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Simcoe Muskoka
Workforce
Development Board

Youth And Entry-Level Jobs In Ontario, Simcoe And Muskoka A Historical Overview

INVESTIGATING THE CHALLENGES OF RECRUITING AND RETAINING YOUNG WORKERS



Ontario

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EXECUTIVE SUMMARY

This report investigates long-term historical trends relating to youth employment, education and costs-of-living in the context of entry-level jobs, for Ontario, Simcoe and Muskoka.

Through the 1980s and 1990s, average employment income for youth declined in real terms, especially for males. Since then, incomes have more or less stayed flat. Despite increasing levels of educational attainment, youth aged 15-24 years old are working in slightly larger proportions in jobs that only require a high school diploma or less. These higher levels of education may well help them in their future career aspirations, but they do not experience the labour market benefits of their investment in education while they are youth.

Unlike families during this period, where the increasing participation of females in the labour force offset the burden of rising costs, youth have had to adjust to these rising costs through other means, including by relying on living at home with their parents in higher proportions, a trend that continues among those aged 25-29 years old.

As an illustration of this intersection of changes in wages and costs, in 1980 it took 277 hours of working at minimum wage to pay for the annual tuition of the average Ontario university undergraduate program. By 2017, that figure rose to 747 hours. This figure dropped to 566 hours in 2019 as a result of the increase in Ontario's minimum wage from $11.40 to $14.00 an hour.

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INTRODUCTION

Consider a typical family household in the 1960s or 1970s: dad going to work every morning, mom staying home, raising the children and attending to domestic chores. Some of us grew up in such households. Those who are younger can nevertheless relate to this image from television shows or movies depicting those times. This stereotype is reflected in the data: in 1976, the proportion of Canadian families where only one parent earned a paycheque stood at 59%; by 2015, that proportion had been cut in half, to 27%. During that same period, the share of dual-income families rose from 36% (one-third) to 69% (two-thirds).[1]

It is hardly the case that families with dual-earners were twice as wealthy. Some of those additional wages was used to pay for others to mind the children and sometimes other services or appliances were acquired to take up the burden of domestic work. Those additional wages were also eaten up by increased costs over time, which in many households were out-stripping the employment income of the original single wage earner.

Another way to look at this interplay of wages and increasing costs is to remember that in that stereotypical single-earner family in the 1960s, the mortgage payments were being met, a new car was parked in the driveway and the family had access to the usual amenities one would expect of a middle-class lifestyle for that time. By 2015, these same features now required two incomes to sustain and, even then, consumer debt rose as well.

If that is how families coped with increasing prices and wages that did not keep up, imagine the circumstances of youth,[2] whose wages during this same period actually declined in real terms.

The purpose of this report is to explore why local employers face challenges in recruiting entry-level workers. The intent of this assignment was to investigate what have been the trends over a longer period of time, in relation to wages and costs, especially as they pertain to youth, large numbers of whom work in entry-level jobs.

1 "The rise of the dual-earner family with children," *Canadian Megatrends*, Statistics Canada, May 30, 2016.
2 For this study, youth are defined as those aged 15-24 years old.

Over the past several decades, the percentage share of youth in the total population has declined, as has their share of the labour force, and so this pool of entry-level job candidates has gotten smaller. At the same time, youth have been staying in school longer, with their higher levels of educational attainment offering the promise of new career options.

Yet despite these increasing levels of education, average employment income for youth has fallen in constant dollar terms over the last several decades. As well, youth are just as likely to work in entry-level jobs as before, having regard for their smaller share of the labour force.

This study documents these changing labour market patterns for youth in Ontario, and for Simcoe and Muskoka where the data is available. It also provides a picture of the cost-of-living side of this narrative, including itemizing certain specific costs for youth.

The overall conclusion is that for many youth, labour market outcomes have gotten worse over the decades. While their higher levels of educational attainment may well serve them well in their future adult years, the outcomes for youth aged 20-24 years old have been poor.

Our youth deserve better.

Despite increasing levels of education, average employment income for youth has fallen in constant dollar terms over the last several decades.

LABOUR FORCE, EDUCATION, WAGES

This section aims to explore a number of trends over time relating to the labour market, particularly as these trends relate to entry-level jobs.[3] While the majority of youth[4] work in entry-level jobs, they make up a minority of all entry-level workers. However, trends relating to youth shed a light on what is happening to entry-level jobs generally.

For the labour market data analysis, reliance has been made on Census data, because it provides the most robust data set, which also can usually be dissected down to the Simcoe and Muskoka levels. As a result, the data time periods correspond to Census years, the most recent being 2016. Depending on data availability, the analysis goes back to either 1991 or 1981.[5]

INTRODUCTION TO LABOUR MARKET ANALYSIS

This section of the report delves deep into the numbers. In many instances, various choices are made regarding appropriate indicators and comparisons, and it is easy to get lost in the data weeds. The purpose of this introductory section is to explain the end conclusion arising out of the data analysis in this section, to provide a roadmap for navigating the charts and tables that follow.

The narrative is relatively simple (it just takes a lot of data to provide the evidence):

- Once the Baby Boom generation reached their teenage and early adult years, the proportion of youth in the general population started to decline
- This decline of youth as a proportion of the general population also resulted in a corresponding decline in the youth share of the labour force
- Males and females experienced different trends in their participation rates (the share of individuals 15 years and older who are either working or actively looking for work): in general, male participation rates have declined, across all age groups and geographies; participation rates of older women increased, but declined for younger women, and declined less in Simcoe and Muskoka
- School attendance by youth between 1991 and 2016 increased, somewhat for youth aged 15-19 years old, much more so for youth aged

3 For the purpose of this analysis, entry-level jobs are defined as those occupations which typically require a job candidate to have a high school diploma or no certificate.
4 In this study, youth are individuals aged 15-24 years old. In most cases, the analysis will also breakdown the data for those aged 15-19 years old and 20-24 years old.
5 The Simcoe Muskoka Workforce Development Board also purchased a customized data set from Statistics Canada, drawing on Census data from 1981, 1991, 2006 and 2016.

20-24 years old, especially for females; this same pattern held for Simcoe and Muskoka, except that the school attendance rate for males aged 20-24 years old hardly increased

- As the rate of youth attending school increased for most categories, the proportion of youth participating in the labour force while also attending school declined during this same time period, although less so in Simcoe and Muskoka; in the case of Muskoka youth aged 15-19 years old, it actually increased
- Staying longer in school has increased the levels of educational attainment among Ontario youth, especially among females; the same trends hold for Simcoe and Muskoka, although with slightly lower increases in the levels of educational attainment

So, the first part of the labour market story tells us (with some variations for Simcoe and Muskoka):

IN TERMS OF PROPORTIONS/PERCENTAGES:

Fewer youth

Fewer youth in the labour force

Youth staying in school longer

Fewer youth working while being in school

Higher levels of educational attainment among youth

The narrative continues:

- In terms of the mix of occupations, the profile of jobs held by all males has not changed all that much between 1991 and 2016, just a slight increase in the proportion of jobs requiring a university degree; for females, there has been a greater shift, with a larger drop in jobs requiring only a high school diploma or less and a corresponding increase in jobs that require a post-secondary degree, especially a university degree
- Yet among male and female youth in Simcoe and Muskoka, there has been an increase in the proportion of youth working in jobs that require no educational certificate over this same period
- Even with increasing levels of educational attainment and despite lower participation in the labour force, the concentration of youth in jobs that require a high school diploma or less has increased slightly, in comparison to their share of the labour force
- Average employment income for youth aged 20-24 years old working full-time and full-year has declined in real terms (dollars that have been adjusted for inflation), particularly among males
- When one looks at all jobs (full-year/full-time; full-year/part-time; part-year/part-time or full-time) for occupations with higher concentrations of youth, average employment incomes have declined or stayed more or less flat

It is possible that youth achieving higher levels of educational attainment are realizing the benefits of their education at a later point in the careers. Yet even among those aged 20-24 years old, a larger portion of whom would be graduates of post-secondary schooling and be in the labour force, they are more likely in 2016 to be in jobs which require a high school diploma or less than was in case in earlier years and on average they are earning less income.

FOR YOUTH AGED 20-24 YEARS OLD

Despite higher levels of educational attainment

These youth are slightly more likely to work in a job that requires a high school diploma or less

They are earning less employment income in 2016 than was the case in 1981

BROAD TRENDS IN THE MIX OF OCCUPATIONS

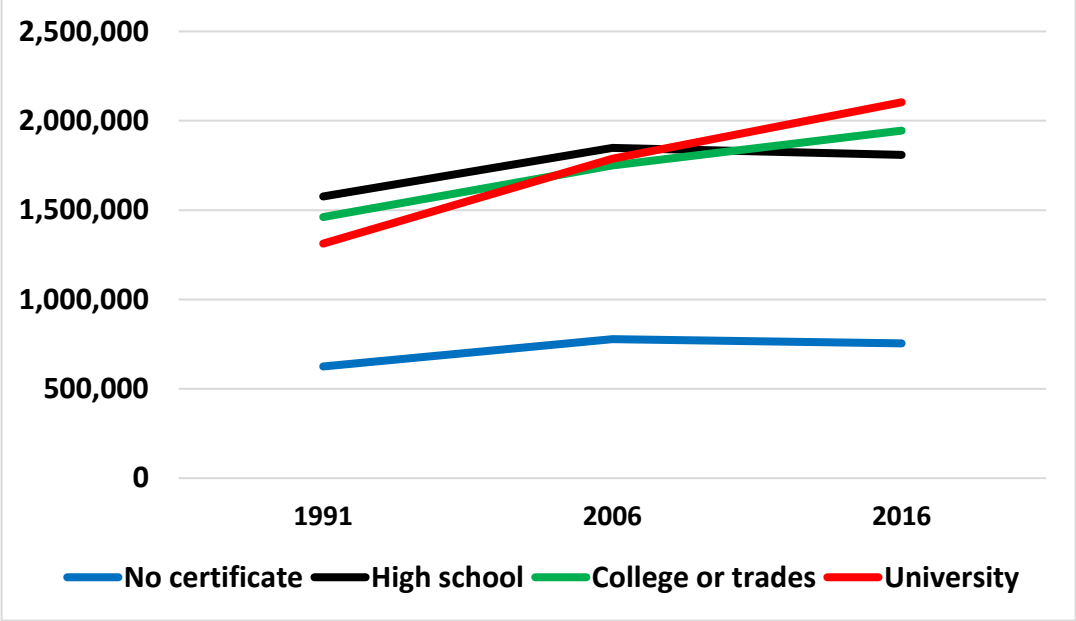
The total number of jobs in Ontario has been consistently growing, but that growth is primarily being driven by jobs which require a post-secondary education. Chart 1 provides the actual number of jobs by the level of educational attainment typically required to perform these jobs.[6] These categories are:

- Jobs that typically require a university education
- Jobs that typically require a college diploma or a trades certificate
- Jobs that typically require a high school diploma
- Jobs that do not require any educational qualification (no certificate)

The absolute number of jobs in the economy that require either a high school diploma or no certificate increased slightly between 1991 and 2006, and since then has shrunk slightly.

Overall, the share of all jobs represented by occupations that require no educational certificate has shrunk from 13% in 1991 to 11% in 2016. The share of all jobs represented by occupations which require only a high school diploma has declined from 32% to 27% during that same period.

Chart 1: Employed residents by educational requirement of occupation, Ontario, 1991, 2006 and 2016



6 The current National Occupational Classification already organizes occupations by the skill level required and these categories have been applied to earlier occupational classifications which did not code occupations by skill level. Unfortunately, in the case of the Standard Occupational Classification (1980) which was used for the 1981 Census data, occupations were primarily organized by function, not qualifications. For example, an occupation such as *SOC-1116 Inspectors and Regulatory Officers, Government* included jobs that required a university degree, jobs that required a college or trades certificate, as well as jobs that required a high school diploma. In this section, any analysis which examines occupations by their skill level only uses data from 1991 and onwards.

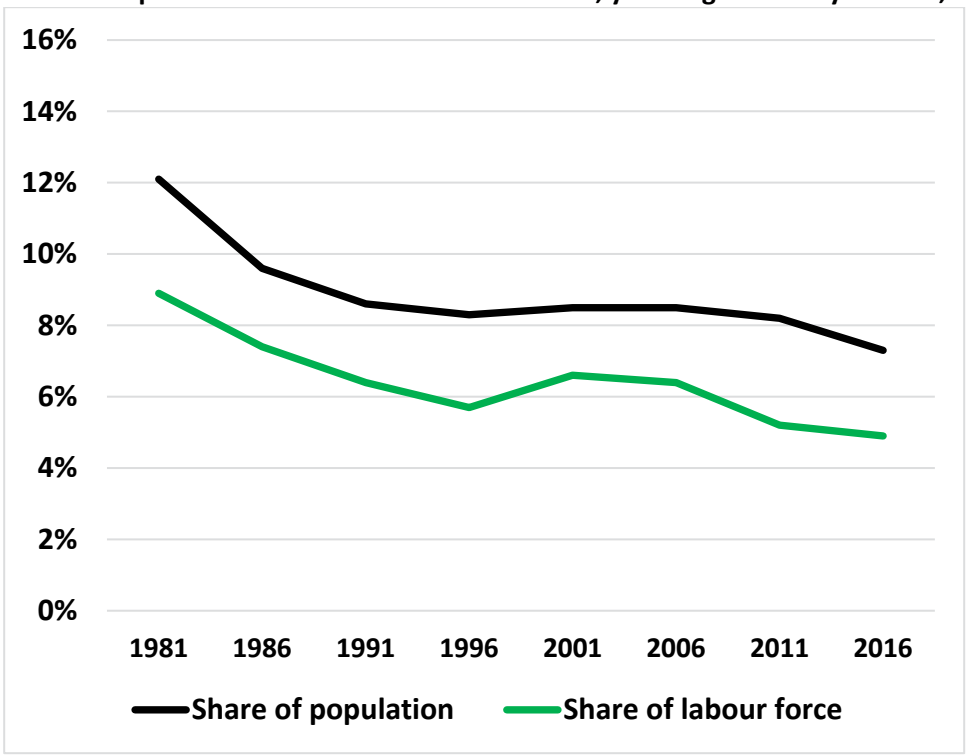
YOUTH SHARE OF POPULATION, SHARE OF LABOUR FORCE AND PARTICIPATION RATES

One reason why employers are encountering lower numbers of youth job candidates for their entry-level jobs is because proportionately there are fewer youth than there were in the past. This is a consequence of both the falling birthrate after the Baby Boom, resulting over time in youth making up a smaller share of the population, as well as of the declining participation rate of youth since 1991, meaning that youth are not employed or looking for work in the same proportion as they did in the past. This section provides the evidence for these two trends.

Charts 2 and 3 show the population share and labour force share represented by youth aged 15-19 and 20-24 years old for Ontario between 1981 and 2016.

In 1981, youth aged 15-19 years old made up 12.1% of the Ontario population, which declined to 7.3% by 2016 (Chart 2). This age group makes up a smaller share of the labour force[7] and that share has also declined during this period, from 8.9% to 4.9%.

Chart 2: Population share and labour force share, youth aged 15-19 years old, Ontario, 1981-2016



7 The labour force consists of everyone who is employed as well as those who are actively looking for employment.

Youth aged 20-24 years old have made up a slightly smaller share of the total Ontario population, 11.8% in 1981, dropping to 8.0% in 2016 (Chart 3). The age group has made up a larger share of the labour force, constituting 15.1% in 1981, but that also has shrunk to 9.4% by 2016.

These basic trends are mirrored in the data for Simcoe and Muskoka. Chart 4 illustrates the charts for Simcoe and Muskoka corresponding to each of Charts 3 and 4.

There are a few differences between Simcoe and Muskoka compared to the Ontario figures. In the case of Simcoe, younger youth (15-19 years old) made up a slightly larger share of the population in 1981, whereas older youth (20-24 years old) made up a slightly smaller share. In the case of the older youth, their smaller numbers are related to moving out of Simcoe to attend post-secondary school or to pursue careers elsewhere. In the case of Muskoka, the overall population has always been slightly older and so youth (both 15-19 and 20-24 years old) have traditionally made up a slightly smaller share of the total population.

Chart 3: Population share and labour force share, youth aged 20-24 years old, Ontario, 1981-2016

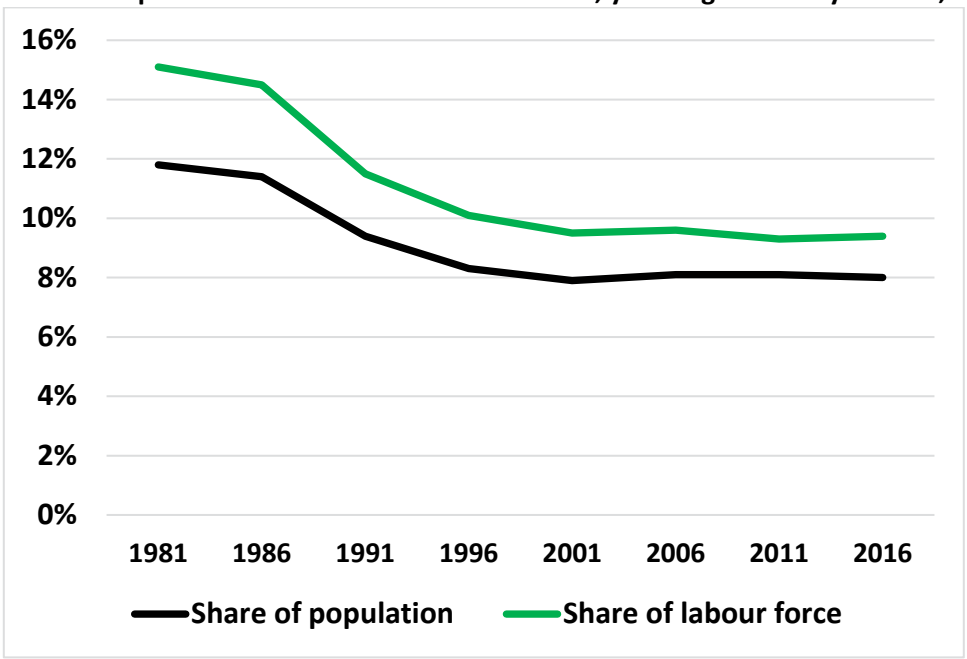
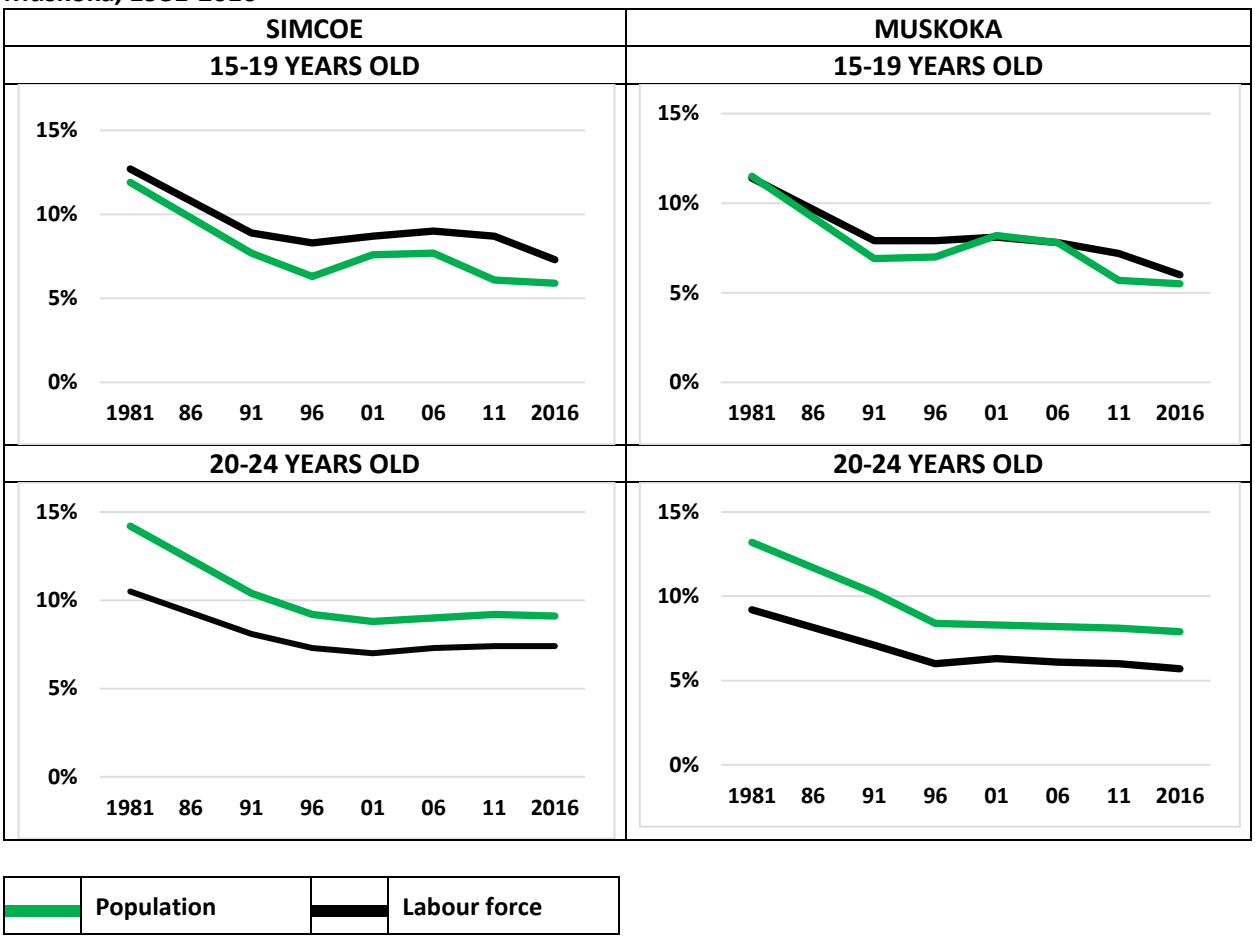


Chart 4: Population share and labour force share, youth aged 15-19 and 20-24 years old, Simcoe and Muskoka, 1981-2016



If the youth share of the total population is decreasing and if their share of the labour force is decreasing, how did the participation rates[8] of youth change during this period? As it turns out, males and females experienced different trajectories in their participation rates, and Simcoe and Muskoka had slightly different patterns than what was experienced in the Greater Toronto Area[9] as well as the rest of Ontario (Ontario minus Toronto). (Toronto and the rest of Ontario are distinguished because of the significantly different labour market patterns that operate in these two areas.)

In general, male participation rates declined across the entire timeframe (1981-2016) and in every geography (Simcoe, Muskoka, Toronto CMA and the rest of Ontario). This is likely due to the declining share of employment represented by jobs in manufacturing and construction. The decline occurred more slowly and slightly later in Simcoe and Muskoka than it did in the rest of Ontario.

Female participation rates for those aged 25 years and older rose during the early part of this period, reflecting the trend of more married women joining the labour force which started in the 1950s, and then reached a plateau. In the rest of Ontario, the participation rates for young females did decline, likely a consequence of more of them staying in school longer. In Simcoe and Muskoka, the participation rates for female youth declined less.

8 The participation rate measures everyone in the labour force (that is, employed or actively looking for work) as a proportion of the total population.
9 The area is the Toronto Census Metropolitan Area.

Chart 5: Participation rates, males and females, 15-19, 20-24 and 25 or more years old, Simcoe and Muskoka, 1981-2016

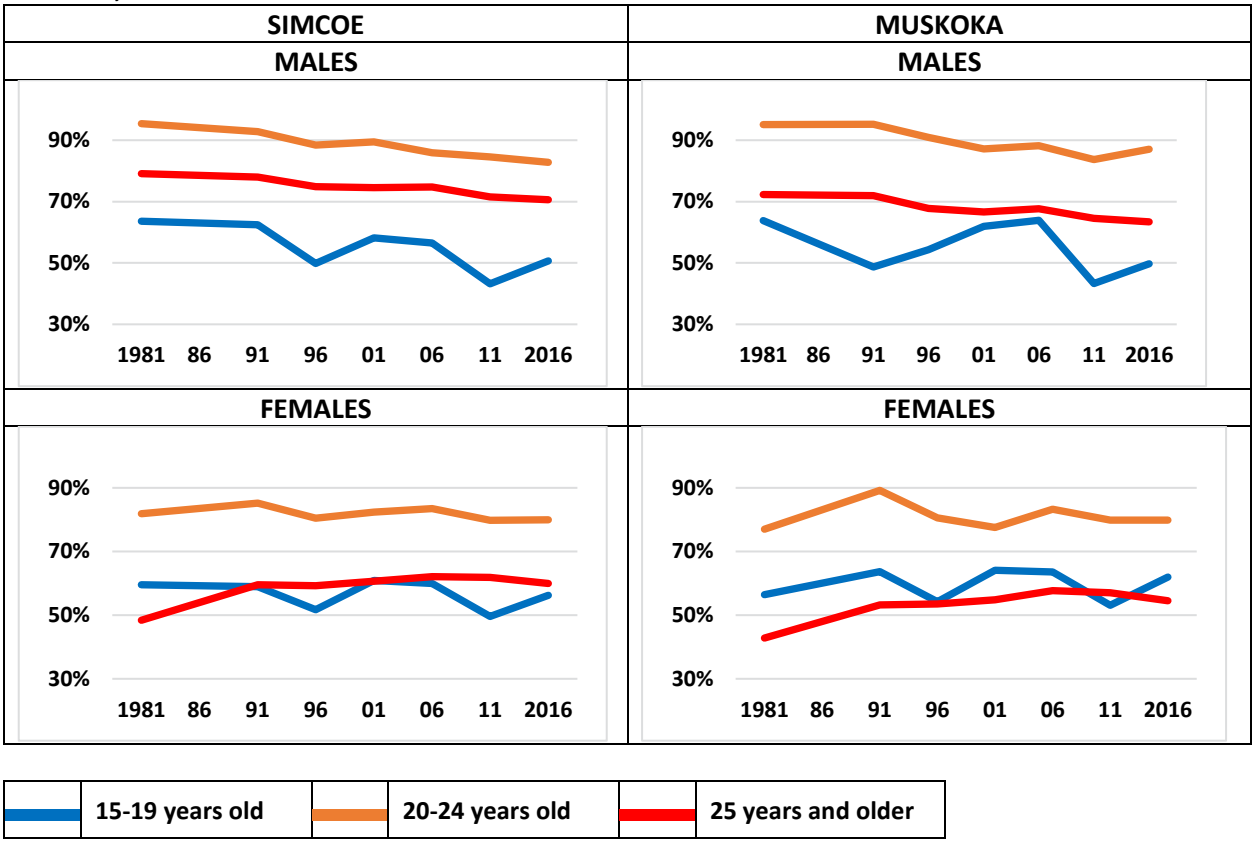


Chart 5 illustrates the trends for participation rates for males and females for these various age groups for Simcoe and Muskoka. (The corresponding data for this chart in the Data Appendix also includes data for the Toronto CMA and for the rest of Ontario.)

YOUTH SHARE OF POPULATION, SHARE OF LABOUR FORCE

Male participation rates declined across the entire timeframe (1981-2016), while in Simcoe and Muskoka, the participation rates for female youth declined less.

SCHOOL ATTENDANCE, ATTENDING SCHOOL AND IN THE LABOUR FORCE, EDUCATIONAL ATTAINMENT

School attendance. School attendance among youth has a bearing on their participation in the labour force and school attendance has been increasing among youth over the years.

Chart 6 illustrates the proportion of youth aged 15-19 years old who attended school, between 1991 and 2016, for Ontario, Simcoe and Muskoka. Overall, apart from a dip in 2001, school attendance for this population has been steadily increasing. Because the school attendance rate was already high, the rate of increase has been modest (between three and four percentage points). The school attendance figures for Simcoe and Muskoka are slightly lower than that of the Ontario average. In most instances, females have a slightly higher rate of school attendance than males across all three geographies and that difference increased in 2016, to 3% in Ontario, 5% in Simcoe and 4% in Muskoka.

The gap between male and female school attendance is particularly pronounced among youth aged 20-24 years old. In all areas, school attendance rates were more or less the same among males and females in 1991, but by 2016 had opened up considerably, to 7% in Ontario, 9% in Simcoe and 11% in Muskoka. Charts 7 to 9 provide the details for the three areas.

Chart 6: School attendance, youth aged 15-19 years old, Ontario, Simcoe and Muskoka, 1991-2016

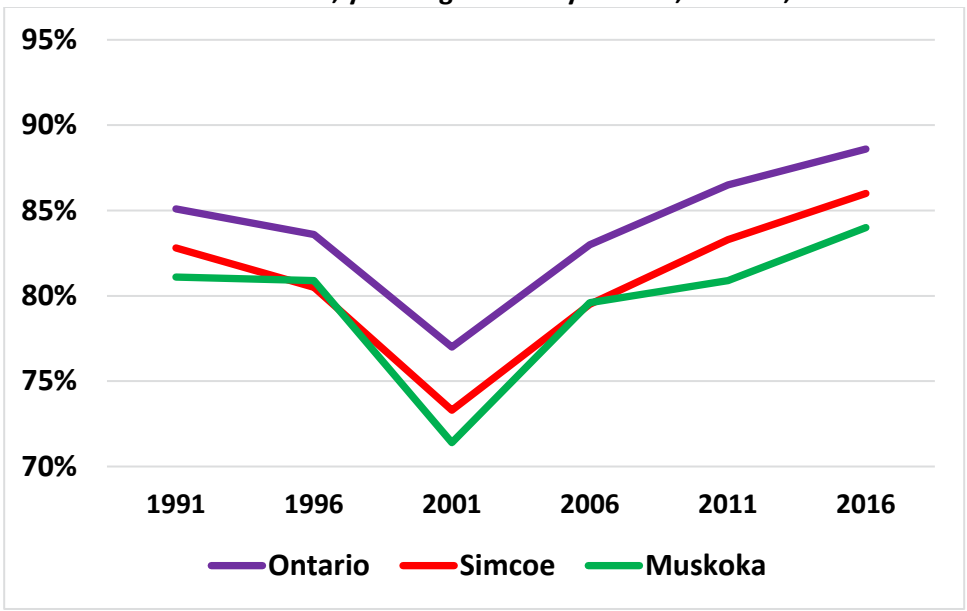
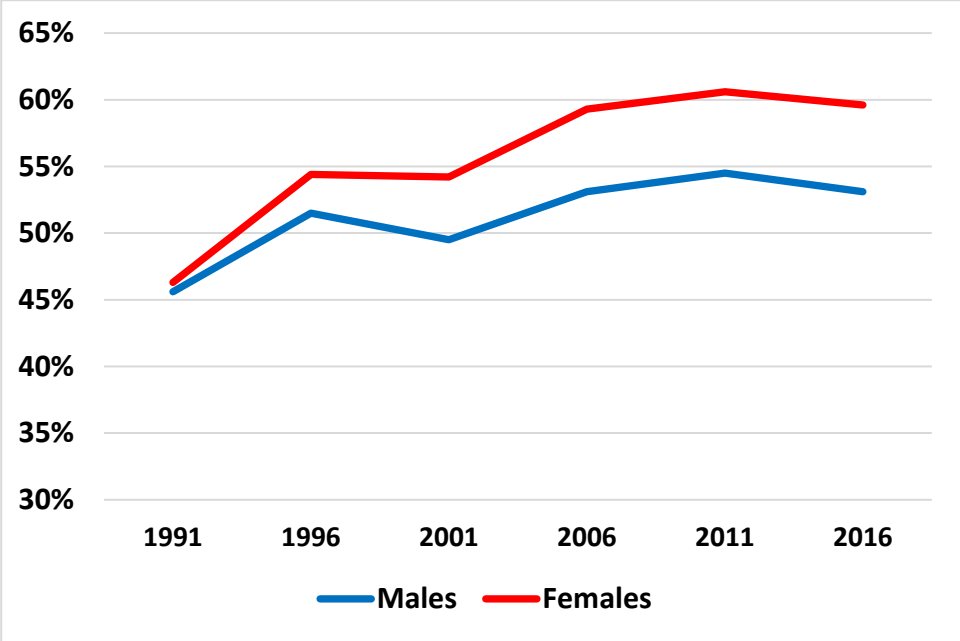


Chart 7: School attendance, youth aged 20-24 years old, Ontario, 1991-2016



Females have a slightly higher rate of school attendance than males.

Chart 8: School attendance, youth aged 20-24 years old, Simcoe, 1991-2016

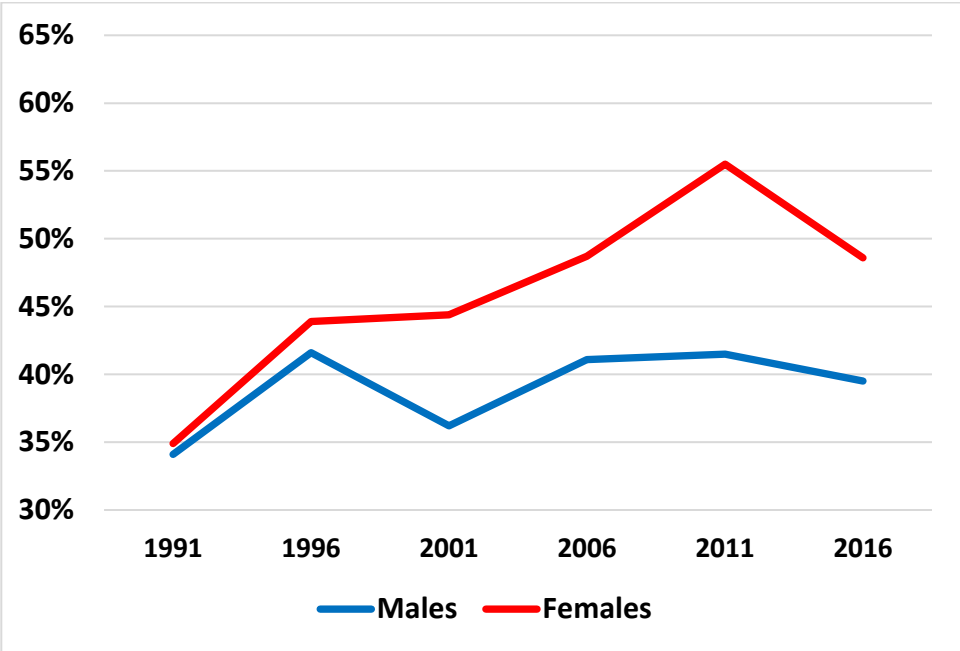
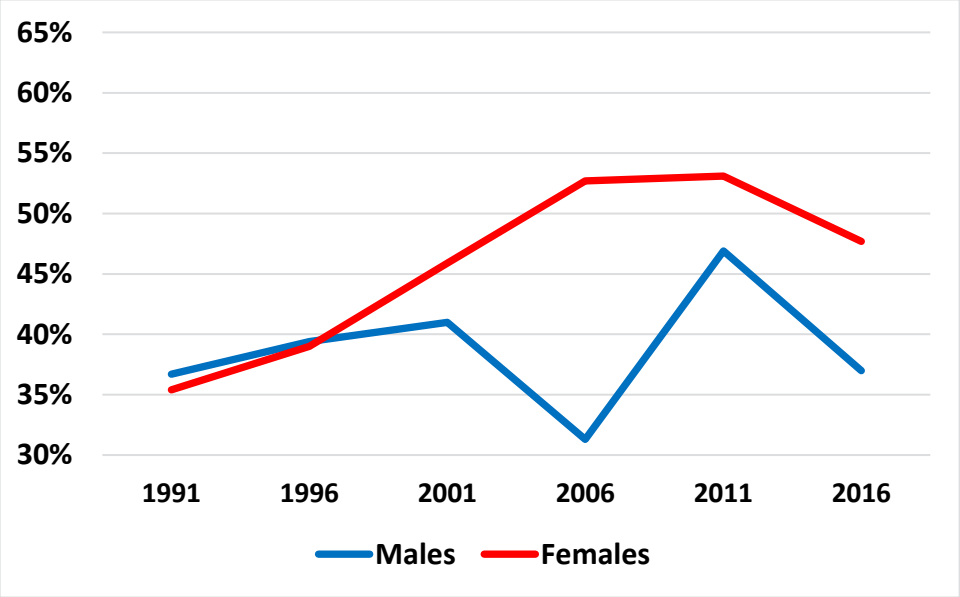
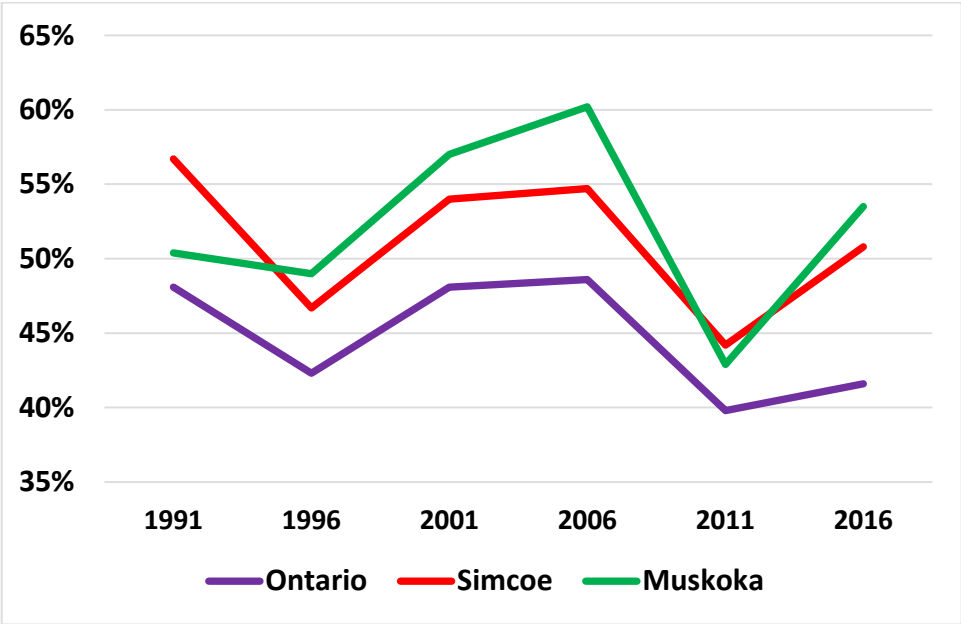


Chart 9: School attendance, youth aged 20-24 years old, Muskoka, 1991-2016



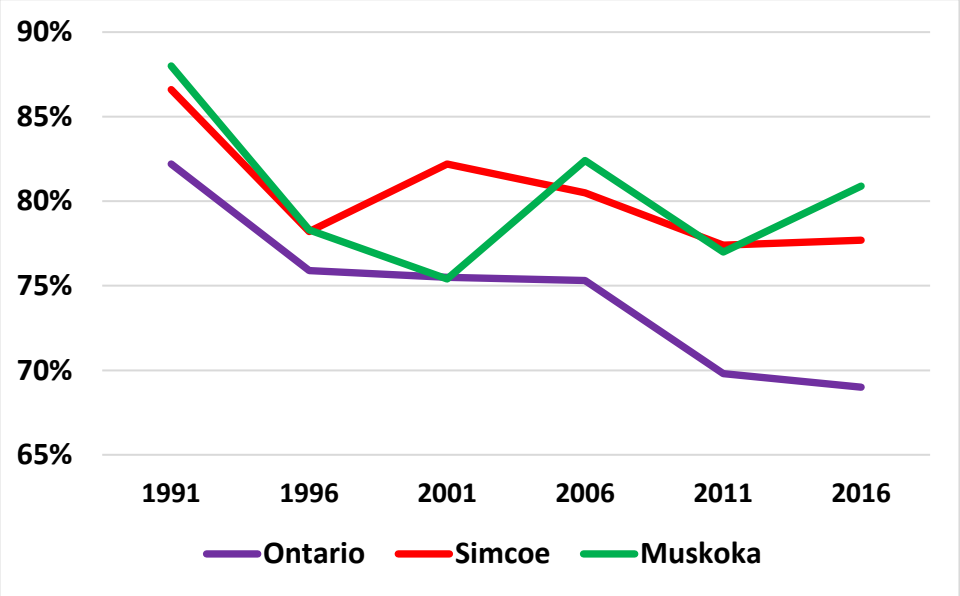
SCHOOL ATTENDANCE AND BEING IN THE LABOUR FORCE. Even though youth may be attending school, it does not preclude them from being in the labour force, either by working part-time during the school year or by taking a summer job. However, in most instances, the likelihood of youth who are attending school being in the labour force[10] has declined slightly. Charts 10 and 11 illustrate the percentage of youth attending school who were also in the labour force.

Chart 10: Percent of youth aged 15-19 years old who were attending school and also in the labour force, Simcoe, Muskoka and Ontario, 1991-2016



10 The more appropriate analysis would have been to measure how many youth were employed, but that was not always available among the data sets we had access to. Nevertheless, being in the labour force includes both those who are employed as well as those actively looking for work. What is more important is the trend over time of an active participation in the labour market.

Chart 11: Percent of youth aged 20-24 years old who were attending school and also in the labour force, Simcoe, Muskoka and Ontario, 1991-2016



Looking at the figures for Ontario first, the proportion of school-attending youth fell for both age groups (note that the charts rely on different scales for their axis). For both cases, the decline in participation in the labour force was in the same proportions. Both Simcoe and Muskoka youth exhibited higher levels of participation in the labour force. The decline in participation among Simcoe youth was slightly less than the Ontario experience. For Muskoka youth, the results appear more erratic in part because the population sample is much smaller, and so small variations have a considerable impact. Overall, the participation rate for youth aged 15-19 years old actually increased between 1991 and 2016, while that for youth aged 20-24 years old decreased, though not in the same proportion as the Simcoe or Ontario figures.

Among youth aged 15-19 years old, school-attending females have a slightly higher participation rate than males and the gap is more pronounced in Simcoe and Muskoka compared to the Ontario figures. Among youth aged 20-24 years old, the pattern is more varied: in Ontario, females have had a slightly higher participation rate; in Muskoka, it has been males; and in Simcoe it is roughly even between the two genders.

EDUCATIONAL ATTAINMENT. Not surprisingly, staying in school longer results in the accumulation of a higher level of educational attainment.

Among youth aged 15-19 years of age, that achievement is reflected in the lower proportion of youth with no certificate (Chart 12). Given that this age range includes many youth who are still in high school, the impact is more muted. In essence, the share of youth who had no educational certificate dropped by around 10 percentage points and the share who had a high school diploma increased by around the same.

The real impact of youth staying in school longer can be seen in the data for those aged 20-24 years old (Chart 13). Over that same period, the proportion of youth with no educational certificate fell by almost 15 percentage points, while the proportion who completed some form of post-secondary (trades certificate, college diploma or a university Bachelor's degree or higher) increased by almost 20 percentage points.

Chart 12: Highest educational certificate, youth aged 15-19 years old, Ontario, 1991-2016

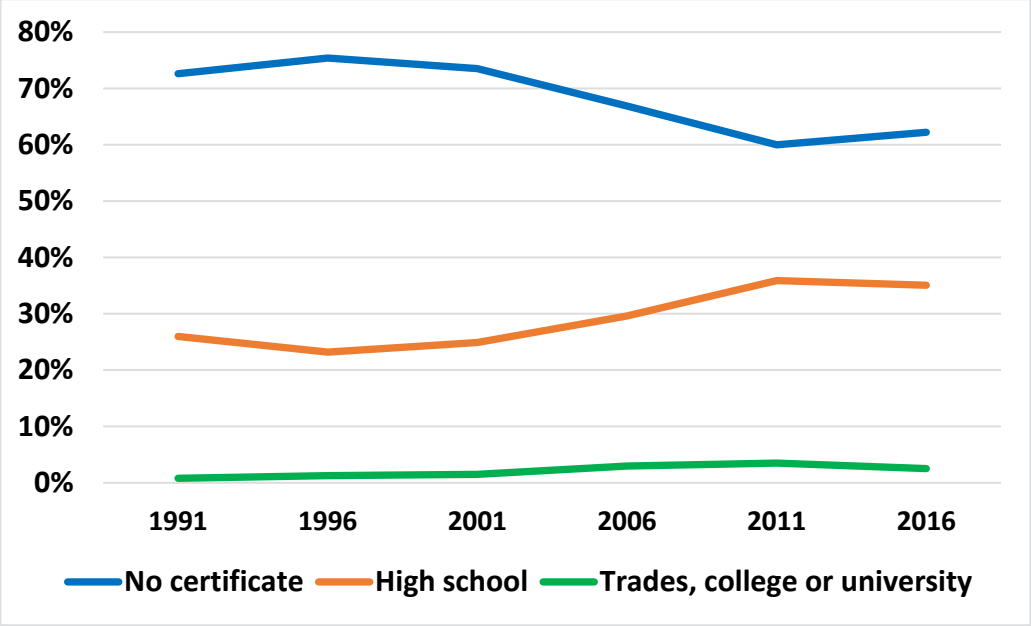
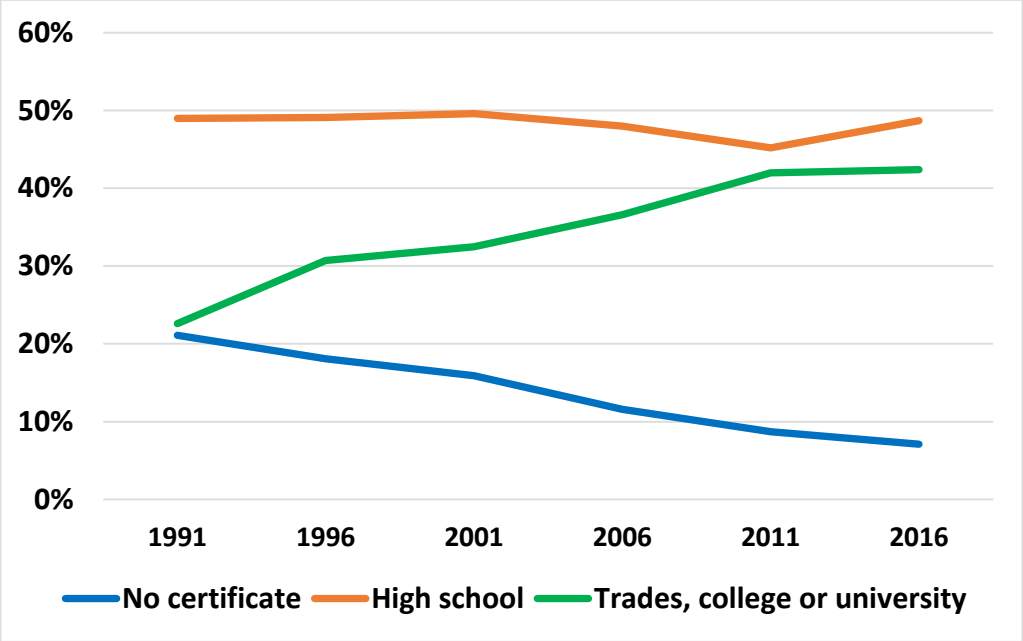


Chart 13: Highest educational certificate, youth aged 20-24 years old, Ontario, 1991-2016



As in the case of school attendance, females aged 20-24 years old have consistently registered higher levels of post-secondary educational attainment than their male counterparts.

Chart 14: Percent with a post-secondary certificate, youth aged 20-24 years old, males and females, Ontario, 1991-2016

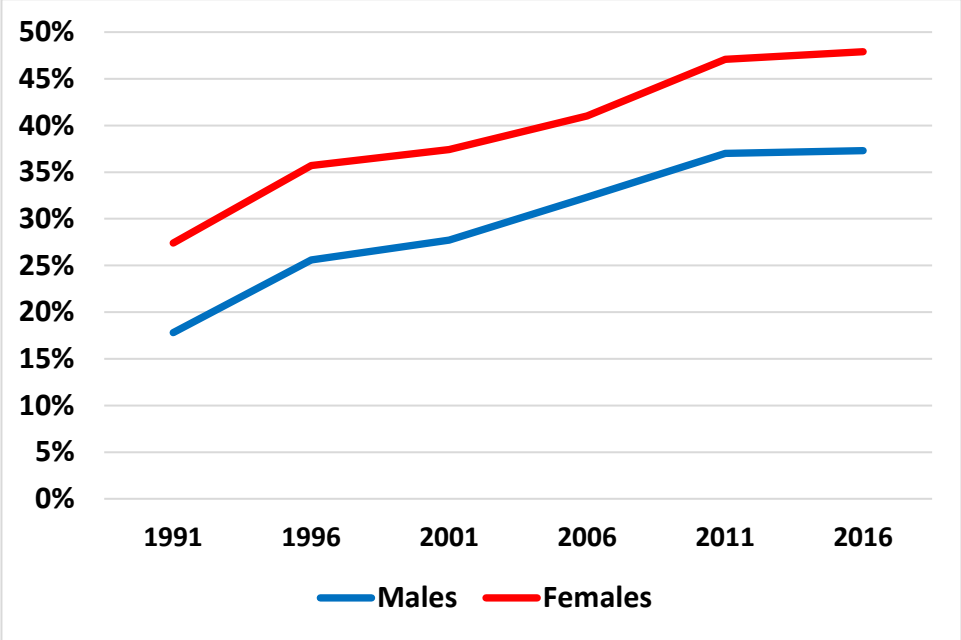


Chart 15: Percent with a post-secondary certificate, youth aged 20-24 years old, males and females, Simcoe, 1991-2016

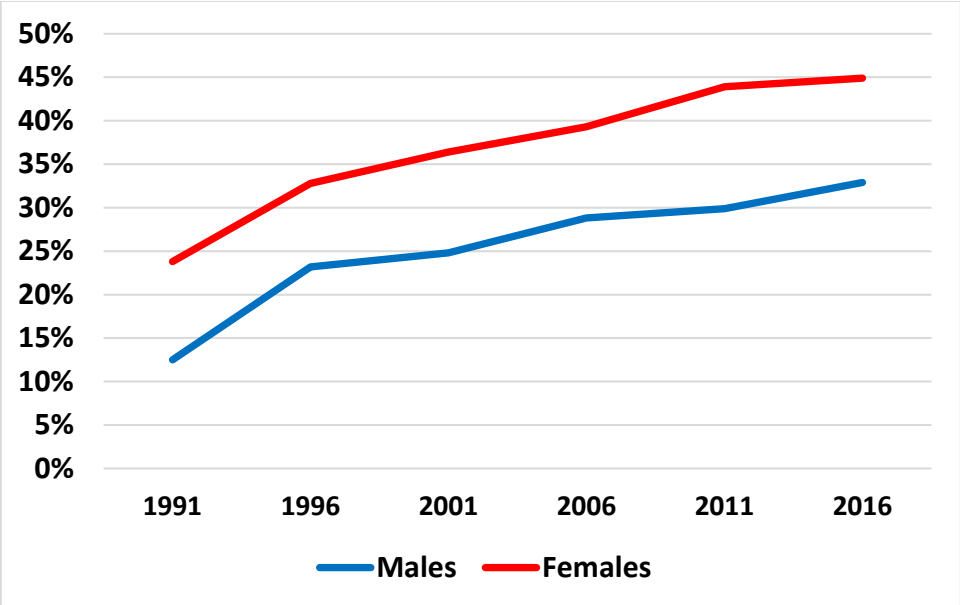
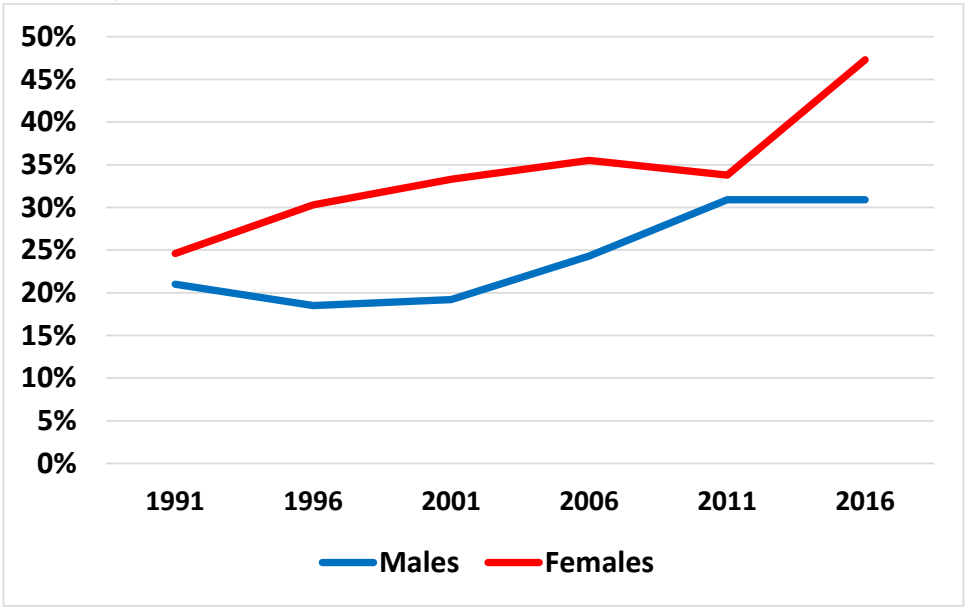


Chart 16: Percent with a post-secondary certificate, youth aged 20-24 years old, males and females, Muskoka, 1991-2016



By 2016, males aged 20-24 years old have post-secondary attainment rates under 40% across all three areas, while females achieved 45% or higher.

In each area, the gap between males and females in 2016 was at least 10%.

DISTRIBUTION OF EMPLOYED YOUTH BY OCCUPATION

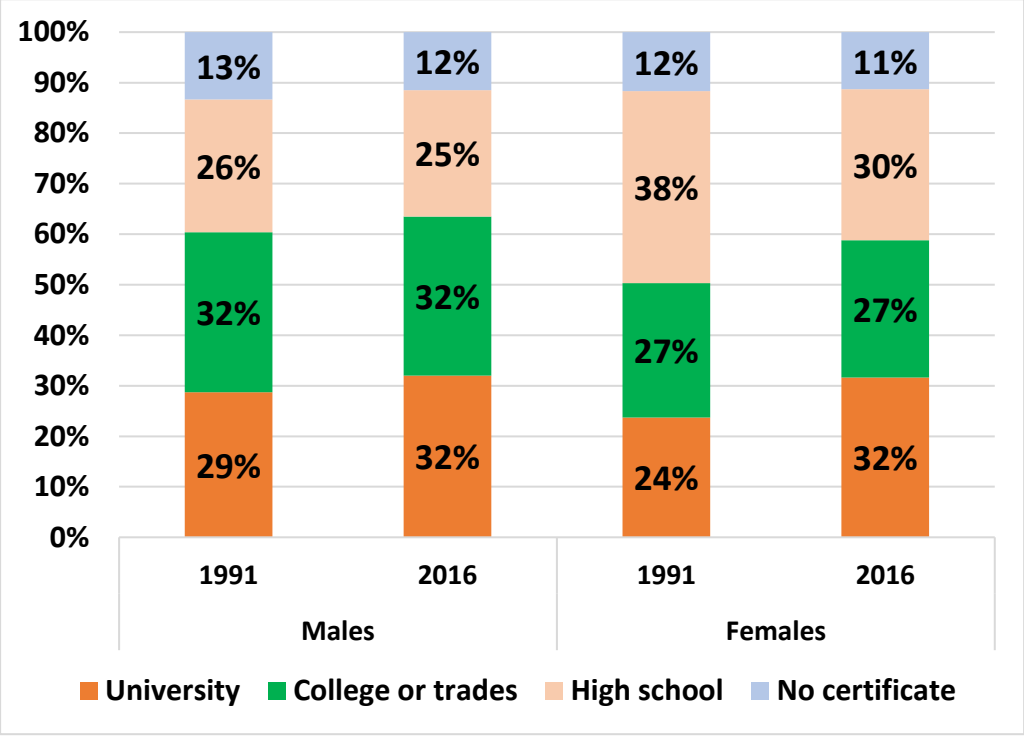
The level of participation in the labour force is one aspect that measures youth labour market outcomes. Another important feature is the kinds of jobs that youth are employed in.

The change in the number of jobs by the educational requirements of that occupation was illustrated in Chart 1. There were noticeable differences in the mix of these occupations by gender over time. Chart 17 shows how the mix of occupations has changed between 1991 and 2016 for all males and females in Ontario.

Between 1991 and 2016, the share of males working in occupations requiring a university degree increased slightly (3%), with slight declines in the share of males employed in jobs requiring a high school diploma or no certificate. The proportion of males in occupations requiring a college diploma or trades certificate stayed the same.

Among females, there was a much larger increase

Chart 17: Distribution of occupations by educational requirements, males and females, Ontario, 1991 and 2016



in the proportion employed in jobs requiring a university degree, almost all of which was reflected by a similar decline in the proportion of females employed in jobs requiring a high school diploma. Essentially, the larger and growing proportion of females with a post-secondary certificate is being reflected in the jobs they attain. (It should be mentioned that these dynamics play out differently in Toronto compared to the rest of Ontario. Among Toronto residents, males are employed in jobs requiring a university degree at a slightly higher proportion than females.)

Charts 18 and 19 illustrate the same data for Simcoe and Muskoka. The pattern is generally similar, although both areas reflect smaller changes and a lower proportion of jobs requiring a university degree. In general, the circumstance of males hardly changes, while females increase their proportion of university jobs (in Muskoka, college/trades jobs as well) at the expense of jobs requiring a high school diploma.

Among females there was a much larger increase in the proportion employed in jobs requiring a university degree.

Chart 18: Distribution of occupations by educational requirements, males and females, Simcoe, 1991 and 2016

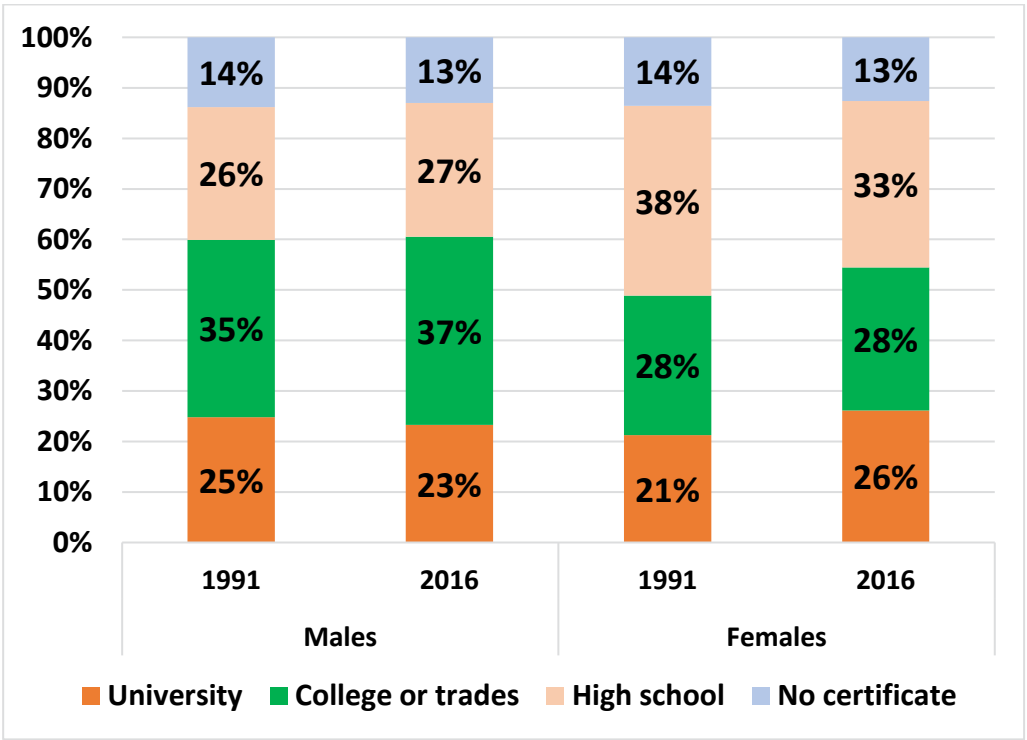
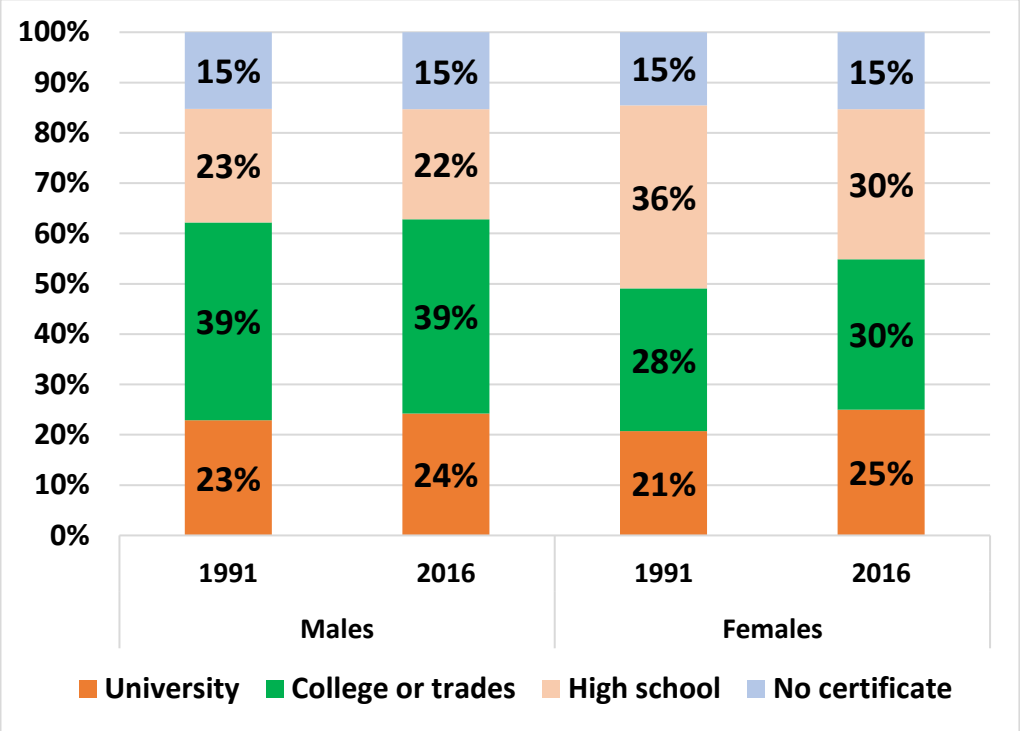


Chart 19: Distribution of occupations by educational requirements, males and females, Muskoka, 1991 and 2016



The decline in the proportion of females employed in jobs requiring a high school education plays out differently among female youth. In most instances, the larger portion of that decline gets reflected in an increase in the proportion of female youth working in jobs that require no certificate. This trend is also reflected among male youth. Table 1 illustrates these trends for Simcoe and Muskoka.

Table 1: Distribution of occupations by educational requirements, males and females, Simcoe and Muskoka, 1991 and 2016

	MALES				FEMALES			
	15-19 YEARS		20-24 YEARS		15-19 YEARS		20-24 YEARS	
Simcoe	1991	2016	1991	2016	1991	2016	1991	2016
University	2%	1%	8%	8%	3%	1%	12%	11%
College or trades	19%	22%	33%	35%	11%	12%	26%	24%
High school	34%	26%	36%	31%	44%	37%	46%	43%
No certificate	46%	51%	23%	27%	42%	50%	16%	22%
	MALES				FEMALES			
	15-19 YEARS		20-24 YEARS		15-19 YEARS		20-24 YEARS	
Muskoka	1991	2016	1991	2016	1991	2016	1991	2016
University	2%	0%	6%	6%	0%	1%	10%	7%
College or trades	30%	25%	39%	36%	13%	12%	20%	28%
High school	25%	22%	28%	24%	48%	35%	51%	43%
No certificate	43%	53%	26%	34%	39%	52%	19%	23%

Each row comparing proportions for occupations requiring "No certificate" has increased its share between 1991 and 2016. In most cases, the share of occupations requiring a post-secondary certificate (university, college or trades) has decreased, except for a small increase among Simcoe males and a larger increase among Muskoka females aged 20-24 years old. This has happened when the share of jobs requiring no certificate have either declined or stayed steady. More significantly, this has happened at the same time as the educational attainment of youth, both males and females, has risen considerably between 1991 and 2016.

A further illustration of outcomes by occupations is to compare the concentration of youth in jobs which require a high school diploma to their share of the entire workforce. That is, even if the proportion of youth in the general population or in the labour force changes, one can still determine the degree to which they are employed in entry-level jobs. To make this comparison, we use a "concentration ratio" – if youth are employed in jobs requiring a high school diploma in the same proportion as their share of the employed labour force, then the concentration ratio is 1.00. If their share of high school jobs is twice that of their share of all jobs, then the concentration ration is 2.00; if it is half, then the ratio is 0.50.

Table 2 presents the figures for Simcoe, Muskoka and Ontario, for males and females and for both youth age groups, for 1991 to 2016. In every category, except for males in Simcoe, the concentration of youth in jobs that require a high school diploma or less has increased between 1991 and 2016. This applies not only to those aged 15-19 years old but also those aged 20-24 years old.

Table 2: Concentration ratio of youth in jobs requiring a high school diploma or less compared to their share of the employed labour force, males and females, Simcoe, Muskoka and Ontario, 1991-2016

	MALES		FEMALES	
ONTARIO				
	15-19	**20-24**	**15-19**	**20-24**
1991	2.03	1.49	1.72	1.26
2006	1.98	1.49	1.80	1.39
2016	2.09	1.54	2.01	1.48
SIMCOE				
	15-19	**20-24**	**15-19**	**20-24**
1991	1.99	1.47	1.69	1.21
2006	1.89	1.42	1.70	1.33
2016	1.94	1.46	1.92	1.43
MUSKOKA				
	15-19	**20-24**	**15-19**	**20-24**
1991	1.79	1.44	1.71	1.38
2006	1.95	1.33	1.73	1.37
2016	2.00	1.56	1.92	1.45

CHANGES IN EMPLOYMENT INCOME EARNED BY YOUTH

There are many ways to compare employment income and any analysis requires making choices. For an initial overview of how employment income has changed, we have decided to focus on employees working full-time, full-year,[11] so that the comparison is among those engaged in the same work activity (that is, not comparing employees working part-time with those working full-time). We have also excluded youth aged 15-19 years old, because the proportion of this category of youth working full-time, full-year represents a much smaller sample.

In highlighting the full-time, full-year category, it is worth noting that the proportion of youth aged 20-24 years old who participate in this work activity has shrunken over the years. Table 3 provides the data, by select years, by gender and by geography.

In almost all circumstances, males are more likely to work full-time, full-year (FT/FY) than females, and the decline in the rate of FT/FY work was much less pronounced in Simcoe and Muskoka than in Ontario as a whole. Certainly, one reason

Table 3: Percent of all youth aged 20-24 years old working full-time, full-year, males and females, Simcoe, Muskoka and Ontario, 1981-2016[12]

	MALES				FEMALES			
	1981	1991	2006	2016	1981	1991	2006	2016
Ontario	37%	30%	25%	20%	32%	28%	19%	15%
Simcoe	40%	37%	33%	28%	31%	32%	24%	21%
Muskoka	33%	28%	37%	26%	23%	29%	22%	23%

11 Full time means 30 hours or more a week; full year means 49 weeks or more a year.
12 As noted earlier, all data is drawn from Census data, which determines the date for the data. When it comes to employment income and work activity, the Census is actually measuring activity that took place in the full year before the Census; for example, in the case of the 2016 Census, the employment activity actually refers to 2015. To keep all tables and charts consistent, we have referred to the Census year when displaying the data.

for this is on account of youth staying in school longer and only being available for work for part of the year or only for part-time work. However, part of the explanation is likely due to more youth working in part-time jobs. The decline in FT/FY employment among males appear greater than the increase in school attendance among males during this same period.

Chart 20 presents the trend in average employment income in Ontario among FT/FY employees, comparing youth aged 20-24 years old and adults aged 25 years or older. To make the comparison equivalent, all figures have been converted into 2019 dollar values. (The Consumer Price Index for Canada was used to make the conversion.)

In real terms, average employment income for these youth has declined, by 16% among males and 6% among females. In comparison, during this same time frame, incomes rose by 21% among males and 47% among females. For both age groups, there remains an income gap, but it has narrowed.

It warrants repeating that this decline in real employment income has occurred as youth have significantly improved their levels of educational attainment.

The comparable data for Simcoe and Muskoka are presented in Charts 21 and 22, where the pattern is more or less the same, although the decline in incomes for male youth was not as severe as the figures for Ontario. Indeed, in Muskoka there was a slight rebound in male youth employment in 2016, though the net result was still a decline from 1981.

Chart 20: Average employment income, FT/FY employees aged 20-24 years old and 25 years or older, males and females, Ontario, 1981-2016 (constant 2019 dollars)

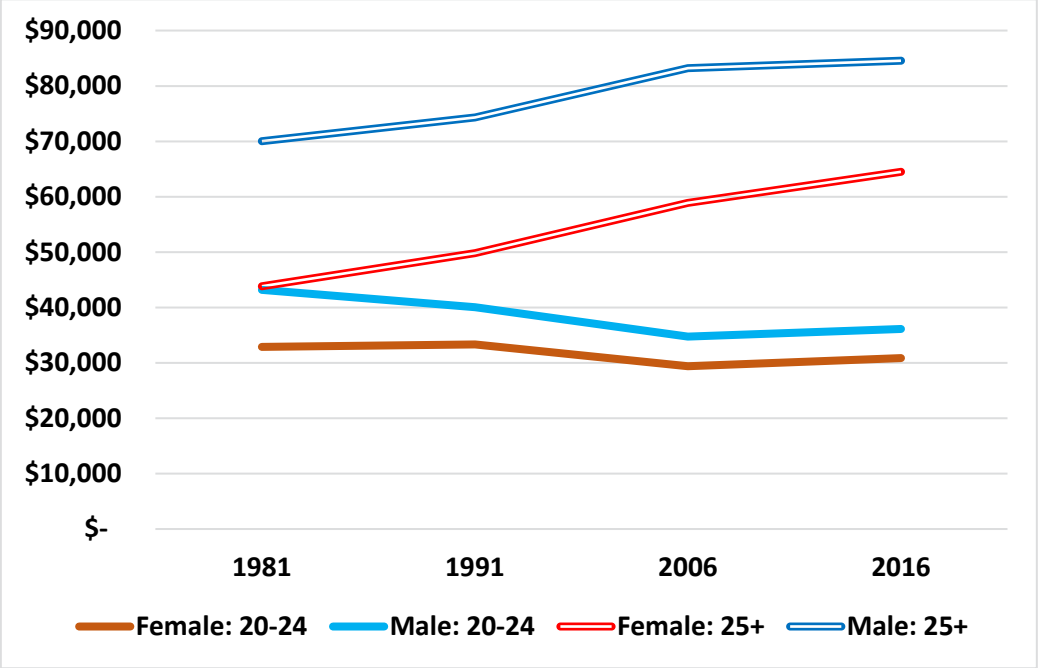


Chart 21: Average employment income, FT/FY employees aged 20-24 years old and 25 years or older, males and females, Simcoe, 1981-2016 (constant 2019 dollars)

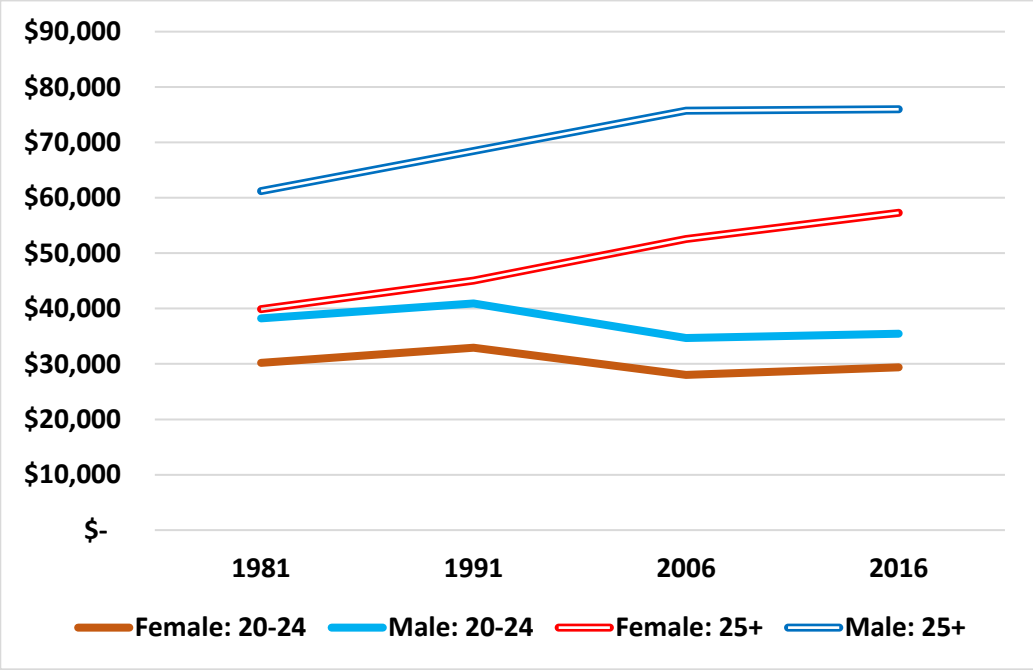
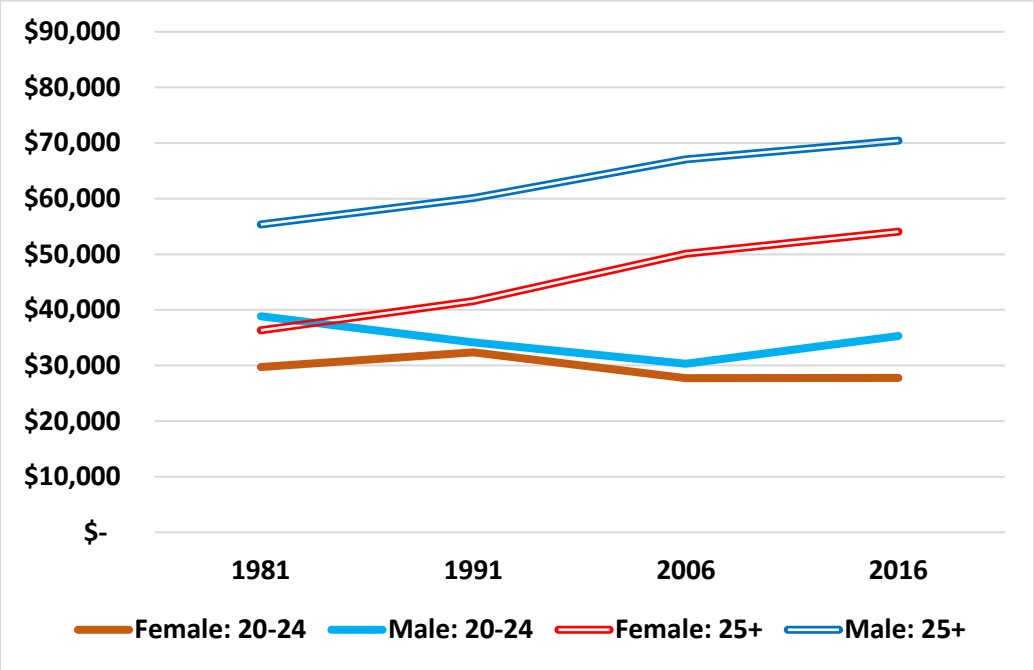


Chart 22: Average employment income, FT/FY employees aged 20-24 years old and 25 years or older, males and females, Muskoka, 1981-2016 (constant 2019 dollars)



In order to test whether the focus on FT/FY workers might be distorting the picture, the same analysis of average employment income was applied to several specific occupations for the range of work activities, as follows:

- Males and females working in food and beverage serving occupations[13]
- Males and females working as retail salespersons
- Males working as construction trades helpers and labourers

These occupations were chosen because they represent a relatively larger sample of youth employment, especially in Simcoe and Muskoka.[14]

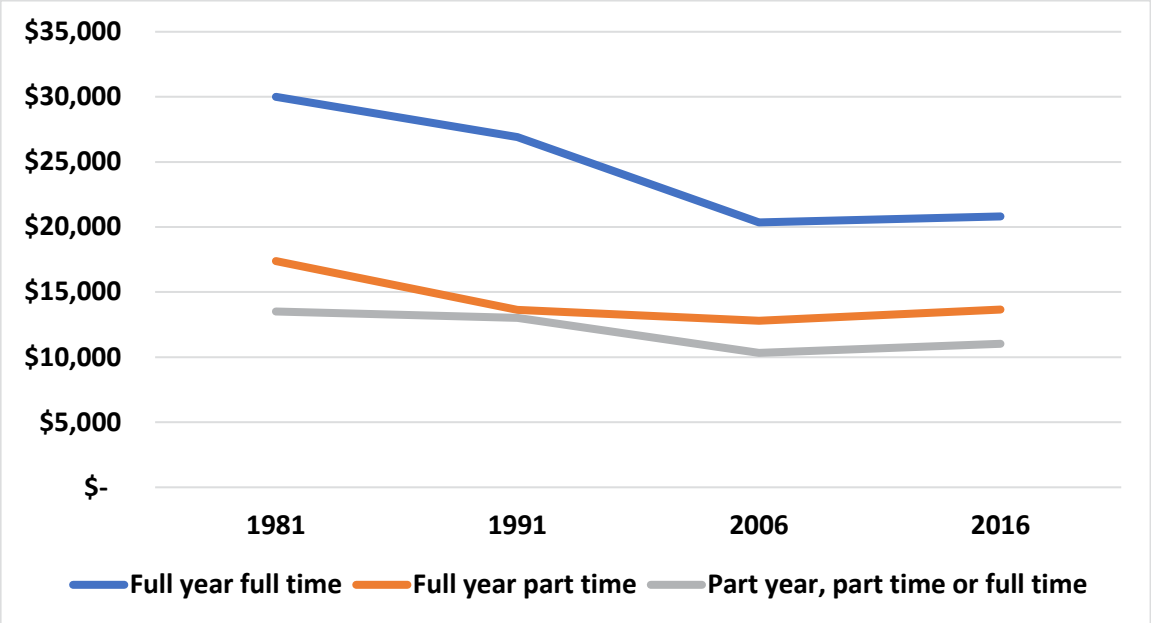
The work activities encompassed:

- Full-year, full-time
- Full-year, part-time
- Part year, part-time or full-time

Because the numbers get much smaller as one narrows the focus by occupation, age, gender and geography, the analysis was limited to the Ontario level. Chart 23 provides the results for males and Chart 24 for females, for food and beverage serving.

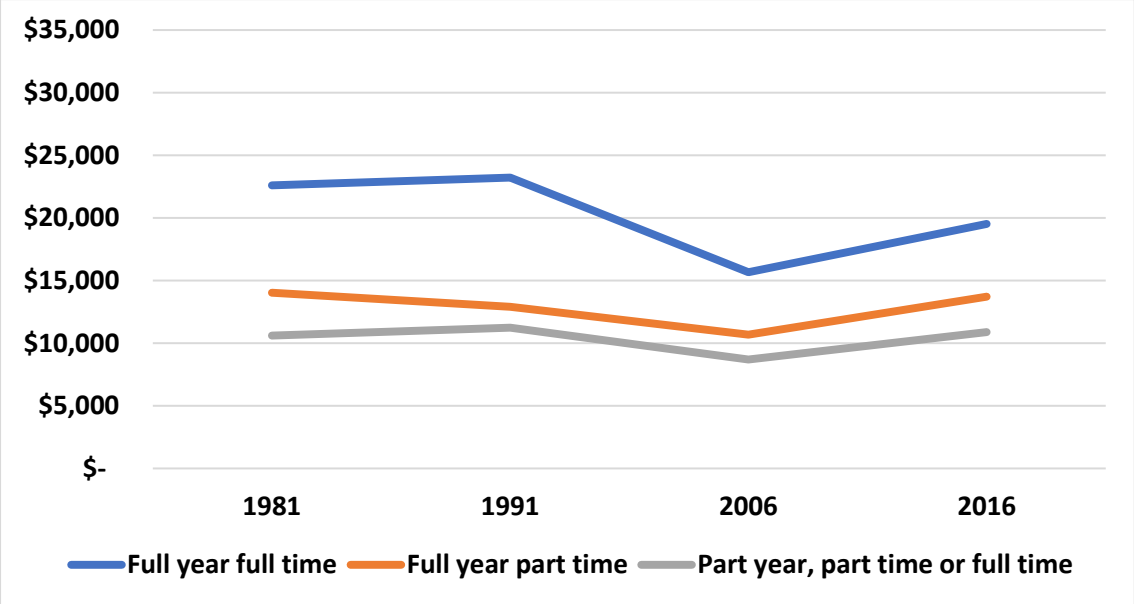
In most cases, average employment income either declined or more or less stayed flat. There was not a significant difference in the trends for full-time, full-time work and the other categories of work activity. Indeed, the real story of these two charts is that employment income for males dropped in real terms until it almost matched the income of females, whose wages did not drop as much.

Chart 23: Average employment income, male employees aged 20-24 years old working in food and beverage serving, all work activities, Ontario, 1981-2016 (constant 2019 dollars)



13 For our purposes, food and beverage serving includes: hosts/hostesses; bartenders; food and beverage servers; food counter attendants; and kitchen helpers.
14 In 2016, among those who worked who were aged 20-24 years old, around 6%-7% of males and 17%-18% of females worked as food or beverage servers, while 5% of Simcoe males and 11% of Muskoka males worked as construction labourers.

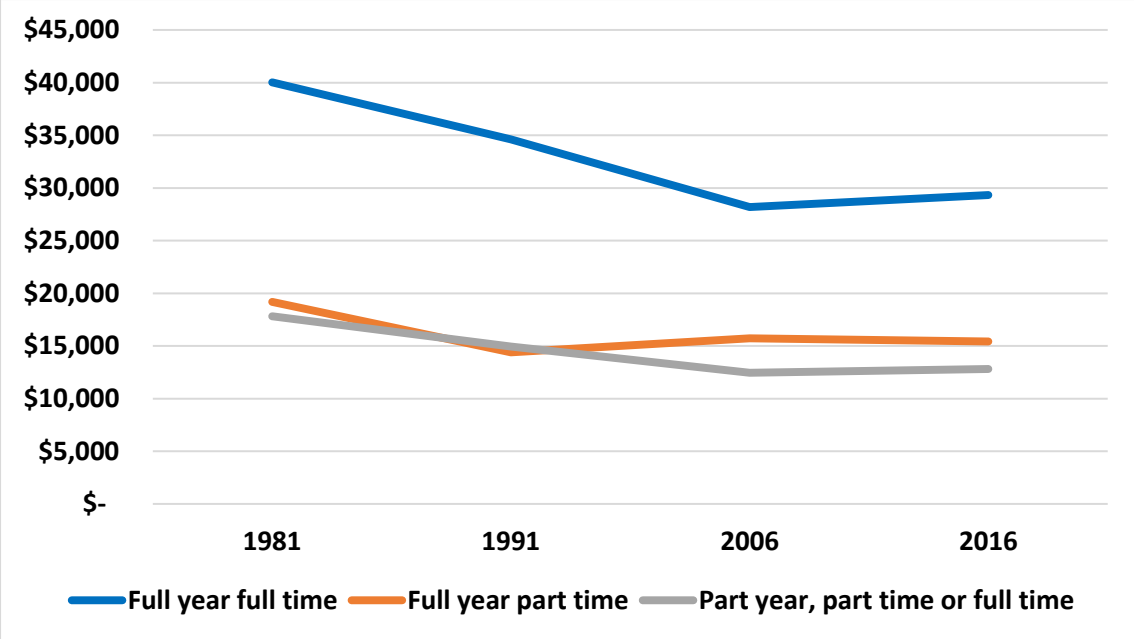
Chart 24: Average employment income, female employees aged 20-24 years old working in food and beverage serving, all work activities, Ontario, 1981-2016 (constant 2019 dollars)



Charts 25 and 26 provide similar data for males and females working as retail salespersons. The story is much the same: employment income for females stayed flat throughout this time, and male incomes declined, although they still remained higher than those for females.

The greater continuing difference in incomes for males and females working as retail salespersons is in part related to the categories of retail stores more likely to employ either males or females. In terms of overall wages, the retail sector employs the largest proportion of all minimum wage earners in Canada.[15]

Chart 25: Average employment income, male employees aged 20-24 years old working as retail salespersons, all work activities, Ontario, 1981-2016 (constant 2019 dollars)



15 Retail Trade employed 32.7% of all minimum wage earners in Canada in 2018, up from 26.8% in 1998. Retail Trade has surpassed Accommodation and Food Services as the largest employer of minimum wage earners. Accommodation and Food Services employed 26.0% of Canada's minimum wage earners in 2018, down from 28.2% in 1998. Dominique Dionne-Simard and Jacob Miller, "Maximum insights on minimum wage workers: 20 years of data," *Labour Statistics: Research Papers,* Statistics Canada, September 11, 2019.

Chart 26: Average employment income, female employees aged 20-24 years old working as retail salespersons, all work activities, Ontario, 1981-2016 (constant 2019 dollars)

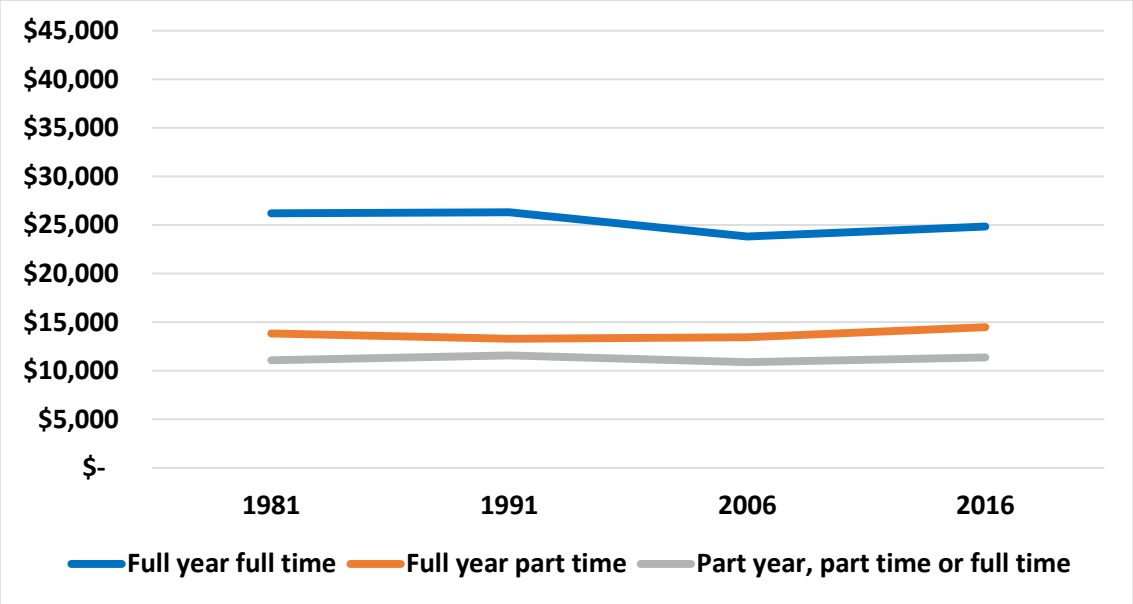
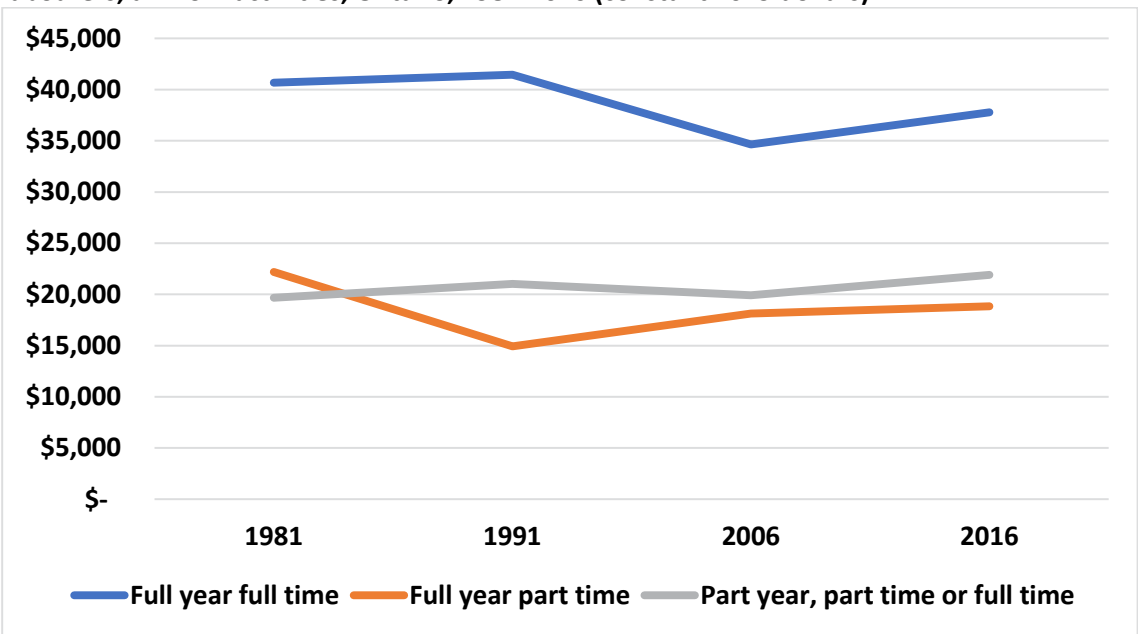


Chart 27 presents the same data for males working as construction labourers. Those who worked part-year did see their average income rise in real terms between 1981 and 2016, but it was a limited increase and their income was significantly lower than those who worked full-year, full-time, albeit the income of FT/FY workers did decrease.

The point is, having seen that employment incomes for youth aged 20-24 years old who worked full-time full-year had declined, we also see that the average employment income for 20-24 years old youth working other than full-year, full-time has either declined or been flat for the period 1981 and 2016.

Chart 27: Average employment income, male employees aged 20-24 years old working as construction labourers, all work activities, Ontario, 1981-2016 (constant 2019 dollars)



COMPARISON TO EMPLOYMENT INCOME FOR SELECT OCCUPATIONS FOR ADULTS

It is noteworthy to compare these wage trajectories of youth to the wage trajectories for adults working full-year, full-time for these same occupations. Chart 28 shows the data for males and females working in food and beverage serving, Chart 29 for male and female retail salespersons, and Chart 30 for male construction labourers.

Chart 28: Average employment income, male and female employees aged 25 years and older working full-time full-year in food and beverage serving, Ontario, 1981-2016 (constant 2019 dollars)

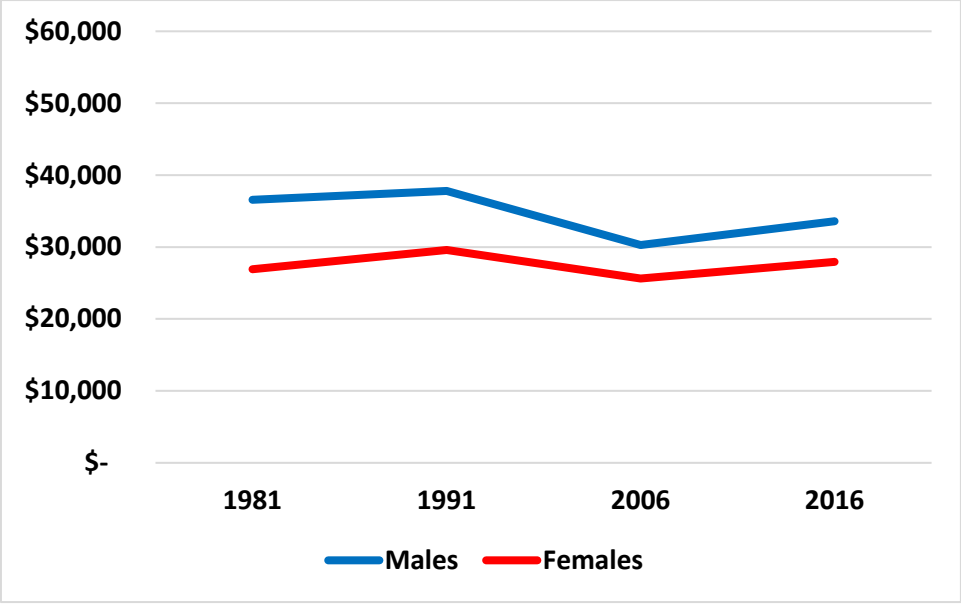


Chart 29: Average employment income, male and female employees aged 25 years and older working full-time full-year as retail salespersons, Ontario, 1981-2016 (constant 2019 dollars)

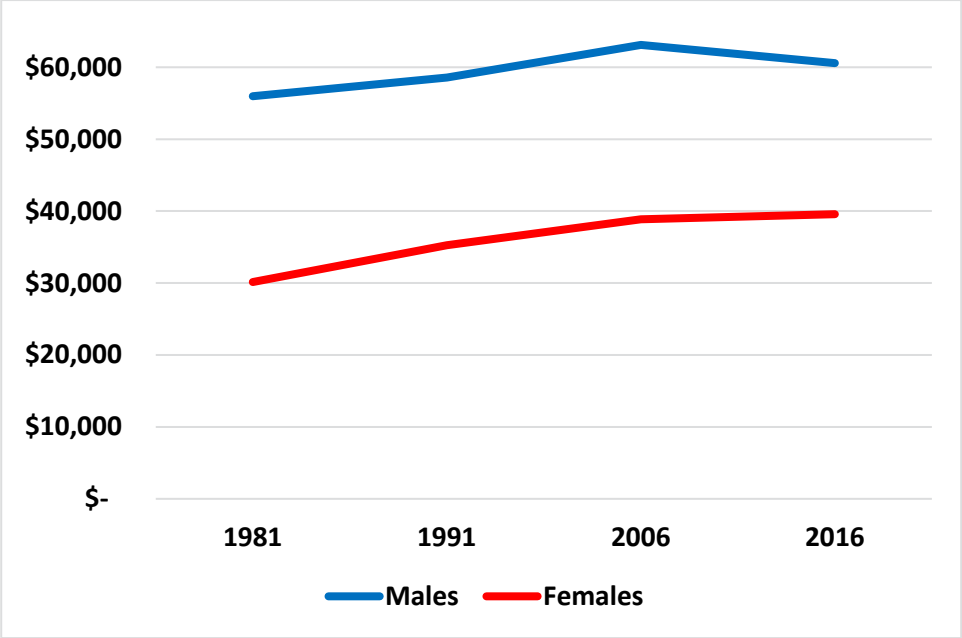
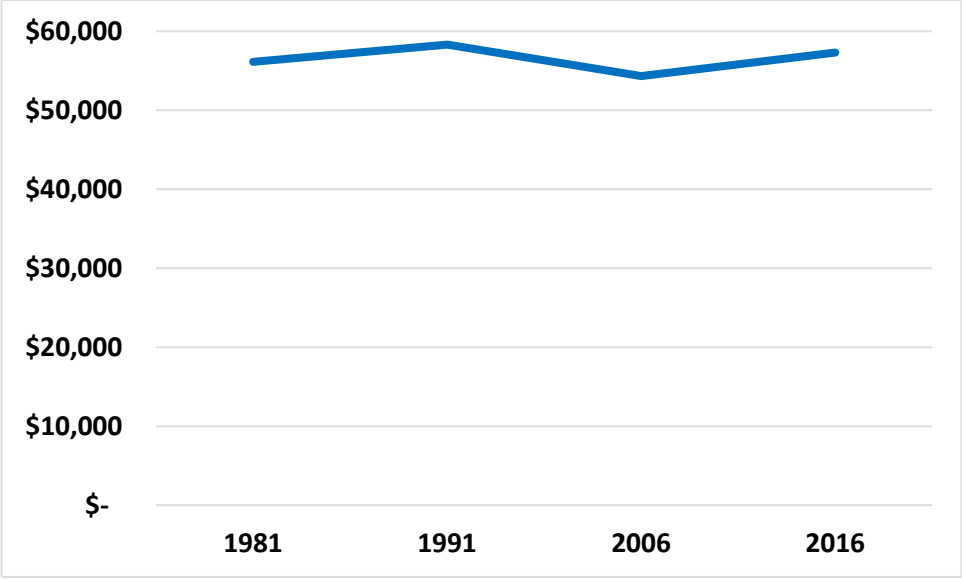


Chart 30: Average employment income, male employees aged 25 years and older working full-time full-year as construction labourers, Ontario, 1981-2016 (constant 2019 dollars)



The employment trends for adults in these occupations have been as follows:

- Decline for males working in food and beverage serving
- Flat for females working in food and beverage serving
- Modest increase for males working as retail salespersons
- Large increase for females working as retail salespersons
- Flat for males working as construction labourers

These averages hide other dynamics: in retail trade, males working in such sectors as auto or electronics sales earn much more than females working in clothing or jewelry stores; in food and beverage serving, the decline in wages is partly due to a shift toward food counter attendants and away from food and beverage servers. But the fact remains that in comparison to adults in these occupations, youth have fared worse.

COST-OF-LIVING

This section examines what has happened to costs over the same period as the analysis of employment income. There is less data to dissect, largely because many costs are the same for employees, regardless of what occupation they work in, their age or gender. There are some variations in terms of the mix of items which different age groups spend their money on, but that level of analysis is not required to make the general point, which is to compare changes in the broad costs of living to changes in income levels.

Data on spending is derived from the Consumer Price Index, which tracks the cost of a very large basket of goods. That data is not available for small geographies such as Simcoe and Muskoka, and we have relied upon Ontario data to make the historical comparison.

In addition to illustrating costs in terms of the Consumer Price Index, three other analyses are presented:

1. We compare changes in the cost of university tuition expressed in terms of the minimum wage;
2. We estimate rental housing costs for bachelor and one-bedroom apartments in Simcoe and Muskoka as a proxy for rental housing costs which would be experienced by older youth;
3. We present data on the proportion of youth living with their parents.

INTRODUCTION TO COST-OF-LIVING ANALYSIS

As in the section on the labour market, we wish to present the main findings in advance, to present a roadmap for the data analysis which follows:

The overall price increases of all items increased by 220% in constant dollar terms between 1980 and 2019

The increase in the minimum wage in constant dollars during the same period was 46%

In 1980, it would take 277 hours of working at minimum wage to pay for the 1980/81 tuition for the average ontario undergraduate university year

In 2019, it would take 566 hours of working at minimum wage to pay for the 2018/19 tuition for the average ontario undergraduate university year, twice as many hours

Using rental cost estimates for bachelor and one-bedroom units for simcoe and muskoka, we determine that these units became unaffordable for 20–24-year-old youth working full-time/full-year living on their own, starting in the early 1990s for females and the early 2000s for males

Between 1995 and 2017, the incidence of youth aged 20-24 years old who were living with their parents increased from half to two-thirds

CHANGES IN COSTS FOR GOODS AND SERVICES

The Consumer Price Index measures the change in prices for a wide assortment of expenses. It establishes a "basket" of goods and services, tracking changes in prices month-by-month, and creates a composite figure for the cumulative change in all prices experienced by the typical consumer, which is called the inflation rate. These prices are indexed annually so that one can also track changes in prices for specific items over time.

There is not a specific breakdown of the distribution of spending on the part of youth, but there is one for a category of individuals under the age of 30 years old, cited as reference persons in an expenditure survey.[16] These figures will not quite reflect the spending of youth aged 15-24 years old, but it will include households headed up by individuals in this category. This distribution of spending should be seen as indicative.

Table 4 shows the percentage of all spending that is allocated to certain specific expenses in 2019 among those reference persons aged under 30 years old. These figures are only available for Canada as a whole. Table 4 thus illustrates the relative importance of certain spending categories.

Chart 31 shows the percentage change in the price index in Ontario[17] for certain of these items and compares it to the change in real terms in the minimum wage in Ontario over the same period. Overall, during this period, the prices of all items grew by 220%.

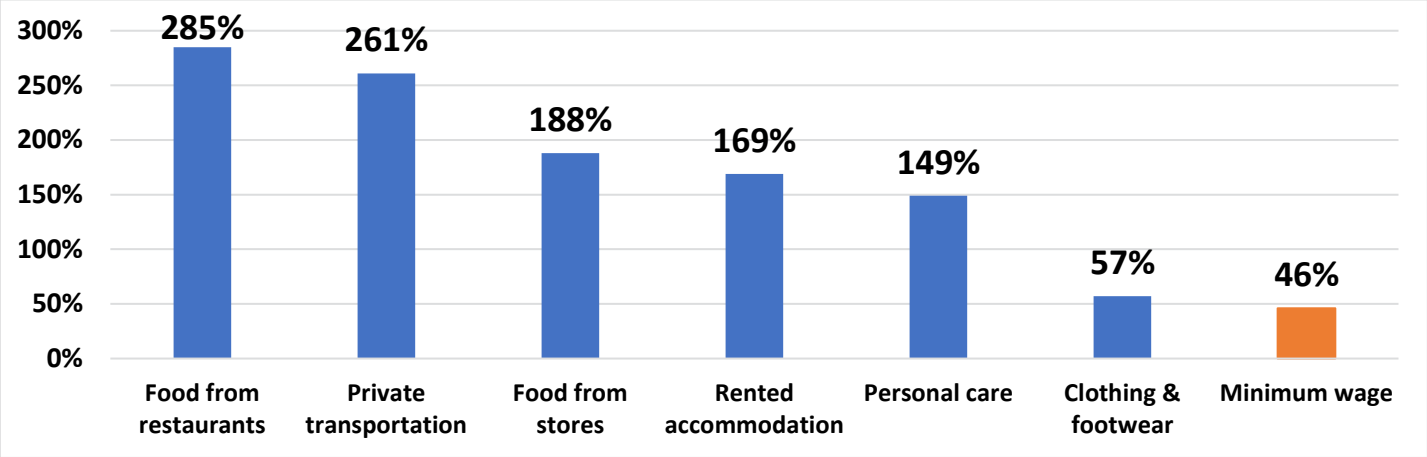
Table 4: Distribution of spending by select items among reference persons under 30 years of age, Canada, 2019

Item	Percent
Private transportation	17.2%
Rented living quarters	15.5%
Food purchased from stores	8.6%
Education	5.9%
Clothing and accessories	5.1%
Food purchased from restaurants	4.3%
Public transportation	2.9%
Personal care	2.1%

Statistics Canada: Table: 11-10-0227-01

16 The population used for this data has a more precise definition: The Statistics Canada Survey of Household Spending calculates spending by household (which can be one or more individuals living in a dwelling) and interviews the individual mainly responsible for paying the larger portion of household expense, and it is the age of this "reference person" that determines categorization by age.
17 The Consumer Price Index is not available for smaller geographies, except for the Ontario part of the Ottawa-Gatineau CMA, the Toronto CMA and the Thunder Bay CMA.

Chart 31: Changes in prices for select items and for minimum wage, Ontario, 1980-2019



Statistics Canada: Table: 18-10-0005-01

Two items were not included on this list because their values would have greatly distorted the range of the chart. The cost of education (which includes tuition, textbooks and school supplies) increased by 773% during this period,[18] while public transportation increased by 641%. Both these items would make up a larger share of expenditures on the part of youth attending post-secondary education, whose numbers increased significantly during this period.

From items that constitute a larger proportion of spending (such as private transportation and rental accommodation) to those that make up a smaller proportion (personal care), the real increases in prices among these items have been several-fold compared to the increase in the minimum wage between 1980 and 2019. Indeed, there is not a major item of spending whose increase was less than the increase in the minimum wage. Only two items came close:

- Clothing and footwear (increased only 57% during this period)
- Household furnishings and equipment (62%)

The cost of education (which includes tuition, textbooks and school supplies) increased by

773%
1980–2019

18 The following section examines changes in tuition fees over time. Using average tuition rates only, the change between 1981 and 2019 was 501%, which suggests different calculations can produce different results, although the orders of magnitude are in a similar range.

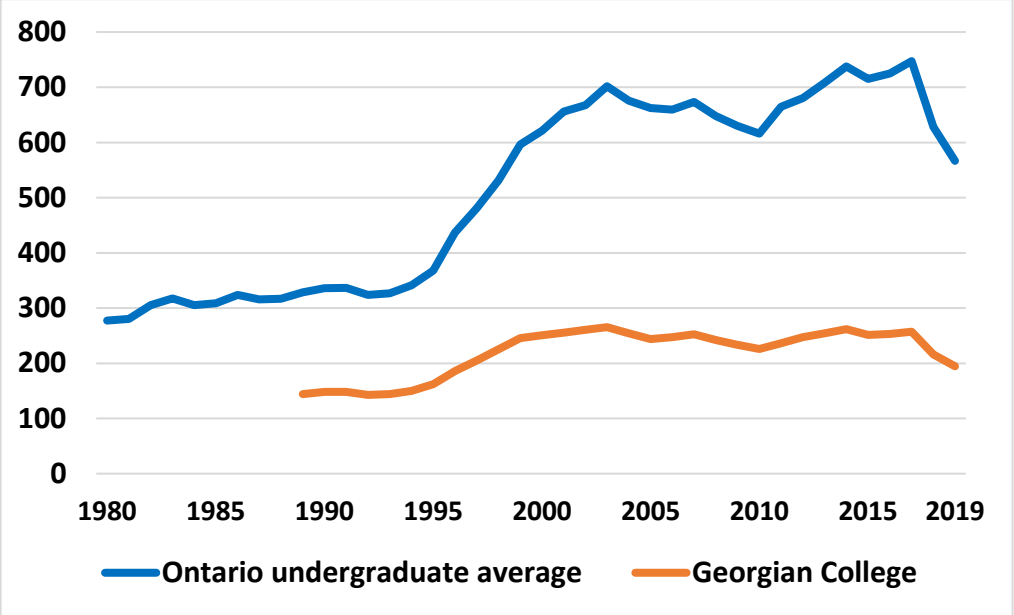
TUITION FEES

One way of illustrating the impact of differences in changing prices and changing wages is by calculating how many hours worked at minimum wage it would take to pay for the typical undergraduate tuition (Chart 32). This calculation has been done for both the average tuition for all university undergraduate programs in Ontario as well as for the basic program fee for Georgian College.[19]

In 1989, it took 329 hours of minimum wage work to pay for the average university undergraduate tuition in that year and 144 hours to pay for the standard program at Georgian College. In 2019, those figures stood at 566 hours for university undergraduate and 194 hours for Georgian College. The figure for number of hours had actually peaked in 2017 (747 hours for university undergraduate and 257 hours for Georgian College) just before the minimum wage rose from $11.40 to $14.00, which accounts for the drop in the two trendlines in 2018 and 2019.

It should be acknowledged that this data does not reflect financial assistance which may be available in the form of student loans and grants, bursaries, as well as tax deductions. However, the growth in these various forms of assistance is a result of the significant increase in tuition fees, which are partly as a result of the decline in the share of government funding which is provided for university operating revenue.[20]

Chart 32: Number of hours of minimum wage work to pay for one year of undergraduate tuition, Ontario, 1980-2019



Data on tuition: Statistics Canada, Tables 37-10-0150-01 (1980/81 to 2006/07) and 37-10-0003-01 (2007/08 to 2019/20) for university averages; data for Georgian College supplied by the college. Data on minimum wage: Employment and Social Development Canada, Historical Minimum Wage Rates in Canada.

19 The calculation for university undergraduate programs comes from Statistics Canada data and excludes compulsory fees; the data for Georgian College is for standard one-, two- and three-year programs, which reflect around 75% of all enrolment, and also excludes compulsory fees (in the last fifteen years or so, compulsory fees add a further 12% to 14% of the university tuition fee). The data was supplied by Georgian College and was only available for the dates listed on the chart. The minimum wage amount used for the calculation was the rate in effect on May 1 of that calendar year.

20 Erika Shaker and David Macdonald, *What's the Difference? Taking Stock of Provincial Tuition Fee Policies*, Canadian Centre for Policy Alternatives, 2015.

ESTIMATING RENTAL HOUSING COSTS FOR YOUTH IN SIMCOE AND MUSKOKA

For all these various cost figures, it has been necessary to produce alternate ways of measuring changing prices because actual data on the amount youth may have spent on housing in Simcoe and Muskoka over the past several decades is not available. Our primary purpose is not to produce an exact figure (because that is not possible), but instead to illustrate what the trends have been.

In calculating rental housing costs for youth, we decided to focus on the cost of bachelor and one-bedroom units in Simcoe and Muskoka, assuming that this would be the type of unit which would most likely be rented by a single person. Obviously, individuals can choose to live together with several unrelated roommates, renting a small or larger unit. It would be hard to make estimates on that basis and so we have limited the analysis to the base rents for bachelor and one-bedroom units.

There exists a highly spotty database for rental prices and number of units for various municipalities across Simcoe and Muskoka. The Appendix on Rental Housing Calculations at the end of this report details how the eventual figures were estimated (and provides the estimated rental cost figures), but the main approach was as follows:

- For those years where the data was available, average rental prices were obtained for Barrie, Collingwood, Huntsville and Orillia (there was limited but not sufficient data for other municipalities);
- Using data for the number of units by apartment type, a weighted average rental cost could be calculated for these municipalities, which is the average rental cost that is assigned for Simcoe and Muskoka;
- For those years where data does not exist for the other municipalities, data is available for Barrie, and using the historical ratio of average regional rental rates to Barrie rental rates, an estimated is calculated for regional rental prices.

Table 5 provides the results from all these calculations and estimates, all of which rest on many assumptions. In addition, the data from which these estimates are derived is limited to units in private structures with three apartment units or more, which further heightens the need to view these data as indicative of trends and not precise rental cost figures.

Table 5: Weighted average rent for bachelor and one-bedroom unit (private structure with three units or more), Simcoe and Muskoka, 1981 to 2019 (2019 dollars)

1981	1986	1991	1996	2001	2006	2011	2016	2019
$ 733	$ 807	$ 830	$ 863	$ 948	$ 901	$ 919	$ 966	$ 1,043

Based on these estimates, the increase in real rental costs for these units between 1981 and 2019 is 42%, considerably below the Consumer Price Index estimate of 169% for rented accommodation in Ontario over the same period. This figure of 42% should therefore be treated with caution. (These rental amounts also appear low, given rental advertisements across Simcoe and Muskoka.)

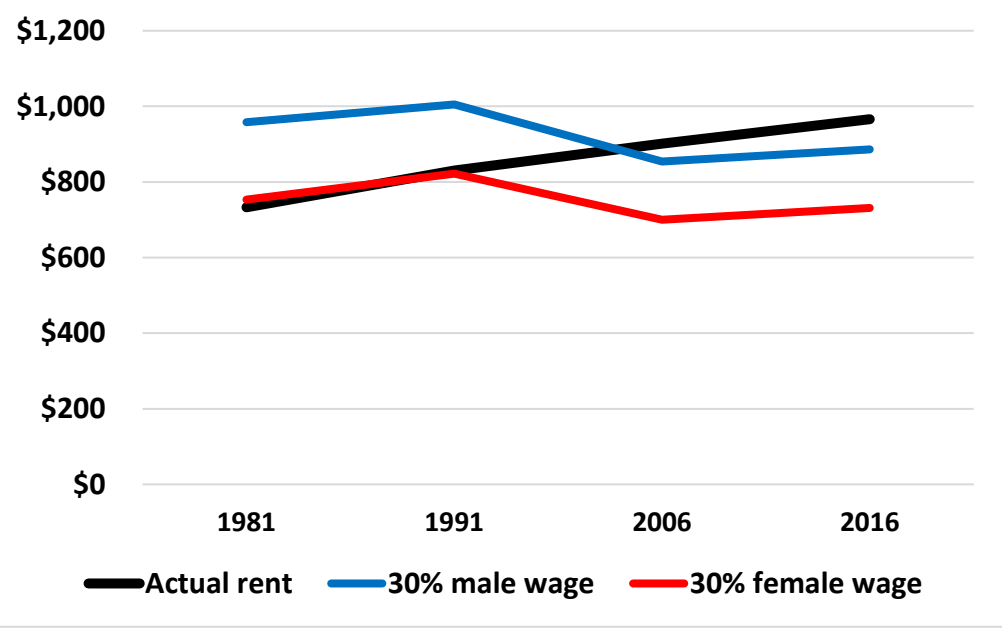
But even using these figures, it is useful to compare these rental amounts to the employment income data assembled for this report. Table 6 compares these monthly rental costs to 30% of the monthly employment income figures, for both males and females aged 20-24 years old working full-time, full-year, as the 30% threshold is typically used as an indicator of housing affordability. (One weighted average figure is provided for Simcoe and Muskoka combined, for each of males and females). Chart 33 illustrates the data provided in Table 6.

Even using rental cost estimates which appear low, these units became unaffordable for young adults working full-time, full-year in Simcoe and Muskoka starting in the early 2000s (they already dropped below the affordability threshold for females starting in 1991).

Table 6: Estimated average rent for bachelor and one-bedroom units, and 30% of monthly employment income, males and females aged 20-24 years old, working full-time, full-year, Simcoe and Muskoka, 1981, 1991, 2006 and 2016

	1981	1991	2006	2016
Actual rent	$ 733	$ 830	$ 901	$ 966
30% of male wage	$ 958	$ 1,005	$ 854	$ 886
30% of female wage	$ 753	$ 822	$ 700	$ 731

Chart 33: Estimated average rent for bachelor and one-bedroom units, and 30% of monthly employment income, males and females aged 20-24 years old, working full-time, full-year, Simcoe and Muskoka, 1981, 1991, 2006 and 2016

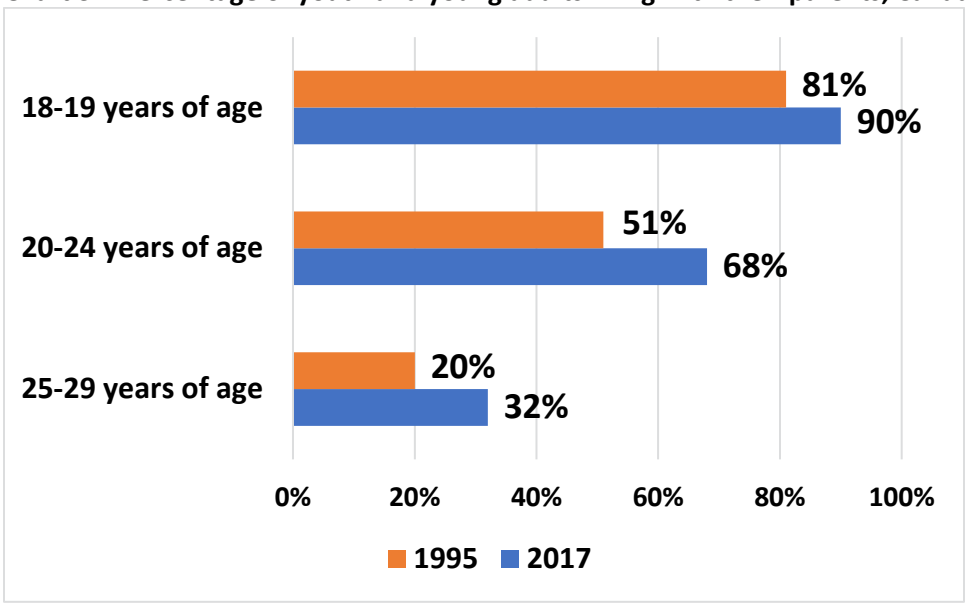


YOUTH AND YOUNG ADULTS LIVING WITH THEIR PARENTS

The combination of rising rental housing costs and declining or stagnant real employment income has consequences in terms of living arrangements, most notably in terms of the proportion of youth as well as of young adults who are living with their parents (includes either both parents or living with their mother or father separately). Across various age categories, that proportion has increased, much more so for older youth. Chart 34 illustrates the data for Canada, comparing the incidence of living with parents between 1995 and 2017.[21]
A separate study of 2011 data reveals that the incidence of living with one's parents is highest in Ontario among all provinces: 51% of Ontario individuals aged 20-29 years old were living with their parents in 2011, compared to 42% nationally. Of that national figure, almost a quarter (24%) were working full-time, full-year; 47% of males in that age group were living with their parents, compared to 38% of females.[22]

While there may also be sociological and cultural reasons for more youth living at home longer, it is hard to ignore the correlation between this phenomenon and rising housing costs and declining employment income, which suggests that the incidence of youth living with parents should also rank as a labour market outcome indicator.

Chart 34: Percentage of youth and young adults living with their parents, Canada, 1995 and 2017



21 Statistics Canada, *Family Matters: Under the same roof, living with my parents*! 2019.
22 Statistics Canada, Anne Milan, "Diversity of young adults living with their parents," *Insights on Canadian Society*, June 15, 2016.

CONCLUSION

Monthly news reports about unemployment figures or inflation rates often only provide a limited context, comparing the most recent data to that of the previous month or the previous year. Such comparisons tell us whether the most recent numbers are an improvement or cause for concern, in relation to where we were just recently, but rarely do we get a sense of the longer-term trends.

The fact is, our labour market started experiencing significant transformations beginning in the late 1970s. Among the consequences of those changes were stagnant wages for lower-skilled jobs, a growing wage gap between young workers and their older counterparts, and lower wage offerings and more temporary employment for newer employees.[23]

Among the other changes taking place during this time was the growing participation of women in the labour force. The labour force participation of women aged 25-54 years old surged from 24% in 1953 to 76% in 1990, then increased more slowly to 82% by 2014 (by comparison, the comparable male rate in 2014 was 91%).[24] A significant reason for this increase has to do with the growing assertion on the part of women for control and independence over their lives, a renewed women's movement which started gaining ground in the

1960s. The growth in employment income earned by women also made the increases in the cost-of-living more manageable for families through the next decades, as wages did not keep pace with price increases.

These circumstances were much more problematic for youth: declining wages, increasing prices and for most youth, the inability to share the financial burden with a life partner. This is the major reason why a larger proportion of youth and young adults have ended up staying longer at home with their parents as opposed to moving out to live independently.

This is also a relevant context for understanding the challenges which employers face in finding

23 For a discussion of why these changes occurred and a description of some of their impacts, see: Tom Zizys, *Better Work: The path to good jobs is through employers,* Metcalf Foundation, 2014. For an analysis of the significantly lower wages offered to new employees, particularly in the late 1980s and late 1990s, see: René Morissette and Anick Johnson, "Are Good Jobs Disappearing in Canada?" Analytical Studies Branch, Statistics Canada, 2005.
24 "The surge of women in the workforce," *Canadian Megatrends*, Statistics Canada, December 17, 2015.

job candidates for entry-level jobs. Youth have historically worked in large number in entry-level jobs. For certain occupations they are a major part of the workforce. Over the last 40 years or so, youth have been a shrinking proportion of our total population and a corresponding shrinking proportion of our labour force. Youth have been staying in school longer and slightly less likely to work while they are attending school.

For these reasons, there are basic demographic explanations for why there are fewer youth available for these jobs. But an additional one has to be the fact that with higher rates of educational attainment, youth would be expected to have their sights set on jobs that require higher qualifications.

Yet the analysis of this report shows that even among youth aged 20-24 years old, the proportion of these youth working in jobs that require a high school diploma or less has actually increased slightly, even as larger numbers of these youth have graduated from post-secondary education and even as the wages they receive have declined over the decades.

One has to imagine that youth taking these jobs often do so out of necessity, but that otherwise they are more likely seeking to obtain the credentials and experiences that would allow them to access occupations and careers which are more commensurate with their education.

The likely strategies which employers may have to consider to overcome these labour shortages will need to involve a combination of enticements: higher initial pay; less precarious work (more job certainty and available hours of work); and clear paths for career advancement. With an aging population causing a demographic crunch in the labour force, employers who can attract and retain young employees will be those who will succeed.

DATA APPENDIX

The tables below provide the data for the chart identified in the title for the table.

Chart 1: Number of employed residents by educational requirement of occupation, Ontario, 1991, 2006 and 2016

	1991	2006	2016
No certificate	625,040	777,850	754,725
High school	1,576,525	1,848,295	1,808,860
College or trades	1,461,295	1,749,525	1,944,970
University	1,312,560	1,788,565	2,103,610

Percentage distribution for this data:

Chart 1: Percent distribution of employed residents by educational requirement of occupation, Ontario, 1991, 2006 and 2016

	1991	2006	2016
No certificate	13%	13%	11%
High school	32%	30%	27%
College or trades	29%	28%	29%
University	26%	29%	32%

Chart 2: Population share and labour force share, youth aged 15-19 years old, Ontario, 1981-2016

	1981	1986	1991	1996	2001	2006	2011	2016
Share of population	12.1%	9.6%	8.6%	8.3%	8.5%	8.5%	8.2%	7.3%
Share of labour force	8.9%	7.4%	6.4%	5.7%	6.6%	6.4%	5.2%	4.9%

Chart 3: Population share and labour force share, youth aged 20-24 years old, Ontario, 1981-2016

	1981	1986	1991	1996	2001	2006	2011	2016
Share of population	11.8%	11.4%	9.4%	8.3%	7.9%	8.1%	8.1%	8.0%
Share of labour force	15.1%	14.5%	11.5%	10.1%	9.5%	9.6%	9.3%	9.4%

Chart 4: Population share and labour force share, youth aged 15-19 and 20-24 years old, Simcoe and Muskoka, 1981-2016

	1981	1986	1991	1996	2001	2006	2011	2016
SIMCOE								
15-19 years old								
Share of population	12.7%	---	8.9%	8.3%	8.7%	9.0%	8.7%	7.3%
Share of labour force	11.9%	---	7.7%	6.3%	7.6%	7.7%	6.1%	5.9%
20-24 years old								
Share of population	10.5%	---	8.1%	7.3%	7.0%	7.3%	7.4%	7.4%
Share of labour force	14.2%	---	10.4%	9.2%	8.8%	9.0%	9.2%	9.1%
MUSKOKA								
15-19 years old								
Share of population	11.4%	---	7.9%	7.9%	8.1%	7.8%	7.2%	6.0%
Share of labour force	11.5%	---	6.9%	7.0%	8.2%	7.8%	5.7%	5.5%
20-24 years old								
Share of population	9.2%	---	7.1%	6.0%	6.3%	6.1%	6.0%	5.7%
Share of labour force	13.2%	---	10.2%	8.4%	8.3%	8.2%	8.1%	7.9%

We do not have the data for 1986. In the charts, the line is drawn between 1981 and 1991 to provide continuity for the trend.

Chart 5: Participation rates, males and females, 15-19, 20-24 and 25 or more years old, Simcoe, Muskoka, Rest of Ontario and Toronto CMA, 1981-2016

	1981	1986	1991	1996	2001	2006	2011	2016
SIMCOE								
Males								
15-19 years old	63.6%	---	62.5%	49.8%	58.2%	56.5%	43.2%	50.7%
20-24 years old	95.4%	---	92.8%	88.4%	89.5%	85.9%	84.6%	82.8%
25 years old and older	79.1%	---	78.0%	74.9%	74.6%	74.8%	71.5%	70.6%
Females								
15-19 years old	59.6%	---	58.9%	51.7%	60.9%	60.0%	49.6%	56.2%
20-24 years old	81.9%	---	85.2%	80.5%	82.4%	83.5%	79.8%	80.0%
25 years old and older	48.4%	---	59.6%	59.2%	60.7%	62.1%	61.9%	60.0%
MUSKOKA								
Males								
15-19 years old	63.8%	---	48.7%	54.3%	61.9%	63.9%	43.3%	49.7%
20-24 years old	95.1%	---	95.2%	90.9%	87.2%	88.2%	83.7%	87.1%
25 years old and older	72.3%	---	71.9%	67.8%	66.6%	67.7%	64.5%	63.4%
Females								
15-19 years old	56.4%	---	63.7%	54.2%	64.1%	63.6%	53.1%	62.0%
20-24 years old	77.0%	---	89.2%	80.6%	77.5%	83.3%	79.9%	79.9%
25 years old and older	42.8%	---	53.2%	53.5%	54.8%	57.7%	57.0%	54.5%
REST OF ONTARIO								
Males								
15-19 years old	---	---	54.0%	47.8%	56.6%	52.5%	42.4%	44.9%
20-24 years old	---	---	90.4%	85.7%	80.6%	83.5%	79.2%	77.9%
25 years old and older	---	---	79.3%	75.5%	75.1%	74.2%	72.3%	70.4%
Females								
15-19 years old	---	---	54.9%	49.5%	54.4%	55.9%	46.6%	48.4%
20-24 years old	---	---	83.6%	79.6%	85.3%	80.4%	76.6%	76.2%
25 years old and older	---	---	60.5%	60.0%	60.9%	61.7%	61.9%	60.3%
TORONTO CMA								
Males								
15-19 years old	---	---	38.9%	33.1%	39.3%	35.3%	26.4%	27.2%
20-24 years old	---	---	83.0%	75.0%	75.2%	72.8%	67.7%	68.8%
25 years old and older	---	---	78.0%	72.7%	73.8%	73.7%	73.1%	72.8%
Females								
15-19 years old	---	---	41.7%	35.5%	42.0%	39.1%	30.2%	30.7%
20-24 years old	---	---	79.8%	71.9%	73.9%	71.8%	67.8%	69.3%
25 years old and older	---	---	61.7%	58.0%	59.9%	60.4%	61.5%	61.5%

We do not have the data for 1986 for Simcoe and Muskoka. In the charts, the line is drawn between 1981 and 1991 to provide continuity for the trend.

Chart 6: School attendance, youth aged 15-19 years old, Ontario, Simcoe and Muskoka, 1991-2016

	1991	1996	2001	2006	2011	2016
Ontario	85%	84%	77%	83%	87%	89%
Simcoe	83%	81%	73%	80%	83%	86%
Muskoka	81%	81%	71%	80%	81%	84%

Charts 7, 8 and 9: School attendance, youth aged 20-24 years old, Simcoe, Muskoka and Ontario, 1991-2016

	1991	1996	2001	2006	2011	2016
Ontario						
Males	46%	52%	50%	53%	55%	53%
Females	46%	54%	54%	59%	61%	60%
Simcoe						
Males	34%	42%	36%	41%	42%	40%
Females	35%	44%	44%	49%	56%	49%
Muskoka						
Males	37%	39%	41%	31%	47%	37%
Females	35%	39%	46%	53%	53%	48%

Chart 10: Percent of youth aged 15-19 years old who were attending school and also in the labour force, Simcoe, Muskoka and Ontario, 1991-2016

	1991	1996	2001	2006	2011	2016
Ontario	48%	42%	48%	49%	40%	42%
Simcoe	57%	47%	54%	55%	44%	51%
Muskoka	50%	49%	57%	60%	43%	54%

Chart 11: Percent of youth aged 20-24 years old who were attending school and also in the labour force, Simcoe, Muskoka and Ontario, 1991-2016

	1991	1996	2001	2006	2011	2016
Ontario	82%	76%	76%	75%	70%	69%
Simcoe	87%	78%	82%	81%	77%	78%
Muskoka	88%	78%	75%	82%	77%	81%

Chart 12: Highest educational certificate, youth aged 15-19 years old, Ontario, 1991-2016

	1991	1996	2001	2006	2011	2016
No certificate	73%	75%	74%	67%	60%	62%
High school	26%	23%	25%	30%	36%	35%
Trades, college or university	1%	1%	2%	3%	4%	3%

Chart 13: Highest educational certificate, youth aged 20-24 years old, Ontario, 1991-2016

	1991	1996	2001	2006	2011	2016
No certificate	21%	18%	16%	12%	9%	7%
High school	49%	49%	50%	48%	45%	49%
Trades, college or university	23%	31%	33%	37%	42%	42%

Charts 14, 15 and 16: Percent with a post-secondary certificate, youth aged 20-24 years old, Simcoe, Muskoka and Ontario, 1991-2016

	1991	1996	2001	2006	2011	2016
Ontario						
Males	18%	26%	28%	32%	37%	37%
Females	27%	36%	37%	41%	47%	48%
Simcoe						
Males	13%	23%	25%	29%	30%	33%
Females	24%	33%	36%	39%	44%	45%
Muskoka						
Males	21%	19%	19%	24%	31%	31%
Females	25%	30%	33%	36%	34%	47%

Chart 20: Average employment income, FT/FY employees aged 20-24 years old and 25 years or older, males and females, Ontario, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Female: 20-24 years old	$ 32,877	$ 33,326	$ 29,392	$ 30,888
Male: 20-24 years old	$ 43,177	$ 40,024	$ 34,743	$ 36,133
Female: 25 years and older	$ 43,829	$ 49,828	$ 58,910	$ 64,492
Male: 25 years and older	$ 70,025	$ 74,281	$ 83,198	$ 84,554

Chart 21: Average employment income, FT/FY employees aged 20-24 years old and 25 years or older, males and females, Simcoe, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Female: 20-24 years old	$ 30,187	$ 32,930	$ 28,026	$ 29,373
Male: 20-24 years old	$ 38,260	$ 40,922	$ 34,682	$ 35,451
Female: 25 years and older	$ 39,900	$ 45,079	$ 52,577	$ 57,296
Male: 25 years and older	$ 61,214	$ 68,451	$ 75,725	$ 75,988

Chart 22: Average employment income, FT/FY employees aged 20-24 years old and 25 years or older, males and females, Muskoka, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Female: 20-24 years old	$ 29,701	$ 32,356	$ 27,715	$ 27,743
Male: 20-24 years old	$ 38,845	$ 34,152	$ 30,306	$ 35,287
Female: 25 years and older	$ 36,320	$ 41,599	$ 50,065	$ 54,062
Male: 25 years and older	$ 55,362	$ 60,087	$ 67,076	$ 70,431

Chart 23: Average employment income, male employees aged 20-24 years old working in food and beverage serving, all work activities, Ontario, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Full year full time	$ 30,000	$ 26,901	$ 20,353	$ 20,806
Full year part time	$ 17,381	$ 13,644	$ 12,796	$ 13,665
Part year, part time or full time	$ 13,508	$ 13,018	$ 10,327	$ 11,032

Chart 24: Average employment income, female employees aged 20-24 years old working in food and beverage serving, all work activities, Ontario, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Full year full time	$ 22,613	$ 23,220	$ 15,665	$ 19,513
Full year part time	$ 14,029	$ 12,915	$ 10,681	$ 13,715
Part year, part time or full time	$ 10,606	$ 11,238	$ 8,696	$ 10,877

Chart 25: Average employment income, male employees aged 20-24 years old working as retail salespersons, all work activities, Ontario, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Full year full time	$ 40,022	$ 34,612	$ 28,184	$ 29,329
Full year part time	$ 19,181	$ 14,390	$ 15,720	$ 15,414
Part year, part time or full time	$ 17,813	$ 14,928	$ 12,452	$ 12,824

Chart 26: Average employment income, female employees aged 20-24 years old working as retail salespersons, all work activities, Ontario, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Full year full time	$ 26,221	$ 26,311	$ 23,815	$ 24,840
Full year part time	$ 13,840	$ 13,288	$ 13,436	$ 14,482
Part year, part time or full time	$ 11,080	$ 11,575	$ 10,882	$ 11,379

Chart 27: Average employment income, male employees aged 20-24 years old working as construction labourers, all work activities, Ontario, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Full year full time	$ 40,681	$ 41,451	$ 34,640	$ 37,764
Full year part time	$ 22,188	$ 14,924	$ 18,132	$ 18,841
Part year, part time or full time	$ 19,669	$ 21,011	$ 19,922	$ 21,904

For the 1981 data, only figures for *SOC 8798 Occupations in labouring and other elemental work: other construction trades* were relied upon. Because there were some issues with the data, two smaller occupations were not included: *SOC 8718 Occupations in labouring and other elemental work: excavating, grading, paving and related activities*; *SOC 8738 Occupations in labouring and other elemental work: electrical power, lighting and wire communications equipment erecting, installing and repairing*

Chart 28: Average employment income, male and female employees aged 25 years and older working full-time full-year in food and beverage serving, Ontario, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Males	$ 55,973	$ 58,551	$ 63,106	$ 60,589
Females	$ 30,139	$ 35,245	$ 38,861	$ 39,571

Chart 29: Average employment income, male and female employees aged 25 years and older working full-time full-year as retail salespersons, Ontario, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Males	$ 36,555	$ 37,803	$ 30,284	$ 33,573
Females	$ 26,912	$ 29,594	$ 25,628	$ 27,925

Chart 30: Average employment income, male employees aged 25 years and older working full-time full-year as construction labourers, Ontario, 1981-2016 (constant 2019 dollars)

	1981	1991	2006	2016
Males	$ 56,139	$ 58,308	$ 54,324	$ 57,305

Chart 31: Price indexes for select items, Ontario, 1980-2019 (2002 = 100)

	Food purchased from stores	Food purchased from restaurants	Rented accommodation	Clothing and footwear	Private transportation	Public transportation	Personal care	Education
1980	52.4	40.7	46.3	58.7	38.5	22.8	50.8	20.0
1981	58.4	44.5	48.7	62.7	45.7	26.6	56.2	22.1
1982	61.8	49.8	52.2	66.3	51.3	31.7	61.2	24.8
1983	64.2	53.4	55.9	69.2	53.5	34.0	64.5	27.6
1984	69.2	55.8	59.1	70.9	55.6	36.4	66.5	29.0
1985	70.4	58.3	62.3	73.1	58.0	39.3	67.8	30.7
1986	73.5	60.9	65.3	75.3	59.6	44.6	70.3	32.4
1987	76.9	63.3	68.2	78.8	62.2	46.3	73.3	34.3
1988	78.3	66.5	71.5	83.5	64.8	43.4	75.8	36.5
1989	81.2	70.1	75.7	87.5	68.4	47.0	79.1	38.8
1990	84.2	73.7	78.7	90.2	72.0	52.0	83.5	41.9
1991	85.3	81.6	81.4	96.4	72.1	57.9	89.6	45.3
1992	82.8	83.2	83.8	97.0	73.2	60.5	90.8	48.1
1993	85.9	84.0	86.0	97.1	75.3	63.1	93.1	50.6
1994	85.1	85.1	87.8	98.2	79.2	66.1	93.1	53.8
1995	88.1	86.8	89.3	98.3	84.2	68.3	92.9	57.9
1996	88.6	88.1	90.6	98.5	88.0	75.2	93.0	64.0
1997	88.5	89.0	91.9	99.5	92.1	81.4	95.6	72.4
1998	89.7	90.5	93.1	100.0	91.1	84.9	96.9	78.8
1999	91.2	92.3	94.3	101.7	93.7	90.5	97.8	86.0
2000	92.3	94.1	95.7	102.2	98.5	93.1	98.2	92.3
2001	97.0	97.2	97.6	101.8	98.1	94.9	99.8	96.1
2002	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2003	101.3	102.3	101.7	97.7	106.2	102.8	100.7	103.5
2004	103.0	104.9	102.8	98.0	108.2	104.4	101.0	106.9
2005	106.1	108.1	103.6	96.2	112.5	107.5	101.3	107.9
2006	108.2	110.7	104.4	93.2	115.2	112.0	101.9	110.4
2007	110.6	114.5	105.5	93.5	117.6	113.1	102.5	115.4
2008	115.4	117.2	106.4	92.2	119.4	119.9	104.3	119.0
2009	121.4	121.4	107.5	92.0	113.0	120.8	107.6	123.7
2010	123.1	123.3	108.9	90.7	119.9	121.1	112.5	129.3
2011	129.0	126.0	110.0	91.6	128.9	127.4	115.6	135.2
2012	132.0	128.9	111.5	89.8	130.7	130.6	117.9	141.5
2013	133.6	131.4	113.4	88.9	131.4	132.8	117.4	147.4
2014	137.6	133.1	114.9	91.7	132.3	134.3	117.9	152.7
2015	143.2	136.6	116.1	92.2	126.0	135.8	119.9	158.3
2016	145.0	140.2	117.3	92.0	126.9	140.2	121.4	164.3
2017	143.2	143.8	118.4	89.9	132.3	147.4	123.0	169.2
2018	145.2	153.1	120.1	90.4	137.2	161.5	126.2	175.4
2019	151.0	156.6	124.6	91.9	138.8	169.0	126.4	174.5
PERCENT CHANGE	**188%**	**285%**	**169%**	**57%**	**261%**	**641%**	**149%**	**773%**

Statistics Canada: Table: 18-10-0005-01

Chart 31: Calculation for minimum wage index, Ontario, 1980-2019

	Actual minimum wage	Minimum wage in 2019 dollars	Index (1980 = 100)
1980	$ 3.00	$ 9.59	100
1981	$ 3.30	$ 9.41	98
1982	$ 3.50	$ 9.03	94
1983	$ 3.50	$ 8.50	89
1984	$ 3.85	$ 8.91	93
1985	$ 4.00	$ 8.90	93
1986	$ 4.00	$ 8.51	89
1987	$ 4.35	$ 8.82	92
1988	$ 4.55	$ 8.81	92
1989	$ 4.75	$ 8.70	91
1990	$ 5.00	$ 8.74	91
1991	$ 5.40	$ 9.01	94
1992	$ 6.00	$ 9.92	103
1993	$ 6.35	$ 10.31	108
1994	$ 6.70	$ 10.88	113
1995	$ 6.85	$ 10.85	113
1996	$ 6.85	$ 10.68	111
1997	$ 6.85	$ 10.49	109
1998	$ 6.85	$ 10.40	108
1999	$ 6.85	$ 10.19	106
2000	$ 6.85	$ 9.90	103
2001	$ 6.85	$ 9.61	100
2002	$ 6.85	$ 9.42	98
2003	$ 6.85	$ 9.17	96
2004	$ 7.15	$ 9.40	98
2005	$ 7.45	$ 9.58	100
2006	$ 7.75	$ 9.79	102
2007	$ 8.00	$ 9.93	104
2008	$ 8.75	$ 10.62	111
2009	$ 9.50	$ 11.49	120
2010	$ 10.25	$ 12.10	126
2011	$ 10.25	$ 11.74	122
2012	$ 10.25	$ 11.57	121
2013	$ 10.25	$ 11.46	119
2014	$ 10.25	$ 11.19	117
2015	$ 11.00	$ 11.87	124
2016	$ 11.25	$ 11.93	124
2017	$ 11.40	$ 11.88	124
2018	$ 14.00	$ 14.26	149
2019	$ 14.00	$ 14.00	146
PERCENT CHANGE		**46%**	**46%**

The minimum wage amount is the level in effect on May 1 of any calendar year. Data on minimum wage: Employment and Social Development Canada, Historical Minimum Wage Rates in Canada. Adjustment for 2019 dollars from CPI: Statistics Canada: Table: 18-10-0005-01.

Chart 32: Tuition amounts, actual dollars, 1980-2019

	Academic year	Average university undergraduate tuition, Ontario	Standard program tuition, Georgian College
1980	1980/1981	$ 832	
1981	1981/1982	$ 926	
1982	1982/1983	$ 1,068	
1983	1983/1984	$ 1,111	
1984	1984/1985	$ 1,176	
1985	1985/1986	$ 1,235	
1986	1986/1987	$ 1,296	
1987	1987/1988	$ 1,372	
1988	1988/1989	$ 1,443	
1989	1989/1990	$ 1,561	$ 685
1990	1990/1991	$ 1,680	$ 740
1991	1991/1992	$ 1,818	$ 800
1992	1992/1993	$ 1,942	$ 856
1993	1993/1994	$ 2,076	$ 915
1994	1994/1995	$ 2,286	$ 1,006
1995	1995/1996	$ 2,518	$ 1,109
1996	1996/1997	$ 2,992	$ 1,275
1997	1997/1998	$ 3,293	$ 1,402
1998	1998/1999	$ 3,640	$ 1,542
1999	1999/2000	$ 4,084	$ 1,684
2000	2000/2001	$ 4,256	$ 1,717
2001	2001/2002	$ 4,492	$ 1,750
2002	2002/2003	$ 4,572	$ 1,784
2003	2003/2004	$ 4,808	$ 1,818
2004	2004/2005	$ 4,831	$ 1,818
2005	2005/2006	$ 4,933	$ 1,818
2006	2006/2007	$ 5,110	$ 1,918
2007	2007 / 2008	$ 5,388	$ 2,018
2008	2008 / 2009	$ 5,667	$ 2,118
2009	2009 / 2010	$ 5,985	$ 2,218
2010	2010 / 2011	$ 6,316	$ 2,318
2011	2011 / 2012	$ 6,815	$ 2,422
2012	2012 / 2013	$ 6,975	$ 2,532
2013	2013 / 2014	$ 7,257	$ 2,608
2014	2014 / 2015	$ 7,562	$ 2,686
2015	2015 / 2016	$ 7,865	$ 2,766
2016	2016 / 2017	$ 8,154	$ 2,849
2017	2017 / 2018	$ 8,519	$ 2,935
2018	2018 / 2019	$ 8,793	$ 3,023
2019	2019 / 2020	$ 7,931	$ 2,721

Data on tuition: Statistics Canada, Tables 37-10-0150-01 (1980/81 to 2006/07) and 37-10-0003-01 (2007/08 to 2019/20) for university averages; data for Georgian College supplied by the college.

APPENDIX: RENTAL HOUSING COST CALCULATIONS

The following note explains the approach which was used to estimate the housing costs that youth have experienced over the years in Simcoe and Muskoka. It bears emphasizing that there is not a standard calculation which exists that can produce the definitive figure for the average housing cost experienced by youth. This note identifies what data exists and what assumptions were made to produce an estimate over time of the housing costs which youth would have experienced.

In calculating rental housing costs for youth, we decided to focus on the cost of bachelor and one-bedroom units in Simcoe and Muskoka, assuming that this would be the type of unit which would most likely be rented by a single person. Obviously, individuals can choose to live together with several unrelated roommates, renting a small or larger unit. It would be hard to make estimates on that basis and so we have limited the analysis to the base rents for bachelor and one-bedroom units.

The source of data on housing costs is the Canada Mortgage and Housing Corporation (CMHC), the federal Crown corporation which focuses on housing issues at a national level, including carrying out research and compiling statistics. CMHC produces rental housing surveys which track vacancy rates and average costs for rental housing across various communities.

The publication, Rental Market Report – Ontario Highlights, was the source for data from 2006 and onwards. These reports provided average rent figures for different sizes of apartments in privately initiated structures with at least three rental units for the following communities in our study area: Barrie; Bracebridge; Collingwood; Gravenhurst; Huntsville; Midland; Orillia. In addition, this publication also provided an estimate of the total number of units in each category in each municipality. Data that was not statistically reliable would be suppressed in the report. As a result, one did not always have a figure for each municipality for each category of unit. As a result, only those municipalities which had rent cost and unit numbers for the years in question for the unit types in question were relied upon, namely: Barrie, Collingwood, Huntsville and Orillia.

For the years 1996 and 2001, the average rent data was obtained from a Statistics Canada table which had the same data as the Rental Market Reports cited earlier, except for the number of units in those apartment sizes.

For the years 1981 and 1986, rental market reports for the Barrie CMA were retrieved from the CMHC on-line library. These reports only had average rent figures, not estimated number of units, and the sample was based on structures with six or more units, as opposed to three or more units.

For 1991, the only data available for Barrie was for one-bedroom units in structures of six units or more. To produce a figure for bachelor units in six-unit structures in Barrie, we used the mid-point figure between the rent values for 1986 and 1996.

With this foundation of data (which at times is evidently incomplete), the rest of this note describes the approach used to produce a composite average rental figure for bachelor and one-bedroom units in three-unit apartment

structures in Simcoe and Muskoka for the period 1981 to 2019.

Firstly, all rental cost figures were converted into 2019 dollars (using the Consumer Price Index), to ensure that prices were expressed using the same dollar value.

Beginning with the data for 2006 onwards, it was possible to produce a weighted average rental cost figure. Thus, for 2016, one-bedroom apartments in Barrie made up half the number of total bachelor and one-bedroom apartments in Barrie, Collingwood, Huntsville and Orillia, and so for the calculation of the average rent figure, half of that number reflects the average rent of a one-bedroom apartment in Barrie. The full data is presented in Table 1 and the resulting calculation for the weighted average rent is presented in Table 2.

Table 1: Average rents and number of rental units for bachelor and one-bedroom apartments in private structures of three units or more, Barrie, Collingwood, Huntsville and Orillia, 2006, 2011, 2016 and 2019 (October)

	Bachelor				One-bedroom			
	2006	**2011**	**2016**	**2019**	**2006**	**2011**	**2016**	**2019**
Average rent (current dollars)								
Barrie	$ 618	$ 681	$ 749	$ 871	$ 804	$ 884	$ 1,012	$ 1,161
Collingwood	$ 505	$ 672	$ 708	$ 749	$ 631	$ 751	$ 858	$ 995
Huntsville	$ 520	$ 582	$ 664	$ 776	$ 647	$ 749	$ 847	$ 929
Orillia	$ 536	$ 610	$ 674	$ 732	$ 670	$ 769	$ 831	$ 956
Average rent (2019 dollars)								
Barrie	$ 781	$ 780	$ 794	$ 871	$ 1,016	$ 1,012	$ 1,073	$ 1,161
Collingwood	$ 638	$ 769	$ 751	$ 749	$ 797	$ 860	$ 910	$ 995
Huntsville	$ 657	$ 666	$ 704	$ 776	$ 818	$ 858	$ 898	$ 929
Orillia	$ 677	$ 698	$ 715	$ 732	$ 847	$ 880	$ 881	$ 956
Number of units								
Barrie	79	109	111	114	1055	1025	1,160	1,197
Collingwood	47	45	42	46	233	237	220	230
Huntsville	21	9	10	10	162	120	112	116
Orillia	134	117	103	100	493	594	567	580

CMHC, Rental Market Report – Ontario Highlights, 2006, 2011, 2016 and 2019

Table 2: Weighted average rent for bachelor and one-bedroom unit (private structure with three units or more), Simcoe and Muskoka, 2006, 2011, 2016 and 2019 (2019 dollars)

1981	1986	1991	1996	2001	**2006**	**2011**	**2016**	**2019**
					$ 901	$ 919	$ 966	$ 1,043

For the years prior to 2006, the data was obtained as described earlier, from a Statistics Canada table and from individual reports for the Barrie CMA for 1981 and 1986. Only Barrie data for bachelor and one-bedroom apartments was used. A weighted average Barrie rent figure was calculated, based on the rough split between one-bedroom and bachelor units of nine to one.

The next step involved applying the historical relationship between Barrie rents and the weighted average rents for Simcoe and Muskoka. For 2006 onwards, Barrie rents are around 10% higher than the Simcoe and Muskoka average. So, working backwards, taking the Barrie rents that we derived for the years prior to 2006, allowed us to complete the blank spaces in Table 2, with Table 3 as the final product.

Table 3: Weighted average rent for bachelor and one-bedroom unit (private structure with three units or more), Simcoe and Muskoka, 1981 to 2019 (2019 dollars)

1981	1986	1991	1996	2001	2006	2011	2016	2019
$ 733	$ 807	$ 830	$ 863	$ 948	$ 901	$ 919	$ 966	$ 1,043

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