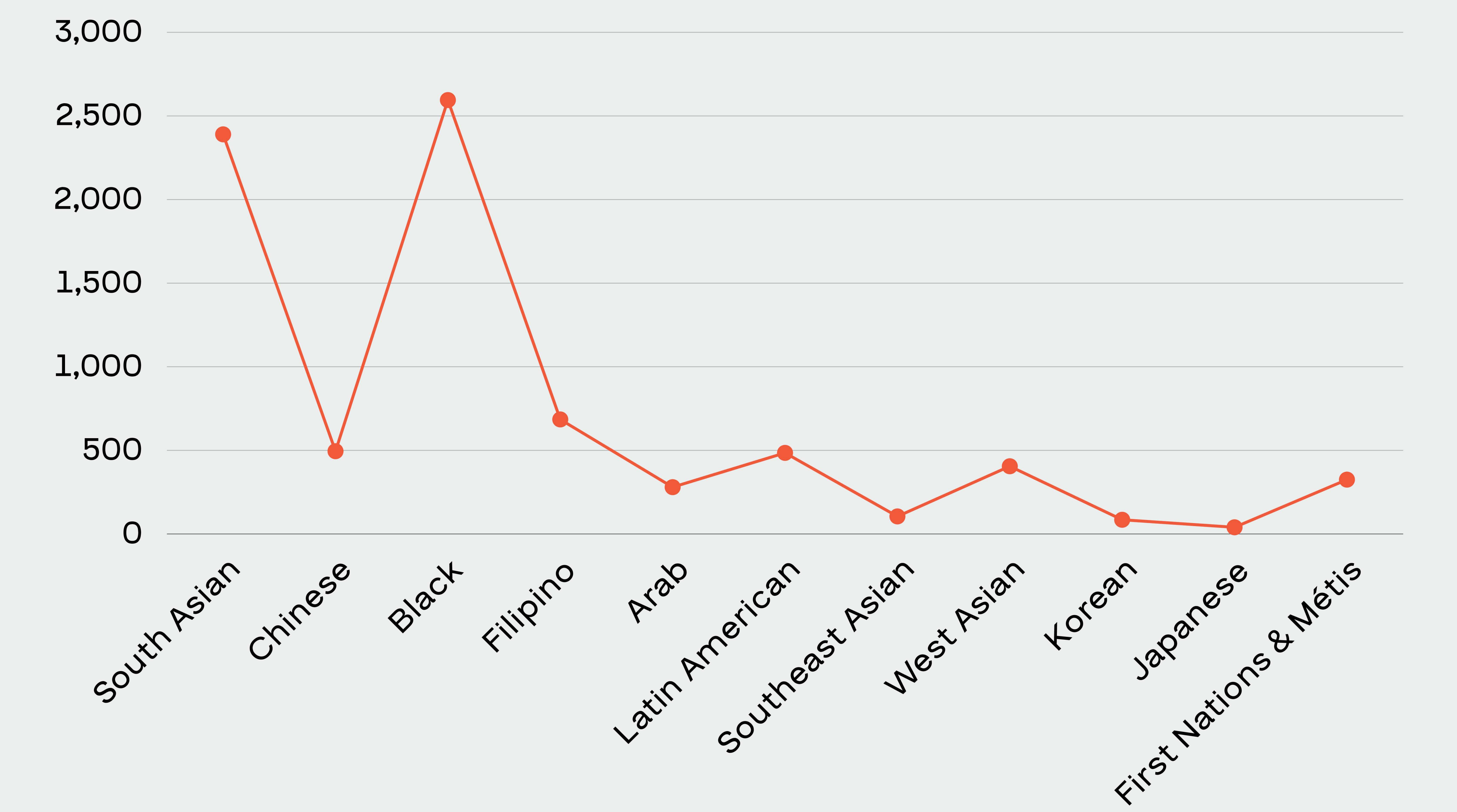
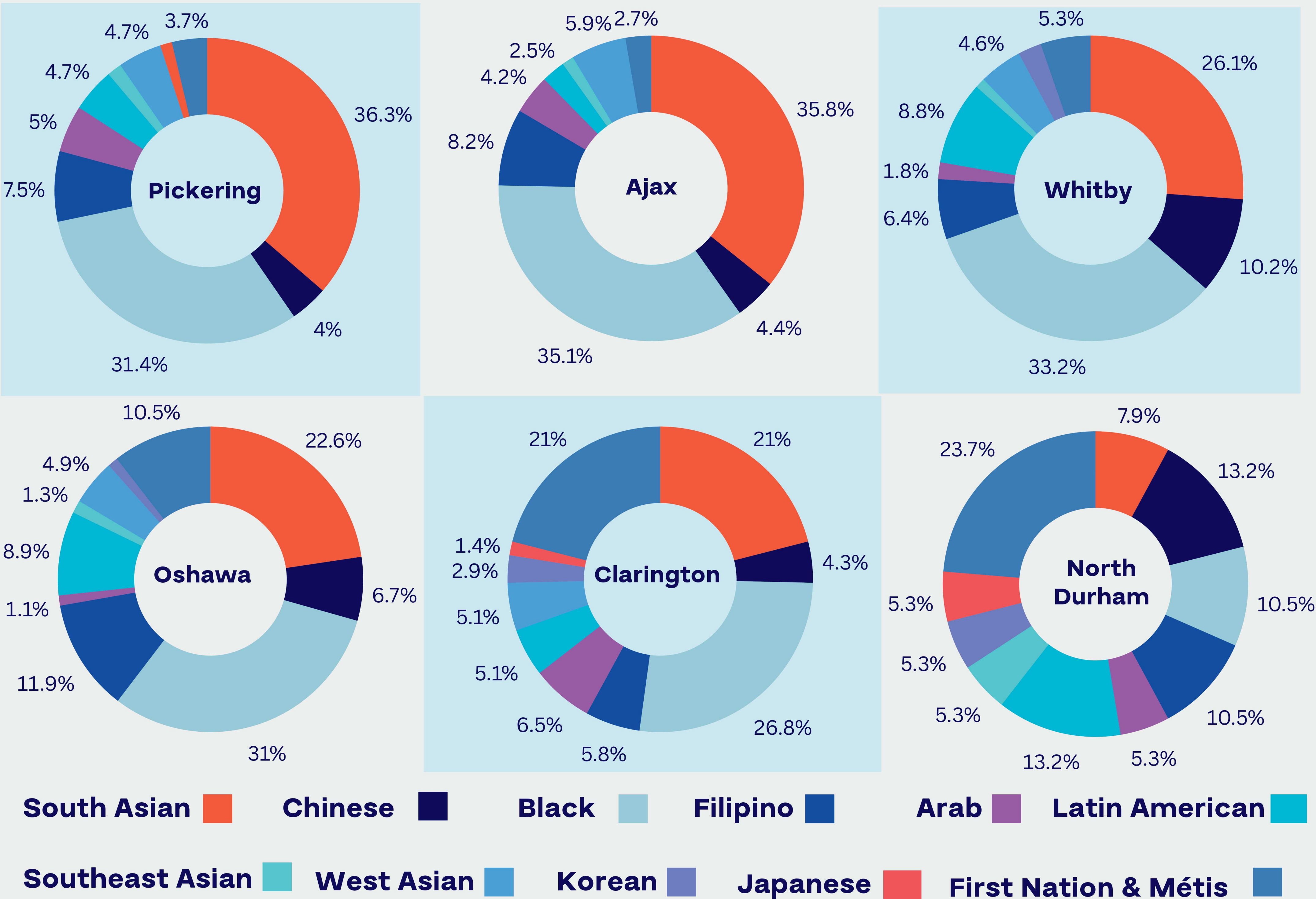


Apprenticeship in Durham Region

Visible Minority Apprenticeship Certificates Durham Region

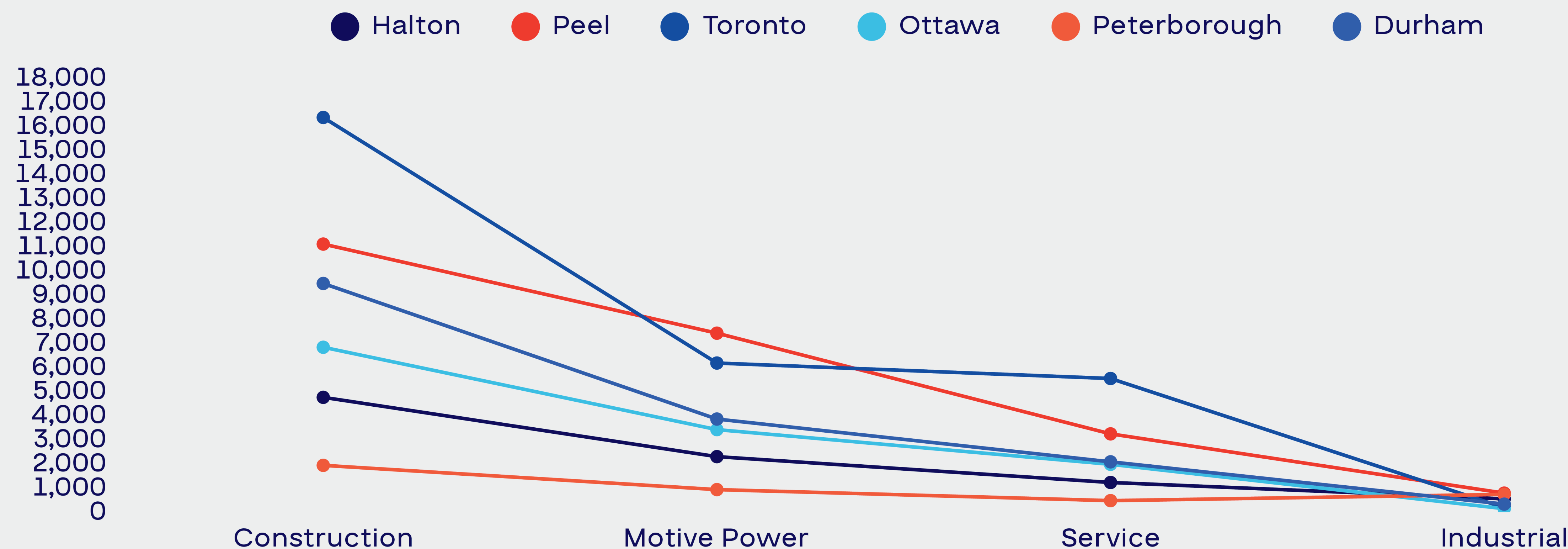


Visible Minority Apprenticeship Certificates by Municipality



Skilled Trades Certificate Holders

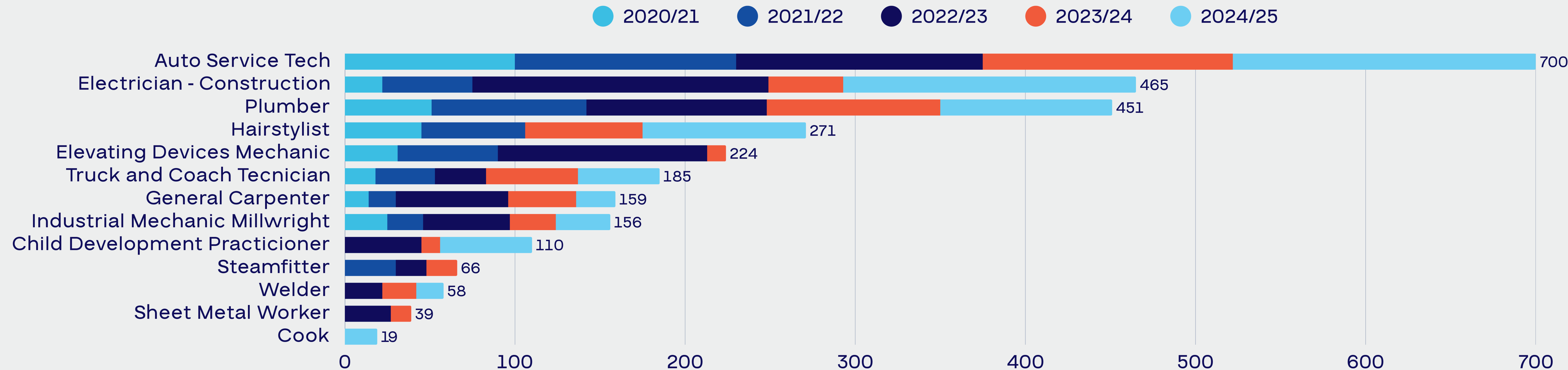
By Sector & CMA



Average Age

Durham	42
Halton	43
Peel	42
Toronto	42
Ottawa	41
Peterborough	44

Apprenticeship Certificates by Occupation



Skilled Trades Poster Speaking Notes

Apprenticeship and the Skilled Trades play an important role in the Ontario economy, driving economic growth and providing individuals with rewarding career opportunities.

The DWA receives annually skilled trades data from Skilled Trades Ontario, the Crown Agency that replaced the Ontario College of Trades.

Skilled Trades Ontario handles:

- skilled trades certification
- addresses the labour shortage in the skilled trades sector
- simplifies access to services
- and promotes skilled trades as a career choice.

Skilled trades are in demand across the country, and Durham Region is no exception to the forecasted shortages in apprentices in skilled trades across sectors.

Skilled Trade Certificate Holders

This poster focuses on the four trade sectors (Construction, Motive Power, Service, Industrial) and compares the number of certificate holders in Durham Region to other Census Metropolitan Areas (CMAs). Durham Region is the medium blue line, and you can see it is in the middle of the chart with almost ten thousand skilled trades holders in construction. Toronto has the most construction sector trades certification holders, followed by Peel and then Durham.

Peel leads with industrial trades holders, followed by Peterborough.

Toronto, Peel and Durham have the most Motive Power trade holders, and Toronto and Peel have the most service sector trade holders.

(This data table is what made the chart)

Number of Skilled Trades Holders by Sector				
	Construction	Industrial	Motive Power	Service
Durham	9,474	324	3,851	2,077
Halton	4,752	540	2,292	1,221
Peel	11,108	779	7,413	3,237
Toronto	16,359	176	6,174	5,533
Ottawa	6,829	134	3,413	1,974
Peterborough	1,931	727	925	486

Apprenticeship Certificates by Occupation

This chart shows the top apprenticeships from 2020 to 2025 and is mapped to Durham's priority cluster. Each number is the actual number of registered apprenticeships.

There have been increases in:

- Automotive Service Technician from 100 in 2020 to 178 in 2025
- Electrician – Construction and Maintenance, from 22 to 172
- Industrial Mechanic Millwright, from 25 to 32
- Plumber, from 51 to 101
- Hairstylist, from 45 to 96

Average Age

The average age of a skilled trades holder is about 42, on par with selected CMAs across the province. Nearly one in three journeypersons is over 55. However, it is interesting to note that the average age of an apprentice is 27, and challenges are soon to arise as the workforce approaches retirement. The skilled trades sector has an aging workforce, and with retirements looming, we will face a shortage of skilled trades workers, necessitating the need to attract more people to the sector.

The State of Diversity in the Skilled Trades

In keeping with the DWA research strategy, we are incorporating diversity data in the presentations. Discussions of skills gaps and high demand across various sectors revealed that newcomer and racialized youth and adult populations are interested in participating in the skilled trades; these populations however, face many barriers to entering the skilled trades, including discrimination in the hiring process, which keep them outside of the skilled trades workforce even when they have extra training and qualifications before applying, and discrimination on the job site, which often becomes unbearable and leads to a career change.

Visible Minority Apprenticeship Durham Region

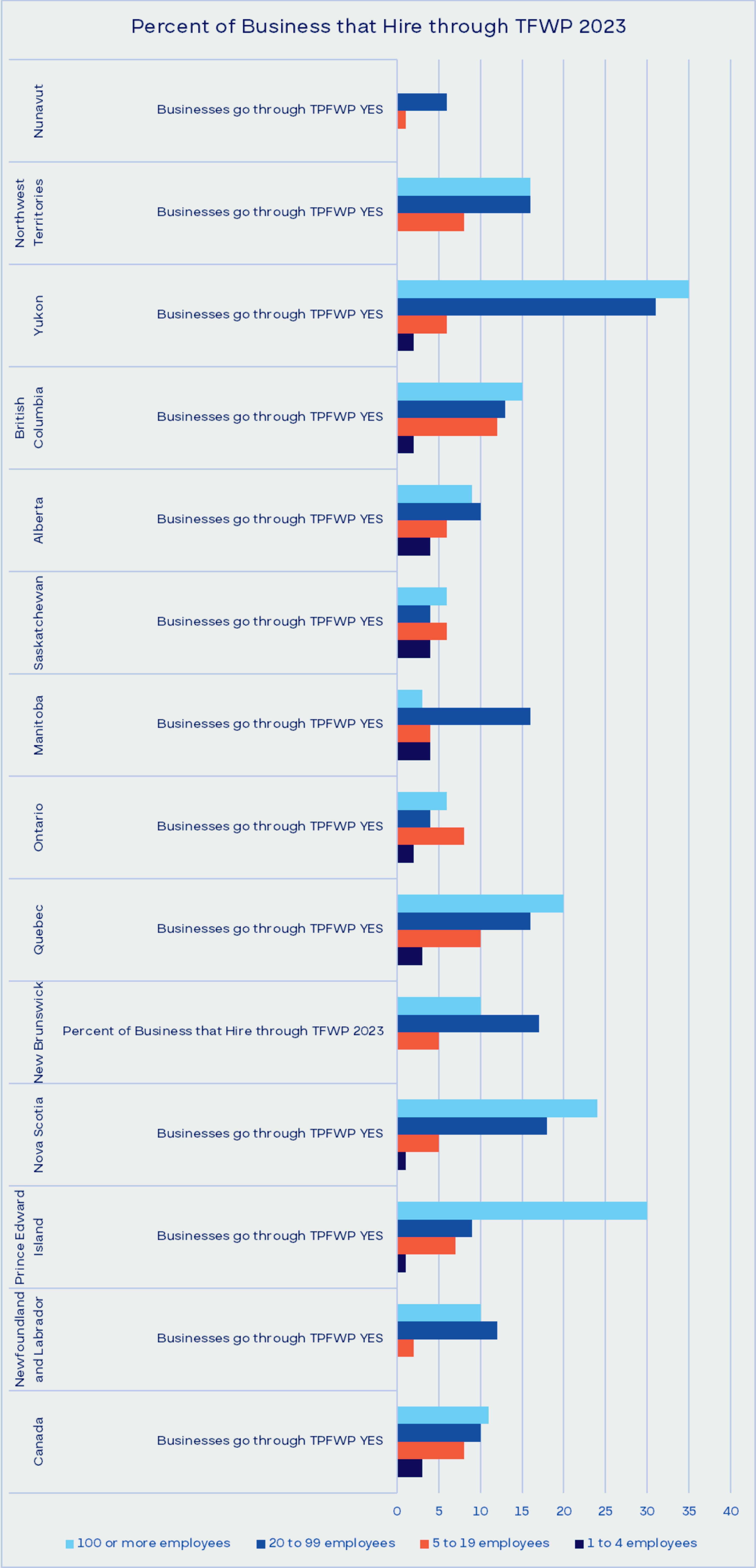
This chart shows the apprenticeship certification by selected social and cultural characteristics. This data is available by municipality and is found below in the second set of charts on this poster. We can see that there is representation across all visible minorities, but in much smaller numbers than their non visible minority counterparts. The top representation is Black, South Asian, and Filipino.

For more information

The DWA completed a [Skilled Trades Report in 2020](#) and a [Pathways to Skilled Trades Report in 2024](#). Both reports can be found on the [Research and Reports](#) section of the DWA website.

A full list of recognized trades in Ontario can be found at skilledtradesontario.ca. The website also provides detailed information on each role, the typical timeframe to become competent in the trade, exam requirements, curriculum, training standards and other apprenticeship resources.

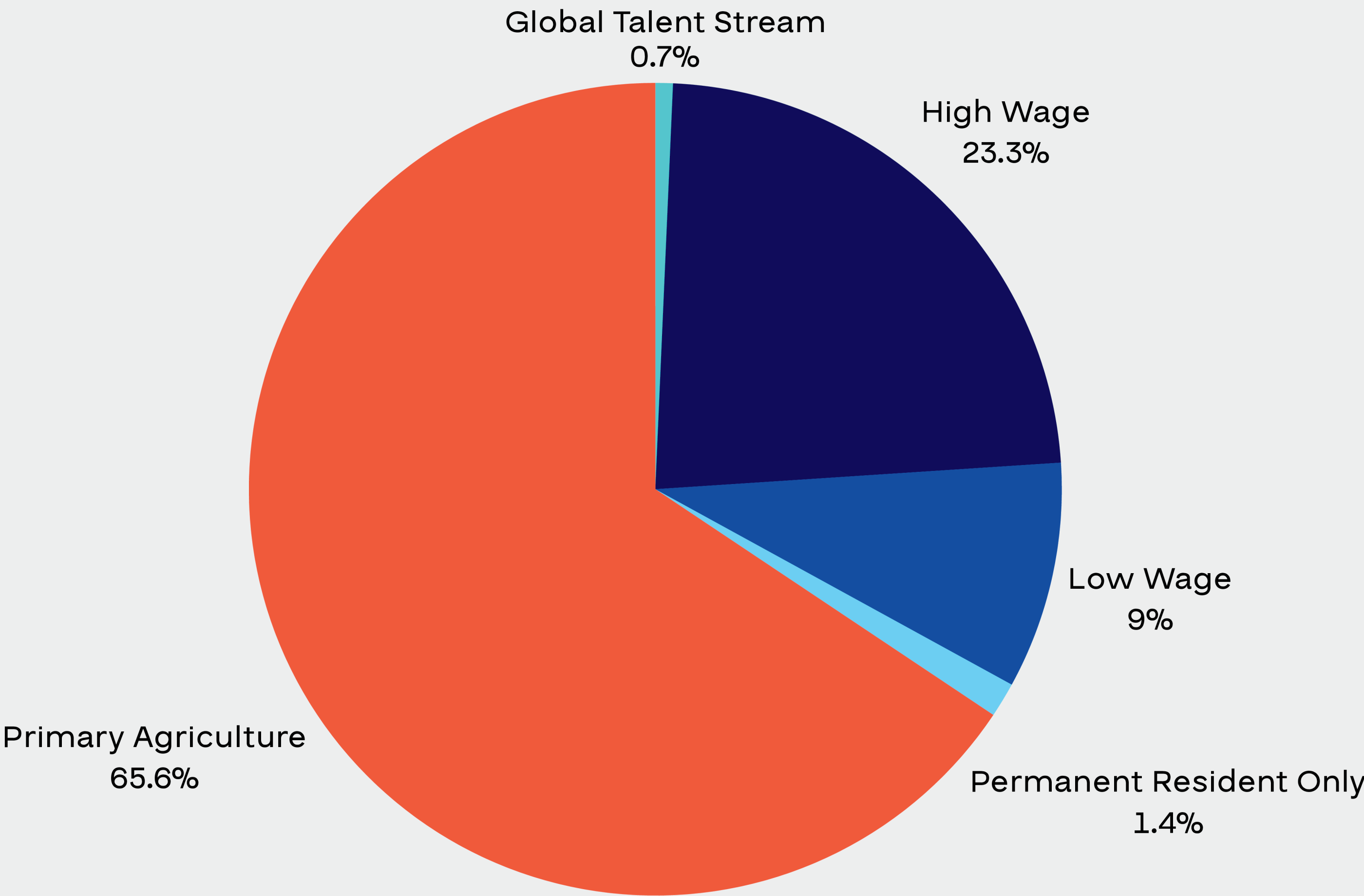
Temporary Foriegn Worker Program



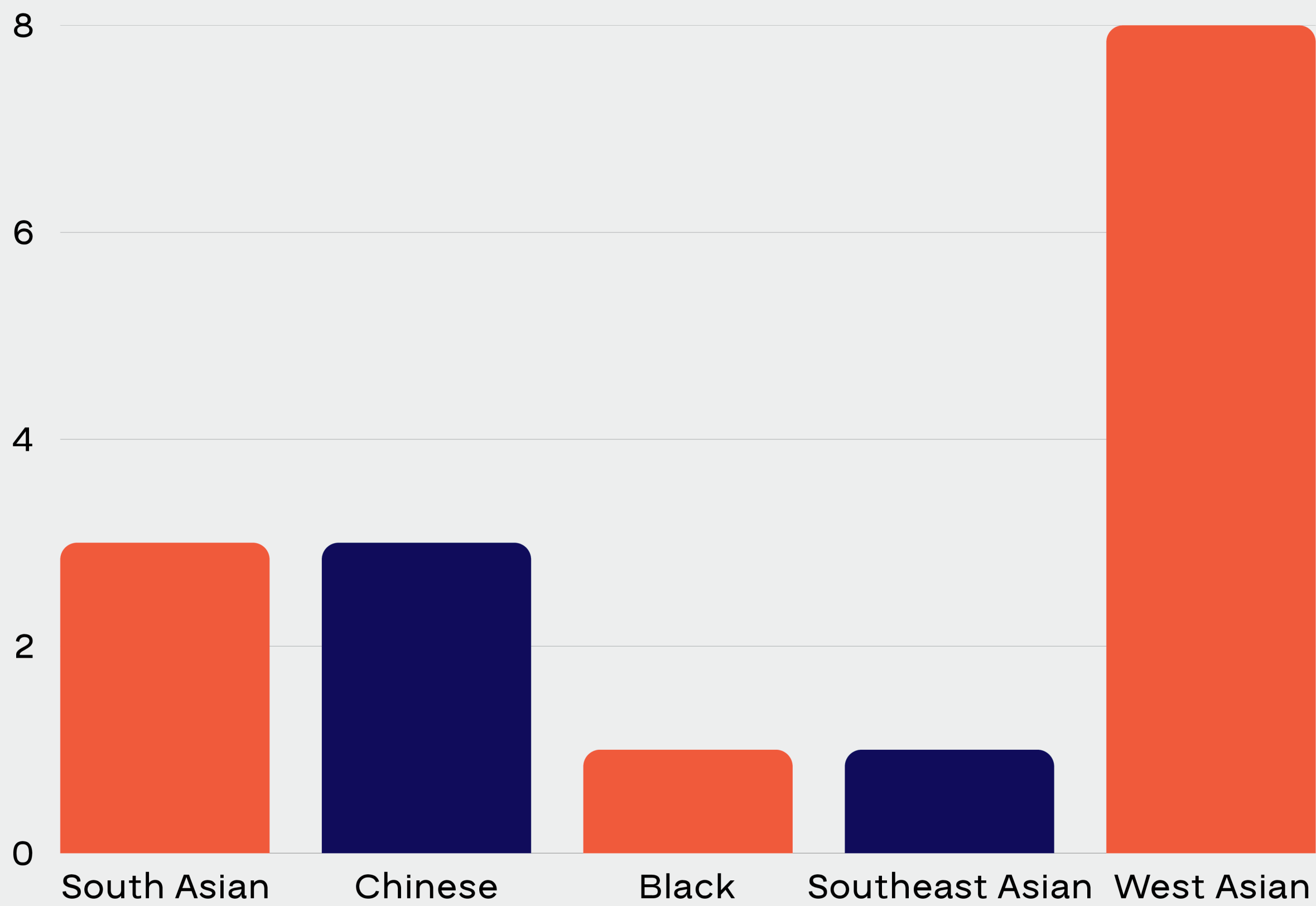
Temporary Foreign Worker Positions



TFWP Approved Q1, 2025 Durham



Visible Minority Owned Business hired through TFWP 2023



Temporary Foreign Worker Program (TFWP) Poster Notes

The Temporary Foreign Worker Program (TFWP) is designed to help employers address short-term skills and labour shortages when no Canadians or permanent residents are available.

To hire a temporary foreign worker (TFW), you may need a Labour Market Impact Assessment (LMIA), which determines whether hiring a TFW will have a positive or negative impact on the Canadian labour market.

As an employer, you must meet program requirements, which vary depending on the position. The Government of Canada takes program integrity seriously and verifies compliance. Employers who fail to comply may face consequences.

Labour Market Impact Assessment (LMIA)

To obtain an LMIA, you must:

- Submit an application form with all required supporting documents.
- Demonstrate the legitimacy of your business and job offer.
- Show how hiring a TFW would affect the Canadian labour market.

High-wage positions:

- Employers may request an employment duration of up to 3 years, with the possibility of longer terms if justified.
- High-wage positions include:
 - Global Talent Stream
 - High-wage stream (including caregiver positions)
 - Agricultural stream
 - Applications supporting permanent residency

Low-wage positions:

- As of September 26, 2024, LMIA applications are limited to a maximum 1-year duration (reduced from 2 years).

Global Talent Stream (GTS)

The Global Talent Stream (GTS) provides a fast-track LMIA process for employers seeking highly skilled workers. It supports:

- Category A: Employers referred by a designated partner for unique talent.
- Category B: Employers hiring for occupations on the Global Talent Occupations List.

The GTS is designed to foster innovation and address shortages in high-demand sectors, particularly technology.

Wage Thresholds

Your LMIA stream depends on the wage offered relative to the provincial or territorial median wage:

- At or above median wage → Apply under the high-wage stream.
- Below median wage → Apply under the low-wage stream

Supporting Permanent Residency

Employers may support foreign workers' permanent residency applications through Immigration, Refugees and Citizenship Canada (IRCC) Express Entry.

Eligible programs include:

1. Federal Skilled Worker Program (FSWP) – For TEER 0–3 occupations, full-time, non-seasonal jobs of at least 1 year.
2. Federal Skilled Trades Program (FSTP) – For eligible trades (TEER 2–3), full-time jobs of at least 1 year; up to 2 employers may offer a position jointly.
3. Canadian Experience Class (CEC) – For TEER 0–3 jobs, full-time, non-seasonal, at least 1 year; worker must have 12 months of skilled Canadian work experience in the past 36 months.

Restrictions: Employers are not eligible if they are:

- Embassies, high commissions, or consulates in Canada
- On IRCC's ineligible employers list
- Newly established businesses (less than 1 year old)
- Hiring for positions in Quebec (refer to Quebec's MIFI program)

Employers may also apply for a dual intent LMIA to support both a TFW's temporary work permit and permanent residency application.

Primary Agriculture

Primary agriculture includes duties that:

- Occur on a farm, nursery, or greenhouse.
- Involve activities such as operating machinery, caring for animals, or planting/harvesting crops.
- Fall under NOC codes 80020, 80021, 82030, 82031, 84120, 85100, 85101, or 85103.

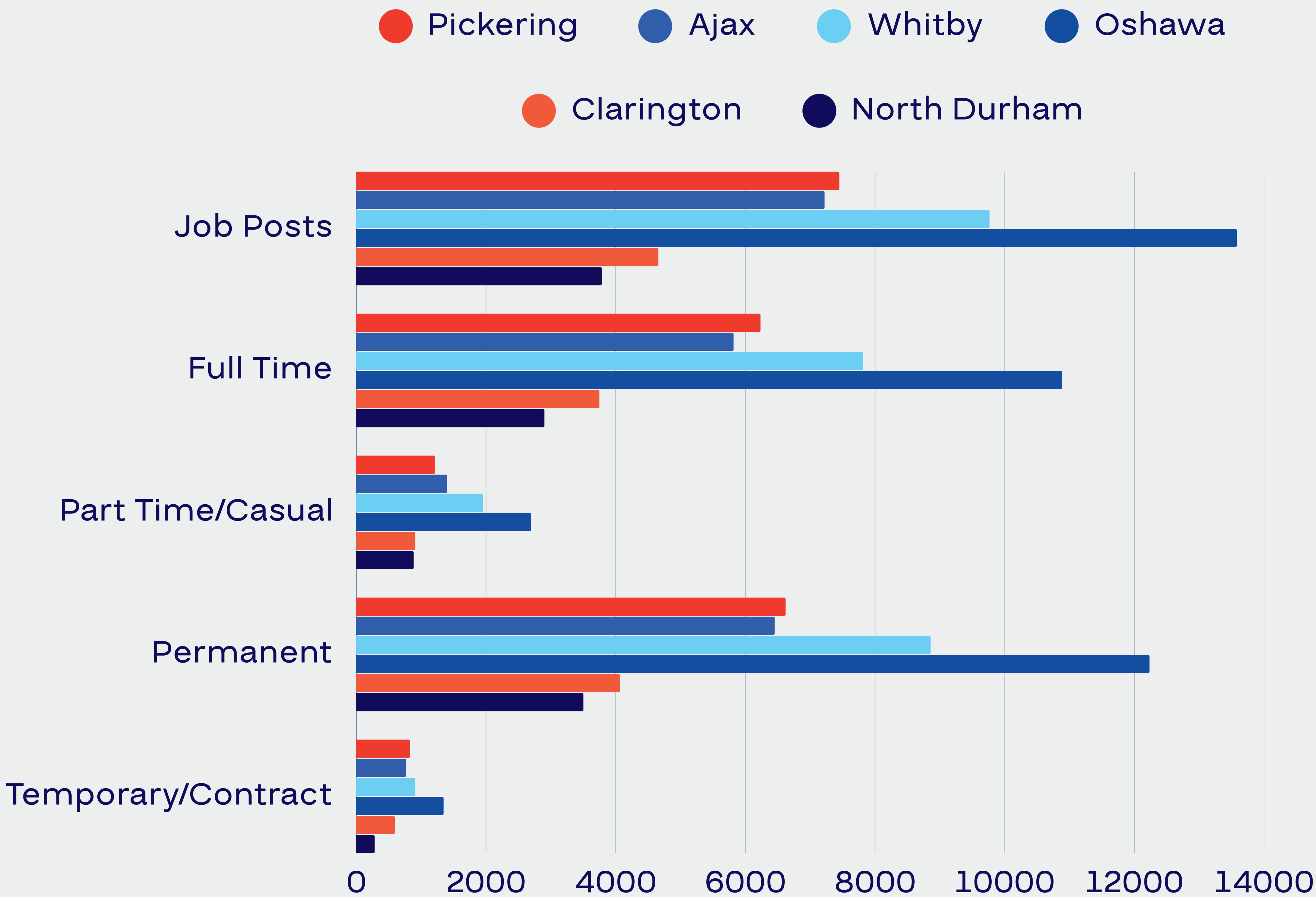
Streams for agricultural workers:

- Seasonal Agricultural Worker Program (SAWP) – TFWs from Mexico or participating Caribbean countries; production must be on the national commodities list.
- Agricultural Stream – TFWs from any country; production must be on the national commodities list.
- High-wage Agricultural Stream – For high-wage jobs not on the commodities list.
- Low-wage Agricultural Stream – For low-wage jobs not on the commodities list.

JFD Regional Comparisons

September 2024 - September 2025

Job Post Activity

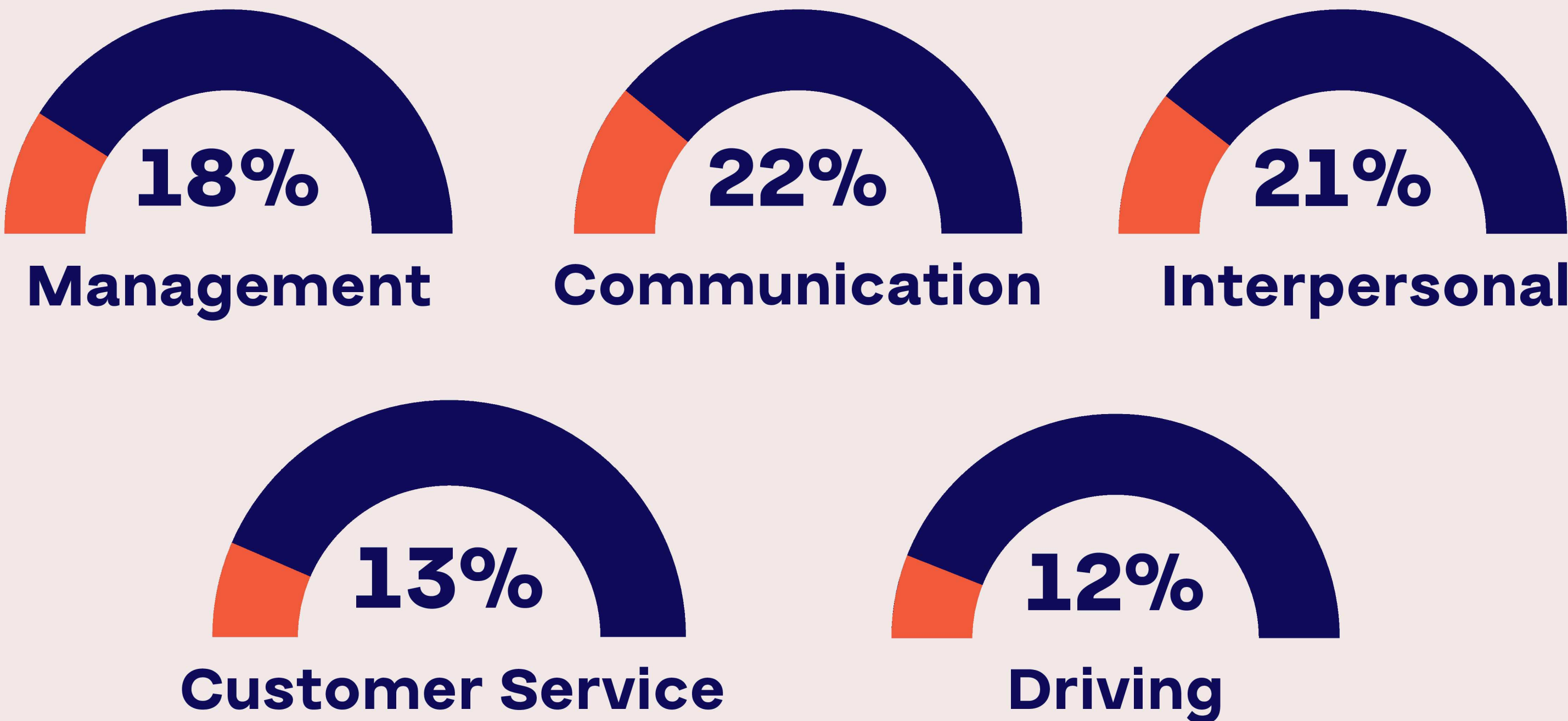


Average Posted Wage



Jobs First Durham Labour Market Insights

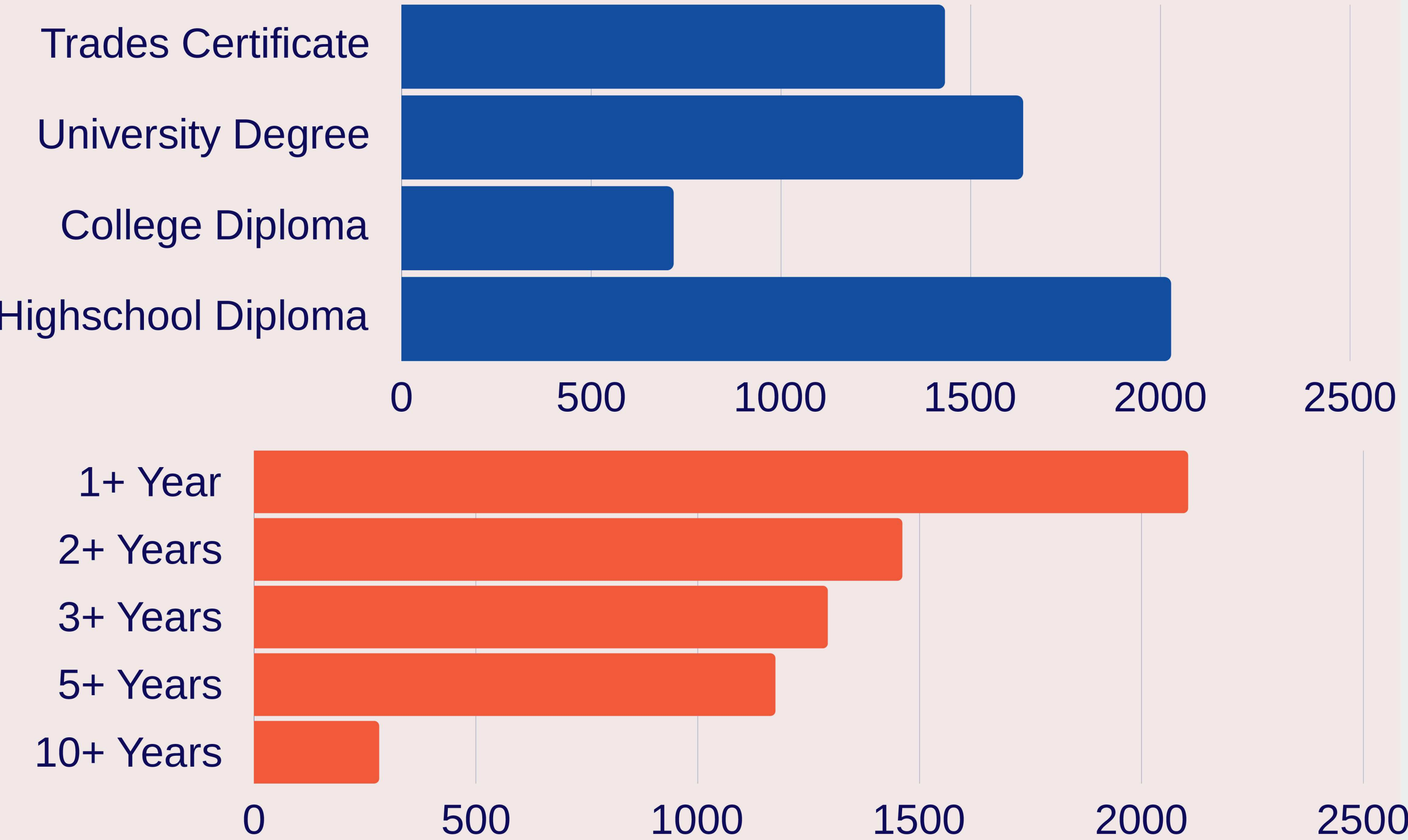
Skills In-Demand



Top Employers

- 1) Durham District School Board
- 2) Lakeridge Health
- 3) Durham Catholic District School Board
- 4) Aecon Group Inc.
- 5) Walmart Canada

Demand for Education & Experience



Top Job Requirements



Jobs First Durham

These posters were designed to showcase the breadth and depth of local labour market information available through the DWA's [Jobs First Durham \(JFD\) tools](#), an interconnected system of 16 tools accessible at no cost to our community. JFD connects job seekers with employers and provides local labour market information to employers and other decision-makers in our community, supporting their ability to make data-informed decisions in recruitment and retention activities.

JFD data is primarily extracted from two sources: Statistics Canada and the job postings included in our job boards. The JFD system can capture important labour market information directly from local job postings. The system pulls new postings from over 50 different job boards on an hourly basis, imports them into our job board, and extracts salary, benefits, skills, and location information directly from the postings.

Broadly speaking, JFD tools fall into four buckets – Career Development tools, Job Search Tools, Community Data Tools and Reports & Analytics.

The Career Development tools are designed to support individuals in gaining a better understanding of the employment opportunities in Durham, allowing job seekers to research potential future careers and develop a deeper understanding of the career paths available to them in Durham Region.

The Job Search tools simplify and streamline the job search process for job seekers by providing access to job postings from all of job boards JFD pulls from.

The Community Data tools and Reports & Analytics tools are essential resources for employers throughout the Region. These tools support owners, operators and managers in making data-driven decisions in their recruitment and retention efforts.

What really makes JFD both incredibly unique and incredibly valuable. It is the only source of labour market information that focuses on our community as a whole.

The aggregated wage, skill and other data available through JFD tools come directly from jobs posted by employers in our community. It is not aggregated across the province or the country, and it is not limited to the confines of a CMA. It is the most accurate reflection of reality for job seekers and employers who live and operate in the Durham Region.

The DWA would be pleased to present training sessions to clients and staff at no cost, as time permits.

Q3 Labour Market Insights Report Executive Summary

The [2025 Durham Labour Market Insights Report](#) for Q3 provides an in-depth snapshot of employment activity in the Durham Region from July through September 2025. Divided into two sections, the Job Demand section offers insights into employers' demand for labour, and the Job Search section provides insights into what job seekers are pursuing in the labour market. Drawing on data from job posts on over 50 publicly accessible job boards, the report reflects the complex interplay between employer demand, workforce trends, and job seeker engagement in a shifting economic environment.

Key Labour Market Highlights

- **12,954 active job postings** were recorded between July and September 2025, with **11,189 new postings**, continuing the steady growth seen earlier this year..
- **3,655 unique employers** were actively hiring across the region, only slightly below Q2 levels, showing ongoing employer confidence despite seasonal shifts.
- The average posting duration increased slightly to **17 days**, suggesting some roles are taking longer to fill as competition for talent remains strong.

Sector and Occupational Trends

Durham's employment landscape continued to be driven by service-oriented and care-related roles, though sectoral balance shifted modestly compared to Q2.

- **Food counter attendants and kitchen helpers (NOC 65201)** positions were recorded at 1,561 postings
- **Home support workers and caregivers (NOC 44101)** positions had 1,067 postings
- **Registered and licensed practical nurses (NOC 31301, 32101)** had a combined 1,100+ postings
- **Retail salespersons and merchandisers (NOC 64100)** recorded 2,175 postings, maintaining high volume but showing a continued decline from earlier quarters.

The **healthcare and social assistance sector** remained a cornerstone of Durham's job market, with 2,060 postings, followed closely by **retail trade** (2,050) and **educational services** (994). However, some key sectors experienced declines this quarter.

- The **administrative and support services** sector saw a significant contraction, down 39%
- **Retail trade** continued its multi-quarter decline, down 27%
- **Educational services** dropped by 41%, reflecting seasonal patterns tied to the academic calendar.

Conversely, **agriculture, forestry, fishing and hunting** again emerged as the **fastest-growing sector**, increasing by 21% and continuing its upward momentum since Q2.

Full-time positions dropped by 10 percent, making up 75 percent of postings, and 89 percent were permanent, falling by 2 percent over Q2.

Skills, Wages, and Experience Requirements

Soft skills, including **communication, management, customer service, interpersonal, and organizational skills**, showed a consistent pattern across all three quarters of 2025.

Employers are increasingly specifying wages: the **average posted hourly wage** rose to **\$28.20**, and the **median wage** dropped slightly to **\$23.32**. Manufacturing, utilities, and construction led wage growth, while **education and professional services** reported modest declines.

Jobseeker Behaviour & Insights

Jobseeker engagement through Durham Workforce Authority tools remained strong in Q3 2025, with a **total of 38,561 interactions**, up from 34,758 in Q2.

The **Job Board** saw the highest engagement, with **24,535 interactions** and **20,289 post clicks**, indicating sustained interest in available local roles. Searches were concentrated in **sales and service occupations (TEER 4 and 5)**, representing entry-level and mid-skill positions.

The top search terms were “**warehouse**,” “**retail**,” “**Oshawa**,” and “**personal support worker**,” indicating ongoing interest in accessible and geographically convenient work opportunities. **Work-from-home, apprenticeship, and casual employment** filters were used most often, reinforcing the continued desire for flexibility and career development opportunities.

Conclusion

Durham’s labour market remained **active, resilient, and moderately expanding** through Q3 2025. Although overall hiring volume grew, sectoral rebalancing became evident, particularly in education and administrative support services. Wage growth and job

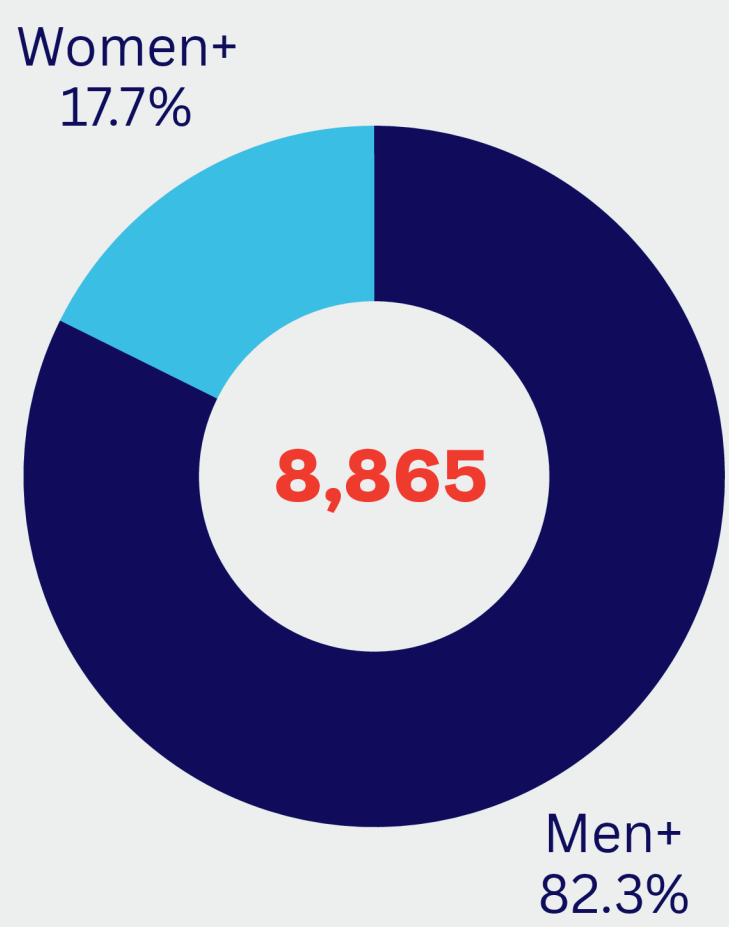
stability indicate a healthy employment base. Still, the ongoing reliance on lower-wage, service-sector jobs continues to underscore the importance of **skills training, career mobility, and labour market diversification.**

As Durham Region enters the final quarter of 2025, sustained collaboration among employers, educators, and workforce planners will be crucial to maintaining growth while enhancing opportunities for long-term career development and stability throughout the region.

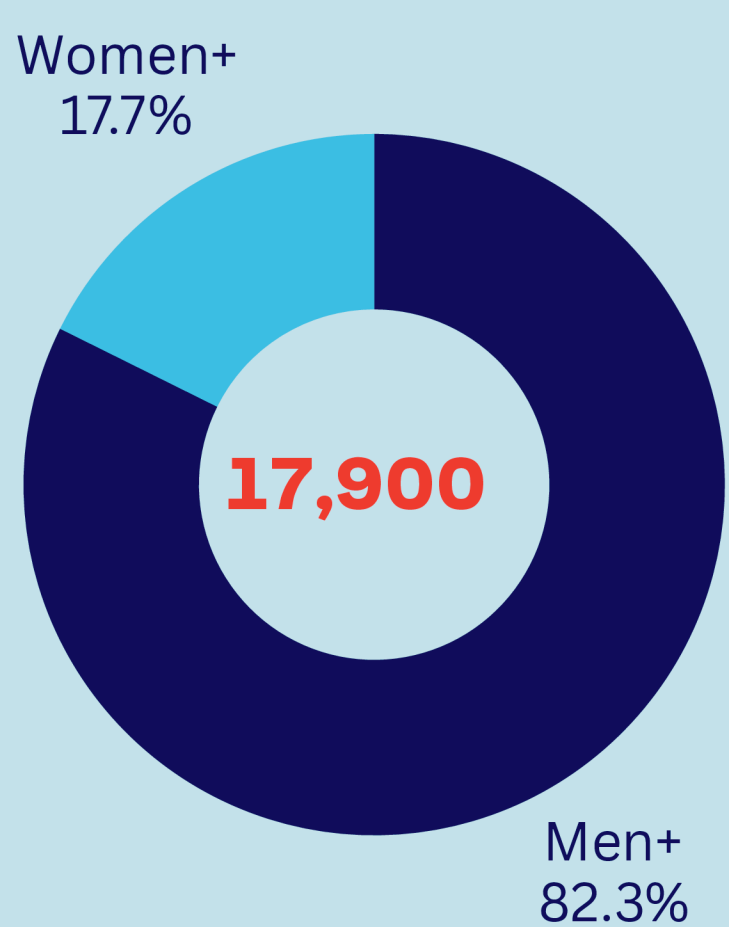
Future Energy

Employment by Selected Skilled Trades NOC, by Gender Ontario, 2024

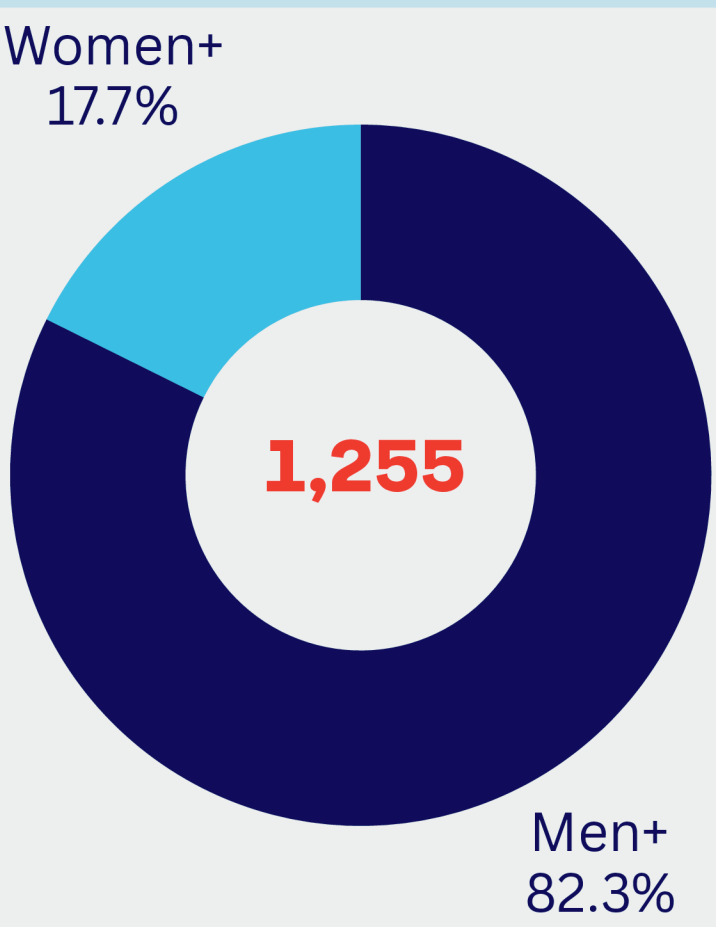
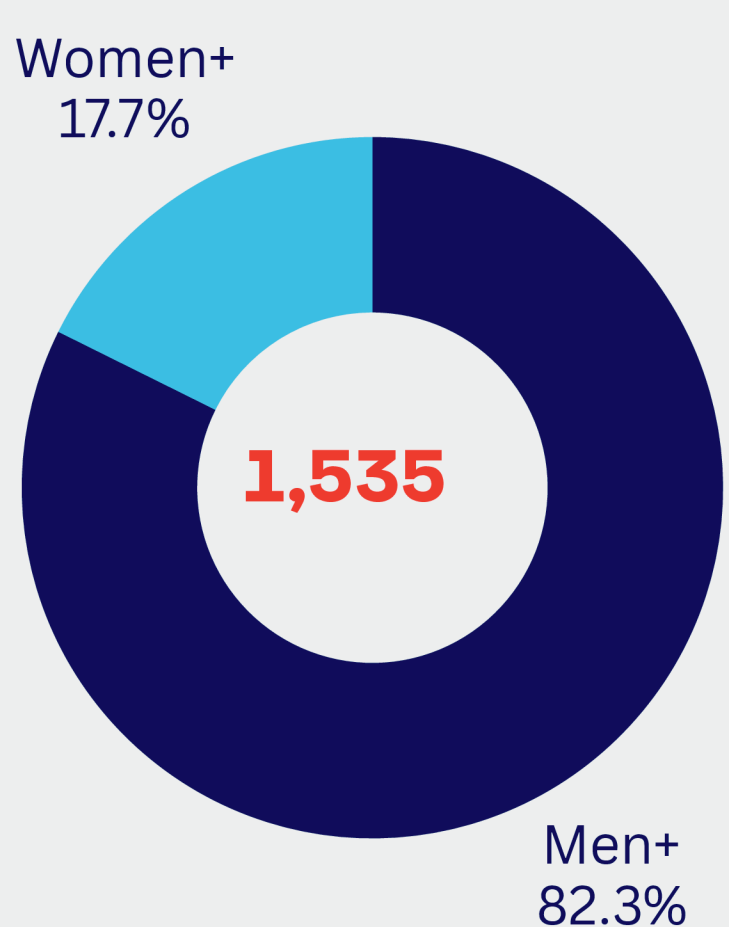
Industrial engineering & manufacturing techs



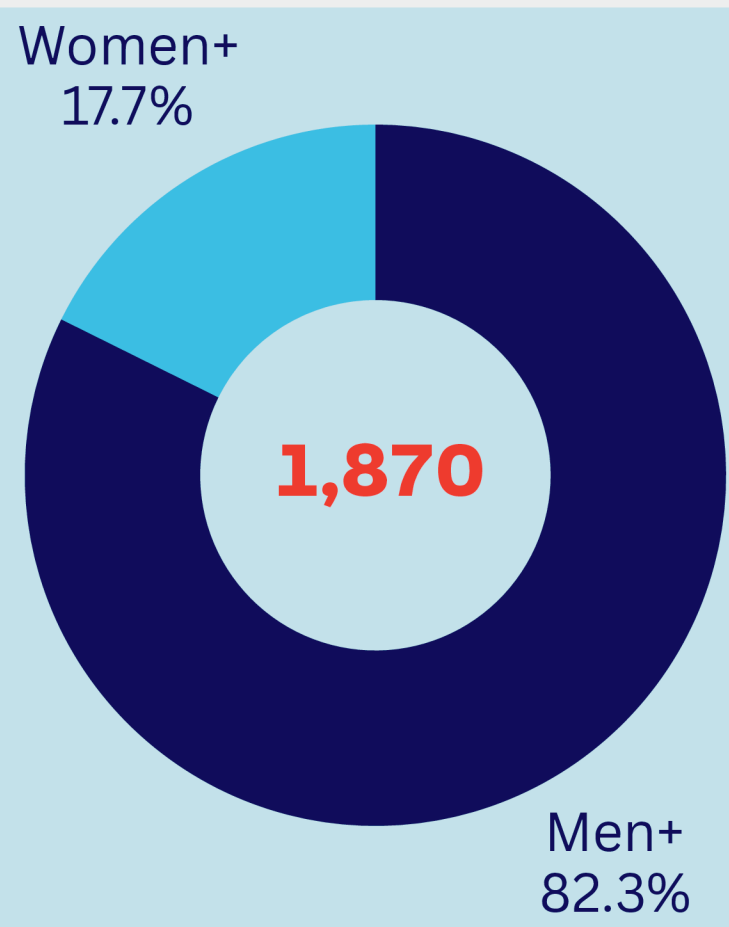
Electrical & electronics engineering techs



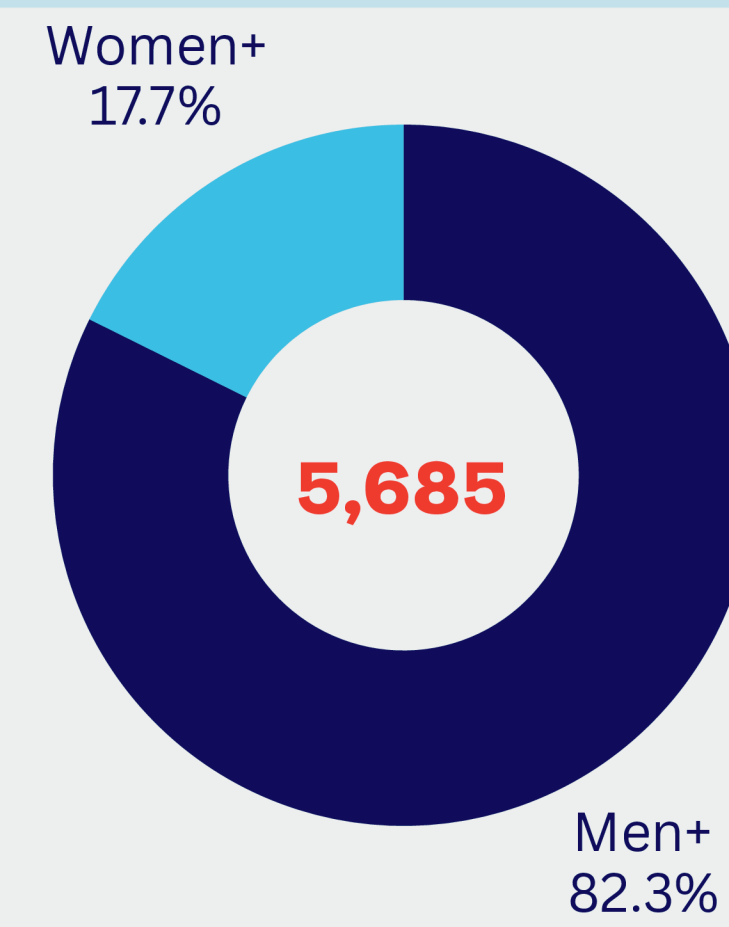
Industrial instrument technicians & mechanics



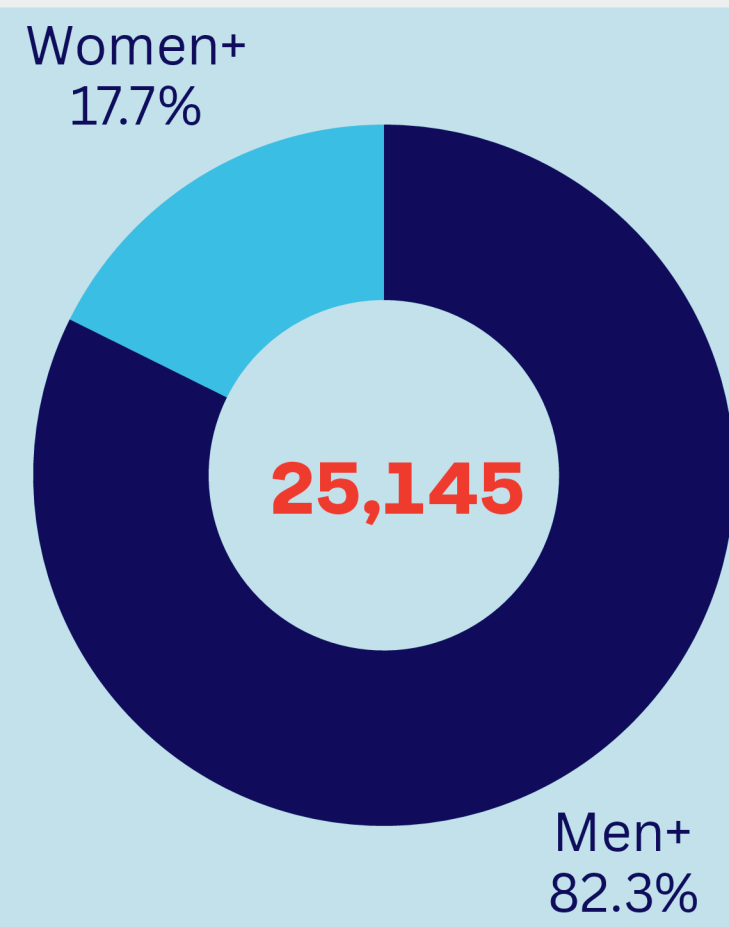
Boilermakers



Power system electricians



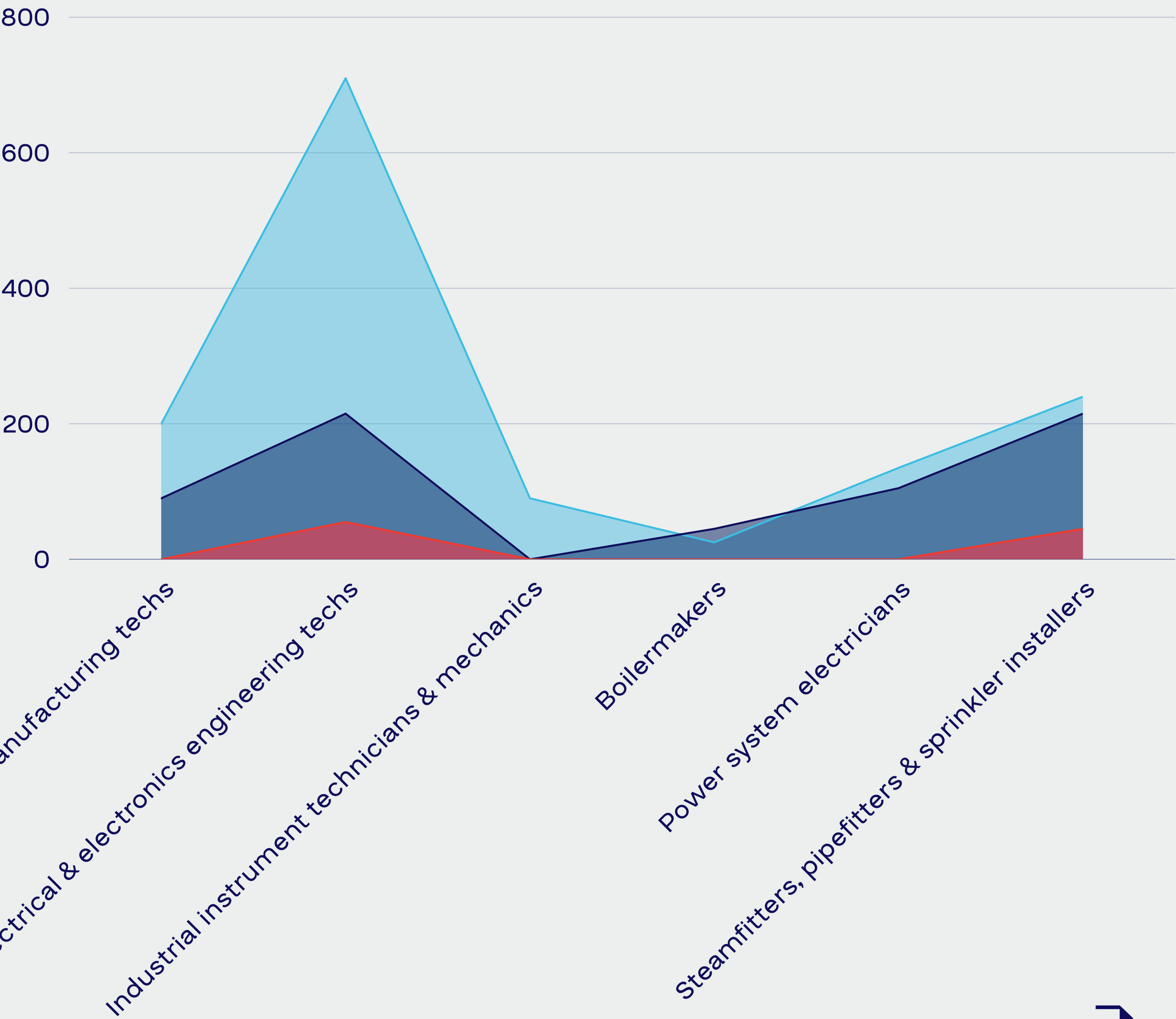
Steamfitters, pipefitters & sprinkler installers



Construction millwrights & industrial mechanics

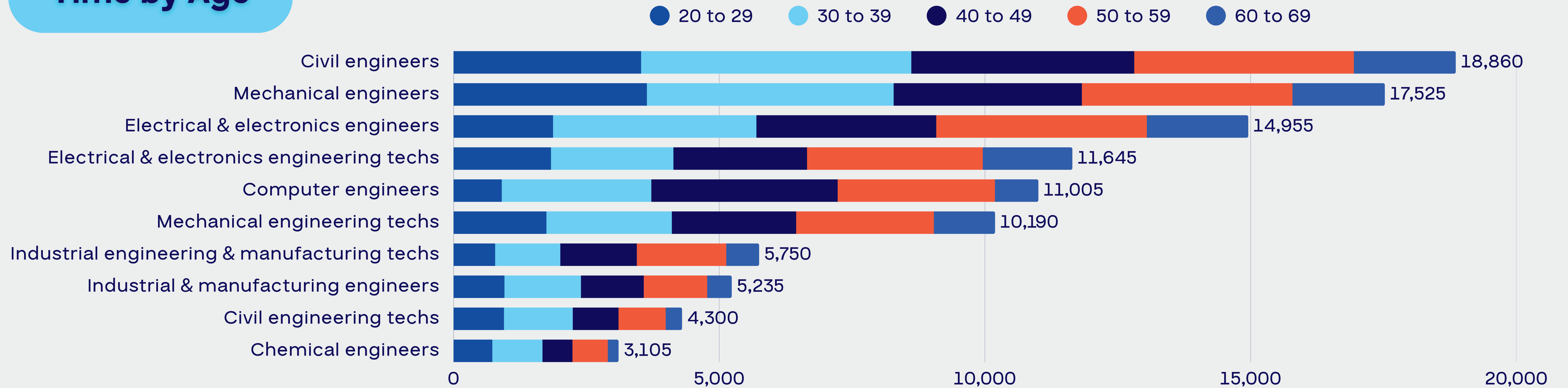
Selected Trades Employment Status by Oshawa CMA

Employed Full Time Employed Part Time Unemployed

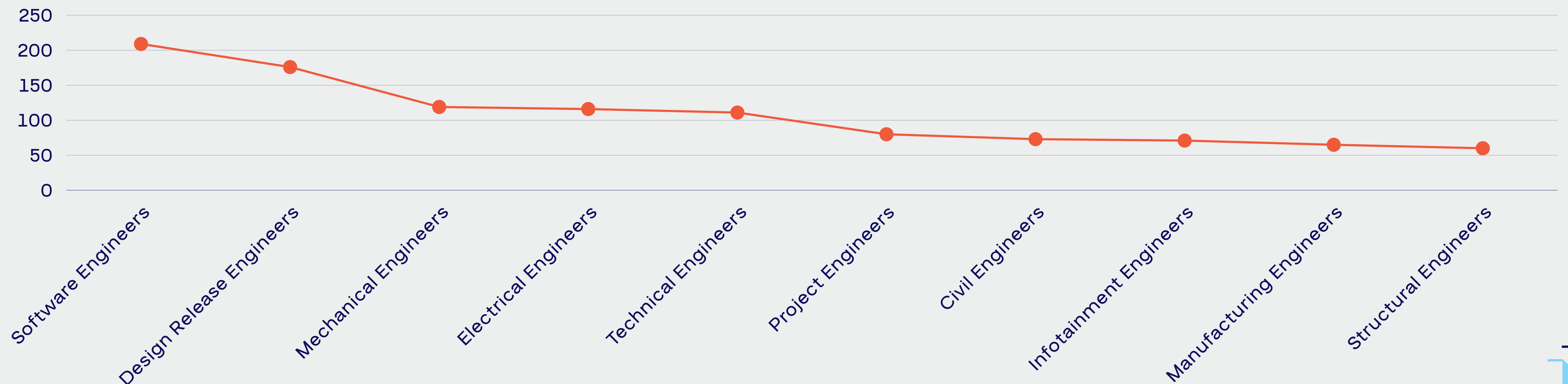


Future Energy

Employed Full Time by Age



Durham Job Posting, In-Demand Occupations



Future Energy Speaking Notes

Clusters Defined

Industry clusters are to serve as the basis for data-driven workforce development policies. An industry

A cluster includes industries closely linked by standard products, labour pools, technologies, supplier chains and training needs.

Industry clusters are strategic for long-term economic planning because changes that benefit one group member will also affect other cluster members. Industry clusters are formed of specific six-digit North American Industry Classification System, or NAICS, codes. They are mutually exclusive, meaning that no two clusters share the same NAICS code.

The DWA is undertaking a cluster strategy action plan to complement the Invest Durham priority clusters. Occupation cluster analysis is an approach in economic development planning and strategy. In contrast to industry clusters that focus on what businesses produce, occupation clusters focus on the knowledge, skills, and abilities of the individuals who work for those businesses and industries. Occupation cluster analysis offers insights into the talent base of the regional workforce that go beyond the simple measure of educational attainment (such as highest degree earned).

Future Energy Cluster

The Energy cluster includes industries associated with the production and distribution of energy, as well as the waste disposal industries associated with the remediation and environmental cleanup related to energy production. In the cluster, you will find a wide variety of industries, from petroleum refineries to battery manufacturing to generator manufacturing.

The energy sector accounts for more than [10% of Canada's GDP](#) — \$279 billion a year — and directly supports 285,000 jobs nationwide. As the world's sixth-largest energy producer, Canada is poised to lead the clean energy transition by advancing natural gas, nuclear, green hydrogen, carbon capture, grid-scale storage, solar, and wind.

In Ontario, electrified transit, data centres, and clean manufacturing are driving surging demand that will require the grid to double its capacity by 2050 — presenting a pivotal opportunity to boost competitiveness.

Nuclear refurbishments, new SMRs and renewable projects are already reshaping Ontario's energy future, strengthening resilience and Canadian innovation. And there's more to come. Durham's dominance in nuclear can be leveraged to create high-quality jobs.

Durham Region is poised to power Southern Ontario, and it is a central point in Canada's National Energy Corridor.

Future Energy Skills are in Demand

Durham has the nuclear energy sector, medical isotopes, and battery storage. Durham also has Durham College and Ontario Tech University to supply the critical talent pool. The Future energy sector needs technically skilled workers, particularly engineers and electricians.

Chart: Employed Full Time by Age Chart:

This chart focuses on engineers and technicians, showing the number of full-time employees by age. You can see that all ages are represented across the board. Unemployment is slightly higher in the younger cohort (20-29), which is to be expected as they are just completing their education. There are fewer workers in the older cohorts as they are moving toward retirement.

Chart: Durham Job Postings: In-Demand Occupations

This is job posting data for 2024 and shows the number of job postings for selected engineering occupations in the future energy sector. Significant postings are in software, electrical and mechanical engineering.

Chart: Employment by Selected Skilled Trades

There are in-demand skilled trades occupations in the future energy cluster. This chart shows the employment by sex. The total number of people employed in Durham is the red number in the centre.

Chart: Selected Trades by Employment Status

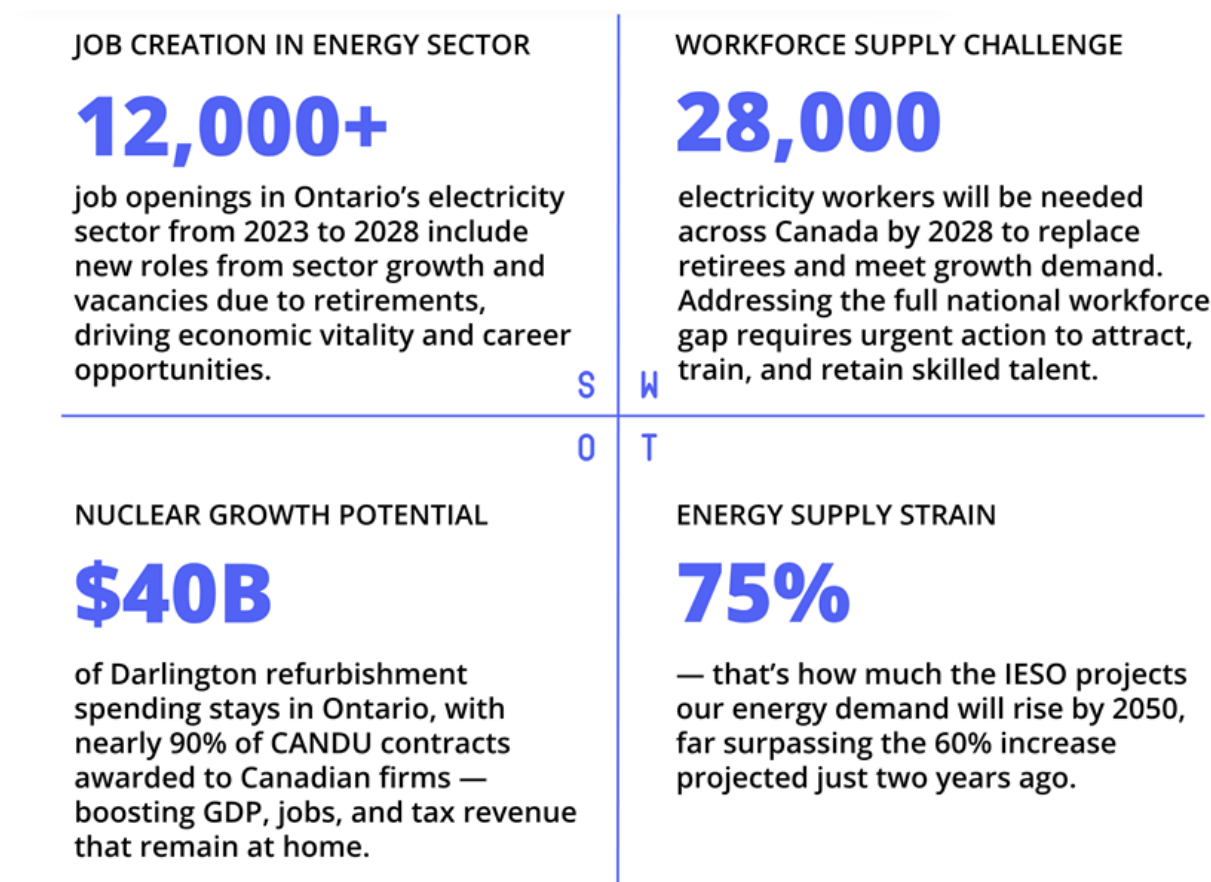
This chart shows the selected trades by employment. The light blue is employed full-time, the darker blue is employed part-time, and the red is unemployed. There are 215 electrical engineering technologists working part-time, and the same number, 215, steam fitters working part-time.

There are 55 electrical engineering technicians unemployed and 45 steamfitters unemployed.

DWA Next Steps: Creating Occupation Clusters

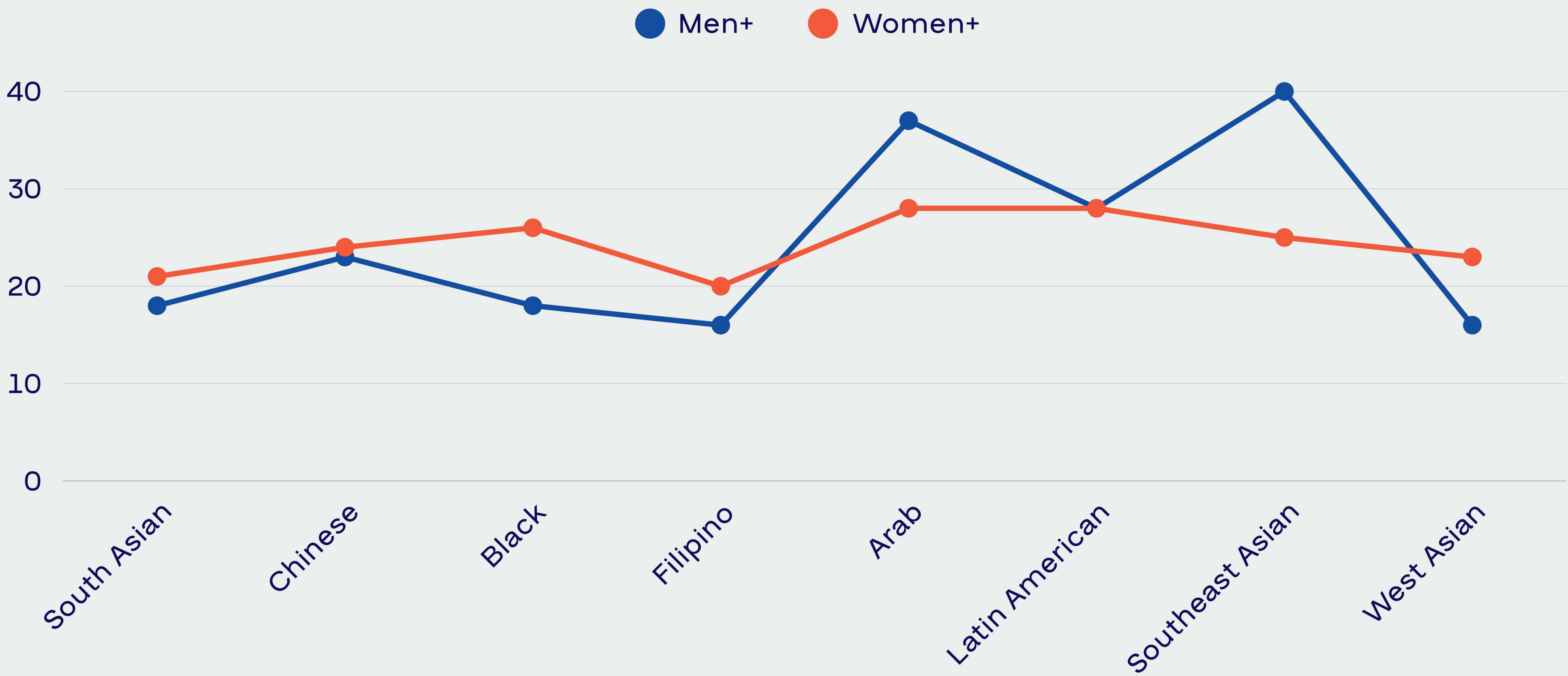
The DWA will create cluster reports for each of the priority clusters and some selected sectors (healthcare and construction) to map the North American Industry Classification System (NAICS) codes to support a clearer understanding of the cluster's composition, scope and economic significance.

The findings of these reports will inform future analysis, strategy development and decision-making related to workforce planning and broader support of the agri-food sector in Durham Region.

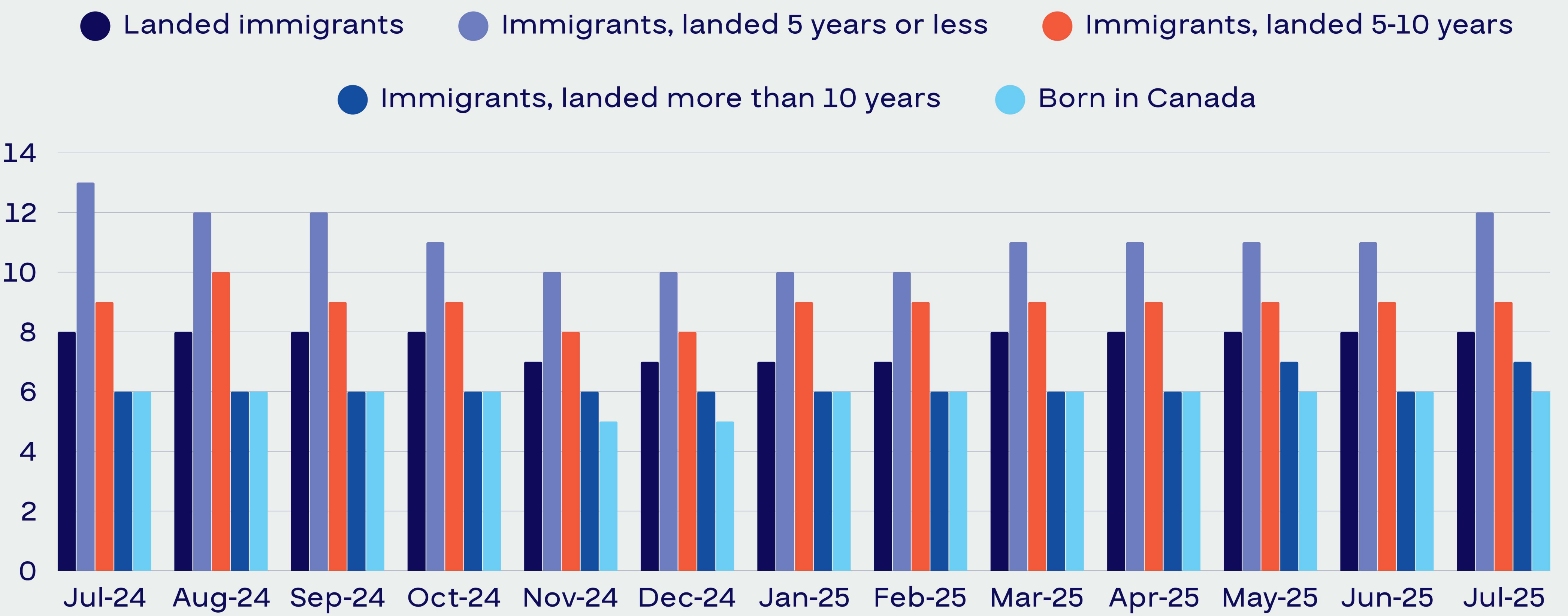


Unemployment

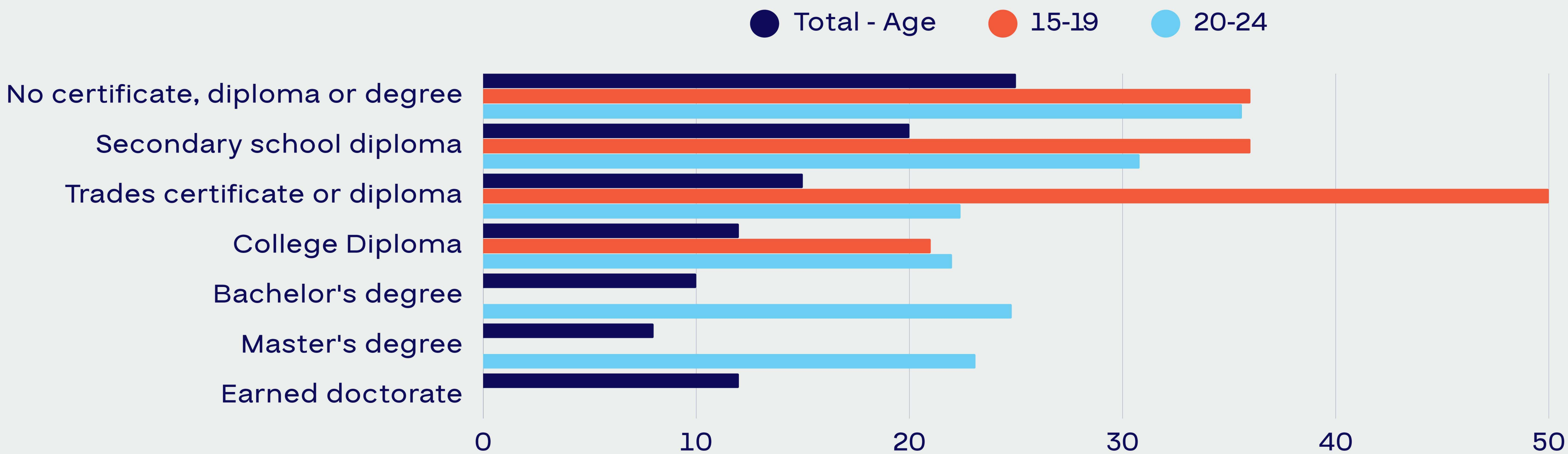
Visible Minority Youth Unemployment



Immigrant Unemployment Rate

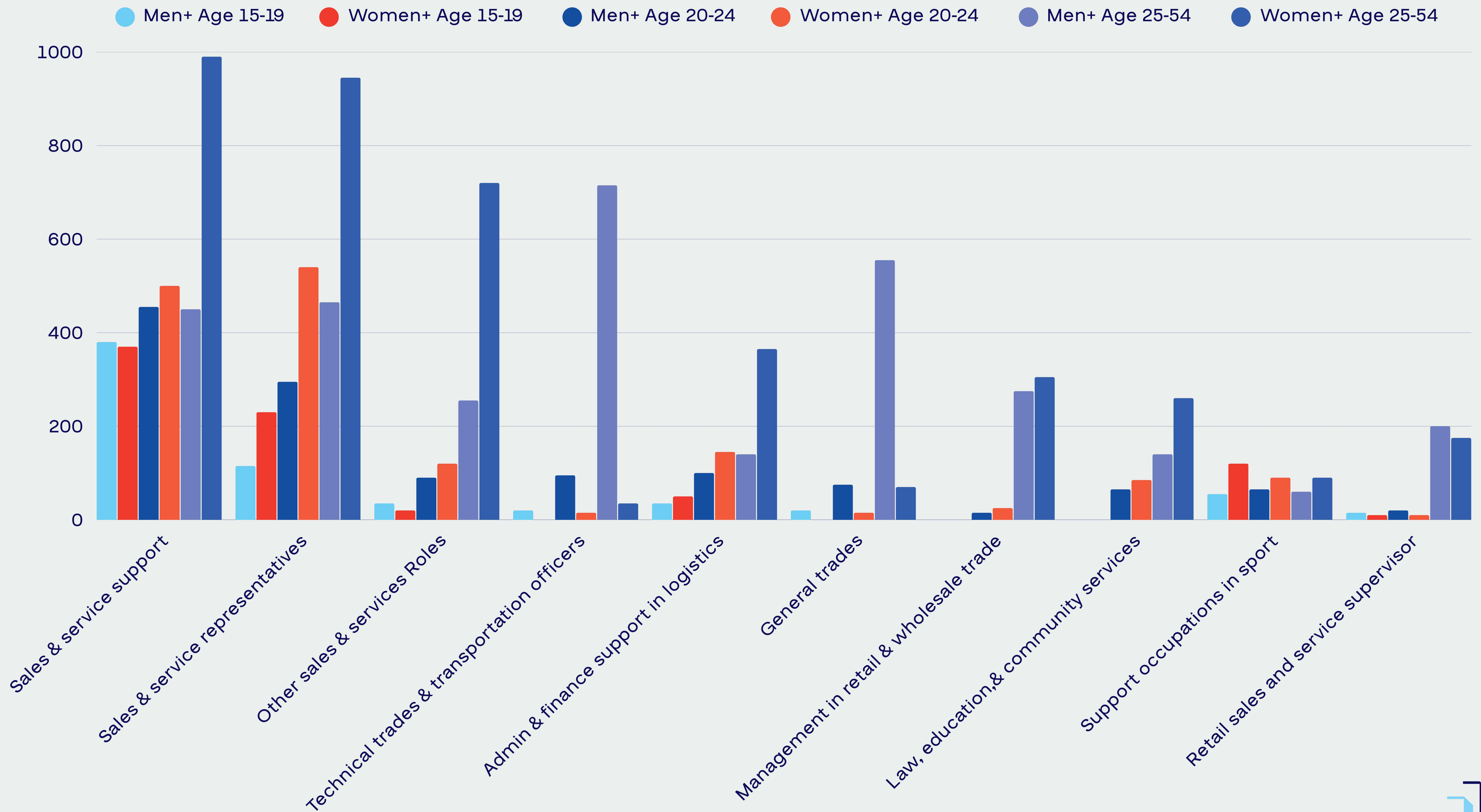


Youth Unemployment by Age



Unemployment by Age & Sex

Top 10 Occupations



Unemployment Speaking Notes

On average, according to Statistics Canada, youth unemployment nationally tends to be double the adult unemployment rate (in August, the overall unemployment rate was 9.4%). In other words, if the unemployment rate for a jurisdiction is five percent, the youth unemployment rate should be somewhere between 10 and 12.5 percent. In August 2025, youth unemployment was 18.4 percent. In the case of immigrant youth unemployment, census data is the only available dataset. In 2021, immigrant youth had even higher rates of unemployment at 33.9 percent compared to Canadian-born youth.

In addition, unemployment rates can be challenging because Statistics Canada does not make this data available by city. Unemployment rates are available monthly for the census metropolitan area. For Durham, the Oshawa Census Metropolitan Area (CMA), comprises Whitby, Oshawa, and Clarington. Ajax, Pickering, and Uxbridge are part of the Toronto Census Metropolitan Area, which includes the York and Peel regions. Brock and Scugog are statistically too small to be included in Statistics Canada's monthly surveys. While the Oshawa CMA is used as a proxy for Durham Region, only having access to CMA-level labour force data in Census years impacts community planning

Visible Minority Youth Unemployment

Youth unemployment is usually higher than that of adults, according to Statistics Canada; youth unemployment should be two and a half times the total rate of unemployment. Many young people struggle to find jobs, suggesting potential barriers such as a lack of experience, limited access to job networks, and mismatches between available jobs and young workers' skills.

Visible youth unemployment refers to the higher unemployment rates experienced by young people from visible minority groups or racialized groups. This disparity is linked to various factors, including discrimination and a lack of access to job networks. Recent data show that visible minority youth unemployment can be significantly higher than that of their non-racialized peers.

Chart

Visible Minorities Youth Unemployment Rate, 15-29, Durham Region, 2021

The DWA owns custom data that illustrates the disparities in visible minority youth unemployment. Certain racialized groups, such as Black youth, have reported unemployment rates more than double those of non-racialized youth. The chart shows

Southeast Asian male unemployment is 40 percent, and black female unemployment is 26 percent, compared to non-visible minority youth unemployment at 18.2 percent.

Some Reasons

Automation

All entry-level jobs are at risk of technological changes, such as self-checkouts, which are decreasing these positions and disproportionately affecting young people seeking their first jobs.

Lack of Networks

Marginalized communities often lack access to the social networks that can open doors to employment opportunities.

Skills

There can be a mismatch between the skills young people are learning and the skills that employers are seeking.

Economic Conditions

Difficult summer job markets and a decline in job vacancies, particularly in sectors that traditionally employ youth, have made it harder for young people to find work.

Other factors impacting visible youth unemployment

Discrimination

Discrimination in hiring practices contributes to the higher unemployment rate for visible minority youth. Canadian youth have faced challenges in the labour market. Black youth—who make up 6.3% of the population aged 15 to 24 years—have historically fared worse than their white counterparts, accounting for only 5% of employed youth.

Arab, Latin American and Chinese males have higher unemployment rates than both their visible minority female counterparts and their non-visible minority cohorts of both sexes.

Labour Market Scarring

Young people who struggle when they enter the labour market can be impacted throughout their working lives. Unemployment during youth and early adulthood leads to lower earnings, a higher probability of future unemployment, and lower health and job satisfaction.

Even a modest, 1% increase in the youth unemployment rate in the year someone graduates leads to about a 0.7% decline in earnings, even five years later. It's called wage scarring. And it's hard to bounce back from. This means people feel discouraged, overlooked and left behind. Prolonged unemployment or underemployment can be a hit to a young person's confidence, delay independence, and make it harder to build a life.

And honestly, youth underemployment isn't just a youth problem. It affects all of us. It threatens Canada's long-term prosperity, equity and competitiveness. If young people can't get a good start, we all lose out on their energy, innovation and potential.

Potential solutions

Work-integrated learning

Ensuring all students have the opportunity to gain hands-on experience while in school.

Support for small businesses

Providing incentives and support to small and mid-sized businesses to hire young people.

Modernized career guidance

Offering up-to-date information and personalized support to help youth navigate a changing job market.

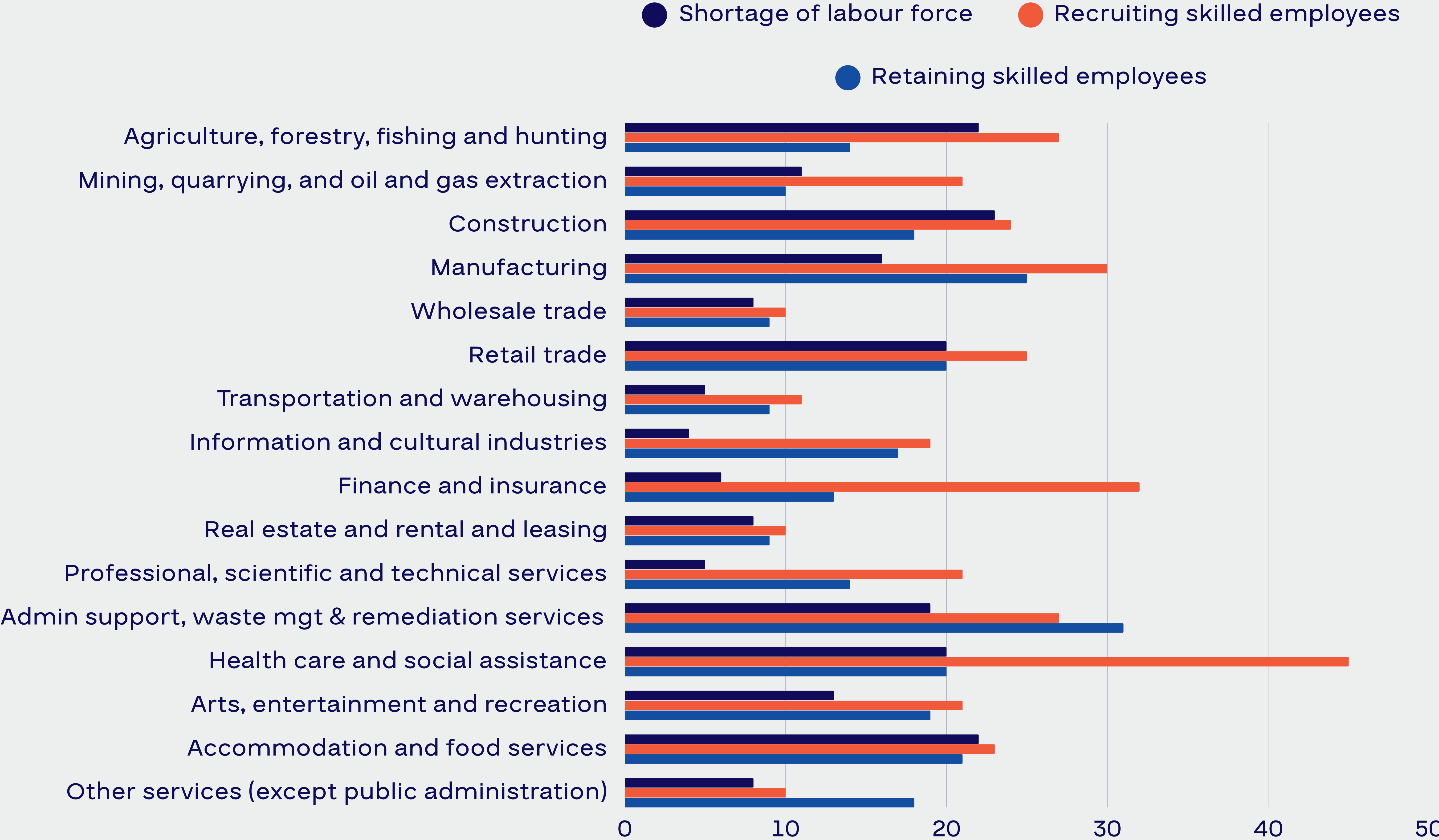
Investing in skills

Focusing on developing digital, social-emotional, and green skills that are in demand.

Building social capital

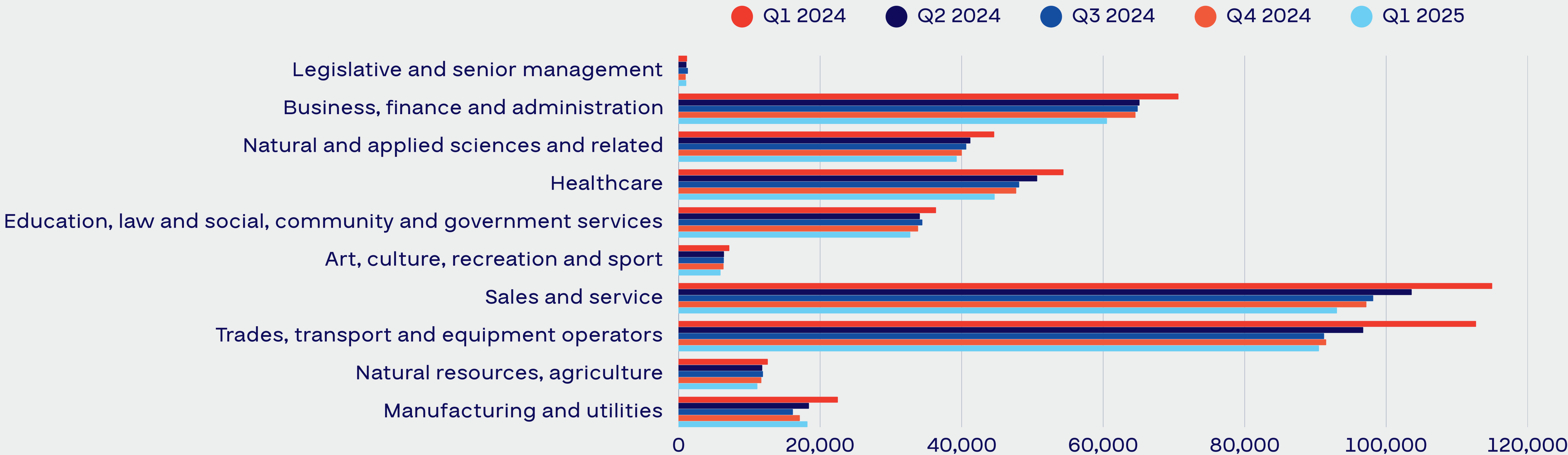
Investing in programs that connect marginalized youth with mentors, employers, and opportunities

Business Obstacles

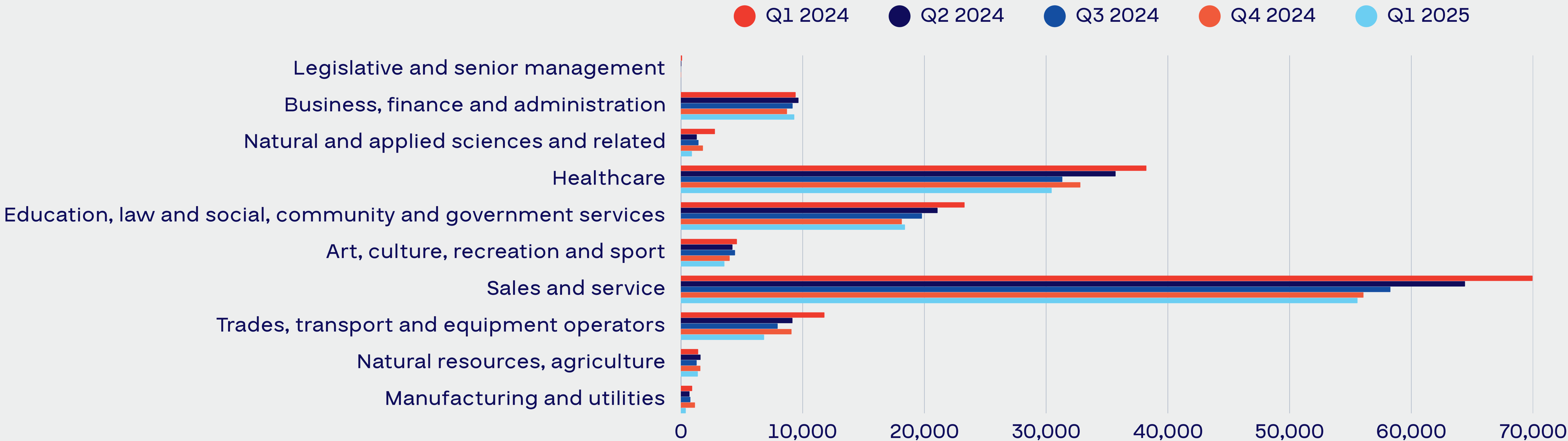


Job Vacancies

Full
Time



Part
Time



Job Vacancy and Business Obstacles Notes

The data on these posters comes from Statistics Canada's Job Vacancy and Wage Survey and the Survey of Business Obstacles.

The Job Vacancy Survey collects data on the number of job vacancies every month. This data is available by country, economic region, and industry sector every quarter. It includes the proportion of job vacancies in full- and part-time positions, the distribution of vacancies by level of education and experience, the average hourly wage offered for the vacancies, and the duration of job vacancies.

Employers are asked to provide detailed information about each vacancy to identify potential labour market shortages at the occupation level and to gain an overall understanding of the vacancies and the requirements for filling them.

The DWA shares this data with the community, municipal governments, and educational organizations as it improves their understanding of the Canadian labour market. Combined with the DWA's employer survey, it can tell a more complete story of the labour market. Data from the JVWS is used to identify labour market pressures in certain regions, industries, and occupations in Canada. Detailed information is collected about each vacancy to get a comprehensive picture of the unmet labour demand across Canada. The JVWS adds to the labour market information available to support decision-making by employers, job seekers, students, policy makers, etc.

Job vacancies: A job is vacant if it meets all of the following conditions:

- it is vacant on the reference date (first day of the month) or will become vacant during the month
- There are tasks to be carried out during the month for the job in question
- The employer is actively recruiting outside the organization to fill the job.

The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal. Jobs reserved for subcontractors, external consultants, or other workers who are not considered employees are excluded (see Employees or payroll employees).

Job vacancy rate: The number of job vacancies expressed as a proportion of total labour demand (the sum of filled and vacant positions).

Job Vacancies

The chart shows ongoing, persistent full-time vacancies in many sectors. Trades, transport and equipment operators have the most vacancies, year over year, from Q1 2024 to Q1 2025. Sales and Service have the same pattern, followed by Business, Finance and Administration, and Healthcare. Despite the challenges of manufacturing, the report also notes vacancies.

Business Obstacles

Understanding business obstacles is crucial because it allows the community to develop strategies to overcome challenges, optimize operations, and become more resilient. By recognizing potential problems, we can mitigate risks, improve efficiency, and capitalize on opportunities, ensuring long-term growth and survival.

We have provided the business obstacles that relate to our work: issues retaining skilled employees, recruiting employees and shortage of labour force.

This data is only available at the national and provincial levels.

Retaining Skilled Employees

Employers in Accommodation and Food Services, Administrative Support and Retail Trade report the most challenges with retaining skilled employees. It is likely due to the nature of work and wages. These sectors experience higher churn rates than others. Retaining skilled employees involves a combination of:

- competitive wages
- company culture
- growth opportunities

Recruiting Skilled Employees

Recruiting skilled employees is challenging due to:

- competitive talent market
- skills gaps
- high cost and time-to-hire

Healthcare faces significant challenges in recruiting skilled employees and is constantly seeking new talent. This sector is followed by finance and insurance, and manufacturing.

Shortage of Labour Force

Labour shortages are:

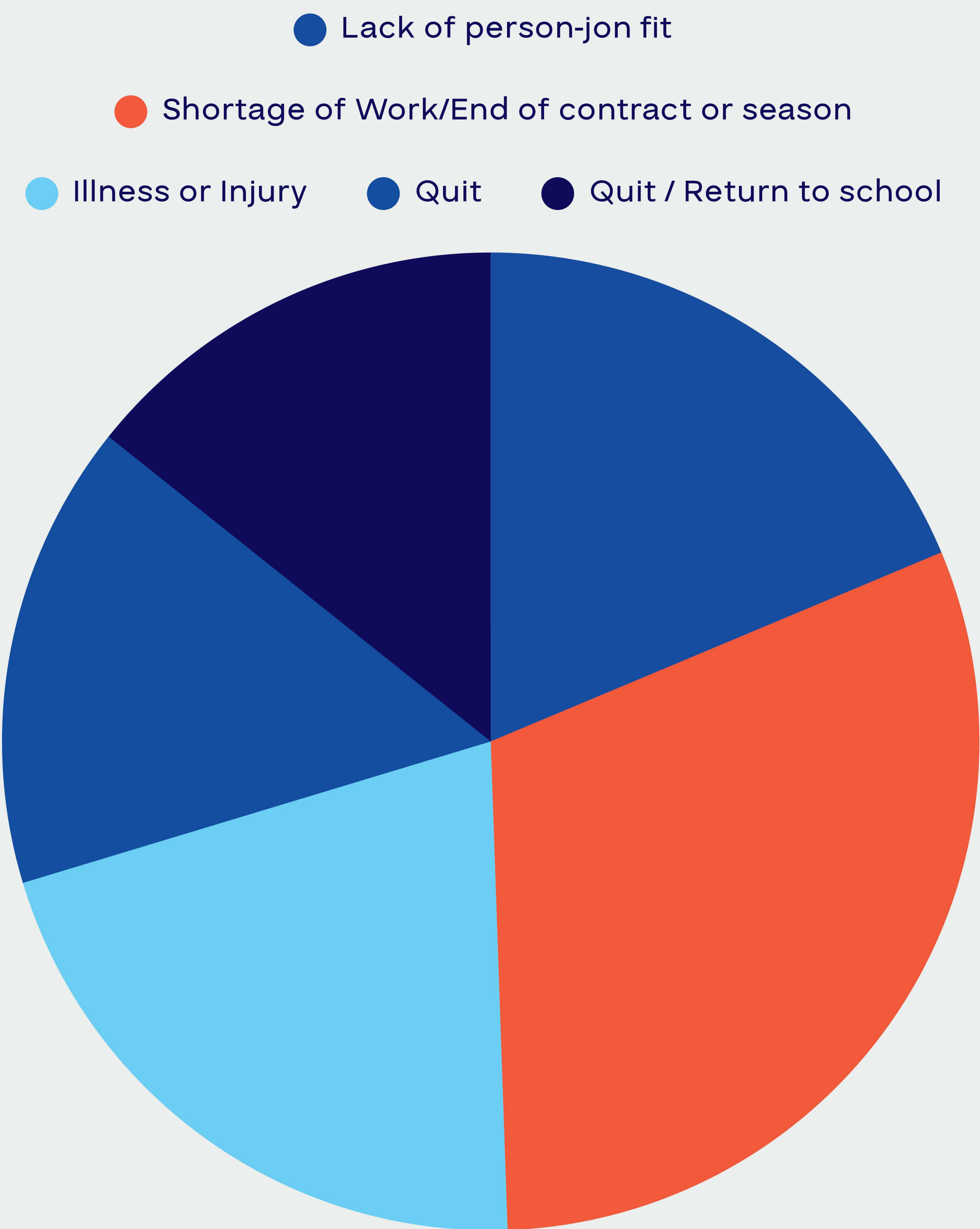
- reduced productivity
- increased operational costs
- lost revenue

Employers report difficulty finding workers with the right skills, demographic shifts like an aging population, and problems with job quality, such as harsh working conditions or uncompetitive wages.

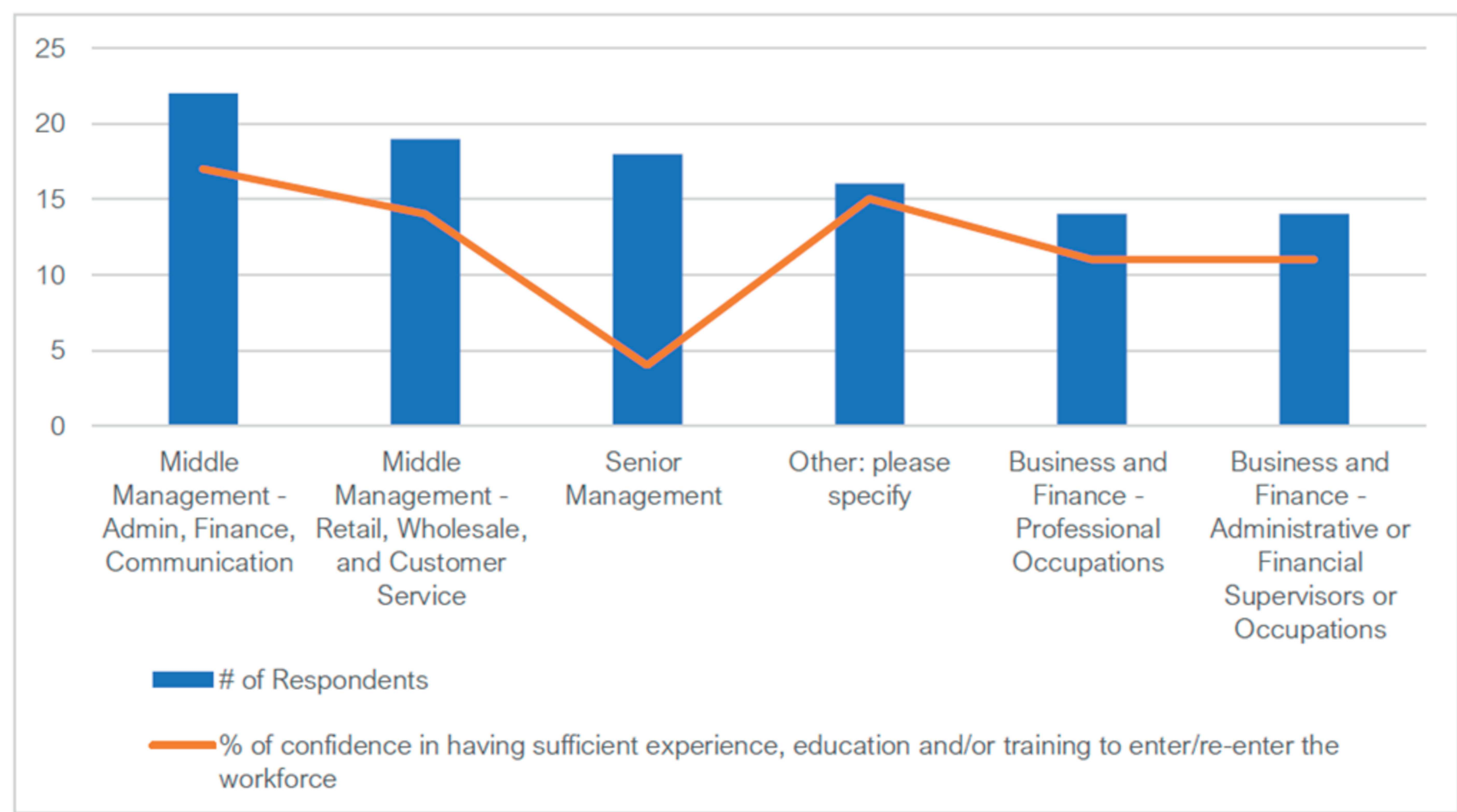
Accommodation, Health Care, Administrative Support and construction report the most challenges with labour shortages.

Workforce Survey Insights

Top 5 Reasons for Separations

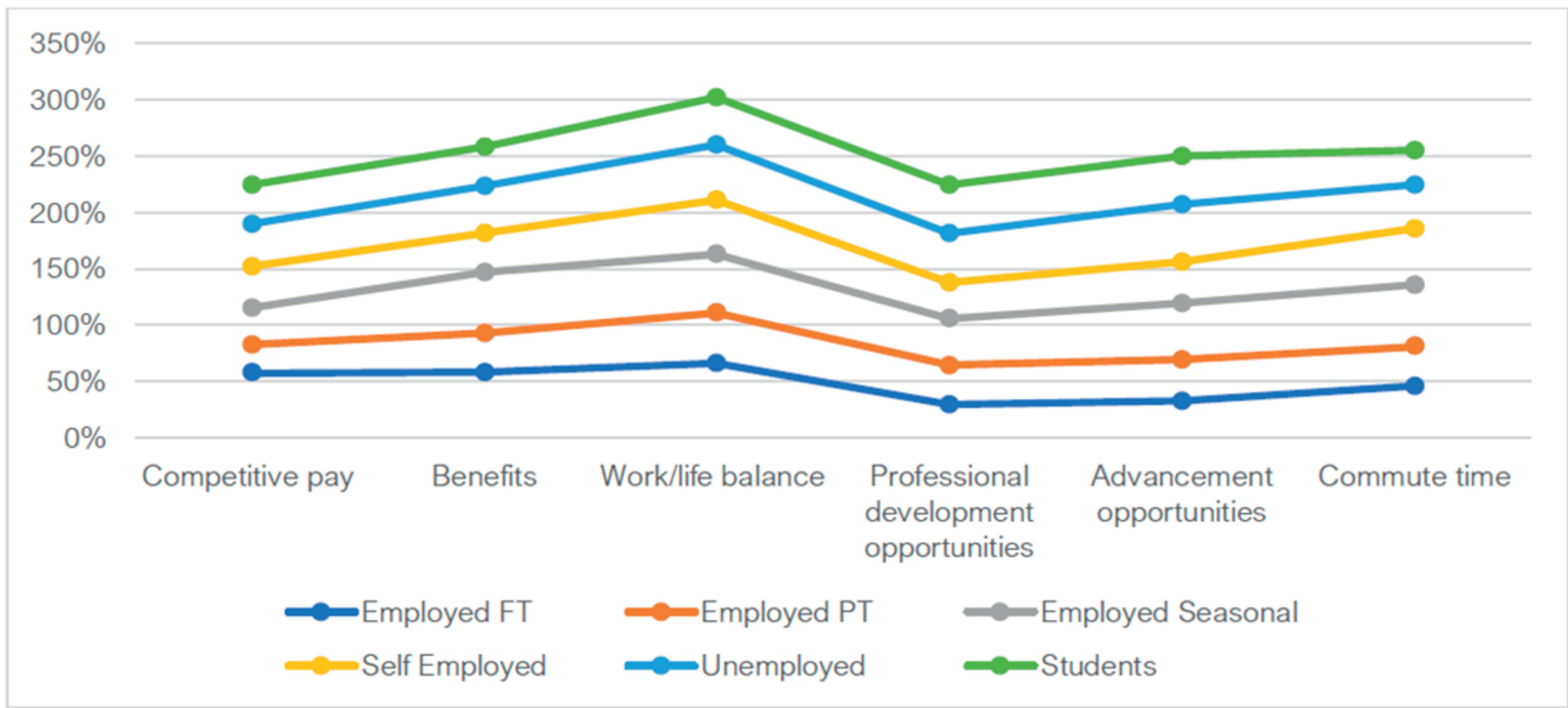


Top 5 Most Desired Occupations

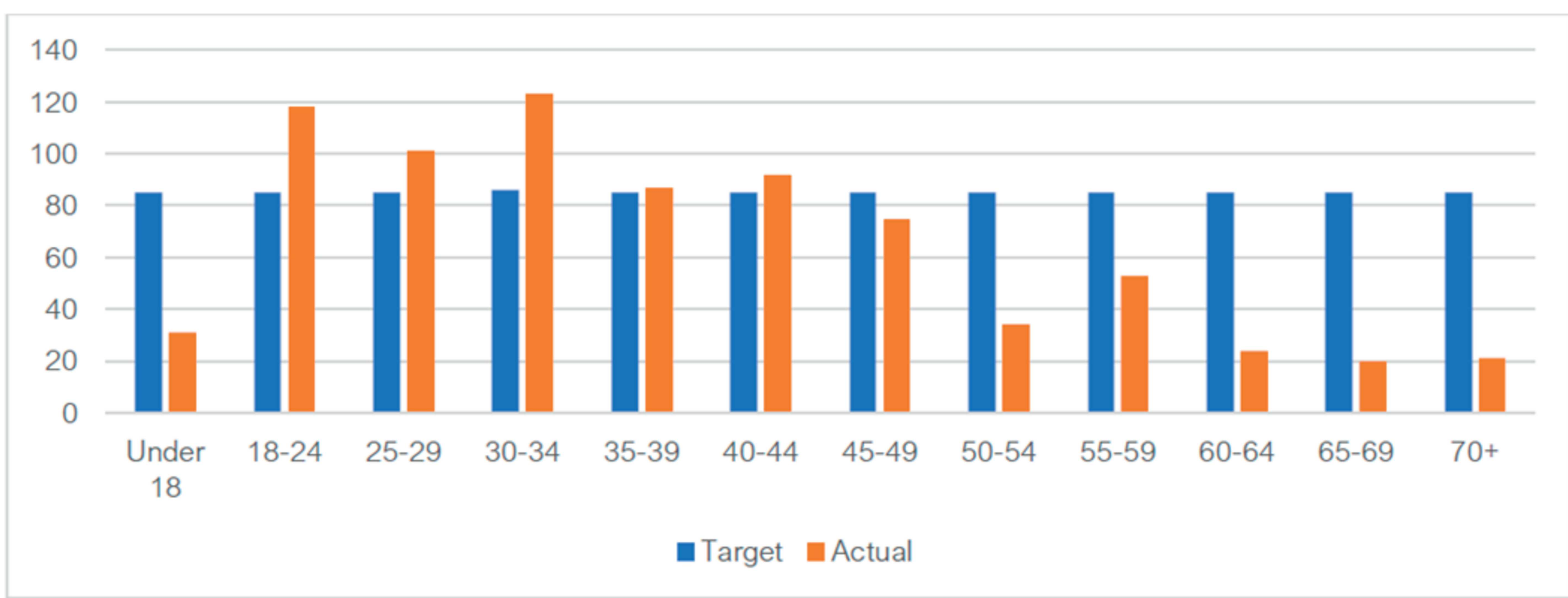


Workforce Survey Insights

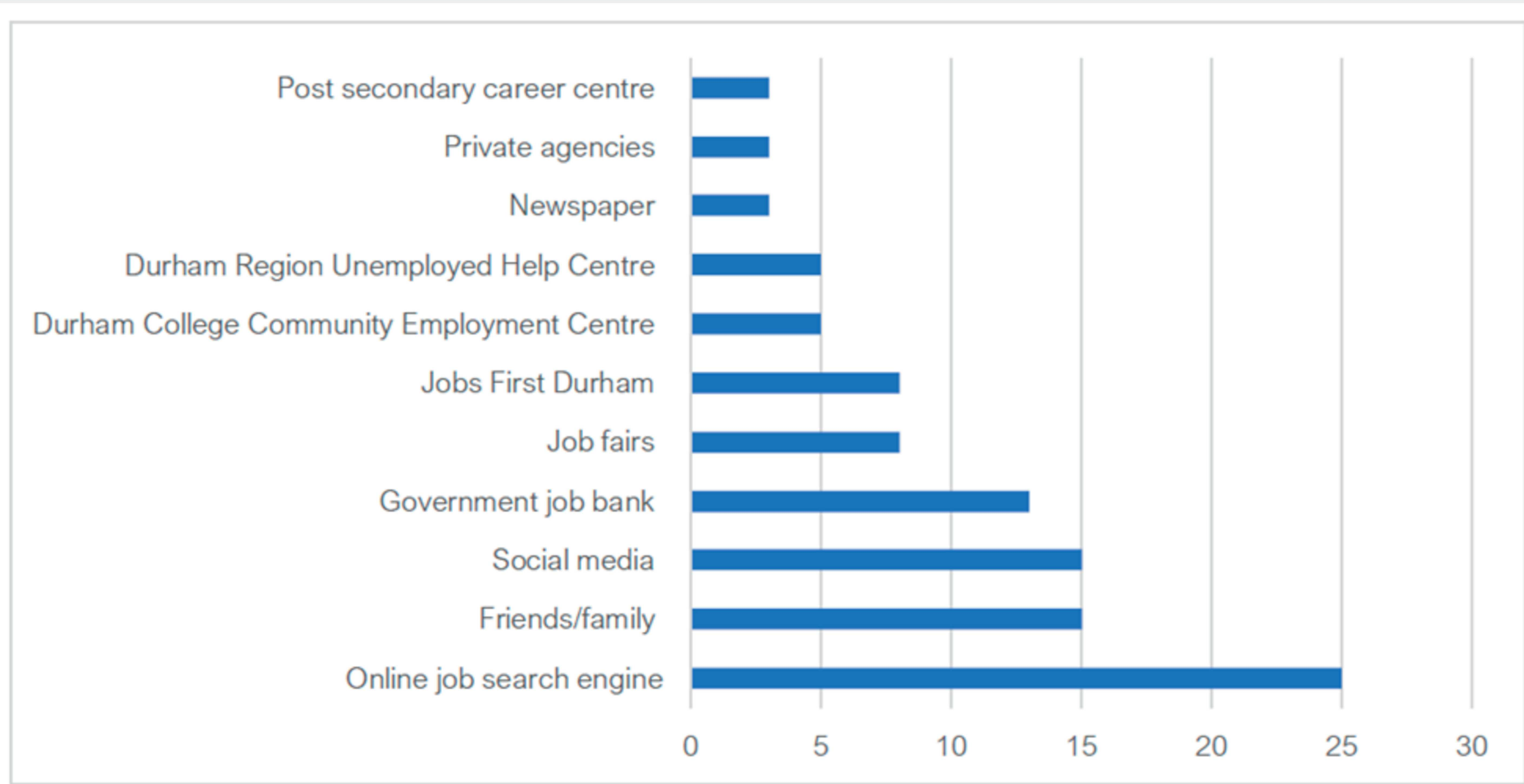
Most Important Job Aspects



Respondent Age Ranges



Job Search Tools



Workforce Survey Speaking Notes

The Durham Workforce Authority (DWA) began conducting its surveys 12 years ago as part of a conceptual approach not taken in Canada, a 'Labourshed' survey based on American labour market surveys, where the local workforce planning board conducts two surveys; the 'supply' side or workforce and a subsequent study of the 'demand' side of the labour market. This approach provides insights enabling stakeholders to understand Durham's workforce better and improve local services to support economic prosperity. The surveys provide information that could inform programming community support and satisfy the need for local Labour Market Information (LMI).

The Workforce Survey measures the supply of workers within a labourshed by examining participant demographics, work activities, and employment support. This survey, administered by the DWA, sought to understand labour market supply in Durham Region and assessed the quality and availability of services in Durham Region.

The DWA's workforce survey provides information on labour force status, educational attainment, and life in Durham Region. The survey was developed through consultations with economic development, Employment Ontario service providers, and chambers of commerce/boards of trade.

The DWA conducts the workforce and employer surveys on alternating years. The data collected allows for analysis and discussion of the local labour market's supply and demand sides.

The Survey is designed to provide insight into the supply side of the labour market in Durham Region. It measures the supply of available workers by examining participant demographics, work activities, and employment support, focusing on workers' education, employment, desired employment, and services.

Survey Process and Data Collection

The entire survey process spanned six months, from reviewing questions to submitting the final report. Extensive outreach by DWA staff and partners, including visits to food banks, workshops, and community events, aimed to increase respondent diversity. The survey garnered 795 respondents, resulting in a 3% margin of error with a 95% confidence level. The target response rate was 384 respondents for a 95% confidence interval and a 5% margin of error.

For more information, the complete [Workforce Survey Report](#) is available on our website.

Key Findings by Section:

- **Demographics:** The survey collected demographic data on age, gender, and location.
 - **Age:** Respondent goals were exceeded in all age groups between 18 and 44, with the largest number of respondents being 30-34 years old.
 - **Gender:** **98% of respondents disclosed their gender**, with 57% identifying as female and 41% as male, aligning with the 2021 Durham Region census distribution.
- **Education:** **98% of respondents disclosed their highest level of education.**
 - Among respondents aged 25 to 64, the survey found **28.5% more college or university credential holders than the Ontario average** and **67% more Bachelor's degrees or higher than the Canada average.**
 - **Clarington, Oshawa, and Whitby** were the top three municipalities for respondents with post-secondary credentials.
 - However, the **highest concentration of university, graduate, or post-graduate diplomas/degrees came from the least populated municipalities, Scugog (77%) and Uxbridge (71%).**
 - **69.6% (554 respondents) completed post-secondary education across Durham Region.**
 - The **top five fields of study were: Business, management and public administration (26%), Education (10%), Social and behavioural sciences and law (10%), Health and related fields (9%), and Mathematics, computer and information sciences (6%).** These fields were primarily concentrated in Oshawa and Clarington.
- **Employment:** **98.5% of respondents provided their employment status.**
 - **60% were employed** (full-time, part-time, self-employed, or seasonally).
 - **A direct relationship was identified between 'Employed' status and holding a University certificate, degree, or diploma across municipalities.**
 - **Work/life balance** was selected as **'extremely important' by 50% of respondents** across all employment categories, the highest priority factor.
 - **Employed Respondents (59%):** Those employed part-time or seasonally were most actively looking for work. Their primary priorities for seeking new employment were **'higher pay' and 'benefits'**. Self-employed individuals uniquely prioritized **'advancement opportunities'**. Online job search engines were the most used resource.
 - **Unemployed Respondents (22%):** **Short-term (less than six months) unemployment (40%) and long-term (more than three years) unemployment (20%)** were the most common durations. The **Construction industry had the highest unemployment rate.** The primary

reason for being out of work was **'Shortage of Work/End of contract or season' (17%)**. **80% of unemployed respondents were interested in returning to the workforce**, with 76.5% actively looking. A significant portion (76%) felt they needed **'more work experience,'** and 57% cited a need for **'more hands-on experience/training'** to re-enter the workforce. Job fairs (51%) and online job search engines (47%) were their primary search resources.

- **Out of the Workforce Respondents (49 respondents):** This category included homemakers, those on parental leave, and retirees, with **67% identifying as retired**. Of those interested in returning to the labour force, **27% were interested in part-time work**.
- **Student Respondents (11%):** This aligns with Ontario's student-to-population ratio. The top field of study for students was **'Business, management and public administration' (24%)**. **'Sales and Service Support' was the primary job for 20% of students**. While part-time students prioritized **'Competitive Pay,' 'Advancement Opportunities,'** and **'Professional Development,'** **full-time students prioritized 'Work/life balance'**. **82% of students were looking for work**, with 68.5% seeking part-time employment. **Job Fairs were the most used resource** for students seeking employment.
- **Services:** The final section explored service usage and residency plans. **52% of respondents did not use any of the listed programs or services**. **'Employment Services' was the most used at 16%**. **79% of respondents planned to stay in Durham Region for the next five years**. The main reasons for planning to move were housing (9%), work (8%), and family (7%). Common themes for desired community improvements included **affordable housing, infrastructure growth, more job opportunities, public transportation, and increased healthcare accessibility**.

Summary and Recommendations: The DWA Public Employment Survey is an essential tool for identifying opportunities and gaps in Durham Region. The report highlights three key areas: **Employment Status, Support Systems, and Skills & Education**.

Recommendations include:

- **Enhancing survey communications and community partnerships** to ensure seamless distribution and accurate representation of the Durham economy.
- Addressing the **ongoing need for skills information** by clarifying terminology and promoting data on future and current skill needs.
- Developing and implementing **data dissemination strategies** to make labour market information available to a wide variety of users, including academics, local government, and job seekers.