

DATA WALK

MARCH

20
23



***A Snapshot
of Durham
Region***

ROLE, VISION, MISSION & STRATEGIC FOCUS

ROLE

Provide labour market intelligence so community stakeholders can better serve employers and jobseekers.

VISION

To be the premier source of labour market intelligence in Durham Region.

MISSION

Our mission is to support the development and maintenance of a sustainable and dynamic workforce.

STRATEGIC FOCUS

Research and Planning

Demonstrate leadership in community planning to improve labour market outcomes for Durham Region residents.

Become the premier source for labour market data.

Services to Community

Create opportunities to share labour market information.

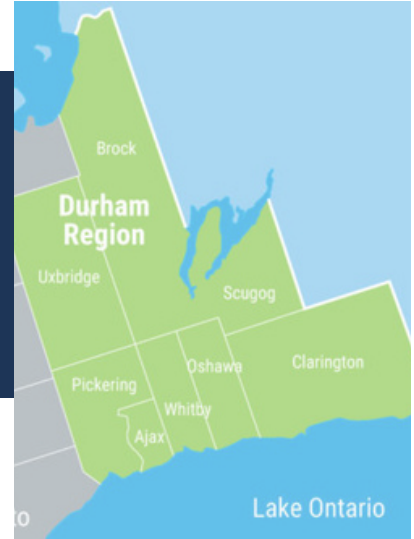
Strengthen partnership role among community partner organizations.

The Durham Workforce Authority (DWA) is a community-based not for profit. We work with community stakeholders from business, labour, education, community services and all levels of government to provide reliable research focused on local labour market information (LMI). Our locally focused LMI supports data driven decision making throughout our community.

In addition to our annual Data Walk, the DWA engages with our community through:

- Local industry tours
- Key informant interviews
- Participation in community events
- Focus groups
- Presentations to local service groups, students & partner organizations

The Durham Workforce Authority (DWA) produces an annual Labour Market Plan (LMP) to provide labour market information (LMI) and insight into Durham's labour market conditions and to develop recommendations in partnership with service providers and the community. The full LMP report will be available to the public in early April.



DEMOGRAPHICS



696,922 people lived in Durham Region, an increase of 7.91% from 2016 to 2021. Durham Region represents 4.9% of Ontario's total population.



48.8% of Durham residents identify as men+ and 51.2% as women+. Men+ and Women+ are new categories Statistics Canada used when breaking down data by gender; the (+) symbol refers to non-binary persons.



36.3% of Durham residents identify as a visible minority, 2% as Indigenous, and 27% are immigrants to Canada (either landed immigrants or permanent residents).



12.1% of Durham residents are youth 15 to 24 years, a decrease of 1.98% from the 2016 Census. 15.9% of Durham residents are at least 65 years of age, up 19.71% from the 2016 Census.

Source: Statistics Canada, 2021 Census of Population.

LABOUR MARKET CONDITIONS

The labour market is experiencing an imbalance between labour demand and supply in all industries. High demand for labour has been characterized by record-low unemployment rates, a record-high labour force employment rate, and a high number of job vacancies, with Ontario's employers seeking to fill 308,490 vacancies in November 2022. Several factors have impacted the labour supply shortage, such as (aging population, retirement, migration flows, and technological change).

In 2022, in Oshawa CMA



Employment increased by 2%, from 222,300 in December 2021, to 227,100 in December 2022.



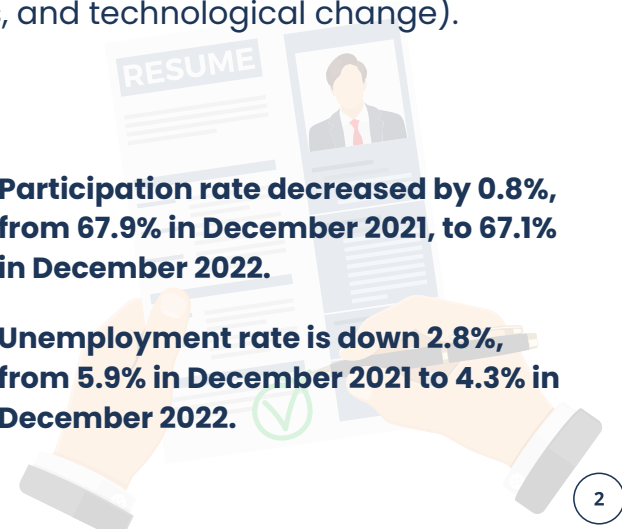
Not in the labour force increased by 4%, from 111,700 in December 2021, to 116,100 in December 2022.



Participation rate decreased by 0.8%, from 67.9% in December 2021, to 67.1% in December 2022.

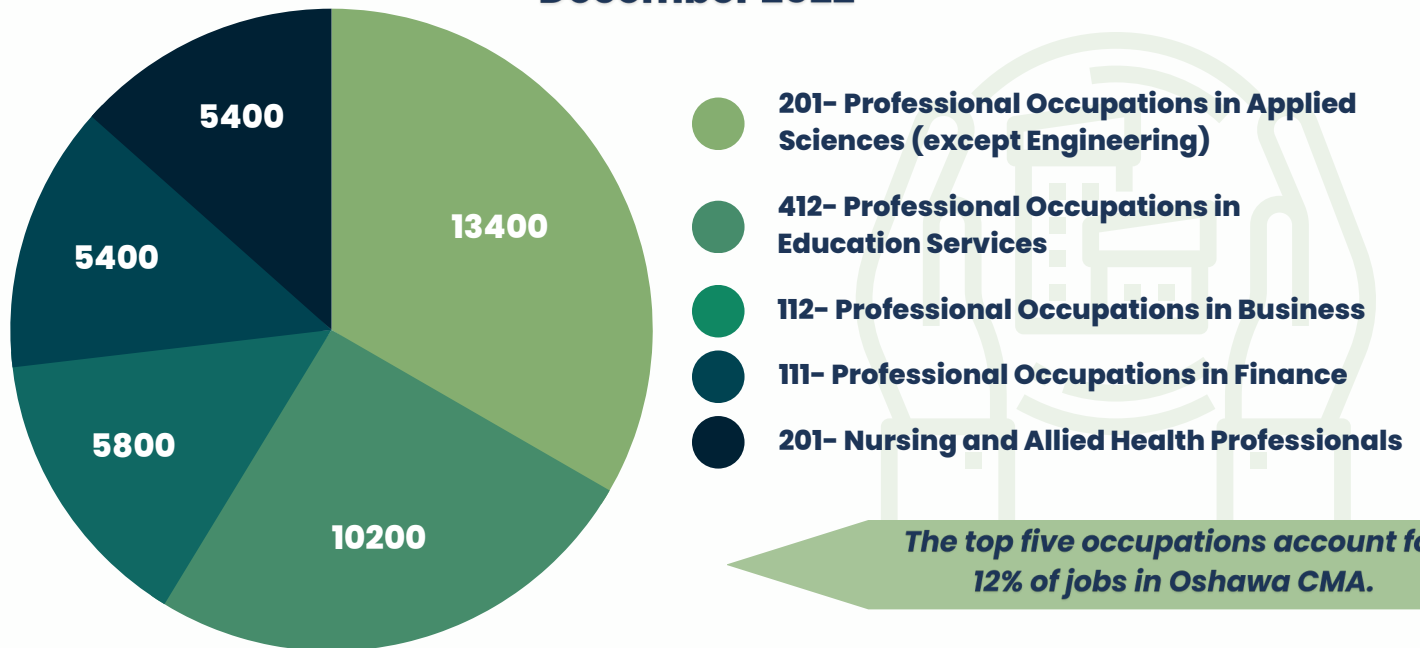


Unemployment rate is down 2.8%, from 5.9% in December 2021 to 4.3% in December 2022.



EMPLOYMENT TRENDS

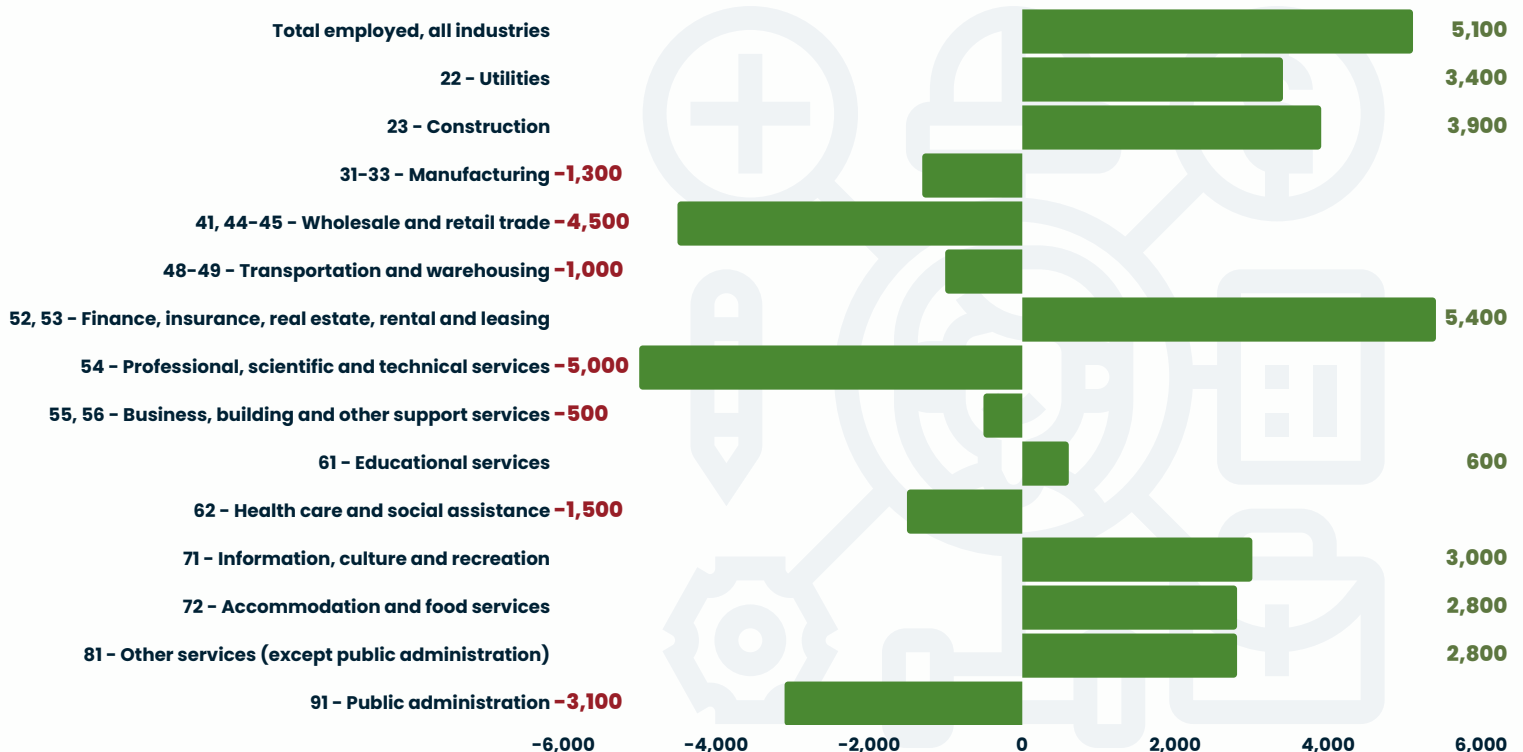
Top Five Occupations by 3-Digit NOC, Oshawa CMA, December 2022



Source: Statistics Canada, Labour Force Survey, Table: 14-10-0430-01

INDUSTRY TRENDS

Net Change in Employment by Industry, Oshawa CMA, December 2021 – December 2022



BUSINESSES TRENDS

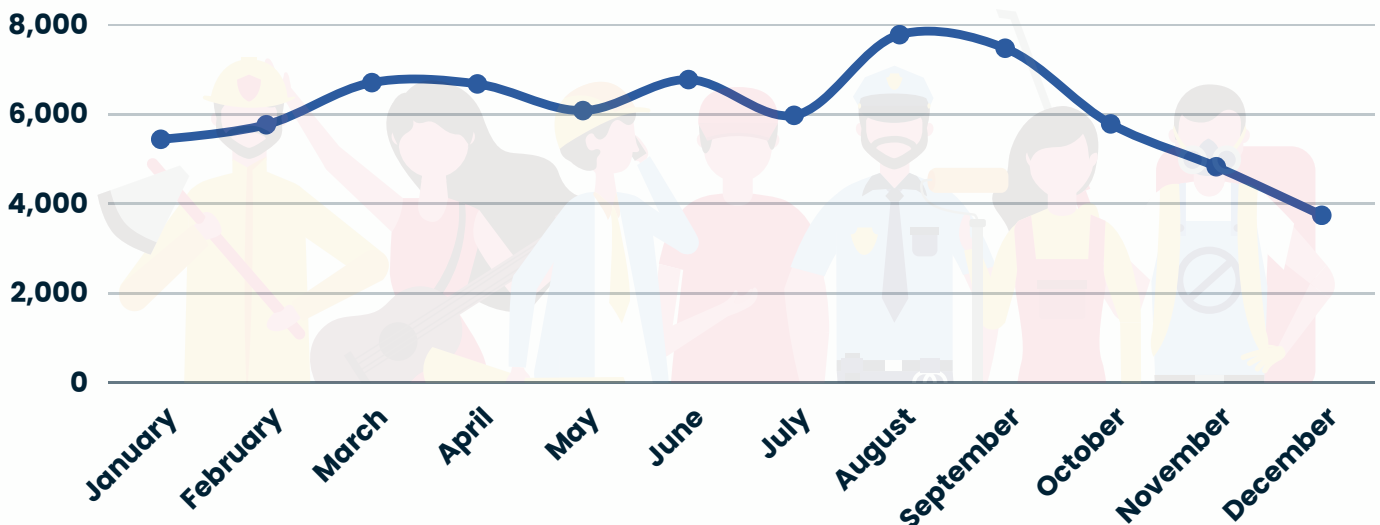
According to the Canadian Business Counts, Durham Region businesses increased by 5.82 per cent, adding 2,933 new businesses between 2019 and 2022, rising to 53,347 businesses in June 2022. Of those businesses, 70.2 per cent of employers have no employees, 17 per cent have 1 – 4 employees, and 75.4 per cent of companies have nine or fewer employees.

North American Industry Classification (NAICS)	0	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500+	Total	Total Employers in Durham Region (%)
531 – Real Estate	10,342	466	52	13	7	0	1	0	0	10,881	20.40
541 – Professional, Scientific and Technical Services	5,731	2,179	211	101	42	17	3	3	0	8,287	15.53
238 – Specialty Trade Contractors	2,495	886	286	143	75	18	4	2	0	3,909	7.33
621 – Ambulatory Health Care Services	1,574	785	252	161	49	9	7	4	1	2,842	5.33
561 – Administrative and Support Services	1,732	452	191	91	47	15	9	5	2	2,544	4.77

Source: Statistics Canada, Canadian Business Count, June 2022

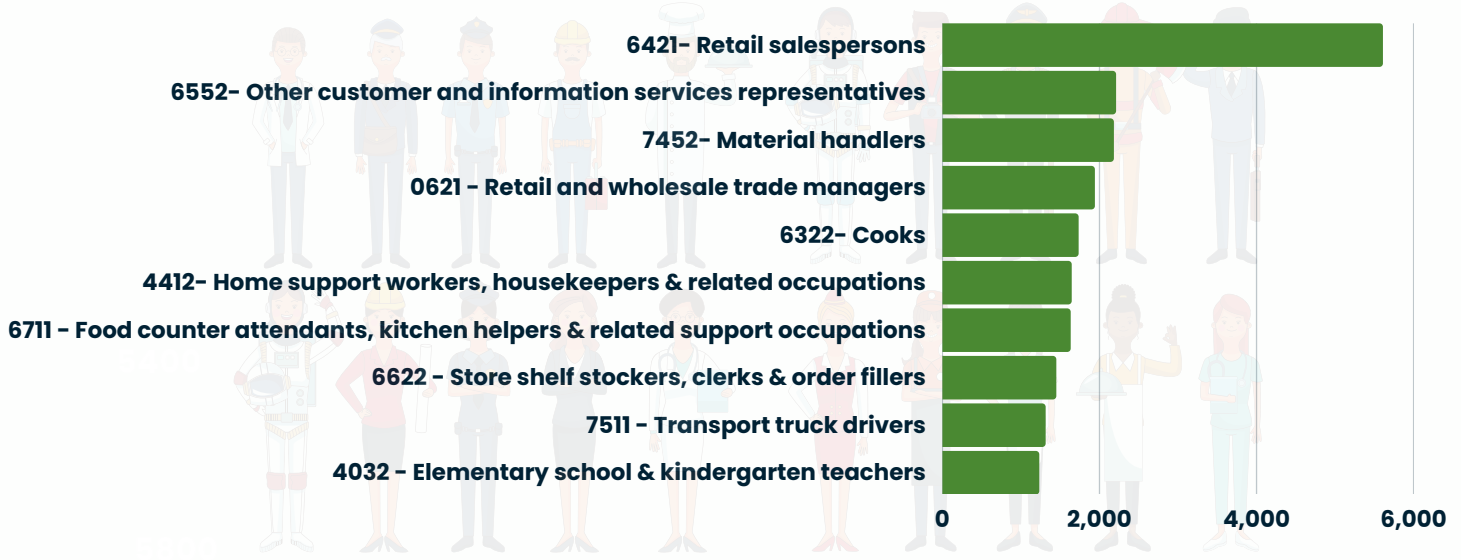
JOB POSTINGS: JOBS FIRST DURHAM

New Job postings by month in Durham Region, 2022



Source: Durham Workforce Authority, Job Demand Report, 2022

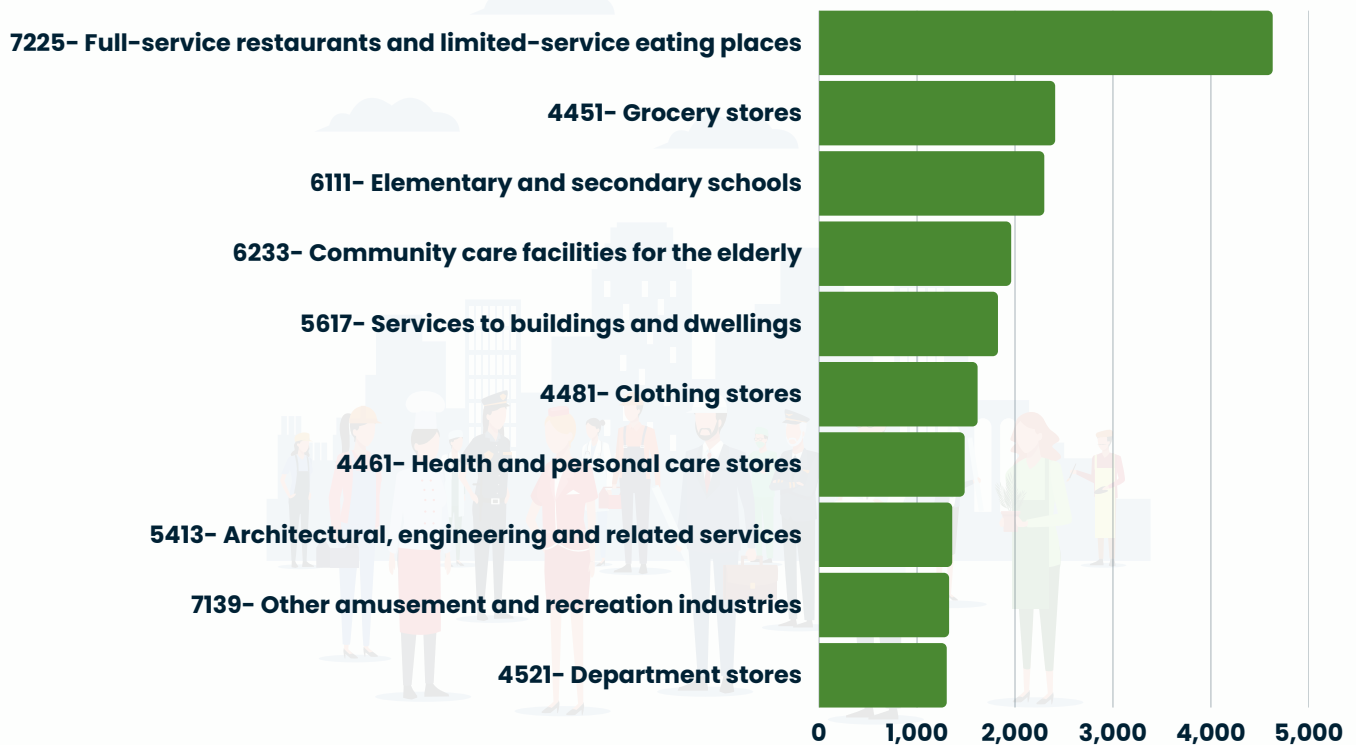
Top Ten In-Demand Occupations and/or Hard to Fill in Durham Region, 2022



Source: Durham Workforce Authority, Job Demand Report, 2022

Retail salespersons, customer and information services representatives, and material handlers were by far the most in-demand occupations in Durham Region, with a total of 5,601, 2,203, and 2,175 job postings respectively in 2022.

Top Ten Hiring Sectors in Durham Region, 2022



Source: Durham Workforce Authority, Job Demand Report, 2022

TODAY'S AGENDA

9:30 – Registration, Breakfast, & Networking

9:45 – Welcome, Land Acknowledgment, & Data Overview

10:00 – Data Walk

11:00 – Jobs First Durham Presentation

11:15 – Discussion & Closing Comments



TERMS & DEFINITIONS

Immigrants/Newcomers – “may be permanent residents (including people who have received “approval-in-principle” from Immigration, Refugees and Citizenship Canada to stay in Canada) refugees (protected persons) temporary residents (including student, worker, or temporary resident permit holders)” (Benefits, credits, and taxes for newcomers, 2023)

Indigenous Peoples – encompasses the First Nations, the Inuit, and the Métis (Indigenous Corporate Training Inc, 2016)

Visible Minority – “The Employment Equity Act (of Canada) defines visible minorities as ‘persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour’” (Visible minority of person, 2021)

Racialized gender– “a sociological concept that refers to the critical analysis of the simultaneous effects of race and gender processes on individuals, families, and communities” (Few, 2007)

Persons with Disabilities – the Accessible Canada Act states that a disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment — or a functional limitation — whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society

2SLGBTQI+ – Is the acronym used by the Government of Canada to refer to the Canadian community. **2S**: at the front, recognizes Two-Spirit people as the first 2SLGBTQI+ communities; **L**: Lesbian; **G**: Gay; **B**: Bisexual; **T**: Transgender; **Q**: Queer; **I**: Intersex, considers sex characteristics beyond sexual orientation, gender identity and gender expression; **+**: is inclusive of people who identify as part of sexual and gender diverse communities, who use additional terminologies.

Micro-aggressions – everyday verbal and behavioural expressions that imply a negative slight or insult in relation to a person’s race, sex, gender identity, disability etc. (Eisenmenger, 2019)

Physical ableism – hate or discrimination based on physical disability

Sanism or mental ableism – hate or discrimination based on mental health conditions and/or cognitive disabilities

Tokenism – a symbolic effort by a company to hire a small number of people who belong to a minority or underrepresented group, merely as a smokescreen to prevent criticism and give the public impression that they treat people equitably or justly (Gill, 2022)



Apprenticeship Durham Region



Number of new apprenticeship
registrations by year



2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
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1,010	1,139	1,101	961	892	1,071	1,192	965	495	704
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Number of certificates of
apprenticeship issued



2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
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696	581	434	301	445	541	384	328	199	294
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Average age of apprentices

2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
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28	27	26	26	26	26	27	26	26	27
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Apprentices by age group

Ages
15 - 24

267



Ages
25 - 44

207



Ages
45 - 64

21








Percentage of Skills Mentioned in Job Postings Durham Region

Skills Mentioned in Job Postings in Durham Region	Matching the Skills for Success (Formerly Essential skill)	Matching the Employability Skills	Percentage (%) of Total Job Postings Requiring These Skills 2022
Management	Problem-solving, communication, writing, and reading	Stress management and time management	34%
Customer Service	Communication, writing, and reading	Confidence and motivation	31%
Sales	Numeracy, communication, writing, and reading	Confidence and motivation	21%
Interpersonal Skills	Collaboration and communication	Adaptability, confidence, and motivation	16%
Attention to Detail	Problem-solving	-	13%
Leadership	Problem-solving, communication	Accountability, confidence, motivation and attitude	13%
Planning	Problem-solving	Accountability, confidence, motivation and attitude	11%
Work Independently	Adaptability	-	9%
Time Management	-	Time management	8%
Innovation	Problem-solving	Confidence	8%
Teamwork	Collaboration	Teamwork	7%
Problem-Solving	Problem-solving	-	7%
Microsoft Office	Digital, numeracy, writing, and reading	Presentation	6%







Unemployment Rate for People Aged 15 Years & Over Canada, Ontario, and Oshawa CMA, 2022

	 Canada	 Ontario	 Oshawa (CMA 2022)
	15-24 Years	25-54 Years	55-64 Years
January	7%	7.6%	6.3%
February	5.7%	5.7%	6.1%
March	5.7%	5.7%	5.7%
April	5.5%	5.4%	4.7%
May	5.1%	5.6%	4.8%
June	4.7%	5.1%	4.7%
July	5.2%	5.6%	5.1%
August	6%	6.4%	6.1%
September	4.8%	5.4%	6.4%
October	4.7%	5.2%	6.1%
November	4.7%	5%	4.9%
December	4.5%	4.5%	4.3%



Job Postings by Skill Level Durham Region

	December 2020	December 2021	December 2022
 University Education	570	1,423	1,067
 College Education/ Apprenticeship Training	866	1,596	1,757
 Secondary School and/or Occupation- Specific Training	1,293	2,590	2,417
 On-the-job Training or No Formal Education Required	353	733	789

Career Development Tools

- Job & Training Events
- Career Calculator
- Career Library
- Career Explorer

Community Data Tools

- Census Map Tool
- Talent Map Tool
- Sector Map Tool
- Sector Library

Job Search Tools

- Job Board
- Job Map
- Resume Builder

Reports & Analytics

- Job Demand Report
- Job Search Report
- Skill Demand Report
- Labour Force Report
- Employment by Industry



72,859

Job postings indexed in 2022

EXPLORE JOBS FIRST DURHAM



Jobs First Durham (JFD) is an interconnected set of career development and job search tools available to our community at no-charge through the DWA. These tools compile local job postings from more than 40 unique websites and allow users to sort, filter and display all locally available employment opportunities in a format that works for them.

The JFD system also extracts relevant labour market information from all postings, providing job seekers, employers, and the community at large access to the most up-to-date local LMI.

Job postings from across Durham Region are automatically added to JFD on an hourly basis meaning that the aggregated data attainable by the community through the DWA is consistently the most accurate and timely data available.

The introduction of user accounts for both job seekers and employers has made this data even more accessible. With customizable accounts, anyone can have timely local data on wages, labour supply and demand for their chosen sector, occupation or employer at their fingertips.

THANK YOU FOR JOINING US!



We're grateful for the support of

The **Literacy Network of Durham Region (LiNDR)** was incorporated as a charity in 1994 to help meet the literacy needs of the regional community. Its purpose is to support and promote literacy and basic skills services within the regional municipality of Durham. To this end and in keeping with its annual strategic plan, LiNDR carries out, supports and collaborates in the following activities:

- Service planning for Literacy & Basic Skills programs
- Bibliotherapy facilitation and training
- Research and development projects
- Community and social development initiatives



Canada 

EMPLOYMENT
ONTARIO

Ontario 