



# DURHAM REGION WORKFORCE

Report | 2018



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# Skillshed and Labourshed Defined

The concept of a skillshed analysis was created by the Institute for Decision Making at the University of Iowa in 1998. Their primary goal in developing this model was to respond to the needs of economic development groups, who were trying to form a nuanced understanding of the labour force in their area. In the state of Iowa, such studies continued to be conducted by the Institute for Decision Making until 2001, after which point the Iowa Workforce Development assumed responsibility for completing labourshed assessments.

A skillshed is defined as “the geographic area from which a region pulls its workforce and the skills, education, and experience that the workforce possesses.” (Iowa Workforce Development, 2010). Closely related to the concept of a skillshed is a labourshed, which is the “area or region from which an employment center draws its commuting workers.” (Colorado State University Extension & Colorado Department of Local Affairs, 2008). Thus, whereas a labourshed refers to the geographic area from which a region recruits its workers, a skillshed refers specifically to the skills, education, and experiences of the workers who comprise this geographic area. Studying a workforce at the labourshed level is different than other assessments that focus on a specific region or community, as it involves the examination of a distribution of workers as they relate to a node

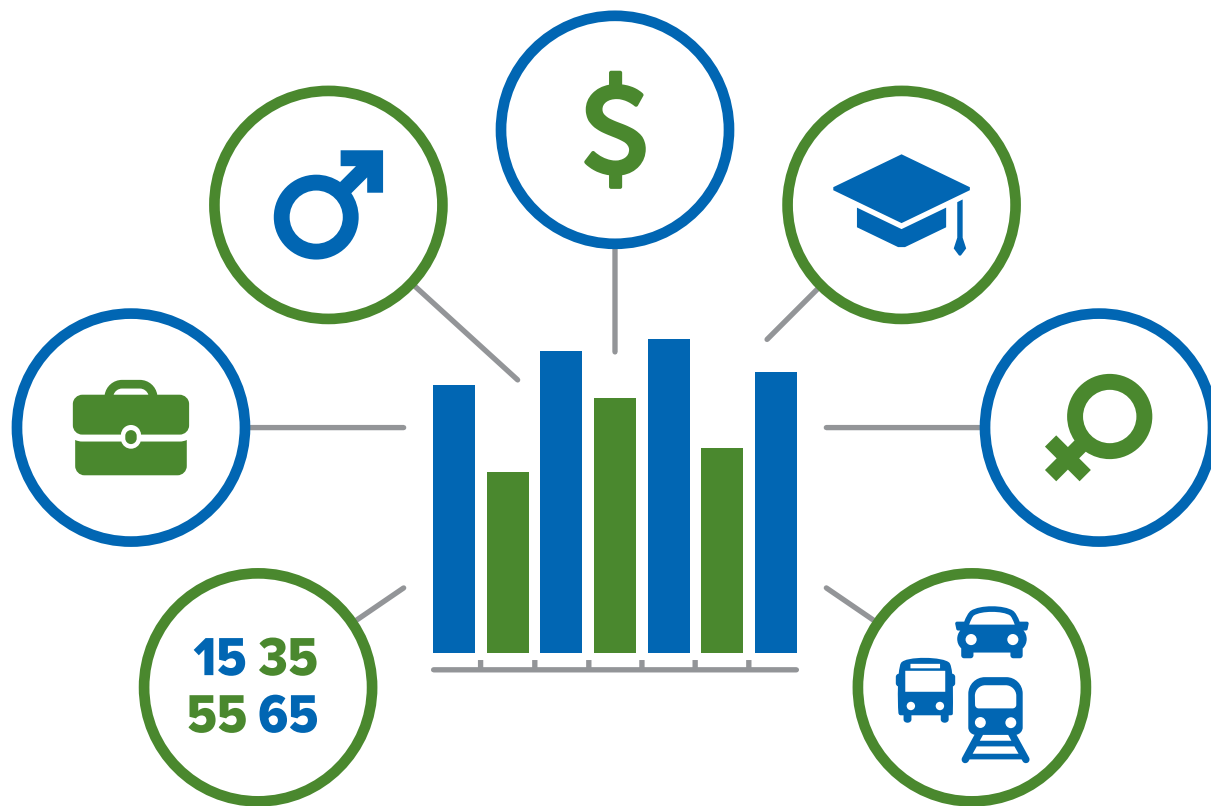
community, regardless of any natural (i.e., rivers, mountains) or political (i.e., state borders, county lines) boundaries. (Iowa Workforce Development, n.d.).

The general goal of a skillshed analysis is to compare the experiences and skills of an area’s labour force with the reported needs of area employers. (The Pathfinders, 2012). In other words, a skillshed analysis identifies and evaluates the supply and demand for labour with respect to the skills that are required to work within an occupation. (Mid Iowa Growth Partnership, 2011; Northeast Iowa Business Network, 2012). The main interest of these studies focuses on commuting patterns, current or desired wages, and skills. The focus on skills was linked to essential skills for comparison across multiple locations using devices such as surveys and information collected on and around these issues. In addition to showing the strengths of a region, this information can be examined in order to identify “which occupations or industries [a] region could grow into by understanding the difference between the current skill set and that skill set required by emerging markets.” Although such analyses have been called various different names (for example, skillshed, labourshed, labour availability, labour force, and labour market analyses), they are all similar in that they attempt to assess the skills and experiences of a workforce at the labourshed level.

## Workforce Survey Defined

The Workforce Survey is used to measure the supply of available workers within a labourshed tapping into the skillsets, work activities, and tasks of workers. Workforce surveys generally collect the following information on individuals including, but not limited to: age, gender, educational attainment, commuting times, labour force status and occupational and industry data and information pertaining to wages. The Durham Workforce Authority’s Workforce Survey contains all of these elements and additionally includes a self-assessment on employability and essential skills, the availability and quality of services within Durham Region, information pertaining to housing and retention residents.

The Workforce Survey represents the first step in the completion of a Durham Region Skillshed that will allow for analysis and discussion of the supply and demand side of the local labour market. An Employer Survey will be created and deployed in the 2018 - 2019 fiscal year and a final report will include the results of the full skillshed.



## Methodology

The survey instrument was developed in collaboration with University of Ontario Institute of Technology, Social Research Centre, the Literacy Network of Durham Region and the Durham Workforce Authority. The parties involved in the survey development worked to ensure that questions were in plain language and easy to comprehend for all skills levels. Input for survey questions was gathered from municipal government, local economic development departments and committees, chambers of commerce and boards of trade, educational institutions, employers and Employment Ontario Service Providers using a community approach as these perspectives are important when surveying large, diverse groups of individuals.

Templates for the Workforce Survey have been prepared based on best practices and based on the studies reviewed. In a Skillshed setting, the workforce survey is used to measure the supply of available workers within a labourshed tapping into the skillsets,

work activities, and tasks of workers. Workforce surveys generally collect the following information on individuals including, but not limited to: age, gender, educational attainment, commuting times, employment status and occupational and industry data.

The method of study comprises of an anonymous survey with both qualitative and quantitative aspects to gain a thorough and complete depiction of the labour market supply. The survey instrument is anonymous, and all questions are voluntary. Answers from the survey do not contain any identifiable markers. There is no risk or harm associated with participating in the survey. The survey instrument was designed to be applicable to all residents in Durham Region regardless of socio-economic status, gender, sexual orientation and religious, cultural or ethnic backgrounds. The survey instrument and all recruitment materials were approved by the University of Ontario Institute of Technology's Research Ethics Board. The survey instrument can be found in Appendix I.

Participants were primarily recruited through posters and advertising material which contained the link/QR code for the online survey. Marketing materials can be found in Appendix II. For in person recruitment, participants were invited to participate in the study through lunch events at workplaces and employment workshops offered by the Durham Workforce Authority, Employment Ontario Service Providers and community organizations. In the case of in person recruitment, advertisement material were made available to potential participants at Employment Ontario Service Provider locations, Ontario Works offices and other community organizations located throughout the Region. Additionally, to boost response rates, snowball sampling was used, wherein participants were be offered an option to provide e-mail addresses to send the survey link to other potential participants. This participant base was e-mailed with a survey link to access the survey. The email sent to participants can be found in Appendix III. The individual who forwarded new potential participants were be entered into a secondary prize draw for this participation. All participants were invited to provide their name and contact information upon completion of the survey to be entered into a prize draw for participation. Participants were able to withdraw from the study at any time by closing the browser window, or skipping the remaining questions. Any data collected to that point was kept for analysis. This was outlined to participants

in the informed consent form. There were no consequences for a participant who chose to withdraw. If a participant opted to quit the survey completely, they were not eligible for compensation, as the information for compensation will not be collected until the final question. If a participant finished the survey without completing all questions (i.e. skips questions), they were still eligible for compensation.

Electronic data was housed on the Qualtrics servers, which are located in Canada. Aggregate data which was downloaded to the computers doing the analysis was housed on password protected computers that were kept in locked offices when not in use. The data collected was anonymized. Anonymized data means that information is irrevocably stripped of direct identifiers, a code is not kept to allow future re-linkage, and risk of re-identification of individuals from remaining indirect identifiers is low or very low.

Upon completion of recruitment, the Durham Workforce Authority in consultation with the University of Ontario Institute of Technology's Social Research Centre conducted significant data analysis to examine correlation between variables, gather demographic information, examine labour force trends, produce recommendations Durham Region. The Durham Workforce Authority utilized secondary data sources such as Statistics Canada to supplement data analysis and create baselines.

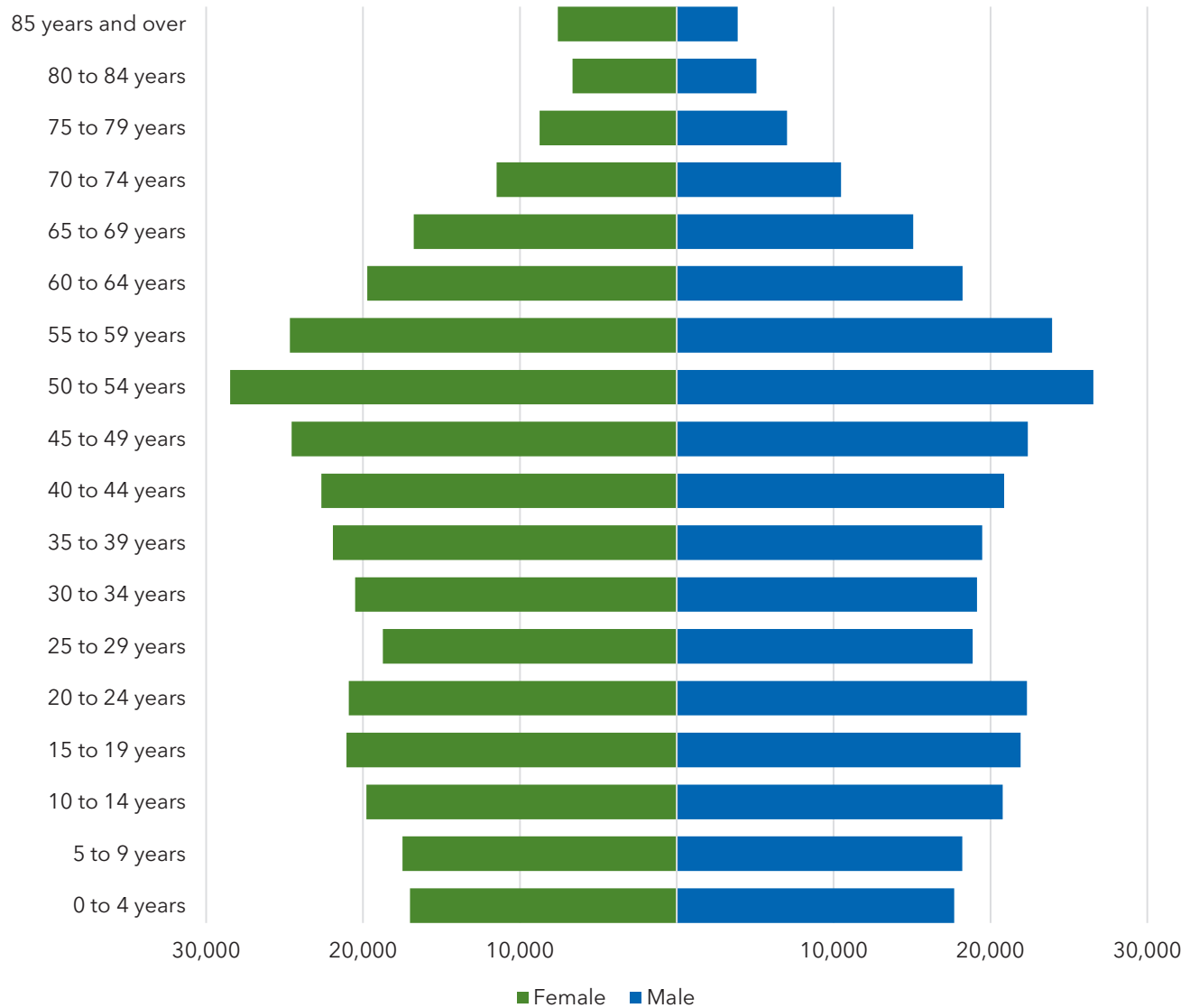
## Durham Region Overview

Durham Region is located east of Toronto and is comprised eight municipalities, the urban municipalities of Pickering, Ajax, Whitby, Oshawa and Clarington and rural municipalities Scugog Brock and Uxbridge. Durham Region has an area of approximately 2,500 square kilometers. The size of Durham Region poses some issues related to data collection and geographical boundaries. There are multiple levels of geography that data can be provided for within Durham Region. Durham Region in its entirety is a Census Division, which according to Statistics Canada is the general term for provincially legislated areas. Each of the eight municipalities located within Durham Region is identified by Statistics Canada as a Census Subdivision which is the general term for municipalities (as determined by provincial/territorial legislation) or areas treated as municipal equivalents

for statistical purposes. Data is also provided at the Census Metropolitan Area (CMA) geography which is defined by Statistics Canada as being formed by one or more adjacent municipalities centred on a population centre (known as the core). A CMA must have a total population of at least 100,000 of which 50,000 or more must live in the core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the core, as measured by commuting flows derived from previous Census place of work data. Durham Region is divided into two CMAs with Oshawa, Whitby and Clarington part of the Oshawa CMA and Ajax, Pickering and Uxbridge part of the Toronto CMA. Brock and Scugog have populations that are too small and geographical locations which prevent them from being included in either CMA.

Durham Region is one of the fastest growing municipalities in Ontario, experiencing a 6.2% growth in population from 2011 to 2016. According to the 2016 Census, there are 645,862 individuals living within Durham Region (Statistics Canada, 2017). Of all eight municipalities, Ajax experienced the highest population change from 2011 to 2016, experiencing a 9.2% growth (Statistics Canada, 2017). The average age of the population is 39.6 years, with 67.6% of the population between the ages of 15 and 64 (Statistics Canada, 2017). Figure 1 provides a detailed breakdown of the age and sex of Durham Region residents.

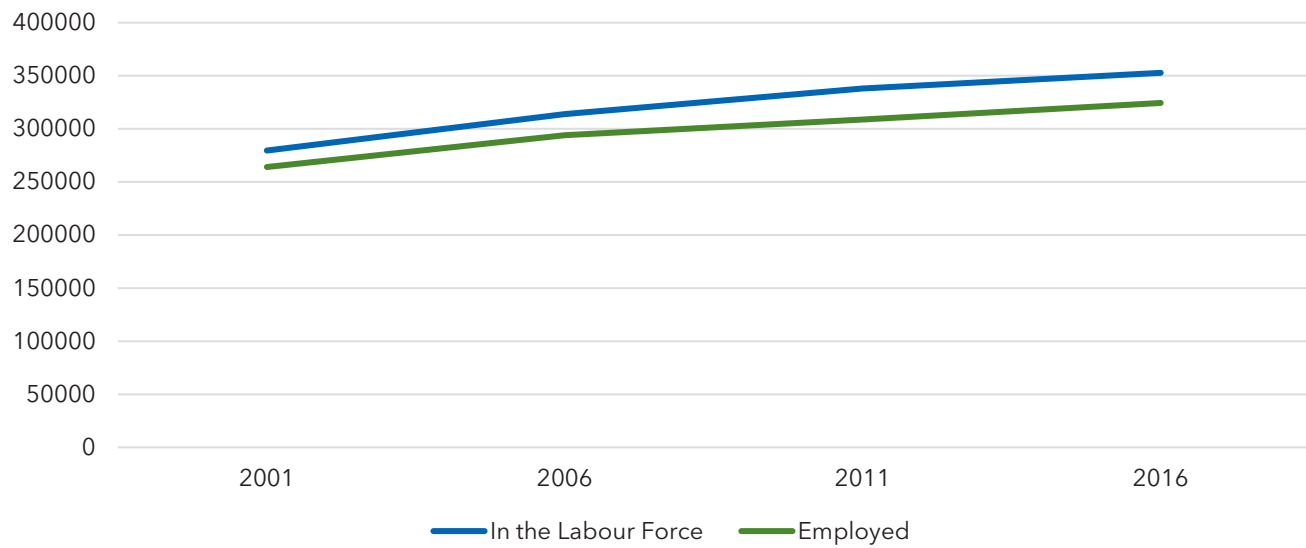
**Figure 1 - Durham Region Demographics**



Source: Statistics Canada. Census. 2016.

Figure 2 examines the total number of individuals in the labour force in Durham Region compared with the number of individuals employed. Since 2001 there has been significant growth in both the labour force and the number of people employed with their growth trajectories following a similar pattern.

**Figure 2 - Total Individuals Employed and in the Labour Force in Durham Region, 2001 - 2016**

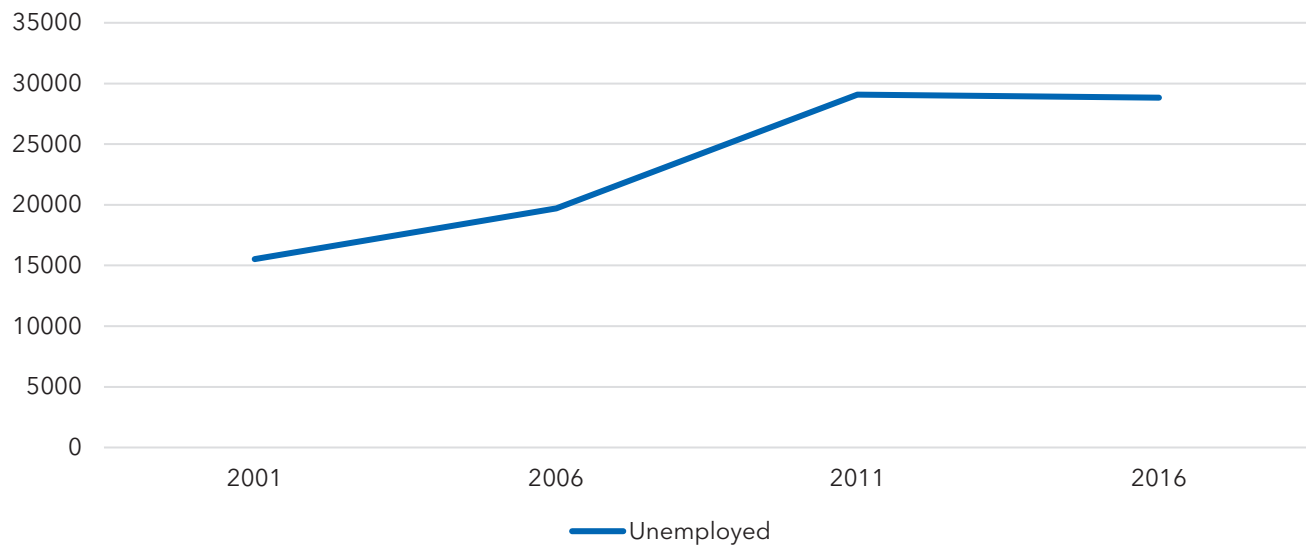


Source: Statistics Canada. Census. 2016.

Individuals who are unemployed are defined as those individuals who are able to work and are actively seeking employment during a survey recruitment period. Currently, much of Ontario is experiencing historical low unemployment rates.

Figure 3 looks at the number of people unemployed in Durham Region from 2001 to 2016. It is important to note that while Durham Region is experiencing historic low unemployment rates, the number of unemployed people has not decreased significantly since 2011. This indicates that there has been an increase in the number of individuals in the labour market.

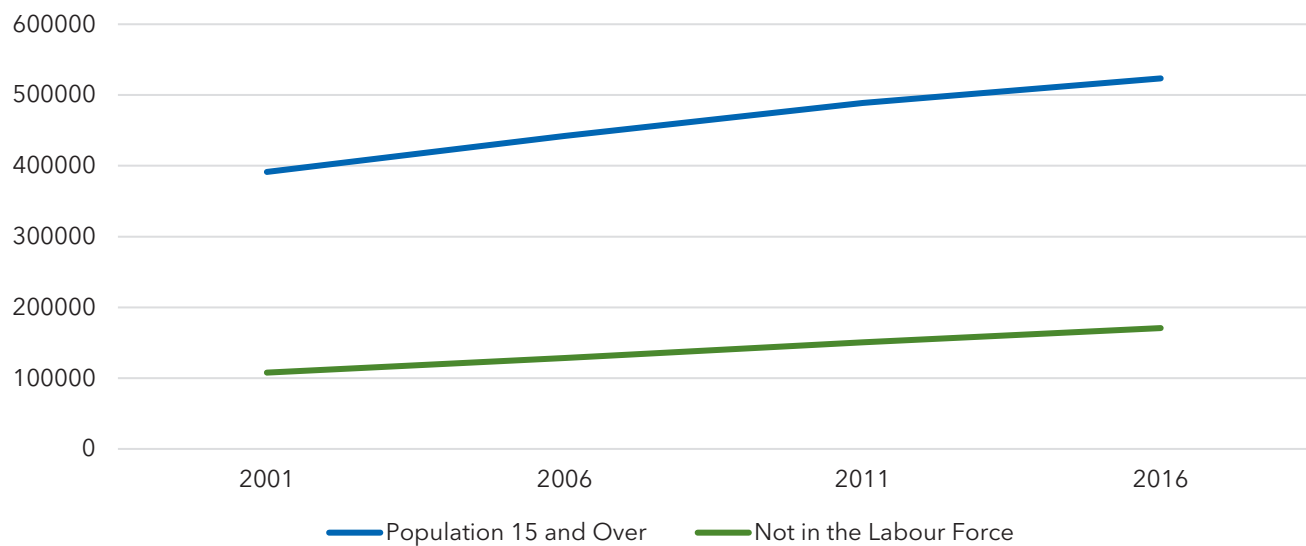
**Figure 3 - Total Individuals Unemployed in Durham Region, 2001 - 2016**



Source: Statistics Canada. Census. 2016

As Statistics Canada (2015) defines, individuals self-identifying as 'not in the labour force' (NILF) are unwilling or unable to provide labour services during the reference week. Therefore, they are not counted as unemployed or employed. In the last 15 years, Durham Region has seen a significant increase in the number of residents who are not in the labour force (Statistics Canada, 2017). According to Census data, residents who are not in the labour force have increased by 58.3 percent from 2001 to 2016, whereas the population of Durham Region has only increased by 27.41 percent within the same time period (Statistics Canada, 2017). Figure 4 depicts the changes in total population 15 and over and the number of individuals not the labour force in Durham Region from 2001 - 2016.

**Figure 4 - Total Population 15 and over and Number of Individuals Not in the Labour Force in Durham Region, 2001 - 2016**

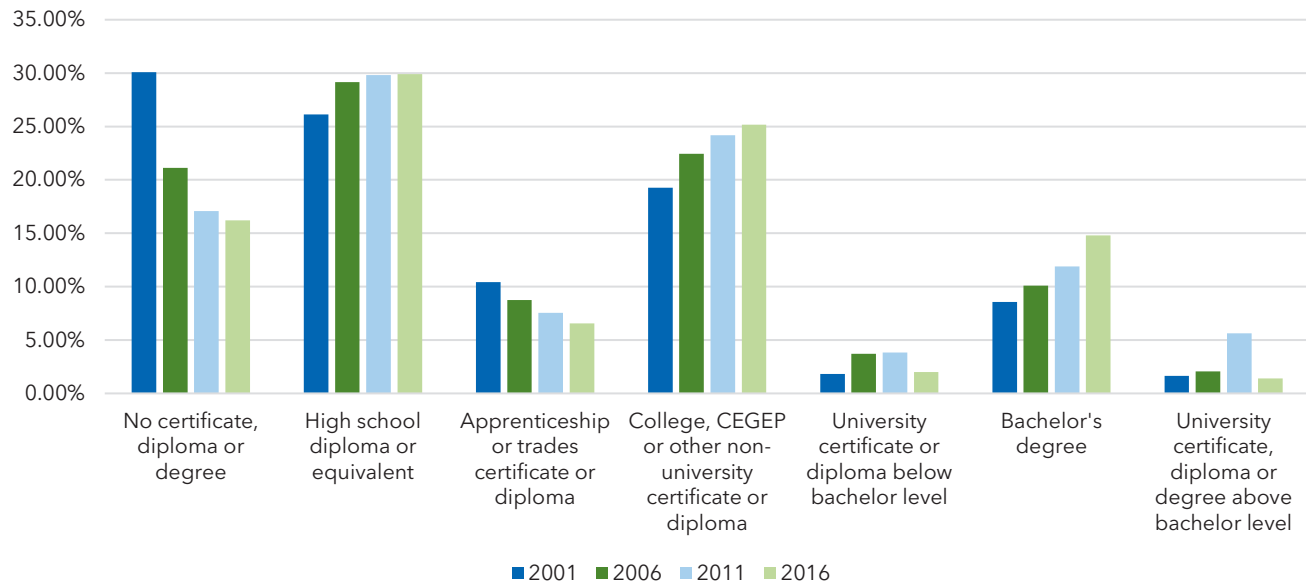


Source: Statistics Canada. Census. 2016.

Further information Durham Region's not in the labour force population can be found in the Durham Workforce Authority's Report. The Not in the Labour Force Report examines several of the broad categories thought to impact the not in the labour force population including aging and retirement, youth, childcare and female participation and discouraged job seekers. The Report is available on the Durham Workforce Authority's website.

Durham Region has seen a significant increase in the number of residents with a certificate, diploma or degree. While this is not a unique phenomenon given socio-economic changes and the nature of work, it does demonstrate the talent pool available to employers in Durham Region. Since 2001 the number of individuals without a certificate, diploma or degree has nearly decreased by half. As Figure 5 depicts, nearly all levels of educational attainment are increasing, with the exception of those with an apprenticeship or trades certificate of diploma. This remains a concern for the Durham Workforce Authority given the expected labour market demands for individuals in the trades.

**Figure 5 - Educational Attainment by Percentage in Durham Region, 2001 - 2016**



Source: Statistics Canada. Census. 2016.

Data collected from secondary sources, such as Statistics Canada provides an overview of the Durham Region labour market, however, there remain gaps, for example around skills and the desired occupations of unemployed individuals. The primary objective of the Workforce Survey is to using the data gaps as an opportunity to obtain more, timely, relevant labour market information to assist in positioning Durham Region for success.

# Workforce Survey Analysis

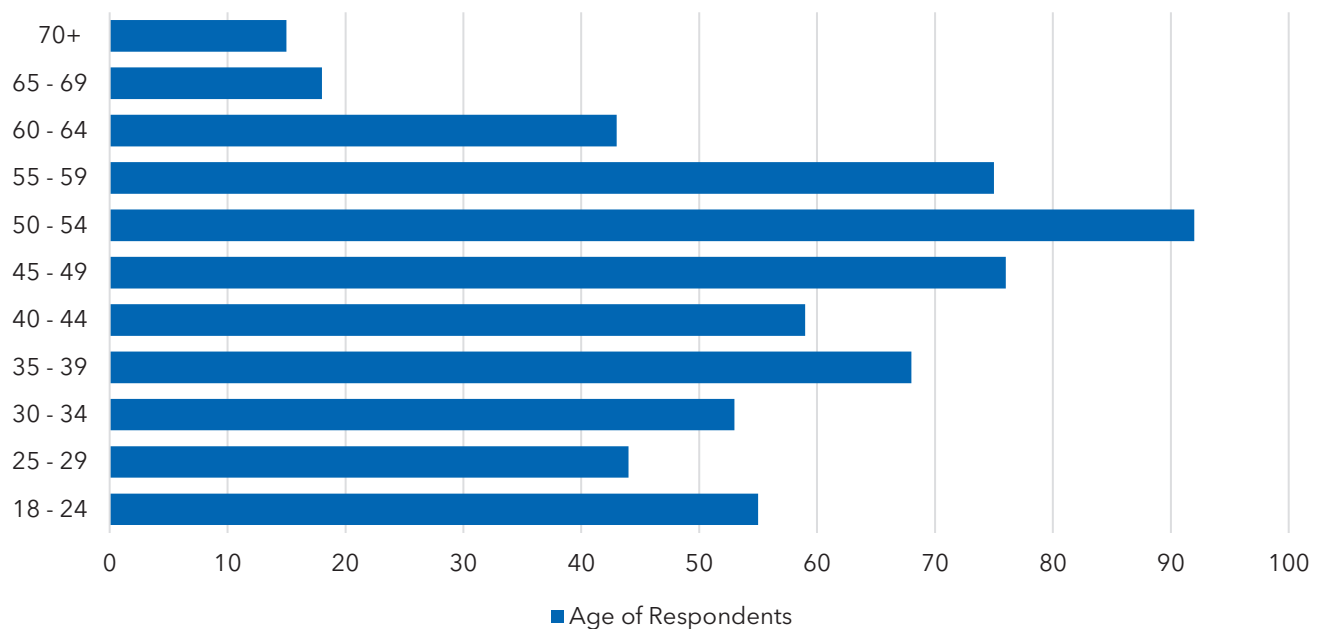
According to the 2016 census, there are 645,862 individuals living in Durham Region, of that are 523,485 individuals are 15 and over and of working age. There are 352,750 individuals living in Durham Region that are in the labour force. The target for the Durham Workforce Survey was 600 respondents, however, between November 1, 2017 and March 31, 2018, 616 individuals completed the survey. Please note, not all tables will result in the exact survey respondent total the survey instrument allowed questions to be skipped.

## Respondent Demographics

Figure 6 displays the age breakdown of survey respondents from the Workforce Survey. It should be noted that while the labour force includes all individuals over the age of 15, the Workforce Survey focused on individuals 18 and over. The Durham Workforce Authority completes a Durham Under 30 Survey and Report on an annual basis. Detailed information about the Durham Under 30 population residing in Durham Region can be found in that report located on the Durham Workforce Authority's website.

Just over 40 per cent of respondents to the Workforce Survey were between the ages of 45 and 59. The vast majority of respondents were of prime working age. Figure 6 provides the complete breakdown of respondents by age category.

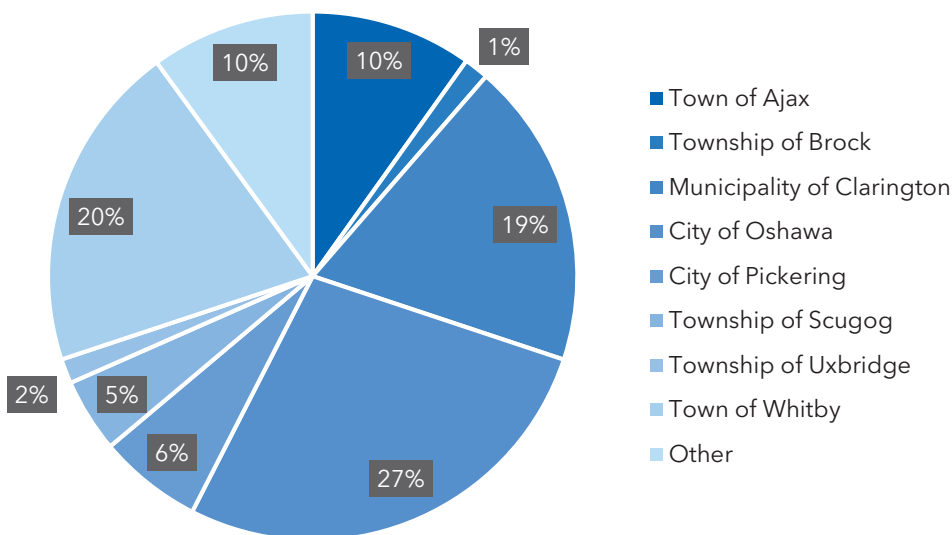
**Figure 6 - Age of Respondents**



The sex of the respondents was predominantly female (62.42%) with 36.58 per cent identifying as male. This is not particularly unusual given much survey literature indicates a prevalence of women respondents to surveys of all natures.

While the Workforce Survey generated responses from residents in all eight municipalities, the greatest proportion of respondents lived in Oshawa, Clarington and Whitby. Figure 7 provides the breakdown of the municipality of residence for all respondents.

**Figure 7 - Municipality of Residence**



## Educational Attainment

Educational attainment figures in Durham Region differ slightly from those of Ontario as a whole. Approximately 28 per cent of the adult population in Durham does not have post-secondary credentials, with approximately 16 per cent of that group possessing no high school diploma or equivalent. For the population of Ontario as a whole, 24 per cent of the population has not completed post-secondary education, and 10 per cent have no high school diploma or equivalent. The rate of post-secondary completion in Durham is below that of the province as a whole, with 42 per cent of the adult population in Durham with post-secondary completion compared to 55 per cent in Ontario. With respect to the types of post-secondary education pursued among adults in Durham, a higher proportion of post-secondary graduates pursued college or university degrees/diplomas than apprenticeship or trade certificates.

Educational attainment has increasingly been brought to the forefront of conversations related to labour force attachment, particularly as the credentialization phenomenon continues. Table 1 provides the highest level of education attained for respondents to the survey. Just over 83 per cent of respondents have some form of post-secondary education. It should be noted that just under 2 per cent of respondents to the Workforce Survey have an apprenticeship or trades certificate or diploma. According to Statistics Canada, individuals with credentials with an apprenticeship or trades certificate or diploma has been decreasing since 2001. With a projected looming shortage of workers in the skilled trades, and an increasing amount of industrial, commercial, institutional and residential work, this will continue to be an area of discussion and focus moving forward.

**Table 1**

Highest Level of Education Attained	Actual Number of Respondents	Percentage of Respondents
No certificate, diploma or degree	10	1.68%
High school certificate (diploma) or equivalent	77	12.90%
Apprenticeship or trade certificate/diploma	11	1.84%
College, CEGEP, or other non-university certificate/diploma	145	24.29%
University certificate, diploma or degree	197	33.00%
Graduate or post-graduate degree	143	23.95%
Other, please specify	14	2.35%

Table 2 examines the field of study for respondents who have attended some form of post-secondary including those who have entered into a skilled trade. The field of study varies significantly without any obvious trends. This in itself is very similar to the results that the Durham Workforce Authority has found with its Durham Under 30 Survey. While business, management and public administration accounts for the field of study for just under 25 per cent of respondents with some form of post-secondary education, there are respondents who have enrolled in a variety of other areas of study.

**Table 2**

Field of Study	Actual Number of Respondents	Percentage of Respondents
Education	63	13.10%
Visual and performing arts and communications technologies	22	4.57%
Humanities	34	7.07%
Social and behavioural sciences and law	68	14.14%
Business, management and public administration	114	23.70%
Physical and life sciences and technologies	11	2.29%
Mathematics, computer and information sciences	17	3.53%
Architecture, engineering and related technologies	17	3.53%
Agriculture, natural resources and conservation	13	2.70%
Health and related fields	38	7.90%
Personal, protective and transportation services	0	0.00%
Skilled trades	8	1.66%
Other, please specify	76	15.80%

## Labour Force Status

While Durham Region is currently experience near historic lows of unemployment rates, the results found in the Workforce Survey are not indicative of the population as a whole. Connected with the unemployment and not in the labour force population is a key objective as the Workforce Survey moves forward in future iterations.

Due to the lack of respondents who were unemployed or not in the labour force - including those who are retired, on parental leave, homemakers or students - the labour force status analysis will focus on the employed population. Table 3 provides the labour force status for respondents as both the actual number of respondents as well as the percentage of respondents.

**Table 3**

Labour Force Status	Actual Number of Respondents	Percentage of Respondents
Employed full time (30 or more hours/week)	368	61.95%
Employed part time (less than 30 hours/week)	38	6.40%
Employed seasonal	1	0.00%
Unemployed	8	1.35%
Student full time	21	3.54%
Student part time	3	0.01%
Self-employed	100	16.84%
Parental leave	4	0.01%
Homemaker	21	3.54%
Retired	19	3.20%
Other, please specify	11	1.85%

## Employed Population

Please note, analysis of the employed population includes those who are employed full time, part time, seasonally and self-employed. Of the employed respondents, 80.12 per cent held one job while 16.92 per cent held between two and four jobs. Of the employed respondents, 87.13 per cent had been at their job for more than one year and of that 87.13 per cent, 65.19 per cent had been at their job for more than 5 years indicating employed survey respondents are not having concerns with regards to retention of employment opportunities.

The employed population was asked what their occupation title was, using the Statistics Canada National Occupation Classification system. Occupations were diverse, as depicted in Figure 8. While 28 per cent of respondents indicated their job title was that of senior manager, there remained to be very little else in the way of trends. The occupations of employed respondents are as diverse as the jobs that exist within Durham Region and the Greater Toronto Area.

**Figure 8 - Occupations of Employed Respondents**

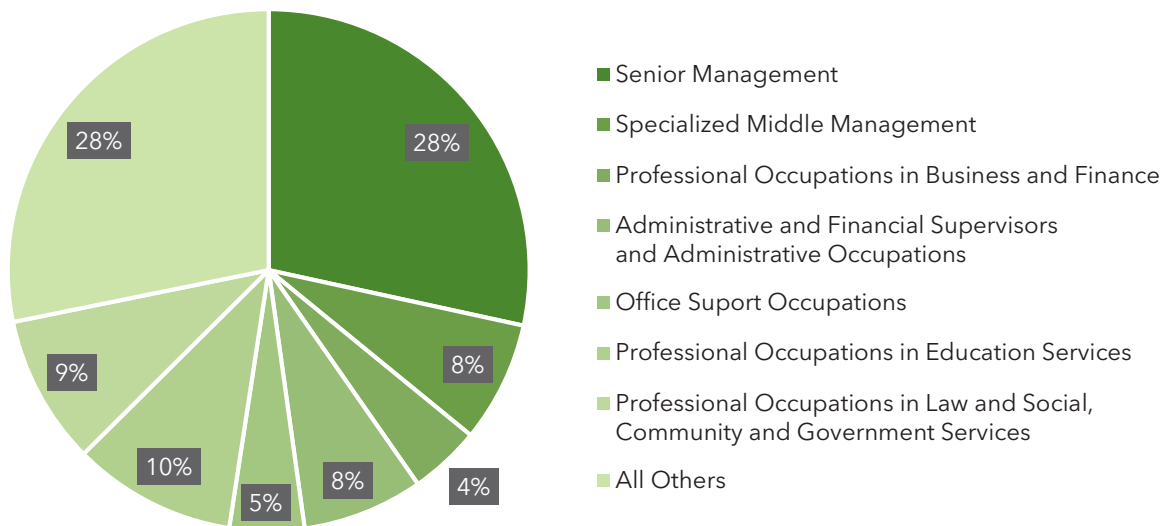
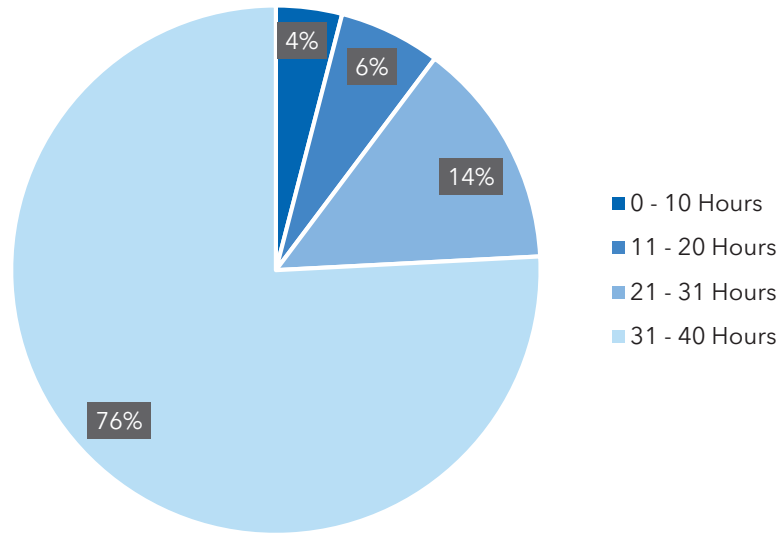


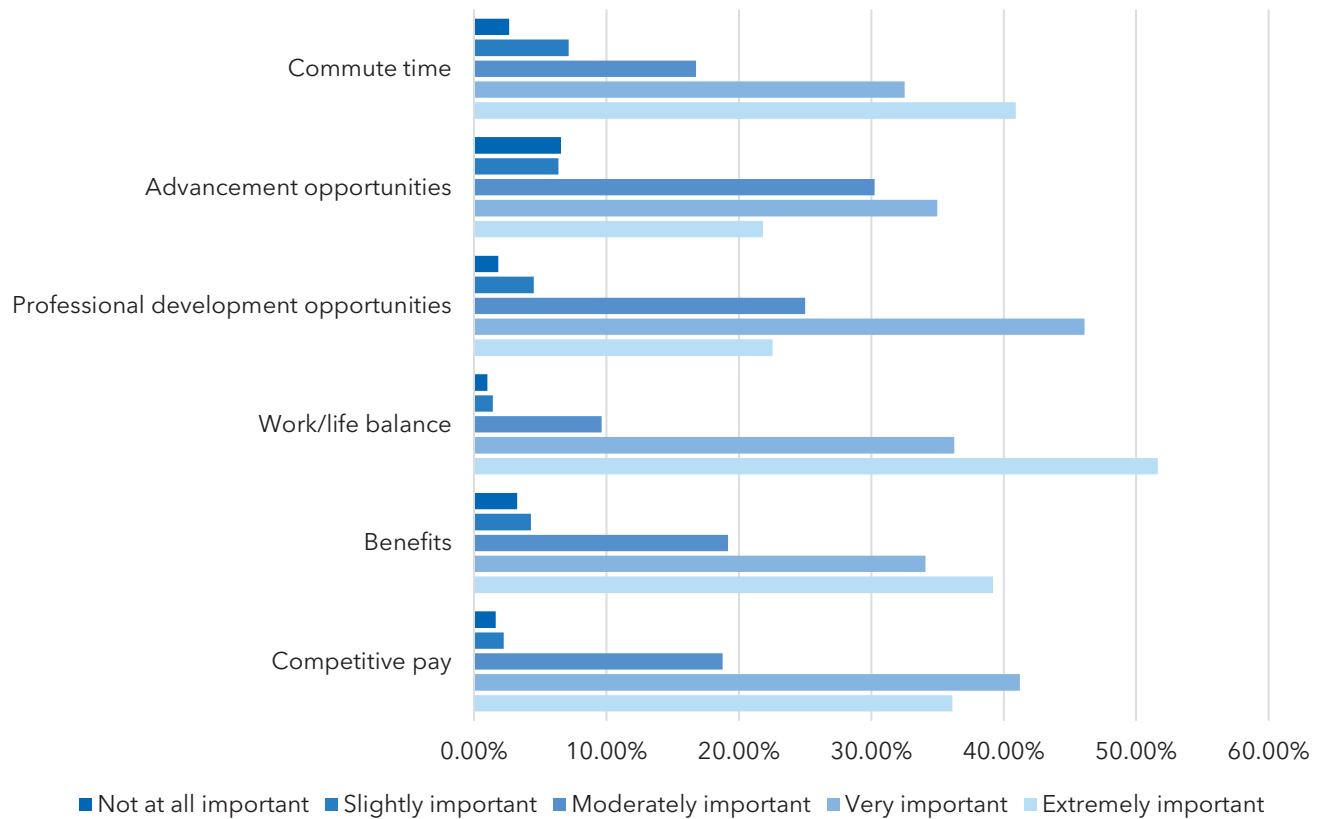
Figure 9 examines the hours of work per week for the employed respondents. Seventy six per cent of respondents work between 31 and 40 hours per week. This is aligned with the number of respondents who indicate they worked full time as opposed to part time. Interestingly, part time work, for the purposes of this survey and report was defined as less than 30 hours per week. Fourteen per cent of respondents who worked less than 40 hours per week worked between 21 and 30 hours compared with 10 per cent who worked 20 hours or less.

**Figure 9 - Hours of Work Per Week**



All survey respondents, regardless of labour force status, were asked to rank the importance of various factors relating to employment including commute time, advancement opportunities, professional development opportunities, work/life balance, benefits and competitive pay. As Figure 10 demonstrates, work/life balance and commute time were the most common to be ranked extremely important. Respondents were given the opportunity to provide qualitative data on other factors that were important to them, the most common responses were work culture and job satisfaction were the most prevalent responses.

**Figure 10 - Importance Ranking**



## Current and Desired Salary

Statistics Canada, through the Census provides an overview of average and median salaries and wages by occupation and by industry which is valuable information in providing an overview of income expectations by occupation. There is, however, a gap as it pertains to the desired salary by individuals. It must be noted that when asking respondents what their desired salary is, it does not specify parameters for consideration. For example, it does not ask respondents for their desired salary based on skill level, experience or educational attainment, nor does it ask respondents for their desired salary based on

their living situation and the number of dependents in their household. Respondents are able to indicate their desired salary based on the metrics of their own choosing - and they are not asked to provide a rationale. With that in mind, Table 4 provides the current salary and desired salary comparison for all survey respondents regardless of labour force status. In comparing the current and desired salaries in the table below, it appears that respondents do not desire an exponentially higher income, just a slightly higher income - which, in some cases, dependent on education, skills and experience - may be obtainable.

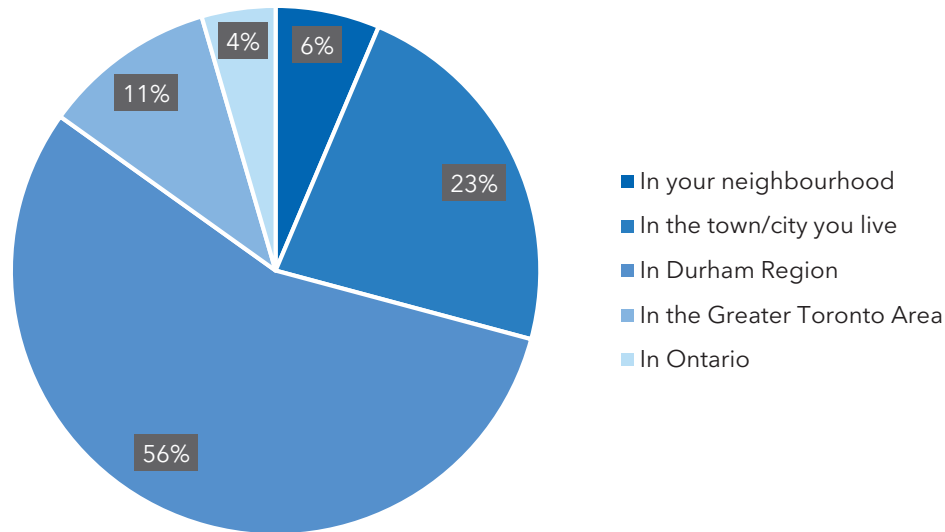
**Table 4**

Salary Range	Current Salary	Desired Salary
Income Loss	0.00%	0.00%
Less than \$20,000	5.85%	2.95%
\$20,000 - \$29,999	5.85%	2.11%
\$30,000 - \$39,999	9.60%	3.80%
\$40,000 - \$49,999	12.11%	6.12%
\$50,000 - \$59,999	10.23%	9.92%
\$60,000 - \$69,999	9.60%	10.55%
\$70,000 - \$99,999	21.29%	24.68%
\$100,000 - \$149,999	15.87%	21.55%
\$150,000+	7.52%	13.50%
I don't know	-	1.69%
Other, please specify	1.46%	2.53%

## Current and Desired Commuting Patterns

Of those survey respondents who were employed, 76.67 per cent commute to their place of work. While over 85 per cent of respondents drive to their place of employed, 44.30 per cent can get to work via Durham Region Transit. Interestingly, nearly 40 per cent of respondents cannot get to their place of employment by Durham Region Transit. Nearly 15 per cent of respondents are not sure if they could utilize Durham Region Transit to get to work. Figure 11 depicts the location where employed respondents work. Over 75 per cent of respondents work in Durham Region. This value is significantly higher than the 48 per cent of respondents who live and work in Durham Region according to the 2016 Census completed by Statistics Canada. The recruitment methodology, and support of community organizations, Employment Ontario Service Providers, employers and local and regional government with this project is likely the cause for this discrepancy.

**Figure 11 - Commuting Location**



While most of the employed respondents work in Durham Region, 59.07 per cent would opt for a longer commute if it meant a higher salary compared with 40.93 per cent who would take a lower salary for a shorter commute time. Just over 70 per cent of employed respondents indicated they would be willing to sacrifice 0 - 9 per cent of their salary to reduce their commute time in half - this number is likely as low as it is because most of the respondents already work relatively close to their residence.

## Skills

The Workforce Survey contains a self-assessment of essential skills and employability skills possessed by the workforce. Essential skills include the skills associated with literacy (i.e., reading, writing, document use and numeracy) but goes beyond to include thinking skills, oral communication, computer use/digital skills, working with others and skills associated with continuous learning. Per Employment and Social Development Canada, essential skills provide the foundation for learning all other skills and enable people to better prepare for, get and keep a job; to adapt and success at work. The nine essential skills are: computer use, continuous learning, document use, numeracy, oral communication, reading, thinking, working with others and writing. Consultations with employers, Employment Ontario Service Providers, local and regional economic development and community organizations also indicated focus on employability skills. Employability skills are critical skills needed in the workplace - whether you are self-employed or working with others. These are the soft skills individuals need to enter, stay in and progress in the workplace. In 2016 - 2017, the Durham Workforce Authority undertook a literature review and

environmental scan to review employability skills and their definitions from across the country. The results of that endeavour lead to the identification of nine employability skills as was defined by Futureworx and the Employability Self Assessment Tool (ESAT). As such, the nine employability skills included in the self-assessment were teamwork, accountability, confidence, motivation, attitude, presentation, stress management, time management and adaptability. The self-assessment of employability skills was also developed with the Literacy Network of Durham Region. Table 5 provides an overview of the self-assessment questions and the percentage of respondents who felt they possessed that skill. Overall, survey respondents felt they possessed the skills that they were conducting a self-assessment on. This is not surprising given the high proportion of survey respondents who were employed - as employment is a key builder of confidence and employed persons are more likely to report possessing skills than their counter-parts who are either unemployed or not in the labor force.

**Table 5**

Skill	Percentage of Respondents
Can you respond to a customer's question regarding a product?	96.9%
Can you explain procedures?	97.8%
Can you demonstrate tasks to other workers?	99.0%
Can you participate in formal discussions?	96.4%
Can you make long term work plans?	94.3%
Can you maintain organization in a changing environment?	95.5%
Can you create and modify spreadsheets?	86.0%
Can you learn from coworkers?	97.8%
Can you read and understand information on graphs?	97.3%
Can you enter information into forms?	98.6%
Can you make calculations?	97.1%
Can you perform scheduling, budgeting or accounting activities?	91.5%
Can you write an analysis or comparison?	90.7%

## Household Income and Housing

Housing and issues relating to affordable housing has become a topic of interest in Durham Region in the past five years. In addition to probing respondents for employment and education data, the Workforce Survey provided an opportunity for community collaboration to include additional questions that could be utilized by a wide variety of stakeholders as they undertake projects and reports related to housing in Durham Region.

Nearly 70 per cent of respondents had at least two income earners in their household, 29.78 per cent of had one or less income earners. Table 6 provides the approximate household income of survey respondents.

**Table 6**

Household Income	Actual Number of Respondents	Percentage of Respondents
Income Loss	1	0.18%
Less than \$20,000	17	3.02%
\$20,000 - \$29,999	18	3.20%
\$30,000 - \$39,999	17	3.02%
\$40,000 - \$49,999	32	5.68%
\$50,000 - \$59,999	31	5.68%
\$60,000 - \$69,999	26	4.62%
\$70,000 - \$99,999	83	14.74%
\$100,000 - \$149,999	117	20.78%
\$150,000+	189	33.57%
I don't know	25	4.44%
Other, please specify	7	1.24%

Table 7 looks at the number of dependents living in the household of respondents. Just over 56 per cent of respondents had at least one dependent living in their household. The Workforce Survey did not probe for the age of the dependents.

**Table 7**

Number of Dependents	Actual Number of Respondents	Percentage of Respondents
0	259	44.18%
1	102	17.65%
2	140	24.22%
3	50	8.65%
4	20	5.68%
5	4	3.46%
6+	3	0.52%

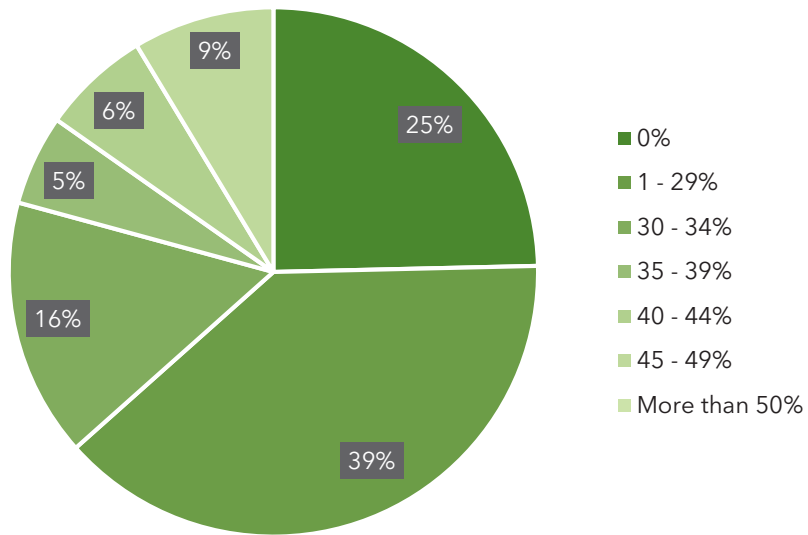
Through consultation with the Region of Durham Housing Services and review of housing surveys used in Durham Region and beyond, survey respondents were asked about their current housing situation. Nearly 70 per cent of respondents owned their own home. It is likely that the high proportion of employed respondents has skewed this data in a way that is not reflective of Durham Region as a whole. Nearly ninety percent of survey respondents said felt secure in their current housing arrangement. Table 8 provides a complete breakdown of the housing situation of respondents.

**Table 8**

Housing Situation	Actual Number of Respondents	Percentage of Respondents
I own my own home	418	69.21%
I pay rent at the full market rate	75	12.42%
I pay rent at a subsidized rate	14	2.32%
I am on a waiting list for subsidized housing	0	0.00%
I rent a room	10	1.66%
I am living with friends or family	73	12.09%
I live in an institution	1	0.17%
I am in an emergency shelter	0	0.00%
I live on the street or outside	0	0.00%
Other, please specify	13	2.15%

Over 50 per cent of respondents spend between zero and 29 per cent of their income on their mortgage or rent. Figure 12 provides a complete breakdown of the percentage of income spent on mortgages/rent by survey respondents. It should be noted, that the employment status and income levels of the respondents have likely skewed this data and it may not be reflective of Durham Region as a whole.

**Figure 12 - Percentage of Income Spent on Mortgage/Rent**



While the majority of survey respondents own their own home and feel secure in their current housing situation, it does not prevent them from having housing issues, concerns and priority areas. Table 9 provides a breakdown of the housing issues, concerns and priorities presented to respondents and their response rates. While the cost of heat/hydro was the most commonly cited concern; there remained an interest in needing more measures to prevent homeless to low income tenants and more supportive housing for seniors, youth and those who are homeless.

**Table 9**

Housing Issue/Concern/Priority	Actual Number of Respondents	Percentage of Respondents
Need for more access to information	58	9.42%
Difficulty accessing support services that will help people stay where they live	102	16.56%
Conflicting information about housing and support service options	39	6.33%
Need more support for landlord/tenant issues	80	12.99%
Need more measures to prevent homelessness for low income tenants	150	24.35%
Need for more measures to prevent homelessness for low income homeowners	134	21.75%
Need for more supportive housing for people with physical disabilities	135	21.92%
Need for more supportive housing for people with developmental disabilities	124	21.13%
Need for more supportive housing for people with addictions	96	15.58%
Need for more supportive housing for seniors	224	36.36%
Need for more supportive housing for youth	155	25.16%
Need for more supportive housing for people who are homeless	174	28.25%
Cannot find affordable housing in my community	140	22.73%
Need for financial assistance to afford rent	80	12.99%
Heat and/or hydro is too expensive	284	46.10%
Necessary home repairs are too costly	147	23.86%
Need for financial assistance to help make my home physically accessible	28	4.55%
Other, please specify	29	4.71%

## Quality and Availability of Services

Access to quality services is a critical factor in attracting and retaining Durham Region residents. The Workforce Survey asked respondents to assess both the access to and the quality of a variety of programs and services. Respondents were asked to rank, on a scale respondents 1 to 5, the availability and quality of services in Durham Region. The question was divided to allow respondents to rank the availability and quality exclusive from one another. Table 10 and Table 11 depicts the average score

services received on availability and quality respectively. Please note, that on the ranking scale 1 was poor, 3 was average and 5 was excellent. To this end, 1 would indicate that a service was non-existent, and the quality of the service provided was poor. A ranking of 3 would indicate that some services were available and their quality was average, and a score 5 would indicate there was an abundance of services offered and the quality was excellent.

**Table 10** - Availability of Services in Durham Region

Services	Average Score	Not Applicable Responses
Affordable daycare	2.60	259
Affordable housing	2.28	120
Apprenticeship training	2.92	259
Broadband internet service	3.55	63
Cell phone service	3.90	39
Cultural facilities	3.35	114
Education - primary	3.97	75
Education - secondary	3.96	73
Education - post-secondary	4.01	65
Financial services (i.e., debt counselling, financial literacy etc.)	3.44	194
Food services - restaurants	3.86	23
Food services - grocery stores	4.08	22
Healthcare services	3.63	29
Hydro	3.37	58
Libraries	4.01	43
Legal services	3.57	171
Mental health and addictions services	3.01	168
Other utilities (i.e., water, gas, sewage)	3.51	85
Public transportation	2.89	75
Recreation	3.62	35
Retail services	3.79	25
Roads	3.41	15

Overall, respondents felt the availability of most services was average or slightly above, with affordable daycare, affordable housing, apprenticeship training and public transportation needing the most improvement.

**Table 11** - Quality of Services in Durham Region

Services	Average Score	Not Applicable Responses
Affordable daycare	2.80	258
Affordable housing	2.36	166
Apprenticeship training	3.07	268
Broadband internet service	3.40	60
Cell phone service	3.68	42
Cultural facilities	3.38	122
Education - primary	3.74	94
Education - secondary	3.73	95
Education - post-secondary	3.90	87
Financial services (i.e., debt counselling, financial literacy etc.)	3.40	195
Food services - restaurants	3.69	26
Food services - grocery stores	3.88	25
Healthcare services	3.49	35
Hydro	3.31	63
Libraries	3.93	54
Legal services	3.45	174
Mental health and addictions services	3.06	184
Other utilities (i.e., water, gas, sewage)	3.43	91
Public transportation	2.87	79
Recreation	3.55	44
Retail services	3.75	29
Roads	3.26	22

Public transportation, affordable housing and affordable daycare were also perceived as needing the most improvement in regards to quality of service(s) available. Workforce Survey responses for both the availability and quality of services indicate an opportunity for improvement in Durham Region.

## Retention of Residents

According to the responses to the Workforce Survey, 85.44 per cent of respondents plan on staying in Durham Region for the next five years. For those who plan on leaving, employment and family were the two most commonly cited reasons.

Workforce Survey respondents provided an abundance of feedback on opportunities for Durham Region to improve. There were several key themes, notably public transportation, road repair and improvement, economic growth, increased programming for youth, affordable housing, development and revitalization of downtown cores, and enhanced programming and services in priority neighbourhoods - including Oshawa's Lakeview community. Qualitative data collected from the Workforce Survey suggests that respondents have witnessed significant growth and improvement in the Region in recent year, but continue to see opportunities for a multitude of stakeholders to make a difference and continue to make Durham Region a place to live, play and work.

# Conclusion

The Workforce Survey and subsequent Durham Region Skillshed has the potential to provide employers, local and municipal government, Employment Ontario service providers, community agencies and educational institutions access to just-in-time labour market information to gain a better understanding of trends amongst the labour force in Durham Region. Access to data, particularly in between census years, is critical to being able to provide programs and services, assist in attraction and retention and encourage economic growth and development. The Workforce Survey provides Durham Region residents and employees an opportunity to discuss the challenges and opportunities that exist within the Region and prove to be a valuable feedback mechanism for a multitude of stakeholders in the Region.

# Recommendations

- Create and deploy an updated version of the Employer Survey to produce a comprehensive Skillshed for Durham Region.
- Develop enhanced partnerships with community organizations - including traditional and non-traditional partners and government agencies/ services to further promote the Workforce Survey to the unemployed population.
- Change the demographic profile of the Durham Under 30 Survey to the Durham Under 25 Survey to survey fatigue.
- Conduct the Durham Under 30 Survey and the Durham Workforce Survey on alternate years to one another to avoid survey fatigue.
- Continue to collaborate with community organizations, employers, chambers of commerce and boards of trade, local and regional government, economic development departments, education of all levels, Ontario Works and Employment Ontario Service Providers to ensure the Workforce Survey meets the needs of the community and fills gaps in local labour market information and data.
- Collaborate with marketing professionals and students to discuss additional survey recruitment strategies to increase response rates.

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# Appendix I

## Durham Labourshed Analysis - Workforce Survey

### Start of Block: Consent Form

#### Q1 Informed Consent

You are invited to participate in a research study investigating employment skills in the Durham Region (REB# 14587). This research study is titled: Durham Labourshed Analysis - Workforce Survey. Please read this form carefully. If you have any questions related to the questionnaire, please do not hesitate to contact us at the information provided below. Purpose & Procedure: The purpose of this study is to explore employment in the Durham Region through the skills, education and support systems that exist and are utilized by the workforce. Participation in this study will consist of the completion of a short (10-15 minute) survey, which will explore your employment status, key skills, workplace commute, housing/living issues, and support services usage in the Durham Region. You may refuse to answer any question that you are uncomfortable or unable to answer. Benefits: You will not benefit directly from participating in this study, your feedback has the potential to impact employment processes in the Durham Region. Compensation: For your participation, you will be entered into a random grand prize drawing to win one of a few iPads, or a secondary prize drawing to win a Gift Card to your choice of the Oshawa Centre, Walmart, Canadian Tire, or Best Buy. Risks: There are minimal risks of stress and embarrassment when discussing one's employment status. These stressors should not be more than you face on a daily basis. That said, if there are questions that make you uncomfortable, please feel free to skip that question. Confidentiality: No information that can be linked to you will be released. To protect your responses, any disseminated data files, reports, or presentations will be in the aggregate (i.e., no names of individuals or organizations will be used). Confidentiality will be provided to the fullest extent possible by law, professional practice, and ethical codes of conduct. Please note that confidentiality cannot be guaranteed while data are in transit over the Internet. In the case of a security breach, information will be made available through all recruitment tools that this survey used. Storage of data: Data will be stored on encrypted USB drives and computer hard drives. No one other than study personnel will have access to the data. Only the primary investigators will have access to this data. Participant Rights: Your participation in

this survey is voluntary. You may choose to discontinue your participation and/or refuse to answer any of the questions at any time; your eligibility in the prize drawing will not be affected. To be eligible for the prize drawing, you will need to complete the final questions directly related to the administration of the prize. Withdrawal in the study can be done by e-mailing the research team after you have started the survey to ask them to remove your particular response set, during the data collection phase. You may withdraw at any point without penalty. By consenting to this study you are not waiving any legal rights or recourse. Secondary use of data: There is potential for this data to become secondary use, meaning that the data could be used for another purpose once the research described in this application has ceased. The data will be stored indefinitely for this purpose. Contact: If you have any questions concerning the research study, or experience any discomfort related to this study, please contact Matthew Stein, Director of the Social Research Centre at SocialResearchCentre@uoit.ca or 905-721-3092. Any questions regarding your rights as a participant, complaints, or adverse events may be addressed to Research Ethics Board through the Research Ethics Coordinator - researchethics@uoit.ca or 905.721.8668 x. 3693. This study has been approved by the UOIT Research Ethics Board REB [REB #14587] on October 31, 2017. By clicking "I agree" below you indicate that:

**You are aware that you are being asked to participate in a research study?**

**You have had the opportunity to ask questions and have had them answered to your satisfaction?**

**You have read and understood this consent form?**

**You are at least 18 years old?**

**You voluntarily agree to participate in this survey?**

I AGREE (1)

I DO NOT AGREE (2)

**Skip To:** End of Block If Informed Consent You are invited to participate in a research study investigating employment skil... = I DO NOT AGREE

**End of Block: Consent Form**

## Start of Block: Demographics

### Q2 How old are you?

- 18 - 24 (1)
- 25 - 29 (2)
- 30 - 34 (3)
- 35 - 39 (4)
- 40 - 44 (5)
- 45 - 49 (6)
- 50 - 54 (7)
- 55 - 59 (8)
- 60 - 64 (9)
- 65 - 69 (10)
- 70+ (11)

### Q3 Please indicate your gender. Choose one of the following answers.

- Male (1)
- Female (2)
- Transgendered (3)
- Other (There is not a category here that applies to me) (4)
- No Response (5)

### Q4 Where do you live?

- Town of Ajax (1)
- Township of Brock (Beaverton, Cannington, Sunderland) (2)
- Municipality of Clarington (Bowmanville, Courtice, Orono, Newcastle) (3)
- City of Oshawa (Columbus) (4)
- City of Pickering (Seaton) (5)
- Township of Scugog (Blackstock, Greenbank, Nestleton Station, Port Perry, Seagrave) (6)
- Township of Uxbridge (Goodwood, Udora) (7)
- Town of Whitby (Brooklin) (8)
- Other , please specify (9)

### Q5 What are the first three digits of your postal code (i.e., L1G, L1C)

▼ L1N (1) ... Other (29)

### Q6 What is the highest level of education you have completed? Choose one of the following answers.

- No certificate, diploma or degree (1)
- High school certificate (diploma) or equivalent (2)
- Apprenticeship or trade certificate/diploma (3)
- College, CEGEP, or other non-university certificate/diploma (4)
- University certificate, diploma or degree (5)
- Graduate or post-graduate degree (6)
- Other, please specify (7)

**Display This Question:**

If What is the highest level of education you have completed? Choose one of the following answers.  
= College, CEGEP, or other non-university certificate/diploma

Or What is the highest level of education you have completed? Choose one of the following answers.  
= University certificate, diploma or degree

Or What is the highest level of education you have completed? Choose one of the following answers.  
= Graduate or post-graduate degree

**Q7 What was your field of study?**

- Education (1)
- Visual and performing arts, and communications technologies (2)
- Humanities (3)
- Social and behavioural sciences and law (4)
- Business, management and public administration (5)
- Physical and life sciences and technologies (6)
- Mathematics, computer and information sciences (7)
- Architecture, engineering, and related technologies (8)
- Agriculture, natural resources and conservation (9)
- Health and related fields (10)
- Personal, protective and transportation services (11)
- Skilled Trades (12)
- Other, please specify (13)

**Display This Question:**

If What is the highest level of education you have completed? Choose one of the following answers.  
= Apprenticeship or trade certificate/diploma

**Q8 What skilled trade did you complete your apprenticeship/training in?**

- Automotive Service Technician (Mechanic) (1)
- Carpenter (2)
- Drywall Finisher and Plasterer (3)
- Electrician (4)
- Welder (5)
- Heavy Equipment Operator (6)
- Millwright (7)
- Plumber (8)
- Refrigeration and Air Conditioning Systems Mechanic (9)
- Hairstylist (10)
- Chef/Cook (11)
- Crane Operator (12)
- Other, please specify (13)

### Q9 What is your current employment status?

- Employed full time (30 or more hours/week) (1)
- Employed part time (less than 30 hours/week) (2)
- Employed seasonal (3)
- Unemployed (4)
- Student full time (5)
- Student part time (6)
- Self-employed (7)
- Parental leave (8)
- Homemaker (9)
- Retired (10)
- Other, please specify (11)

#### Display This Question:

If What is your current employment status? = Employed full time (30 or more hours/week)

Or What is your current employment status? = Employed part time (less than 30 hours/week)

Or What is your current employment status? = Employed seasonal

Or What is your current employment status? = Self-employed

### Q10 How many jobs do you currently have?

#### End of Block: Demographics

---

#### Start of Block: Employed

### Q11 What is your job title?

- senior management (1)
- specialized middle management (2)
- middle management in retail and wholesale trade and customer services (3)
- middle management in trades, transportation, production and utilities (4)
- professional occupations in business and finance (5)
- administrative and financial supervisors and administrative occupations (6)
- finance, insurance and related business administrative occupations (7)
- office support occupations (8)
- distribution, tracking and scheduling co-ordination occupations (9)
- professional occupations in natural and applied sciences (10)
- technical occupations related to natural and applied sciences (11)
- professional occupations in nursing (12)
- professional occupations in health (except nursing) (13)
- technical occupations in health (14)
- assisting occupations in support of health services (15)
- professional occupations in education services (16)
- professional occupations in law and social, community and government services (17)
- paraprofessional occupations in legal, social, community and education services (18)
- occupations in front-line public protection services (19)
- care providers and educational, legal and public protection support occupations (20)

- professional occupations in art and culture (21)
- technical occupations in art, culture, recreation and sport (22)
- retail sales supervisors and specialized sales occupations (23)
- service supervisors and specialized service occupations (24)
- sales representatives and salespersons - wholesale and retail trade (25)
- service representatives and other customer and personal services occupations (26)
- sales support occupations (27)
- service support and other service occupations (28)
- industrial, electrical and construction trades (29)
- maintenance and equipment operation trades (30)
- other installers, repairers and servicers and material handlers (31)
- transport and heavy equipment operation and related maintenance occupations (32)
- trades helpers, construction labourers and related occupations (33)
- supervisors and technical occupations in natural resources, agriculture and related production (34)
- workers in natural resources, agriculture and related production (35)
- harvesting, landscaping and natural resources labourers (36)
- processing, manufacturing and utilities supervisors and central control operators (37)
- processing and manufacturing machine operators and related production workers (38)
- assemblers in manufacturing (39)
- labourers in processing, manufacturing and utilities (40)

**Q12 Approximately how many hours per week do you work at \${Q11/ChoiceGroup/SelectedChoices}?**

- 0-10 Hours (1)
- 11-20 Hours (2)
- 21-30 Hours (3)
- 31-40 Hours (4)
- 41 Hours + (5)

**Q13 Please mark the industry that \${Q11/ChoiceGroup/SelectedChoices} is in.**

- Arts, Entertainment and Recreation (1)
- Accommodation and Food Services (2)
- Agriculture, Forestry, Fishing and Hunting (3)
- Construction (4)
- Educational Services (5)
- Finance and Insurance (6)
- Health Care and Social Assistance (7)
- Information and Cultural Industries (8)
- Management of Companies and Enterprises (9)
- Manufacturing (i.e. textiles or machinery, etc.) (10)
- Mining, Quarrying and Oil and Gas Extraction (11)
- Professional, Scientific and Technical Services (12)
- Public Administration (13)
- Real Estate and Rental and Leasing (14)
- Retail Trade (15)
- Transportation and Warehousing (16)
- Utilities (17)
- Waste Management and Remediation Services (18)
- Wholesale Trade (19)
- Other, please specify: (20)

**Q14 How long have you been at \${Q11/ChoiceGroup/SelectedChoices}?**

- Less than three months (1)
- More than three months less than six months (2)
- More than six months less than a year (3)
- More than a year less than three years (4)
- More than three years less than five years (5)
- More than five years (6)

**End of Block: Employed**

## Start of Block: Employment 2

### Q15 Are you actively looking for other employment opportunities?

- Yes, part time (1)                       Yes, full time (2)                       No (3)

#### Display This Question:

If Are you actively looking for other employment opportunities? != No

### Q16 Why are you actively looking for other employment opportunities?

- Higher pay (1)     Negative work environment (6)  
 Better hours (2)     Professional development opportunities (7)  
 Shorter commute (3)     Advancement opportunities (8)  
 Benefits (4)     Second job (9)  
 Career change (5)     Other, please specify (10)

#### Display This Question:

If Are you actively looking for other employment opportunities? != No

### Q17 What resources are you using to search for employment? Check all that apply.

- Job fairs (1)  
 Friends/family (2)  
 Government job bank (3)  
 Online job search engine (i.e., Indeed, Monster, Workopolis etc.) (4)  
 Newspaper (5)  
 Private agencies (6)  
 Social media (7)  
 Agilec (Northern Lights Canada) (8)  
 Centre d'Emploi Francophone de Durham (9)  
 Durham College Community Employment Centre (10)  
 Durham Region Unemployed Help Centre (11)  
 John Howard Society Employment Services (12)  
 YMCA Durham Employment (13)  
 VPI Working Solutions (14)  
 Post secondary career centre (15)  
 Other, please specify (16)

**Q18 Please rank the importance of the following:**

Extremely important (1), Very important (2), Moderately important (3), Slightly important (4), Not at all important (5)

Competitive pay (1)

Benefits (2)

Work/life balance (3)

Professional development opportunities (4)

Advancement opportunities (5)

Commute time (6)

Other, please specify (7)

**Q19 Before taxes, approximately how much are you making per year at your job(s)?**

- Income loss (1)
- Less than \$20,000 (2)
- \$20,000 - \$29,999 (3)
- \$30,000 - \$39,999 (4)
- \$40,000 - \$49,999 (5)
- \$50,000 - \$59,999 (6)
- \$60,000 - \$69,999 (7)
- \$70,000 - \$99,999 (8)
- \$100,000 - \$149,999 (9)
- \$150,000+ (10)
- Other, please specify (11)

**Q20 Before taxes, approximately how much is your desired annual salary at your primary job?**

- Less than \$20,000 (1)
- \$20,000 - \$29,999 (2)
- \$30,000 - \$39,999 (3)
- \$40,000 - \$49,999 (4)
- \$50,000 - \$59,999 (5)
- \$60,000 - \$69,999 (6)
- \$70,000 - \$99,999 (7)
- \$100,000 - \$149,999 (8)
- \$150,000+ (9)
- I don't know (10)
- Other, please specify (11)

**End of Block: Employment 2**

---

**Start of Block: Commuting - Employed**

**Q21 Do you commute to your place of work?**

- Yes (1)
- No (2)

**Skip To:** End of Block If Do you commute to your place of work? = No

**Q22 Where do you commute to?**

- In your neighbourhood (1)
- In the town/city you live (2)
- In Durham Region (3)
- In the Greater Toronto Area (4)
- In Ontario (5)
- In Canada (6)
- Outside of Canada (7)

**Q23 Can Durham Region Transit get you to your workplace?**

- Yes (1)
- No (2)
- I don't know (3)
- Other, please specify (4)

**Q24 Does your job require you to commute to different locations?**

- Yes (1)  No (2)

**Q25 How do you commute to your workplace?**

- I walk/bike to work (1)  I take the bus to work (4)  Other, please specify (7)  
 I drive to work (2)  I take the train to work (5)  
 I carpool to work (3)  I take a plane to work (6)

**Q26 Approximately how many minutes does it take you to you commute to your workplace, one way?**

- 0 - 14 minutes (1)  40 - 59 minutes (4)  Other, please specify (7)  
 15 - 29 minutes (2)  60+ minutes (5)  
 25 - 39 minutes (3)  I don't know (6)

**Q27 If you were offered a job in you field that paid a lower salary than you are currently making, but was closer to home which position would you accept?**

- Higher salary, longer commute time (1)  
 Lower salary, shorter commute time (2)

**Q28 What percentage of your current salary would you sacrifice to reduce your commute time in half?**

- 0 - 9% (1)  30 - 39% (4)  60% or more (7)  
 10 - 19% (2)  40 - 49% (5)  Other, please specify (8)  
 20 - 29% (3)  50 - 59% (6)

**End of Block: Commuting - Employed**

---

**Start of Block: Unemployment**

**Q29 Have you previously been employed?**

- Yes (1)  No (2)

**Q30 How long have you been unemployed?**

- Less than 3 months (1)  
 3 - 6 months (2)  
 6 - 9 months (3)  
 9 - 12 months (4)  
 1 - 3 years (5)  
 More than 3 years (6)

### Display This Question:

If Have you previously been employed? = Yes

#### Q31 What was your job title? Select all that apply.

- Senior management occupations (1)
- Specialized middle management occupations (2)
- Middle management occupations in retail and wholesale trade and customer services (3)
- Middle management occupations in trades, transportation, production and utilities (4)
- Professional occupations in business and finance (5)
- Administrative and financial supervisors and administrative occupations (6)
- Finance, insurance and related business administrative occupations (7)
- Office support occupations (8)
- Distribution, tracking and scheduling co-ordination occupations (9)
- Professional occupations in natural and applied sciences (10)
- Technical occupations related to natural and applied sciences (11)
- Professional occupations in nursing (12)
- Professional occupations in health (except nursing) (13)
- Technical occupations in health (14)
- Assisting occupations in support of health services (15)
- Professional occupations in education services (16)
- Professional occupations in law and social, community and government services (17)
- Paraprofessional occupations in legal, social, community and education services (18)
- Occupations in front-line public protection services (19)
- Care providers and educational, legal and public protection support occupations (20)
- Professional occupations in art and culture (21)
- Technical occupations in art, culture, recreation and sport (22)
- Retail sales supervisors and specialized sales occupations (23)
- Service supervisors and specialized service occupations (24)
- Sales representatives and salespersons - wholesale and retail trade (25)
- Service representatives and other customer and personal services occupations (26)
- Sales support occupations (27)
- Service support and other service occupations (28)
- Industrial, electrical and construction trades (29)
- Maintenance and equipment operation trades (30)
- Other installers, repairers and servicers and material handlers (31)
- Transport and heavy equipment operation and related maintenance occupations (32)
- Trades helpers, construction labourers and related occupations (33)
- Supervisors and technical occupations in natural resources, agriculture and related production (34)
- Workers in natural resources, agriculture and related production (35)
- Harvesting, landscaping and natural resources labourers (36)

- Processing, manufacturing and utilities supervisors and central control operators (37)
- Processing and manufacturing machine operators and related production workers (38)
- Assemblers in manufacturing (39)
- Labourers in processing, manufacturing and utilities (40)

**Q32 Are you currently looking for work?**

- Yes, full-time (1)
- Yes, part-time (2)
- No (3)

**Skip To:** End of Block If Are you currently looking for work? = No

**Display This Question:**

If Are you currently looking for work? = Yes, full-time

Or Are you currently looking for work? = Yes, part-time

**Q33 What type of work are you currently looking for?**

- Senior management occupations (1)
- Specialized middle management occupations (2)
- Middle management occupations in retail and wholesale trade and customer services (3)
- Middle management occupations in trades, transportation, production and utilities (4)
- Professional occupations in business and finance (5)
- Administrative and financial supervisors and administrative occupations (6)
- Finance, insurance and related business administrative occupations (7)
- Office support occupations (8)
- Distribution, tracking and scheduling co-ordination occupations (9)
- Professional occupations in natural and applied sciences (10)
- Technical occupations related to natural and applied sciences (11)
- Professional occupations in nursing (12)
- Professional occupations in health (except nursing) (13)
- Technical occupations in health (14)
- Assisting occupations in support of health services (15)
- Professional occupations in education services (16)
- Professional occupations in law and social, community and government services (17)
- Paraprofessional occupations in legal, social, community and education services (18)
- Occupations in front-line public protection services (19)
- Care providers and educational, legal and public protection support occupations (20)
- Professional occupations in art and culture (21)
- Technical occupations in art, culture, recreation and sport (22)
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- Service supervisors and specialized service occupations (24)
- Sales representatives and salespersons - wholesale and retail trade (25)
- Service representatives and other customer and personal services occupations (26)

- Sales support occupations (27)
- Service support and other service occupations (28)
- Industrial, electrical and construction trades (29)
- Maintenance and equipment operation trades (30)
- Other installers, repairers and servicers and material handlers (31)
- Transport and heavy equipment operation and related maintenance occupations (32)
- Trades helpers, construction labourers and related occupations (33)
- Supervisors and technical occupations in natural resources, agriculture and related production (34)
- Workers in natural resources, agriculture and related production (35)
- Harvesting, landscaping and natural resources labourers (36)
- Processing, manufacturing and utilities supervisors and central control operators (37)
- Processing and manufacturing machine operators and related production workers (38)
- Assemblers in manufacturing (39)
- Labourers in processing, manufacturing and utilities (40)

**Display This Question:**

If Are you currently looking for work? = Yes, full-time

Or Are you currently looking for work? = Yes, part-time

**Q34 What resources are you using to search for employment? Check all that apply.**

- Job fairs (1)
- Friends/family (2)
- Government job bank (3)
- Online job search engine (i.e., Indeed, Monster, Workopolis etc.) (4)
- Newspaper (5)
- Private agencies (6)
- Social media (7)
- Agilec (Northern Lights Canada) (8)
- Centre d'Emploi Francophone de Durham (9)
- Durham College Community Employment Centre (10)
- Durham Region Unemployed Help Centre (11)
- John Howard Society Employment Services (12)
- YMCA Durham Employment (13)
- VPI Working Solutions (14)
- Post secondary career centre (15)
- Other, please specify (16)

**Display This Question:**

If Are you currently looking for work? = Yes, full-time

Or Are you currently looking for work? = Yes, part-time

**Q35 Please rank the importance of the following:**

Extremely important (1), Very important (2), Moderately important (3), Slightly important (4), Not at all important (5)

Competitive pay (1)

Benefits (2)

Work/life balance (3)

Professional development opportunities (4)

Advancement opportunities (5)

Commute time (6)

Other, please specify (7)

**Display This Question:**

If Are you currently looking for work? = Yes, full-time

Or Are you currently looking for work? = Yes, part-time

**Q36 Before taxes, approximately how much is you desired annual salary?**

Less than \$20,000 (1)

\$20,000 - \$29,999 (2)

\$30,000 - \$39,999 (3)

\$40,000 - \$49,999 (4)

\$50,000 - \$59,999 (5)

\$60,000 - \$69,999 (6)

\$70,000 - \$99,999 (7)

\$100,000 - \$149,999 (8)

\$150,000+ (9)

I don't know (10)

Other, please specify (11)

**End of Block: Unemployment**

## Start of Block: Not In The Labour Force

### Display This Question:

- If Are you currently looking for work? = No  
Or What is your current employment status? = Retired  
Or What is your current employment status? = Homemaker

### Q37 How long have you been out of the labour force (not employed and not actively looking for employment)?

- Less than 3 months (1)       6 - 9 months (3)       1 - 3 years (5)  
 3 - 6 months (2)       9 - 12 months (4)       More than 3 years (6)

### Display This Question:

- If Are you currently looking for work? = No  
And Have you previously been employed? , Yes Is Not Displayed  
And Have you previously been employed? , No Is Not Displayed  
Or What is your current employment status? = Homemaker  
Or What is your current employment status? = Retired

### Q38 Have you previously been employed?

- Yes (1)       No (2)

### Display This Question:

- If Have you previously been employed? = Yes

### Q39 What was your job title? Select all that apply.

- Senior management occupations (1)  
 Specialized middle management occupations (2)  
 Middle management occupations in retail and wholesale trade and customer services (3)  
 Middle management occupations in trades, transportation, production and utilities (4)  
 Professional occupations in business and finance (5)  
 Administrative and financial supervisors and administrative occupations (6)  
 Finance, insurance and related business administrative occupations (7)  
 Office support occupations (8)  
 Distribution, tracking and scheduling co-ordination occupations (9)  
 Professional occupations in natural and applied sciences (10)  
 Technical occupations related to natural and applied sciences (11)  
 Professional occupations in nursing (12)  
 Professional occupations in health (except nursing) (13)  
 Technical occupations in health (14)  
 Assisting occupations in support of health services (15)

- Professional occupations in education services (16)
- Professional occupations in law and social, community and government services (17)
- Paraprofessional occupations in legal, social, community and education services (18)
- Occupations in front-line public protection services (19)
- Care providers and educational, legal and public protection support occupations (20)
- Professional occupations in art and culture (21)
- Technical occupations in art, culture, recreation and sport (22)
- Retail sales supervisors and specialized sales occupations (23)
- Service supervisors and specialized service occupations (24)
- Sales representatives and salespersons - wholesale and retail trade (25)
- Service representatives and other customer and personal services occupations (26)
- Sales support occupations (27)
- Service support and other service occupations (28)
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- Maintenance and equipment operation trades (30)
- Other installers, repairers and servicers and material handlers (31)
- Transport and heavy equipment operation and related maintenance occupations (32)
- Trades helpers, construction labourers and related occupations (33)
- Supervisors and technical occupations in natural resources, agriculture and related production (34)
- Workers in natural resources, agriculture and related production (35)
- Harvesting, landscaping and natural resources labourers (36)
- Processing, manufacturing and utilities supervisors and central control operators (37)
- Processing and manufacturing machine operators and related production workers (38)
- Assemblers in manufacturing (39)
- Labourers in processing, manufacturing and utilities (40)

**Display This Question:**

If Are you currently looking for work? = No

Or What is your current employment status? = Homemaker

Or What is your current employment status? = Retired

**Q40 Why are you currently out of the labour force? Check all that apply.**

- I am going to school (1)
- I am a homemaker (2)
- I am a caretaker (3)
- I do not want to work at this time (4)
- I was unsuccessful while looking for work and I have stopped looking (5)
- I am retired (6)
- Compassionate leave (7)
- Other, please specify (8)

**Display This Question:**

If Are you currently looking for work? = No  
Or What is your current employment status? = Retired  
Or What is your current employment status? = Homemaker

**Q41 Do you have any interest in returning, entering or re-entering the labour force?**

- Yes, full-time (1)
- No (3)
- Yes, part-time (2)
- Other, please specify (4)

**Skip To:** End of Block If Do you have any interest in returning, entering or re-entering the labour force? = No

**Display This Question:**

If Are you currently looking for work? = No  
And Do you have any interest in returning, entering or re-entering the labour force? = Yes, full-time  
Or Do you have any interest in returning, entering or re-entering the labour force? = Yes, part-time

**Q42 Are you currently looking for work?**

- Yes (1)
- No (2)

**Skip To:** End of Block If Are you currently looking for work? = No

**Display This Question:**

If Are you currently looking for work? = Yes

**Q43 What type of work are you currently looking for?**

- Senior management occupations (1)
- Specialized middle management occupations (2)
- Middle management occupations in retail and wholesale trade and customer services (3)
- Middle management occupations in trades, transportation, production and utilities (4)
- Professional occupations in business and finance (5)
- Administrative and financial supervisors and administrative occupations (6)
- Finance, insurance and related business administrative occupations (7)
- Office support occupations (8)
- Distribution, tracking and scheduling co-ordination occupations (9)
- Professional occupations in natural and applied sciences (10)
- Technical occupations related to natural and applied sciences (11)
- Professional occupations in nursing (12)
- Professional occupations in health (except nursing) (13)
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- Workers in natural resources, agriculture and related production (35)
- Harvesting, landscaping and natural resources labourers (36)
- Processing, manufacturing and utilities supervisors and central control operators (37)
- Processing and manufacturing machine operators and related production workers (38)
- Assemblers in manufacturing (39)
- Labourers in processing, manufacturing and utilities (40)

**Display This Question:**

If Are you currently looking for work? = Yes

**Q44 What resources are you using to search for employment? Check all that apply.**

- Job fairs (1)
- Friends/family (2)
- Government job bank (3)
- Online job search engine (i.e., Indeed, Monster, Workopolis etc.) (4)
- Newspaper (5)
- Private agencies (6)
- Social media (7)
- Agilec (Northern Lights Canada) (8)
- Centre d'Emploi Francophone de Durham (9)
- Durham College Community Employment Centre (10)
- Durham Region Unemployed Help Centre (11)

- John Howard Society Employment Services (12)
- YMCA Durham Employment (13)
- VPI Working Solutions (14)
- Post secondary career centre (15)
- Other, please specify (16)

**Display This Question:**

If Are you currently looking for work? = Yes

**Q45 Please rank the importance of the following:**

Extremely important (1), Very important (2), Moderately important (3), Slightly important (4), Not at all important (5)

Competitive pay (1)

Benefits (2)

Work/life balance (3)

Professional development opportunities (4)

Advancement opportunities (5)

Commute time (6)

Other, please specify (7)

**Display This Question:**

If Are you currently looking for work? = Yes

**Q46 Before taxes, approximately how much is you desired annual salary?**

- |   |   |  |
|---|---|--|
| <input type="radio"/> Less than \$20,000 (1)  | <input type="radio"/> \$50,000 - \$59,999 (5)   | <input type="radio"/> \$150,000+ (9)             |
| <input type="radio"/> \$20,000 - \$29,999 (2) | <input type="radio"/> \$60,000 - \$69,999 (6)   | <input type="radio"/> I don't know (10)          |
| <input type="radio"/> \$30,000 - \$39,999 (3) | <input type="radio"/> \$70,000 - \$99,999 (7)   | <input type="radio"/> Other, please specify (11) |
| <input type="radio"/> \$40,000 - \$49,999 (4) | <input type="radio"/> \$100,000 - \$149,999 (8) |  |

**End of Block: Not In The Labour Force**

## Start of Block: Training and Experience

### Display This Question:

If Are you currently looking for work? != No

Or Are you currently looking for work? != No

Or Do you have any interest in returning, entering or re-entering the labour force? != No

### Q47 Do you feel like you have the sufficient experience, education and/or training to enter/re-enter the workforce?

Yes (23)

No (24)

**Skip To:** Q49 If Do you feel like you have the sufficient experience, education and/or training to enter/re-enter... = Yes

### Display This Question:

If Do you feel like you have the sufficient experience, education and/or training to enter/re-enter... = No

### Q48 Why do you feel that you do not have sufficient experience, education and/or training to enter/re-enter the workforce? Select all that apply.

Need more education (1)

Need more work experience (2)

Need more hands-on experience/training (3)

Education system has not prepared me for work (4)

Other, please specify (5)

### Display This Question:

If Are you currently looking for work? != No

Or Do you have any interest in returning, entering or re-entering the labour force? != No

Or Are you currently looking for work? != No

### Q49 Are there training opportunities available to assist your transition into/back into the workforce?

Yes (1)

No (2)

I am unaware of training opportunities (3)

**Display This Question:**

If Are you currently looking for work? != No

Or Are you currently looking for work? != No

Or Do you have any interest in returning, entering or re-entering the labour force? != No

**Q50 Are you interested in pursuing training opportunities?**

Yes (1)

No (2)

Maybe (3)

**Display This Question:**

If Are you currently looking for work? != No

Or Are you currently looking for work? != No

Or Do you have any interest in returning, entering or re-entering the labour force? != No

**Q51 What type of training are you interested in pursuing?**

**End of Block: Training and Experience**

---

**Start of Block: Commuting for Not in Labour/Unemployed**

**Display This Question:**

If Are you currently looking for work? != No

Or Are you currently looking for work? != No

Or Do you have any interest in returning, entering or re-entering the labour force? != No

**Q52 Approximately how many kilometres are you willing to commute to your workplace, one way?**

0 - 9 km (1)

40 - 59 km (4)

Other, please specify (7)

10 - 24 km (2)

60+ km (5)

25 - 39 km (3)

I don't know (6)

**Display This Question:**

If Are you currently looking for work? != No

Or Are you currently looking for work? != No

Or Do you have any interest in returning, entering or re-entering the labour force? != No

**Q53 Approximately how many minutes are you willing to spend commuting to your workplace, one way?**

0 - 14 minutes (1)

60+ minutes (5)

15 - 29 minutes (2)

I don't know (6)

25 - 39 minutes (3)

Other, please specify (7)

40 - 59 minutes (4)

### Display This Question:

If Are you currently looking for work? != No

Or Are you currently looking for work? != No

Or Do you have any interest in returning, entering or re-entering the labour force? != No

**Q54 If you were offered a job that paid less than your desired salary but was closer to home, and a job that paid your desired salary but was a longer commute, which job would you accept?**

- Higher salary, longer commute time (1)
- Lower salary, shorter commute time (2)

### End of Block: Commuting for Not in Labour/Unemployed

---

### Start of Block: Household Income

**Q55 Before taxes, what is your approximate household income from all income earners and sources?**

- Income loss (1)
- Less than \$20,000 (2)
- \$20,000 - \$29,999 (3)
- \$30,000 - \$39,999 (4)
- \$40,000 - \$49,999 (5)
- \$50,000 - \$59,999 (6)
- \$60,000 - \$69,999 (7)
- \$70,000 - \$99,999 (8)
- \$100,000 - \$149,999 (9)
- \$150,000+ (10)
- I don't know (11)
- Other, please specify (12)

**Q56 How many income earners did you include in your approximate household income?**

- 0 (7)
- 1 (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5 (5)
- 6+ (6)

**Q57 How many dependents do you have in your household?**

- 0 (1)
- 1 (2)
- 2 (3)
- 3 (4)
- 4 (5)
- 5 (7)
- 6+ (8)

### End of Block: Household Income

## Start of Block: Skills

**Q58 The following questions refer to employability and essential skills.  
Please answer yes or no to the following statements.**

	Yes (1)	No (2)
Can you understand and evaluate written material? (1)	<input type="radio"/>	<input type="radio"/>
Can you analyze information from multiple sources? (2)	<input type="radio"/>	<input type="radio"/>
Can you read and understand information on graphs? (3)	<input type="radio"/>	<input type="radio"/>
Can you enter information into forms? (4)	<input type="radio"/>	<input type="radio"/>
Can you make calculations? (5)	<input type="radio"/>	<input type="radio"/>
Can you perform scheduling, budgeting or accounting activities? (6)	<input type="radio"/>	<input type="radio"/>
Can you write to organize or record information? (7)	<input type="radio"/>	<input type="radio"/>
Can you write an analysis or comparison? (8)	<input type="radio"/>	<input type="radio"/>
Can you use word processing software? (9)	<input type="radio"/>	<input type="radio"/>
Can you create and modify spreadsheets? (10)	<input type="radio"/>	<input type="radio"/>
Can you respond to a customer's question regarding a product? (11)	<input type="radio"/>	<input type="radio"/>
Can you explain procedures? (12)	<input type="radio"/>	<input type="radio"/>
Can you demonstrate tasks to other workers? (13)	<input type="radio"/>	<input type="radio"/>
Can you participate in formal discussions? (14)	<input type="radio"/>	<input type="radio"/>
Can you make long-term work plans? (15)	<input type="radio"/>	<input type="radio"/>
Can you maintain organization in a changing environment? (16)	<input type="radio"/>	<input type="radio"/>
Can you find and access new learning material? (17)	<input type="radio"/>	<input type="radio"/>
Can you learn from co-workers? (18)	<input type="radio"/>	<input type="radio"/>
Can you accept constructive criticism? (19)	<input type="radio"/>	<input type="radio"/>
Do you always wait to be told what to do? (20)	<input type="radio"/>	<input type="radio"/>
Can you adapt to unexpected change? (21)	<input type="radio"/>	<input type="radio"/>
Are you able to change your view point based on new information? (22)	<input type="radio"/>	<input type="radio"/>
Do you try and motivate others? (23)	<input type="radio"/>	<input type="radio"/>
Do you show initiative? (24)	<input type="radio"/>	<input type="radio"/>
Can you clearly and concisely communicate information? (25)	<input type="radio"/>	<input type="radio"/>
Do you waste time because you are easily distracted? (26)	<input type="radio"/>	<input type="radio"/>
Do you have a polite and courteous attitude? (27)	<input type="radio"/>	<input type="radio"/>
If you are not interested in a conversation does it show in your body language? (28)	<input type="radio"/>	<input type="radio"/>

## End of Block: Skills

## Start of Block: Housing

### Q59 What best describes your current living situation? Check all that apply.

- I own my own home (1)
- I pay rent at the full market rate (2)
- I pay rent at a subsidized rate (3)
- I am on a waiting list for subsidized housing (4)
- I rent a room (5)
- I am living with friends or family (6)
- I live in an institution (7)
- I am in an emergency shelter (8)
- I live on the street or outside (9)
- Other, please specify (10)

### Q60 What housing issues concern you? Check all that apply.

- Need for more access to information (1)
- Difficulty accessing support services that will help people stay where they live (2)
- Conflicting information about housing and support service options (3)
- Need more support for landlord/tenant issues (4)
- Need more measures to prevent homelessness for low income tenants (5)
- Need for more measures to prevent homelessness for low income homeowners (6)
- Need for more supportive housing for people with physical disabilities (7)
- Need for more supportive housing for people with developmental disabilities (8)
- Need for more supportive housing for people with addictions (9)
- Need for more supportive housing for seniors (10)
- Need for more supportive housing for youth (11)
- Need for more supportive housing for people who are homeless (12)
- Cannot find affordable housing in my community (13)
- Need for financial assistance to afford rent (14)
- Heat and/or hydro is too expensive (15)
- Necessary home repairs are too costly (16)
- Need for financial assistance to help make my home physically accessible (17)
- Other, please specify (18)

### Q61 Approximately what percentage of your income before taxes are you currently spending on rent or mortgage per month?

- 0% (7)
- 1 - 29% (1)
- 30 - 34% (2)
- 35 - 39% (3)
- 40 - 44% (4)
- 45 - 49% (5)
- More than 50% (6)

### Q62 Do you feel secure in your current housing situation?

- Yes (1)
- No, please specify: (2)

## End of Block: Housing

## Start of Block: Services

### Q63 Please rate the availability of the following services in the Durham Region.

1 - Poor (1), 2 (2), 3- Average (3), 4 (4), 5 - Excellent (5), No Answer (6)

Affordable daycare (7)	Food services - grocery stores (11)
Affordable housing (2)	Healthcare services (12)
Apprenticeship training (3)	Hydro (13)
Broadband internet service (4)	Libraries (15)
Cell phone service (5)	Legal services (16)
Cultural facilities (6)	Mental health and addictions services (17)
Education - primary (25)	Other utilities (i.e., water, gas, sewage) (18)
Education - secondary (20)	Public transportation (21)
Education - post-secondary (19)	Recreation (22)
Financial services (i.e., debit counselling, financial literacy etc.) (9)	Retail services (23)
Food services - restaurants (10)	Roads (24)

### Q64 Please rate the quality of the following services in Durham Region.

1 - Poor (1), 2 (2), 3- Average (3), 4 (4), 5 - Excellent (5), No Answer (6)

Affordable daycare (7)	Food services - grocery stores (11)
Affordable housing (2)	Healthcare services (12)
Apprenticeship training (3)	Hydro (13)
Broadband internet service (4)	Libraries (15)
Cell phone service (5)	Legal services (16)
Cultural facilities (6)	Mental health and addictions services (17)
Education - primary (20)	Other utilities (i.e., water, gas, sewage) (18)
Education - secondary (25)	Public transportation (21)
Education - post-secondary (19)	Recreation (22)
Financial services (i.e., debit counselling, financial literacy etc.) (9)	Retail services (23)
Food services - restaurants (10)	Roads (24)

**Q65 Do you currently use any of the following programs or services in Durham Region?  
Check all that apply.**

- Employment services (1)
- Adult education/essential skills upgrading (2)
- Obtaining certificates/credentials (i.e., SmartServe, Safe Food Handler, WHMIS etc.) (3)
- Financial literacy (4)
- Affordable housing (5)
- Counselling (6)
- Mental health and addictions services (7)
- Entrepreneurship opportunities (8)
- Food supply programs (i.e., food banks, community kitchens etc.) (9)
- Legal services (i.e., Legal Aid) (10)
- Other, please specify (11)

**End of Block: Services**

---

**Start of Block: Future Plans**

**Q66 Are you planning on staying in Durham Region for the next five (5) years?**

- Yes (1)                       No (2)

**Display This Question:**

If Are you planning on staying in Durham Region for the next five (5) years? = No

**Q67 Why are you planning on moving out of Durham Region? Check all that apply.**

- School (1)                       Housing (3)                       Other, please specify (5)  
 Work (2)                       Family (4)

**Q68 Are there any improvements, changes or developments that you would like to see within your community, for example programs/services, transportation, commercial growth etc.? Please specify.**

**End of Block: Future Plans**

## Start of Block: Participation

### Display This Question:

If rnid Is Empty  
And rid Is Empty

**Q69 If you would like to be entered into the prize draw for this survey, please provide your name and e-mail below. This information will be removed from the survey data immediately to maintain your anonymity.**

- Name (1)
- E-mail (2)

### Display This Question:

If rid Is Empty  
And rnid Is Empty

**Q70 If you would like to recommend this survey to someone, please provide their e-mails below. Recommending other participants will qualify you for a secondary prize draw.**

- E-mail (1)
- E-mail (2)
- E-mail (3)
- E-mail (4)
- E-mail (5)
- E-mail (6)

## End of Block: Participation

# Appendix II

**Speak up about employment challenges in your community!**

**durham workforce authority**

Take the survey: <http://bit.ly/durhamworkforcesurvey>



This study has been approved by the UOIT Research Ethics Board REB [REB #14587] on October 31, 2017

# Appendix III

Hi [name],

The Durham Workforce Authority (DWA), in collaboration with the Social Research Centre (SRC) at the University of Ontario Institute of Technology (UOIT), is conducting research on employment trends in Durham Region. The DWA is funded through the Ministry of Advanced Education and Skills Development (MAESD) and aims to improve the availability of local labour market information in Durham Region.

The DWA and SRC, with significant input from community partners, have worked collaboratively to create a survey designed to provide significant information on the workforce in Durham Region. The Workforce Survey will be utilized to fill significant gaps in labour market information and better understand the skills and needs of the workforce in Durham Region. The surveys probe respondents on topics such as education, employment, training, job skills, and programs and services in Durham Region.

Your email address has been provided by a friend/family member/colleague as someone who would be interested in completing the Survey. Your contribution to this process is extremely important and highly valued. The surveys are anonymous and survey results are kept confidential. The surveys take approximately ten minutes to complete. Upon completion of the Survey you have the opportunity to enter your name and email address for an opportunity to win one of several iPads or gift certificates to the Oshawa Centre, Canadian Tire and other locations. Please find the link to the survey below.

Should you have any questions or concerns please contact Paige Marlow, Director of Research, via e-mail at [pmarlow@durhamwa.ca](mailto:pmarlow@durhamwa.ca) or via phone at (905) 431-9899

Thank you again for your participation.

Have a wonderful day,  
Paige

**Follow this link to the Survey:**

[\\${!://SurveyLink?d=Take the Survey}](#)

Or copy and paste the URL below into your internet browser:

[\\${!://SurveyURL}](#)

Follow the link to opt out of future emails:

[\\${!://OptOutLink?d=Click here to unsubscribe}](#)





# DURHAM REGION WORKFORCE

Report 2018

