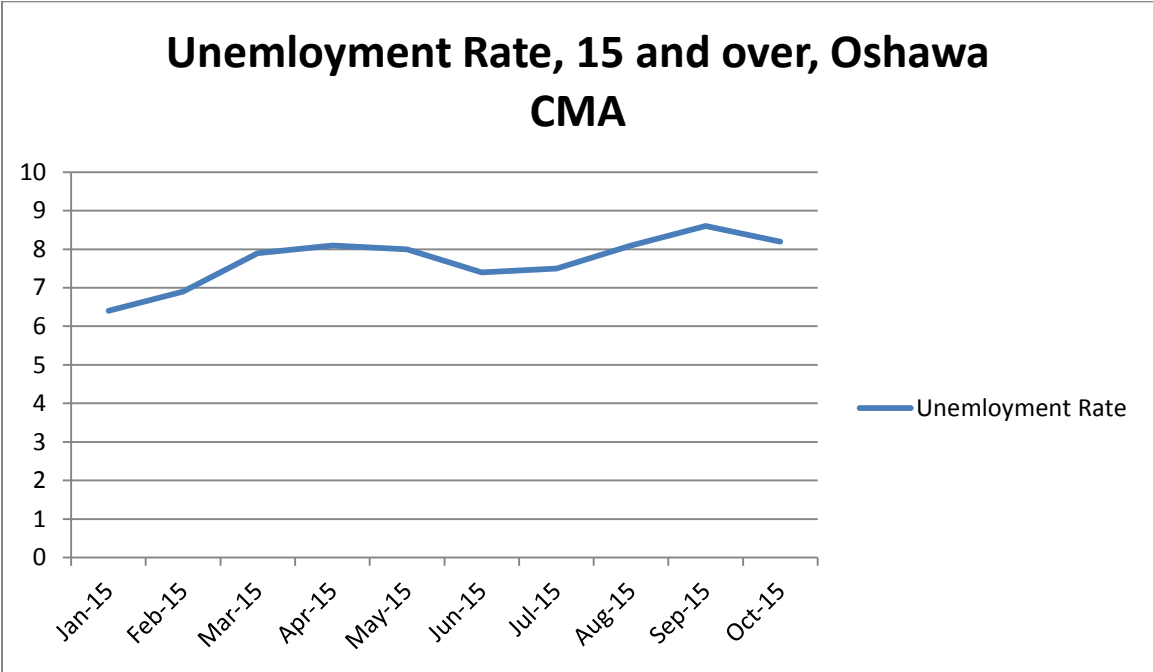
Statistics Canada, *Annual Migration Estimates* (2006-2011)

Durham Region's growth from net migration essentially comes from the rest of the Greater Toronto Area, while its net outflows over the last five years have been to neighbouring counties east and north of Durham, as well as to Alberta.

**Labour Force Data**

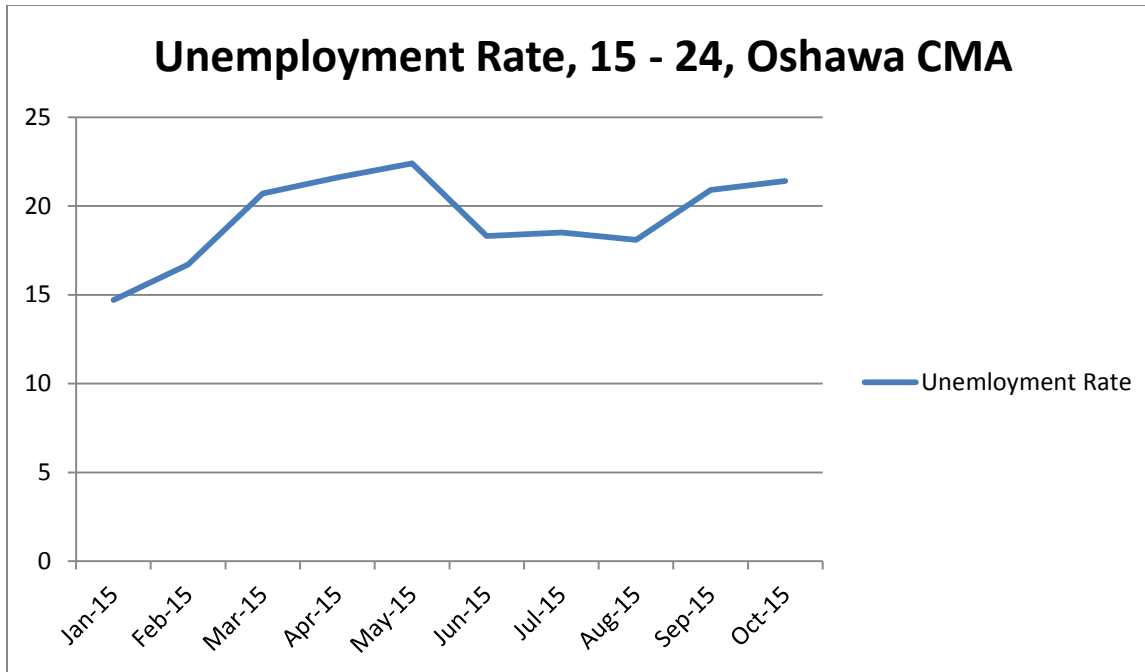
Current data regarding the labour force is only available via Statistics Canada Labour Force Survey, the monthly announcement regarding employment and unemployment figures. This survey is a sample and thus is only reliable for larger population groupings. One such larger area is the Toronto Census Metropolitan Area, but Durham Region’s portion (Ajax, Pickering and Uxbridge) makes up a relatively small share of the total Toronto CMA population. The other area is the Oshawa CMA, which covers Whitby, Oshawa and Clarington, which makes up almost 60% of the Durham Region population and has the added appeal of falling entirely within the Durham Region boundaries.

**Unemployment Rate Residents Aged 15 and Over, Oshawa CMA, January 2015 to October 2015 (percentage)**



Oshawa CMA’s unemployment rate has remained relatively constant over the course of 2015. There have been a few peeks, notable in in Spring 2015 and September 2015. The unemployment rate however, has returned to pre-recession rates indicating growth in the economy in the geographical area.

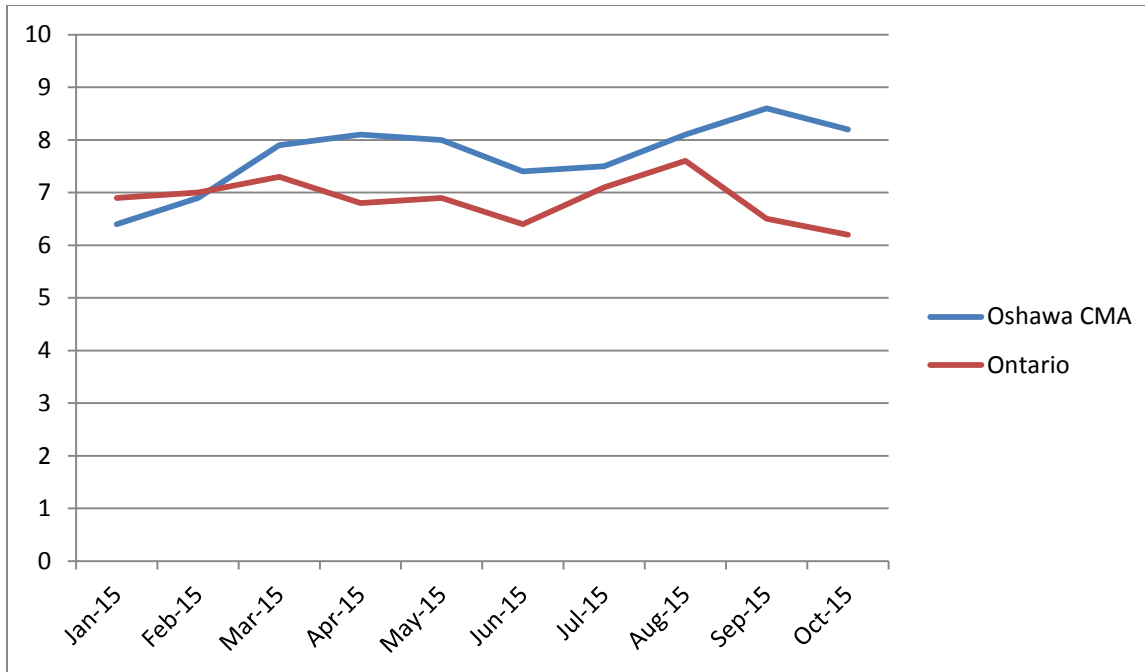
**Unemployment Rate Residents Aged 15 – 24 , Oshawa CMA, January 2015 to October 2015 (percentage)**



Source: Statistics Canada, Labour Force Survey

Oshawa CMA continues to struggle with high youth unemployment. As anticipated we saw a slight decrease in the unemployment rate during Summer 2015 - however as of September 2015 the unemployment rate was back on the rise. It should be noted that this increase is not due to students return to the classroom and their subsequent desire to focus on their studies. This concept will be further discussed when the DWA examines the “not in the labour force” figures.

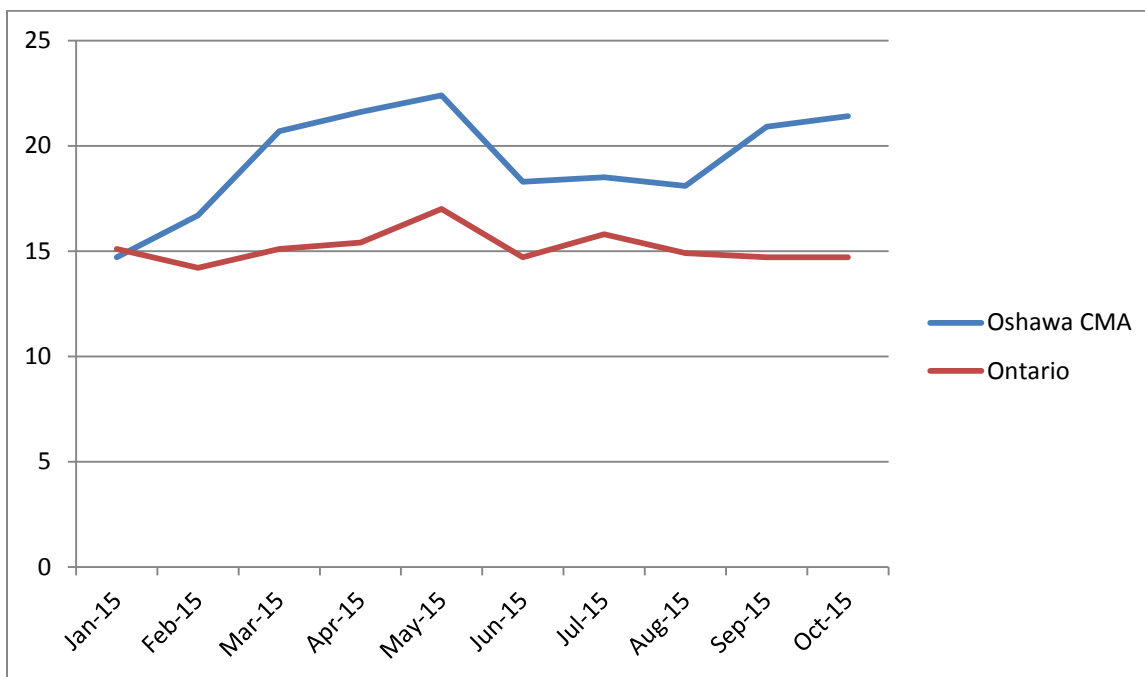
**Comparison of Unemployment Rates Between Residents 15 and Over in Oshawa CMA and Ontario, January 2015 to October 2015**



Source: Statistics Canada, Labour Force Survey

The population 15 and over in Oshawa CMA see similar unemployment patterns to those across the province. While Oshawa CMA has experienced higher unemployment rates for the majority of the year the rates have not been cause for concern and overall indicate positive news for residents in the area.

**Comparison of Unemployment Rates Between Residents 15 – 24 in Oshawa CMA and Ontario, January 2015 to October 2015**



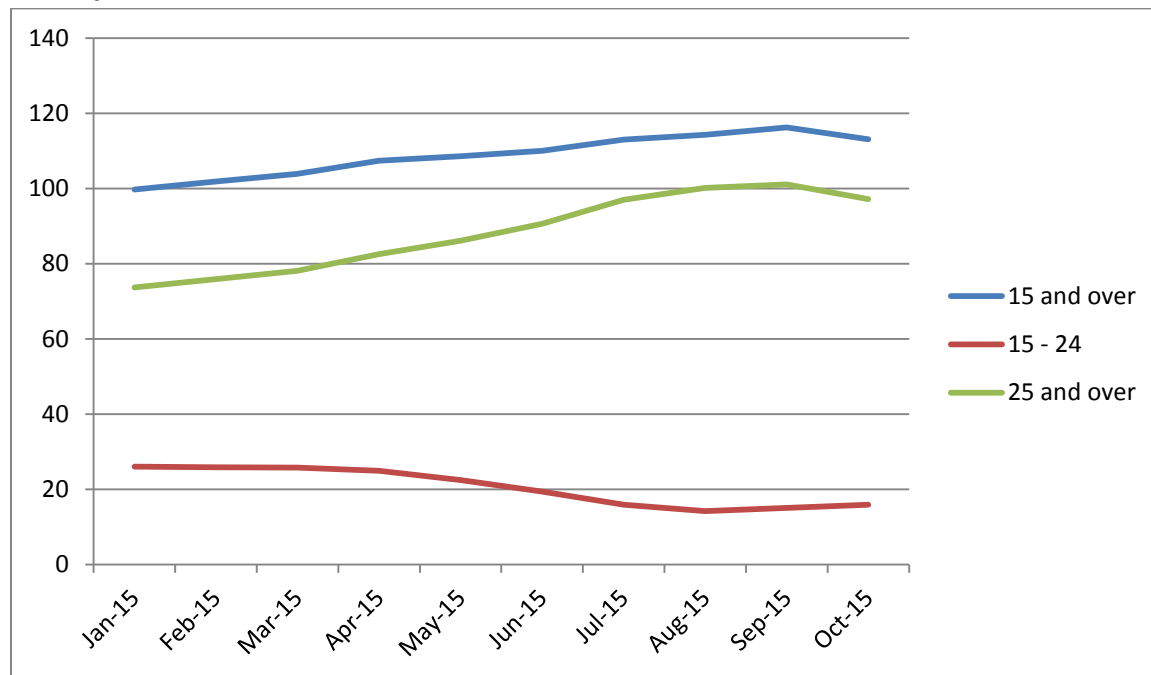
Source: Statistics Canada, Labour Force Survey

There is more concern for Oshawa CMA youth with regards to unemployment when compared with the rest of the province. Oshawa CMA experiences a significantly higher unemployment rate and – with the exception of Summer 2015 – does not experience the same trends in terms of peaks and valleys. This indicates that there is significantly more work to do to combat youth unemployment in the area.

The DWA often is asked to report the unemployment rates for the Region and also the ‘not in the labour force’ rates. To be clear, according to the standard definition employed by Statistics Canada, the employed are persons having a job or business, whereas the unemployed are without work, are available for work, and are actively seeking work. Together the unemployed and the employed constitute the labour force.

Statistics Canada defines residents to be ‘not in the labour force’ are people who were unwilling or unable to offer or supply labour services under conditions existing in their labour markets (this includes persons who were full-time students currently attending school).

**Not in labourforce (x1000) by Age Group (15 and Over, 15 – 24 and 25 and Over), Oshawa CMA, January 2015 – October 2015**



Source: Statistics Canada, Labour Force Survey

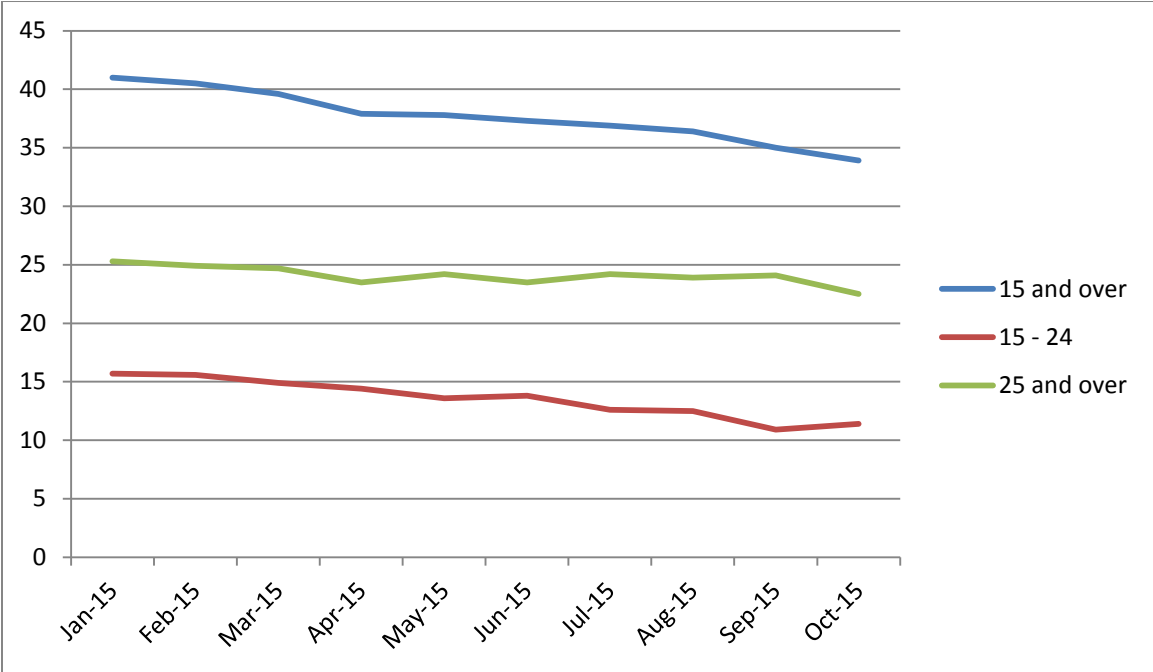
A growth in the not in the labour force number for the populations 15 and over, and 25 and over could be due to a variety of factors including, but not limited to, retirement, maternity leave, paternity leave, homemakers and/or job seeker fatigue. Further exploration needs to be done to assess this in more

detail. For Oshawa CMA youth the decrease of youth not in the labour force indicates that there are more youth actively seeking work. In an environment where we can quantitatively state that youth are experiencing difficulty in finding employment this places an emphasis on the need for municipal, regional, provincial, federal and private programs, services and supports to assist youth.

**Full time and Part time Employment**

To provide a full picture of the employment rate, the DWA has added in the full time and part time employment charts for the Oshawa CMA. Part time employment rates have decreased substantially over the last year. Given that the unemployment rate has remained relatively consistent it is unlikely that the Region is seeing part time jobs turn into full time jobs – especially considering full time employment has remained consistent (see next graph). This is a trend that the Durham Workforce Authority will continue to monitor. For the population aged 15 – 24 it is likely the decrease represents a loss of work in its entirety.

**Part-time Employment (x1000), by Age Group (15 and Over, 15 – 24 and 25 and Over), Oshawa CMA January 2015 October 2015**



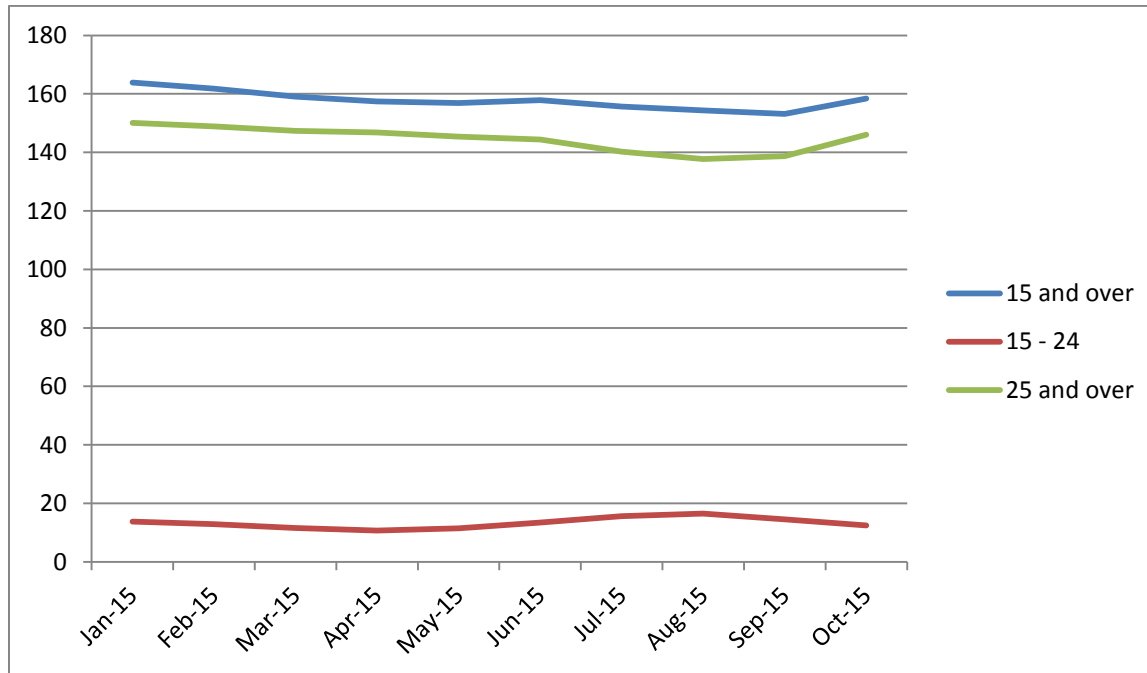
Source: Statistics Canada, Labour Force Survey

Full time employment in Oshawa CMA has remained relatively constant during 2015. We continue to see low numbers of youth (15 – 24) with full time employment. While this may be attributed to youth who are in school either full or part time, there is still a concern given our youth unemployment rates. Consultations with youth resulted in anecdotal evidence of youth who were looking for full time work, but were unable to secure an occupation and thus many of these youth were working multiple part time



jobs. It is hopeful that through continuing the Durham Region Under 30 Survey the Durham Workforce Authority will be able to provide more details on this information in the near future.

**Full time Employment (x1000), by Age Group (15 and Over, 15 – 24 and 25 and Over), Oshawa CMA, January 2015 – October 2015**



Source: Statistics Canada, Labour Force Survey

**Employment by Industry**

One way to profile the labour market is look at in which industries residents are employed. The proportion of residents employed in a given industry provides a sense of scale for that industry’s importance, and changes in the employment mix by industry suggest which industries are growing and which are shrinking.

**Number of employers**

The following table examines the number of employers by employee size range present in Durham Region as of June 2015.

	Total
Without employees	34,072
Total, with employees	14,560
1-4	8,234
5-9	2,829
10-19	1,740
20-49	1,163

50-99	343
100-199	152
200-499	70
500 +	29

Source: Statistic Canada, Canadian Business Count (2015)

Durham Region continues to see small to medium enterprisers (SMEs) be the engine of economic growth in the area. This is consistent with the rest of the province. It continues to be an interest of the Durham Workforce Authority to work with SMEs, and to further track SMEs to help them turn the curve from 3 employees, for example, to 7 employees. SMEs in Durham Region provide stable, well-paying jobs to local employees and are critical to continued future success.

### 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. The following provides the numbers of employers aggregated by several size categories for the Durham area:

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

Note, in past iterations of the LMP the DWA has been able to show change over time, however, as of June 2015 there were changes made and so we are unable to show change over time. The counts reflect the current number of businesses for a specific reference period which is taken from the Business Register Central Frame Data Base. The main reason why time series cannot be done is that the data continues to change throughout the years. They continually update the data base so that they can better track the number of businesses in a given region. Beginning in December 2015 when the next Canadian Business Count is released the DWA will be able to resume showing change over time.

Industry	Firm Size						
	Without employees	1 – 4	5 – 9	10 – 19	20 – 99	100 – 499	500+
<b>11 Agriculture, Forestry, Fishing and Farming</b>	865	145	49	20	8	8	152
<b>21 Mining</b>	17	4	6	7	1	-	-

<b>22 Utilities</b>	57	1	-	3	5	2	-
<b>23 Construction</b>	3,970	1,080	368	173	81	21	11
<b>31-33 Manufacturing</b>	643	227	119	108	87	43	18
<b>41 Wholesale</b>	682	294	140	109	66	16	6
<b>44-45 Retail Trades</b>	1,674	675	578	382	202	74	45
<b>48-49 Transportation and Warehousing</b>	1,630	347	63	30	35	8	8
<b>51 Information and Cultural Industries</b>	420	94	17	8	15	6	7
<b>52 Finance and Insurance</b>	1,623	287	101	52	97	5	2
<b>53 Real Estate and Rental and Leasing</b>	6,042	314	64	33	18	3	1
<b>54 Professional, Scientific and Technical Services</b>	4,639	1,402	160	60	47	11	1
<b>55 Management of Companies and Enterprises</b>	793	70	15	13	3	2	4
<b>56 Administrative and Support, Waste Management and Remediation Services</b>	1,537	388	173	93	50	13	11
<b>61 Educational Services</b>	326	74	28	26	27	7	-
<b>62 Health Care and Social Assistance</b>	1,639	743	298	228	104	30	12
<b>71 Arts, Entertainment and Recreation</b>	542	92	43	36	34	10	10

<b>72 Accommodation and Food Services</b>	471	250	237	231	225	68	7
<b>81 Other Services</b>	1,814	811	300	99	47	10	3
<b>91 Public Administration</b>	2	-	-	-	3	4	2
Total	34,072	8,234	2,829	1,740	1,163	343	152

Statistics Canada, Canadian Business Count, June 2015

Number of small firms: Businesses are by far made up of small establishments. Fifty-seven-percent of the firms in Durham have no employees,<sup>1</sup> and another 24% have 1-4 employees. Cumulatively 90% of all firms in Durham have nine or fewer employees, and 99% have 49 or fewer employees. This distribution is not unusual: when we compare Durham Region to Ontario in the percentage distribution of employers by size of firm, the Durham figures almost exactly match those numbers. Durham has a slightly larger number of firms with “0” employees.

Highest numbers of firms by industry: In 2015, and using the new Canadian Business Count Data the Real Estate (and Rental and Leasing) industry now makes up the largest sector in Durham Region accounting for nearly 18% of all employers in Durham Region. The second largest category of employers is Professional, Scientific and Technical Services accounting for nearly 14%. Followed closely by the Construction industry with approximately 12% of all employers in the Region.

### **Educational attainment**

Education is regularly cited as a necessary prerequisite to labour market success. The Durham Workforce Authority is frequently questioned about the labour force status of individuals based on their education level. The following table outlines the how the population over 15 fairs in the labour market based on their educational attainment.

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<sup>1</sup> 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.

## Employment by Education

Highest Certificate, Diploma Degree	Labour Force Status							
	Total	In the labour force	Employed	Unemployed	Not in the labour force	Participation rate	Employment rate	Unemployment rate
Total	488,660	337,945	308,860	29,080	150,720	69.2	63.2	8.6%
No certificate, diploma or degree	83,455	30,590	25,445	5,140	52,865	36.7	30.5	16.8%
High school diploma or equivalent	145,755	100,855	89,590	11,265	44,900	69.2	61.5	11.2%
Apprenticeship or trades certificate or diploma	36,900	25,925	24,070	1,850	10,985	70.3	65.2	7.1%
College, CEGEP or other non-university certificate or diploma	118,150	95,255	89,260	5,995	22,895	80.6	75.5	6.3%
University certificate or diploma below bachelor level	18,725	14,535	13,305	1,225	4,195	77.6	71.1	8.4%
University certificate, diploma or degree at bachelor level or above	85,670	70,790	67,195	3,600	14,880	82.6	78.4	5.1%

**Source: Statistics Canada. National Household Survey. 2011 .**

As one may expect, individuals who have no certificate, diploma or degree have the highest unemployment rate. In addition to the unemployment rates, the Durham Workforce Authority also carefully considers the number of individuals not in the labour force. Statistics Canada defines those not

in the labour force as persons who, during the reference week, were unwilling or unable to offer or supply labour services. These individuals are neither employed nor unemployed. For Durham Region residents without a certificate, diploma or degree 63% are not in the labour force. In comparison, only 17% of residents with a Bachelor's degree are not in the labour force, and 30% of residents with an apprenticeship or trades certificate or diploma are not in the labour force. While not a trend unique to Durham Region, this indicates that those individual who possess a certificate, diploma or degree are more actively engaged in the labour force, and see lower rates of unemployment.

### Employment by Occupation

National Occupational Classification for Statistics (NOC-S)	Total October 2015
Total employed, all occupations	192,300
Management occupations [A]	19,400
Senior management occupations [A0]	x
Other management occupations [A1-A3]	19,100
Business, finance and administrative occupations [B]	36,600
Professional occupations in business and finance [B0]	6,300
Financial, secretarial and administrative occupations [B1-B3]	8,400
Clerical occupations, including supervisors [B4-B5]	21,900
Natural and applied sciences and related occupations [C]	11,900
Health occupations [D]	12,300
Professional occupations in health, nurse supervisors and registered nurses [D0-D1]	5,400
Technical, assisting and related occupations in health [D2-D3]	6,900
Occupations in social science, education, government service and religion [E]	14,800
Occupations in social science, government service and religion [E0, E2]	8,200
Teachers and professors [E1, E130]	6,600
Occupations in art, culture, recreation and sport [F]	4,800
Sales and service occupations [G]	50,400
Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers [G1]	7,500
Retail salespersons, sales clerks, cashiers, including retail trade supervisors [G011, G2-G3]	13,000
Chefs and cooks, and occupations in food and beverage service, including supervisors [G012, G4-G5]	3,500
Occupation in protective services [G6]	5,200
Childcare and home support workers [G8]	3,200
Sales and service occupations not elsewhere classified, including occupations in travel and accommodation, attendants in recreation and sport as well as supervisors [G013-G016, G7, G9]	18,000
Trades, transport and equipment operators and related occupations [H]	29,100
Contractors and supervisors in trades and transportation [H0]	3,000
Construction trades [H1]	4,000
Other trades occupations [H2-H5]	10,000

Transport and equipment operators [H6-H7]	6,400
Trades helpers, construction, and transportation labourers and related occupations [H8]	5,700
Occupations unique to primary industry [I]	4,100
Occupations unique to processing, manufacturing and utilities [J]	8,800
Machine operators and assemblers in manufacturing, including supervisors [J0-J2]	7,200
Labourers in processing, manufacturing and utilities [J3]	1,600
National Occupational Classification for Statistics (NOC-S)	192,300

Source: Statistics Canada. Labour Force Survey. 2015

This chart looks at Employment by Occupation in the Oshawa CMA. Oshawa CMA sees the most employed individuals in sales and service occupations which is not surprising given it is a suburb of Toronto. As one may expect, a large portion (nearly 50%) of Durham Region residents leave the area to go to work on daily basis, this means that when they return home they are looking to sales and service based occupations to meet their needs - for example to get groceries, go out for dinner, or purchase clothes for their children. Other major occupations for Oshawa CMA residents are occupations related to processing, manufacturing and utilities and occupations related to health care, social services and government.

## **Summary of Labour Market Overview**

Between 2006 and 2011 Durham Region experienced a healthy population growth of 8.4%, greater than the provincial average but less than the 10.7% increase between 2001 and 2006. Growth was distributed unevenly: Ajax grew at over 20%, while Brock's population fell by 5%.

The distribution of the population by age in the Durham Region is roughly similar to that of Ontario as a whole, except that Durham has a noticeably higher proportion of 5-9, 10-14, 15-19 and 45-49 year olds and a noticeably smaller proportion of 25-29 years and those aged 60 years of age and older.

Natural demographic changes account for much of the net population changes by age group in Durham, although the large net in-migration numbers for 0-17 year olds and 25-44 year olds soften the impact of the natural proportionate decline among those age categories.

As the recession abated, unemployment rates for the Oshawa CMA started coming down, however they started rising at the start of 2012, alarmingly so for youth, locking in above 25% for September, October, and November 2012. Indeed, through much of the recession, the Oshawa CMA youth unemployment rate has hovered around three times that for adults, while across Ontario the ratio has typically been around 2.5 times. The great increase in the youth unemployment rate in the Oshawa CMA in the last few months has pushed that ratio to above four (in November it hit 4.5). While in 2013 and 2014 Oshawa CMA saw youth unemployment rates declining, that trend did not continue in 2015 and while rates are still lower than they were in 2012 they are slowing rising once again. Currently, Oshawa CMA has the second highest youth unemployment rate in the country. Unemployment rates for the population 15 and over have remained fairly constant in the last year. Cyclical employment continues to exist in Durham Region given the prominence of the construction industry and it is anticipated that this industry will continue to play a crucial role as Durham Region continues to grow and expand.



## Commuting Patterns

The five central region workforce planning groups (the Durham Workforce Authority, Peel Halton Workforce Development Group, Simcoe Muskoka Workforce Development Board, Toronto Workforce Innovation Group and the Workforce Planning Board of York Region, Bradford, West Gwillimbury) decided to take a closer look and analyze the mobility trends in each of the areas and across the region. The full *On the Move* report is available on the DWA website. In the spring of 2014, the DWA purchased the custom commuting patterns for Durham that include the NAICS and NOCs for the commuting population. This information provides a complete picture of commuting and serves to provide additional information for efforts related to the attraction and retention of both employers and employees to the region.

An excerpt from *On the Move* describes commuting as involves two forms of movement:

- 1) Residents of a given area commuting to jobs (these jobs may be anywhere)
- 2) Residents from anywhere commuting to jobs in a given area.

Data on commuting flows excludes two categories of employed residents: those who work at home and those whose work has no fixed place.

The table below provides the commuting numbers for 2011 for each municipality in Durham. The following legend outlines the purpose of each column.

### Legend

1 <sup>st</sup> column	Municipality
2 <sup>nd</sup> column	Number of employed residents of that municipality commuting to work (anywhere)
3 <sup>rd</sup> column	Number of workers (from anywhere) commuting to jobs in that municipality
4 <sup>th</sup> column	Number of employed local residents commuting to local jobs in that same municipality
5 <sup>th</sup> column	Ratio of local jobs to employed residents in 2011 (column 3)/(column 2)
6 <sup>th</sup> column	Ratio of local jobs to employed residents in 2006
7 <sup>th</sup> column	% of local residents in local jobs (column 4)/column 3)

### Commuting flows by municipality, Durham Region, 2011

	Commuting residents	Commuting to local jobs	Local residents in local jobs	Ratio of local jobs to commuting residents	2006 ratio of jobs to commuting residents	% of local residents in local jobs
<b>Pickering</b>	38,065	29,125	7,875	0.77	0.73	27%

<b>Ajax</b>	48,345	23,570	9,325	0.49	0.52	40%
<b>Whitby</b>	52,160	33,610	13,595	0.64	0.69	40%
<b>Oshawa</b>	58,400	50,850	24,780	0.87	0.95	49%
<b>Clarington</b>	35,845	16,535	9,585	0.46	0.46	58%
<b>Scugog</b>	8,285	5,670	2,870	0.68	0.56	51%
<b>Uxbridge</b>	8,190	5,240	2,465	0.64	0.61	47%
<b>Brock</b>	3,840	2,575	1,515	0.67	0.55	59%

Statistics Canada, *National Household Survey*, 2011

To illustrate how to read the table: 38,065 Pickering residents commute to work (this work can be anywhere, except at home or in a job with no fixed workplace), while 29,125 workers commute to jobs in Pickering. 7,875 Pickering residents commute to jobs located in Pickering. The ratio of Pickering jobs to the total number of Pickering commuters is 0.77. Put another way, all Pickering jobs could only provide employment for 77% of employed, commuting residents. The ratio in 2006 was 0.73. Finally, 27% of Pickering jobs are filled by Pickering residents.

Some observations about the table:

- None of the Durham municipalities have more local jobs than they have commuting residents; only Oshawa comes close, with a ratio of 0.87; (only a few municipalities in the Greater Toronto Area have ratios at 1.0 or higher – Mississauga, Toronto, Vaughan, Newmarket, Markham and Burlington);
- Pickering in particular has a low proportion of its jobs filled by local residents, followed by Ajax and Whitby, suggesting these are bedroom communities for jobs found in other municipalities.

For Pickering, Ajax and Whitby, the main commuting destination for local residents is not their own municipality but rather Toronto—in the case of Pickering and Ajax, by a very large margin.

In most cases, the proportions of commuters travelling in and out of a given municipality has not changed much since 2006 (give or take 2% difference). The more pronounced changes have been the following:

- The number of jobs in Oshawa has dropped between 2006 and 2011; thus, Oshawa is a job destination for a slightly smaller proportion of Oshawa residents (46% in 2006, 42% in 2011);
- For likely similar reasons, slightly fewer Clarington residents are commuting to Oshawa (31% in 2006, 27% in 2011);
- Fewer Scugog residents are commuting in 2011 compared to 2006, however a slightly larger proportion of them are commuting to jobs in Scugog, where the number of local jobs have increased somewhat since 2006;
- Slightly more Uxbridge residents are commuting compared to 2006, with most of the increase accounted for by commuters to Toronto.

# Employment Ontario Data

## Background to the data

In 2012-2013, Ontario's Workforce Planning Boards were provided by the Ministry of Training, Colleges and Universities (MTCU) with specially compiled data that has program statistics related to Apprenticeship, Employment Service, Literacy and Basic Skills and Second Career. The Workforce Planning Boards received the data for the 2014 – 2015 year also.

## Background to the data analysis

The data released offered broad, demographic descriptions of the clients of these services and in a few instances some information about outcomes. The data provided to each Local Board consisted of three sets of data:

- Data at the Local Board level (in the case of the Durham Workforce Authority, the geography covers Durham Region);
- Data at the regional level (in this case, the Central Region, which consists of Peel, Halton, Toronto, Durham, York, Simcoe and Muskoka); and
- Data at the provincial level.

It is important to understand the limitations to this data:

- The ministry has reviewed the data to ensure it does not compromised client confidentiality
- Any data counts lower than 10 participants has been suppressed and is reflected as zero in the data.
- This data only captures those individuals who entered and exited their system as a registered (assisted) client over a one year period. This data set does not capture people who visited the Employment Service office for other services (such as assistance with their resume, online job applications, exploring the job board, etc., which are counted elsewhere) or those who are in the system as a registered client but have not yet exited.

The categories that follow are in the order of the data items that were prepared by MTCU. There are four program categories (Employment Service, Apprenticeship, Literacy and Basic Skills, and Second Career). The number of data sub-categories for each of these programs varies considerably.

The Durham Workforce Authority continues to work with MTCU to hopefully gain access to more aggregate Employment Ontario Data to further assess gaps in service better serve Durham Region Residents.

## Employment Service

### ES clients

**Table 1: ES Clients**

	2012 - 2013			2013 - 2014			2014 - 2015		
Number of Clients	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Unassisted R & I Clients				19,696	255,768	488,402	18,965	239,318	473,710
ES Assisted Service Clients	8,403	86,826	184,947	8,395	91,563	196,558	8,739	93,663	201,886

The DWA was not provided the R&I numbers for 2012-2013. R&I means 'referral and information'

### Clients by Age Group

The following tables compare the proportions of ES clients by age range to the proportion of unemployed for the three geographies.

	2012 - 2013			2013 - 2014			2014 - 2015		
Clients by Age Group	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
15-24	1,989	16,173	39,027	2,082	18,455	44,503	2,750	22,560	52,747
25-44	3,582	43,393	87,849	3,584	45,596	92,325	3,523	45,211	91,901
45-64	2,777	26,565	566,634	2,645	26,760	58,154	2,408	25,074	55,490
65 and older	55	689	1,429	84	752	1,576	58	818	1,748

There have been increases to the youth population accessing Employment Services in Durham Region and that is the trend for the province. While it cannot be confirmed, it is probable the launch of the Youth Employment Fund in 2013 – 2014, and the Youth Job Connections in 2015. There remain a higher proportion of youth in Durham unemployed and future potential for increased ES clients.

### Gender

	2012 - 2013			2013 - 2014			2014 - 2015		
Gender	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Female	4,241	45,147	90,803	4,328	47,731	95,599	4,402	49,047	99,037
Male	4,157	41,518	93,645	4,059	43,665	99,563	4,324	44,445	102,461
Undisclosed	5	161	499	-	167	396	13	171	388

### Designated Groups

The ES client data collects information on designated groups, namely: newcomers, visible minorities, persons with disabilities, and members of Aboriginal groups. This information is self-reported. It is not evident how many individuals declined to answer this question.

Designated Groups	2012 - 2013			2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Newcomer	306	11,393	15,918	386	12,901	17,577	408	12,738	17,702
Visible Minority	904	13,220	17,833	883	14,109	19,119	878	16,135	22,129
Person with Disability	458	2,875	7,906	422	3,180	8,883	512	3,703	10,824
Aboriginal Group	56	817	4,536	71	1,063	5,221	90	1,161	6,022

### Internationally trained professionals

The ES data indicates how many ES clients served are classified as Internationally Trained Professionals. This includes not only newcomers but all immigrants who have education or training in a profession overseas.

Internationally Trained Professionals	2012 - 2013			2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Internationally Trained Professionals	819	25,318	35,239	812	25,477	35,188	665	23,435	36,659

### Educational attainment

The ES data profiles the ES clients by educational attainment levels at intake. Other included some college, some university and some apprenticeship.

Educational Attainment at Intake	2012 - 2013			2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Less than Grade 8	68	709	2,258	61	685	2,347	55	692	2,341
Less than Grade 12	948	7,111	22,636	817	6,884	23,261	886	6,677	22,926
Completion of Secondary	2,871	21,500	54,662	3,067	23,026	58,492	3,465	25,009	62,573
Certificate of Apprenticeship/				116	874	2,804	111	845	2,720

Journey person									
Completion of College	2,687	22,638	50,171	2,597	22,827	51,095	2,692	23,681	52,737
Completion of University	1,122	28,574	41,828	1,203	31,287	45,669	1,107	31,610	46,801
Other	707	6,287	13,382	534	5,980	12,890	423	5,149	11,788

### Source of income

Source of Income	2012 - 2013			2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Employment Insurance	2,106	17,647	41,846	1,820	16,352	39,926	1,423	14,457	35,596
Ontario Works	660	8,367	24,467	622	8,762	26,063	738	9,234	27,196
Ontario Disability Support Program	124	952	3,145	104	1,029	3,595	163	1,332	4,443
No source of Income	3,615	39,255	71,095	3,909	44,625	80,347	4,448	48,445	88,736
Other	1,898	20,598	44,384	1,940	20,795	46,627	1,967	20,195	45,915

Other includes crown ward, dependent of OW/ODSP. Employed and self employed. No source of income refers to personal income and not household income.

The Durham area has a higher proportion of ES clients who indicate that they have no other source of income. At the same time, it also has a much lower proportion of its clients who are recipients of Ontario Works. The Ontario Works clients accessing ES services is anticipated to increase as a function of the service coordination efforts and the targets for service set out by MTCU.

### Length of time out of employment/training

The ES data identifies how long a client was out of employment or out of training at the time of intake.

Length of Time Out of Employment/ Training	2012 - 2013			2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Less than 3 months	3,487	35,860	80,878	3,737	39,478	90,009	4,055	41,297	94,463
3-6 months	1,316	14,720	30,603	1,390	15,068	31,225	1,341	15,103	31,244
6-12 months	1,418	13,990	28,367	1,279	14,420	29,112	1,200	13,964	28,953
More than 12 months	2,182	22,249	45,089	1,989	22,597	46,212	2,142	23,274	47,159

### Outcomes at Exit

The ES data indicates the outcomes at exit for clients.

	2012 - 2013			2013 - 2014			2014 - 2015		
<b>Outcomes at Exit</b>	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Employed	5,408	55,371	116,077	5,575	61,874	129,296	6,091	64,809	136,715
Training/Education	1,220	12,463	28,167	1,120	13,140	28,728	1,159	12,630	27,426
Other	1,775	18,992	40,703	1,700	16,549	38,534	1,489	16,224	37,744

### **Employment and training outcomes**

The ES data provides further details on employment and/or training outcomes.

	2012 - 2013			2013 - 2014			2014 - 2015		
<b>Employed</b>	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Employed full-time	2,894	33,522	67,215	2,855	35,288	72,622	3,096	37,623	76,674
Employed part-time	1,007	8,701	19,529	1,053	9,639	21,676	1,227	10,065	22,913
Self-employed	179	1,704	3,821	193	2,050	4,408	184	2,034	4,396
Both employed and in education	72	653	1,541	66	818	1,714	76	860	4,396
Both employed and in training	59	674	1,511	87	1,034	1,885	60	909	1,735
Employed apprentice	39	414	1,145	48	468	1,237	47	451	1,305
Employed in area of training/choice	819	6,142	14,461	979	8,519	18,340	1,159	9,096	20,532
Employed in more suitable job	115	1,779	3,906	88	1,966	4,004	117	1,866	3,914
Employed in a prof occupation/trade	224	1,782	2,948	206	2,092	3,410	125	1,905	3,370

As in the case of the exit outcomes, the detailed results for employment and training outcomes show a high degree of similarity between the Board, Region and Ontario figures. The Durham area has slightly lower figures for Employed Full-time, and slightly higher figures for Employed Part-time and “employed in area of training/choice.”

### **Training and education outcomes**

Training/Education	2012 - 2013			2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
OSSD or equivalent	34	375	1,358	43	285	1,548	51	371	1,467
Postsecondary	191	1,885	3,825	216	2,137	4,194	251	2,310	4,605
Academic Upgrading	57	579	1,449	53	677	1,460	39	609	1,414
Other Education	49	860	1,598	42	843	1,496	47	796	1,434
Second Career	343	3,677	9,142	364	3,877	8,998	313	3,624	8,312
EO training initiatives	219	1,609	4,209	187	1,622	4,072	171	1,527	3,856
EO Literacy training	12	122	395	-	176	555	-	157	584
ESL/FSL	14	592	1,045	12	621	1,169	13	597	1,070
MCI Bridge Programs	2	176	243	-	188	266	-	149	193
Federal	205	757	1,840	100	586	1,643	186	530	1,212
Other Occupational skills training	88	1,738	2,847	94	2,020	3,327	79	1,960	3,279

As with the previous tables comparing employment and training outcomes, the outcomes relating to training and education have a general consistency across the categories, with a few variations. A few general observations: Second Career makes up about a third of the training and education outcomes, while apprenticeship and EO literacy training makes up only 1%. It should be emphasized that this is as a percentage of only employment and training outcomes. As a percentage of all ES clients, these figures are significantly smaller – in the case of apprenticeship and EO literacy training, around 0.1% of ES clients end up in either of these activities.

### Literacy and Basic Skills

Literacy and Basic Skills	2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario
Number of in-person learners (new)	43	285	1,548	51	371	1,467
Number of in-person learners (carry-over)			-	305	6,452	16,119
Number of in-person learners (new in-person + carry-over in-person)	620	10,500	28,617	806	14,834	37,592



Clients by age group	2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario
15-24	269	2,659	7,389	337	4,384	12,679
25-44	231	4,718	11,548	313	7,344	19,206
45-64	101	1,897	5,987	140	3,075	9,706
65 and older	4	95	1,057	-	188	1,468
Total	605	9,369	25,981	790	14,991	43,059

Source of Income	2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario
Other	134	1,924	5,387	123	2,407	6,872
Employed	238	2,510	6,588	300	4,147	11,243
Employment Insurance	32	671	1,664	40	1,227	2,877
No source of income	61	696	2,147	101	1,314	4,089
Ontario Disability Support Program	44	897	3,025	43	1,438	4,933
Ontario Works	78	2,307	6,227	108	3,594	10,022
Self Employed	13	163	461	17	245	833
Total	600	9,138	25,499	732	14,372	40,869

Learners' Goal Path	2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario
Apprenticeship	134	1,924	5,387	123	2,407	6,872
Employment	84	2,284	7,084	129	3,823	11,783
Independence	40	918	3,421	50	1,441	5,307
Postsecondary	353	4,124	10,238	453	6,210	16,521
Secondary School Credit	97	1,360	3,883	130	2,173	6,793
Total	605	9,369	25,981	806	14,991	43,104

## Apprenticeship

Apprenticeship	2012 - 2013			2013 - 2014			2014 - 2015		
	Durham	Central	Ontario	Durham	Central	Ontario	Durham	Central	Ontario
Number of CofAs Issued	838	4,264	10,932	554	4,505	11,578	77	2,585	10,323
Number of CofQs Issued	537	4,513	11,031						
Number of Modular Training Registrations	136	690	9,350	96	582	8,422	148	670	8,365
Average Age of Apprentices at Registration	28	27	27	24	27	27	26	27	27
Number of New Registrations	109	11,382	32,448	1,320	10,184	27,959	1,053	9,715	26,018

Number of Active Apprentices	5,024	48,368	118,080	4,598	48,144	117,118	2,643	28,650	78,492
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In the 2014 – 2015 Fiscal Year, MTCU changed the methodology for Apprenticeship data collection. Beginning in 2014 – 2015 MTCU is collection Apprenticeship data using employer postal codes, as the data by employer postal cods better reflects the apprenticeship activity in Durham Region. MTCU did provide the Workforce Planning Boards with the data for the past three fiscal years and this data has been made available above.

## **ES Recommendations**

### **ES Data**

The ES data on its own is not sufficient to determine service gaps or overlaps. Future meetings of the Employment Ontario Service Providers Team need to focus more toward the discussion of service overlap and the priority of service integration.

All service managers were asked to consider recommendations to improve outcome. In reviewing the data, most managers felt the data was a fair representation of their assisted clients. Youth under 24 continue to be of particular concern and that there are two specific observations: youth either need upgrading to get a job or go back to school, or they have a postsecondary diploma or degree and can't get a job. Both categories are concerning particularly when they represent almost 30% of clients in employment services.

Concerns were also expressed that the data only reflects clients that enter and exit the system in a one year period and does not include the number of open files (where a client has not yet left the system) and focuses on the quantitative data (counting numbers which is tied to funding) and not qualitative data (the reasons behind the numbers). For example, those that remain in the system may have lower literacy rates, a disability, etc. and may require more time, effort and support to exit the system or achieve identified milestones.

### **Interventions for Vulnerable Populations**

Unemployed individuals with less than a high school diploma are less likely to use ES services while high school graduates are more likely to use the services. Individuals with either college diplomas or university degrees are slightly more likely to use ES services.

A carryover from the previous year ES manager consultation, the ES managers highlighted that they may need to include service coordination with other community agencies and that Durham Region should re-visit 'Wrap Around' programing that is customized to precarious clients currently in the system or those who desire service but have difficulty accessing service.

## **Trends and Priorities**

### **Employer Engagement**

Ontario desires a competitive, skilled and adaptable workforce. Workforce Planning Boards work with our community service providers and employers to ensure a supply of workers with the appropriate skills and education to meet the current and future needs of industry. Meeting the labour market demand of industry is challenging for all involved. Yet the need to do so in a rapidly changing economy has never been greater.

Employment Ontario Service Providers, Literacy Service Providers, Workforce Planning Boards, Ontario Works and community-based not for profit organizations have an obligation to engage local employers to find placements, employment opportunities, service provision and to obtain workforce intelligence. Throughout recent Labour Market consultations, the DWA consistently heard about the challenges to employer engagement.

The DWA is currently researching best practises in employer engagement strategies, nationally, provincially and regionally, develop best practises and recommendations for integrating the aims of partners to ensure that employer engagement is effective, coordinated and grounded in labour market information

Employer engagement round tables and service coordination will dovetail with the current efforts of the Literacy Network of Durham (LiNDR). For the past two years, LiNDR has built on its provincial mandate of service coordination and has provided leadership to the Employment Service Providers to chair the Employment Service Managers meetings; tackling difficult and complex subjects as EIOS Cams, referral protocols, provincial targets and relationship building. The DWA has provided staff support to this important work and provided labour market information and other data as requested.

### **Career Laddering**

In 2013, the Literacy Network of Durham (LiNDR) led the community through the first phase of a pilot Career Ladders project. The project, spearheaded provincially by Essential Skills Ontario, explores the possibility of assisting displaced or precariously employed workers by embedding workplace literacy skills into sector-specific stacked credentialed training.

Career Ladders organize college level training into a series of incremental and stackable certificates that workers can access on their own time. Each step in a career ladder is explicitly designed to meet the needs of both participants and employers in obtaining necessary workplace skills, thereby improving a student's career opportunities and providing a skill set needed by an industry or industry sector.

LiNDR led the community through a second research phase of the pilot project as one of three chosen communities in Ontario. The independent Planning Group steering the project has identified agri-food as the priority industry sector. A second phase report is available. As the funding for a third phase was not secured, the project remains in limbo. The DWA has committed to continuing to research the client

profile in 2015 and to work with the independent planning committee to seek appropriate funding sources for phase three of the project.

### **What We Heard**

In addition to formal focus group sessions, many one-on-one consultations have taken place and these too have informed the planning process.

Key points include the following:

- There continues to be a strong need for comprehensive local labour market information. Decision-makers, employers, career counsellors and career changers for occupation data, commuting pattern and wage data.
- Others expressed a desire for data that is more complex and can relate to other data sets, labour data related to employment by occupation and data that relates to social issues such as housing and health.
- The provincially funded youth employment fund has helped move youth unemployment from the worst in Canada to at time of writing, sixth place in the country. Even though this is a positive downward trend, youth unemployment and youth engagement remains a priority issue is a significant issue across the region, with youth graduating without work experience.
- Consultations held with post-secondary student leaders highlighted the need for quality work placements that offer opportunities to further the classroom experience. Student leaders noted that the transportation, student financial aid and health care are important issues facing Durham post-secondary students.
- The DWA should continue to attend and support the leadership in service coordination offered to the Employment Service providers by LiNDR. Employment Ontario Service Providers are interested in reviewing the data offered by the labour market plan and the primary research being started by the DWA. The Service Providers desire on going information and support to their service coordination efforts and welcome the DWA proposed project of employer engagement roundtables.
- The need continues to learn more about the growing or emerging sectors in the region, particularly future labour force requirements and what skills will be in demand in future.
- Road blocks and red tape at the municipal level are seen as barriers to entrepreneurship.
- The demise of the tradeability.ca project has left a community deficit for trades specific information and community outreach.

### **Update on 2014 Action Items**

This action plan outlines proposed partnerships developed by community stakeholders that would attempt to address some of the workforce challenges identified from labour market intelligence presented earlier in this document. This is not intended to be an exhaustive list of partnerships in Durham Region. The labour market plan has been created as a rolling three-year plan therefore not all of the recommended actions will be implemented immediately.

The DWA continues to move forward with the following three themes identified in the 2014 action plan.

**Engage** – This theme focuses the work of the DWA on working with our community partners and identifying those community members that the DWA are not currently working with. This type of engagement is meant to be reciprocal and lead into the second theme, educate.

**Educate** – A continuous theme throughout previous and current Labour Market Plans has been the need to inform and educate our community about labour market information. This set of priorities in this plan will lead to the transformative process dissemination of accurate information.

**Evolve** – Building upon effective engagement and education strategies that will help the community-based planning to create and informed community plan and sustained change.

#### Current and Proposed Partnerships - October 2015

2015	2016	2017
Employer Engagement – service coordination round table	Employer Engagement – service coordination round table	Skill shed - Multimodal transportation and logistics
Skill Shed – Information Tech	Sector Study – Skills Mis Match	Sector Study – Advanced Manufacturing
Career ladders – consultations, identification of potential clients	Creative Economy - Ignite	Sector Study – Health Care supply chain
Industry Tours – emerging sectors	Skill Shed – Advanced Manufacturing	Agriculture Demonstration project

#### Additional Partnerships

2015	2016	2017
Youth Survey <ul style="list-style-type: none"> <li>• Share with central region boards</li> <li>• Longitudinal study</li> </ul>	Youth Survey <ul style="list-style-type: none"> <li>• Work with central region boards to create a report and recommendations</li> </ul>	Youth Survey
Learning communities <ul style="list-style-type: none"> <li>• Support to demonstration project</li> </ul>	Learning communities <ul style="list-style-type: none"> <li>• Report, recommendations for future sectors</li> </ul>	Learning communities <ul style="list-style-type: none"> <li>• Long term monitoring</li> </ul>

<p>Durham Homeless connect</p> <ul style="list-style-type: none"> <li>• Write grant to support homeless connect in Durham</li> </ul>	<p>Durham Homeless connect</p> <ul style="list-style-type: none"> <li>• Expand project to north Durham, make arrangements to hand off project to other partners</li> </ul>	<p>Trades – gap for service</p>
<p>LMI Clearing house</p> <ul style="list-style-type: none"> <li>• Seek funding sources to support the creation of a searchable dbase of local lmi</li> </ul>	<p>Sector Studies Impacts</p> <ul style="list-style-type: none"> <li>• Review recommendations and work with community to implement</li> </ul>	

## Engage

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### Skill Shed Study

A Skill shed study is a tool to understand the local labour market through the collection and description of labour force data such as worker availability, current employment status, current/desired wage rates, job qualifications and skills, residence/work location, age cohorts, distances willing to travel for employment, and employment requirements and obstacles. This information allows numerous groups such as economic developers, employers, and regional residents to make informed decisions about employment, facilitation of industry expansion, and recruitment.

The DWA, as it seeks out other funding partners, will focus on sector-specific Skill sheds to focus on the priority sectors identified by local and regional economic development departments. The DWA will attend the Durham Economic Development Partners meeting annually to update on the Skill shed progress and to prioritize sectors for future study.

The DWA completed an [Agri-food Skill Shed Report](#).

#### *Status*

Pilot completed 2013

Skill shed 2014 Agri-food sector

Skill shed 2015 Information Technology

- Survey will be launched with IT sector in October
- Surveys are live on DWA website
- IT sector contact list complete

#### *Outcomes*

Planning committee

Annual sector specific Skill shed Reports

Work plan for future Skill shed reports

*Partners*

Region of Durham Economic Development Department, Local Economic Development Departments, selected sector-specific employers, City and Municipal Government, UOIT, Durham College, Labour Unions

**Creative Economy**

For several years, creative economy initiatives have occurred in Durham. As this sector grows in the region, the DWA will continue to lead or partner in various project to support this sector.

**Ignite**

Ignite is an organized by Spark Centre and the Region of Durham, along with many local community partners, including DWA. The DWA will participate as a planning partner, judge and sponsor.

**Entrepreneurship**

‘Do It In Durham’, November 2015, will shine a light on the entrepreneurial community of Durham Region. Set to happen in conjunction with thousands of other events around the world, Global Entrepreneurship Week is a time to celebrate the innovators and job creators who are driving economic growth.

*Status*

Ignite Event October 2014, 2015, 2016  
Durham Business Summit  
Sector Specific Skills mapping and report 2015, 2016

*Outcomes*

Small to medium sized business will receive business coaching by an expert panel, the community will highlight the significant economic impact of small business to Durham’s economy

*Partners*

Region of Durham Economic Development Department , Spark, DSEA, BACD, UOIT, Durham College, Trent, Region of Durham Economic Development Department, Ontario Works, Employment Ontario Service Providers, Literacy Service Providers, local economic development departments, unions, school boards, LDIPC

Educate

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**Agri-Food Demonstration Project**

The 2012 Integrated Local Labour Market Plan (ILLMP), recommended that to support the development of experiential farms, business incubators, a technology and innovation park, and other pilot projects, that will transition displaced workers into alternative forms of sustainable employment and/or introduce new approaches to our local labour market and economy.

The DWA will explore opportunities to apply key findings from the Martin Prosperity Institute’s “Ontario

in the Creative Age” report. Host a summit conference in the region followed by one or more pilot demonstration projects. These initiatives will be dependent on completion of feasibility studies and securing of grants and program funding.”

*Status*

2017 - In partnership with Durham District and Durham Catholic School Boards as part of both school boards professional development program, present an ‘Agriculture In Durham” arrange a tour for secondary school teachers of Durham College’s Centre for Food and its renewable energy programs combined with panel presentations from Durham College, UOIT and DAAC to present agricultural education pathways available in Durham Region. A second panel presentation focused on the Region of Durham’s agriculture plan combined with local industries that represent Durham’s agriculture and biosciences sector who would present agriculture and bio sciences local employment opportunities.

Work with DAAC and Region of Durham Planning Department and the Local Diversity and Immigration Partnership Council to create a feasibility study for an experimental farm in Durham Region with a focus on immigrant food. Consider options for food processing.

*Outcomes*

This event is an opportunity to have Durham College, UOIT, Region of Durham and front line business owner speak to industry trends, future employment prospects.

*Partners*

Region of Durham Planning Department, Region of Durham Economic Development Department, , DDSB, DCDSB, KPDSB, KPCDSB UOIT, Durham College, Whitby Chamber of Commerce

**Industry Tours for Educators**

The DWA has offered this tour for several years. The next phase of this partnership will focus on engaging the small to medium sized entrepreneurs and local and regional economic development departments. The employment service providers and literacy service providers have requested to be included in this annual event. The DWA will extend an invitation to them for the 2015 and future Industry Tours.

*Status*

2014, 2015

*Outcomes*

70 teachers, employment service providers and literacy service providers will understand local pathways to Durham Region employment opportunities

*Partners*

Durham Catholic District School Board, Durham District School Board, Kawartha Pine Ridge Victoria Northumberland District School Board, Regional Municipality of Durham Economic Development and Tourism, Employment Service Providers, Literacy Network of Durham.

**People without Jobs**

Dr. Rick Miner’s ground breaking report highlighted a mis match of jobs and skills. He noted that



immigration and youth will be key players in the growing economy. The DWA will explore unfilled jobs in Durham and create a strategy to move workers into those occupations.
<i>Status</i> 2017
<i>Outcomes</i> Event featuring Rick Miner and local employers Project Steering Committee Final Report and recommendations
<i>Partners</i> Durham District School Board, Durham Catholic School Board, Durham College, UOIT Employers in the five emerging sectors, BACD, OSEB, Employment Ontario Service Providers, Region of Durham Economic Development Department

<b>Sector Studies</b> The DWA has completed sector studies in Nuclear Energy, Construction and Apprenticeship Service trades sector.
<i>Status</i> 2016 – Advanced Manufacturing 2017 – Multimodal transportation and logistics
<i>Outcomes</i> Up to date sector studies, report recommendations auctioned, additional sector studies created for broader community.
<i>Partners</i> MTCU, Region of Durham Economic Development Department, DSEA, BACD, selected employers, Spark, Unifor

<b>Youth Unemployment</b> The DWA will partner with youth serving organizations to continue to administer the youth survey and focus groups to better understand youth unemployment. The DWA will use that research to support community organizations and make recommendations for service if gaps exist.
<i>Status</i> 2015, 2016, 2017
<i>Outcomes</i> Community survey administration in process Focus groups with NEET youth, youth in education and training Report and recommendations for service
<i>Partners</i> John Howard Society, Durham College, UOIT student association, Trent, Boys and Girls Club Durham, Whitby Youth Council, the Refuge

There are opportunities for Durham to reinvent itself and adopt unique strategies to transition and grow a new generation labour force, a labour force that is less susceptible to the unpredictable long term negative impacts of future recessions, impacts of globalization and an aging workforce.

### **Career Ladders**

The fundamental shift in our labour market has created two challenges regarding job skills demand and job skills supply. Skills-based technological change has fundamentally altered our labour market to favour skilled workers over those who are perceived as unskilled.

Coupled with the ever-increasing demand for productivity growth, we will require responsive and flexible skill-building initiatives to keep pace with the changing needs of the economy. Quite simply, we require higher digital and technical skills for almost every job. The direct result of companies keeping pace with technological advancements has meant that positions previously requiring low skills now demand solid digital skills: the ability to access, use, and interpret digital information in the workplace. (Coalition, 2012)

#### *Status*

The DWA in partnership with the Literacy Network of Durham, will lead a demonstration pilot project in a selected sector. This will create an economic case for career laddering, identify return on investment that demonstrates the case for training and workforce development, allowing for targeted and customized programs that provide on the job training with imbedded literacy training.

#### *Outcomes*

- Community consultations to identify potential client profile

#### *Partners*

LINDR, MTCU, Economic Development Departments, Ontario Works, OSEB, Employment Ontario Service Providers

### **Employer Engagement**

#### *Description*

The DWA proposes to host employer engagement round tables to research best practises in employer engagement strategies to develop best practises and recommendations for integrating the aims of partners to ensure that employer engagement is effective, coordinated and grounded in labour market information.

#### *Status*

2015, 2016

#### *Outcomes*

- Literature review of best practices complete
- Key informant interviews
- Focus groups with Employment Ontario Service Providers, Literacy Service Providers, Ontario Works
- October 1<sup>st</sup> workshop
- November 4<sup>th</sup> Live 2 Lead event

*Partners*

Employers, Region of Durham, CDCD, LiNDR, Ontario Works, Employment Ontario Service Providers, literacy service providers, chambers of commerce, boards of trade

**Local Diversity and Immigration Partnership Council**

*Description*

Support the creation of an integrated settlement and information centre in Durham for newcomers and immigrants. Provide skills development opportunities for new immigrants through the development of mentor-mentee relationships, work placements, peer support programs involving successfully integrated immigrants, and the use of skills assessment tools to fast track those with existing training. Develop a comprehensive proposal and secure government funding to create a model centre that will meet the unique needs of immigrants in Durham Region.

*Status*

DWA Executive Director is a member of the LDIPC

*Outcomes*

DWA will provide labour market information to the website

*Partners*

Region of Durham, CDCD, MTCU, Libraries

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