


LABOUR MARKET PLAN 2025

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Durham Region Labour Market Plan

Background

The Province of Ontario funds the Durham Workforce Authority (DWA) to supply Labour Market Information (LMI) to the Region of Durham. The DWA creates an annual plan supplying helpful information for community planning. As Statistics Canada released the Census in 2021 and made the data available in 2022, this plan reflects an update on any new data not released in the original Census. Readers may wish to contact the DWA directly for data not provided in this report or review the 2023 and 2024 Labour Market Plans.

The plan focuses on the following:

- Durham Region demographics change, migration trends in and out, educational attainment of residents, and changes in employers in local area by employee size and 3-digit NAICs.
- Enhanced Jobs First Durham (JFD) data extracted from the DWA's boutique job board with hyper-local information.
- An update on Employment Ontario data.

Methodology

The LMP report draws on data from:

- Statistics Canada data, Labour Force Survey
- DWA Custom Data Purchases from Statistics Canada and other sources
- Persons with Disabilities Survey
- 2SLGBTQI+ Survey
- Jobs First Durham
- Employment Ontario

Data Analysis

The data analysis was based on Statistics Canada's data programmes, including the Census of Population for the years 2011, 2016, and 2021, the Labour Force Survey, the Canadian Survey on Business Conditions, and the Job Vacancy and Wage Survey. It also drew on collecting and analyzing stakeholder information (including municipal and provincial governments, academic institutions, and Employment Ontario service providers).

For Durham Region, data from Statistics Canada can be provided at:

Census Division (CD): Durham Region is a Census division, which, according to Statistics Canada, is the general term for provincially legislated areas.

Census Subdivision (CS): Statistics Canada has identified each of the eight municipalities located within Durham Region 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.

Census Metropolitan Area (CMA): Durham Region forms two Census Metropolitan Areas (CMA)—the Oshawa CMA and the Toronto CMA. The Oshawa CMA includes Clarington, Whitby, and Oshawa. Ajax, Pickering and Uxbridge are part of the Toronto Census Metropolitan Area, which comprises the York and Peel regions. Brock and Scugog have too small and geographically located populations, which prevents them from being included in either CMA.

If meaningful data is available at the Region of Durham level, the DWA includes it in the annual plan and communications with community partners. Often, desired data is not available at this level, leaving the DWA using data for the Oshawa CMA as a proxy for Durham Region, given that it includes the highest proportion of Durham Region residents and supplies the best depiction of the labour market in the Region as a whole.

Sex at Birth and Gender:

Statistics Canada used new categories, Men+ and Women+ when breaking down data by gender; the (+) symbol refers to non-binary persons. This is primarily due to the latest statistical standards on gender and sex at birth that Statistics Canada published in April 2018 and used in the 2021 Census, conducted in May 2021.

Based on this new standard, the 2021 Census collected data on sex at birth and gender. Sex at birth refers to the sex assigned at birth. At the same time, gender refers to an individual's personal and social identity as a man, woman or non-binary person (a person who is not exclusively a man or a woman). It is important to note that earlier versions of the gender classification did not include the distinction between men and women and the non-binary distinction between cisgender, transgender and non-binary people until 2021.

The DWA will continue to work to report more diverse data as it becomes available.

Limitations to Labour Market Information (LMI)

The DWA mines secondary sources for data sets, custom purchases data from various sources and engages in data collection, yet data limitations remain.

The data has many limitations. For example, censuses were necessary for employment data due to their granularity, but these have considerable time delays. As such, the DWA is responding to trends between 2016 and 2021, reflecting the pandemic. While the DWA has included the commuting patterns for information, considering the significant commuting shift during the pandemic, this data should be reviewed for information purposes only and not necessarily for policy implications.

Statistics Canada's Labour Force Survey could provide more prompt and regular data on employment trends but has less data on specific occupations at more granular geographic levels.

Lack of Local LMI Data

Oshawa Census Metropolitan Area (CMA)

Durham Region's geography is limited, requiring the DWA to use the Oshawa Census Metropolitan Area (CMA). The Oshawa CMA includes Clarington, Whitby, and Oshawa. Ajax, Pickering and Uxbridge are part of the Toronto Census Metropolitan Area, including 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.

Data for smaller geographies, such as the Township of Brock and Township of Scugog, are not publicly available, are difficult to access, or do not exist. Gathering LMI about regions and industries specific to certain occupations, training, and education is impossible. This, in turn, affects the type of data used to make crucial decisions that influence policy, programming, funding and career paths. As it can afford, the DWA purchases custom LMI for the Region of Durham from Statistics Canada and will endeavour to share the data and analysis with the community.

Lack of Data Representing the Diversity of Population Groups

Diverse population groups, including Indigenous Peoples, visible minorities, Persons with disabilities, and the 2SLGBTQI+ community, continue to need LMI. Survey intervals are often five years, and the available data level stays at the national, provincial or economic region. It is best to have data available at the census level for analysis and policy development at the local level.

Cost of Data Purchases

Statistics Canada charges for custom purchases of specialized data. Custom data purchases will be made to provide Durham Region data to develop a better picture of the region. Considering the DWA's static funding, finding the funds to buy essential data sets can be challenging. The continued lack of proper funding challenges the DWA to be community-responsive and provide LMI with the community's needs, and it challenges the relevancy of the annual plan.

Skills/Occupations in Demand Data

Data on skills and occupations in demand are important for developing education and training programs aligned with qualifications. However, an agreed-upon method for projecting skills has yet to be developed.

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.

A Snapshot of Durham Region

This section provides data and analysis of changes in the region's demographics, migration trends in and out, residents' educational attainment, and changes in employment income.

Figure 1: Durham Region Population by Sex

	Total - Gender	Men+	Women+
Total - Age	565965	274000	291960
15 to 64	459160	225400	233760
15 to 19	42735	22105	20630
20 to 24	41605	21380	20220
25 to 29	42855	21780	21070
30 to 34	46940	22860	24090
35 to 39	49185	23550	25635
40 to 44	46285	21925	24360
45 to 49	45495	22355	23140
50 to 54	46670	22125	24545
55 to 59	52235	25340	26900
60 to 64	45150	21975	23175
65 to 69	35625	16765	18860
70 to 74	28655	13470	15185
75 years & over	42525	18370	24150

Source: MLISTD 2023

Figure 2: Change in Population by Municipality

Municipality	2016	2021	% change
Oshawa	159,458	175,383	10
Whitby	128,377	138,501	7.9
Ajax	119,677	126,666	5.8
Pickering	91,771	99,186	8.1
Clarington	92,013	101,427	10.2
Brock	11,642	12,567	7.9
Scugog	21,617	21,581	-0.2
Uxbridge	21,176	21,556	1.8

Source: Statistics Canada, Census of Population 2016 - 2022.

Figure 3: Durham Region Migration Patterns by Age Group, 2016 – 2021

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	41 495	23 214	18 281
18-24	17 100	14 527	2 573
25-44	83 028	47 386	36 642
45-64	27 496	28 223	-727
65+	13 197	12 041	1 156
Total	182 316	125 391	56 925

Source: Statistics Canada, Taxfiler

Workforce Trends and Change

This section examines the national, provincial, and local workforce development challenges, highlighting new trends affecting the labour market, from workforce shortages and unemployment trends to workforce aging.

Labour Force Characteristics

Statistics Canada provides data on labour force characteristics, which measures the number of persons in the labour force (employment and unemployment) and not in the labour force, the unemployment rate, the participation rate, and the employment rate.

This subsection will focus on the local labour force characteristics by reviewing the labour market participation, employment, and unemployment rates for the Region's residents.

Figure 4: Unemployment Rate by Month, Canada, Ontario, Oshawa CMA, Both Sexes, 15 yrs and older

	Canada	Ontario	Oshawa CMA
	Percentage		
Jan-24	6.1	6.3	5.5
Feb-24	6.0	6.5	5.2
Mar-24	6.4	7.0	5.1
Apr-24	6.2	6.7	5.4
May-24	6.3	7.1	5.4
Jun-24	6.2	6.9	6.1
Jul-24	6.8	7.4	6.8
Aug-24	7.5	8.3	8.5
Sep-24	6.0	6.7	8.5
Oct-24	5.9	6.4	8.7
Nov-24	6.5	7.2	7.8
Dec-24	6.2	6.8	7.5

Source: Statistics Canada, Table 14-10-0017-01, Table 14-10-0378-01

Employment Trends

Employment by Occupation

Examining employment by occupation is defined as the determination of the number of individuals employed in a particular occupation as defined by the National Occupation Classification (NOC). The NOC provides a standardized language for describing the work performed by Canadians in the labour market. Occupations are organized according to the National Occupational Classification (NOC). Every ten years, this classification is revised to accommodate changes in professions, such as the emergence of new occupations, and to introduce new features to support more profound data analysis.

The NOC 2021 Version 1.0 introduces a five-digit codification system to replace the NOC 2016 four-digit system. The digits of the NOC code reflect essential information about the occupation it represents. Changes occurred at all levels of the NOC structure. Some items were revised, while others were added, split, transferred or merged.

For example, in the 2016 version of the NOC, "broad occupational categories (BOC) 0 – Management" included all unit groups dedicated to managerial occupations. Under the 2021 NOC, the BOC 0 now only contains legislators and senior management occupations. Middle management occupations previously in BOC 0 have been redistributed into the remaining 9 BOCs based on the employment industry. For example, 0211 - Engineering managers (NOC 2016 V1.3) has

been moved to BOC 2 – Natural and applied sciences and related occupations, to unit group 20010 – Engineering managers (NOC 2021 V1.0).

As a result, it is essential to understand that the -90 percent decline in the “BOC 0 - Legislative and senior management occupations” between 2016 and 2021 reflects the change in the NOC structure, not the employment losses.

Figure 5: Employed Population by Age, Durham Region

	Employed	Employed Full-time	Employed Part Time	Unemployed	Not in the labour force
Total - Age	166935	107420	50940	22345	84720
15 to 64	158805	103195	47530	20930	45655
15 to 19	5745	320	4485	2765	13600
20 to 24	12230	3655	7375	4300	4850
25 to 29	16080	9535	5510	2435	3270
30 to 34	18595	12630	5120	2085	2180
35 to 39	19915	14350	4785	1670	1965
40 to 44	18535	13620	4140	1535	1860
45 to 49	18940	14215	4035	1400	2015
50 to 54	18065	13470	3975	1575	2490
55 to 59 y	18585	13340	4570	1650	5095
60 to 64	12120	8070	3530	1515	8340
65 to 69	5015	2890	1875	865	10880
70 to 74	2130	945	1015	375	10965
75 years &over	980	385	515	175	17215

Source: MLISTD 2023

Figure 6: Labour Force Status by Highest Level of Education, Durham Region

	Total-Highest certificate, 25-64	No certificate, diploma, or degree	Secondary School Diploma or equivalency certificate	Postsecondary certificate diploma or degree	Apprenticeship or trades certificate or diploma	College, CEGEP or other non-university certificate or diploma	University certificate or diploma below degree	University certificate or degree (bachelor's and above)
Total – Labour Force Status	565,960	79400	166100	320460	30825	135300	12230	8890
Employed	320,545	20,130	81215	219200	17170	90170	7565	6505
Unemployed	46,960	5,800	17950	23210	2540	10650	1045	515
Not in the labour force	198455	53470	66935	78045	11105	34475	3615	1875
Participation Rate	64.9	32.7	59.7	75.6	64	74.5	70.4	78.9
Employment Rate	56.6	25.4	48.9	68.4	55.7	66.6	61.9	73.2
Unemployment Rate	12.8	22.4	18.1	9.6	12.9	10.6	12.1	7.3

Source: MLISTD 2023

Figure 7: Highest Level of Education by Sex, Durham Region

	Men+	Women+
Total - Highest certificate, diploma or degree	274000	291960
No certificate, diploma or degree	40540	38855
Secondary school diploma or equivalency certificate	83460	82640
Postsecondary certificate, diploma or degree	150000	170465
Postsecondary certificate or diploma below bachelor level	87680	90665
Apprenticeship or trades certificate or diploma	22960	7860
Non-apprenticeship trades certificate or diploma	8945	5215
Apprenticeship certificate	14020	2645
College, CEGEP or other non-university certificate or diploma	59425	75870
University certificate or diploma below bachelor level	5290	6935
Bachelor's degree or higher	62315	79795
Bachelor's degree	42785	57740
University certificate or diploma above bachelor level	3825	5070
Degree in medicine, dentistry, veterinary medicine or optometry	1240	1430
Master's degree	12930	14530
Earned doctorate	1540	1025

Source: MLISTD 2023

Figure 8: Employment Income by Age, by Sex Durham Region

	Total - Employment income statistics			With employment income		
	Total	Men+	Women+	Total	Men+	Women+
15 to 19	42735	22105	20630	18580	9180	9400
20 to 24	41605	21380	20220	33480	16960	16520
25 to 29	42855	21780	21070	36780	18880	17900
30 to 34	46940	22860	24090	40840	20580	20260
35 to 39	49185	23550	25635	43165	21645	21515
40 to 44	46285	21925	24360	40865	20045	20820
45 to 49	45495	22355	23140	40140	20300	19840
50 to 54	46670	22125	24545	40865	19845	21015
55 to 59	52235	25340	26900	43105	21685	21415
60 to 64	45150	21975	23175	32145	17115	15025
65 to 69	35625	16765	18860	17675	9925	7755
70 to 74	28655	13470	15185	9250	5675	3580

Source: MLISTD 2023

Figure 9: Top 25 Occupations, Oshawa CMA

National Occupational Classification (NOC)		
1	Sales and service support occupations	22.7
2	Professional occupations in law, education, social, community and government services	17.2
3	Sales and service representatives and other customer and personal services occupations	16.2
4	Technical trades and transportation officers and controllers	14.3
5	Professional occupations in natural and applied sciences	14.2
6	Specialized middle management occupations	12
7	Front-line public protection services and paraprofessional occupations in legal, social, comm	12
8	Professional occupations in finance and business	10.7
9	Technical occupations related to natural and applied sciences	8.9
10	Occupations in sales and services	8.7
11	Administrative and financial supervisors and specialized administrative occupations	7.8
12	Administrative and financial support and supply chain logistics occupations	7.1
13	Retail sales and service supervisors and specialized occupations in sales and services	7.1
14	Administrative occupations and transportation logistics occupations	6.7
15	Middle management occupations in trades, transportation, production and utilities 9	6.7
16	Helpers and labourers and other transport drivers, operators and labourers	5.9
17	Machine operators, assemblers and inspectors in processing, manufacturing and printing	5.5
18	Professional occupations in health	5.3
19	Middle management occupations in retail and wholesale trade and customer services	5.2
20	Technical occupations in health	4.7
21	General trades	4.3
22	Supervisors, central control and process operators in processing, manufacturing and utilities	4.2
23	Assisting occupations in education and in legal and public protection	2.6
25	Assisting occupations in support of health services	2.2

Source: Statistics Canada, Table: 14-10-0430-01

Figure 10: Changes in Employment by Occupation – Durham Region, 2016 -2021

NOC 2021 V1.0 - Broad Occupational Categories (BOC)	2016	2021	2016 – 2021 Change %
All occupations	343,740	355,510	3%
0 Legislative and senior management occupations	40,195	3,830	-90%
1 Business, finance and administration occupations	57,860	69,065	19%
2 Natural and applied sciences and related occupations	22,520	31,780	41%
3 Health occupations	20,795	26,060	25%
4 Occupations in education, law and social, community and government services	41,320	44,000	6%
5 Occupations in art, culture, recreation and sport	9,690	10,025	3%
6 Sales and service occupations	80,975	88,495	9%
7 Trades, transport and equipment operators and related occupations	50,515	62,330	23%
8 Natural resources, agriculture and related production occupations	4,945	5,915	20%
9 Occupations in manufacturing and utilities	14,925	14,010	-6%

Source: Statistics Canada, Censuses 2016 – 2021, Catalogue no. 98-316-X2016001, and 98-316-X2021001

Income Profile

Change in average after-tax Household income

The average after-tax household income in Durham Region was \$14,200 in 2021, representing an increase of \$16,335 (+18.59%) from the previous Census of 2016.

Figure 11: Total Household Income, Durham Region, 2016 - 2021

Characteristic	Total (2016)	Total (2021)	% Change	Change (#)
Under \$5;000	1,890	1,410	-25.40%	-480
\$5;000 to \$9;999	1,725	735	-57.39%	-990
\$10;000 to \$14;999	3,725	1,750	-53.02%	-1,975
\$15;000 to \$19;999	5,010	2,810	-43.91%	-2,200
\$20;000 to \$29;999	12,480	10,420	-16.51%	-2,060
\$30;000 to \$39;999	13,915	10,775	-22.57%	-3,140
\$40;000 to \$49;999	15,215	12,955	-14.85%	-2,260
\$50;000 to \$59;999	15,510	13,900	-10.38%	-1,610
\$60;000 to \$79;999	30,205	28,845	-4.50%	-1,360
\$80;000 to \$99;999	28,485	27,975	-1.79%	-510
\$100;000 to \$124;999	29,645	31,945	7.76%	2,300
\$125;000 to \$149;999	22,555	26,625	18.04%	4,070
\$150;000 and over	47,545	72,885	53.30%	25,340
Median household total income (\$)	89,834	107,000	19.11%	17,166
Average household total income (\$)	106,886	126,400	18.26%	19,514
Median after-tax household income (\$)	77,398	93,000	20.16%	15,602
Average after-tax household income (\$)	87,865	104,200	18.59%	16,335

Source: Statistics Canada, Census of Population 2016 – 2021

Change in average after-tax Household income by Municipality

The average after-tax income of household income increased for the majority of Durham Region's municipalities in 2021 except (Brock). Ajax had the largest increase, going from \$93,092 in 2016 to \$112,200 in 2021. Followed by Pickering, the average after-tax income of household increased from \$96,886 in 2016 to \$115,400 in 2021. However, comparisons between provinces should be made with caution, since these income differences do not take into account additional factors such as the age of the population, which are unique to each province.

Figure 12: Change in in average after-tax income of Durham Region household, 2016 – 2021

Municipality	Total (2016)	Total (2021)	% Change	Change (#)
Ajax	93,092	112,200	20.53%	19,108
Brock	73,686	65,100	-11.65%	-8,586
Clarington	89,971	106,600	18.48%	16,629
Oshawa	71,579	86,200	20.43%	14,621
Pickering	96,886	115,400	19.11%	18,514
Scugog	90,166	105,500	17.01%	15,334
Uxbridge	99,170	114,100	15.05%	14,930
Whitby	97,877	115,700	18.21%	17,823

Source: Statistics Canada, Census of Population 2016 – 2021

Employment by Industry:

Employment by industry looks at the sectors jobs in Durham Region fall into as defined by the North American Industry Classification System (NAICS). The NAICS is designed to provide common definitions of the industrial structure for Canada, Mexico and the United States of America.

Figure 13: Changes in Employment by Industry – Durham Region, 2016 -2021

North American Industry Classification System (NAICS) 2017	2016	2021	2016 – 2021 Change %
All industries	343,740	355,510	3%
11 Agriculture, forestry, fishing and hunting	3,000	3,365	12%
21 Mining, quarrying, and oil and gas extraction	635	590	-7%
22 Utilities	7,560	7,840	4%
23 Construction	27,260	29,875	10%
31-33 Manufacturing	28,645	24,015	-16%
41 Wholesale trade	13,325	11,715	-12%
44-45 Retail trade	39,965	41,505	4%
48-49 Transportation and warehousing	16,605	17,980	8%
51 Information and cultural industries	9,890	9,220	-7%
52 Finance and insurance	22,350	24,325	9%
53 Real estate and rental and leasing	6,615	7,410	12%
54 Professional, scientific and technical services	24,150	29,255	21%
55 Management of companies and enterprises	835	1,735	108%
56 Administrative and support, waste management and remediation services	17,420	18,055	4%
61 Educational services	26,940	27,200	1%
62 Health care and social assistance	36,610	43,145	18%
71 Arts, entertainment and recreation	7,600	6,830	-10%
72 Accommodation and food services	20,630	17,860	-13%
81 Other services (except public administration)	13,655	13,870	2%
91 Public administration	20,045	19,725	-2%

Source: Statistics Canada, Censuses 2016 – 2021, Catalogue no. 98-316-X2016001, and 98-316-X2021001

Labour Market Insights for Diversity Populations

Figure 14: Labour Force Status by Racialized Population by Age, Durham Region

	Total Indigenous population				Total – Racialized Population			
	In the labour force	Employed	Unemployed	Not in the labour force	In the labour force	Employed	Unemployed	Not in the labour force
15 to 19	8595	5795	2800	12030	8595	5795	2800	12030
20 to 24	15510	11175	4335	4710	15510	11175	4335	4710
25 to 29	17070	14490	2585	4000	17070	14490	2585	4000
30 to 34	19405	16920	2485	4680	19405	16920	2485	4680
35 to 39	20675	18315	2365	4955	20675	18315	2365	4955
40 to 44	20335	18260	2075	4025	20335	18260	2075	4025
45 to 49	19285	17610	1675	3855	19285	17610	1675	3855
50 to 54	20120	18325	1800	4425	20120	18325	1800	4425
55 to 59	19275	17205	2065	7620	19275	17205	2065	7620
60 to 64	11525	10030	1500	11645	11525	10030	1500	11645
65 to 69	4425	3805	620	14435	4425	3805	620	14435
70 to 74	1415	1195	215	13775	1415	1195	215	13775
75 & over	585	490	95	23565	585	490	95	23565

Source: MLISTD 2023

Figure 15: Indigenous and Racialized Population by Age Durham Region

	Indigenous	Racialized
Total - Age	4810	91805
15 to 64	4445	81590
15 to 19	515	9105
20 to 24	620	8700
25 to 29	535	8425
30 to 34	440	9150
35 to 39	400	10345
40 to 44	320	8915
45 to 49	455	7900
50 to 54	390	7315
55 to 59	425	6540
60 to 64	345	5190
65 to 69	160	3955
70 to 74	125	3070
75 & over	75	3190

Source: MLISTD 2023

Labour Market Shifts and Challenges

In-Demand Skills

The Durham Workforce Authority (DWA) has created the Job First Durham (JFD) tool, which is used, among other things, to calculate in-demand skills mentioned in the local job postings. The JFD Labour Market Insights Report, provides monthly data on the skills, knowledge, tools and technology that employers are recruiting for, in job postings. The data in the Labour Market Insights Report can be disaggregated by sector, occupation or geographic area.

According to the JFD data, from January to December 2024, there were 49,342 job postings across Durham Region. Figure 16 matches these skills with the Essential Skills, or what is now called Skills for Success and Employability Skills.

Figure 16: Percentage of Skills Mentioned in Job Postings, Durham Region, 2024

Skills mentioned in job postings in Durham Region	Matching Essential skill (Skills for Success)	Matching Employability Skills	Percentage (%) of total job postings requiring these skills 2024	Percentage (%) change from 2023
Communication	Communication, writing, and reading		39%	+14%
Interpersonal Skills	Collaboration and communication	Adaptability, confidence, and motivation	37%	+3%
Management	Problem-solving, communication, writing, and reading	Stress management and time management	34%	+1%
Organization			25%	-1%
Customer Service	Communication, writing, and reading	Confidence and motivation	24%	-4%
Innovation	Problem-solving	Confidence	18%	+10%
Sales	Numeracy, communication, writing, and reading	Confidence and motivation	16%	-1%
Attention to Detail	Problem-solving		14%	-
Leadership	Problem-solving, communication,	Accountability, confidence, motivation and attitude	15%	+1%
Planning	Problem-solving	Accountability, confidence, motivation and attitude	11%	-
Work Independently	Adaptability		8%	-1%
Time Management		Time management	8%	-
Teamwork	Collaboration	Teamwork	7%	-
Microsoft Office	Digital, numeracy, writing, and reading	Presentation	7%	+1

Source: Jobs First Durham

Businesses in Durham Region

In 2021, local businesses in Durham Region offered 232,855 jobs (Statistics Canada, November 30, 2022). Across the Region, 320,545 people living in Durham were employed either inside or outside the community (Statistics Canada, February 2023). This section examines the five-year changes in businesses in Durham Region and the commuting pattern.

Businesses Trends

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

Canadian Business Counts provide information on active businesses by industry classification and employment-size categories.

The North American Industry Classification System (NAICS) classifies business establishments to collect, analyze, and publish statistical data on North American economies. The NAICS industry codes define establishments based on the activities in which they are primarily engaged.

1.1 Total Employment and Sector Employment

Figure 14 examines the top ten subsectors of business in the Durham Region by the number of businesses, broken down by the number of employees. As Figure 14 notes, most of the employers in these top ten industry subsectors are small employers with fewer than nine employees.

Figure 17: Number of Employers by Employee Size Range and 3-Digit Industry, June 2024

	Without employees	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +
Total	52243	10846	3110	2129	1377	438	184	70	36
Sub-total, classified	46624	9840	2993	2075	1355	436	184	70	36
531 - Real estate	13192	538	59	15	10	2	0	0	0
541 - Professional, scientific and technical services	7366	2600	212	100	47	14	8	3	0
238 - Specialty trade contractors	2813	873	297	170	70	20	7	1	0
561 - Administrative and support services	2283	489	181	85	52	24	8	2	3
621 - Ambulatory health care services	2096	867	264	174	50	9	6	4	1
485 - Transit and ground passenger transportation	1542	21	8	0	0	1	5	3	0
236 - Construction of buildings	1502	349	101	58	18	5	5	1	1
484 - Truck transportation	1389	469	22	17	19	4	2	0	0
523 - Securities, commodity contracts, and other financial investment and related activities	1356	123	17	8	23	3	0	0	0
812 - Personal and laundry services	1197	273	126	47	15	4	1	1	0

Source: Statistics Canada. Canadian Business Count. 2024

1.2 Distribution of Total Local Employers by 2-Digit Industry

Figure 15 examines the percentage distribution of industries in the Durham Region compared to Ontario's. It uses two-digit industry (NAICS) codes, so it must be noted that the industries are more far-reaching. As Figure 15 notes, Durham Region is home to slightly more businesses in construction, Professional, scientific and technical services, administrative and support, waste management and remediation services compared with Ontario.

Figure 18: Distribution of Durham Region Employers by 2-Digit Industry with Ontario Comparison, June 2024

	2-Digit Industries									
	Without employees	With employees	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +
11 - Agriculture, forestry, fishing and hunting	855	205	124	30	23	14	8	4	2	0
21 - Mining, quarrying, and oil and gas extraction	15	14	4	4	3	2	0	0	1	0
22 - Utilities	72	19	3	4	1	2	7	0	0	2
23 - Construction	4544	2057	1260	414	239	100	27	14	2	1
31-33 - Manufacturing	777	647	241	134	105	87	47	22	6	5
41 - Wholesale trade	732	649	309	135	100	77	18	5	4	1
44-45 - Retail trade	2183	2070	787	522	356	228	121	41	14	1
48-49 - Transportation and warehousing	3890	786	630	55	37	38	9	11	4	2
51 - Information and cultural industries	566	228	160	39	8	14	3	3	1	0
52 - Finance and insurance	2202	586	317	89	84	77	16	1	1	1
53 - Real estate and rental and leasing	13315	697	562	81	30	20	4	0	0	0
54 - Professional, scientific and technical services	7366	2984	2600	212	100	47	14	8	3	0
55 - Management of companies and enterprises	282	52	21	6	10	4	5	4	0	2
56 - Administrative and support, waste management and remediation services	2325	899	511	190	89	60	35	8	2	4
61 - Educational services	582	240	120	29	42	32	11	2	0	4
62 - Health care and social assistance	2767	1909	941	338	368	190	32	19	17	4
71 - Arts, entertainment and recreation	721	240	93	28	48	42	12	12	3	2
72 - Accommodation and food services	698	1302	287	365	307	263	55	25	0	0
81 - Other services (except public administration)	2728	1384	870	318	124	58	8	2	4	0
91 - Public administration	4	21	0	0	1	0	4	3	6	7

Source: Statistics Canada. Canadian Business Count. 2024

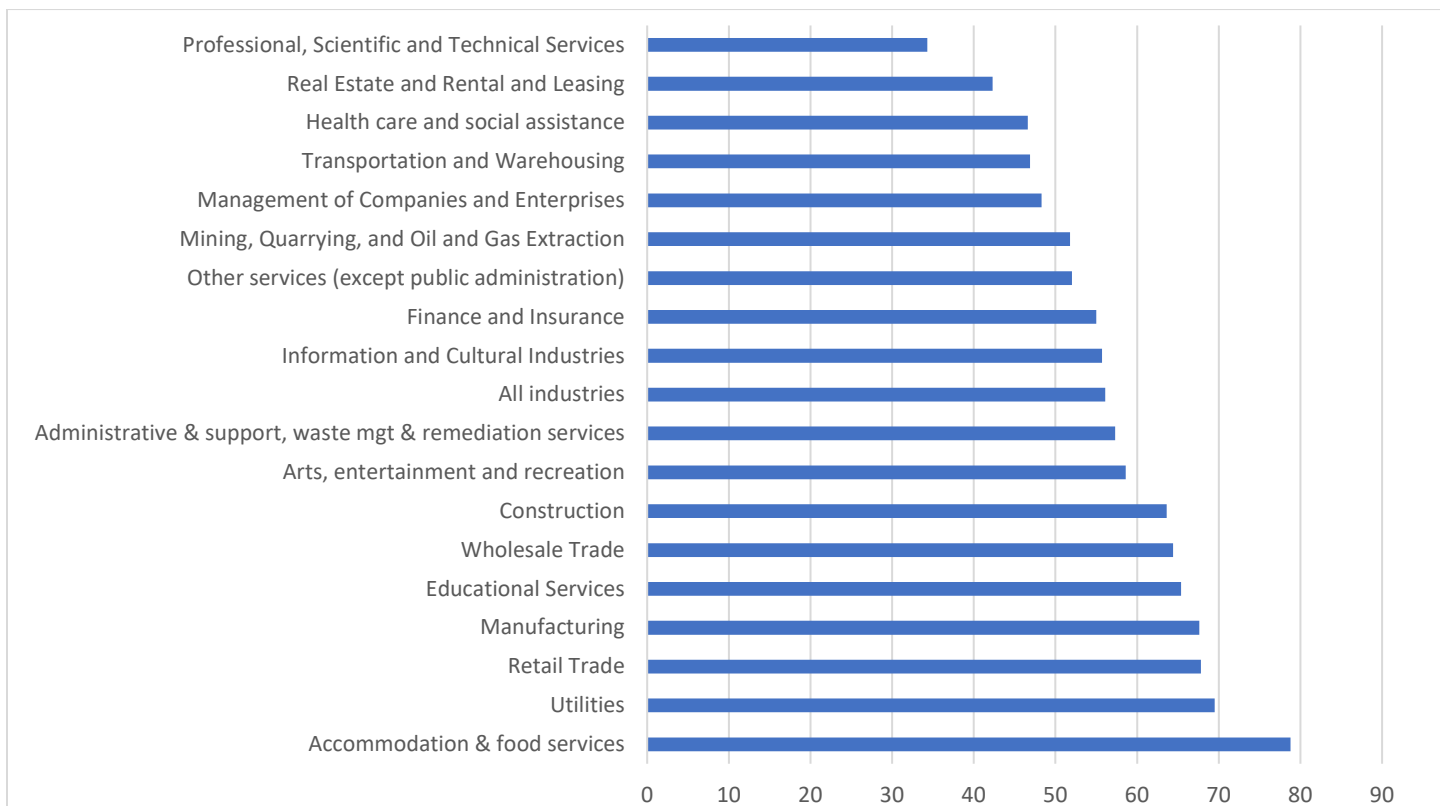
Business Obstacles

Figure 19: Business or organization obstacles over the next three months, third quarter of 2024

	Canada			Ontario		
	Labour shortage	Recruiting skilled employees	Retaining skilled employees	Labour shortage	Recruiting skilled employees	Retaining skilled employees
	Percent					
North American Industry Classification System (NAICS)	22.3	29.5	20.5	19.5	29.3	20.4
Agriculture	27.1	25.5	22.5	19.1	18	11.3
Mining	19.3	26	17.5	32.8	40.3	29.1
Construction	31.6	32.5	17.7	27.3	29.9	17.2
Manufacturing	31.3	43.7	27.5	27.3	46.6	33.3
Wholesale trade	21.1	27.1	19.9	23.8	29.6	16.7
Retail trade	23.5	36.9	29.1	17	34.5	31.4
Transportation & warehousing	14.9	15.9	7.7	2.4	4.2	2.6
Information and cultural industries	7.4	18.4	12.1	2.2	12.8	5.1
Finance and insurance	10.8	30.4	17.1	6.3	34.3	16.8
Real estate, rental, leasing	10.2	16.3	12.2	13.2	19.2	14.5
Professional, scientific and technical services	16.8	26.2	14.6	13.5	26.7	14.8
Administrative and support, waste management & remediation services	21.3	28.4	20	14.3	24.4	18.9
Health care and social assistance	20.9	30.1	23.2	19.2	29.1	23.1
Arts, entertainment and recreation	12.2	18	18.7	13	18.3	15.5
Accommodation and food services	34.7	37.5	33	38.9	43.6	39.3

Source: Statistics Canada Table: 33-10-0860-01

Figure 20: Prevalence of Skills Gap by Sector



Source: SEWS (2022)

Of the businesses that reported skills gaps in their workforce, more than half (57.5%) reported that the skills needing the most improvement are technical, practical or job-specific skills, followed by problem-solving skills (46.2%), customer service (34.3%) and critical thinking (33.4%) skills and about one in four businesses also reported that teamwork (27.8%) and oral and written communication (24.2%) skills need improvement. Conversely, fewer than 1 in 10 businesses reported that their workforce needed to improve reading comprehension (3.6%) and basic math and calculating skills (6.8%). (AI, 2022)

Commuting Patterns

Commuting patterns examine where people live in comparison to where they work. Nearly 43.2 percent of Durham Region residents commute out of the Region to work. Pickering, Uxbridge, and Clarington tend to see the most residents leaving the municipality to work.

Workers by Place of Residence

Place of residence refers to where an individual lives, regardless of where they work (i.e., Durham Region residents). Figure 34 examines the top five places of residence for jobs in each municipality in Durham Region.

Figure 21: Municipal Commuting Patterns, Top Five Places of Residence by Place of Work, 2021

Place of work	Place of residence	Total (2021)
Ajax	Ajax	8,825
	Oshawa	2,780
	Whitby	2,525
	Toronto	1,600
	Pickering	1,460
Brock	Brock	1,215
	Kawartha Lakes	545
	Ramara	100
	Georgina	100
	Uxbridge	95
Clarington	Clarington	10,585
	Oshawa	2,500
	Whitby	1,035
	Kawartha Lakes	610
	Port Hope	415
Oshawa	Oshawa	17,860
	Clarington	6,045
	Whitby	3,745
	Ajax	1,360
	Toronto	1,065
Pickering	Pickering	6,485
	Ajax	3,465
	Toronto	2,925
	Oshawa	2,325
	Whitby	2,305

Scugog	Scugog	2,635
	Kawartha Lakes	695
	Oshawa	560
	Clarington	275
	Whitby	260
Uxbridge	Uxbridge	2,375
	Scugog	305
	Kawartha Lakes	275
	Brock	270
	Whitchurch-Stouffville	210
Whitby	Whitby	11,620
	Oshawa	7,315
	Clarington	3,565
	Ajax	1,925
	Toronto	1,320

Source: Statistics Canada, Census 2021, Table 98-10-0459-01

Workers by Place of Work

Place of work is defined as the location of a job regardless of where an individual lives (i.e., jobs in Durham Region). Figure 35 examines the top five places of work for Durham Region residents in each municipality.

Figure 22: Municipal Commuting Patterns, Top Five Places of Work by Place of Residence, 2021

Place of residence	Place of work	Total (2021)
Ajax	Toronto	12,090
	Ajax	8,825
	Pickering	3,465
	Whitby	1,925
	Markham	1,590
Brock	Brock	1,215
	Uxbridge	270
	Georgina	235
	Newmarket	225
	Kawartha Lakes	200
Clarington	Clarington	10,585
	Oshawa	6,045
	Toronto	3,870
	Whitby	3,565
	Pickering	1,555
Oshawa	Oshawa	17,860
	Toronto	7,780
	Whitby	7,315
	Ajax	2,780
	Clarington	2,500

Pickering	Toronto	10,780
	Pickering	6,485
	Markham	1,510
	Ajax	1,460
	Whitby	880
Scugog	Scugog	2,635
	Oshawa	590
	Toronto	510
	Whitby	450
	Uxbridge	305
Uxbridge	Uxbridge	2,375
	Toronto	715
	Markham	545
	Whitchurch-Stouffville	445
	Newmarket	260
Whitby	Whitby	11,620
	Toronto	8,910
	Oshawa	3,745
	Ajax	2,525
	Pickering	2,305

Source: Statistics Canada, Census 2021, Table 98-10-0459-01

Skilled Trades in Durham Region

The Literacy Network of Durham Region (LiNDR) and the DWA collaborated on the Pathways to Skilled Trades Report. The report reviewed pathways to skilled trades in Durham Region's priority clusters. The report aimed to understand the local Skilled Trades and Apprenticeship landscape, focusing on understanding pathways for literacy clients and the implications of Literacy and Basic Skills (LBS) on workforce and economic development in Durham Region.

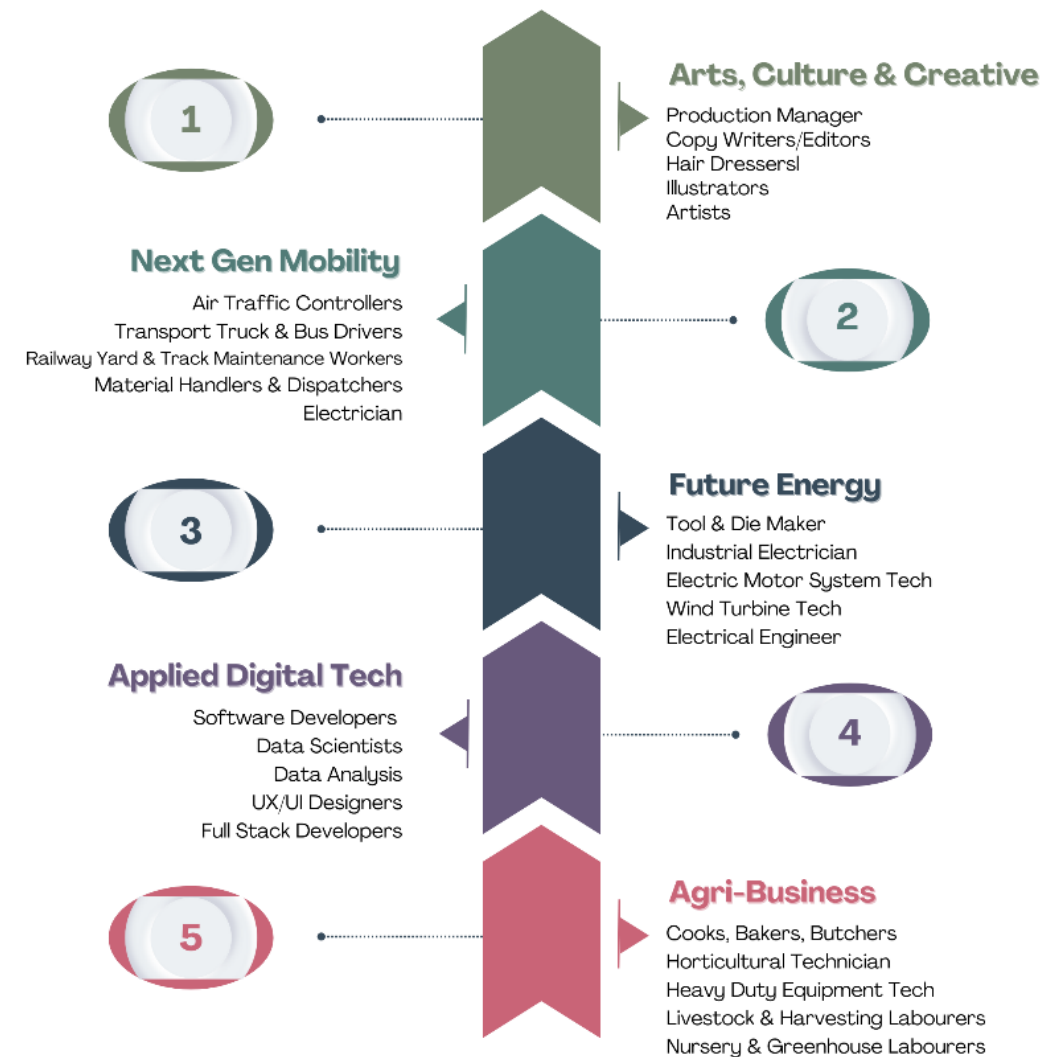
The core objectives of this study were to:

- Identify the local skilled trades cluster groups and affiliated trades related to Durham Region's priority clusters
- Consult with apprenticeship stakeholders representing the priority clusters
- Understand in-demand skilled trades that represent suitable pathways from literacy and skilled trades programs
- Create recommendations tailored to the local context.

Priority Clusters

In 2023, Invest Durham, Durham Region's Economic Development and Tourism Division, released a refreshed Strategy and Action Plan: Ready Set Future - A PLACE Blueprint for Durham. The Invest Durham PLACE blueprint outlines five key priority clusters. A cluster is a geographic concentration of related companies, suppliers, service providers, educational institutions and research and development intuitions in a particular field. Clusters can increase productivity and efficiency of individual organizations and can stimulate innovation and new business formation.

Durham's Future Economy



Data Walk 2024

Invest Durham - Economic Development and Tourism Strategy and Action Plan

The following chart is extracted from the full skilled trades report. To read the entire report, visit [this link](#).

Sector	Red Seal	Compulsory	Voluntary
Agri-Food	Horticultural Technician Cook Baker Welder Electrician Construction & Maintenance Agriculture Equipment Technician Heavy Duty Equipment Technician	Electrician Construction & Maintenance	Agricultural Dairy Herdsperson Agricultural Fruit Grower Horse Groomer Horse Harness Maker Institutional Cook Packaging Machine Mechanic Arborist Assistant Cook Baker Blacksmith Chef Process Operator Food Manufacturing Retail Meat Cutter Saddlery Water Well Driller Automation Service Specialist
Next Gen Mobility	Electrician Construction & Maintenance Parts Technician Architectural Glass and Metal Technician Auto Body and Collision Damage Repairer Automotive Service Technician Automotive Painter Electric Motor System Technician	Electrician Construction & Maintenance Alignment and Brakes Technician Automotive Electronic Assembly Technician Automotive Service Technician Fuel and Electrical Systems Technician Auto Body Repairer Auto Body and Collision Damage Repairer	<i>Architectural Glass and Metal Technician</i> <i>Automotive Glass Technician</i> <i>Architectural Glass and Metal Technician</i> <i>Computer Numerical Control (CNC) Programmer</i> <i>Construction Millwright</i> <i>Die Designer,</i> <i>Draftsperson Mechanical</i> <i>Draftsperson Plastic Mould Design</i> <i>Draftsperson Tool and Die Design</i> <i>Electric Motor System Technician</i> <i>Electronic Service Technician</i> <i>Parts Technician</i> <i>Power Lift Truck Technician</i>
Future Energy	Tool and Die Maker Construction Boiler Maker Industrial Electrician Powerline Technician Electrician Construction & Maintenance Architectural Glass and Metal Technician Heat and Frost Technician Truck and Coach Technician Electric Motor System Technician	Electrician Construction & Maintenance Fuel and Electrical Systems Technician Transmission Technician Truck and Coach Technician	Architectural Glass and Metal Technician Computer Numerical Control (CNC) Programmer Draftsperson Plastic Mould Design Draftsperson Tool and Die Designer Industrial Electrician Motive Power Machinist Process Operator Power Bearings Mechanic Construction Millwright Construction Boiler Maker Electric Motor System Technician Electronic Service Technician Heat and Frost Insulator Powerline Technician Tool and Die Maker Utility Arborist
Arts, Culture, Creative	Hairstylist Carpenter	Hairstylist Carpenter	
Applied Technology			IT Contact Centre Sales Agent IT Contact Centre Customer Service Agent IT Contact Centre Technical Support Agent IT Hardware Technician

Employment Ontario Data

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) provides workforce planning boards with aggregated Employment Ontario (EO) program data, broken down by individual Local Board area, accompanied by regional and provincial comparators. It is intended that these data elements serve as the basis for evidence-based discussions about local service issues –gaps, overlaps and under-served populations - with EO service providers. The purpose of the data analysis and local employment service network discussions is to enable the service network to plan coordinated actions that address the issues.

The program information released and shared within this document is for the largest EO programs for which consistent and reliable information is available. This information is derived from data entered by EO service providers into the Employment Ontario Information System Case Management System and has been extracted by the ministry. Apprenticeship data has been extracted from the Apprenticeship Application and rolled up by Local Board areas.

Employment Services

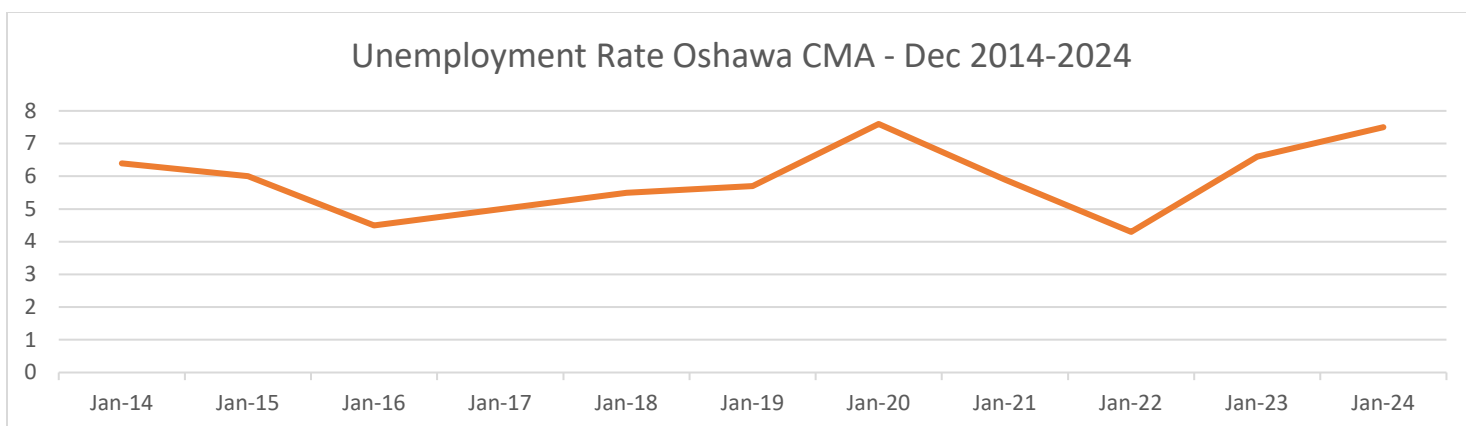
In Durham Region in the 2023 – 2024 there are 4933 clients who utilized Employment Services with an additional 13881 clients who used Employment Services for information and referral. The following data figures provide an overview of clients using Employment Services in Durham Region and the outcomes.

Number of clients 2014 - 2023

Figure 23: Number of clients who utilized Employment Services in Durham Region, 2014 – 2024

Number of Clients	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Assisted Service Clients	8,739	7,979	8,477	7,961	8,272	8,169	4,910	4,645	4354	4933
Unassisted R&I Clients	18,965	17,190	18,590	17,795	19,927	23,702	12,628	17,098	19270	13881

Source: Ministry of Labour, Training and Skills Development. 2024.



Source: Statistics Canada. Table 14-10-0378-01

Clients by Age Group

Figure 24: Employment Services, Client by Age Group, Durham Region 2023 – 2024

Age Group	Total
15-24	1037
25-44	2403
45-64	1342
65 and older	150

Source: Ministry of Labour, Training and Skills Development. 2024.

Highest Level of Education at Intake

Figure 25: Employment Services, Highest Level of Education at Intake, Durham Region, 2023-2024

Highest Level of Education at Intake	Total
Less than Grade 9	33
Less than Grade 12	368
Completion of Secondary	1,632
Certificate of Apprenticeship / Journey Person	57
Certificate/Diploma	1274
Applied/Associate/bachelor's degree	880
Postgraduate	361
Other (Some Apprenticeship/College/University)	326

Source: Ministry of Labour, Training and Skills Development. 2024.

Designated Groups

Figure 26: Employment Services, Designated Groups, Durham Region, 2023 – 2024

Designated Groups	Total
Indigenous Group	78
Deaf	17
Deaf/Blind	X
Francophone	155
Internationally Trained Professionals	1118
Newcomer	966
Person with Disability	827
Racialized	1032

Source: Ministry of Labour, Training and Skills Development. 2024.

Source of Income

Figure 27: Employment Services, Source of Income, Durham Region, 2022 – 2023

Source of Income	Total
Crown Ward	X
Dependent of OW/ODSP	53
Employed	487
Employment Insurance	309
No Source of Income	2794
Ontario Disability Support Program	335
Ontario Works	517
Other	377
Self Employed	56

Source: Ministry of Labour, Training and Skills Development. 2023.

Length of Time Out of Employment/Training

Figure 28: Employment Services, Length of Time Out of Employment/Training, Durham Region, 2023 – 2024

Length of Time Out of Employment/Training	Total
Less than 3 months	1745
3 - 6 months	677
6 - 12 months	636
More than 12 months	1359
Unknown	516

Source: Ministry of Labour, Training and Skills Development. 2024.

Outcome at Exit Summary

Figure 29: Employment Services, Outcome at Exit Summary, Durham Region, 2023– 2024

Outcome at Exit Summary	Total
Employed	2794
In Education/Training	578
Other (Independent, Unable to Work, Volunteer)	117
Unemployed	568
Unknown	568

Source: Ministry of Labour, Training and Skills Development. 2024.

Literacy and Basic Skills

In 2023 – 2024 there are 819 learners who utilized Literacy and Basic Skills. The following data figures provide an overview of clients using Literacy and Basic Skills in Durham Region and the outcomes.

Clients by Age Group

Figure 30: Literacy and Basic Skills, Client by Age Group, Durham Region 2023 – 2024

Age Group	Total
15-24	367
25-44	476
45-64	236
65 and older	36

Source: Ministry of Labour, Training and Skills Development. 2024.

Highest Level of Education at Intake

Figure 31: Literacy and Basic Skills, Highest Level of Education at Intake, Durham Region, 2023 – 2024

Level of Education	Total
Less than Grade 9	48
Less than Grade 12	192
Completion of Secondary	438
Certificate of Apprenticeship / Journey Person	14
Certificate/Diploma	177
Applied/Associate/Bachelor Degree	125
Post Graduate	36
Other (Some Apprenticeship/College/University)	64

Source: Ministry of Labour, Training and Skills Development. 2024.

Designated Groups

Figure 32: Literacy and Basic Skills, Designated Groups, Durham Region, 2023 – 2024

Indigenous Group	47
Deaf	42
Deaf/Blind	X
Francophone	32
Internationally Trained Professionals	X
Newcomer	241
Person with Disability	292
Racialized	218

Source: Ministry of Labour, Training and Skills Development. 2024.

Source of Income

Figure 33: Literacy and Basic Skills, Source of Income, Durham Region, 2022 – 2023

Source of Income	Total
Crown Ward	X
Dependent of OW/ODSP	14
Employed	265
Employment Insurance	35
No Source of Income	281
Ontario Disability Support Program	123
Ontario Works	171
Other	77
Self Employed	28

Source: Ministry of Labour, Training and Skills Development. 2024.

Goal Path

Figure 34: Literacy and Basic Skills, Learner Goal Path, Durham Region 2023 – 2024

Goal Path	Total
Apprenticeship	106
Employment	407
Independence	66
Postsecondary	405
Secondary School Credit	134

Source: Ministry of Labour, Training and Skills Development. 2024.

Outcome at Exit Summary

Figure 35: Literacy and Basic Skills, Outcome at Exit Summary, Durham Region, 2023 – 2024

Outcome at Exit Summary	Total
Employed	147
In Education/Training	273
Other (Independent, Unable to Work, Volunteer)	24
Unemployed	171
Unknown	X

Source: Ministry of Labour, Training and Skills Development. 2024.

Apprenticeship

Apprenticeship is still a critical issue for Durham Region. From 2013 to 2018, the number of new registrants and Certificates of Apprenticeship issued in Durham Region has trended downward for five years. There was a significant dip in 2020 but exited from analysis as this was during the pandemic when hands-on learning would have been challenging. The number of registrants rebounded in 2021 as pandemic restrictions began to lift. Despite this, there are fewer registrants than needed in the system. The provincial government has been promoting skilled trades occupations and funding new training programs to support employers and apprentices.

New Registrants

Figure 36: Number of New Apprenticeship Registrations in Durham Region 2013– 2024

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
1139	1101	961	892	1071	1192	965	495	704	828	905

Source: Ministry of Labour, Training and Skills Development. 2024.

MILSTD issues a Certificate of Apprenticeship, which is earned when an apprentice completes all the apprenticeship program requirements for their chosen trade.

Certificates of Apprenticeship Issued

Figure 37: Number of Certificates of Apprenticeship Issued in Durham Region 2013 - 2024

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
581	434	301	445	541	384	328	199	294	261	369

Source: Ministry of Labour, Training and Skills Development. 2024.

Figure 38: Average Age of Apprentices in Durham Region 2013 – 2024

2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
27	26	26	26	27	26	26	27	26	26	26

Source: Ministry of Labour, Training and Skills Development. 2024.

Figure 39: Number of Apprentices by Age Group in Durham Region, 2023 - 2024

Age	Total
15-24	475
25-44	387
45-64	40
65 and older	x

Source: Ministry of Labour, Training and Skills Development. 2024.

Figure 40: Distribution of Durham Registered Apprentices

Apprenticeship	Trade #	2019-20	2020-21	2021-22	2023-24
Automotive Service Technician	310S	168	100	130	147
Cook	415A	14	0	0	11
Child Development Practitioner	620C	48	22	53	44
Electrician – Construction and Maintenance	309A	152	104	118	189
Industrial Electrician	442A	12	0	0	X
Elevating Devices Mechanic	636E	115	31	59	11
Industrial Mechanic Millwright	433A	40	25	21	27

Plumber	306A	67	51	91	102
Steamfitter	307A	0	0	20	18
Welder	456A	17	0	0	20
Truck and Coach Technician	310T	40	18	35	54
Refrigeration and Air Conditioning Systems Mechanic	313A	14	17	14	11
Residential Air Conditioning Systems Mechanic	313D	19	0	12	17
Hairstylist	332A	126	45	61	69
General Carpenter	403A	21	14	16	40
Sheet Metal Worker	308A	25	0	0	12
Auto Body and Collision Damage Repairer	310B	11	0	0	X
Arborist	444A	11	0	0	X
Instrumentation and Control Technician	447A	11	0	0	X
Information Technology - Network Technician	634C	0	0	0	X

Source: Ministry of Labour, Training and Skills Development. 2024.

Recommendations

Recommendation One: Continued research to understand new trends and their implications for Durham Region labour market.

This report has identified the imbalance between labour supply and demand as a long-standing issue in the Canadian landscape. This issue has been fueled by rising retirement rates, an aging population, technological changes, and the disruption of migration flows during COVID-19. Further research is needed to understand the impact of these issues and other new trends on the labour market. The DWA will continue to work with partners to develop a deeper understanding of new trends and issues affecting the local labour market.

DWA Role:

- Conduct key informant interviews and focus groups with community partners, service providers, economic developers, and the DWA Board of Directors to identify opportunities, gaps and challenges in the local labour market.
- Conduct comprehensive research to understand the local labour market trends and workforce development challenges in Durham Region.

Update

The DWA hosted a 'Red Tape and Road Blocks' event not funded through MLISTD to highlight system-level challenges for labour market attachment. The event's debrief session served as a community focus group.

The DWA hosted its annual Data Walk to share LMI.

The DWA has hosted key informant interviews and community planning events to address labour market issues with employers.

Recommendation Two: Expand work with community partners to understand local needs for labour market information.

The LMP is a detailed snapshot of the Durham Region labour market. It includes the most recent local labour market indicators, Employment Ontario data, local labour market intelligence gathered from employers and service providers, and other economic and occupational data. The DWA will continue to work with partners to develop a shared understanding of local data priorities.

DWA Role:

- Conduct community consultations with critical stakeholders to identify the local data priorities.
- Host a labour market information session focused on disseminating DWA-generated data points.
- Bring together a workforce planning table to collaborate with Economic Development teams across the Region. A cross-sector platform to elevate the awareness of the data and services already in place. The table would facilitate streamlined coordination between organizations and improve the visibility of available tools, resources, and programs. A coordinated approach can also serve as a forum to identify workforce development services and skills gaps. By aligning this effort with those of the efforts and governance model of the Region's System Services Manager, there can be a more coordinated approach to workforce development and resource optimization.

Update

The DWA hosted several kitchen table conversations and coffee klatches with diverse community partners to understand critical challenges for labour market attachment.

The DWA shared LMI with the community using the data generated from its Jobs First Durham (JFD) platform.

Recommendation Three: Expand work with employers and seek their input and perspective to understand their labour market needs.

The DWA will continue to work with employers through various initiatives to develop a comprehensive understanding of their labour market needs and workforce challenges.

DWA Role:

- Conduct one-on-one interviews with key employers better to understand the workforce challenges and their labour market needs.
- Utilize 'Jobs First' Data to identify potential skilled trade pathways with employers. Through detailed data analysis using the DWA Job's First data, LiNDR and workforce development partners in Durham Region can identify labour market trends, skills shortages, educational needs and career pathways. In addition to understanding key trends, the employer data in Jobs First Durham can be used to identify industries and employers who are consistently seeking workers.
- Labour Market Data updates in monthly *Workforce Watch* newsletter and quarterly data reports focused on a priority issue in Durham.

Update

The DWA is working with employers in Durham Region's five priority clusters to understand their employment needs better.

The DWA will map jobs in Durham to the priority clusters to understand what occupations in these clusters could be potential employment for Employment Ontario clients. This information will be shared with the service providers.

Appendix 1: Glossary of Terms

Labour Shortage is the excess of labour demand in the labour supply in each occupation.

Job Vacancy is an unfilled position within an organization for which the employer is looking to hire. Labour demand is commonly defined as the sum of met demand (i.e., number of employed) and unmet demand (i.e. number of job vacancies).

Skilled Workers refers to highly trained, educated, or experienced segments of the workforce that can complete more complex mental or physical tasks on the job.

Labour Force (LF) is the number of civilian, non-institutionalized persons 15 years of age and over who, during the reference week, were employed or unemployed. Put differently, it is the sum of those persons deemed either employed and unemployed.

Labour Force Status explains whether an individual is employed, unemployed or not in the labour force.

Participation Rate refers to the number of labour force participants (those deemed employed or unemployed) expressed as a percentage of the population aged 15 years and over.

Not in the Labour Force (NILF) refers to members of the working age population who are neither employed nor unemployed. Retired individuals and “stay-at-home” moms and dads, or other caregivers may be examples of those not in the labour force.

Employment refers to the number of people who are employed in return for wages and other benefits. In addition, there are two broad categories of workers; those who work for themselves (self employed) and those who work for others (employees).

Employment Rate is the number of employed people as a percentage of the working age population. The rate for a particular group; for example, youth aged 15 to 24, is the number employed in that group as a percentage of the population for that group.

Unemployment: A Persons in unemployment are defined as all those of working age who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity.

Unemployment Rate is the number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group is the number of unemployed persons in that group expressed as a percentage of the labour force for that group

Census Metropolitan Area is an area consisting of one or more adjacent municipalities centered on a population core. It has a population of at least 100,000, of which 50,000 or more live in the core.

National Occupation Classification (NOC) provides a national organizational framework for classifying occupations in the Canadian labour market. The basic principle for classification of the occupations is the nature of the work. Occupational groups are determined according to the tasks performed, duties and responsibilities in the job description. It has a five-level hierarchical arrangement. The NOCs contains broad occupational categories (one-digit), major (two-digit), minor (three-digit), unit groups (four-digit), and another unit group (five-digit).

North American Industry Classification System (NAICS) is an industry classification system developed by the statistical agencies of Canada, Mexico and the United States. NAICS is a comprehensive system encompassing all economic activities in Canada and is important to the study of the labour market. NAICS also has a hierarchical structure. At the highest level,

NAICs divides the economy into 20 sectors. At lower levels, it further distinguishes the different economic activities in which businesses are engaged. The NAICs numbering system has adopted a six-digit code. The first two digits designate the sector, the third digit designates the subsector, the fourth digit designates the industry group and the fifth digit designates the industry. The sixth digit is used to designate national industries. A zero as the sixth digit indicates that there is no further national detail.

Appendix Two

Community Labour Market Information Consultation Strategy

Throughout the year, the DWA has engaged in consultations in a variety of ways. We connected with community groups, including:

- The Employment Ontario Network: providing LMI information, seeking feedback on reports and potential partnerships, training on Unreasonable Hospitality and skilled trades
- Local Government: Economic Development Officers, Ontario Works, providing lmi and seeking feedback on potential partnerships
- Community Stakeholders: Durham Community Health Centre, Feed the Need Durham, Whitby Chamber of Commerce, Greater Oshawa Chamber of Commerce, Clarington Board of Trade, Spark Centre, Community Care Durham, Business Advisory Centre Durham Region, Durham Region Labour Council, Elevating Devices Union, Frost Insulators, Durham District School Board

In addition, the DWA is involved in working groups to broaden our work:

- Ontario Tourism Education Corporation
- DEI Committee, Whitby Chamber of Commerce
- Oshawa Economic Development Business Expansion and Retention project

The Community Labour Market Information (LMI) Consultation Strategy ensures that labour market data is collected, analyzed, and issued effectively, reflecting the community's needs, opportunities, and challenges. The strategy designed to ease engagement and collaboration with stakeholders.

Strategy goals:

- Identifying skill gaps and labour market needs
- Understanding employment trends and opportunities
- Facilitating community-driven workforce development
- Informing local policies and programs to support employment

Stakeholders

Engage a diverse group of participants, including:

- Employers: Local businesses, industry associations, and entrepreneurs
- Job Seekers and Workers: Individuals from different demographics and skill levels
- Community Organizations: NGOs, educational institutions
- Government Bodies: Local municipalities, employment services, and economic development departments
- Special Interest Groups: Youth, minorities, underrepresented communities, and persons with disabilities

Consultation Activities

Depending on broader community engagement activities that are annually planned, the DWA will design activities that promote meaningful engagement and data collection:

Community Surveys

The DWA will conduct a skill shed survey that biannually measures labour market supply and demand using a regional and municipal representative sample linked to employers, clusters and the population. Initial feedback shows that a longer interval between surveys is desired.

Purpose: Gather quantitative data on employment, education, and skill needs

Methods: Online surveys

Focus Groups

Purpose: Encourage in-depth discussions about labour market experiences and perspectives.

Participants: A custom-created survey for employers with input from community leaders interested in the data. A custom study was created for job seekers with input from community leaders interested in the data.

Occasional Town Hall Meetings

The DWA, as it deems practical and can afford, host open platforms for the community to voice opinions and share insights

Format: Use interactive tools like Q&A sessions, live polling, or breakout discussions

One-on-One Interviews

The DWA has found that key informant/one-on-one interviews yield the most valuable information for the LMP and future projects.

Purpose: Collect detailed insights from key stakeholders, such as industry leaders or policymakers

Data Analysis Workshops

The DWA has found that Data Analysis Workshops are a valuable opportunity to share data, encourage its use, and obtain information for the LMP and future projects. The DWA presents at professional development meetings and grade 10 career classes and offers the annual data walk.

Purpose: Review and confirm findings collaboratively with stakeholders

Output: Develop actionable recommendations

Utilize Inclusive Approaches

Keeping with the [DWA's research strategy](#), which was updated in 2022, to ensure the DWA is in as much as it can afford, will provide local diversity LMI. The DWA will ensure the consultation strategy reflects the diverse community by:

- Host events in accessible locations with inclusive language support
- Schedule sessions at varied times to accommodate different availability
- Use targeted outreach for marginalized and underserved groups

This strategy ensures that labour market information reflects community needs and enables collaborative solutions to address employment and workforce challenges.