

## Executive Summary

The Durham Workforce Authority (DWA) coordinates, develops, and makes recommendations for an effective and responsive system that integrates the needs of businesses and employers for an ample and productive workforce in Durham Region.

This labour market plan meets two of the main objectives of the DWA strategic plan - research and planning and services to community:

- Demonstrate leadership in community planning to improve labour market outcomes for Durham Region residents
- Become the premier source for labour market data,
- Create opportunities to share labour market information
- Strengthen partnership role among community partner organizations

It is a difficult process to pull together labour market information (LMI) from many fragmented sources. There is also a distinct community need to improve public awareness and the user friendliness of LMI. Included in this labour market plan are the outcomes of the pilot skill shed survey, the youth survey and commuting patterns. Due to timing, future reports will be released later this year and used for community planning. The DWA has plans to continue our public outreach to provide labour market information to community partners for the creation of coordinated program planning.

As the Region moves away from its manufacturing base to the creative economy, the DWA is working with its partners in economic development, Employment Ontario Service Providers, employers and others to develop a learning community that shares information, welcomes new approaches and ideas and works to address the complex issues that face the community. It is an exciting time to live and work in Durham Region.

As always, we thank our community partners who have provided frank feedback, ideals, and dreams of what Durham Region can achieve. Your support for this plan and the work of the DWA has been an inspiration as we strive to change, grow, and meet the needs of our community.

The DWA places great value on the dedication and commitment of its staff. Administrative Assistant, Jennifer Kennedy focused on the consultation and the hiring of two exceptional summer students. We were fortunate to have received funding to hire two summer students – Zachary Prescott and Nicole Pigeon, UOIT students who worked closely with the DWA Researcher to move forward the partnerships and the labour market plan data.

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, and mentored two summer students to produce much of the data included in this report. Your hard work is an inspiration and valued by this Executive Director, the DWA board and the community.

The results of this labour market plan represent a three year partnership plan focused on the development and delivery of local labour market information. We are pleased to note that Durham Region is in a state of optimism, an air of collaboration, and creative push for growth.

**Heather McMillan**  
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## 2014 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 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.

## Canadian Business Patterns

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, Community Development Council Durham, the Literacy Network of Durham Region, Region of Durham Planning Department, and the Local Diversity and Immigration Partnership Council. 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.

## 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>Table 1 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>	<b>608,124</b>	<b>561,258</b>	<b>8.4%</b>	<b>10.7%</b>
<b>Ontario</b>	<b>12,160,282</b>	<b>12,851,821</b>	<b>5.7%</b>	<b>6.6%</b>

Source: 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.

<b>Table 2 - Age Distribution, Durham Region, 2011*</b>		
<b>Age Groups</b>	<b>Durham</b>	
	<b>Male</b>	<b>Female</b>
0 to 4 years	17,685	17,005
5 to 9 years	19,030	17,985
10 to 14 years	21,050	20,265
15 to 19 years	24,110	22,910
20 to 24 years	17,410	19,430
25 to 29 years	16,960	17,360
30 to 34 years	17,090	19,150
35 to 39 years	19,200	21,195
40 to 44 years	21,410	23,835
45 to 49 years	26,660	28,500
50 to 54 years	24,815	25,465
55 to 59 years	19,310	20,395
60 to 64 years	16,075	17,145
65 to 69 years	11,175	11,935
70 to 74 years	7,960	9,190
75 to 79 years	6,260	7,685
80 to 84 years	4,155	6,215
85 years and over	2,910	6,095
<b>Total by sex</b>	<b>293,265</b>	<b>311,760</b>
<b>Total (both sexes)</b>	<b>605,025</b>	

Source: Statistics Canada, 2011 Census

<b>Table 3 - Age Distribution, Ontario, 2011*</b>		
<b>Age Groups</b>	<b>Ontario</b>	
	<b>Male</b>	<b>Female</b>
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

Relatively unchanged from last year, 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.

### 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.

Table 4 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>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>	<b>11,464</b>	<b>-1,367</b>	<b>15,681</b>	<b>2,058</b>	<b>3,420</b>
<b>Toronto</b>	<b>-13,531</b>	<b>53,976</b>	<b>71,414</b>	<b>-5,574</b>	<b>-11,547</b>
<b>York</b>	<b>30,754</b>	<b>4,587</b>	<b>44,448</b>	<b>13,639</b>	<b>8,087</b>
<b>Peel</b>	<b>25,730</b>	<b>12,951</b>	<b>44,520</b>	<b>8,978</b>	<b>3,943</b>
<b>Halton</b>	<b>14,279</b>	<b>599</b>	<b>23,579</b>	<b>3,071</b>	<b>3,034</b>
<b>Simcoe</b>	<b>4,724</b>	<b>-931</b>	<b>8,075</b>	<b>5,833</b>	<b>2,559</b>
<b>Muskoka</b>	<b>414</b>	<b>-466</b>	<b>407</b>	<b>1,330</b>	<b>21</b>

Source: Statistics Canada, Annual Migration Estimates (2006-2011)

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

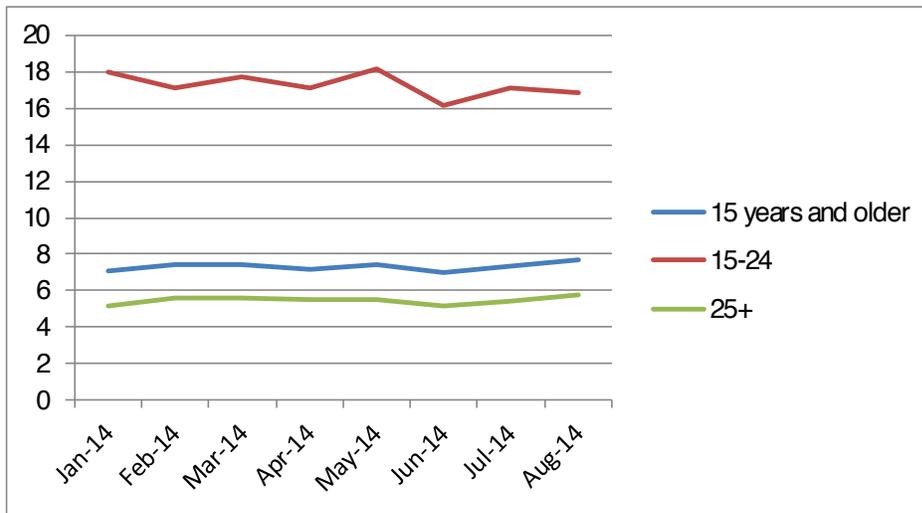
Statistics Canada, Annual Migration Estimates (2006-2011)

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 Stats Can's 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.

**Chart 1: Unemployment rates, residents aged 15-24 year olds and 25 years and older, Oshawa CMA, January 2014 to August 2014 (percentage)**

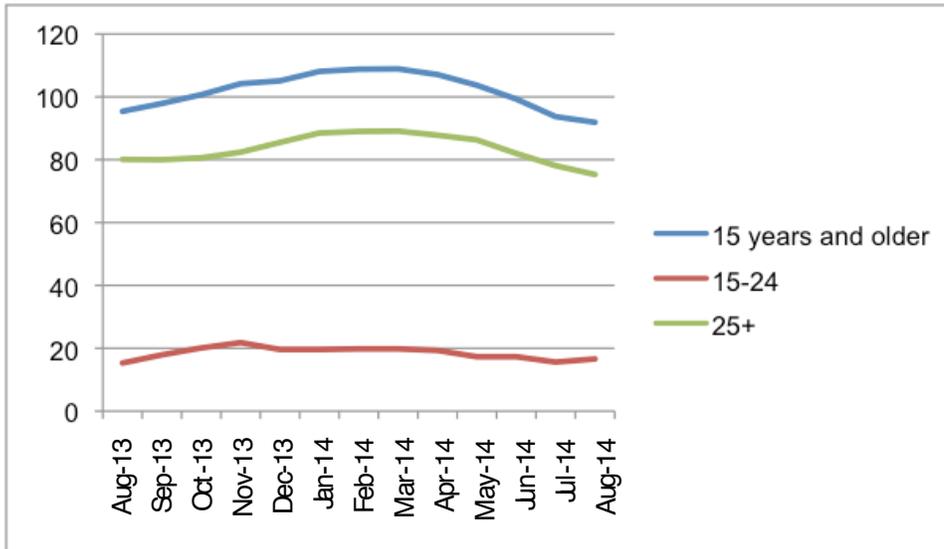


Source: Statistics Canada, Labour Force Survey

Chart 1 tracks the unemployment rate for the Oshawa CMA from January 2014 to August 2014.

A comparison of the rates of unemployment between age cohorts is illuminating. It is evident that Oshawa CMA has experienced a much higher rate of youth unemployment compared to that for Ontario as a whole (Chart 2). The Oshawa CMA youth unemployment rate has remained approximately two and half times that for adults. The unemployment and under-employment in youth 15-24 has been the focus of a great deal of local discussion.

**Chart 2: Ratio of youth (15-24 year olds) to adult (25 years and older) unemployment, Ontario, August 2013 to August 2014**

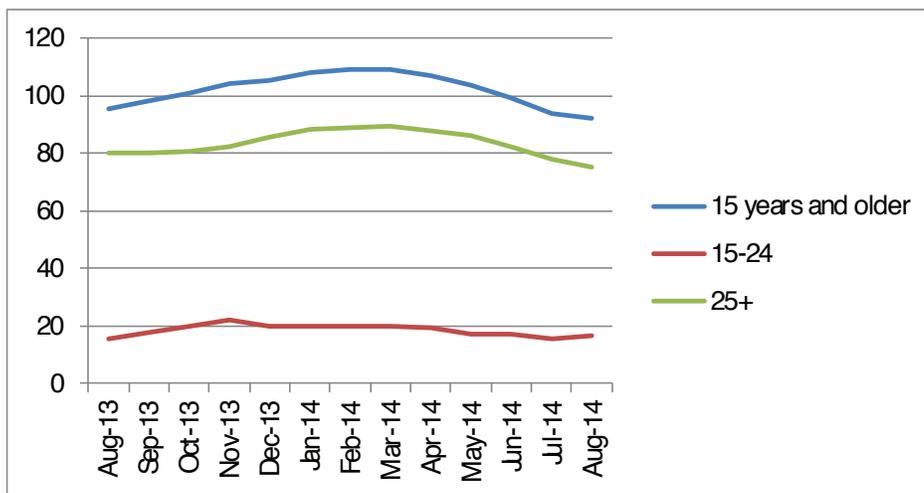


Source: Statistics Canada, Labour Force Survey

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).

**Chart 3: Not in labourforce (x1000), Oshawa CMA, August 2013 to August 2014**

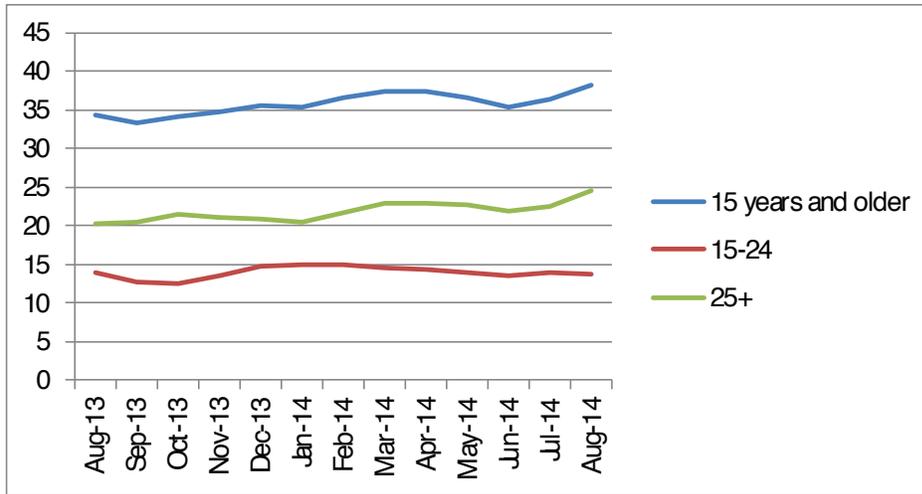


Source: Statistics Canada, Labour Force Survey

### 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 remained fairly constant in the last year, as of August 2014 there was a slight increase the number of individuals engaged in part time work. This is a trend that the Durham Workforce Authority will continue to monitor to see if it is a blip from summer employment, or if it is a trend that will need to be addressed and studied further.

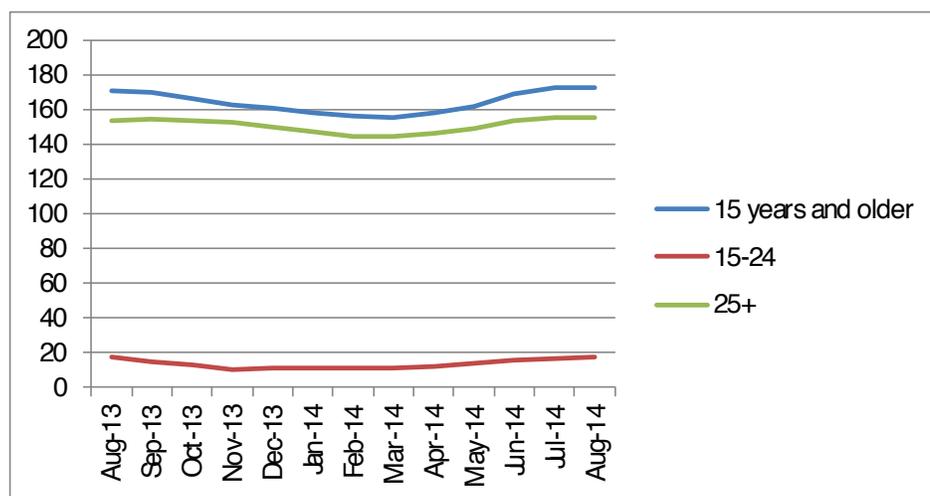
**Chart 4: Part-time Employment (x1000), Oshawa CMA August 2013 to August 2014**



Source: Statistics Canada, Labour Force Survey

Full time employment in Durham Region saw a slight decrease in the Winter of 2013/2014. A portion of the decrease can be attributed to seasonal jobs. Given that Durham Region has a large proportion of jobs in the construction industry, it is not atypical to see full time employment numbers decrease during colder months. The Durham Workforce Authority did monitor the decrease, and full time employment did begin to rebound in May 2014. We are seeing 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 Youth Survey the Durham Workforce Authority will be able to provide more details on this information in the near future.

**Chart 5: Full time Employment (x1000), Oshawa CMA, August 2013 to August 2014**



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

Table 6 examines the number of employers by employee size range present in Durham Region as of June 2014. The table compares the number of employers by employee size range present in Durham Region in June 2013 and June 2014.

Employee Size Range	Number of Employers 2013	Number of Employers 2014	Absolute Change	Percent Change (%)	Ontario Percent Change
0 employees	18,704	19,799	1,095	5.85	4.93%
1 to 4 employees	7,523	7,726	203	2.7	2.48%
5 to 9 employees	2,697	2,754	57	2.11	1.22%
10 to 19 employees	1,693	1,733	40	2.36	1.86%
20 to 49 employees	1,019	1,076	57	5.59	4.06%
50 to 99 employees	339	343	4	1.18	3.01%
100 to 199 employees	152	162	10	6.58	-1.25%
200 to 499 employees	62	67	5	8.06	1.27%
500+ employees	22	26	4	18.18	5.08%
<b>Total</b>	<b>32,211</b>	<b>33,686</b>	<b>1,475</b>	<b>4.58</b>	<b>3.77%</b>

Source: Statistics Canada, Canadian Business Patterns

The table also lists the total number of firms in each size range since June 2012, to provide a context. The majority of employer growth between June 2013 and June 2014 is from those with fewer than 49 employees. This is not surprising given the most employers in Durham Region are SMEs. Durham Region did see an increase in the number of large employers and out-paced Ontario in terms of percent change. It is important to note however, that while the percent changes for number of employers with 100 to 199, 200 to 499 and 500+ employees are significant, there was not large absolute changes.

### **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 7 provides for 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

Changes in the number of employers are experienced differently across the various industries. Table 7 highlights the change in the number of firms by industry and by employee size between June 2013 and June 2014 for Durham Region.

**Table 7 - Durham Change in the Number of Employers, by Industry and by Firm Size,  
June 2013 to June 2014**

Industry	Firm Size					Total number of firms June 2014
	0	1 to 19	20 to 99	100+	Total	
11 Agriculture, Forestry, Fishing and Farming	-1	11	-1	0	9	813
21 Mining	2	-2	-1	0	-1	30
22 Utilities	2	0	2	0	4	36
23 Construction	113	93	8	1	215	4888
31-33 Manufacturing	28	-2	-3	5	28	1182
41 Wholesale	11	27	0	1	39	1213
44-45 Retail Trades	46	2	29	7	84	3364
48-49 Transportation and Warehousing	78	30	4	-1	111	1690
51 Information and Cultural Industries	39	3	-1	1	42	449
52 Finance and Insurance	26	12	3	0	41	1601
53 Real Estate and Rental and Leasing	247	-1	2	0	248	3309
54 Professional, Scientific and Technical Services	209	23	-6	-1	225	5299
55 Management of Companies and Enterprises	-39	4	1	1	-33	906
56 Administrative and Support, Waste Management and Remediation Services	74	155	20	9	258	1958
61 Educational Services	11	11	0	1	23	385
62 Health Care and Social Assistance	57	72	15	0	144	2077
71 Arts, Entertainment and Recreation	55	-4	-4	0	47	593
72 Accommodation and Food Services	37	17	9	0	63	1356
81 Other Services	102	-26	11	1	88	2690
91 Public Administration	-2	1	1	0	0	18
<b>Total</b>	<b>1095</b>	<b>426</b>	<b>89</b>	<b>25</b>	<b>1635</b>	<b>33857</b>

Source: Statistics Canada, Canadian Business Patterns, June 2014

**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:** Professional, Scientific and Technical Services make up the largest sector, accounting for 16% of all employers in Durham (15.65% before rounding off), very close to the provincial figure of 15%. This category is made up of many professionals and consultants. The second largest category of employers is in Construction, accounting for 14% of all employers, considerably higher than the provincial average of 11%. Similarly to data from 2013, the Real Estate (and Rental and Leasing) industry has remained in 4th place in terms of the largest number of employers, and Other Services has remained in 5th. Other Services includes such subsectors as repair and maintenance establishments, personal and laundry services (for example, beauty salons, funeral homes, drycleaners), religious, civic and grant-making organizations, and private households engaged in employing staff (for example, maids, nannies or gardeners).

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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.

**Table 8 - Durham, Change in Employment By Industry Sector,  
June 2013 to June 2014**

Industry Sector 2-Digit NAICS	Total Employment 2013	Total Employment 2014	Absolute Change	Percent Change
11 Agriculture, Forestry, Fishing and Farming	804	813	9	1
21 Mining	31	30	-1	-3
22 Utilities	32	37	5	16
23 Construction	4673	4888	215	5
31-33 Manufacturing	1144	1182	38	3
41 Wholesale	1174	1213	39	3
44-45 Retail Trades	3280	3364	84	3
48-49 Transportation and Warehousing	1576	1690	114	7
51 Information and Cultural Industries	407	449	42	10
52 Finance and Insurance	1560	1601	41	3
53 Real Estate and Rental and Leasing	3061	3309	248	8
54 Professional, Scientific and Technical Services	5074	5299	225	4
55 Management of Companies and Enterprises	941	906	-35	-4
56 Administrative and Support, Waste Management and Remediation Services	1700	1786	86	5
61 Educational Services	362	385	23	6
62 Health Care and Social Assistance	1933	2077	144	7
71 Arts, Entertainment and Recreation	546	593	47	9
72 Accommodation and Food Services	1293	1356	63	5
81 Other Services	2602	2690	88	3
91 Public Administration	18	18	0	0
<b>Total</b>	<b>32211</b>	<b>33686</b>	<b>1475</b>	<b>4.6</b>

Source: Statistics Canada, Canadian Business Patterns, June 2013 and June 2014

### Change in Employment by Industry Sector

Table 8 is colour-coded, the light green cells highlighting those categories where the number of employers have increased and the light red highlighting the decreases.

There are increases across the board, with only public administration remaining flat and a slight decrease in mining and management of companies and enterprises. There are significant increases in health care and social assistance, retail trade and transportation and warehousing. The largest increases are in three sectors; professional, scientific, and technical services, real estate and rental and leasing, and construction.

Drilling down further the next two tables look at sub-categories of industries, known as three-digit industry sub-sectors because of their numerical designation in the North American Industry Classification System. Table 9 shows the top 10 subsectors with the largest estimated employment among SMEs and Table 10 lists the top 10 decreases for Durham Region.

<b>Table 9 - Durham, Top 10 Industry Sub-Sectors with Increase in SME Employment, June 2013 to June 2014</b>				
<b>Industry Sub-Sector 3-Digit NAICS</b>	<b>Total Employment 2013</b>	<b>Total Employment 2014</b>	<b>Absolute Change</b>	<b>Percent Change</b>
<b>531 - Real Estate</b>	<b>2869</b>	<b>3130</b>	<b>261</b>	<b>9</b>
<b>541 - Professional, Scientific and Technical Services</b>	<b>5059</b>	<b>5286</b>	<b>227</b>	<b>4</b>
<b>238 - Specialty Trade Contractors</b>	<b>3002</b>	<b>3136</b>	<b>134</b>	<b>4</b>
<b>621 - Ambulatory Health Care Services</b>	<b>1444</b>	<b>1559</b>	<b>115</b>	<b>8</b>
<b>236 - Construction of Buildings</b>	<b>1382</b>	<b>1456</b>	<b>74</b>	<b>5</b>
<b>561 - Administrative and Support Services</b>	<b>1619</b>	<b>1688</b>	<b>69</b>	<b>4</b>
<b>722 - Food Services and Drinking Places</b>	<b>1137</b>	<b>1203</b>	<b>66</b>	<b>6</b>
<b>484 - Truck Transportation</b>	<b>904</b>	<b>966</b>	<b>62</b>	<b>7</b>
<b>813 - Religious, Grant-Making, Civic, and Professional and Similar Organizations</b>	<b>656</b>	<b>713</b>	<b>57</b>	<b>9</b>
<b>812 - Personal and Laundry Services</b>	<b>807</b>	<b>851</b>	<b>44</b>	<b>5</b>

Source: Statistics Canada, Canadian Business Patterns, June 2013 and June 2014

Different than in previous years, this year Durham Region saw growth across a variety of industry sub-sectors, with the biggest percent increases in SME employment coming from Real Estate and Religious, Grant-Making, Civic and Professional and Similar Organizations. The largest absolute changes come from Real Estate as well as Professional, Scientific and Technical Services, Specialty Trade Contractors and Ambulatory Health Care. The increase in the Specialty Trade Contractors subsector is important to note as in 2013 it led the top ten list for estimated employment losses among SME subsectors.

**Table 10 - Durham, Top 10 Industry Sub-Sector with Decrease in SME Employment, June 2013 to June 2014**

Industry Sub-Sector 3-Digit NAICS	Total Employment 2013	Total Employment 2014	Absolute Change	Percent Change
814 - Private Households	178	123	-55	-31
551 - Management of Companies and Enterprises	933	897	-36	-4
454 - Non-Store Retailers	250	236	-14	-6
532 - Rental and Leasing Services	173	163	-10	-6
448 - Clothing and Clothing Accessories Stores	415	408	-7	-2
113 - Forestry and Logging	15	10	-5	-33
419 - Wholesale Electronic Markets and Agents and Brokers	131	126	-5	-4
443 - Electronics and Appliance Stores	199	195	-4	-2
321 - Wood Product Manufacturing	48	45	-3	-6
331 - Primary Metal Manufacturing	8	5	-3	-38

Source: Statistics Canada, Canadian Business Patterns, June 2013 and June 2014

In 2013, the Construction industry led the estimated employment losses among industries and the Specialty Trade Contractors subsector leads the top ten list for estimated employment losses among SME subsectors. In 2014 however, decreases in SME employment were more widespread. The highest decrease in sub-sector SME employment were felt in Private Households, while Forestry and Logging, and Primary Metal Manufacturing felt large losses in terms of percent change. (Note: these high decreases in percent change are due to the small size of the industries).

Otherwise, the trend has been positive with an overall estimated employment increase among SMEs of 2,765, an advance of 2%. Major estimated employment increases were posted in Wholesale Trade (plus 508 jobs, up 8%), Health Care & Social Assistance (plus 493 jobs, up 5%), Other Services (plus 374 jobs, up 5%), Retail Trade (plus 362 jobs, up 2%) and Accommodation & Food Services (plus 255 jobs, up 2%).

### **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. Table 12 outlines the how the population over 15 fairs in the labour market based on their educational attainment.

**Table 11 - Employment by education**

Geography: Durham Workforce Authority (28.4%)	Sex (3): Total - Sex		Age groups: Total - Population 15 years and over					
	Total - Labour force status	In the labour force	Employed	Unem- ployed	Not in the labour force	Participa- tion rate %	Employ- ment rate %	Unem- ployment rate %
Total - Highest certificate, diploma or degree	488660	337945	308860	29085	150720	69.2	63.2	8.6
No certificate, diploma or degree	83455	30590	25445	5140	52865	36.7	30.5	16.8
Certificate, diploma or degree	405205	307355	283415	23935	97855	75.9	69.9	7.8
High school diploma or equivalency certificate	145755	100850	89585	11265	44900	69.2	61.5	11.2
Apprenticeship or trades certificate or diploma	36900	25920	24070	1850	10985	70.2	65.2	7.1
College, CEGEP or other non- university certificate or diploma	118150	95255	89260	5995	22895	80.6	75.5	6.3
University certificate, diploma or degree	104400	85325	80500	4825	19070	81.7	77.1	5.7
University certificate or diploma below bachelor level	18730	14535	13305	1225	4195	77.6	71	8.4
University certificate or degree (bachelor and above)	85670	70795	67195	3600	14880	82.6	78.4	5.1

**Table 11 - Employment by education**

Geography: Durham Workforce Authority (28.4%)	Sex (3): Total - Sex		Age groups: Total - Population 15 years and over					
	Total - Labour force status	In the labour force	Employed	Unem- ployed	Not in the labour force	Participa- tion rate %	Employ- ment rate %	Unem- ployment rate %
Master's degree	12910	10405	9875	525	2505	80.6	76.5	5
Earned doctorate degree	1480	1235	1170	60	250	83.4	79.1	4.9

Source: Statistics Canada, National Household Survey Custom Tabulation (2011)

As one may expect, individuals who have no certificate, diploma or degree have the highest unemployment rate. Those with a high school diploma have an unemployment rate of 11.2% which is higher than the unemployment rate for all individuals over 15 which as of August 2014 was 7.7%.

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.

## 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). The positive news is that 2013 and 2014 thus far have seen youth unemployment rates declining. Oshawa CMA now has the fifth highest unemployment rate in Ontario. 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.

In terms of number of employers, three industries top the list: Professional, Scientific and Technical Services; Construction; and Retail Trade. The first two industries have very large numbers of employers in the zero and 1-4 employee size categories. Among firms with more employees, the three with the most number of firms are: Retail Trade; Manufacturing; and Health Care & Social Assistance. It should be noted that between 2013 to 2014 the Administrative Support, Waste Management and Remediation Services increased by nine firms with over 100 employees.

In terms of firms by employee size, Durham has witnessed a more or less steady increase in the number of employers in the 1-19 and 20-49 employee firm size categories since 2008. In 2013 the Durham Workforce Authority reported that among firms with no employees there was a decrease in the number of employers, however, as of June 2014 this was shifting again as industries such as construction began to increase in the number of firms in this size category. Meanwhile, among firms with 100 or more employees, after dropping and staying flat over the last three years, the numbers increased somewhat in 2014 although they remain below the figures for 2008. These trends match fairly closely the trends over the same period for Ontario.

Given the trends in the change in the number of employers, it is no surprise that for most industries there has been a net increase in estimated employment among small and medium-sized establishments. Overall estimated employment among SMEs increased by 2,765, an advance of 2%. Major estimated employment increases were posted in Construction, Retail Trades, Real Estate and Rental and Leasing and Professional, Scientific and Technical Services. Only two industries registered losses: Management of Companies and Enterprises; and Mining and Oil & Gas Extraction. (Note: The magnitude of changes in employment among SMEs does not always reflect the magnitude of changes across each industry, as sometimes the rate of change in the number of large firms is significantly different from the rate of change among SMEs, altering the overall change in employment.)

## Skill Shed

The DWA, in partnership with UOIT, launched its groundbreaking community survey – Skill shed – in the summer of 2013. (The Skill shed appeared as an action item in the previous Labour Market Plan, but was termed the ‘Labour Shed’, it was determined by both partners that the surveys and analysis would be renamed to ‘Skill shed.’)

A Skill shed study is standard practice in American workforce planning boards. To our knowledge, this type of research has not been attempted in Canada or Ontario. The Skill shed will provide the DWA, Economic Development and our community partners’ labour market information that can be used for program planning, economic development initiatives and future research. The first Skill Shed pilot surveys provided general results for analysis and will be further used as a tool to develop future in-depth surveys to be conducted over a number of years led by the DWA and focused on selected sectors.

Skill shed studies can be done within a specific geographic area and/or be sector-specific in their focus. In the study, employers and employees as well as the general population are surveyed analyze skill levels, current and desired wages, current and desired commuting patterns and in the instance of the DWA Skill shed survey, it probes for five of the nine recognized essential skills.

The DWA/UOIT pilot study has proved to be a promising tool for evaluating skills within Durham Region.

In Durham Region, two pilot internet surveys were conducted between June and September 2013. The first survey focused on Durham Region’s residents to analyze employment lifestyles. Questions inquired about residents’ general characteristics, employment statuses, skill sets, desired wages and commuting patterns.

A second pilot internet survey was used to gather the experiences and perceptions of Durham Region employers. The survey shed light on how available resident skill sets and characteristics intersect with the skills sets and qualifications desired by employers.

The following are selected results derived from the data collected from the pilot study was completed by Dr. Hannah Scott from the Faculty of Social Science and Humanities at the University of Ontario Institute of Technology (UOIT) on behalf of the Durham Workforce Authority. UOIT had applied for, and was awarded, with the Social Sciences and Humanities Research Council (SSHRC) Knowledge Synthesis Grants: Skills Development for Future Needs of the Canadian Labour Market Competition). The DWA is grateful to Hannah Scott for her work on this project.

## Approach/Methodology

The DWA and UOIT examined Skill shed analysis reports completed in the states of Colorado, Iowa, South Dakota, Texas, Illinois, Indiana, Tennessee, Mississippi, Michigan, Minnesota, Rhode Island, and Virginia.

Skill shed studies have not been done, to date, in Canada or the United Kingdom.

The DWA launched an exhaustive community relations campaign to promote the surveys for the duration of the survey. The DWA was awarded a HRSDC Career Focus Grant which allowed for the hiring of a dedicated staff to research Skill Shed surveys, draft the initial surveys and develop a marketing plan. The DWA also received HRSDC funding to hire two summer students for 12 weeks to market the survey to employers and the Durham Region Workforce.

### Workforce Survey

The workforce survey is used to measure the supply of available workers within the determined geographic area, in this instance, Durham Region. The DWA Skill shed survey sought to collect information on individuals including, but not limited to: age, gender, race, educational background, areas of study, certifications attained, desired/current commute times, employment status, current or desired employment type and/or current or desired occupation.

## Employer Survey

The employer survey is used to measure the demand for workers within the determined geographic area, in this instance, Durham Region, as well as understanding what education, training, and skills are needed. Employers were asked about the size of their workforce; future plans to expand or downsize, the degree of challenge employers face when filling positions; the availability of skilled workers in their area, the type of skills that they think are needed in the workforce, perceived quality of area educational institutions.

Templates of both a workforce and an employer Skill shed survey have been prepared based on best practices, based on the studies reviewed, and are available on the DWA website.

## Selected Pilot Results

Table 12 - Primary location of business and rural/urban response rate			
	Freq.	%*	Rural/urban
Oshawa	17	27.4	72.6
Pickering	12	19.4	
Clarington	3	4.8	
Ajax	7	11.3	
Whitby	6	9.7	
Brock	3	4.8	11.3
Scugog	3	4.8	
Uxbridge	1	1.7	
More than 1 office across Durham Region.	4	6.5	6.5
Don't know/No answer	6	9.7	9.7
<b>Total</b>	<b>62</b>	<b>100</b>	<b>100</b>
<b>*May not add up to 100% due to rounding.</b>			

Source: Durham Workforce Authority, Skillshed Pilot, 2014

Table 13 - Number and Percent of salaried and hourly employees				
	Salaried #	Salaried %*	Hourly #	Hourly %*
None	10	16.1	10	16.1
1-25%	14	22.58	5	8.1
26 – 50%	11	17.74	11	17.74
51-75%	7	11.3	8	12.9
76-99%	5	8.1	13	20.97
100%	8	12.9	8	12.9
Don't know/No answer	7	11.3	7	11.3
<b>Total</b>	<b>62</b>	<b>100</b>	<b>62</b>	<b>100</b>
<b>*May not add up to 100% due to rounding.</b>				

Source: Durham Workforce Authority, Skillshed Pilot, 2014

**Table 14 - Number and Percent of part and full time employees and hours worked.**

	PT #	PT %*	FT#	FT%*
34 hours or less	39	62.90	4	6.45
35 hours or more	1	1.6	49	79.0
Don't know/No answer	22	35.5	9	14.5
<b>Total</b>	<b>62</b>	<b>100</b>	<b>62</b>	<b>100</b>

**\*May not add up to 100% due to rounding.**

Source: Durham Workforce Authority, Skillshed Pilot, 2014

**Table 15 - Essential Skills Comparison Skillshed, Durham Region Youth Survey**

Essential Skills	Percentage			
	Employer	Employee	Unemployed	Youth
Scan written materials for information and/or overall meaning	71	63.3	19.2	59.6
Read materials to understand, learn, critique or evaluate	77.4	72.9	22.7	67.7
Analyze and synthesize information from multiple sources for or from complex and lengthy text	53.2	52.8	15.3	41.7
Read signs, labels or lists	74.2	59.8	22.7	80.8
Understand information on graphs or charts	64.5	63.8	19.7	61.4
Enter information in forms	77.4	67.7	20.1	46.3
Create or read schematic drawings	25.8	17.9	10	30
Make calculations	77.4	69	21.4	74
Take measurements	46.8	33.6	16.2	47.6
Perform scheduling, budgeting or accounting activities	58.1	61.6	16.6	41.5
Analyze data	59.7	60.7	17.5	49.7
Make estimations	50	49.8	13.5	60.3
Write to organize or record information	82.3	72.9	24.5	72.5
Write to inform or persuade	64.5	63.3	18.3	49.4
Write to request information or justify a request	74.2	68.1	20.5	49.4
Write an analysis or comparison	54.8	49.3	18.3	46.3
Use different forms of technology such as cash registers or fax machines	67.6	61.6	17.9	48.8
Use word processing software	72.6	73.8	17.9	65.9
Send and receive emails	77.7	65.5	22.3	73.2
Create and modify spreadsheets	62.9	76.9	16.2	33.4
Navigate the Internet	77.4	65.1	21.4	73.1

Source: Durham Workforce Authority, Skillshed Pilot, 2014, Durham Workforce Authority, Durham region Youth Survey 2013

**Table 16 - Rating from 1 (poor) to 7 (excellent) the availability and ease of companies are able to fill positions in the following labour areas.**

	Mean <sup>1</sup>	S.D. <sup>2</sup>	Responses <sup>3</sup>
Skilled	3.89	1.705	38
Unskilled	5.12	1.166	25
Clerical	5.25	1.519	36
Technical	4.39	1.771	28
Management	4.62	1.738	37

<sup>1</sup> This is the average of the responses

<sup>2</sup>This is the standard deviation. This means that this is the range of scores that fall within 68% of the mean. For example, if we have a mean of 4, and a standard deviation of 1, then 68 percent of the all the scores would fall in the range of 3 (1 SD below the mean) to 5 (1 SD above the mean).

<sup>3</sup>These are the number of people who felt they had knowledge of the issue and provided an answer to the question.

Source: Durham Workforce Authority, Skillshed Pilot, 2014

**Table 17 - Recruitment services used to search for employees**

	Freq.	%
Attend job fairs	7	11.3
Centre d'Access a l'Emploi	3	4.8
Durham College Community Employment resource Centre	12	19.4
Durham Region Unemployed Help Centre	10	16.1
Government job banks	9	14.5
John Howard Society	3	4.8
Northern Lights	6	9.7
Online job search engines (i.e., Mosnster, Workopolois, etc.)	15	24.2
VPI	1	1.6
YMCA Durham Employment	6	9.7
Your company's website	22	35.5
Not applicable	3	4.8
Other methods (acquaintances, agencies, charity village, newspaper advertising, references, etc.)	18	29.0

Source: Durham Workforce Authority, Skillshed Pilot, 2014

**Table 18 - Rating from 1 (poor) to 7 (excellent) the availability of services in the Region of Durham**

	Mean <sup>1</sup>	S.D. <sup>2</sup>	Responses <sup>3</sup>
Apprenticeship training	4.44	1.667	9
Colleges	5.38	1.071	21
Cultural facilities	4.77	1.382	30
Daycare affordability	4.05	1.432	20
Daycare availability	4.28	1.320	18
Electrical power	5.94	1.145	36
Housing affordability	4.06	1.492	36
Housing availability	4.42	1.388	36
Medical services	4.93	1.679	41
Other utilities	5.29	1.596	31
Private career colleges	4.47	1.867	19
Public transportation	4.34	1.477	41
Recreation	5.41	1.013	37
Roads	4.71	1.293	38
Secondary schools	5.30	1.262	33
Universities	5.63	1.651	38

<sup>1</sup>This is the average of the responses

<sup>2</sup>This is the standard deviation. This means that this is the range of scores that fall within 68% of the mean. For example, if we have a mean of 4, and a standard deviation of 1, then 68 percent of the all the scores would fall in the range of 3 (1 SD below the mean) to 5 (1 SD above the mean).

<sup>3</sup>These are the number of people who felt they had knowledge of the issue and provided an answer to the question.

Source: Durham Workforce Authority, Skillshed Pilot, 2014

**Table 19 - Rating from 1 (poor) to 7 (excellent) the quality of services in the Region of Durham**

	Mean <sup>1</sup>	S.D. <sup>2</sup>	Responses <sup>3</sup>
Apprenticeship training	4.26	1.695	19
Colleges	5.33	1.539	30
Cultural facilities	4.76	1.411	21
Daycare affordability	4.29	1.490	17
Daycare availability	4.65	1.115	17
Electrical power	5.38	1.522	29
Housing affordability	4.04	1.513	25
Housing availability	4.07	1.328	27
Medical services	4.90	1.689	30
Other utilities	5.08	1.552	25
Private career colleges	4.67	1.557	12

<b>Public transportation</b>	<b>4.22</b>	<b>1.672</b>	<b>27</b>
<b>Recreation</b>	<b>5.21</b>	<b>0.940</b>	<b>29</b>
<b>Roads</b>	<b>4.27</b>	<b>1.437</b>	<b>30</b>
<b>Secondary schools</b>	<b>5.23</b>	<b>1.193</b>	<b>22</b>
<b>Universities</b>	<b>5.43</b>	<b>1.550</b>	<b>28</b>

<sup>1</sup> This is the average of the responses

<sup>2</sup> This is the standard deviation. This means that this is the range of scores that fall within 68% of the mean. For example, if we have a mean of 4, and a standard deviation of 1, then 68 percent of the all the scores would fall in the range of 3 (1 SD below the mean) to 5 (1 SD above the mean).

<sup>3</sup> These are the number of people who felt they had knowledge of the issue and provided an answer to the question.

Source: Durham Workforce Authority, Skillshed Pilot, 2014

Employers were asked to comment about other skills that were not mentioned in the above lists that were needed for the jobs they were looking for:

- Initiative
- Research capabilities
- Excellent writing, listening, assessment, critical thinking. Able to prioritize, meet deadlines, handle
- Customer service skills. Proper language skills.

Businesses were also asked about the positive aspects of hiring from within the Regional Municipality of Durham:

- Access to skilled young professionals (through the colleges and universities), local workforce that is willing to and looking for work, employment network you are able to connect with the find the right employees
- Large talent pool of highly skilled workers available. High levels of education. Free employment services throughout the region to assist in hiring.
- Knowledge of community, ease of commute, supports local residents, and their lifestyles
- Stable employee base.
- Understand the region because they live here.
- Employees are close to home so they see value in not having to travel outside of where they live
- People like being able to work close to home. There are a lot of college and university students

Employers were asked to identify some of the negative aspects to hiring from within the Regional Municipality of Durham:

- Perception that companies in Durham Region do not pay competitive wages, employees can look outside of Durham Region for work where wages will be higher
- Rural areas lack service
- Writing and language skills.
- Lots of people looking for work means that there are hundreds of resumes to go through
- We are sometimes unable to fill all of our positions. People don't stay long as they find better paying jobs
- At times it is difficult to find qualified electrical trades and engineering staff.
- Not enough qualified candidates. Wages not high enough to keep them.

### Future Research

The Skill shed surveys and resulting analysis presents as an innovative technique to evaluate and project skills needs within an employer's specific recruiting area and may also be a promising tool for local economic planning. Moving forward from the pilot phase, the DWA Skill she study will consist of various parts. Based on capacity, 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.

## 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 December 2014, the DWA will release an additional report that focuses solely on the commuting patterns for Durham Region. 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 for Table 7

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

**Table 20 - 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
Pickering	38,065	29,125	7,875	0.77	0.73	27%
Ajax	48,345	23,570	9,325	0.49	0.52	40%
Whitby	52,160	33,610	13,595	0.64	0.69	40%
Oshawa	58,400	50,850	24,780	0.87	0.95	49%
Clarington	35,845	16,535	9,585	0.46	0.46	58%
Scugog	8,285	5,670	2,870	0.68	0.56	51%
Uxbridge	8,190	5,240	2,465	0.64	0.61	47%
Brock	3,840	2,575	1,515	0.67	0.55	59%

Source: 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 2013-2014 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.

### Employment Service

Table 21 - Employment Service, Number of Clients						
	2012 - 2013			2013 - 2014		
Number of Clients	Durham	Central	Ontario	Durham	Central	Ontario
Unassisted R & I Clients				19696	255768	488402
ES Assisted Service Clients	8403	86826	184947	8395	91563	196558
The DWA was not provided the R&I numbers for 2012-2013. R&I means 'referral and information'						

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

### 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.

Table 22 - Employment Services, Clients by age group						
	2012 - 2013			2013 - 2014		
Clients by Age Group	Durham	Central	Ontario	Durham	Central	Ontario
15-24	1989	16173	39027	2082	18455	44503
25-44	3582	43393	87849	3584	45596	92325
45-64	2777	26565	566634	2645	26760	58154
65 and older	55	689	1429	84	752	1576

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

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 that offers specific support to youth is part of this increase. There remain a higher proportion of youth in Durham unemployed and future potential for increased ES clients.

### Gender

Table 22 - Employment Services, Clients by gender						
	2012 - 2013			2013 - 2014		
Gender	Durham	Central	Ontario	Durham	Central	Ontario
Female	4241	45147	90803	4328	47731	95599
Male	4157	41518	93645	4059	43665	99563
Undisclosed	5	161	499	0	167	396

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

### 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.

Table 24 - Employment Services, Clients by Designated Groups						
	2012 - 2013			2013 - 2014		
Designated Groups	Durham	Central	Ontario	Durham	Central	Ontario
Newcomer	306	11393	15918	386	12901	17577
Visible Minority	904	13220	17833	883	14109	19119
Person with Disability	458	2875	7906	422	3180	8883
Aboriginal Group	56	817	4536	71	1063	5221

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

### 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.

Table 25 - Employment Services, Clients by Internationally trained professionals						
	2012 - 2013			2013 - 2014		
Internationally Trained Professionals	Durham	Central	Ontario	Durham	Central	Ontario
Internationally Trained Professionals	819	25318	35239	812	25477	35188

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

### Educational attainment

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

Table 26 - Employment Services, Clients by Educational Attainment						
	2012 - 2013			2013 - 2014		
Educational Attainment at Intake	Durham	Central	Ontario	Durham	Central	Ontario
Less than Grade 8	68	709	2258	61	685	2347
Less than Grade 12	948	7111	22636	817	6884	23261
Completion of Secondary	2871	21500	54662	3067	23026	58492
Certificate of Apprenticeship/Journey person				116	874	2804
Completion of College	2687	22638	50171	2597	22827	51095
Completion of University	1122	28574	41828	1203	31287	45669
Other	707	6287	13382	534	5980	12890

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

### Source of income

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

Table 27 - Employment Services, Clients by Source of Income						
	2012 - 2013			2013 - 2014		
Source of Income	Durham	Central	Ontario	Durham	Central	Ontario
Employment Insurance	2106	17647	41846	1820	16352	39926
Ontario Works	660	8367	24467	622	8762	26063
Ontario Disability Support Program	124	952	3145	104	1029	3595
No source of Income	3615	39255	71095	3909	44625	80347
Other	1898	20598	44384	1940	20795	46627

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

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.

Table 28 - Employment Services, Clients by Length of time out of employment/training						
	2012 - 2013			2013 - 2014		
Length of Time Out of Employment/Training	Durham	Central	Ontario	Durham	Central	Ontario
Less than 3 months	3487	35860	80878	3737	39478	90009
3-6 months	1316	14720	30603	1390	15068	31225
6-12 months	1418	13990	28367	1279	14420	29112
More than 12 months	2182	22249	45089	1989	22597	46212

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

### Outcomes at Exit

The ES data indicates the outcomes at exit for clients.

Table 29 - Employment Services, Clients by Outcomes at exit						
	2012 - 2013			2013 - 2014		
Outcomes at Exit	Durham	Central	Ontario	Durham	Central	Ontario
Employed	5408	55371	116077	5575	61874	129296
Training/Education	1220	12463	28167	1120	13140	28728
Other	1775	18992	40703	1700	16549	38534

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

## Employment and training outcomes

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

<b>Table 30 - Employment Services, Clients by Employment and training outcomes</b>						
	<b>2012 - 2013</b>			<b>2013 - 2014</b>		
	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>
<b>Employed</b>						
<b>Employed full-time</b>	<b>2894</b>	<b>33522</b>	<b>67215</b>	<b>2855</b>	<b>35288</b>	<b>72622</b>
<b>Employed part-time</b>	<b>1007</b>	<b>8701</b>	<b>19529</b>	<b>1053</b>	<b>9639</b>	<b>21676</b>
<b>Self-employed</b>	<b>179</b>	<b>1704</b>	<b>3821</b>	<b>193</b>	<b>2050</b>	<b>4408</b>
<b>Both employed and in education</b>	<b>72</b>	<b>653</b>	<b>1541</b>	<b>66</b>	<b>818</b>	<b>1714</b>
<b>Both employed and in training</b>	<b>59</b>	<b>674</b>	<b>1511</b>	<b>87</b>	<b>1034</b>	<b>1885</b>
<b>Employed apprentice</b>	<b>39</b>	<b>414</b>	<b>1145</b>	<b>48</b>	<b>468</b>	<b>1237</b>
<b>Employed in area of training/choice</b>	<b>819</b>	<b>6142</b>	<b>14461</b>	<b>979</b>	<b>8519</b>	<b>18340</b>
<b>Employed in more suitable job</b>	<b>115</b>	<b>1779</b>	<b>3906</b>	<b>88</b>	<b>1966</b>	<b>4004</b>
<b>Employed in a prof occ/ trade</b>	<b>224</b>	<b>1782</b>	<b>2948</b>	<b>206</b>	<b>2092</b>	<b>3410</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

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

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.

<b>Table 31 - Employment Services, Clients by Training and education outcomes</b>						
	<b>2012 - 2013</b>			<b>2013 - 2014</b>		
<b>Training/Education</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>
<b>OSSD or equivalent</b>	<b>34</b>	<b>375</b>	<b>1358</b>	<b>43</b>	<b>285</b>	<b>1548</b>
<b>Postsecondary</b>	<b>191</b>	<b>1885</b>	<b>3825</b>	<b>216</b>	<b>2137</b>	<b>4194</b>
<b>Academic Upgrading</b>	<b>57</b>	<b>579</b>	<b>1449</b>	<b>53</b>	<b>677</b>	<b>1460</b>
<b>Other Education</b>	<b>49</b>	<b>860</b>	<b>1598</b>	<b>42</b>	<b>843</b>	<b>1496</b>
<b>Second Career</b>	<b>343</b>	<b>3677</b>	<b>9142</b>	<b>364</b>	<b>3877</b>	<b>8998</b>
<b>EO training initiatives</b>	<b>219</b>	<b>1609</b>	<b>4209</b>	<b>187</b>	<b>1622</b>	<b>4072</b>
<b>EO Literary training</b>	<b>12</b>	<b>122</b>	<b>395</b>	<b>0</b>	<b>176</b>	<b>555</b>
<b>ESL/FSL</b>	<b>14</b>	<b>592</b>	<b>1045</b>	<b>12</b>	<b>621</b>	<b>1169</b>
<b>MCI Bridge Programs</b>	<b>2</b>	<b>176</b>	<b>243</b>	<b>0</b>	<b>188</b>	<b>266</b>
<b>Federal</b>	<b>205</b>	<b>757</b>	<b>1840</b>	<b>100</b>	<b>586</b>	<b>1643</b>
<b>Apprenticeship</b>	<b>6</b>	<b>93</b>	<b>216</b>			
<b>Other Occupational skills training</b>	<b>88</b>	<b>1738</b>	<b>2847</b>	<b>94</b>	<b>2020</b>	<b>3327</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

### Employment outcomes by industry

The Employed Outcome Industry data shows in what industry individuals finding employment got jobs. This information is based on client information at program exit only. The client outcomes at three, six and 12 months follow up have not been provided to the Workforce Planning Boards.

**Table 32 - Employment Services, Employment outcomes by industry**

	2012 - 2013			2013 - 2014		
	Durham	Central	Ontario	Durham	Central	Ontario
	Top 10 Employed Outcome Occupations - (NOC) 4 Digit Groups	Retail salepersons	Retail salepersons	Retail salepersons	Retail salepersons	Retail salepersons
Construction and trades helpers and labourers		Other labourers in processing, manufacturing and utilities	Other labourers in processing, manufacturing and utilities	Other Customer and Information Services	Other Customer and Information Services	Other labourers in processing, manufacturing and utilities
Cashiers		Cashiers	Cashiers	Cashiers	Other Labourer in processing, manufacturing and utilities	Construction trade helpers and labourers
Food and beverage Servers		Customer Service, Information and Related Clerks	Construction and trades helpers and labourers	Accommodation Service Manager	Cashiers	Other Customer and Information Services
Other labourers in processing, manufacturing and utilities		Food and Beverage Servers	Food counter attendants, kitchen helpers and related support	Accommodation, travel, tourism and related services supervisors	Administrative Assistants	Food counter attendants, kitchen helpers and related support occupations
Food counter attendants, kitchen helpers and related support		General Office Support Workers	Food and beverage Servers	Accounting and related clerks	Customer service, information and related clerks	Cashiers
Other customer and information services representatives		Material Handlers	Light Duty Cleaners	Accounting technicians and bookkeepers	Administrative Officers	Material Handlers
Material Handlers		Food counter attendants, kitchen helpers and related support	Cooks	Actors and comedians	Receptionists	Administrative Assistants
Customer Service, Information and Related Clerks		Construction trades helpers and labourers	General Office Support Workers	Administrative assistants	General Office Support Workers	Light Duty Cleaners
Early Childhood Educators and Assistants		Other Customer and information services representatives	Other Customer and Information Services	Administrative clerks	Food counter attendants, kitchen helpers and related support occupations	Food and Beverage Servers

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

Several observations about the data:

- The Retail Trade; Management & Administrative Support; Other Services; and Accommodation & Food categories account for a notably higher proportion of EO employed outcomes than their share of local employed residents;
- The occupations are lower-level entry positions, the DWA would like the long term tracking information to review the change over the 12 month period.

### Literacy and Basic Skills

<b>Table 33 - Literacy and Basic Skills, Number of Clients</b>						
	<b>2012 - 2013</b>			<b>2013 - 2014</b>		
<b>Literacy and Basic Skills</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>
<b>Number of in-person learners (new)</b>			<b>0</b>	<b>501</b>	<b>8382</b>	<b>21473</b>
<b>Number of in-person learners (carry-over)</b>			<b>0</b>	<b>305</b>	<b>6452</b>	<b>16119</b>
<b>Number of in-person learners (new in-person + carry-over in-person)</b>	<b>620</b>	<b>10500</b>	<b>28617</b>	<b>806</b>	<b>14834</b>	<b>37592</b>
<b>Number of E-Channel Learners (New)</b>			<b>3308</b>	<b>0</b>	<b>20</b>	<b>3479</b>
<b>Number of E-Channel Learners (Carry-over)</b>			<b>1223</b>	<b>0</b>	<b>176</b>	<b>2074</b>
<b>Number of E-Channel Learners (new e-channel + carry-over e-channel)</b>			<b>4531</b>	<b>0</b>	<b>196</b>	<b>5553</b>
<b>Total number of learners (in-person + e-channel)</b>	<b>620</b>	<b>10500</b>	<b>33148</b>	<b>1612</b>	<b>30060</b>	<b>86290</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

<b>Table 34 - Literacy and Basic Skills, Clients by age</b>						
	<b>2012 - 2013</b>			<b>2013 - 2014</b>		
<b>Clients by age group</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>
<b>15-24</b>	<b>269</b>	<b>2659</b>	<b>7389</b>	<b>337</b>	<b>4384</b>	<b>12679</b>
<b>25-44</b>	<b>231</b>	<b>4718</b>	<b>11548</b>	<b>313</b>	<b>7344</b>	<b>19206</b>
<b>45-64</b>	<b>101</b>	<b>1897</b>	<b>5987</b>	<b>140</b>	<b>3075</b>	<b>9706</b>
<b>65 and older</b>	<b>4</b>	<b>95</b>	<b>1057</b>	<b>0</b>	<b>188</b>	<b>1468</b>
<b>Total</b>	<b>605</b>	<b>9369</b>	<b>25981</b>	<b>790</b>	<b>14991</b>	<b>43059</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

<b>Table 35 - Literacy and Basic Skills, Clients by Gender</b>						
	<b>2012 - 2013</b>			<b>2013 - 2014</b>		
<b>Gender</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>
<b>Female</b>	<b>358</b>	<b>5223</b>	<b>14846</b>	<b>469</b>	<b>8196</b>	<b>25022</b>

<b>Male</b>	<b>247</b>	<b>4078</b>	<b>11038</b>	<b>337</b>	<b>6731</b>	<b>17851</b>
<b>Undisclosed</b>	<b>0</b>	<b>68</b>	<b>97</b>	<b>0</b>	<b>103</b>	<b>169</b>
<b>Total</b>	<b>605</b>	<b>9369</b>	<b>25981</b>	<b>806</b>	<b>15030</b>	<b>43042</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

<b>Table 36 - Literacy and Basic Skills, Clients by Designated Groups</b>						
	<b>2012 - 2013</b>			<b>2013 - 2014</b>		
<b>Designated Groups</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>
<b>Newcomer</b>	<b>17</b>	<b>493</b>	<b>947</b>	<b>28</b>	<b>1009</b>	<b>2169</b>
<b>Visible Minority</b>	<b>24</b>	<b>799</b>	<b>1189</b>	<b>29</b>	<b>1465</b>	<b>2671</b>
<b>Person with Disability</b>	<b>26</b>	<b>474</b>	<b>1809</b>	<b>39</b>	<b>1000</b>	<b>3885</b>
<b>Aboriginal Group</b>	<b>8</b>	<b>222</b>	<b>1454</b>	<b>0</b>	<b>357</b>	<b>2448</b>
<b>Total</b>	<b>75</b>	<b>1988</b>	<b>5399</b>	<b>96</b>	<b>3831</b>	<b>11173</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

<b>Table 37 - Literacy and Basic Skills, Clients by Source of income</b>						
	<b>2012 - 2013</b>			<b>2013 - 2014</b>		
<b>Source of Income</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>
<b>Other</b>	<b>134</b>	<b>1924</b>	<b>5387</b>	<b>123</b>	<b>2407</b>	<b>6872</b>
<b>Employed</b>	<b>238</b>	<b>2510</b>	<b>6588</b>	<b>300</b>	<b>4147</b>	<b>11243</b>
<b>Employment Insurance</b>	<b>32</b>	<b>671</b>	<b>1664</b>	<b>40</b>	<b>1227</b>	<b>2877</b>
<b>No source of income</b>	<b>61</b>	<b>696</b>	<b>2147</b>	<b>101</b>	<b>1314</b>	<b>4089</b>
<b>Ontario Disability Support Program</b>	<b>44</b>	<b>897</b>	<b>3025</b>	<b>43</b>	<b>1438</b>	<b>4933</b>
<b>Ontario Works</b>	<b>78</b>	<b>2307</b>	<b>6227</b>	<b>108</b>	<b>3594</b>	<b>10022</b>
<b>Self Employed</b>	<b>13</b>	<b>163</b>	<b>461</b>	<b>17</b>	<b>245</b>	<b>833</b>
<b>Total</b>	<b>600</b>	<b>9138</b>	<b>25499</b>	<b>732</b>	<b>14372</b>	<b>40869</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

<b>Table 38 - Literacy and Basic Skills, Clients by Learners' goal path</b>						
	<b>2012 - 2013</b>			<b>2013 - 2014</b>		
<b>Learners' Goal Path</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>	<b>Durham</b>	<b>Central</b>	<b>Ontario</b>
<b>Apprenticeship</b>	<b>31</b>	<b>683</b>	<b>1355</b>	<b>44</b>	<b>1344</b>	<b>2700</b>
<b>Employment</b>	<b>84</b>	<b>2284</b>	<b>7084</b>	<b>129</b>	<b>3823</b>	<b>11783</b>
<b>Independence</b>	<b>40</b>	<b>918</b>	<b>3421</b>	<b>50</b>	<b>1441</b>	<b>5307</b>
<b>Postsecondary</b>	<b>353</b>	<b>4124</b>	<b>10238</b>	<b>453</b>	<b>6210</b>	<b>16521</b>
<b>Secondary School Credit</b>	<b>97</b>	<b>1360</b>	<b>3883</b>	<b>130</b>	<b>2173</b>	<b>6793</b>
<b>Total</b>	<b>605</b>	<b>9369</b>	<b>25981</b>	<b>806</b>	<b>14991</b>	<b>43104</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

## Second Career

**Table 39 - Second Career, Number of clients**

	2012 - 2013			2013 - 2014		
Number of Clients	Durham	Central	Ontario	Durham	Central	Ontario
<b>Number of Clients</b>	<b>446</b>	<b>5087</b>	<b>11263</b>	<b>432</b>	<b>4991</b>	<b>10534</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

**Table 40 - Second Career, Clients by age group**

	2012 - 2013			2013 - 2014		
Clients by Age Group	Durham	Central	Ontario	Durham	Central	Ontario
<b>15-24</b>	<b>28</b>	<b>162</b>	<b>780</b>	<b>21</b>	<b>140</b>	<b>662</b>
<b>25-44</b>	<b>255</b>	<b>2800</b>	<b>6498</b>	<b>231</b>	<b>2718</b>	<b>6040</b>
<b>45-64</b>	<b>163</b>	<b>2111</b>	<b>3967</b>	<b>179</b>	<b>2117</b>	<b>3804</b>
<b>65 and older</b>	<b>0</b>	<b>14</b>	<b>18</b>	<b>0</b>	<b>16</b>	<b>28</b>
<b>Total</b>	<b>446</b>	<b>5087</b>	<b>11263</b>	<b>431</b>	<b>4991</b>	<b>10534</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

**Table 41 - Second Career, Clients by Educational attainment at intake**

	2012 - 2013			2013 - 2014		
Educational Attainment at Intake	Durham	Central	Ontario	Durham	Central	Ontario
<b>Less than Grade 8</b>	<b>3</b>	<b>17</b>	<b>58</b>	<b>0</b>	<b>13</b>	<b>48</b>
<b>Less than Grade 12</b>	<b>33</b>	<b>283</b>	<b>987</b>	<b>83</b>	<b>263</b>	<b>905</b>
<b>Completion of Secondary</b>	<b>116</b>	<b>1490</b>	<b>3472</b>	<b>115</b>	<b>1468</b>	<b>3239</b>
<b>Completion of College</b>	<b>116</b>	<b>1125</b>	<b>2647</b>	<b>103</b>	<b>1089</b>	<b>2424</b>
<b>Completion of Apprenticeship</b>				<b>0</b>	<b>43</b>	<b>145</b>
<b>Completion of University</b>	<b>33</b>	<b>866</b>	<b>1309</b>	<b>52</b>	<b>973</b>	<b>1328</b>
<b>Other Education</b>	<b>145</b>	<b>1306</b>	<b>2790</b>	<b>118</b>	<b>1142</b>	<b>2445</b>
<b>Total</b>	<b>446</b>	<b>5087</b>	<b>11263</b>	<b>426</b>	<b>4991</b>	<b>10534</b>

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

**Table 42 - Apprenticeship in Durham Region**

	2012 - 2013			2013 - 2014		
Apprenticeship	Durham	Central	Ontario	Durham	Central	Ontario
Number of CofAs Issues	838	4264	10932	554	4505	11578
Number of CofQs Issued	537	4513	11031			
Number of Modular Training Registrations	136	690	9350	96	582	8422
Average Age of Apprentices at Registration	28	27	27	24	27	27
Number of New Registrations	109	11382	32448	1320	10184	27959
Number of Active Apprentices	5024	48368	118080	4598	48144	117118
Number of Active Journeypersons	22934	171973	452841			

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014



Table 43 - Second Career Top 10 Approved Skills Training Program

2012 - 2013			2013 - 2014		
Durham	Central	Ontario	Durham	Central	Ontario
Transport Truck Drivers	Accounting and Related Clerks	Transport Truck Drivers	Transport Truck Drivers	Accounting and related clerks	Transport Truck Drivers
Social and Community Service Workers	Social and Community Service Workers	Social and Community Service Workers	Heavy Equipment Operators (except crane)	Early childhood educators and assistants	Heavy Equipment Operators (except crane)
Paralegal and Related Occupations	Early Childhood Educators and Assistants	Heavy Equipment Operators (Except Crane)	Social and Community Services Workers	Transport Truck drivers	Social and Community Service Workers
Computer Network Technicians	Transport Truck Drivers	Accounting and Related Clerks	Paralegal and Related Occupations	Social and community service workers	Accounting and related clerks
Accounting and Related Clerks	Computer Network Technicians	Early Childhood Educators and Assistants	Accounting and related clerks	Medical administrative assistants	Home Support workers, housekeepers and related occupations
General Office Support Workers	Medical Administrative Assistants	Home Support Workers, Housekeepers and related occupations	Medical Administrative Assistants	Paralegal and Related Occupations	Medical administrative assistants
Early Childhood Educators and Assistants	Paralegal and Related Occupations	Medical Administrative Assistants	Receptionists	Computer Network Technicians	Early childhood educators and assistants
Welders and Related Machine Operators	Home Support Workers, Housekeepers and related occupations	Computer Network Technicians	Welders and Related Machine Operators	Home Support workers, housekeepers and related occupations	Welders and Related Machine Operators
Electricians (except industrial and power system)	Administrative Officers	Paralegal and Related Occupations	Early Childhood educators and assistants	Estheticians, electorlogists and related occupatios	Computer Network Technicians
Receptionist	Hairstylist and Barbers	Welders and Related Machine Operators	Home Support workers, housekeepers and related occupations	Administrative Officers	Paralegal and Related Occupations

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

Table 44 - Top 10 Trades: New Registrations

2012 - 2013			2013 - 2014		
Durham	Central	Ontario	Durham	Central	Ontario
Information Technology-Contact Centre	Automotive Service Technician	Information Technology-Contact Centre	Information Technology-Contact Centre	Electrician-Construction and Maintenance	Information Technology-Contact Centre
Automotive Service Technician	Information Technology-Contact Centre	Automotive Service Technician	Elevating Devices Mechanic	Automotive Service Technician	Electrician-Construction and Maintenance
Hairstylist	Hairstylist	Hairstylist	Automotive Service Technician	Information Technology-Contact Centre	Automotive Service Technician
Electrician-Construction and Maintenance	Electrician-Construction and Maintenance	Electrician-Construction and Maintenance	Electrician-Construction and Maintenance	Hairstylist	Hairstylist
Truck and Coach Technician	Child Development Practitioner	General Carpenter	Hairstylist	Plumber	General Carpenter
Child Development Practitioner	General Carpenter	Child Development Practitioner	Child Development Practitioner	General Carpenter	Plumber
Cook	Truck and Coach Technician	Cook	Plumber	Child Development Practitioner	Truck and Coach Technician
Elevating Devices Mechanic	Cook	Truck and Coach Technician	Powerline Technician	Truck and Coach Technician	Child Development Practitioner
Powerline Technician	Plumber	Information Technology-Contact Centre	Truck and Coach Technician	Information Technology-Contact Centre	Industrial Mechanic Millwright
Utility Arborist	Information Technology-Contact Centre	Industrial Mechanic Millwright	Cook	Cook	Cook

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

Table 45 - Top 10 Trades: Active Journeypersons

2012 - 2013			2013 - 2014		
Durham	Central	Ontario	Durham	Central	Ontario
Electrician-Construction and Maintenance	Electrician-Construction and Maintenance	Automotive Service Technician			
Automotive Service Technician	Automotive Service Technician	Electrician-Construction and Maintenance			
Industrial Electrician	Hairstylist	Industrial Mechanic Millwright			
Industrial Mechanic Millwright	Industrial Electrician	Hairstylist			
Hairstylist	Industrial Mechanic Millwright	Industrial Electrician			
Truck and Coach Technician	Truck and Coach Technician	Truck and Coach Technician			
Plumber	General Carpenter	General Carpenter			
General Carpenter	Plumber	Plumber			
Tool and Die Maker	Tool and Die Maker	General Machinist			
Refrigeration and Air Conditioning Systems Mechanic	Cook	Tool and Die Maker			

Source: Ministry of Training, Colleges and University, Employment Ontario, 2014

## 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' programming that is customized to precarious clients currently in the system or those who desire service but have difficulty accessing service.

## LiNDR Service Coordination with support of DWA

### Priority Areas

#### #1 Create Common Screening Processes

Key Activities

Consult with service providers, develop trust, collect information on:

- Promoting and training on assessment and screening tools to help make referrals between ES and LBS
- Build relationships and networks between all EO services in the region
- Support existing programs and services
- Provide education on LBS client pathways
- Expand training and engagement activities for the EO network in the region

#### #2 Identify Existing Collaborations Share & Expand

Key Activities

- Share current activities or best practices that the local EO network can leverage or adapt
- Share lessons learned from other service coordination initiatives in other regions that include LBS and ES partnerships
- EOIS CAMS service coordination

### #3 Survey Stakeholders and Clients For Input

#### Key Activities

- Investigate the ongoing needs of ES and LBS clients, front line workers and management staff to improve service offerings

### #4 Identify Client Pathways In Order To Establish Anticipated Process For Referrals

- Educate stakeholders on and promote the five LBS OALCF pathways to ES agencies to ensure seamless transitions
- Determine and promote use of LBS/ES screening tools
- Facilitate relationship building with Ontario Works and other partners
- Develop and maintain LBS/ES referral process
- Promote client pathways
- Provide training and engagement

### #5 Inventory Of Existing Programs And Networks

#### Key Activities

- Referral document that outlines all LBS and ES services created annually
- ES, OW and LBS will work in creating information sheets for use across services so all front line staff understand services, supports and access processes

### #6 Data Collection From Outside Sources, Leveraging Community Assets

#### Key Activities

- Collect and analyze Ontario Works data, labour market data and other sources of relevant community information and present to the LBS and ES agencies to assist in planning activities
- DWA is compiling a spreadsheet to accumulate OW-related data outside of CAMS

### #7 Continuous training

#### Key Activities

Validate current state and develop service coordination partnership plan

- Conduct gap analysis
- Develop recommendations that lead to professional development or training opportunities.

### Actions and Accomplishments

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 partnered with LiNDR in the delivery of service coordination to both LBS and ES agencies by providing critical staff support, expert level labour market information and ongoing data analysis services. This partnership is a clear expression of MTCU's investment of its funded support service network to develop and facilitate service coordination amongst Employment Ontario services.

## Trends and Priorities

### **Creative Economy**

Durham has embraced the concept of a creative economy and has paid particular attention to the arts and culture aspects of the emerging economy. The Region of Durham Economic Development Department launched the award-winning Art of Transition in 2010, creative think tanks, Durham's Creative Awards and other events to support the development of the creative economy in Durham Region.

The DWA is aware that as Durham moves toward a creative economy it will require different skills than those that may be in abundance in an economy traditionally focused on manufacturing. In 2014, the DWA will release a service sector study focused on those occupations in what has been dubbed 'creative service sector', and will provide insights and recommendations for transitioning the traditional service sector to creative service and other creative occupations.

### **Ignite**

In 2013, there were several discussions within the creative community that revealed the need for a more diversified local economy, better links between businesses and creative professionals, and ultimately a stronger economy that can support arts and culture. At the same time, local start-ups and businesses were looking for community support. Ignite grows the small to medium sized business in Durham Region and is an extension of the Art of Transition 2010 event. Last year Ignite saw over 100 companies compete in pitch competitions, a business boot camp and boardroom competition. In 2014, Ignite will focus on innovation, technology, invention and advanced process oriented start-ups.

Ignite is organized by Spark Centre and the Region of Durham, along with many local community partners including the DWA. The second annual competition will award two winners \$25,000 each and includes a new category awarding \$5,000 to a post-secondary student.

### **Employer Engagement**

Employment Ontario Service Providers, Literacy Service Providers, Workforce Planning Boards, Immigrant Serving Agencies, 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 proposes to host employer engagement round tables to research best practices in employer engagement strategies to develop best practices 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.

In addition to employer engagement best practice research and service coordination, the DWA will continue to develop closer relationships with the municipal and regional economic development departments and chambers of commerce and boards of trade. The City of Oshawa Economic Development Department recently released its Plan20Twenty, an economic development strategy for its downtown. The DWA will work with economic development to leverage the DWA Skill shed study, and its custom-purchased commuting pattern data to inform cluster attraction and employer recruitment.

### **Sector Studies**

To fully address local and provincial labour force needs and support our evolving economy, it is critical that potential labour market participants are made aware of all their community employment and training opportunities and are equipped with the

in-demand employment skills necessary to gaining and maintaining employment.

In response to community need for specific local labour information, the DWA will continue to research in demand sectors for the region. In the past few years, the organization has published construction sector study, nuclear energy sector study and an apprenticeable trade service sector study.

The identified in demand sectors (taken from local and regional economic development reports) for Durham Region are: advanced manufacturing, technology-based manufacturing, wholesale trade, health and biosciences, energy generation, multimodal transportation and logistics, information technology, agri-business, smart energy and film. As a result of our community consultations, the DWA will focus on information technology, advanced manufacturing and health care supply chain.

Additional studies have been identified as priorities for the broader community, however, studies will be undertaken only with additional resources to expand organizational capacity.

### **Agri-Food**

Rather than undertake an agri-food sector study, the DWA has partnered with the Literacy Network of Durham (LiNDR) as it leads a career ladders project with a focus on agri-food. Durham has an agriculture asset and could be responding to the creative economy needs through creative food economy, with the creation of ethnic food farms (specialized food products), and food-to-table food processing. Approximately 40 per cent of Durham Region is classified as agriculture land. The DWA will also explore future partnerships with the Region of Durham Economic Development Department, Durham Agriculture Advisory Committee, and the Local Diversity and Immigration Partnership Council will explore the creation of demonstration projects, feasibility studies, and experimental farms.

### **Sport Tourism**

Sport tourism is an emerging as an important sector and opportunity for Durham Region. The Region has been selected as a site for the Pan Am and Para Pan games. These games are seen by many as a 'coming out party' for the Region on the world stage of sport tourism. The games, scheduled for summer 2015, will bring millions to the GTHA in tourism dollars. There will be legacy opportunities from hosting the games, for increasing occupations in sport tourism. The Region of Durham, Sport Tourism Strategy 2013-2017, notes that sport tourism, and in particular weekend tournaments, fill hotel rooms during slow periods and provide business to restaurants, theatres and attractions. Ongoing annual tournaments/events as well as the hosting of major sporting events raises awareness of a destination and builds capacity to benefit the community at large.

### **Literacy and Essential Skills**

The development of a workforce's literacy and essential skills capacity is a key driver of its local economy. Economic theory suggests that human capital – what individuals know and can put to productive use – is an important contributor to economic growth. (Coalition, Realizing Workforce Potential Through Workforce Planning Boards and Literacy Networks, 2012)

An individual's ability to learn and fully participate in the labour force is determined by their level of literacy and essential skills - higher skills abilities are associated with higher rates of employment, family-supporting wages, health outcomes, and increased educational attainment. The literacy and essential skills profile of a population affects the performance of local enterprises and communities as the differences in average literacy levels explain more than 55% of differences in the long-term growth rate of gross domestic products (GDP) per capita at both the national and provincial level. (Coalition, Realizing Workforce Potential Through Workforce Planning Boards and Literacy Networks, 2012)

Many workers who have been displaced by local manufacturing plant closures lack the literacy and essential skills they need to adapt to new employment prospects. Higher literacy skills are associated with greater propensity for lifelong learning habits that improve employability for workers needing to find new jobs. (Prosperity, 2012)

Literacy and formal retraining are complementary. People with higher literacy skills are more likely to pursue job re-training programs than those with low literacy skills. This pattern holds across different age profiles of workers.

### **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.

Career Ladders seek to serve employers and potential employees by creating pathways for advancement based on work experience and credentialed, stackable job-related training. (Zizys, 2010) Dr. Rick Miner, author of *People without Jobs, Jobs without People* indicates a looming labour shortage; Career Ladders may be one of the tools beneficial in addressing this shortage. Career Ladders provide low-skilled adults with a manageable and supportive education and training program that has clear and foreseeable outcomes in terms of job advancement, better wages and career opportunities. Career Ladders provide a higher-skilled workforce to recruit from and better career opportunities for employers current employees, allowing them to promote from within.

LiNDR will lead the 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.

### **Learning Communities**

The DWA, the Literacy Network of Durham (LiNDR) and the Community Development Council Durham (CDCD), continue to partner on formal and informal projects. Over the past two years, this partnership has supported several events including three half-day conferences to promote the Learning Communities concept and build community engagement. The three lead partners will seek additional funding to continue this important work.

Learning Communities are supported by a diverse group of people working together to nurture and sustain a knowledge creation system based in valuing equally three interacting domains of activity: research, capacity-building, and practice.

## **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. Emerging occupations and their essential skill requirements need to be clearly defined and presented in ways that will be useful to those making career decisions or providing counsel on career pathways. Those consulted almost universally expressed a need for increased local labour market information that is timely and easily understood.
- 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 2013 Action Items

### **Skill shed/Labour Shed Pilot**

Initial pilot labour shed study was launched in late June 2013, in partnership with UOIT. A draft report was shared with the community in on the DWA website in February of 2014.

A long-term, sector-specific prioritized plan of future studies has been created and included in this report. Sample data from the draft report can be found in this document.

### **Creative Economy/Ignite**

Ignite grows the small to medium sized business in Durham Region and is an extension of the Art of Transition 2010 event. Ignite is an organized by Spark Centre and the Region of Durham, along with many local community partners, including DWA. 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. A larger community event was held June 25th, at the Regent Theatre, 400 community partners attended the event.

### **Local Industry Tours for Educators**

The DWA organized the fifth annual tour with a focus on Clarington for secondary school teachers of local industries that represent Durham's emerging growth sectors. (sustainable energy, automotive/transportation, IT, health and wellness, agriculture and biosciences) This is an opportunity to have the front line business owner speak to industry trends, future employment prospects.

The teachers were delighted to have an onsite presentation by Clarington Board of Trade, 80 teachers attended event. The three businesses that participated were Algoma Orchards, Canada Rubber Group, and St. Mary's Cement. The event produced a tour program produced with profiles on 3 locations visited and sector specific occupation profiles made available post event.

### **Youth Survey**

The DWA worked with the Literacy Network of Durham to develop a survey to better understand youth needs. The survey was conducted in partnership with front line youth serving organizations. The goal was to gain a better understanding of youth unemployment and youth service needs in Durham Region. The survey created, tested with youth serving organizations, survey was distributed at community events, on line, through youth organization contacts. The DWA launched results on January 31, 2014. The DWA has launched the youth survey for 2014 and has plans to continue the survey for the foreseeable future.

### **Service Class Prosperity**

The DWA will release a report on the creative service class and recommendations to move traditional service occupations toward the creative economy.

### Migration Patterns

The DWA partnered with the Central Region Workforce Planning boards to conduct a review of migration characteristics and trends for Durham and Central Region and understand how migration interrelates with adjacent communities. Additionally, understanding commuting pattern data, showing for each geography who commutes into and out of each area. Findings from this research will show what effects migration has on the labour market. The partner report is available on the DWA website.

### Agriculture Day

The DWA has plans to 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. This project is anticipated for 2015-16.

### Action Plan

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.

Three new themes have emerged throughout the consultation process: Engage, Educate and Evolve.

**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, of 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.

### Potential Partnerships - October 2014

2015	2016	2017
Employer Engagement – service coordination round table	Employer Engagement – service coordination round table	Agriculture day
Sector study – Information Technology	Sector Study – Skills Mis Match	Sector Study – Advanced Manufacturing
Career ladders – demonstration launched	Creative Economy - Ignite	Sector Study – Health Care supply chain
Industry Tours – Sport tourism	Central Region youth survey report	Agriculture Demonstration project
Skill Shed – Information Tech	Skill Shed – Advanced Manufacturing	Skill shed - Multimodal transportation and logistics

## Additional Partnerships

2015	2016	2017
<b>Youth Survey</b> <ul style="list-style-type: none"> <li>• Share with central region boards</li> <li>• Longitudinal study</li> </ul>	<b>Youth Survey</b> <ul style="list-style-type: none"> <li>• Work with central region boards to create a report and recommendations</li> </ul>	<b>Youth Survey</b>
<b>Learning communities</b> <ul style="list-style-type: none"> <li>• Support to demonstration project</li> </ul>	<b>Learning communities</b> <ul style="list-style-type: none"> <li>• Report, recommendations for future sectors</li> </ul>	<b>Learning communities</b> <ul style="list-style-type: none"> <li>• Long term monitoring</li> </ul>
<b>Durham Homeless connect</b> <ul style="list-style-type: none"> <li>• Write grant to support homeless connect in Durham</li> </ul>	<b>Durham Homeless connect</b> <ul style="list-style-type: none"> <li>• Expand project to north Durham, make arrangements to hand off project to other partners</li> </ul>	<b>Rick Miners report – what does it mean for Durham Region</b>
<b>LMI Clearing house</b> <ul style="list-style-type: none"> <li>• Seek funding sources to support the creation of a searchable dbase of local lmi</li> </ul>	<b>Sector Studies Impacts</b> <ul style="list-style-type: none"> <li>• Review recommendations and work with community to implement</li> </ul>	<b>Trades – gap for service</b>
<b>Learning Communities</b>	<b>Learning Communities</b>	<b>Learning Communities</b>

## Engage

### 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.

#### Status

Pilot completed 2013  
 Skill shed 2014 Agri-food sector  
 Skill shed 2015 Information Technology  
 Skill Shed 2016 Advanced Manufacturing

**Outcomes**

Planning committee  
 Skill shed Report  
 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 2014, 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.

**Durham Business Summit**

The DWA will participate as a planning partner in the Whitby Chamber of Commerce Business Summit. The event will focus on small to medium business.

**Plan 20Twenty**

There is currently a significant need for demand side labour market information. Employers indicate that they are unable to hire the skills they need and there is no easy way at this point to verify what skills they need. This information will allow job seekers to better prepare for employment opportunities through targeted training programs based on skills gaps identified by employers.

**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

### 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 biosciences 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 2014 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 un filled jobs in Durham and create a strategy to move workers into those occupations.

**Status**

2017

**Outcomes**

Event featuring Rick Miner and local employers  
Project Steering Committee  
Final Report and recommendations

**Partners**

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

**Sector Studies**

The DWA has completed sector studies in Nuclear Energy, Construction and Apprentice able Service trades sector.

**Status**

2015 – Conduct an Information Technology sector study  
2016 – Advanced Manufacturing  
2017 – Mutimodel transportation and logistics

**Outcomes**

Up to date sector studies, report recommendations auctioned, additional sector studies created for broader community.

**Partners**

MTCU, Region of Durham Economic Development Department, DSEA, BACD, selected employers, Spark, Unifor

<p><b>Youth Unemployment</b></p> <p>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.</p>
<p><b>Status</b></p> <p>2015, 2016, 2017</p>
<p><b>Outcomes</b></p> <p>Focus groups with NEET youth, youth in education and training Report and recommendations for service</p>
<p><b>Partners</b></p> <p>John Howard Society, Durham College, UOIT student association, Trent, Boys and Girls Club Durham, Whitby Youth Council, the Refuge</p>

**Evolve**

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.

<p><b>Career Ladders</b></p> <p>The fundamental shift in our labour market has created two challenges regarding job skills demand and job skills supply. Skills-biased technological change has fundamentally altered our labour market to favour skilled workers over those who are perceived as unskilled.</p> <p>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)</p>
<p><b>Status</b></p> <p>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.</p>
<p><b>Outcomes</b></p> <p>Demonstration pilot involving Durham Region business Final report</p>
<p><b>Partners</b></p> <p>LINDR, MTCU, Economic Development Departments, Ontario Works, OSEB, Employment Ontario Service Providers</p>

## 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

DWA will coordinate employer engagement round tables

### 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. Pro-vide 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

## Individual/Organization

E camp mentoring

North Durham Business Summit

Durham Research Day

ES Managers Meeting

Literacy Managers Meeting

Learning Communities

LiNDR AGM

DHSBA

Youth service agencies

YMCA Youth

Community Leaders focus group

Shawna Mutton

Ben Earle

Audrey Andrews

Maralyn Tassone

Darrin Carron

Donna McAllister

Rhonda Keenan

Vince Bulbrook

Brian Caccio

Trent student president

UOIT student president

Full Circle of Care

Nicola Crow

John Aker

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