Respondents Employment

Employed full-time
50%

Employed part-time
11%

Self-employed
6%

Retired
5%

Unemployed
7%
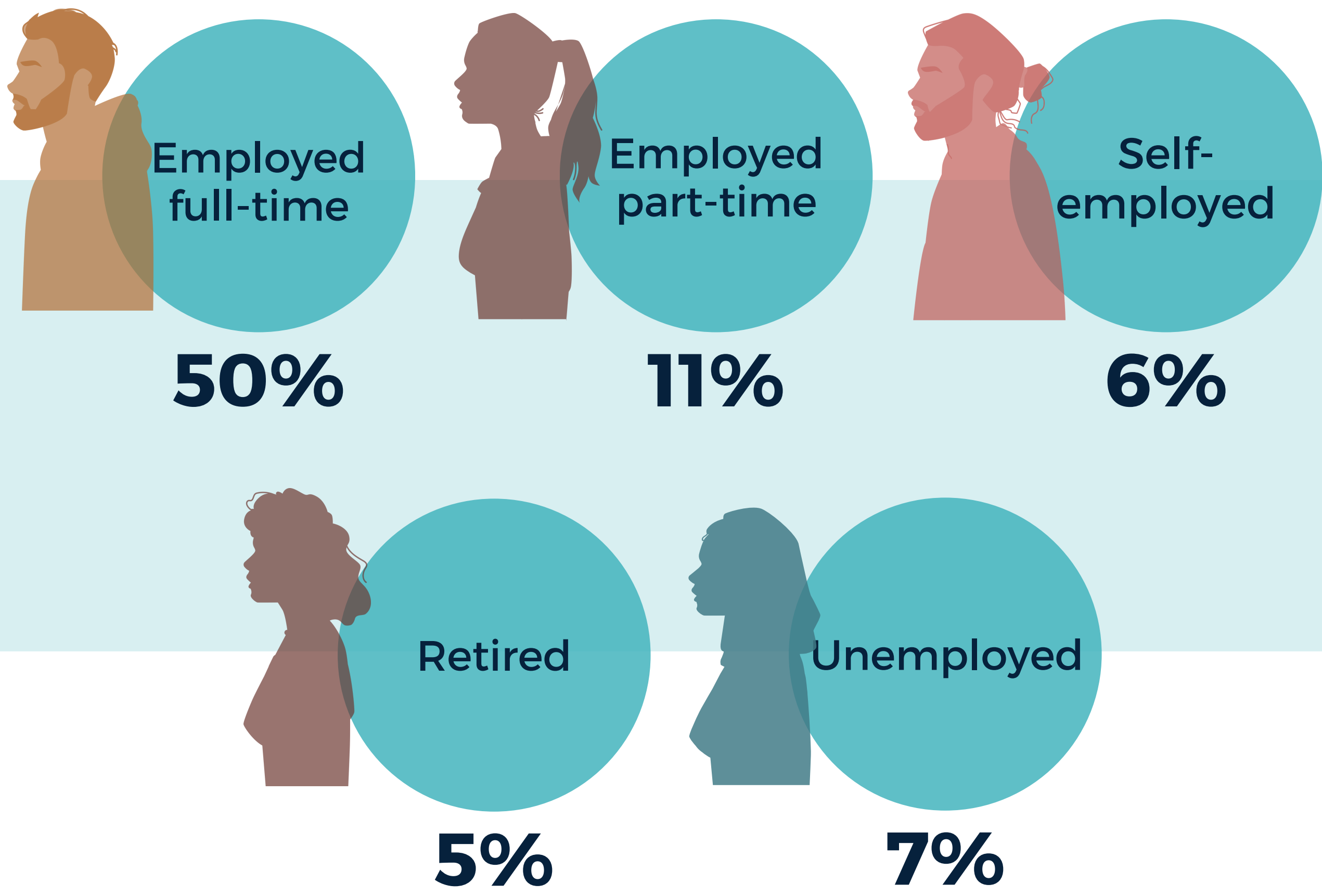
Sexual Orientation of respondent

	Yes	Don't Know	No
Lesbian	10%	16%	74%
Gay	11%	15%	74%
Bisexual	6%	17%	77%
Pansexual	8%	19%	72%
Queer	10%	23%	67%
Asexual	4%	17%	79%
Heterosexual	10%	11%	79%
Unsure	5%	18%	76%
Demisexual	12%	21%	67%
Two-Spirit	21%	18%	61%

durham
workforce
authority

Data Walk 2023

Labour Force Characteristics of Underrepresented Groups
Oshawa CMA, 2021

	Indigenous	Non-Indigenous	Newcomers	Immigrants	Non-Immigrants	Racialized Women	Non-Racialized Women
Participation Rate	64.90%	64.50%	74.80%	60.70%	65.70%	62%	60.80%
Employment Rate	54.20%	56%	65.30%	53%	57%	52%	52.40%
Unemployment Rate	16.60%	13.10%	12.60%	12.60%	13.30%	16%	13.80%
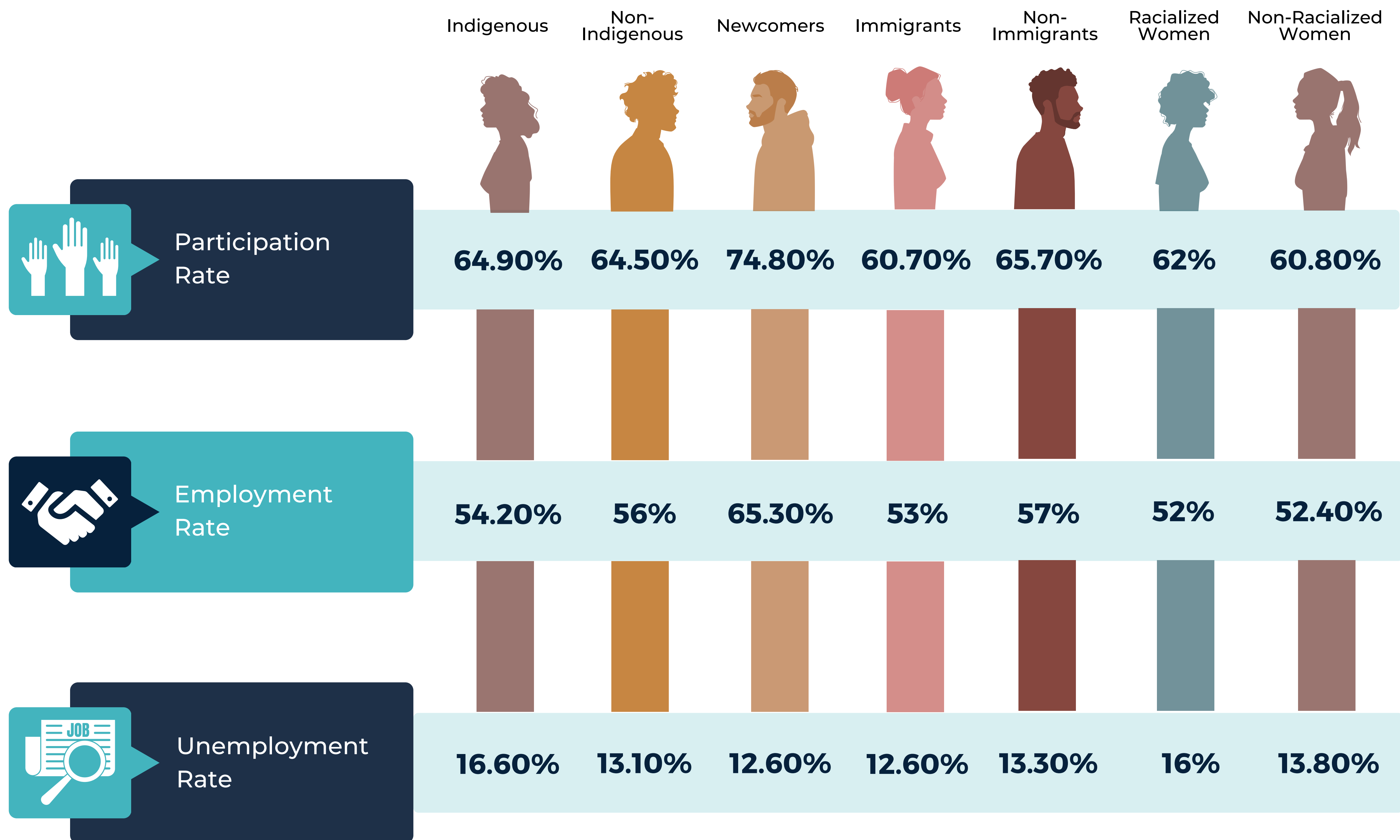
Average Employment Income
Oshawa CMA, 2021

Indigenous	Non-Indigenous	Visible Minorities	Non-Visible Minorities	Non-Immigrants	Immigrants	Racialized Women	Non-Racialized Women
$45,120	$51,350	$46,520	$52,850	$51,800	$50,360	$41,240	$44,560

durham **workforce** authority

Data Walk 2023
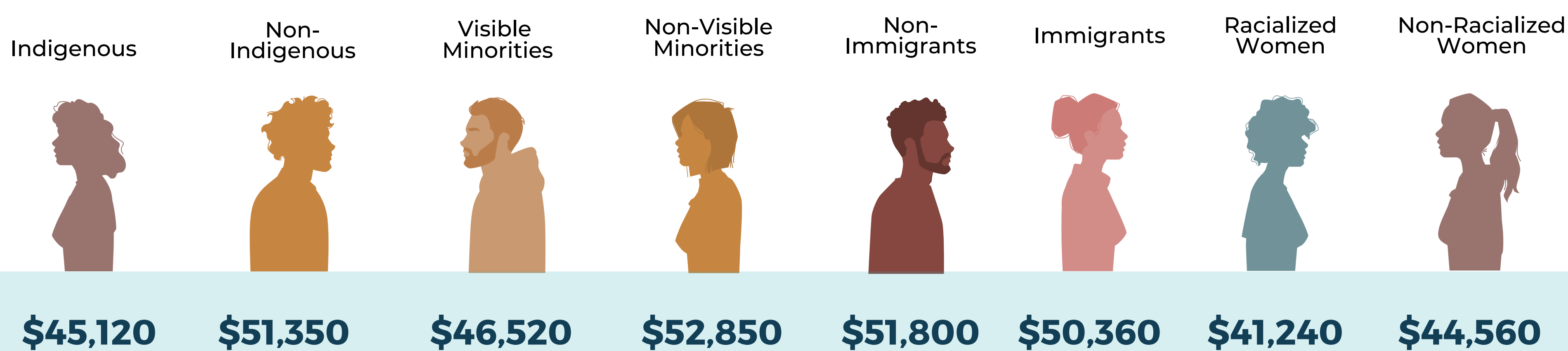
Apprenticeship
Durham Region

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
1,010	1,139	1,101	961	892	1,071	1,192	965	495	704

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
696	581	434	301	445	541	384	328	199	294

Average age of apprentices

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

Apprentices
by age group

Ages 15 - 24
267

Ages 25 - 44
207

Ages 45 - 64
21

durham
workforce
authority

Data Walk 2023

Employment Services
in Durham Region

Number of assisted service clients

2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
8,403	8,395	8,739	7,979	8,477	7,961	8,272	8,169	4,910	4,645

Number of unassisted R&I Clients

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
19,696	18,965	17,190	18,590	17,795	19,927	23,702	12,628	17,098

Age Groups

Ages 15 - 24 1050

Ages 25 - 44 2084

Ages 45 - 64 1404

Ages 65+ 101
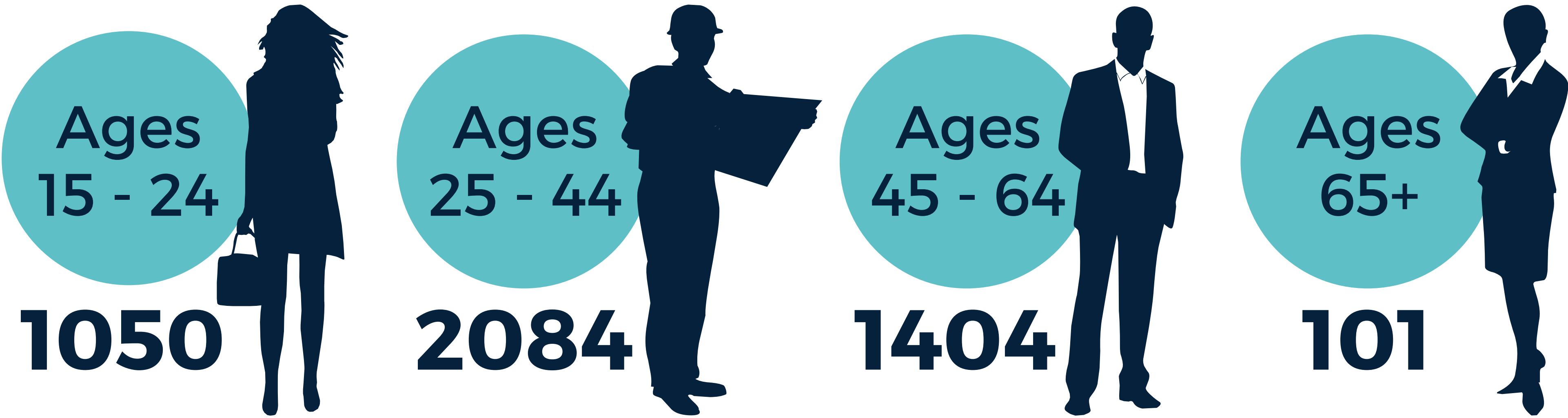
Highest level of education at intake

< Grade 12	< Grade 9	Secondary	Apprenticeship/ Journey Person Certificate	Certificate/ Diploma	Applied/ Associate/ Bachelor Degree	Post Graduate	Other
27	389	1462	51	1379	702	236	398

durham
workforce
authority

Data Walk 2023

Designated Groups

Indigenous Group	Internationally Trained Professionals	Newcomer
83	**632**	**439**

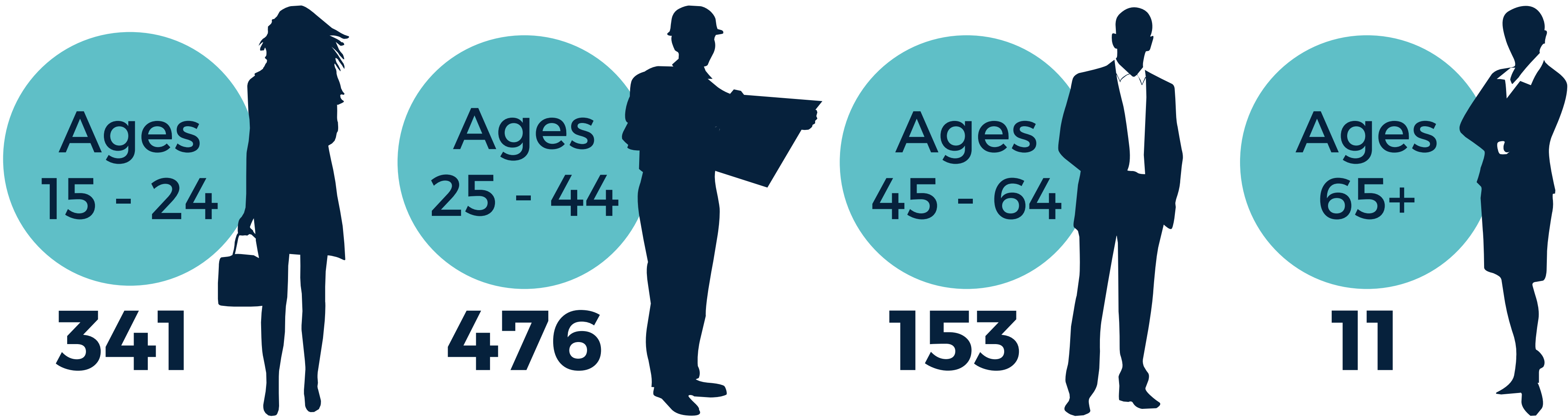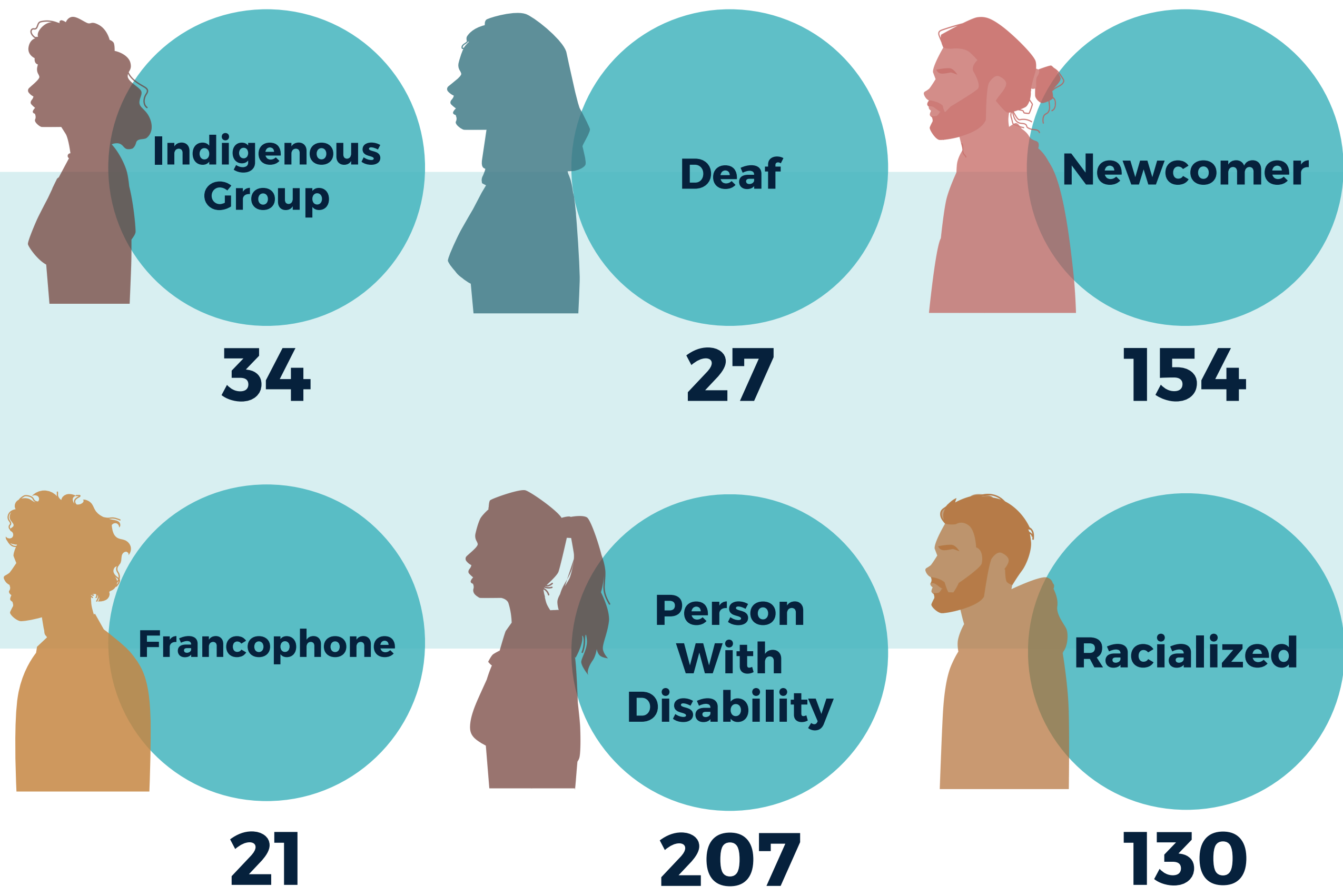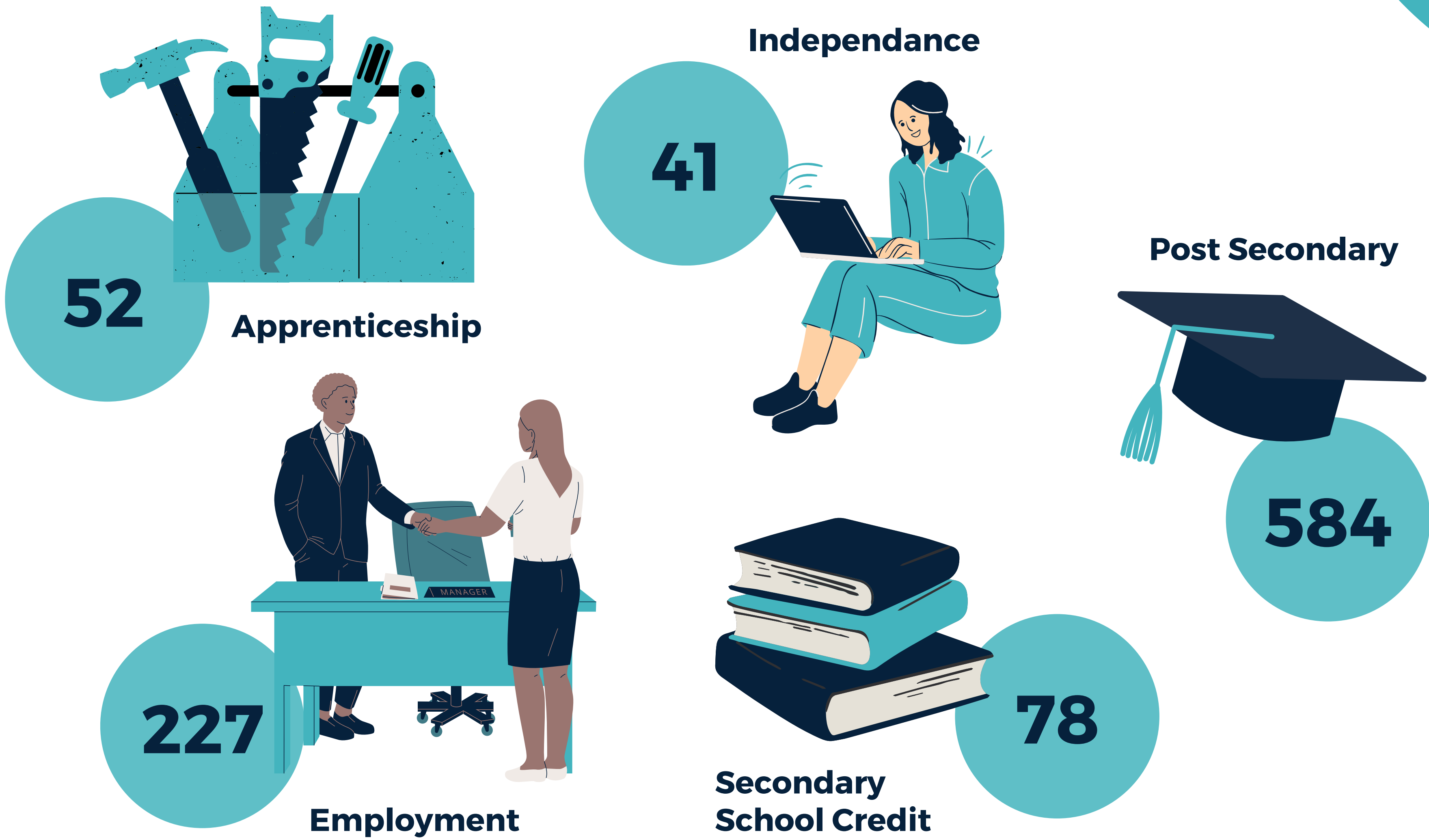| Francophone	Person With Disability	Racialized
125	**560**	**542**
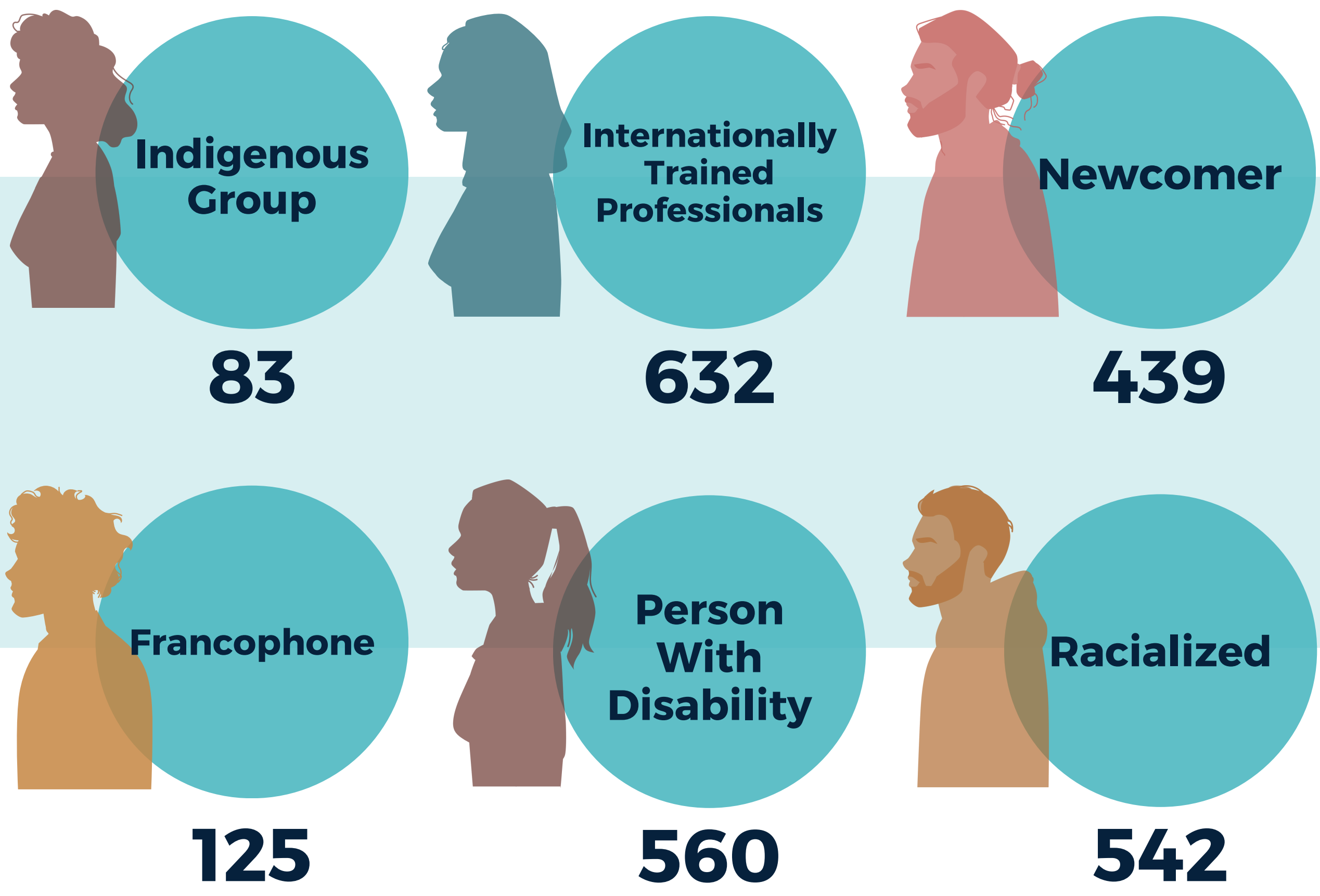
Source of Income

Dependant of OW/ODSP	Employed	Employment Insurance	No Source of Income	Ontario Disability Support Program	Ontario Works	Other	Self-Employed
33	391	1055	2076	223	279	544	36

Length of Time Out of Employment/ Training

Less than 3 month	3 - 6 Months	6 - 12 Months	More than 12 Months	Unknown
1442	604	761	1369	469

Outcome at Exit Summary

Less than 3 month	3 - 6 Months	6 - 12 Months	More than 12 Months	Unknown
3178	573	112	286	496

durham **workforce** authority

Data Walk 2023

Age Group

Ages 15 - 24	Ages 25 - 44	Ages 45 - 64	Ages 65+
341	**476**	**153**	**11**

Level of Education

< Grade 9	< Grade 12	Secondary	Apprenticeship/ Journey Person Certificate	Certificate/ Diploma	Applied/ Associate/ Bachelor Degree	Post Graduate	Other
33	212	369	11	163	106	29	49

Designated Groups

Indigenous Group	Deaf	Newcomer
34	**27**	**154**

Francophone	Person With Disability	Racialized
21	**207**	**130**

Source of Income

Employed	Employment Insurance	No Source of Income	Ontario Disability Support Program	Ontario Works	Other	Self-Employed
313	92	248	100	109	75	23

durham **workforce** authority

Data Walk 2023

Goal Path

52
Apprenticeship

Independance
41

Post Secondary
584

227
Employment

**Secondary
School Credit**
78

		Less than 3 month	3 - 6 Months	6 - 12 Months	More than 12 Months	Unknown
	Outcome at Exit Summary	3178	573	112	286	496

durham **workforce** authority

Data Walk 2023

Labour Demand by Key Sectors
Durham Region 2022

	Manufacturing	Agriculture, Forestry, Fishing, Hunting	Health Care & Social Assistance	Transportation & Warehousing	Construction
Q1	714	117	2373	476	900
Q2	773	111	2452	571	870
Q3	963	133	3002	639	990

	Accommodation & Food Services	Retail Trade	Arts, Entertainment & Recreation	Information & Cultural Industries	Educational Services
Q1	1428	4139	440	311	1045
Q2	1960	4441	472	310	1100
Q3	2595	5113	714	383	1616
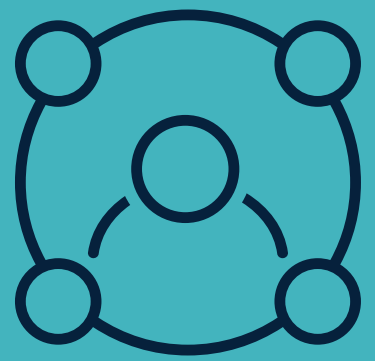
Top Ten Hiring Sectors by 4-Digit NAICS
Durham Region, Third Quarter of 2022

5613 Employment Services	7225 Full Service Restaurants & Limited Service Eating Places	4451 Grocery Stores	6111 Elementary & Secondary Schools	6233 Community Care Facilities for the Elderly
1428	4139	440	311	1045

4481 Clothing Stores	7225 Architectural, Engineering & Related Services	4461 Health & Personal Care Stores	5617 Services to Buildings or Dwellings	7139 Other Amusement & Recreation Industries
1428	4139	440	311	1045

durham **Workforce** authority

Data Walk 2023

Top Ten In-Demand Occupations by 4-digit NOC
Durham Region, Third Quarter of 2022

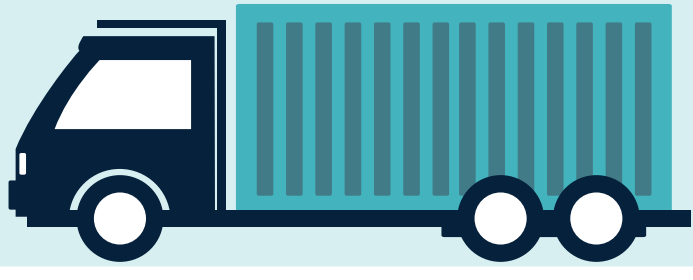| 6421 Retail Salespersons	6322 Cooks	7452 Material handlers	6552 Other Customer & Information Services Representatives	4412 Home Support Workers, Housekeepers & Related Occupations
1,755	1,001	921	816	683

6513 Food & Beverage Servers	7511 Transport Truck Drivers	1414 Receptionists	6731 Light Duty Cleaners	6541 Security Guards & Related Security Service Occupations
505	442	382	359	283

Job Postings by Skill Level
Durham Region

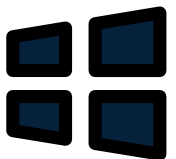|	December 2020	December 2021	December 2022
University Education	570	1,423	1,067
College Education/ Apprenticeship Training	866	1,596	1,757
Secondary School and/or Occupation-Specific Training	1,293	2,590	2,417
On-the-job Training or No Formal Education Required	353	733	789

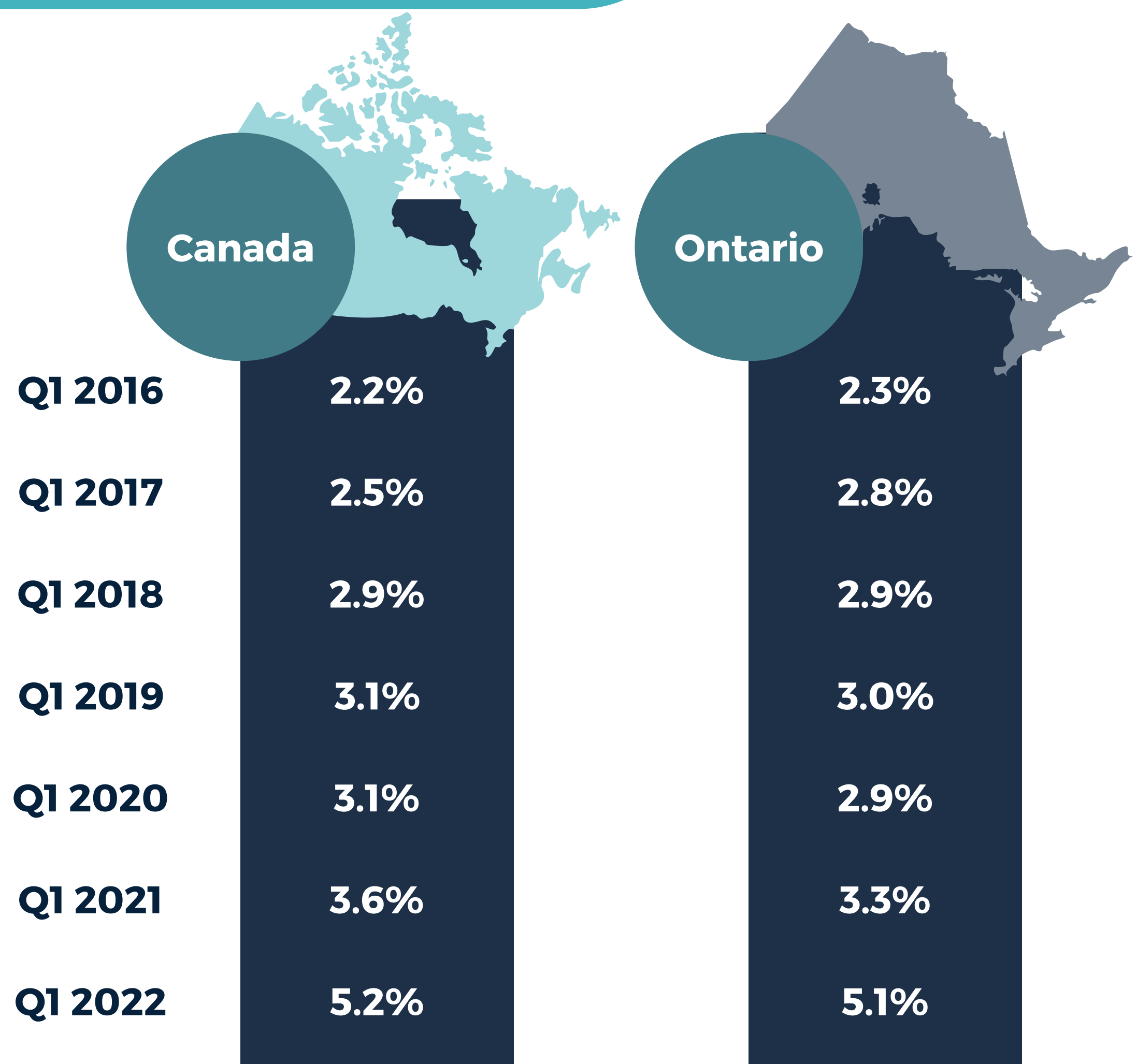durham **Workforce** authority

Data Walk 2023
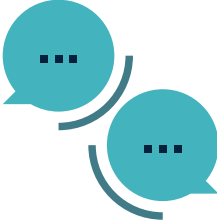
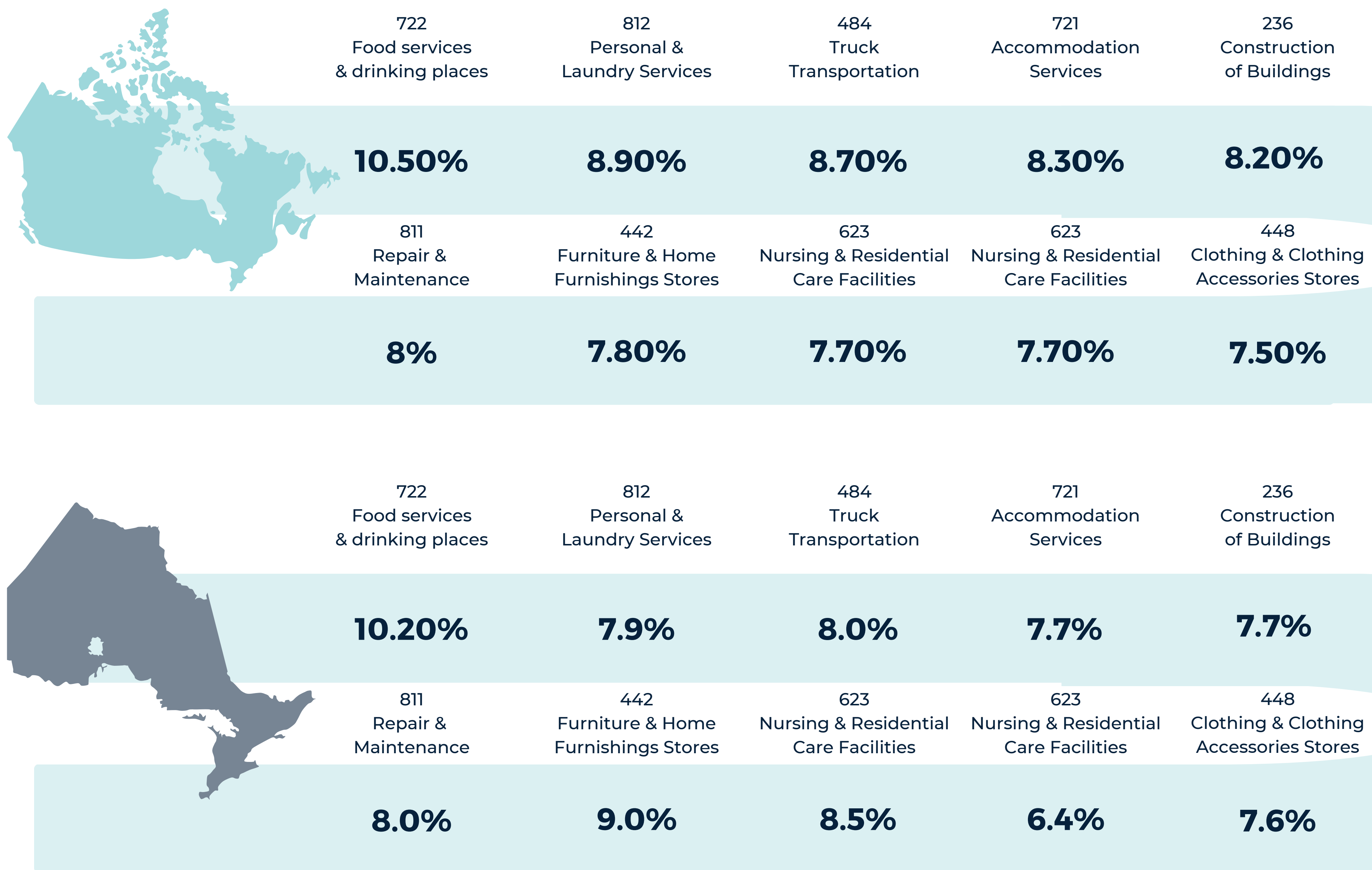# Percentage of Skills Mentioned in Job Postings
Durham Region

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 Independantly	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%

durham **workforce** authority

Data Walk 2023

Job Vacancy Rate
2016 - 2022

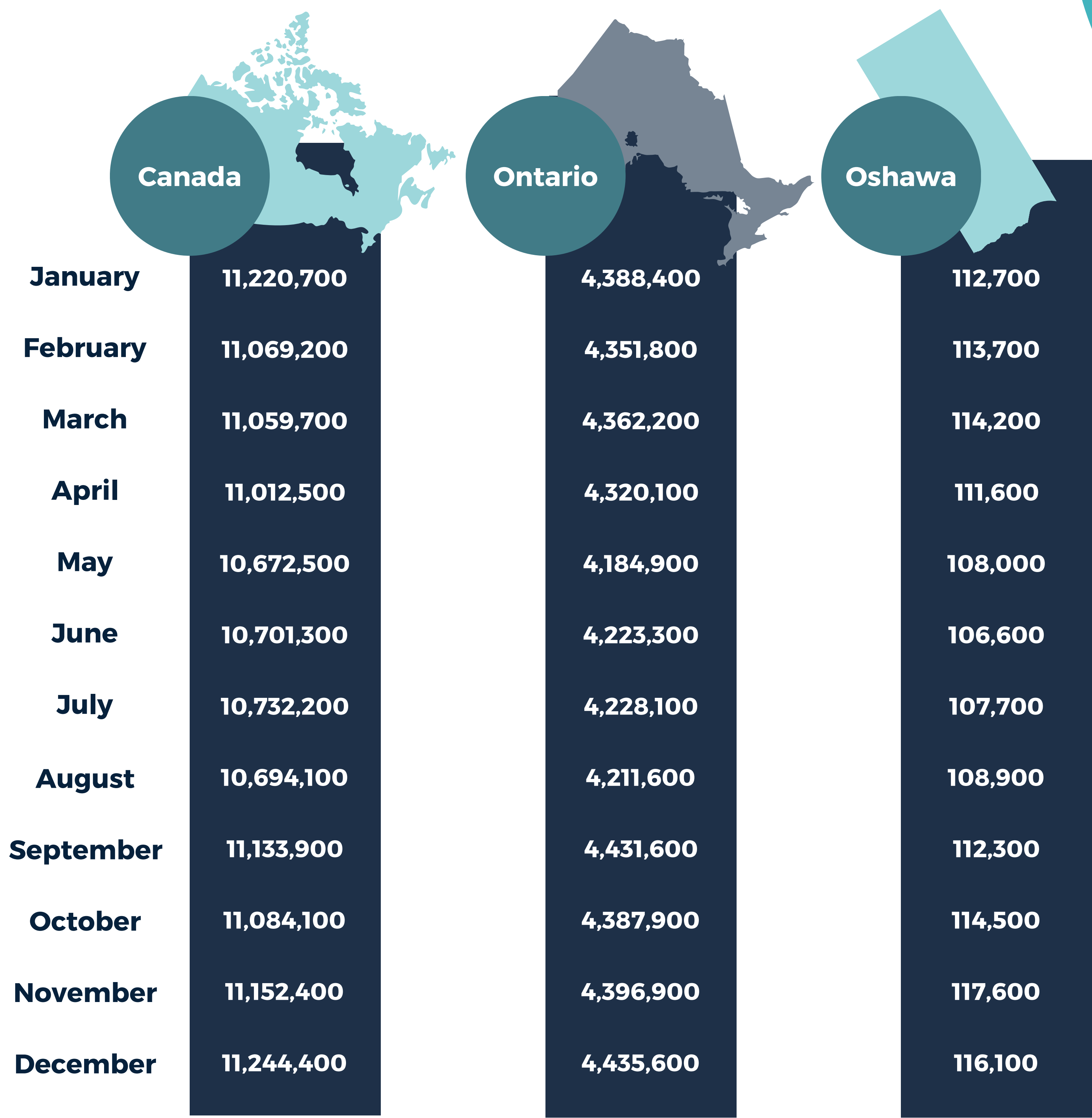|	Canada	Ontario
Q1 2016	2.2%	2.3%
Q1 2017	2.5%	2.8%
Q1 2018	2.9%	2.9%
Q1 2019	3.1%	3.0%
Q1 2020	3.1%	2.9%
Q1 2021	3.6%	3.3%
Q1 2022	5.2%	5.1%

Job Vacancy Rate by Industry 3-Digit NAICS
at the National and Provincial Levels, Q3 2022

Canada

722 Food services & drinking places	812 Personal & Laundry Services	484 Truck Transportation	721 Accommodation Services	236 Construction of Buildings
10.50%	8.90%	8.70%	8.30%	8.20%

811 Repair & Maintenance	442 Furniture & Home Furnishings Stores	623 Nursing & Residential Care Facilities	623 Nursing & Residential Care Facilities	448 Clothing & Clothing Accessories Stores
8%	7.80%	7.70%	7.70%	7.50%

Ontario

722 Food services & drinking places	812 Personal & Laundry Services	484 Truck Transportation	721 Accommodation Services	236 Construction of Buildings
10.20%	7.9%	8.0%	7.7%	7.7%

811 Repair & Maintenance	442 Furniture & Home Furnishings Stores	623 Nursing & Residential Care Facilities	623 Nursing & Residential Care Facilities	448 Clothing & Clothing Accessories Stores
8.0%	9.0%	8.5%	6.4%	7.6%

durham **Workforce** authority

Data Walk 2023

Not in Labour, Aged 15 Years & Over
Canada, Ontario, & Oshawa CMA, 2022

	Canada	Ontario	Oshawa
January	11,220,700	4,388,400	112,700
February	11,069,200	4,351,800	113,700
March	11,059,700	4,362,200	114,200
April	11,012,500	4,320,100	111,600
May	10,672,500	4,184,900	108,000
June	10,701,300	4,223,300	106,600
July	10,732,200	4,228,100	107,700
August	10,694,100	4,211,600	108,900
September	11,133,900	4,431,600	112,300
October	11,084,100	4,387,900	114,500
November	11,152,400	4,396,900	117,600
December	11,244,400	4,435,600	116,100

Not in Labour by Sex, Aged 15 Years & Over
Oshawa CMA, 2022

	Males	Females		Males	Females
January	49,900	62,800	July	48,900	58,700
February	50,800	62,900	August	48,200	60,700
March	51,400	62,800	September	49,000	63,300
April	49,800	61,800	October	48,300	66,200
May	48,400	59,500	November	49,800	67,800
June	48,000	58,600	December	48,300	67,900

durham
workforce
authority

Data Walk 2023

Not in Labour by Age Group
Oshawa CMA, 2022

	15-24 Years	25-54 Years	55-64 Years	65 Years +
January	19,500	16,400	18,800	58,000
February	18,500	16,500	19,200	59,500
March	18,400	17,900	19,800	58,100
April	17,300	17,900	20,100	56,300
May	15,900	17,800	21,400	52,900
June	14,700	17,200	22,400	52,400
July	14,700	18,100	22,600	52,300
August	14,800	17,500	22,800	53,800
September	16,600	17,100	22,600	55,900
October	17,900	15,800	22,000	58,800
November	20,300	14,900	21,300	61,200
December	19,900	14,600	19,500	62,100

Labour Force Status for Persons With Disabilities Aged 25 to 64 Years
by Disability Type, 2017

Persons With & Without Disabilities Aged 15 Years & over, by Sex

Canada 22.3%

Ontario 24.1%

Oshawa (CMA 2017) 28.7%

Canada

Labour Force Status

	Total population with disabilities	Sensory Disability	Physical Disability	Pain-Related Disability	Mental health Related Disability	Cognitive Disability
Participation Rate	61.6%	60.6%	47.6%	56.9%	53.1%	48%
Employment Rate	55.5%	55%	41.9%	50.8%	46.1%	40.4%
Unemployment Rate	9.8%	9.2%	11.9%	10.8%	13.2%	15.9%

Ontario

Labour Force Status

	Total population with disabilities	Sensory Disability	Physical Disability	Pain-Related Disability	Mental Health Related Disability	Cognitive Disability
Participation Rate	60.9%	59.6%	45.7%	55.7%	49%	45.5%
Employment Rate	55.6%	55.2%	41%	50.3%	43%	37.9%
Unemployment Rate	8.6%	7.4%	10.3%	9.7%	12.2%	16.7%

durham Workforce authority

Data Walk 2023

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

	15-24 Years (Canada)	25-54 Years (Ontario)	55-64 Years (Oshawa CMA 2022)
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%

durham
workforce
authority

Data Walk 2023
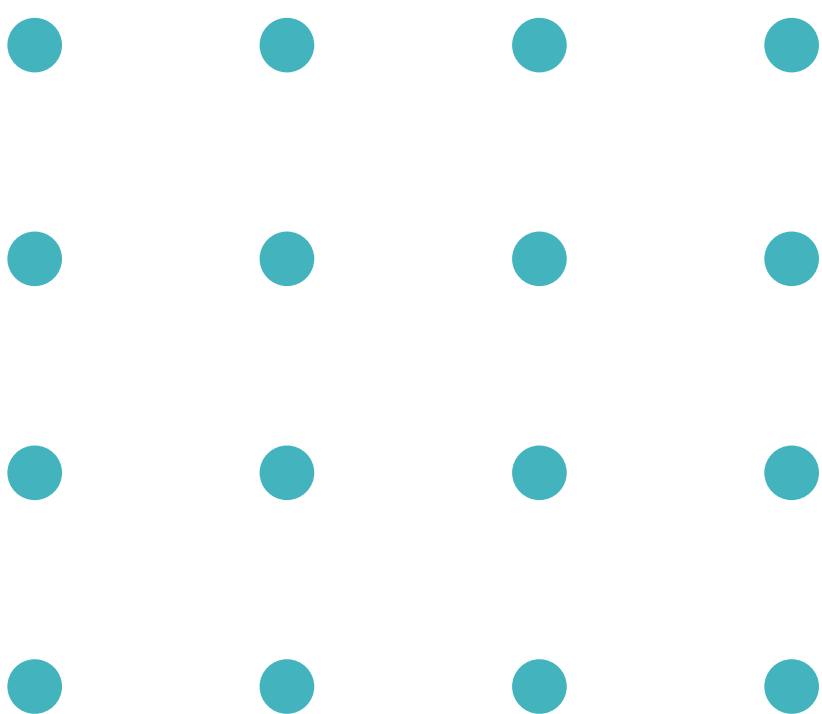
Durham Region Economic Sectors

Recently, the Durham Region had several priority economic sectors. These sectors are responsible for much of the region's job growth. Durham's priority sectors included:

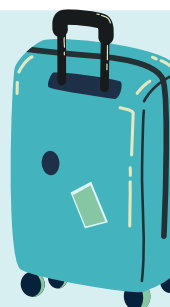| Agriculture	Construction	Healthcare	Manufacturing	Multi-modal Transportation & Warehousing	Tourism, Sustainable Energy	Information & Communication Technology

Priority Clusters

In early 2023, Invest Durham (formerly Durham Region Economic Development) released a new Economic Development and Tourism Strategy and Action Plan, "2023-2027 Ready Set Future: A PLACE Blueprint for Durham", with a focus on five priority clusters including:

Future Energy

professional services for energy generation and distribution, nuclear energy and supply chain, medical isotopes, clean renewable energy, battery storage, and energy efficiency retrofit technologies.

Next Generation Mobility

EV technologies and charging infrastructure, autonomous/connected vehicle technologies, software development and testing, additive manufacturing and 3D printing, and vehicle testing/prototyping.

Applied Digital Technology

data analytics, immersive technology, cyber security, applied artificial intelligence, next-gen automation, and medical technology.
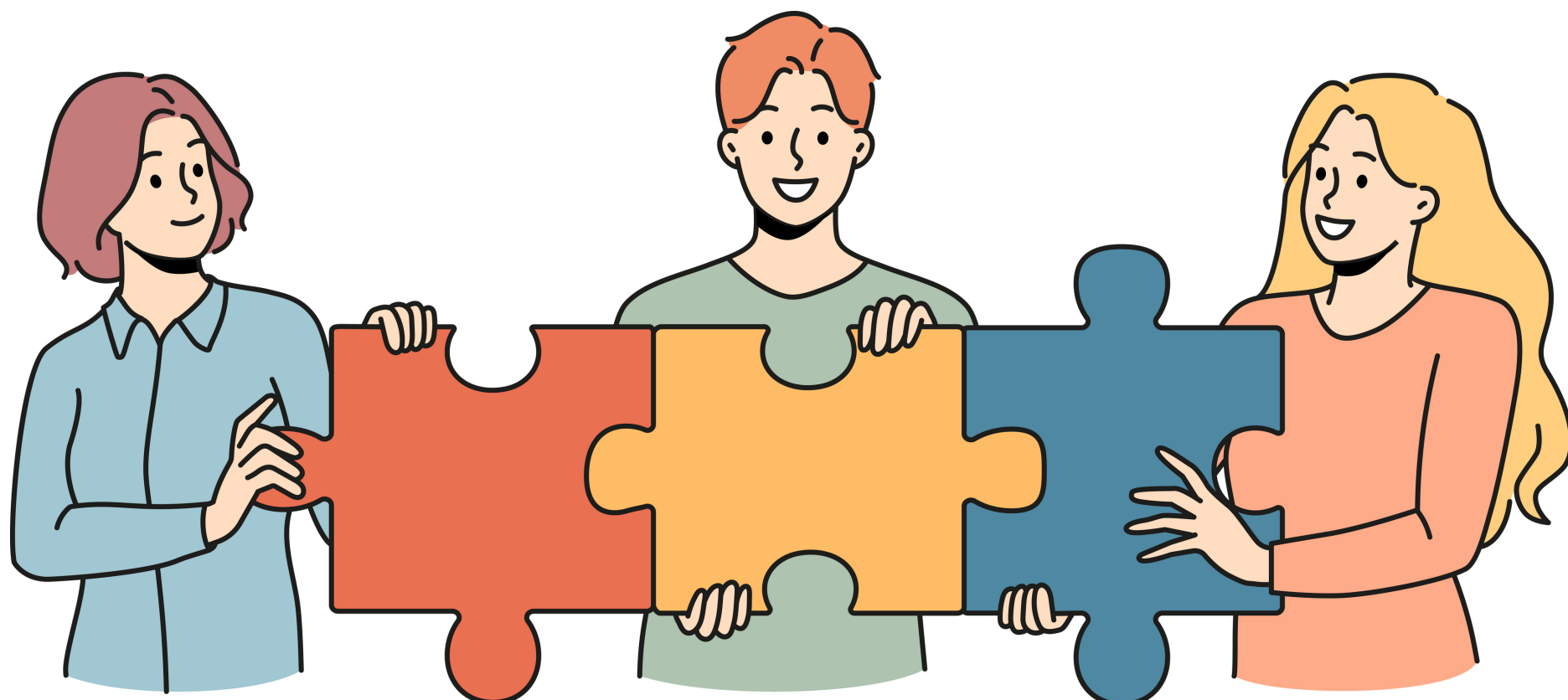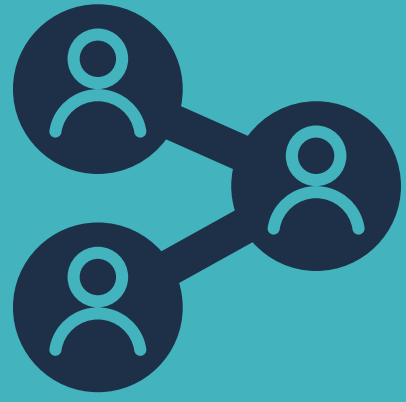
Arts, Culture and Creative

music, film and television, digital media, E-gaming and E-sports, and cuisine and culinary.

Agri-Food

agri-technology, on-farm diversified uses, agri-tourism, local food supply and value chain, and vertical/indoor agriculture.

durham Workforce authority

Data Walk 2023

Cluster Defined

A cluster is a geographically proximate group of interconnected companies and associated institutions in a particular field, including product producers, service providers, suppliers, universities, and trade associations. Clusters arise out of the linkages or externalities that span across industries in a particular location. (The Institute for Competitiveness and Prosperity, 2002)

A cluster (industrial district) is a territory with a high concentration of small and medium-sized enterprises with highly specialized production, generally independent in their production cycles and strongly integrated with the local socio-economic environment. (all., 2016)
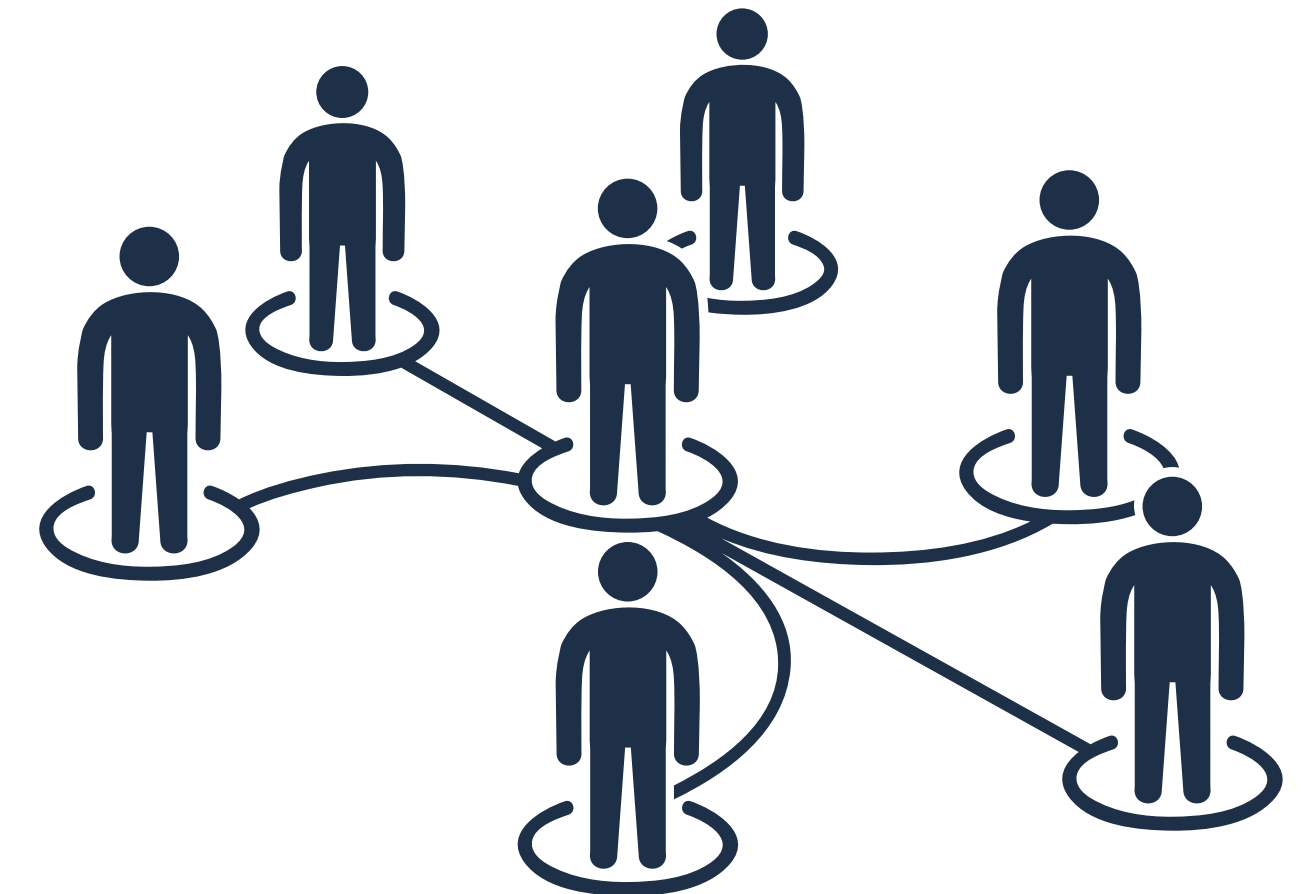
The Differences of Cluster Strategy Action Plan

The goal of a Cluster Strategy Action plan is to advance an agenda for regional prosperity, identification of career clusters within the Region and create a climate of inclusion that engages employers, labour, education and workforce training providers, economic developers, and other community partners to address the Region's education and training priorities; and industry sector partnerships with deep employer engagement that develop career pathway programs that support job-seekers and workers to acquire and enhance industry-relevant skills over the course of their lifetimes.

A Cluster Strategy Action Plan can implement working groups tasked with the following:

Network

connect regional efforts that are cluster-based or support the clusters (cluster foundations such as infrastructure – including broadband, sustainable communities, financing, environmental quality, and education and workforce).

Convene

Play a convening role for Region-wide issues that are not being addressed in other forums to drive the agenda for the growth and vitality of the clusters.
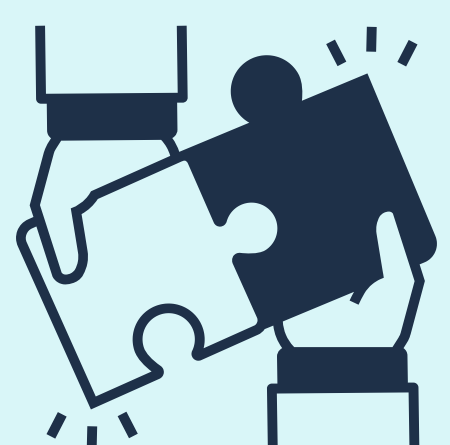
Integrate

Provide synergy, helping to knit together the clusters, the issues and the initiatives to pursue shared priorities.

Catalyze

Be a catalyst for collaboration and the diffusion of innovation, including through the elevation of models.

durham **workforce** authority

Data Walk 2023