2023 - 2024

LOCAL LABOUR MARKET PLAN

SIMCOE MUSKOKA SKILLFORCE

Soft Skills SOLUTIONS skills employers want

ReadyForTrades.ca FAST THE FOUNDATIONAL ASSESSMENT For Skilled Trades

Canada EMPLOYMENT ONTARIO Ontario

This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

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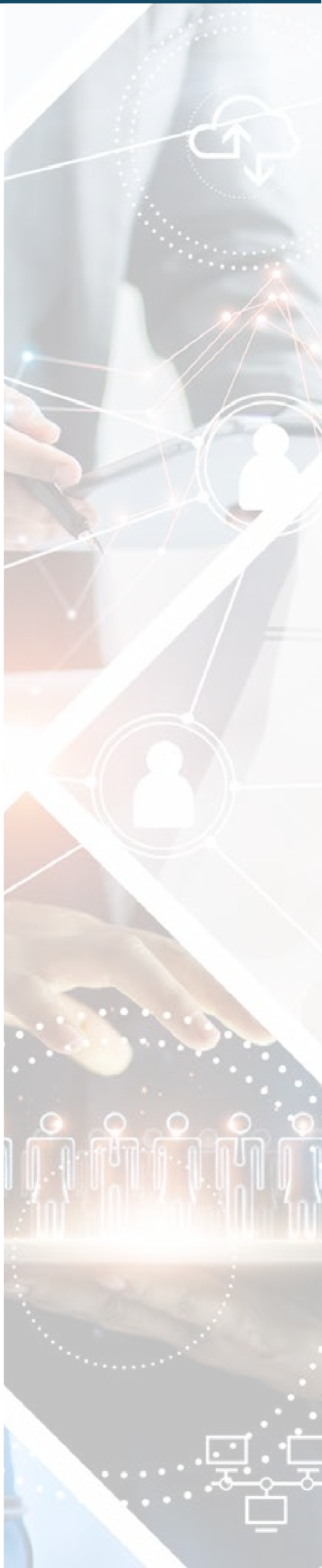

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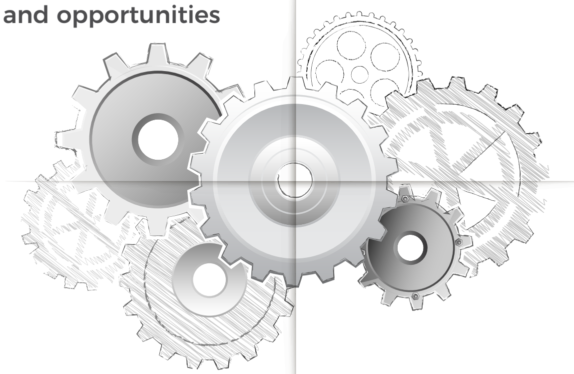
WHAT WE DO

RESEARCH
Analyze and identify priorities and opportunities

CONVENE
Bring groups together



EVALUATE
Measure, refine and add value

COLLABORATE
Take action through partnerships

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2023-2024 Labour Market Plan

The Simcoe Muskoka Labour Market Plan (LLMP) is an annual report that highlights changes in local labour market information including industry, demographics and job trends. It also identifies key workforce opportunities and challenges in the Simcoe Muskoka region.

The LLMP is a summary of the regional employment climate, offering insights to those seeking employment, businesses, and our partners and stakeholders in employment services.

2022 saw the restructuring and rebuilding post pandemic continue. Simcoe and Muskoka found that the effects of inflation impacted their businesses on two fronts. High numbers of local employers were impacted by increased prices and they felt pressure to increase wages, according to data from our business survey.

In Simcoe and Muskoka, there was a steady increase in the growth of firms with under 100 employees, rebounding past pre-pandemic numbers.

The tight labour market saw changes to those who are being employed by Simcoe and Muskoka employers. Employers are hiring a more diverse workforce. In this case, a diverse workforce means that younger workers, mature workers and persons with disabilities were being hired.

Finding housing remains a challenge in both Simcoe and Muskoka. Those who are in the rental market saw increases in rent and a decrease in housing supply. Higher interest rates made it more challenging to purchase homes in both Simcoe and Muskoka. This is a theme that has been the thread of conversations and discussions at many tables at home and work across the region and county.

Employees and employers are facing new challenges with rebuilding businesses and services after the pandemic. The resilience of the communities in Simcoe County and the region of Muskoka has been reassuring.

Companies are examining and readjusting to the social and economic challenges that we have faced in the past three years and emerging with new ideas and opportunities.

Our organization is changing as well. 2023 saw the Simcoe Muskoka Workforce Development Board and Literacy Network rebrand to become Simcoe Muskoka Skillforce.

We have a new team and are positioned well to provide employers with the data they need, workers with the opportunities to train for their needs and support adult literacy service providers with support and training to deliver upgrading to those who desire it across the region and the county.

Simcoe Muskoka Skillforce would like to thank and acknowledge the skill and efforts of Tom Zizys who gathers, organizes and make that data in this report understandable.

Introduction to Local Labour Market Plan (LLMP)

When COVID struck, our businesses, our various public and non-profit services and our labour markets were thrown into a considerable turmoil, as health measures limited face-to-face contact, various categories of establishments were closed and employers laid off large numbers of staff, while many others had to adjust to working from home. In the year following COVID, there was a re-adjustment period, as we sorted through its after-effects, as some residents had changed careers and others chose to retire, while disrupted supply chains created new difficulties for the provision of goods and services. Initially, job vacancy rates rose significantly, and then inflation started increasing as well. Also, the experience of the lockdown period resulted in more employees seeking to work from home as a regular feature of their employment.

In many ways, 2023 saw many labour market indicators return to values that were like those present just before COVID, although the labour market remains different from what it looked like then. This section summarizes the findings of the most recent data.

Labour Market Data – Simcoe And Muskoka

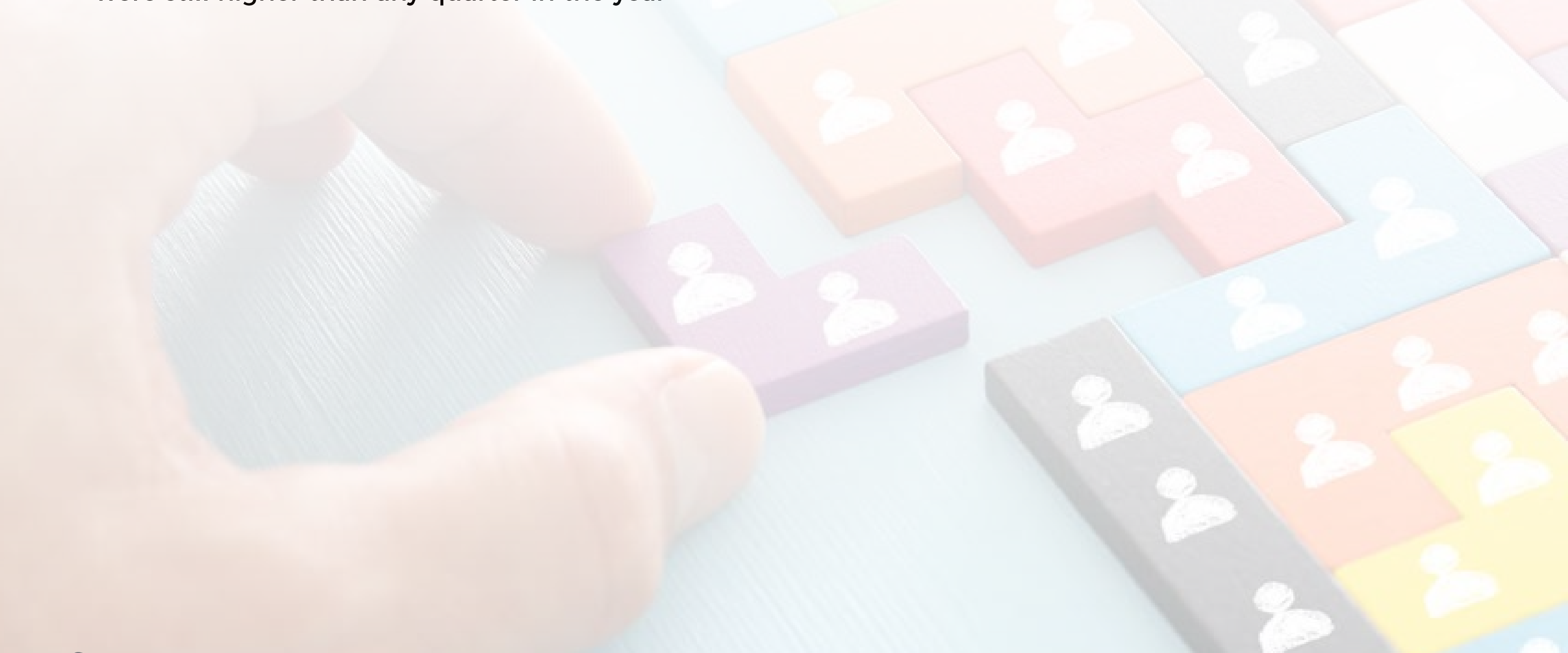
In 2023, unemployment rates continued to return to levels which were present in 2018 and 2019, which had already happened in 2022. In the latter part of 2023, the unemployment rate in the Rest of Ontario (that is, Ontario minus the Toronto CMA figures) stayed within a range of 5.1% to 5.6%; it was slightly higher in the Kitchener-Waterloo-Barrie Economic Region and slightly lower in the Muskoka-Kawarthas Economic Region.

Participation rates across Ontario, the proportion of the population aged 15 years and older who are employed or actively looking for work were slightly higher in 2023 than they had been in 2018 and 2019. The rates in the Kitchener-Waterloo-Barrie Economic Region, the Muskoka-Kawarthas Economic Region and the Barrie CMA were all higher in December 2023 than they had been in January 2022.

Job vacancy rates, which had increased considerably right after COVID receded, especially in the Muskoka-Kawarthas Economic Region, eventually settled down, but in Quarter 3 2023 were still higher than any quarter in the year before COVID. While the average offered wage for job openings did increase, it did not increase after COVID at a rate higher than the increase before COVID.

Median employment income across Ontario rose only slightly between 2017 and 2020 but did increase at a faster pace in 2021. Median employment income for Simcoe males is higher than that for males in the Toronto CMA and the Rest of Ontario, but the female rate in Simcoe is lower. Median employment income for males and females in Muskoka is much lower in comparison.

Simcoe has considerable net migration across all age groups, but especially among those aged 25-44 years old and among those coming from other parts of Ontario. Muskoka also has net increases from migration across all age categories, but especially among those aged 45-64 years old, and almost exclusively from those coming from other parts of Ontario.



2021 Census data

It is unfortunate that the timing of the census (May 2021) coincided with the lingering effects of the COVID pandemic and the associated lockdowns, which not only changed our patterns of how we purchased goods and services, but also affected levels of employment. In comparing the numbers between the 2016 Census and the 2021 Census, we need to bear in mind that overall employment dropped during COVID, and that some industries and occupations were more affected than others. Interpreting the data involves both comparing the numbers but also considering how the context influenced different categories.

Simcoe experienced a net increase in employment of 1.7% between the 2016 Census and the 2021 Census. However, there are very large employment declines in Arts, Entertainment & Recreation, and in Accommodation & Food Services, very similar to the figures for Ontario. Somewhat smaller decreases were experienced in Wholesale Trade, Retail Trade, Information & Cultural Industries, and Other Services, also very much within the range of the Ontario figures.

Among larger industries with significant employment increases, those for Professional, Scientific & Technical Services and Transportation & Warehousing were in the range of the Ontario increases, but several industries experienced increases which were notably larger than the provincial average, such as Construction, Finance & Insurance, and Health Care & Social Assistance. It should also be noted that employment in Manufacturing increased in Simcoe, compared to a decline across the province.

Muskoka also experienced a net increase in employment of 2.6% between the two censuses. Employment decline was significant in Accommodation & Food Services, less so in Arts, Entertainment & Recreation. Wholesale Trade declined by the same amount as the provincial average, but Retail Trade more or less held steady, and Transportation & Warehousing experienced a considerable decline, unlike the provincial positive trend.

Construction as well as Finance & Insurance showed larger increases than the average, Manufacturing also experienced growth, whereas the increases in Professional, Scientific & Technical Services and in Health Care & Social Assistance, were much more muted. There were also increases in Administrative & Support as well as Educational Services, unlike the provincial decreases.

Comparisons in changes by occupation are provided for the combined Simcoe and Muskoka areas:

<u>Significant declines in employment</u>

- Sales and Service Occupations (minus 19.6%)
- Occupations in Manufacturing and Utilities (minus 12.1%)
- Occupations in Art, Culture, Recreation and Sport (minus 9.5%)

<u>Significant increases in employment</u>

- Natural and Applied Sciences Occupations (plus 20.3%)
- Health Occupations (plus 15.6%)
- Management Occupations (plus 10.4%)

<u>Little change</u>

- Trades, Transport and Equipment Operators and Related Occupations (plus 0.8%)
- Business, Finance and Administration Occupations (minus 0.1%)
- Occupations in Education, Law and Social, Community and Government Services (minus 0.7%)

An explanation is required with respect to Manufacturing. As an industry, employment grew in both Simcoe and Muskoka, however there was a decline in Occupations in Manufacturing and Utilities. These occupations would be in such categories as manufacturing supervisors, machine operators, assemblers and labourers. This suggests that employment increased in other aspects of the manufacturing industry, such as skilled tradespersons and technicians, among temp workers, and office functions such as sales and marketing, and customer service.

The census data also profiles educational attainment. Simcoe and Muskoka have slightly higher proportions of residents with high school diplomas, apprenticeships and college diplomas and fewer with university education compared to the Ontario average. The Ontario averages are very much bolstered by the high proportion of university graduates in the Greater Toronto Area; if one compared the Simcoe and Muskoka figures to Ontario minus the Toronto area and there would be much more similarity.

Older Muskoka residents (45 to 64 years old) have a very similar educational profile as their Simcoe counterparts, however, among those aged 25 to 44 years old, Simcoe residents are slightly more likely to have a college or university education, while Muskoka has a slightly higher proportion of residents with a high school diploma or an apprenticeship certificate

In terms of their demographic profile, there were considerable increases in the population aged 15 years and older between 2016 and 2021: in Simcoe, by 11.7%; and in Muskoka, by 11.1%. In both areas, the largest increase by population category was among those aged 65 years and older: in both areas that population grew by around 24%.

Canadian Business Counts

This data tracks the number of establishments in Simcoe and Muskoka. There had been a decline in the number of establishments with 20 or more employees across both areas between 2020 and 2021 (likely because of COVID), but there has been a healthy rebound over the last two years, although Muskoka did experience a slight decline in the number of establishments with 100 or more employees between June 2022 and June 2023.

In Simcoe, between June 2022 and June 2023, several industries posted significant gains in the number of establishments: Agriculture, Forestry, Fishing and Farming; Health Care and Social Assistance; Arts, Entertainment and Recreation; Accommodation and Food Services; Other Services; and Public Administration.

In Muskoka, significant gains were registered in: Mining and Oil and Gas Extraction; Wholesale Trade; Retail Trade; Real Estate and Rental and Leasing; Health Care and Social Assistance; Arts, Entertainment and Recreation; Accommodation and Food Services, Other Services; and Public Administration.

Employment Ontario Client Numbers

For most EO programs, client numbers fell in 2020-21, and while client numbers increased in most programs through 2021-22 and 2022-23, the most recent numbers do not reach the client levels experienced in 2019-20, except in the case of new apprentice registrations in the Central Region and Ontario (almost, but not quite in Simcoe and Muskoka).

In terms of Employment Services, if one takes the total numbers of clients served (under the previous system, all Assisted and Unassisted Clients, and under the Service System Manager model, all Stream A, B and C clients), there was a considerable drop in the number of clients in 2020-21, almost the same number in 2021-22, and then a small recovery in 2022-23. But compared to the total Employment Services clients in 2019-20, there were 21% fewer clients in Ontario in 2022-23.

Canadian Business Counts – Labour Market Indicators

Introduction

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. We also profile how these numbers have changed, by size of establishment and by industry. As a general rule, Statistics Canada recommends against using its semi-annual count of businesses as a longitudinal barometer of whether the number of businesses is growing or shrinking in a given community, and they particularly cautioned against using this data as a way to measure the impact that COVID had on the number of businesses. We note this caution but continue to use comparisons as an additional piece of evidence that contributes to our understanding of local business and employment patterns.

We are also including data from another Statistics Canada program, the Experimental Estimates for Business Openings and Closures, as this provides another perspective regarding how businesses (and, by inference, employment) were affected during and after the pandemic.

Understanding how our local business and employment patterns were affected during and after the pandemic.

Experimental Estimates for Business Openings and Closures

These estimates are derived from the Business Register which Statistics Canada maintains and are supplemented by payroll deduction files from the Canada Revenue Agency. This data provides the following information:

a) Business openings: An establishment that had no employee in the previous month but has an employee in the current month

b) Business closures: An establishment that had an employee in the previous month but has no employee in the current month

c) Active businesses: An establishment that has an employee in the current month

d) Continuing businesses: An establishment that had an employee in the previous month and has an employee in the current month

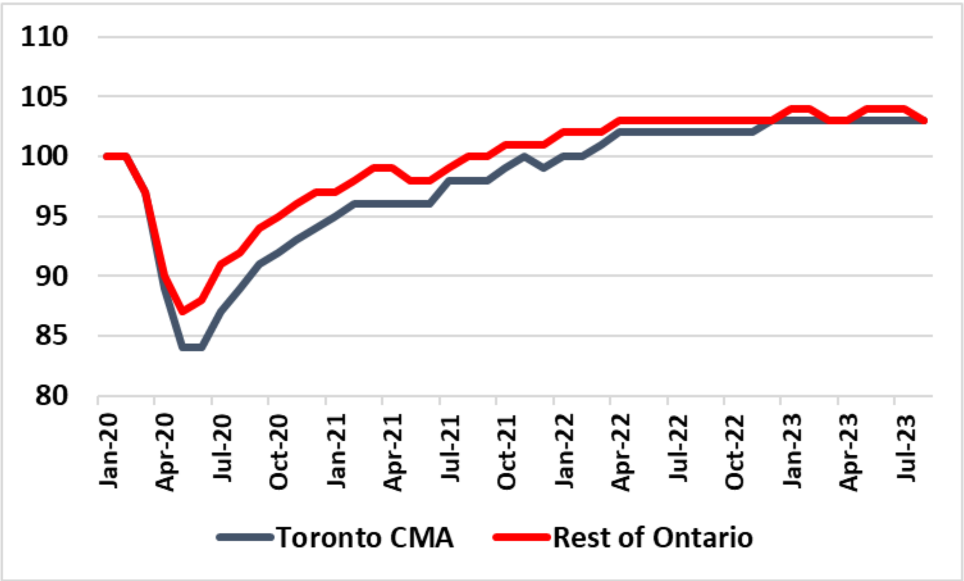
This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period, but then re-opened.

The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and larger census metropolitan areas. Even for the census metropolitan areas, the data is not available for all industries, because the data groups become quite small and cannot be released due to confidentiality requirements.

The data being profiled is up to August 2023, which is relatively close to the June 2023 date for the Canadian Business Counts figures which are reviewed in the remaining part of this analysis.

Active businesses. The first chart profiles active businesses in the Toronto Census Metropolitan Area (CMA) and the Rest of Ontario (that is, excluding the Toronto CMA). Monthly data is provided from January 2020, to show the pattern just before COVID hit (March 2020), up to the most recent available figures (August 2023). All data in the chart is expressed in relation to the number of businesses active in January 2020; that figure is given a value of 100 and all subsequent months are in relation to that figure of 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2020.

Chart 1: Ratio of active businesses, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100) (seasonally adjusted)



Statistics Canada, Table 33-10-0270-01

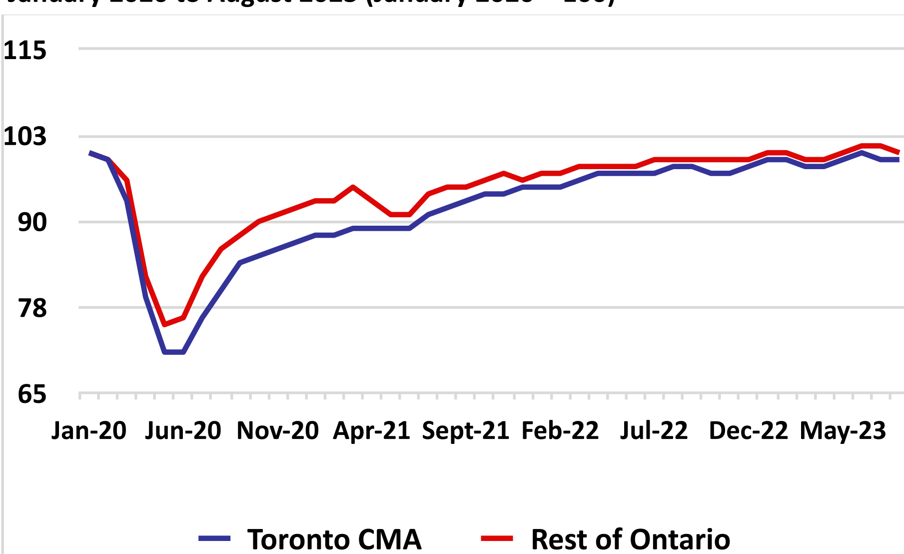
Overall, the broad trend for both areas is much the same: a sharp drop right after COVID hits and then a recovery which takes over a year. However, the details are slightly different:

- The Toronto CMA was more severely affected by COVID (in May 2020, the number of active businesses was 16% below what it had been in January 2020), and the recovery took a longer time (it took until January 2022 to return to the number of active businesses present in January 2020); the number of active businesses continued to grow, such that by August 2023, the number of active businesses in the Toronto CMA was around 3% higher than it had been in January 2020
- In the rest of Ontario, the COVID impact was slightly less severe (in May 2020, the number of active businesses were 13% below what they had been in January 2020), and the recovery was more robust, reaching the January 2020 number of active businesses by September 2021 and since then exceeding that number; in August 2023, the number of active businesses in the Rest of Ontario was also around 3% higher than it had been in January 2020

Industries. Several select industries are presented, to highlight not only different impacts caused by the pandemic depending on the industry, but also slightly different impacts by geography (Toronto CMA and Rest of Ontario).

Chart 2 presents the data for the Tourism industry, a special category created by StatCan, which includes Food and Beverage Services, portions of Accommodation Services and Recreation and Entertainment, and Travel Services. This was a sector especially hard hit because of COVID, as restrictions on gatherings and on travel shut down many tourism activities. To make comparisons easier, the number of active businesses present in January 2020 is given a value of 100 and all subsequent months are expressed in relation to that 100.

Chart 2: Ratio of active businesses, Tourism industry, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)



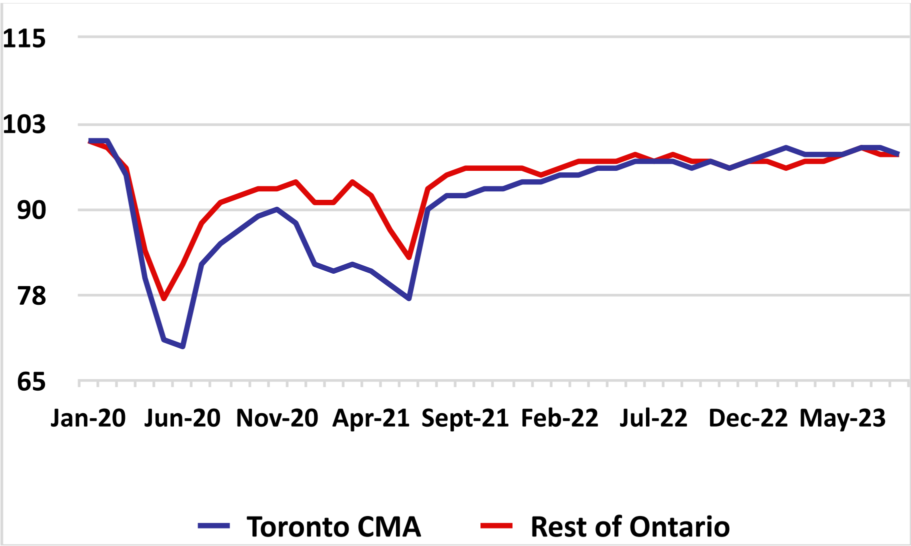
Statistics Canada, Table 33-10-0270-01

Recovery in the rest of Ontario was more robust than Toronto, reaching the January 2020 number of active businesses by September 2021.

Chart 2 shows how COVID had a greater impact on the Tourism industry in the Toronto VMA, where the number of active businesses declined by 29% in May 2020, compared to January 2020, while in the Rest of Ontario, the decline was 23%. The recovery was more rapid in the Rest of Ontario, although it took until January 2023 to reach the same number of active businesses as had been present in January 2020; in the Toronto CMA, this moment was achieved in June 2023 (although since then the ratio has declined to 99).

Chart 3 illustrates the same figures, but for Other Services, which includes Repair and Maintenance establishments (includes all kinds of repair services, including auto repair), Personal and Laundry Services (hair care, esthetic services, funeral services, dry cleaning, tattoo parlours), Religious, Grant-making, Civic, Professional and Similar Organizations (places of worship, philanthropic foundations, advocacy groups, ethnic associations, chambers of commerce, professional associations, labour unions, political parties, sports leagues) and Private Households employing workers.

Chart 3: Ratio of active businesses, Other Services, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)

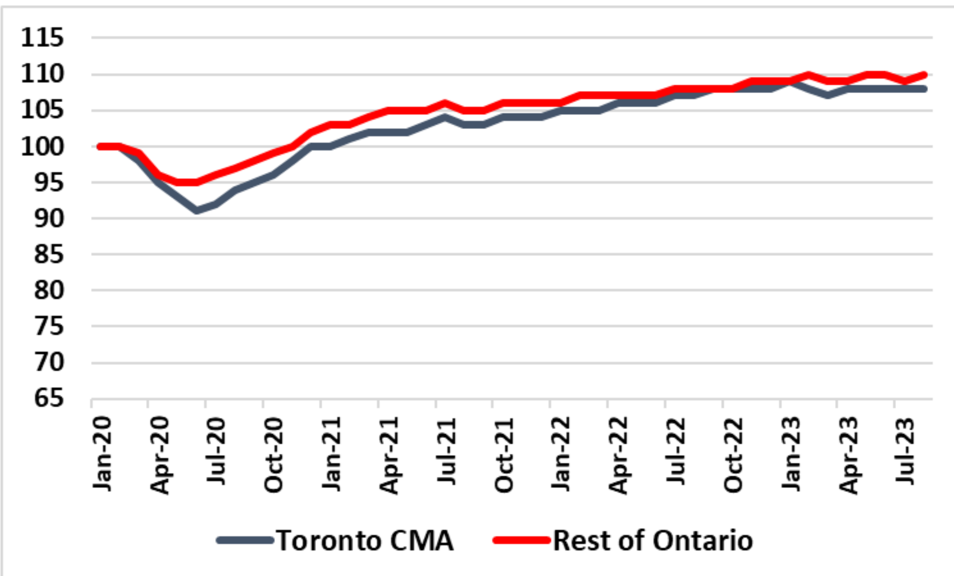


Statistics Canada, Table 33-10-0270-01

Other Services experienced a decline in active businesses right after COVID struck, but also a second round of declines that stretched between January to June 2021, around the time of the second lockdown. As with the Tourism industry, the Toronto CMA experienced a larger proportional decline among active businesses during both lockdown periods. Even though by the spring of 2022 both areas were reaching over 95% of their active business number in January 2020, even by August 2023 the number of active businesses had not yet returned to the January 2020.

Chart 4 illustrates the figures for the Professional, Scientific and Technical Services sector, made up of professional firms such as lawyers, accountants, engineers, management consultants or IT specialists. Overall, this sector was only partly affected by COVID, in large measure because many of these professionals were able to carry on business by working remotely from home. Their lowest level of active businesses occurred in June 2020, when the Rest of Ontario fell to 95 (a decline of 5%) and the Toronto CMA numbers fell to 91 (a decline of 9%), compared to the January 2020 level. By the end of 2020, both areas had already returned to the level of active businesses present in January 2020, and by the end of 2022, the number of active businesses in both areas were around 8% higher than January 2020. Through 2023, Toronto CMA has stayed at this level, while in the Rest of Ontario, it has reached at various times 9% and 10% higher.

Chart 4: Ratio of active businesses, Professional, Scientific & Technical Services, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01

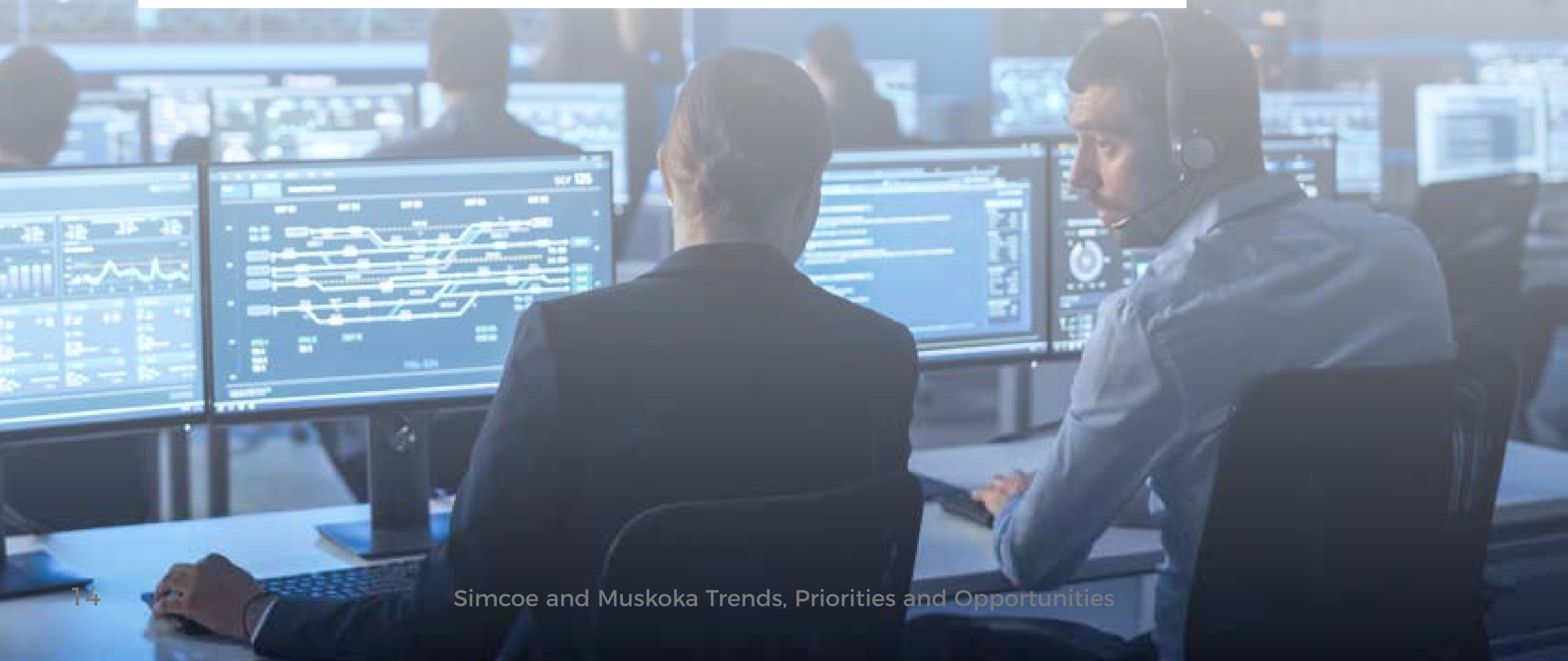
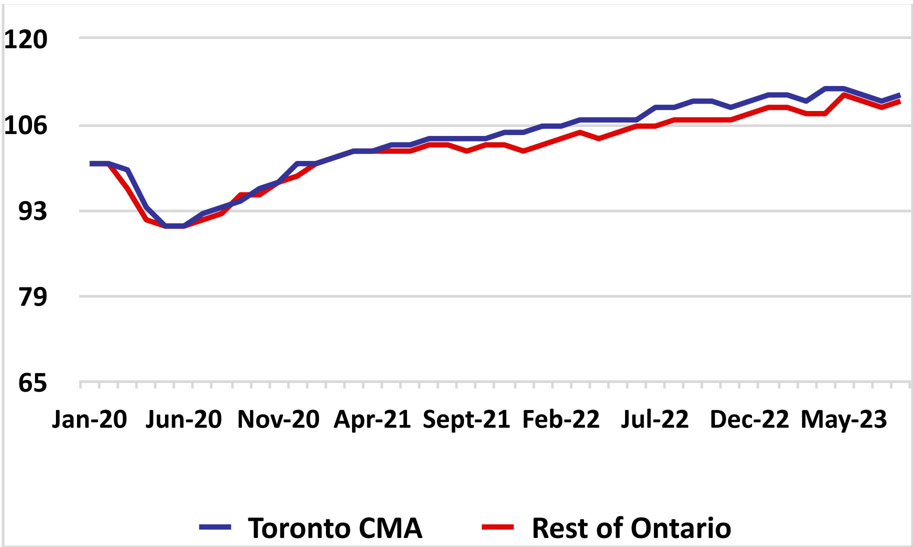


Chart 5 presents the trends for the Food Manufacturing sector. Through May and June 2020, the index for both areas fell to 90, which meant that the number of active businesses in this sector were 10% below what they had been in January 2020. But there was quite a rapid recovery: by January 2021, the ratio stood at 100 for both areas. By end of 2021, the ratio for both areas was around 105, and by the end of 2022, around 108 to 109, with the numbers levelling off around that level through 2023. In this sector, the level for the Toronto CMA has generally been slightly higher than that for the Rest of Ontario.

Chart 5: Ratio of active businesses, Food Manufacturing, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01

Looking in rapid succession through each of these four charts, one can see there is a different trajectory for each of these four sectors, illustrating how the impact of COVID varied on the number of active businesses. As the numbers recovered, there has tended to be a flat-lining of the ratios through 2023, which may be a consequence of a slowing economy, brought on by rising interest rates.

The rest of this report relies on the familiar Canadian Business Count data which we have focused on for the past several years.

As the numbers recovered, there has tended to be a flat-lining of the ratios through 2023, which may be a consequence of a slowing economy, brought on by rising interest rates.

Number of Businesses, by Size of Establishment and by Industry

Tables 1 and 2 provide the summary data for all businesses located in Simcoe Region and the District of Muskoka for June 2023. Each table provides two different counts:

1) Classified businesses: The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;

2) All businesses, classified and unclassified: The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 9% of the total count in each of Simcoe and Muskoka represent businesses that are unclassified (that is, Statistics Canada was unable to ascertain the industry of the establishment), in both instances slightly lower than the provincial average of 11%, which simply means that these two areas have somewhat more information on their businesses than the provincial average.

Explanation for specific columns in the tables:

a) The second-to-last column in each table shows the percentage distribution of all classified businesses by industry;

b) The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most classified businesses have their ranking numbers bolded in red;

c) The highlighted cells identify the three industries with the largest number of firms for each employee size category (that is, for each column);

d) Where under the percentage distribution a cell has 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.

TABLE 1 – SIMCOE NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE JUNE 2023										
INDUSTRY SECTOR 2-DIGIT NAICS	**NUMBER OF EMPLOYEES**								**%**	**RANK**
	0	**1-4**	**5-9**	**10-19**	**20-49**	**50-99**	**100+**	**TOTAL**		
11 Agriculture	1412	190	55	32	19	3	7	1718	3	10
21 Mining	21	11	13	10	3	6	0	64	0	19
22 Utilities	89	11	3	4	7	1	1	116	0	18
23 Construction	4778	1801	585	260	123	18	7	7572	15	2
31-33 Manufacturing	658	271	124	94	82	40	46	1315	3	12
41 Wholesale Trade	648	305	111	98	61	15	8	1246	2	13
44-45 Retail Trade	1729	701	513	354	228	86	53	3664	7	5
48-49 Transportation/Warehousing	1965	580	66	40	42	10	14	2717	5	7
51 Information and Cultural	362	89	45	13	18	5	1	533	1	16
52 Finance and Insurance	1858	254	82	62	78	5	3	2342	5	9
53 Real Estate, Rental, Leasing	10726	578	82	45	18	2	2	11453	22	1
54 Professional Scientific Tech	3768	1205	203	109	55	8	6	5354	11	3
55 Management of Companies	273	18	6	5	9	1	2	314	1	17
56 Administrative Support	1612	483	181	99	74	20	17	2486	5	8
61 Educational Services	424	78	47	29	19	1	4	602	1	15
62 Health Care & Social Assist	2176	887	350	184	139	39	40	3815	8	4
71 Arts, Entertainment & Rec	517	106	56	41	36	24	7	787	2	14
72 Accommodation & Food	559	236	253	244	221	58	15	1586	3	11
81 Other Services	2169	821	320	110	44	8	1	3473	7	6
91 Public Administration	5	2	0	5	0	10	23	45	0	20
CLASSIFIED BUSINESSES	35749	8627	3095	1838	1276	360	257	51202		
Percentage of all classified and unclassified businesses	71	17	6	3	2	1	1	100		
Cumulative percentage	71	88	93	97	99	100	100			
ONTARIO percentage of classified and unclassified businesses	72%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2023

TABLE 2 – MUSKOKA NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE JUNE 2023										
INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	79	22	4	2	2	2	0	111	1	14
21 Mining	2	0	0	9	3	0	1	15	0	20
22 Utilities	13	2	2	1	1	1	0	20	0	18
23 Construction	861	451	200	103	30	5	2	1652	19	2
31-33 Manufacturing	132	55	18	11	13	5	4	238	3	10
41 Wholesale Trade	63	36	20	13	5	1	0	138	2	13
44-45 Retail Trade	298	134	97	82	49	16	11	687	8	4
48-49 Transportation/Warehousing	147	44	11	6	3	4	0	215	2	11
51 Information and Cultural	62	15	12	3	3	0	0	95	1	15
52 Finance and Insurance	347	43	20	10	6	0	0	426	5	8
53 Real Estate, Rental, Leasing	1923	141	18	11	4	2	0	2099	24	1
54 Professional Scientific Tech	580	161	42	21	5	1	0	810	9	3
55 Management of Companies	65	3	0	2	1	0	0	71	1	17
56 Administrative Support	289	114	50	24	13	1	2	493	6	7
61 Educational Services	52	8	5	4	3	0	0	72	1	16
62 Health Care & Social Assist	266	141	38	37	16	4	5	507	6	6
71 Arts, Entertainment & Rec	125	29	21	18	12	4	4	213	2	12
72 Accommodation & Food	164	59	44	58	54	19	2	400	5	9
81 Other Services	412	136	47	18	7	0	1	621	7	5
91 Public Administration	1	0	1	1	3	4	6	16	0	19
CLASSIFIED BUSINESSES	5881	1594	650	434	233	69	38	8899		
Percentage of all classified and unclassified businesses	68	18	7	5	2	1	1	100		
Cumulative percentage	68	85	92	97	99	100	100			
ONTARIO percentage of classified and unclassified businesses	72%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2023

Some observations:

a) Number of small firms: Businesses are by far made up of small establishments. 68-71% of the classified and unclassified firms in Simcoe and Muskoka have no employees, in line with the provincial average of 72%; among firms with 1-4 employees, Simcoe has 17% and Muskoka has 18%, also in line with the provincial average of 17%;

b) Highest number of firms by industry: The second to last column provides the percentage distribution of all firms by industry. The three industries with the largest number of firms in Simcoe are Real Estate and Rental & Leasing, accounting for 22.4% of all firms (its share has been rising; last year it was 22.3%, the year before, 21.1%, and two years ago it was 20.3%), followed by Construction at 14.8% (the two previous years it was 15.0%), then in third, Professional, Scientific & Technical Services at 10.5% (the two previous years it was 10.3%); in Muskoka, it is the same three: Real Estate and Rental & Leasing at 23.6% (it has also be rising: last year it was 22.5%, the previous year, 20.1%), Construction at 18.6% (this share has been dropping somewhat; last year it was 19.1%, the year before, 19.5%), and at third, Professional, Scientific & Technical Services representing 9.1% (last year, 9.3%, the year before, 8.9%). By way of context, the five largest industries by number of firms in Ontario are: Estate and Rental & Leasing (23.3%); Professional, Scientific and Technical Services (14.0%); Construction (9.5%); Transportation & Warehousing (7.6%); and Health Care & Social Assistance (7.3%);

c) Highest number of firms by size and industry: The three largest industries by each employee size category have also been highlighted. The tables demonstrate how the very large number of firms in the no employee size category drives the total numbers (that is, in both Simcoe and Muskoka, for Real Estate and Rental & Leasing, Construction and Professional, Scientific & Technical Services; in both areas, these industries have the largest number of establishments with zero employees, as well as the largest number of total establishments). In the mid-size ranges, Retail Trade and Accommodation & Food Services emerge as industries with larger numbers of firms in both Simcoe and Muskoka, as well as Health Care & Social Assistance in Simcoe; among firms with over 100 employees, the largest numbers are in Retail Trade and Health Care & Social Assistance in both Simcoe and Muskoka, together with Manufacturing in Simcoe and Public Administration in Muskoka.

This pattern of different industries being concentrated in different employee-size categories is well illustrated in Table 3, which shows the percentage distribution of industries among firms with no employees and firms with employees, for each of Simcoe and Muskoka.

In Simcoe and Muskoka the number of Real Estate and Rental & Leasing Firms has been rising year after year.

1. This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Count database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than $30,000 in a given year.

Table 3: Percentage distribution of businesses with no employees and with employees, by industry, Simcoe and Muskoka, June 2023

	SIMCOE		MUSKOKA	
	No employees	With employees	No employees	With employees
Agriculture, forestry, fishing and farming	4%	2%	1%	1%
Mining and oil and gas extraction	0%	0%	0%	0%
Utilities	0%	0%	0%	0%
Construction	13%	18%	15%	26%
Manufacturing	2%	4%	2%	4%
Wholesale trade	2%	4%	1%	3%
Retail trade	5%	13%	5%	13%
Transportation and warehousing	6%	5%	3%	2%
Information and cultural industries	1%	1%	1%	1%
Finance and insurance	5%	3%	6%	3%
Real estate and rental and leasing	30%	5%	33%	6%
Professional, scientific & technical services	11%	10%	10%	8%
Management of companies & enterprises	1%	0%	1%	0%
Administrative and support	5%	6%	5%	7%
Educational services	1%	1%	1%	1%
Health care and social assistance	6%	11%	5%	8%
Arts, entertainment and recreation	1%	2%	2%	3%
Accommodation and food services	2%	7%	3%	8%
Other services	6%	8%	7%	7%
Public administration	0%	0%	0%	1%

Statistics Canada, Canadian Business Counts, June 2023

Among firms with no employees, Real Estate and Rental and Leasing truly stands out, representing around 30% or more of these firms. In this category, 66% of these firms in Simcoe and 62% of these firms in Muskoka are residential building landlords. The next largest subsector in this category are real estate agents, accounting for around 15% to 16% of zero employee establishments. Among firms with employees in the Real Estate and Rental and Leasing industry, there is a more distribution of establishments across a number of subsectors: residential building landlords; real estate agents; non-residential building landlords; offices of real estate brokers; and real estate property managers.

The second largest industry among establishments with zero employees is Construction. By industry subsectors, there is a difference between Simcoe and Muskoka. In Simcoe, about an even proportion of these firms are among building finishing contractors (28% of zero employee firms in this industry) and residential building construction (26%). In Muskoka, residential building construction accounts for 35% of the firms, followed by building finishing contractors (20%). This same pattern applies to those firms with employees as well. The other significant subsectors in both areas are building equipment contractors, other specialty trade contractors, and foundation, structure, and building exterior contractors.

Professional, Scientific & Technical Services is the third largest industry with zero employees, and the largest subsector for both Simcoe and Muskoka is management, scientific and technical consulting services (around 30%). Among establishments with employees in Professional, Scientific & Technical Services, there are several sectors that have higher proportions of firms in both areas, namely accounting, tax preparation, bookkeeping and payroll services; management, scientific and technical consulting services; architectural, engineering and related services; and legal services. In addition, Simcoe has a high proportion of computer systems design and related services, whereas in Muskoka this subsector is a lower tier category.

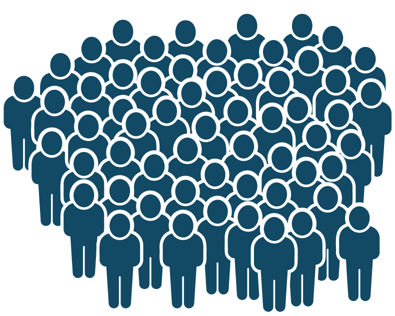
At the other end of employee size spectrum, Simcoe has 108 firms with 200 or more employees and Muskoka has ten. Drilling down further:

a) Simcoe firms with over 500 employees (24 firms): five firms in manufacturing; four general hospitals; two establishments in elementary and secondary schools (includes school boards); two local public administration establishments; and one each in the following: telephone call centre; security guard and patrol service; other administrative support service; community college; psychiatric and substance abuse hospital; child day-care service; skiing facility; casino hotel; food service contractor; limited-service eating place; provincial correctional service

b) Among the larger categories of Simcoe firms with 200-499 employees: 15 firms in manufacturing; nine general merchandise retailers (department stores, warehouse clubs, supercentres); nine nursing care facilities; five local public administration establishments; three temporary help centres; and three home health care services

c) Muskoka firms with 500 or more employees: one federal correctional service

d) Muskoka firms with 200-499 employees: two general hospitals; two nursing care facilities; two local public administration establishments; one granite mining and quarrying establishment; one resort; and one limited-service eating place



Simcoe has 108 firms with 200 or more employees and Muskoka has ten.

Change in the number of firms by industry, June 2022 to June 2023

Changes in the number of employers are experienced differently across the various industries. Tables 4 and 5 highlight the changes in the number of firms by industry and by employee size between June 2022 and June 2023 for Simcoe and Muskoka. Each table also lists the total number of firms in each industry in June 2023, to provide a context. The colour-coding in the tables (green where there is an increase, orange where there is a decrease) helps to illustrate any pattern.

A comparison between this year's net changes by employee size and those of the previous three years is included at the bottom of each table, to illustrate what have been the overall changes in the number of businesses over this time period. In the next section, the changes over six years are illustrated in a chart. It should be noted that Statistics Canada discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

Table 4 shows the changes in the number of establishments for Simcoe between June 2022 and June 2023.

TABLE 4: SIMCOE CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2022 TO JUNE 2023						
INDUSTRY	Firm size (number of employees)					Total number of firms June-23
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	56	10	0	4	70	1718
Mining and oil and gas extraction	8	5	-2	0	11	64
Utilities	-2	0	2	0	0	116
Construction	335	116	3	-1	453	7572
Manufacturing	46	31	-3	1	75	1315
Wholesale trade	23	12	-2	0	33	1246
Retail trade	154	-3	28	-4	175	3664
Transportation and warehousing	245	11	-1	2	257	2717
Information and cultural industries	60	3	-3	0	60	533
Finance and insurance	72	-13	17	0	76	2342
Real estate and rental and leasing	832	41	-2	1	872	11453
Professional, scientific and technical services	392	65	-10	1	448	5354
Management of companies and enterprises	1	-2	1	0	0	314
Administrative and support	176	45	4	-3	222	2486
Educational services	84	-1	5	-1	87	602
Health care and social assistance	397	48	18	1	464	3815
Arts, entertainment and recreation	39	3	3	0	45	787
Accommodation and food services	26	28	23	2	79	1586
Other services	210	14	0	0	224	3473
Public administration	0	5	5	5	15	45
NET TOTAL CHANGES, 2022-23	3154	418	86	8	3666	
NET TOTAL CHANGES, 2021-22	665	618	103	31	1417	
NET TOTAL CHANGES, 2020-21	1058	36	-111	-18	965	
NET TOTAL CHANGES, 2019-20	281	39	22	1	343	

Statistics Canada, Canadian Business Counts, June 2022 and June 2023

Some observations regarding Table 4:

a) In terms of the pattern over four years: clearly, between June 2020 and June 2021, there was a considerable decline among firms with 20-99 employees and 100 or more employees; it does not mean that these establishments went out of business, rather, it is just as likely that these firms shed staff and dropped into a smaller employee size category

b) While there were net increases in establishments across all employee size categories, those increases were less than what was experienced between 2021 and 2022, except for the zero employee category, where there was an exceptional large increase

c) Between 2022 and 2023, not one industry in Simcoe had a net loss in its total number of establishments; that is not to say that no sector lost employment, because the distribution of gains and losses in some industries, where there were losses among the larger firm size categories, might have resulted in a net loss of employment, although given the number of increases in many industries, it is less likely

d) There are several industries where there were significant gains across most if not all size categories, which would indicate significant net employment gains; these include Agriculture, Forestry, Fishing and Farming; Health Care and Social Assistance; Arts, Entertainment and Recreation; Accommodation and Food Services; Other Services; and Public Administration

Muskoka. Table 5 presents the net change data for Muskoka. There are both similarities and differences in comparison to the trends in Simcoe:

a) While the general trend between June 2022 and June 2023 showed increases across most employee size categories, there was a decline of four firms in the 100+ employee category; on the other hand, the increase in the number of firms with 20-99 employees was notably larger than the increase between 2021 and 2022, and there was also a considerable increase in the number of firms with zero employees, much like occurred in Simcoe

b) Almost all industries experienced a net increase in the total number of establishments, with the exception of Utilities and Management of Companies and Enterprises (these represent holding companies and head offices)

c) Given the distribution of losses among employee size categories, it is possible that there was net employment loss in the Construction, Manufacturing and Administrative & Support industries

d) Similarly, it is likely that the following industries experienced net employment gains: Mining and Oil and Gas Extraction; Wholesale Trade; Retail Trade; Real Estate and Rental and Leasing; Health Care and Social Assistance; Arts, Entertainment and Recreation; Accommodation and Food Services, Other Services; and Public Administration

There was an exceptional large increase in firms with zero employees between 2021 and 2022 in Simcoe.

In Muskoka the increase in the number of firms with 20-99 employees was notably larger in 2023.

TABLE 5: MUSKOKA CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2022 TO JUNE 2023						
INDUSTRY	Firm size (number of employees)					Total number of firms June-23
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	2	2	-1	0	3	111
Mining and oil and gas extraction	0	2	1	0	3	15
Utilities	-4	0	0	0	-4	20
Construction	60	25	-5	1	81	1652
Manufacturing	4	4	-2	-2	4	238
Wholesale trade	1	8	0	0	9	138
Retail trade	14	-16	15	0	13	687
Transportation and warehousing	25	-4	2	0	23	215
Information and cultural industries	10	-1	0	0	9	95
Finance and insurance	21	-3	1	0	19	426
Real estate and rental and leasing	232	13	2	0	247	2099
Professional, scientific and technical services	59	-12	1	0	48	810
Management of companies and enterprises	1	-2	-1	0	-2	71
Administrative and support	58	9	-2	-1	64	493
Educational services	1	-2	3	0	2	72
Health care and social assistance	64	4	2	-1	69	507
Arts, entertainment and recreation	18	2	0	0	20	213
Accommodation and food services	23	0	16	-2	37	400
Other services	19	6	1	0	26	621
Public administration	0	1	2	1	4	16
NET TOTAL CHANGES, 2022-23	608	36	35	-4	675	
NET TOTAL CHANGES, 2021-22	141	97	16	7	261	
NET TOTAL CHANGES, 2020-21	302	84	-19	-6	361	
NET TOTAL CHANGES, 2019-20	-86	50	1	1	-34	

Statistics Canada, Canadian Business Counts, June 2022 and June 2023

Time series from June 2018 to June 2023

Changes which occur from year to year can sometimes be the consequence of a change in how a firm is classified or a small increase or decrease in employment resulting in a shift from one employee size category to another. What can be more revealing is the longer-term pattern of changes by size of firm. The following chart tracks these changes for four employee size categories across six years (June 2018 to June 2023):

a) Zero employees (0)

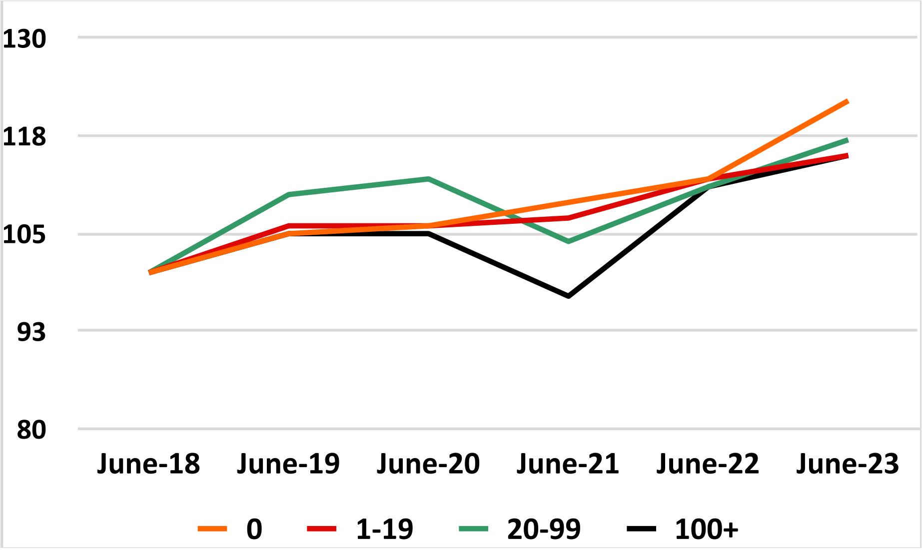
b) 1-19 employees

c) 20-99 employees

d) 100 or more employees

The number of firms present in each category in June 2018 is assigned a value of 100 and each subsequent year the number of firms is expressed in relation to that value of 100. For example, if the value is 105, it means that the number of firms rose by 5%. In this way, one can compare the trend when the actual number of firms in each category is vastly different. Charts 6 and 7 show the patterns for Simcoe and Muskoka.

Chart 6: Ratio of number of firms in all industries by employee size categories, Simcoe, June 2018 to June 2023 (June 2018 = 100)

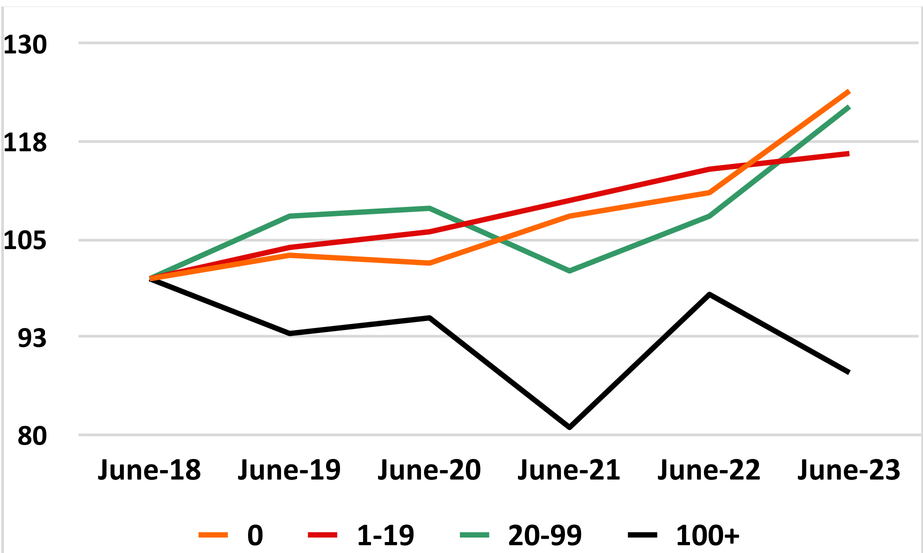


Statistics Canada, Canadian Business Counts, June 2018 to June 2023

In Simcoe (Chart 6), from June 2018 to June 2020, the trends were largely positive; June 2021 shows a drop in the larger sized firms, 20-99 employees and 100 or more, then a significant recovery, such that by June 2023 in all employee-size categories, the actual number of firms was between 15% and 22% higher than it had been in June 2018.

In Muskoka (Chart 7), the trends were slightly different: there was generally positive growth across all years for establishments with zero and 1 to 19 employees. Firms with 20 to 99 employers grew until June 2020, then dropped, but eventually by June 2023, the number of establishments not only recovered but grew considerably. with the value in June 2022 still not returning to the level present in June 2020. For firms with 100 or more employees, in proportional terms the declines started earlier and were deeper; however, it should be noted that there were only 43 establishments in this category in June 2018. The decline in June 2021 was down to 35 firms, by June 2022 it was back up to 42 firms, and in June 2023 the figure dropped once more, this time to 38. The proportional changes with these small numbers exaggerate the impact, but the fact remains that the number of firms with 100 or more employees has gone down and has only recovered slightly.

Chart 7: Ratio of number of firms in all industries by employee size categories, Muskoka, June 2018 to June 2023 (June 2018 = 100)



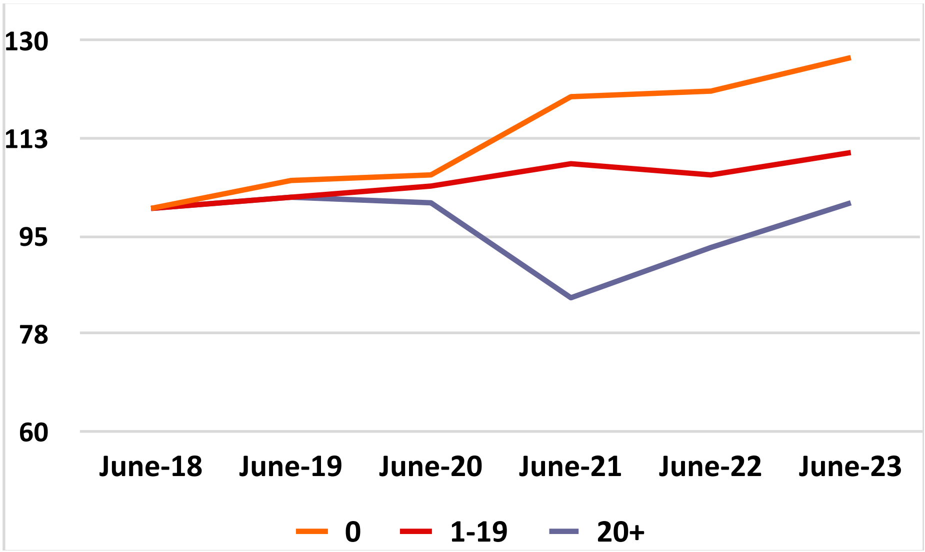
Statistics Canada, Canadian Business Counts, June 2018 to June 2023

> The number of firms with 100 or more employees has gone down and has only recovered slightly.

The Accommodation & Food Services sector presents a slightly different story of what happened because of COVID. There are a limited number of firms in Simcoe and Muskoka in this sector with 100 or more employees (in June 2018, there were 15 in Simcoe and nine in Muskoka), so that category has been combined with the 20-99 employee category to form a 20+ employee category in Charts 8 and 9.

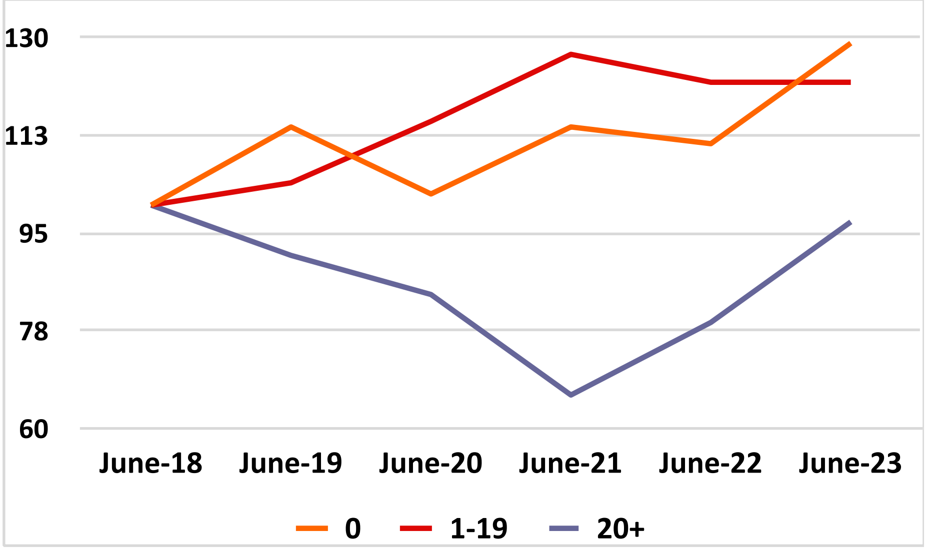
In both areas, there was generally steady growth among firms with zero and 1-19 employees, whereas for firms with 20 or more employees, there was a sharp drop in June 2021 (minus 16% in Simcoe and minus 34% in Muskoka). There was a recovery in both areas in this category, however in June 2023 the number of firms just barely reached the number which was present in June 2018: in Simcoe, the June 2018 number of firms was 290 and in June 2023 it was 294; in Muskoka, the number of firms with 20 or more was 77 in June 2018 and 75 in June 2023. In short, the impact of COVID was not only a more severe drop in the number of firms with 20 or more employees, but a subdued recovery, only returning to but not surpassing June 2018 levels.

Chart 8: Ratio of number of firms by employee size categories, Accommodation & Food Services sector, Simcoe, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

Chart 9: Ratio of number of firms by employee size categories, Accommodation & Food Services sector, Muskoka, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

Analysis Of Employment Ontario (EO) Program Related Data (2022-2023)

Background to the Data

This document is based on data which has been provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards and Literacy and Basic Skills regional networks. This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Service, Literacy and Basic Skills, Ontario Employment Assistance Program, Better Jobs Ontario and Youth Job Connection (including summer program) for the 2022-23 fiscal year.

Background to the Data Analysis

The data released offers broad, demographic descriptions of the clients of these services and some information about outcomes. There are three sets of data:

- Data at the Local level (in the case of the Simcoe Muskoka Skillforce –the geography covers the County of Simcoe and the District of Muskoka)
- Data at the Regional level (in this case, the Central Region, which consists of Peel, Halton, Toronto, Durham, York, and Simcoe)
- Data at the provincial level

Analysis

In all instances, some attempt is made to provide a context for interpreting the data. In some cases, this involves comparing the client numbers to the total number of unemployed; in other instances, this may involve comparing this recent year of data to the previous year's release.

The following analysis looks at the six program categories (Employment Services, Literacy and Basic Skills, Better Jobs Ontario, Canada Ontario Job Grant, Apprenticeship, and Youth Job Connection). The number of data sub-categories for each of these programs varies considerably.

In the last few years, there have been two factors which have affected the EO client numbers:

1) The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all Ontarians and it also caused EO client numbers to drop across all programs and all geographies;

2) The EO transformation and the implementation of Integrated Employment Services in three catchment areas (Hamilton-Niagara, Muskoka-Kawarthas and Peel) has meant that the total Employment Service numbers for Ontario have declined because those clients are now counted under a different program.

The Ministry has chosen to release a very limited amount of data for the Integrated Employment Services, providing only a portion of the intake data and no outcome data. The intake data categories for which there is data are:

a) Total number of clients
b) Clients by age
c) Clients by gender
d) Clients by highest level of education
e) Clients by source of income
f) Clients by designated groups

For these variables, data will be presented for Simcoe and Muskoka and comparisons will be made to all other employment services operating under the old system, as well as comparisons to all Integrated Employment Services.

For all other variables under Employment Services, the data will only be presented for Simcoe, because no data is being provided for Muskoka. For all other programs (for example, Better Jobs Ontario), the data is for the entire Board area, that is, Simcoe and Muskoka.

EMPLOYMENT SERVICES

Number of Clients: Simcoe and Muskoka

Table 1 assembles the Employment Services client numbers for each of EO Services (as the old system will be called) and for IES (the Integrated Employment Services delivered through Service System Managers), for each of Simcoe, Muskoka and Ontario, from 2018-19 to 2022-23.

Table 1: Client numbers for employment services, Simcoe, Muskoka and Ontario, 2018-19 to 2022-23

	2018-19	2019-20	2020-21	2021-22	2022-23
SIMCOE					
Unassisted	16,103	17,704	12,309	16,999	19,100
Assisted	5,897	5,504	3,016	2,998	3,476
MUSKOKA					
Unassisted	1,583	1,364	384		
Assisted	705	664	299		
SSM				507	433
ONTARIO					
Unassisted	516,469	537,403	411,557	386,909	434,020
Assisted	189,591	183,826	117,296	99,810	104,045
SSM				30,658	32,296
Total unemployed	440,200	450,500	819,500	598,900	439,800

There are three categories of clients:

- Unassisted clients under EO Services (formally known as Unassisted R&I clients)
- Assisted clients under EO Services (these individuals receive the more intensive service supports)
- IES clients (this figure includes all clients served through the SSM, representing three client categories – A, B and C, categorized by different levels of risk for long-term unemployment

Taking the Ontario figures first, there is a dramatic drop in the number of Unassisted and Assisted clients in 2020-21, the year COVID hit. Using 2018-19 as the base line, in 2020-21 the number of Unassisted clients was down 30% and the number of Assisted clients was down almost 40%. Ironically, this was occurring at a time when the number of unemployed increased dramatically (last row of Table 1; these unemployment figures are also calculated for April-March to match the fiscal year client numbers); however, with the lockdowns there were very few jobs to be had, while at the same time many were waiting to be recalled to their previous job. While employment services pivoted to provide services on-line, there were fewer people looking for employment services at that time. The numbers continued to decline in 2021-22, and this is less attributable to the SSMs being initiated, because the total employment services number of clients in 2021-22 (combining EO Services and IES) was lower than the total for 2020-21. In 2022-23, the numbers recovered somewhat, but they were still below what they had been in 2019-20.

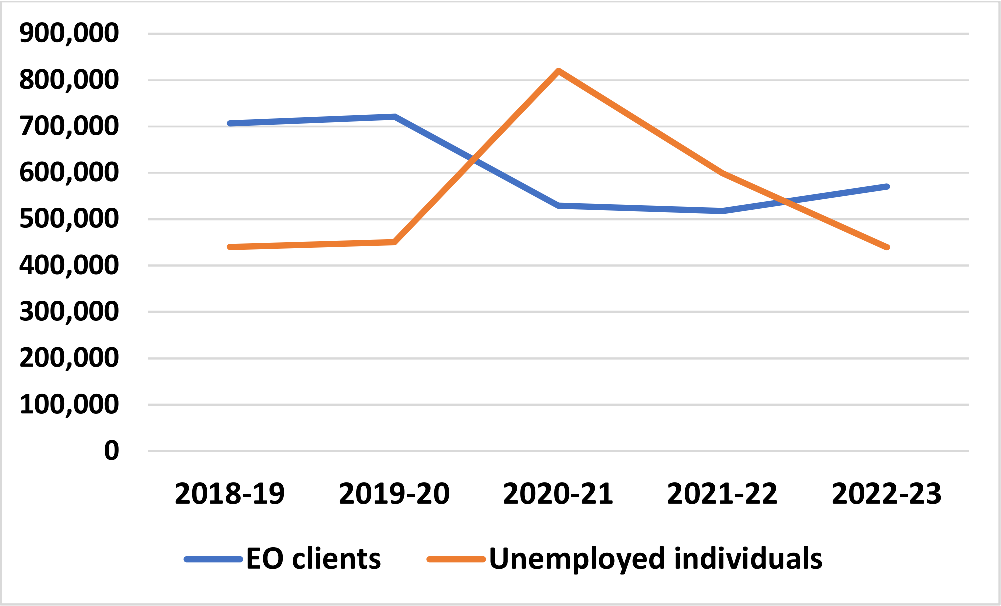
In Simcoe, some of this pattern was present. There were sharp declines in the number of Unassisted and Assisted clients in 2020-21, a partial recovery in the Unassisted client numbers in 2021-22, while Assisted clients more or less stayed the same. In 2022-23, the Unassisted client number increased some more, and the Assisted numbers rose quite a bit, but the level was still below what it had been in 2019-20.

In Muskoka, there was a very steep decline in client numbers, both Unassisted and Assisted, in 2020-21; under the SSM, the client numbers were lower than the combined Unassisted and Assisted numbers in 2020-21. This perhaps was a consequence of the transition and that fewer clients could be served over the entire year and so there would have been fewer cases that were closed. While that may well be the case, in 2022-23, the Muskoka portion of the SSM client numbers were 15% lower than what was reported in 2021-22.

It is interesting to compare the total number of clients served as EO Unassisted, EO Assisted and IES through this time and compare it to the trajectory of the number of unemployed. Chart 1 shows the actual numbers for Ontario.

Chart 1 shows just how much the number of unemployed soared in 2020-21 and how the number fell, such that the number of unemployed in 2022-23 was almost exactly the same as it was in 2018-19. What has changed is the significantly fewer clients obtaining any form of EO employment services; the decline between 2018-19 to 2022-23 is 19%. (The 2018-19 number served by employment services does not include those served under OW or ODSP in the three prototype areas, whose employment services have now been transferred to the SSMs).

Chart 1: Number of clients under all employment services programs and number of unemployed, Ontario, 2018-2019 to 2022-23



Clients by Age Group: Simcoe and Muskoka

COVID not only caused a significant increase in unemployment, but that increase affected various age groups in a different way. To illustrate this point, Table 2 shows the share of the total unemployed population in Ontario by age groups for the last seven years. Overall, the share by age group has stayed relatively steady, but in 2020 (the year COVID started), there was a slightly bigger increase experienced by youth aged 15-24 years old. In 2021, that completely reversed itself, with the youth share of the unemployed dropping, with those aged 45 years and older making up a slightly larger share. There were small changes in 2022: a slight increase in the proportion of unemployed who are youth, and a slight decline in the share of unemployment represented by those aged 45-64 years old.

Table 2: Share of Ontario unemployed population by age groups, 2016-2022

	2016	2017	2018	2019	2020	2021	2022
15-24 years	30%	29%	31%	31%	32%	27%	29%
25-44 years	37%	38%	39%	39%	38%	38%	39%
45-64 years	31%	30%	28%	27%	27%	30%	28%
over 65 years	2%	3%	3%	3%	3%	5%	4%

Statistics Canada, Labour Force Survey, Table 14-10-0327-01

Table 3 shows the share of clients by age group, for Simcoe for Assisted clients and for Muskoka for IES clients. Comparisons are made to Ontario figures, for both EO Services and for IES. It also displays as a point of comparison the percentage distribution of the unemployed by age for Simcoe, Muskoka and Ontario, making use of 2021 Census data.

Table 3: Distribution by age of EO Services and IES clients, Simcoe, Muskoka and Ontario, 2022-23

	EO SERVICES		IES		2021 CENSUS UNEMPLOYED		
	Simcoe	Ontario	Muskoka	Ontario	Simcoe	Muskoka	Ontario
15-24 years	18%	19%	19%	18%	26%	17%	27%
25-44 years	46%	52%	42%	55%	37%	32%	37%
45-64 years	32%	27%	35%	26%	31%	40%	30%
over 65 years	4%	2%	---	2%	7%	11%	6%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

Among EO Services, both Simcoe and Ontario have a lower share of Assisted clients who are youth (aged 15-24 years old) compared to the youth share of the unemployed in both those areas, while they both have a considerably larger proportion of younger adults (aged 25-44 years old) among their Assisted clients, compared to their share of the unemployed. Among IES, there is also a similar share of youth, however in Muskoka this aligns with the youth share of the unemployed, whereas in Ontario it is much below their proportion of the unemployed. As with EO Services, there is a disproportionately larger share of clients who are 25-44 years old. This has been the same pattern which was evident among EO Services for the last few years.

There were small changes in 2022: a slight increase in the proportion of unemployed who are youth, and a slight decline in the share of unemployment represented by those aged 45-64 years old.

29% Unemployed Ages 15-24

39% Unemployed Ages 25-44

28% Unemployed Ages 45-64

Client by Gender: Simcoe and Muskoka

In Ontario, males usually make up a slightly larger share of the unemployed. Table 4 provides this data for the previous seven years. The proportion of unemployed females increased in 2020 and has stayed slightly higher in 2022.

Table 4: Share of unemployed population by gender, Ontario, 2016-2021

	2016	2017	2018	2019	2020	2021	2022
Females	45.2%	45.5%	47.8%	45.9%	48.2%	47.7%	48.6%
Males	54.7%	54.5%	52.2%	54.1%	51.8%	52.3%	51.4%

Statistics Canada, Labour Force Survey Table 14-10-0327-01

The proportion of unemployed females increased in 2020 and has stayed slightly higher in 2022.

Table 5 shows the share of clients by gender, for Simcoe for Assisted clients and for Muskoka for IES clients. Comparisons are made to Ontario figures, for both EO Services and for IES. It also displays as a point of comparison the percentage distribution of the unemployed by gender for Simcoe, Muskoka and Ontario, making use of 2021 Census data.

In Simcoe, the gender split among Assisted clients is roughly even, even-though males make up a slightly higher proportion of the unemployed in Simcoe. In Muskoka, the gender split is more or less even, both among IES clients and the unemployed. For Ontario, both among EO Services and IES, the gender split is also relatively even, whereas there is a slightly larger proportion of females who are unemployed.

Table 5: Distribution by gender of EO Services and IES clients, Simcoe, Muskoka and Ontario, 2022-23

	EO SERVICES		IES		2021 CENSUS UNEMPLOYED		
	Simcoe	Ontario	Muskoka	Ontario	Simcoe	Muskoka	Ontario
Females	48.8%	50.7%	48.7%	49.7%	45.1%	49.6%	52.5%
Males	50.4%	48.5%	49.7%	49.0%	54.9%	50.3%	47.5%
Trans	---	0.3%	0.0%	---			
Other	0.5%	0.3%	---	0.8%			
Undisclosed	0.3%	0.3%	---	0.6%			

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

Clients by Designated Groups: Simcoe and Muskoka

Both EO Services and IES collect information on designated groups, for example: newcomers, racialized persons, persons with disabilities, and members of an Indigenous group. This information is self-reported; there is no way of knowing how many clients declined to self-identify. Table 6 shows the share of clients by designated group, for Simcoe for Assisted clients and for Muskoka for IES clients. Comparisons are made to Ontario figures, for both EO Services and for IES. It also displays as a point of comparison the percentage distribution of the unemployed by designated group for Simcoe, Muskoka and Ontario, as available, using data from the 2021 census and 2017 statistics Canada Survey on Disability.

Table 6: Distribution of designated groups of EO Services and IES clients, Simcoe, Muskoka and Ontario, 2022-23

Designated group	EO SERVICES		IES		2021 CENSUS UNEMPLOYED		
	Simcoe	Ontario	Muskoka	Ontario	Simcoe	Muskoka	Ontario
Indigenous group	6.3%	5.1%	5.1%	3.5%	5.9%	5.4%	3.1%
Deaf	0.0%	0.1%	---	2.3%	N/A	N/A	N/A
Deaf/Blind	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Francophone	2.8%	4.9%	---	3.1%	N/A	N/A	N/A
Internationally Trained	11.9%	25.3%	N/A	N/A	N/A	N/A	N/A
Newcomer	13.3%	22.1%	---	21.2%	1.9%	0.4%	5.3%
Person w/ disability	21.5%	14.9%	51.3%	39.2%	N/A	N/A	17.6%
Racialized	8.2%	15.8%	6.2%	4.9%	14.3%	3.0%	4.1%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.
IES Services did not report data for the Deaf/Blind or Internationally Trained Professionals

There are a number of observations to be made about the data revealed in Table 6:

- Members of an Indigenous group: Across all services, the proportions of Indigenous clients very closely match the share of the unemployed represented by persons of Indigenous identity for each area
- Deaf: There is a very small number of deaf clients in each area, and there is no comparison point in terms of their share of the unemployed
- Deaf/Blind: There are no deaf/blind clients reported for EO Services in Simcoe and Ontario, and this data was not collected for the IES for Muskoka and Ontario
- Francophone: There is data for Francophone clients (except for Muskoka, where the number of Francophone clients was under 10), but from citing their proportion, there is no contextual data for the share of the unemployed who are Francophone
- Internationally trained professionals: This group makes up a significant proportion of Assisted clients among EO Services in Simcoe and Ontario, but this data is not provided for IES in Muskoka and Ontario, and there is no comparison point in the data for the unemployed
- Newcomers: Newcomers represent a significantly disproportionate share of EO Services clients in Simcoe and Ontario and of IES clients, compared to their share of the unemployed; in Muskoka, the client number is under 10
- Persons with a disability: Among Assisted clients in Simcoe, persons with a disability represent a slightly higher share compared to the disabled share of all unemployed in Ontario, while among all Ontario Assisted clients, their share is slightly lower; but among IES Service clients, persons with a disability make up a very significant share of all clients
- Racialized persons: Among EO Services in Simcoe and Ontario, racialized persons make up a lower share of Assisted clients compared to their share of the unemployed – this is very likely due to under-reporting, especially in the case of Ontario; among IES, the share of racialized clients is for both Muskoka and Ontario slightly higher than their share of the unemployed

Internationally trained professionals make up a significant proportion of Assisted clients among EO Services in Simcoe and Ontario,

Source of Income: Simcoe and Muskoka

Table 7 shows the share of clients by source of income, for Simcoe for Assisted clients and for Muskoka for IES clients. Comparisons are made to Ontario figures, for both EO Services and for IES.

While "no source of income" is typically the most prominent source of income, there is a distinct difference between the responses for EO Services and IES. Around one-half of EO Services clients cite no source of income, whereas the proportion is somewhat smaller for IES clients, where three out of ten clients are Ontario Works recipients, double the share of OW clients among EO Services. This is to be expected, given the enhanced focus of IES on OW recipients. Surprising, then, is the fact that the proportion of ODSP clients is only somewhat larger among IES clients at the provincial level, compared to their share of EO Services Assisted clients at the provincial level. Otherwise, there are roughly comparable proportions of clients who are employed, in receipt of Employment Insurance, or have some other source of income.

Table 7: Distribution of source of income among EO Services and IES clients, Simcoe, Muskoka and Ontario, 2022-23

	EO SERVICES		IES	
Source of income	**Simcoe**	**Ontario**	**Muskoka**	**Ontario**
Canada Pension Plan	0%	0%	0%	0%
Crown Ward	---	0%	0%	0%
Dependent of EI	0%	0%	0%	0%
Dependent of OW/ODSP	1%	1%	---	1%
Employed	10%	10%	14%	11%
Employment Insurance	9%	9%	5%	5%
No Source of Income	50%	51%	24%	38%
Ontario Disability Support Program	8%	5%	0%	8%
Ontario Works	12%	14%	31%	28%
Other	9%	9%	---	8%
Pension	0%	0%	0%	0%
Self-employed	2%	1%	---	1%
WSIB	N/A	N/A	---	0%
Unknown	0%	0%	0%	0%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.
IES Services added WSIB as an additional source of income category, which has not been a source of income category under EO Services

This completes the categories for which data is available for IES clients. The remaining categories only represent EO Services clients, which in the case of the Board means only Simcoe.

Internationally Trained Professionals

The ES data indicates how many EO Services Assisted clients are classified as Internationally Trained Professionals (ITPs). This includes not only newcomers (that is, those who arrived in Canada in the last five years) but all immigrants who have education or training in a profession overseas. Table 8 lists the number of ITPs and their share of all EO Services Assisted clients for each of the census divisions in the Central Region which still delivered EO Services in 2022-23, as well as the province. In addition, the percentage share of IEPs from the previous eight years is also included.

In every area, the number of ITPs dropped in 2020/21 and often dropped further in 2021/22. One must assume that the decline in immigration caused by COVID had its impact in 2020/21, which continued in 2021/22. In 2022/23, there was some recovery, though not in Halton and York, and a very limited recovery in Toronto and Durham. In all these areas, the 2022/23 did not reach the number of ITPs served in 2019/20.

In Simcoe, however, the number rose proportionately much more, such that the share of EO Services Assisted clients who were ITPs reached a recent high, at 12%. In areas such as Toronto, Halton and York, ITPs constituted around a third of all EO Services Assisted clients and in Ontario they made up one-quarter of all Assisted clients.

In Simcoe, the number of internationally trained professionals reached a recent high at 12%.

Table 8: Number and percentage of Internationally Trained Professionals among ES Assisted clients

	SIMCOE	TORONTO	HALTON	YORK	DURHAM	ONTARIO
2022/23 #ITP	415	12,078	1,009	2,861	866	26,308
2021/22 #ITP	199	11,723	1,079	2,911	632	23,158
2020/21 #ITP	195	12,287	6,016	3,016	809	30,526
2019/20 #ITP	310	16,952	8,908	3,843	1,382	44,005
2018/19 # ITP	313	15,424	8,310	3,748	1175	40,336
2022/23 %ITP	12%	36%	32%	36%	20%	25%
2021/22 %ITP	7%	36%	34%	34%	14%	23%
2020/21 %ITP	6%	41%	50%	36%	17%	26%
2019/20 %ITP	5%	39%	49%	33%	17%	24%
2018/19 %ITP	5%	35%	44%	29%	14%	21%
2017/18 %ITP	6%	33%	39%	26%	13%	20%
2016/17 %ITP	5%	33%	39%	27%	11%	19%
2015/16 %ITP	5%	31%	35%	26%	9%	18%
2014/15 %ITP	5%	29%	30%	25%	8%	16%

Educational Attainment

Table 9 displays the percentage distribution of EO Services Assisted clients by educational attainment for 2022-23 and compares it to the percentage distribution by educational attainment for the unemployed in the 2021 Census for each of the three areas.

Of the three levels, the Board has the closest match in the distribution by educational attainment between Assisted clients and the unemployed; half of the Assisted clients have a high school diploma or less, as do 55% of the unemployed, and there is close alignment in the categories of those with a college diploma or a bachelor's degree. At the Region level, far fewer Assisted clients have a high school diploma or less and many more have a bachelor's or above a bachelor's degree, compared to their share of the unemployed. For Ontario, there are slightly fewer clients with a high school diploma compared to their share of the unemployed, and slightly more with a post-secondary degree. In all areas, there are fewer Assisted clients with an apprenticeship certificate compared to their share of the unemployed.

Table 9: Educational attainment levels of EO Services Assisted clients and the unemployed

	Assisted Clients, 2022-23			Unemployed in 2021		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
No certificate	13%	6%	11%	16%	11%	12%
High school	37%	24%	28%	39%	34%	36%
Apprenticeship	2%	1%	1%	7%	5%	5%
College	25%	24%	24%	24%	19%	20%
Bachelor	13%	26%	20%	11%	20%	17%
Above Bachelor	5%	15%	11%	3%	8%	7%
Other	5%	5%	5%	2%	3%	2%

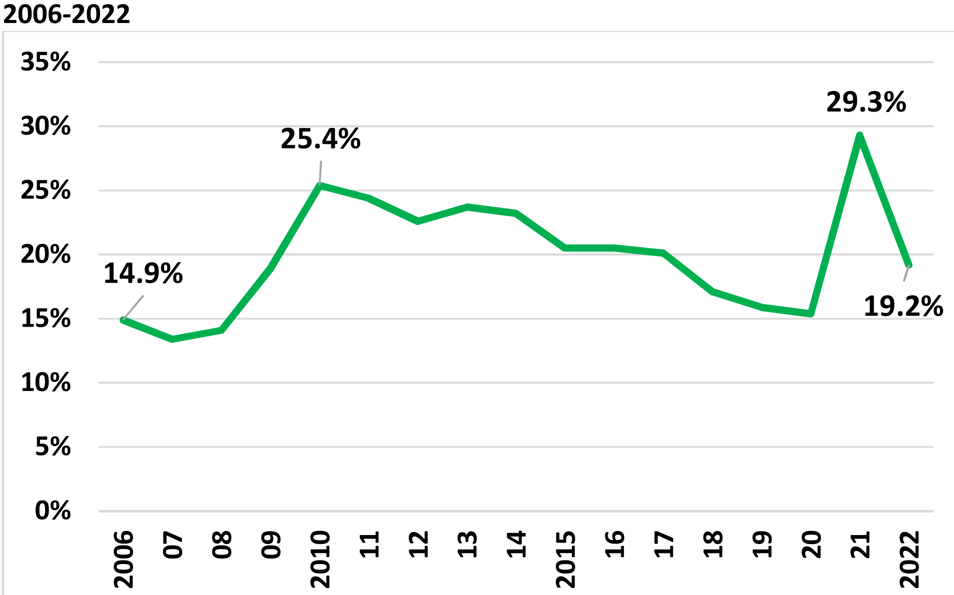
In the case of Assisted clients, "Other" refers to those with some post-secondary

In the case of the unemployed, "Other refers to those with a university certificate below a Bachelor

Length of Time Out of Employment/Training

In 2006, the proportion of the unemployed who were long-term unemployed (unemployed for more than six months) stood at 14.9% and was still falling (Chart 2). When the recession hit in late 2008, that proportion started increasing, rising to 25.4% in 2010. As the recession receded, the proportion of long-term unemployed fell, but slowly, still at 20.1% in 2017, some eight years after the recession started. When COVID hit and many individuals became unemployed, the percentage share of long-term unemployed fell further, because so many had just recently become unemployed all at once. By 2021, the proportion of long-term unemployed had jumped to 29.3%, higher than the share caused by the 2008 recession. Yet the recovery from the COVID-induced recession was much quicker because the economic slowdown was not caused by business factors but instead by shutdowns of businesses as a health precaution. As the shutdowns lifted, by 2022 the long-term unemployed had already dropped to 19.2%.

Chart 2: Annual proportion of unemployed who are unemployed for more than six months, Ontario, 2006-2022



Statistics Canada, Table 14-10-0057-01

2022

19.2%

2021the proportion of long-term unemployed was 29.3%, by 2022 the long-term unemployed had already dropped to 19.2%.

For the 2022-23 EO Services Assisted client data, there has been a slight increase in the proportion of clients who have been unemployed for three months or less, with a corresponding decrease in the proportion who have been unemployed for 6-12 months (Table 10). Among the unemployed, there has been a considerable increase among those who were unemployed less than three months, compared to 2021.

Table 10: Percentage distribution by length of time out of employment for 2022-23 and 2021-22 EO Services Assisted clients, Board, Region and Ontario, and unemployed individuals, Ontario, 2021

	2022-23 ES CLIENTS			2021-22 ES CLIENTS			2022 LFS ONTARIO
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario	
< 3 months	41%	35%	38%	36%	32%	35%	67%
3 – 6 months	14%	15%	14%	14%	14%	14%	14%
6 – 12 months	13%	16%	15%	17%	20%	19%	12%
> 12 months	32%	35%	33%	34%	33%	33%	7%

Labour Force Survey data is for 2022.

Among the unemployed, there has been a considerable increase among those who were unemployed less than three months, compared to 2021.

Outcomes at Exit

There has been limited change in the broad outcomes for EO Services Assisted clients between this year and last year, the most notable being a slight increase at the Board level in the Employed outcomes, and a slight decline in those with an In Education/Training outcome across all three areas (Table 11). The percentage of Unknown outcomes at exit has been in the 7% to 9% range across all areas for the last two years.

Table 11: Percentage figures for ES Assisted client outcomes at exit, Board, Region and Ontario

	2022-23 ES CLIENTS			2021-22 ES CLIENTS		
	SM Skillforce	REGION	ONTARIO	SM Skillforce	REGION	ONTARIO
Employed	69%	67%	68%	67%	69%	69%
Education/Training	14%	13%	13%	16%	14%	14%
Other	4%	5%	4%	4%	4%	4%
Unemployed	5%	6%	6%	4%	6%	6%
Unknown	8%	9%	8%	8%	7%	8%

"Other" outcomes at exit include "Independent," "Unable to work" and "Volunteer."

Detailed Employment and Training Outcomes

The Outcomes listed in Table 11 are further detailed by sub-category in Table 12.

The Board area consistently has higher percentages for those Employed Full-time, compared to the Region and the province, and correspondingly has a considerably lower figure for those Employed –Other (finding work that was in an area of training or choice, in a more suitable job, or in a professional occupation or trade), which dropped a little this year in all areas. The Board area also has a slightly higher proportion of Employed Part-time outcomes. All other categories pretty much stayed the same between this year and last year.

Table 12: EO Services Assisted client employment outcomes, Board, Region and Ontario

	2022-23 ES CLIENTS			2021-22 ES CLIENTS		
	SM Skillforce	REGION	ONTARIO	SM Skillforce	REGION	ONTARIO
Employed Full-Time	49%	41%	40%	45%	39%	39%
Employed Part-Time	13%	11%	11%	13%	10%	10%
Employed Apprentice	1%	0%	1%	1%	0%	1%
Employed – Other*	2%	11%	12%	4%	15%	15%
Employed and in education	1%	1%	1%	1%	1%	1%
Employed and in training	1%	1%	1%	1%	1%	1%
Self-Employed	2%	2%	2%	2%	2%	2%
In Education	3%	4%	4%	6%	5%	5%
In Training	10%	9%	9%	11%	9%	9%
Independent	1%	2%	2%	1%	2%	1%
Volunteer	0%	0%	0%	0%	0%	0%
Unable to Work	3%	2%	3%	3%	2%	2%
Unemployed	5%	6%	6%	4%	6%	6%
Unknown	8%	9%	8%	8%	7%	8%

*Includes employed in area of training/choice, more suitable job, and professional occupation/trade

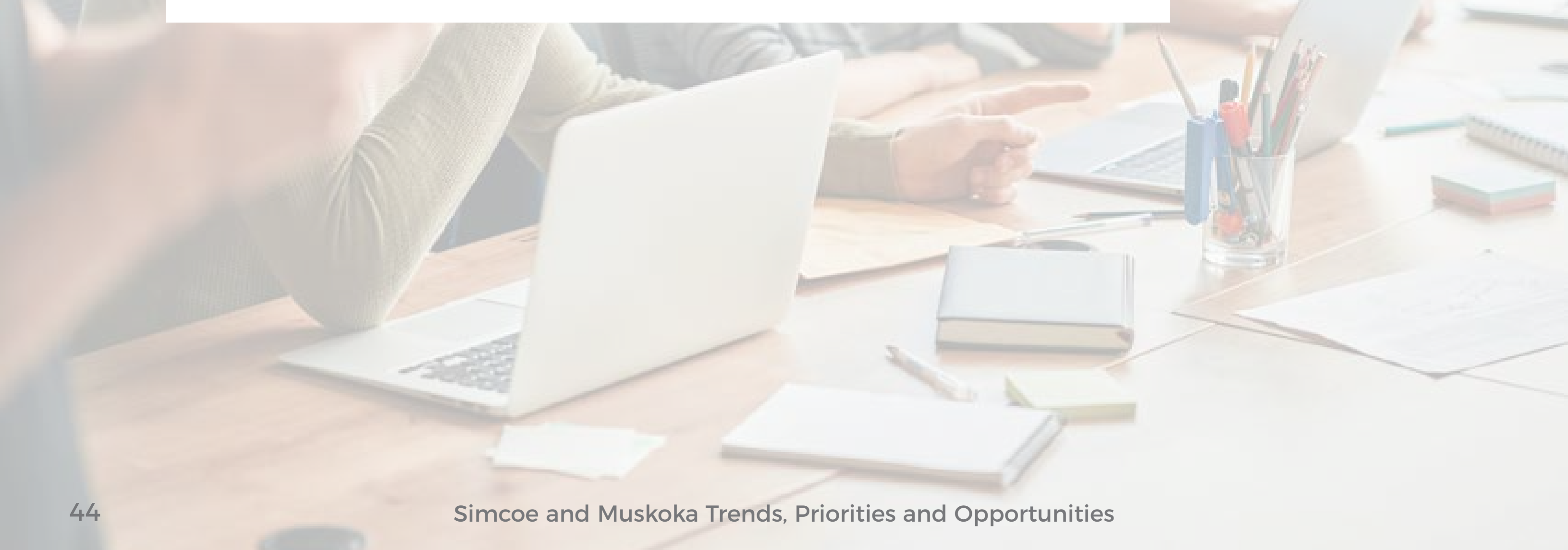
-- Denotes that the figure was suppressed for being less than 10.

Lay-off Industry – Employed Industry

Data is collected regarding the last job a client held, identifying both the industry and the occupation. The industry data is aggregated at the 2-digit NAICS level, which ensures few instances where the data is suppressed (any data category with less than 10 client entries). Table 13 lists the percentage of clients for which industry employment history is available, and compares the results to the previous years.

Table 13: Percentage of EO Services Assisted clients with lay-off industry data

	SM Skillforce	REGION	ONTARIO
% of 2022-23 ES Assisted Clients with industry lay-off data	50%	46%	56%
% of 2021-22 ES Assisted Clients with industry lay-off data	50%	45%	52%
% of 2020-21 ES Assisted Clients with industry lay-off data	55%	46%	51%
% of 2019-20 ES Assisted Clients with industry lay-off data	58%	46%	52%
% of 2018-19 ES Assisted Clients with industry lay-off data	65%	49%	54%
% of 2017-18 ES Assisted Clients with industry lay-off data	52%	36%	43%
% of 2016-17 ES Assisted Clients with industry lay-off data	73%	50%	57%
% of 2015-16 ES Assisted Clients with industry lay-off data	65%	51%	58%
% of 2014-15 ES Assisted Clients with industry lay-off data	69%	52%	55%



The Board area had consistently collected more information on industry lay-off data than what was collected at the Region or provincial levels for many years, but that has dropped off in the last few years and now the Board area collects less than the provincial average, although still higher than the Region figure. But compared to 2014-15 through 2016-17, there has been quite a decline in the collection of this data at the Board level.

For employment outcomes, data identifying the industries in which they found employment has been increasingly difficult to collect since 2018-19. The percentage of Assisted clients with industry employment data among all those with employment outcomes has dropped in all three areas (Table 15). At the Board level, this percentage is now almost a third of what it had been in 2018-19.

Table 14: Number and percentage of EO Services Assisted clients with industry employment outcome data

	SM Skillforce	REGION	ONTARIO
Clients with industry employment data	269	3,001	8,535
ES Assisted clients with employment outcomes	2,392	35,219	70,975
Industry employment data as % of all clients with employment data, 2022-2023	11%	9%	12%
Industry employment data as % of all clients with employment data, 2021-2022	14%	11%	15%
Industry employment data as % of all clients with employment data, 2020-2021	17%	11%	15%
Industry employment data as % of all clients with employment data, 2019-2020	23%	12%	17%
Industry employment data as % of all clients with employment data, 2018-2019	32%	15%	22%
Industry employment data as % of all clients with employment data, 2017-18	27%	14%	20%
Industry employment data as % of all clients with employment data, 2016-17	29%	15%	20%
Industry employment data as % of all clients with employment data, 2015-16	12%	6%	7%

Compared to 2014-15 through 2016-17, there has been quite a decline in the collection of this data at the Board level.

Table 15 summarizes the industry lay-off and outcome data that has been provided and shows comparisons to the actual employment of residents by industry, for the Board, Region and provincial levels. The comparison to actual employment distribution by industry relies on 2021 Census data.

The big picture story for Ontario is straight-forward: there are several industries where the proportion of Assisted clients who have been laid off from that industry and who have an employment outcome in that industry is notably higher than the share of residents employed in those industries. These industries are: Manufacturing; Retail Trade; Administrative & Support; and Accommodation & Food Services. Almost half (48%) of the EO Services employment outcomes in Ontario are in these four industries.

Across the Central Region, three industries stand out in terms of a disproportionate share of employment outcomes compared to actual employment; these are Retail Trade; Administrative & Support; and Accommodation & Food Services, which account for over a third (36%) of all employment outcomes. Manufacturing (9%) and Health care & Social Assistance (12%) also rank high in the proportion of employment outcomes, but their figures closely match the share of all employment represented by these two industries in the region.

At the Board level (Simcoe, Muskoka), those industries which represent a higher share of the employment outcomes compared to share of employment are: Manufacturing; Retail Trade; Administrative & Support; Health Care & Social Assistance; and Accommodation & Food Services. Indeed, these five industries account for over four-fifths (81%) of all known industry employment outcomes.

Because of the smaller data points, when the numbers are divided into industries, if the figure is below 10 the number is suppressed, on the grounds that some information could be revealed about individuals when there are only a handful of clients in a particular category. As a result, quite a few industries record 0% for their employment outcome at the Board level and, in almost all cases, this is not due to rounding down to 0% but because the actual figure was under 10.

Table 15: Industry lay-off, industry employment outcomes and resident employment (2021), SM Skillforce, Region and Ontario

	SM Skillforce			REGION			ONTARIO		
	EO lay-off industry	EO industry outcome	Employed – 2021	EO lay-off industry	EO industry outcome	Employed – 2021	EO lay-off industry	EO industry outcome	Employed – 2021
Agriculture, forestry, fishing	1%	0%	1%	1%	---	0%	2%	1%	2%
Mining & oil and gas extraction	---	0%	0%	0%	---	0%	1%	1%	1%
Utilities	---	---	1%	0%	---	1%	0%	1%	1%
Construction	11%	8%	12%	5%	5%	7%	8%	7%	8%
Manufacturing	15%	15%	11%	9%	9%	9%	12%	13%	9%
Wholesale trade	3%	---	3%	2%	2%	4%	2%	2%	4%
Retail trade	13%	21%	12%	13%	14%	10%	14%	15%	11%
Transportation & warehousing	5%	5%	5%	5%	6%	6%	5%	6%	5%
Information & cultural industries	1%	---	2%	3%	3%	3%	2%	1%	2%
Finance and insurance	1%	---	3%	4%	6%	8%	3%	3%	6%
Real estate & rental and leasing	2%	---	2%	2%	1%	3%	1%	1%	2%
Professional, scientific, technical	3%	---	6%	11%	8%	12%	7%	5%	10%
Management of companies	---	0%	0%	0%	---	1%	0%	---	0%
Administrative and support	9%	12%	5%	11%	13%	5%	10%	10%	4%
Educational services	2%	---	7%	5%	4%	7%	4%	4%	8%
Health care and social assistance	11%	15%	13%	9%	12%	11%	10%	12%	13%
Arts, entertainment & recreation	3%	---	2%	2%	2%	1%	2%	2%	1%
Accommodation & food services	14%	19%	5%	8%	9%	4%	10%	10%	5%
Other services	4%	5%	4%	7%	6%	3%	5%	5%	4%
Public administration	2%	0%	7%	2%	2%	4%	2%	2%	6%

The employment data is from the 2021 Census.

-- Denotes that the figure was suppressed for being less than 10.

48% EO Services employment outcomes in Ontario are in: Manufacturing; Retail Trade; Administrative & Support; and Accommodation & Food Services.

Lay-off Occupation – Employed Occupation

Table 16 provides the lay-off occupation data aggregated at the 2-digit NOC level, together with the actual number of clients per occupation, for the Board, Region and provincial levels.

Table 16: Top 10 occupations for lay-offs

RANK	SM Skillforce		Region		Ontario	
	Occupation	#	Occupation	#	Occupation	#
1.	Service support and other service occupations, n.e.c.	156	Service representatives and other customer and personal services	2354	Service support and other service occupations, n.e.c.	4592
2.	Service representatives and other customer and personal services occupations	120	Administrative and financial supervisors and administrative occupations	1997	Service representatives and other customer and personal services occupations	4435
3.	Trades helpers, construction labourers and related occupations	106	Service support and other service occupations, n.e.c.	1382	Administrative and financial supervisors and administrative occupations	3328
4.	Sales support occupations	87	Sales support occupations	1193	Labourers in Processing, Manufacturing and Utilities	3151
5.	Service supervisors and technical service occupations	86	Professional occupations in natural and applied sciences	1019	Sales support occupations	3125
6.	Industrial, electrical and construction trades	84	Office support occupations	955	Trades helpers, construction labourers and related occupations	3046
7.	Administrative and financial supervisors and administrative occupations	80	Sales representatives and salespersons - wholesale and retail trade	942	Transport and heavy equipment operation and related maintenance	2653
8.	Sales representatives and salespersons - wholesale and retail trade	76	Professional occupations in business and finance	909	Service supervisors and technical service occupations	2245
9.	Transport and heavy equipment operation and related maintenance	76	Labourers in Processing, Manufacturing and Utilities	904	Sales representatives and salespersons - wholesale and retail trade	2160
10.	Care providers and educational, legal and public protection support	69	Specialized middle managers occupations	860	Industrial, electrical and construction trades	2064

Administrative supervisors and administrative occupations: Office worker supervisors, executive and administrative assistants

Office support occupations: General office clerks, receptionists

Sales support occupations: Cashiers, store shelf stockers

Service representatives: Food & beverage servers, hostesses, security guards, customer service representatives

Service supervisors: food service supervisors, customer service supervisors, cooks

Service support occupations: Food counter attendants, light duty cleaners, operators in amusement and recreation

When it comes to occupations for lay-offs, there are only five occupations in the top ten that are common to all areas:

- Service support occupations
- Service representatives
- Sales support occupations
- Salespersons – wholesale and retail
- Administrative and financial supervisors

The reason why there is less overlap in the top ten is because the Central Region is much more dominated by professional, managerial and office occupations, notably:

- Professional occupations in natural and applied sciences
- Office support occupations
- Professional occupations in business and finance
- Specialized middle managers occupations

The Board area top-ten occupations are largely concentrated in service sector and blue-collar occupations.

Table 17 provides the top ten employment outcome occupations. There is always a close match between the top ten lay-off occupations and the top-ten employment outcome occupations; at all three levels, eight of the top-ten lay-off occupations show up on the top-ten list of employment outcome occupations.

Table 17: Top 10 occupations for employment outcomes

RANK	SM Skillforce		Region		Ontario	
	Occupation	**#**	**Occupation**	**#**	**Occupation**	**#**
1.	Service support and other service occupations, n.e.c.	44	Service representatives and other customer and personal services occupations	374	Service support and other service occupations, n.e.c.	886
2.	Service representatives and other customer and personal services occupations	27	Administrative and financial supervisors and administrative occupations	251	Service representatives and other customer and personal services occupations	757
3.	Sales support occupations	26	Service support and other service occupations, n.e.c.	249	Labourers in Processing, Manufacturing and Utilities	586
4.	Administrative and financial supervisors and administrative occupations	23	Sales representatives and salespersons - wholesale and retail trade	171	Transport and heavy equipment operation and related maintenance occupations	523
5.	Transport and heavy equipment operation and related maintenance occupations	23	Sales support occupations	146	Sales support occupations	497
6.	Service supervisors and technical service occupations	19	Office support occupations	143	Administrative and financial supervisors and administrative occupations	483
7.	Trades helpers, construction labourers and related occupations	17	Paraprofessional occupations in legal, social, community and education services	141	Sales representatives and salespersons - wholesale and retail trade	443
8.	Sales representatives and salespersons - wholesale and retail trade	16	Labourers in Processing, Manufacturing and Utilities	133	Trades helpers, construction labourers and related occupations	418
9.	Paraprofessional occupations in legal, social, community and education services	14	Transport and heavy equipment operation and related maintenance occupations	108	Care providers and educational, legal and public protection support occupations	346
10.	Office support occupations	12	Professional occupations in business and finance	106	Office support occupations	340

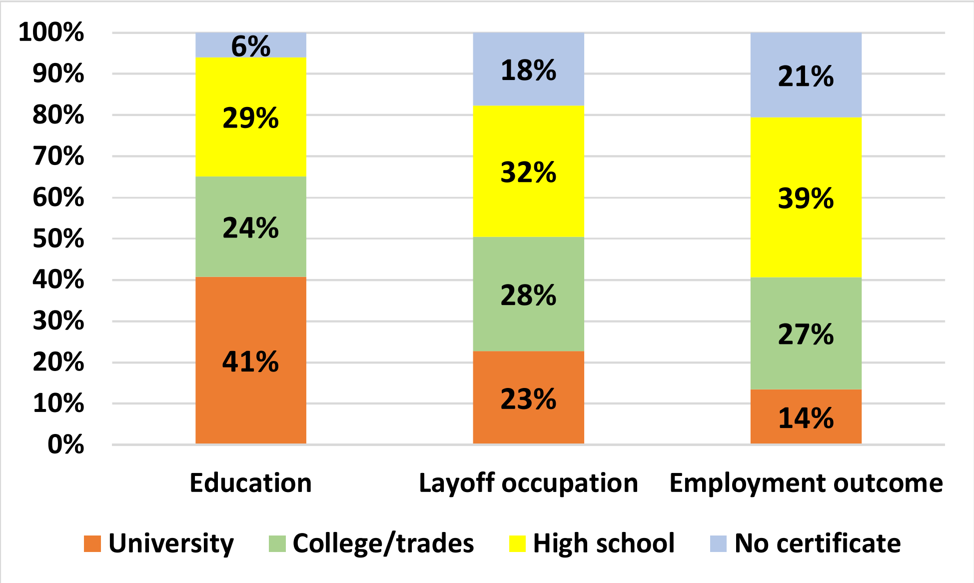
At all three levels, eight of the top-ten lay-off occupations show up on the top-ten list of employment outcome occupations.

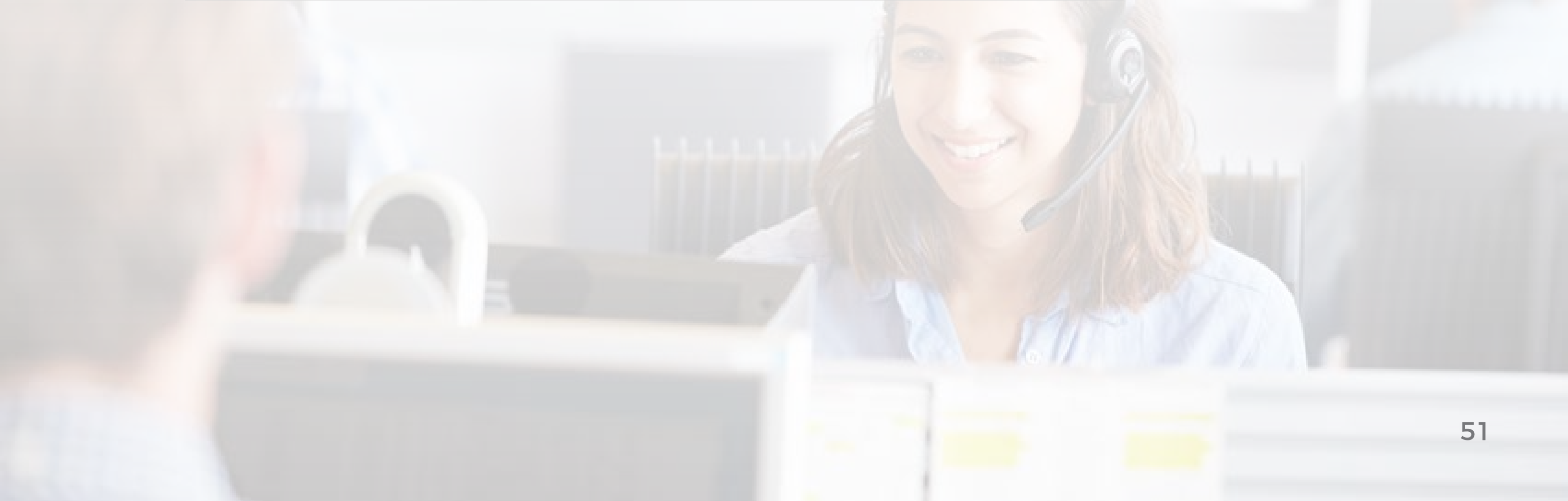
There are 46 occupational categories for reporting purposes. At the local level, there is data only for 12 of these categories, as 22 categories were supressed for having less than 10 entries (the other 12 categories had no entries). Totalling all the reported employment outcome occupations at the Region and provincial levels, most of these jobs require a high school diploma or less. At the Region level, among the outcome occupations, 59% of these jobs require a high school diploma or no educational certificate. Because the profile of the Central Region is quite different, since it includes Toronto, it is a more useful comparison to show the Rest of Ontario minus the Central Region. At the Rest of Ontario level, 73% of the occupation outcomes are jobs that require a high school diploma or less.

It is worth comparing these employment outcomes to the educational attainment profile of Assisted clients and the occupations they were laid off from. Chart 3 compares the data for educational attainment, layoff occupation (by the degree typically expected for that occupation) and employment outcome for all Central Region Assisted clients.

59% At the Region level, among the outcome occupations, 59% of these jobs require a high school diploma or no educational certificate.

Chart 3: Distribution of educational attainment, layoff occupation and employment outcome occupation, Assisted clients, Central Region, 2022-23



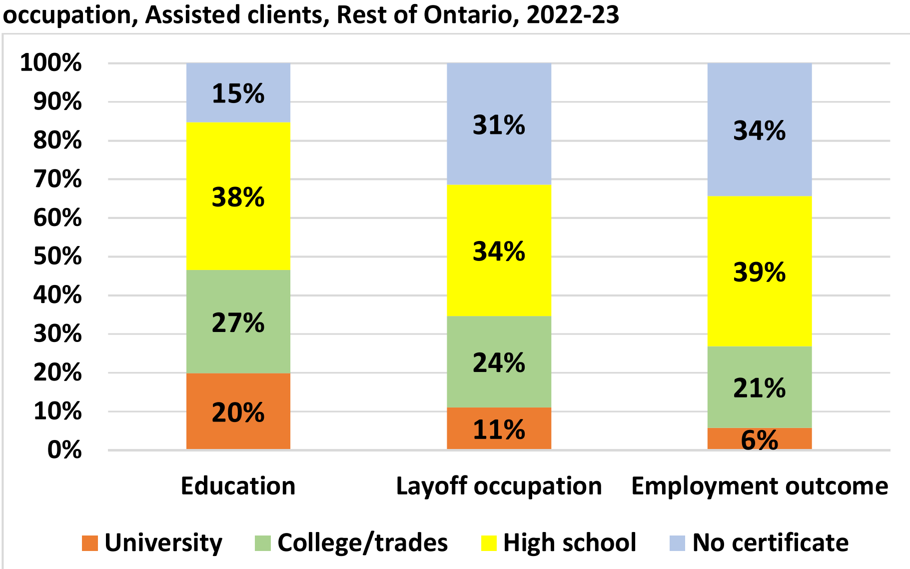


In the Central Region, a very high proportion of Assisted clients have a university degree (41%), yet when examining the occupations they are laid off from, only 23% had been employed in an occupation which required a university degree. After receiving employment services, 14% became re-employed in an occupation requiring a university degree. The comparable proportions for those with an apprenticeship certificate or college diploma actually stayed relatively steady. It was at the lower end of the education/occupation spectrum where the difference is balanced: while 35% of Assisted clients had a high school diploma or less, 50% had been laid off from an occupation that required a high school diploma or less, and among those who found employment again, 60% ended up in an occupation that required a high school diploma or less.

Chart 4 makes the same comparisons for the Rest of Ontario.

In the Central Region, a very high proportion of Assisted clients have a university degree (41%), yet when examining the occupations they are laid off from, only 23% had been employed in an occupation which required a university degree.

Chart 4: Distribution of educational attainment, layoff occupation and employment outcome occupation, Assisted clients, Rest of Ontario, 2022-23



The difference between the Central region and the Rest of Ontario is the much higher proportion of university degree holders among their Assisted clients. Yet the pattern in terms of education, lay-off occupation and employment outcome occupation is similar: disproportionately less employment (both lay-off job and employment outcome job) in occupations requiring a university degree, and disproportionately higher employment in jobs that require no certificate.

Literacy and Basic Skills

Table 18 presents the overall client numbers for Literacy and Basic Skills (LBS) and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, this number declined a little further at the Board level but rebounded somewhat at the Region and provincial levels. The number of new in-person learners did increase across all three areas. In 2022-23, there were increases at all three levels in the number of new learners, an increase of 42% at the Board level, 31% at the Region level and 9% provincially.

However, despite these increases in new in-person learners in the last two years, the number of in-person learners (new and carry-over) at the Board, Region and provincial levels is still lower than what it had been before COVID.

Both the Board's and the Region's share of all In-Person Learners in the province has been dropping over the last several years. At the Board level, it has dropped from 5.1% in 2018-19 to 4.7% in 2022-23, although this figure is still larger than the Board area's share of the provincial population (4.2%). The Region's share has dropped from 41.0% in 2018-19 to 36.4% in 2022-23, and these proportions have been consistently lower than the Region's share of the provincial population (51.4%).

The number of new in-person learners did increase across all three areas. In 2022-23, there were increases at all three levels in the number of new learners, an increase of 42% at the Board level, 31% at the Region level and 9% provincially.

Table 18: Number of Literacy and Basic Skills Learners

	SM Skillforce	REGION	ONTARIO
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2022-23)	**1,683**	**13,132**	**36,120**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2021-22)	**1,727**	**13,678**	**35,164**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2020-21)	**1,567**	**12,879**	**33,025**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2019-20)	**2,093**	**16,442**	**41,867**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2018-19)	**2,176**	**17,445**	**42,578**
Number of In-Person Learners (New) (2022-23)	**1,098**	**7,631**	**21,947**
Number of In-Person Learners (New) (2021-22)	**1,101**	**7,585**	**20,079**
Number of In-Person Learners (New) (2020-21)	**796**	**6,929**	**17,133**
Number of In-Person Learners (New) (2019-20)	**1,350**	**10,291**	**26,061**
Number of In-Person Learners (New) (2018-19)	**1,395**	**11,148**	**26,529**
2022-23 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**4.7%**	**36.4%**	
2021-22 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**4.9%**	**38.9%**	
2020-21 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**4.7%**	**39.0%**	
2019-20 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**5.0%**	**39.3%**	
2018-19 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**5.1%**	**41.0%**	
As % of Ontario population	**4.2%**	**51.4%**	
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2022-23)**	0	0	5,987
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2021-22)**	0	0	6,541
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2020-21)**	0	0	7,069
Number of E-Channel Learners (New) **(2022-23)**	0	0	4,168
Number of E-Channel Learners (New) **(2021-22)**	0	0	4,434
Number of E-Channel Learners (New) **(2020-21)**	0	0	4,678
Number of E-Channel Learners (Carry-Over) **(2022-23)**	0	0	1,819
Number of E-Channel Learners (Carry-Over) **(2021-22)**	0	0	2,107
Number of E-Channel Learners (Carry-Over) **(2020-21)**	0	0	2,391
Total Number of Learners (In-Person + E-Channel) (2022-23)	**1,683**	**13,132**	**42,107**
Total Number of Learners (In-Person + E-Channel)(2021-22)	**1,727**	**13,678**	**41,705**
Total Number of Learners (In-Person + E-Channel) (2020-21)	**1,567**	**12,879**	**40,094**

Table 19 shows the distribution of learners by service provider stream. At all levels, the vast majority are in the Anglophone stream. The Board area has a contingent in the Francophone stream (7%). These proportions for all levels are very similar to what they had been for the last two years.

Table19: Distribution of clients by service provider stream, 2022-23

	NUMBER OF LBS CLIENTS			% BY SERVICE PROVIDER STREAM		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Anglophone	1,564	12,430	34,810	93%	95%	83%
Deaf	0	127	273	0%	1%	1%
Deaf/Blind	0	---	122	0%	0%	0%
Francophone	119	453	3,526	7%	3%	8%
Indigenous	0	113	3,376	0%	1%	8%
Non-Designated	0	0	0	0%	0%	0%
TOTAL	1,683	13,132	42,107	100%	100%	100%

Table 20 shows the distribution of clients by service provider sector. At the Board level, the Community College sector is the largest service provider, as it is at the Region and provincial levels. At the Board level, the School Board sector comes in second (although now more or less tied with the Community Agency sector), whereas at the Region and provincial levels, the Community Agency sector has the second largest number of clients, followed by the School Board sector.

Table 20: Distribution of clients by service provider sector, 2022-23 and 2021-22

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Community Agency Sector	30%	32%	35%	25%	29%	36%
Community College Sector	38%	45%	39%	43%	47%	37%
School Board Sector	31%	23%	26%	32%	24%	26%

Table 21 shows the distribution of clients by their age. There have been only limited changes in the distribution of clients by age across the three levels. The basic pattern common to all areas is that almost half of all clients are in the 25-44 years old category, followed by roughly a quarter among each of those 15-24 years old and 45-64 years old, with a small proportion of those aged 65 years and older. There has been a slight but continuing growth among those aged 45 years and older over the last three years.

Table 21: Literacy and Basic Skills clients by age, 2022-23 and 2021-22

2022-23	NUMBER OF LBS CLIENTS			% BY AGE		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
15-24 years old	396	3,005	10,098	24%	23%	24%
25-44 years old	732	6,530	20,123	44%	50%	48%
45-64 years old	431	3,095	9,482	26%	24%	23%
65 years and older	121	488	2,346	7%	4%	6%
TOTAL	1,683	13,132	42,107	100%	100%	101%
2021-22	15-24 years old			27%	23%	27%
	25-44 years old			46%	52%	46%
	45-64 years old			23%	22%	23%
	65 years and older			4%	2%	4%

Females continue to make up a larger proportion of learners at all three levels, hovering around 65% of all LBS clients at all three levels, and this has been relatively consistent over the past couple of years (Table 22).

Table 22: Literacy and Basic Skills clients by gender, 2022-23 and 2021-22

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Females	66%	65%	64%	69%	64%	66%
Males	32%	34%	35%	31%	35%	34%
Trans	---	0%	0%	0%	0%	0%
Other	1%	0%	1%	0%	0%	0%
Prefer not to disclose	1%	0%	1%	0%	0%	1%
TOTAL	100%	100%	100%	100%	100%	100%

0% does not mean there were none, only that the figure, when rounded, was less than 0.5%.

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

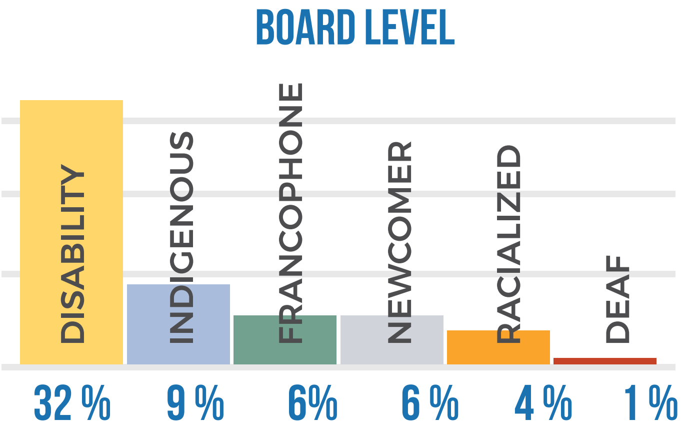
Table 23 provides the data for designated groups. This data relies on self-reported information and therefore is subject to under-counting. The figures are nevertheless being provided for the sake of comparison, because presumably there is a degree of under-reporting at each level of data.

There is some divergence between three levels. The Board level has a high proportion of persons with a disability (32%) and a comparatively higher proportion of Indigenous persons (9%). At the Region level, three groups are virtually tied for being the largest: racialized persons, newcomers and persons with a disability. At the provincial level, the largest category is persons with a disability, and two groups at a more distant second, racialized persons and newcomers. There are also considerable proportions of Indigenous persons and Francophones.

Table 23: Literacy and Basic Skills clients by designated groups, 2022-23

	NUMBER OF LBS CLIENTS			PERCENT		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Indigenous Group	156	446	4,446	9%	3%	12%
Deaf	11	150	553	1%	1%	2%
Deaf/Blind	---	18	76	---	0%	0%
Francophone	138	574	4,125	8%	4%	11%
Internationally Trained	0	0	0	0%	0%	0%
Newcomer	92	2,547	6,014	6%	19%	17%
Person with Disability	539	2,293	10,892	32%	18%	30%
Racialized	72	2,570	6,380	4%	20%	18%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.



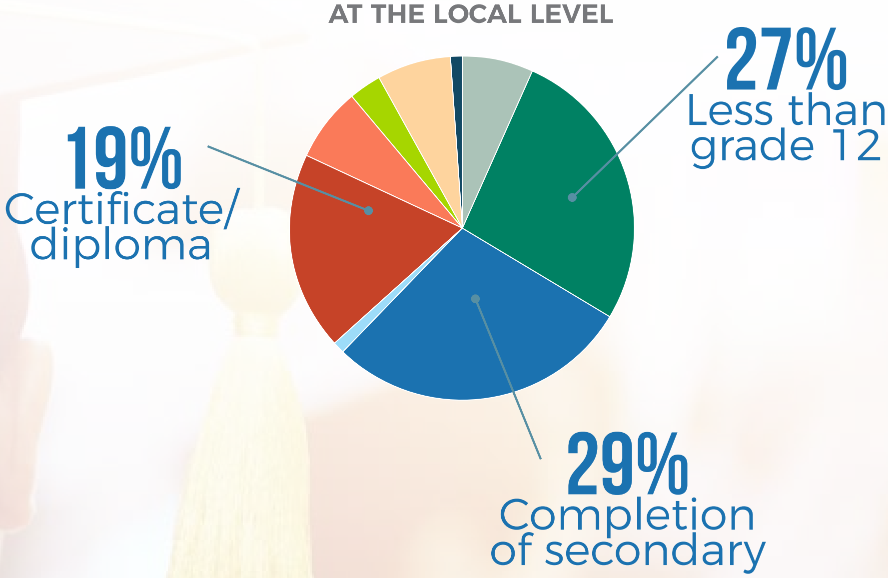
Literacy and Basic Skills clients by designated groups.

The distribution by education attainment levels of clients is listed in Table 24. There is a fair degree of similarity in the educational levels of attainment across the three levels. The Board level has the highest proportion of clients with a high school diploma or less, while the Region level has the highest proportion of clients with a university degree.

Table 24: Literacy and Basic Skills clients by educational attainment, 2022-23

	SM Skillforce	Region	Ontario
Less than Grade 9	7%	7%	7%
Less than Grade 12	27%	20%	25%
Completion of Secondary	29%	27%	27%
Certificate of Apprenticeship	1%	1%	1%
Certificate/Diploma	19%	17%	18%
Applied/Associate/Bachelor	7%	13%	10%
Postgraduate	3%	5%	3%
Other (Some Apprenticeship/ College/University)	7%	9%	8%
Unknown	1%	1%	1%

CLIENTS BY EDUCATIONAL ATTAINMENT AT THE LOCAL LEVEL



In terms of sources of income (Table 25), there was very limited change in most of the categories, except that there was a decline in the percentage of clients in receipt of Employment Insurance across all three areas. Around one-third or more of clients are employed, and the second largest category is those with no source of income, as was the case last year.

Table 25: Literacy and Basic Skills clients, percent distribution by source of income, 2022-23 & 2021-22

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	---	0%	0%	---	0%	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent of OW/ODSP	2%	2%	2%	1%	1%	2%
Employed	38%	32%	33%	38%	31%	33%
Employment Insurance	4%	6%	5%	9%	10%	9%
No Source of Income	18%	24%	21%	16%	22%	19%
Ontario Disability Support Program	11%	9%	11%	11%	9%	10%
Ontario Works	14%	15%	14%	13%	15%	14%
Other	11%	9%	11%	9%	9%	11%
Pension	0%	0%	0%	0%	0%	0%
Self-employed	2%	2%	2%	2%	2%	2%
Unknown	1%	1%	1%	0%	1%	1%

"No source of income" refers to personal income, not household income.

"Other" is not further defined.

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was supressed.

38% of clients at the local level are employed, There are some differences between the three areas when it comes to Learner's Goal Paths: at the Board level, employment is the top goal, followed by a secondary school credit and then post-secondary. At the Region and provincial levels, post-secondary is the most chosen path, followed by employment and a secondary school credit a distant third. The Board level has the highest percentage choice for apprenticeship, although this declined a fair bit from last year, as it has elsewhere as well. It should be pointed out that this year's percentage of apprenticeship as a goal path (13%) at the Board is similar to what it had been two years ago (11%).

Table 26: Literacy and Basic Skills clients: Learner's Goal Path, 2022-23 and 2021-22

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Apprenticeship	13%	11%	8%	19%	14%	9%
Employment	30%	28%	32%	24%	27%	30%
Independence	13%	9%	13%	10%	8%	11%
Post-secondary	21%	40%	35%	26%	42%	39%
Secondary School Credit	24%	11%	12%	21%	10%	12%

30%

At the Local level, employment is the top goal for Learners.

35-40%

At the Region and provincial levesl Post-secondary is the top goal.

By far, the largest proportion of clients at the time of intake, across all three levels, are those who are unemployed, at around 55% at all levels, almost exactly the same as last year (Table 27). Around 35% to 40% are employed, with a slightly higher share being employed full-time. All the other categories have 5% of less of the clients.

55% of all Learners are unemployed at intake.

Table 27: Literacy and Basic Skills clients: Labour force attachment, 2022-23 and 2021-22

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Employed Full-time	24%	20%	22%	24%	20%	22%
Employed Part-time	15%	15%	15%	17%	14%	15%
Full-time Student	1%	5%	3%	0%	5%	3%
Part-time Student	3%	2%	1%	3%	2%	1%
Self-employed	2%	3%	2%	3%	3%	3%
Under-employed	---	2%	1%	0%	2%	1%
Unemployed	54%	54%	56%	54%	55%	55%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

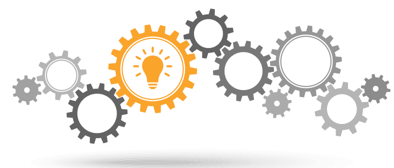
Table 28 shows the distribution of career path goals by labour force attachment. Depending on one's labour force attachment, there are different priority goals:

- For those employed full-time, at the Board level the employment goal has a higher priority, followed closely by the post-secondary goal; at the Region and provincial levels, post-secondary is far more likely to be the choice, followed further back by employment
- For those employed part-time, post-secondary is the first choice at all three levels, though much higher at the Region and provincial levels; the employment goal is second at all three levels
- Full-time students at the local level are especially focused on post-secondary as their goal, followed by employment; post-secondary also ranks first at the Region and provincial levels, and surprisingly apprenticeship comes second in both of these areas, followed by employed
- Part-time students at the Board level are primarily focused on a secondary school credit (it is striking how these goals vary between full-time and part-time students); at the Region and provincial levels, post-secondary is the primary goal, though followed closely by the secondary school credit goal
- Self-employment learners at the Board level are focused on employment and then post-secondary; at the Region and provincial levels, this is reversed, with post-secondary being the primary goal, followed by employment (at the provincial level, this actually is a virtual tie)
- The under-employed at the Board level are focused on apprenticeship and then employment exclusively; at the Region and provincial levels, employment is by far number one, followed by post-secondary
- The unemployed at the Board level are focused on employment as well as a secondary school credit, whereas at the Region and provincial levels, employment is also first, but then followed by post-secondary

Overall, at the Board level, employment is the most prominent goal path, with post-secondary as a close second; at the Region and provincial levels, post-secondary is by far the first choice, followed by employment.

Table 28: Percentage distribution of career path goals by labour force attachment, 2022-23

	SM Skillforce	Region	Ontario
EMPLOYED FULL-TIME			
Apprenticeship Goal Path	15%	13%	9%
Employment Goal Path	35%	20%	29%
Independence Goal Path	5%	6%	9%
Post-secondary Goal Path	29%	51%	43%
Secondary School Credit Goal Path	17%	10%	9%
EMPLOYED PART-TIME			
Apprenticeship Goal Path	18%	11%	8%
Employment Goal Path	23%	19%	25%
Independence Goal Path	4%	5%	6%
Post-secondary Goal Path	35%	55%	51%
Secondary School Credit Goal Path	19%	10%	10%
FULL-TIME STUDENT			
Apprenticeship Goal Path	0%	32%	21%
Employment Goal Path	29%	13%	19%
Independence Goal Path	0%	3%	3%
Post-secondary Goal Path	71%	45%	44%
Secondary School Credit Goal Path	0%	7%	13%
PART-TIME STUDENT			
Apprenticeship Goal Path	2%	11%	11%
Employment Goal Path	7%	16%	22%
Independence Goal Path	0%	10%	8%
Post-secondary Goal Path	10%	36%	35%
Secondary School Credit Goal Path	81%	27%	24%
SELF-EMPLOYED			
Apprenticeship Goal Path	14%	12%	7%
Employment Goal Path	32%	27%	34%
Independence Goal Path	16%	11%	15%
Post-secondary Goal Path	22%	43%	36%
Secondary School Credit Goal Path	16%	7%	8%
UNDER-EMPLOYED			
Apprenticeship Goal Path	56%	9%	9%
Employment Goal Path	44%	53%	44%
Independence Goal Path	0%	9%	12%
Post-secondary Goal Path	0%	25%	29%
Secondary School Credit Goal Path	0%	4%	7%
UNEMPLOYED			
Apprenticeship Goal Path	11%	9%	7%
Employment Goal Path	30%	35%	36%
Independence Goal Path	19%	12%	17%
Post-secondary Goal Path	14%	31%	26%
Secondary School Credit Goal Path	27%	12%	14%



Overall, at the Board level, employment is the most prominent goal path, with post-secondary as a close second.

Table 29 identifies the top three sources of referrals to the LBS programs, by percentage of all reported referrals (excluding suppressed cells), for each area. In each area, “informal word of mouth/media referral” and “other – structured/formal referral” are far and away the two largest categories, both of which account for at least two-thirds of all referrals.

Table 29: Top three sources of in-referrals, 2022-23

SM Skillforce	%	REGION	%	ONTARIO	%
Other – Structured/ Formal Referral	42%	Informal Word of Mouth/Media Referral	41%	Informal Word of Mouth/Media Referral	38%
Informal Word of Mouth/Media Referral	40%	Other – Structured/ Formal Referral	30%	Other – Structured/ Formal Referral	29%
EO Employment Service Provider	9%	EO Employment Service Provider EO - Literacy and Basic Skills Service Provider	(tie) 5%	EO Employment Service Provider	8%

Table 31 provides data on referral destinations. Two categories are provided:

- Referral Out to Other Community Resources
- Referral Out to Other Programs and Services

The actual number of referrals are provided, the top two in the case of Other Community Resources and the top three in the case of Other Programs and Services. By far, referrals to educational/ academic services were the most frequent out-referrals to other community services. There was a greater degree of difference among referrals to other programs and services: at the Board level, high school was by far and away the largest referral category; at the Region level, both post-secondary education and other structured formal referrals placed first and second, while at the provincial level, there were high levels of referrals to EO employment service providers, post-secondary education and other structured formal referrals.

Table 30: Top destinations of out-referrals, 2022-23

SM Skillforce	%	REGION	%	ONTARIO	%
TO OTHER COMMUNITY RESOURCES					
Educational/Academic Services	345	Educational/Academic Services	1112	Educational/Academic Services	5158
Health/Counselling Services	15	Health/Counselling Services	197	Health/Counselling Services	927
TO OTHER PROGRAMS AND SERVICES					
High School	186	Post-Secondary Education	1019	EO - Employment Service Provider	2096
EO - Employment Service Provider	47	Other – Structured/ Formal Referral	896	Post-Secondary Education	2036
Post-Secondary Education	47	EO - Employment Service Provider	414	Other – Structured/ Formal Referral	1826

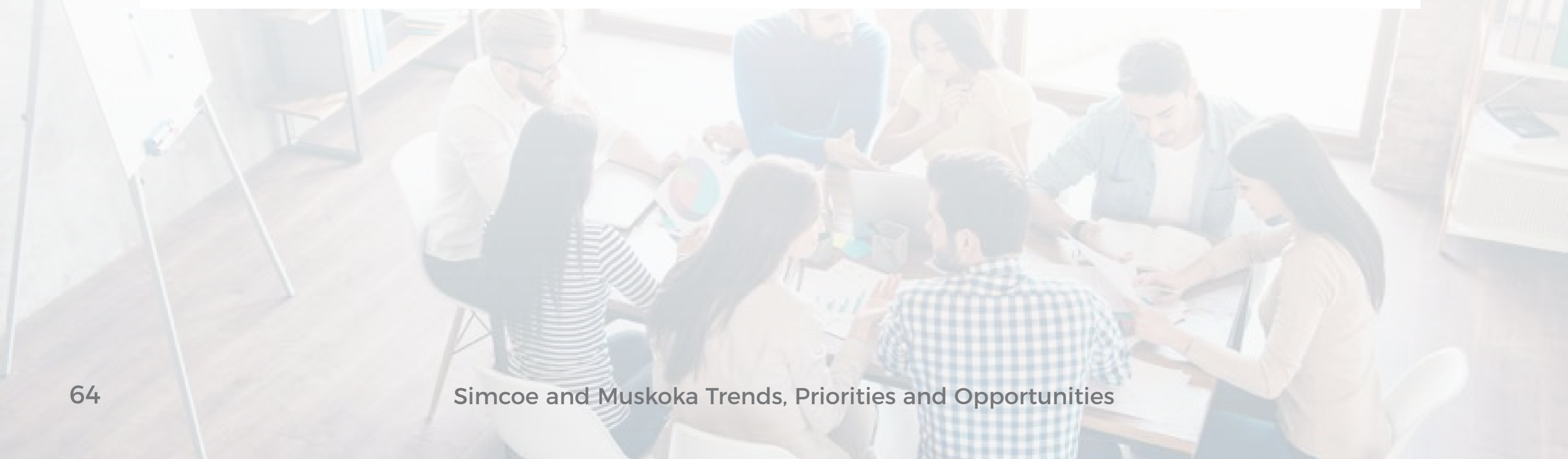
With regards to detailed outcomes at exit (Table 31), a few observations:

- At the local level, there are three primary outcomes: unknown (20%), unemployed (18%) and employed full-time (18%); the percentage of unemployed has gone up from last year
- At the Region level, in education (22%) and unknown (21%) represent the top two outcomes, followed by unemployed (13%) and employed full-time (11%)
- At the provincial level, the Unknown category is a little higher (24%), followed by in education (16%), unemployed (14%) and employed full-time (13%)

Table 31: Literacy and Basic Skills clients: Detailed outcomes at exit, 2022-23 and 2021-22

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Employed Full-Time	18%	11%	13%	17%	11%	13%
Employed Part-Time	6%	6%	6%	6%	4%	6%
Employed Apprentice	---	5%	2%	0%	6%	2%
Employed - Other	---	0%	1%	2%	0%	1%
Employed & in Education	6%	4%	3%	5%	4%	3%
Employed & in Training	3%	2%	2%	9%	2%	1%
Self-Employed	1%	1%	1%	2%	1%	1%
In Education	14%	22%	16%	15%	19%	18%
In Training	8%	8%	8%	8%	7%	7%
Independent	2%	5%	6%	0%	6%	5%
Volunteer	---	1%	1%	0%	1%	1%
Unable to Work	5%	2%	3%	4%	2%	2%
Unemployed	18%	13%	14%	12%	16%	15%
Unknown	20%	21%	24%	20%	23%	25%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.



Better Jobs Ontario

The Board area enlisted 77 individuals into the Better Jobs Ontario (BJO) program last year, a considerable decline from last year's 111, which was at the high end of enrolments for several years after 2016-17 (Table 32). The Board share of all BJO clients had stayed close to 3.0% for several years as well, but this year that share dropped to 2.5%. The Board share of all BJO clients has consistently been below the local area's share of the provincial population (4.2%). At the Region level, the share of all BJO clients has also been dropping, from a high of 44.9% in 2016-17 to a low of 24.7% in 2020-21, to this year's figure of 31.9%, all of which have been lower than the Region's share of the province's population (51.4%). Overall, the number of BJO clients has dropped quite sharply; compared to the number of clients in 2016-17, the current enrolment rate is a fraction of what it had been: at the Board level, this year's enrolment represents 52% of 2016-17's client number; the Region level is at 30%, and provincially the comparison is 43%.

Table 32: Better Jobs Ontario client numbers

	SM Skillforce	REGION	ONTARIO
Number of clients, 2022-23	77	976	3,064
Number of clients, 2021-22	111	1,358	3,777
Number of clients, 2020-21	95	768	3,110
Number of clients, 2019-20	94	1,031	3,314
Number of clients, 2018-19	86	1,380	3,834
Number of clients, 2017-18	112	2,254	5,379
Number of clients, 2016-17	148	3,215	7,158
2022-23 Better Jobs Ontario clients as % of Province	2.5%	31.9%	
2021-22 Better Jobs Ontario clients as % of Province	2.9%	36.0%	
2020-21 Better Jobs Ontario clients as % of Province	3.1%	24.7%	
2019-20 Better Jobs Ontario clients as % of Province	2.8%	31.1%	
2018-19 Better Jobs Ontario clients as % of Province	2.2%	36.0%	
2017-18 Better Jobs Ontario clients as % of Province	2.1%	41.9%	
2016-17 Better Jobs Ontario clients as % of Province	2.1%	44.9%	
Share of provincial population (2021)	**4.2%**	**51.4%**	

The low number of Better Jobs Ontario clients at the Board level means that as the client data gets dissected for analysis, there will be far more results where the data is suppressed. By looking at the reported data, one can sometimes “fill in the blanks” for the missing data by inference. The same analysis will nevertheless be carried out because it also provides the figures for the Region and provincial levels.

Better Jobs Ontario clients tend to be younger adults (25-44 years old), followed by older adults (45-64 years old) (Table 33). At the Board level, a small number (under 10) were 15-24 years old, and none were 65 years or older. Overall, there has been little change in the age distribution of Better Jobs Ontario clients over the years.

Table 33: Better Jobs Ontario clients by age, 2022-23 and 2021-22

	NUMBER OF BETTER JOBS ONTARIO CLIENTS			% BY AGE		
2022-23	**SM Skillforce**	**Region**	**Ontario**	**SM Skillforce**	**Region**	**Ontario**
15-24 years old	---	23	179	---	2%	6%
25-44 years old	46	562	1,799	60%	58%	59%
45-64 years old	27	380	1,060	35%	39%	35%
65 years and older	0	---	23	0%	---	1%
TOTAL	77	976	3,064	95%	99%	101%
2021-22	**15-24 years old**			---	3%	6%
	25-44 years old			54%	58%	58%
	45-64 years old			41%	38%	36%
	65 years and older			---	0%	1%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

In Ontario, the split between males and females among BJO clients had been more or less equal, but in the last four years there has been a slightly higher proportion of males Table 34). At the Board level, the gender split has been very similar to the provincial pattern. At the Region level, while this pattern was also present last year, this year there was almost an equal proportion of males and females.

Table 34: Better Jobs Ontario clients by gender, 2022-23 and 2021-22

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Females	39%	48%	41%	44%	45%	43%
Males	60%	51%	59%	56%	55%	56%
Other/Undisclosed	---	---	0%	0%	0%	0%

Other/Undisclosed includes Trans, Other and Prefer not to disclose.

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

For all three areas, the largest category for educational attainment among Better Jobs Ontario clients (Table 35) is completion of secondary school; after that, there is an even split between less than grade 12, a college certificate and a bachelor's degree. At the Region and provincial levels, the next largest category is a College certificate or diploma.

Table 35: Better Jobs Ontario clients: Educational attainment at intake

	2022-23		
	SM Skillforce	Region	Ontario
Less than Grade 9	---	---	1%
Less than Grade 12	16%	6%	9%
Completion of Secondary	36%	34%	32%
Certificate of Apprenticeship	---	---	2%
Certificate/Diploma	16%	23%	25%
Applied/Associate/Bachelor	14%	15%	11%
Postgraduate	---	3%	3%
Other (Some Apprenticeship/ College/University)	---	4%	5%
Unknown	---	14%	14%

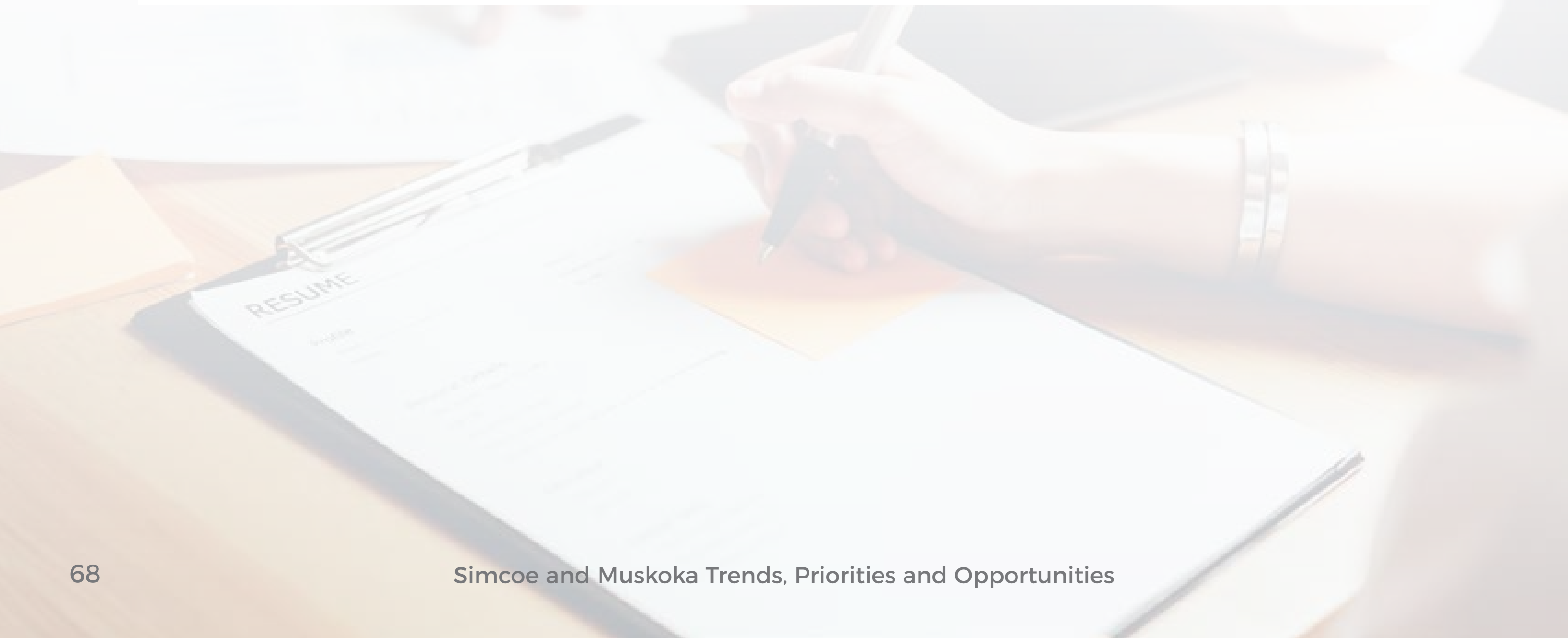
No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

In terms of sources of income, the primary source of income for most Better Jobs Ontario participants last year was Employment Insurance. This year that figure has dropped considerably, but it still remains relatively high, now tied with no source of income as the most common response. At the Board level, for every other category the figure is either 0% or cannot be disclosed. At the Region and provincial levels, the third largest response for source of income is receipt of Ontario Works (Table 36).

Table 36: Better Jobs Ontario clients by source of income, 2022-23 and 2021-22

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	0%	0%	0%	0%	0%	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent of OW/ODSP	---	---	1%	0%	---	0%
Employed	---	5%	6%	---	2%	3%
Employment Insurance	35%	32%	33%	71%	57%	51%
No Source of Income	35%	40%	33%	15%	15%	14%
Ontario Disability Support Program	---	2%	4%	---	1%	2%
Ontario Works	---	10%	13%	---	2%	3%
Other	---	8%	7%	---	7%	7%
Pension	0%	0%	0%	0%	0%	0%
Self-employed	---	2%	2%	0%	---	1%
Unknown	0%	---	1%	---	16%	20%

"No source of income" refers to personal income, not household income.
"Other" includes "Crown Ward," "Dependant of OW/ODSP," "Employed" and "Self-Employed."



There is a considerable degree of difference in the length of time that Better Jobs Ontario clients have been unemployed for each of the three areas (Table 37). At the Board level, a high proportion of Better Jobs Ontario clients have been unemployed for under three months (45%, up from last year's 34%), with the second largest category being those unemployed for over 12 months (33%). At the Region level, almost half (49%) have been unemployed 12 months or more (up from last year's 30%), with the next largest group being those unemployed 6-12 months (22%). At the provincial level, the largest category is also those unemployed 12 months or more (39%, up from last year's 27%), with the next group being those unemployed less than three months (28%). At the Board level, these figures closely resemble the same profile as EO employment services clients, while at the Region and provincial levels, Better Jobs Ontario clients tend to have been unemployed for longer than the profile of EO employment services clients.

Table 37: Percentage distribution by length of time out of employment for Better Jobs Ontario clients and ES Assisted clients (2022-2023), and unemployed individuals, Ontario, 2022

	2022-23 BJO CLIENTS			2022-23 ES CLIENTS			LFS ONTARIO
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario	
< 3 months	45%	16%	28%	41%	35%	38%	67%
3 – 6 months	22%	13%	14%	14%	15%	14%	14%
6 – 12 months	---	22%	20%	13%	16%	15%	12%
> 12 months	33%	49%	39%	32%	35%	33%	7%

Better Jobs vs ES Clients

At the Region and provincial levels, Better Jobs Ontario clients tend to have been unemployed for longer than the profile of EO employment services clients.

Table 38 lists the top ten approved skills training programs under Better Jobs Ontario. There is only one program in the local area that had more than 10 enrolments and that wasn't suppressed (there were 31 programs where there were enrolments, but each of them was suppressed). The Regional program had 20 programs which had 10 or more entries (there were another 86 training programs with fewer than 10 enrolments).

The Transport Truck Driver program is by far and away the largest for the province, so much so that it is almost larger than the enrolment numbers for the next seven largest programs combined and accounts for 30% of all enrolments, higher than the 27% in 2021-22 and the 29% in 2020-21.

Table 38: Top 10 Better Jobs Ontario Approved Skills Training Programs, 2022-2023

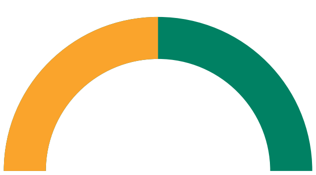
RANK	SM Skillforce		Region		Ontario	
	Trade	#	Trade	#	Trade	#
1.	Transport Truck Drivers	26	Transport Truck Drivers	172	Transport Truck Drivers	918
2.			Accounting and Related Clerks	75	Heavy Equipment Operators (Except Crane)	220
3.			Computer Network Technicians	72	Computer Network Technicians	163
4.			Medical Administrative Assistants	50	Medical Administrative Assistants	144
5.			Early Childhood Educators and Assistants	40	Accounting and Related Clerks	128
6.			Home Support Workers, Housekeepers and Related Occupations	40	Social and Community Service Workers	105
7.			Estheticians, Electrologists and Related Occupations	34	Home Support Workers, Housekeepers and Related Occupations	89
8.			Social and Community Service Workers	27	Administrative Officers	83
9.			Accounting Technicians and Bookkeepers	24	Administrative Assistants	70
10.			Administrative Officers Payroll Administrators	tie 21	Accounting Technicians and Bookkeepers	58

Better Jobs Ontario outcomes at exit at all levels are almost equally distributed between being employed, being unemployed and unknown, except at the local level, where the percentage of unknown outcomes is slightly lower (Table 39). At the Board level last year, there was a higher proportion of unemployed and unknown responses, whereas this year there is a considerable proportion at exit who have a training or education outcome. At 12 months, roughly half of the known outcomes indicate that the client is employed, with almost half of the Board and Region outcomes being unknown (the unknown figure is only slightly lower at the provincial level).

Table 39 Better Jobs Ontario outcomes at exit and at 12 months, 2022-2023

	NUMBER			PERCENT		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
OUTCOME AT EXIT						
Employed	24	180	710	33%	30%	33%
Training/Edn	14	64	239	19%	11%	11%
Other	0	---	22	0%	---	1%
Unemployed	20	156	629	27%	26%	29%
Unknown	15	195	587	21%	33%	27%
TOTAL (Known Outcomes)	73	595	2,187	100%	100%	100%
OUTCOME AT 12 MONTHS						
Employed	34	269	1,222	52%	48%	54%
Training/Edn	---	---	25	---	---	1%
Other	0	---	19	0%	---	1%
Unemployed	0	36	137	0%	6%	6%
Unknown	31	258	875	48%	46%	38%
TOTAL (Known Outcomes)	65	563	2,278	100%	100%	100%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.



At 12 months, roughly half of the known outcomes indicate that the client is employed,

Apprenticeship

The numbers for new apprentice registrations over the last nine years are listed in Table 40. COVID clearly had an impact on the number of new registrations across all three areas in 2020-21. These numbers have recovered over the last two years; at the Board level, new registrations increased by 26% in 2021-22 and a further 32% in 2022-23. In all three areas, the number of new registrations in 2022-23 is close to the largest number of new registrations (in the case of the Board, the highest figure was in 2019-20, while at the Region and provincial levels, the high was in 2018-19).

Table 40: Number of new apprenticeship registrations, 2014-15 to 2022-23

	SM Skillforce	Region	Ontario
Number of New Registrations			
2022-2023	1,045	12,013	27,178
2021-2022	792	9,366	22,056
2020-2021	628	7,051	16,730
2019-2020	1,094	11,770	26,771
2018-2019	1,089	12,318	27,821
2017-2018	938	10,871	24,991
2016-2017	906	10,442	24,890
2015-2016	867	10,451	25,793
2014-2015	908	9,715	26,018

At the Board level, new registrations increased by 26% in 2021-22 and a further 32% in 2022-23.

Table 41 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time. In 2022-23, new registrations at the Board and Region levels were roughly in line with historical values, with the Board area accounting for 3.8% of the provincial totals (the range over the past several years has been between 3.6% and 4.1%, compared to the Board's share of the provincial population: 4.2%). At the Central Region level, the 2022-23 new registration number accounts for 44.2% of total provincial new registrations; the historical range has been between 42.0% and 44.3%, while the Central Region is home to 51.4% of the province's population.

Table 41: New registrations and active apprenticeships

	SM Skillforce	Region	Ontario
Number of New Registrations			
2022-2023	1,045	12,013	27,178
As % of Ontario: 2022-23	3.8%	44.2%	
As % of Ontario: 2021-22	3.6%	42.5%	
As % of Ontario: 2020-21	3.8%	42.1%	
As % of Ontario: 2019-20	4.1%	44.0%	
As % of Ontario: 2018-19	3.9%	44.3%	
As % of Ontario: 2017-18	3.8%	43.5%	
As % of Ontario: 2016-17	3.6%	42.0%	
Number of Active Apprentices			
2022-2023	2,874	41,473	89,482
2021-2022	2,814	38,231	84,937
2020-2021	2,706	35,956	78,733
2019-2020	2,600	33,790	73,924
As % of Ontario: 2022-23	3.2%	46.3%	
As % of Ontario: 2021-22	3.3%	45.0%	
As % of Ontario: 2020-21	3.4%	45.7%	
As % of Ontario: 2019-20	3.5%	45.7%	
As % of Ontario: 2018-19	3.5%	45.6%	
As % of Ontario: 2017-18	3.5%	44.8%	
As % of Ontario: 2016-17	3.6%	45.2%	
Number of CofAs Issued			
2022-2023	349	4,188	9,564
2021-2022	289	3,443	8,120
2020-2021	195	2,647	5,877
2019-2020	266	3,732	8,892
As % of Ontario: 2022-23	3.6%	43.8%	
As % of Ontario: 2021-22	3.6%	42.4%	
As % of Ontario: 2020-21	3.3%	45.0%	
As % of Ontario: 2019-20	3.0%	42.0%	
As % of Ontario: 2018-19	3.1%	42.6%	
As % of Ontario: 2017-18	3.3%	43.2%	
Population			
As percent of Ontario	4.2%	51.4%	100%

New apprentice registrations at the Board and Region levels were roughly in line with historical values, with the Board area accounting for 3.8% of the provincial totals.

The number of all active apprenticeships has been increasing at all levels since 2019-20. There has been a slight drop at the Board level in the share of all active apprentices in the province (from 3.6% in 2016-17 to 3.2% in 2022-23), while that share has been increasing at the Region level (from 45.2% to 46.3%).

In terms of Number of Certificates of Apprenticeship (CofA) issued, at the Board level the figure has increased since 2019-20, except for a dip in the year COVID hit, and the same has applied at the Region and provincial levels. In terms of the share of the provincial total, the proportion has gone up at the Board level, after fluctuating in recent years.

Overall, activity with respect to apprenticeship at the Board and Region levels represents a smaller share of provincial apprenticeship numbers than the share of the provincial population represented by the Board and the Region areas.

The following tables show more detailed demographic data for the Apprenticeship program. At least 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 42). Compared to last year, the proportion of youth aged 15-24 years old decreased somewhat at all levels.

Table 42: Distribution by age of apprenticeship

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
15-24 years	53%	46%	50%	58%	48%	51%
25-44 years	42%	49%	46%	39%	48%	46%
45-64 years	6%	5%	4%	2%	4%	4%
over 65 years	0%	---	0%	0%	---	0%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

The distribution by gender (Table 43) is very heavily skewed to males. Across the Board, Region and provincial levels, more than 78% of clients have typically been male. At the Board level, the proportion of females has been slightly higher than the corresponding figures for the Region and provincial levels, and it grew noticeably in the last year.

Table 43: Distribution by gender of apprenticeship

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Females	22%	12%	13%	16%	12%	13%
Males	78%	87%	86%	84%	87%	87%
Other/not disclosed/trans	---	---	1%	---	---	1%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

The distribution of clients by education at intake (Table 44) is dominated by clients who have a high school diploma and almost all the rest have no high school diploma. There is minimal variation in these percentages from year to year.

Table 44: Distribution by education at intake of apprenticeship

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
No certificate	14%	---	13%	17%	12%	13%
High school	85%	87%	87%	82%	87%	87%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	---	---	0%	---	0%	0%
University	0%	---	---	0%	---	0%
Other	---	0%	0%	X	1%	0%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed. Totals do not always add up to 100% because some entries are suppressed for being less than ten.

There is limited data for the distribution by designated group at the Board level; there are five categories that have reported data, and in all instances, the proportions are very low. The highest reported share is racialized persons among Central Region new apprentices at 7% (Table 45). In most other cases, the reported share is 3% or lower, often much lower than the reported share of designated groups among employment services clients in these same areas.

Table 45: Distribution by designated group of apprenticeship, 2022-2023

	APPRENTICESHIP		
	SM Skillforce	Region	Ontario
Indigenous Group	3%	2%	3%
Deaf	0%	0%	0%
Deaf/Blind	0%	0%	0%
Francophone	2%	2%	5%
Internationally Trained Professionals	0%	0%	0%
Newcomer	---	1%	0%
Person with Disability	1%	1%	1%
Racialized	3%	7%	4%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

Table 46 lists the top ten trades for new registrations for the Board area, the Region and the province. The Region and the province have exactly the same top ten new registration trades, although in a slightly different order among the fifth, sixth and seventh rankings. The Board area has nine of these same trades in their top ten, with Educational Assistant displacing Sheet Metal Worker from the list common to the Region and province.

Table 46: Top 10 trades for new registrations, 2022-2023

RANK	SM Skillforce		Region		Ontario	
	Trade	**#**	**Trade**	**#**	**Trade**	**#**
1.	Electrician - Construction and Maintenance	215	Electrician - Construction and Maintenance	2811	Electrician - Construction and Maintenance	5514
2.	Automotive Service Technician	150	Automotive Service Technician	1307	Automotive Service Technician	2984
3.	Hairstylist	87	Plumber	1092	Plumber	2218
4.	Plumber	82	General Carpenter	870	General Carpenter	2145
5.	General Carpenter	81	Hairstylist	577	Industrial Mechanic Millwright	1613
6.	Truck and Coach Technician	74	Industrial Mechanic Millwright	561	Truck and Coach Technician	1442
7.	Educational Assistant	58	Truck and Coach Technician	536	Hairstylist	1352
8.	Child Development Practitioner	39	Refrigeration and Air Conditioning Systems Mechanic	516	Refrigeration and Air Conditioning Systems Mechanic	817
9.	Industrial Mechanic Millwright	38	Sheet Metal Worker	298	Sheet Metal Worker	705
10.	Refrigeration and Air Conditioning Systems Mechanic	28	Child Development Practitioner	291	Child Development Practitioner	597

Canada Ontario Job Grant (COJG) – Employer

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 47). This year, at the Board level, 88% of the firms had less than 50 employees, while at the Region level that figure was 71%, and for the province it was 74%. The number of employers dropped significantly because of COVID (2020-21); those numbers rebounded somewhat in 2021-22, but in 2022-23, the numbers declined again, though not so much at the Board level. The trend line over the last five years indicates a decline in the number of employers participating in COJG.

Table 47: Canada Ontario Job Grant – Employers, 2022-2023

	SM Skillforce	Region	Ontario
# of employers, 2022-23	110	809	2,468
# of employers, 2021-22	117	1,015	2,837
# of employers, 2020-21	88	934	2,456
# of employers, 2019-20	138	1,239	3,232
# of employers, 2018-19	195	1,557	3,952
Percent in Under 25 Stream	100%	100%	100%
Percent in Over 25 Stream	0%	0%	0%
Size (percent)			
<50	88%	71%	74%
50-160	---	21%	18%
151-300	---	4%	4%
301-500	0%	---	2%
501-1,500	---	2%	2%
1,501-10,000	0%	---	1%
>10,001	0%	0%	---

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

The trend line over the last five years indicates a decline in the number of employers participating in COJG.

In terms of the training provider, by far most of the training is provided by private trainers, followed more distantly by registered private career colleges (Table 48). There is a limited amount of training provided by public community colleges, somewhat more at the Board level. These proportions are much the same as they were the previous two years.

Table 48: Canada Ontario Job Grant – Training provider type, 2022-2023

	SM Skillforce	Region	Ontario
Private Trainer	57%	64%	54%
Product Vendor	---	4%	4%
Public College	10%	4%	8%
Registered Private Career College	29%	22%	28%
School Board	0%	0%	---
Union Based Training Centre	---	---	1%
University	---	5%	4%
Unknown	0%	---	---

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was supressed.

By far most of the training is provided by private trainers,

The outcomes at exit details show very positive assessments by employers, with 92% indicating an increase in trainee productivity and at least 96% affirming that the training met their workforce needs (Table 49).

Table 49: Outcome at exit detail, 2022-2023

	SM Skillforce	Region	Ontario
Increase in trainee productivity	92%	92%	92%
Training met workforce needs	100%	97%	96%

All levels reported an increase of productivity and that the training met their workplace needs.

Canada Ontario Job Grant – Participant

The number of COJG participants had dropped significantly between 2018-19 and 2019-20, by almost 50% at the Board level and close to 30% at the Region and provincial levels. Those figures dropped further the following year as a result of COVID. Since then, the number of participants at the Board level has returned to the 2019-20 level; however, at the Region and provincial levels, the 2022-23 numbers are over a third lower than what they had been in 2019-20. The Board share of COJG participants across the province (4.1%) has increased over time, now about equal to the Board area's share of the provincial population, while at the Region level it has gone down somewhat, and is lower than the Region area's share of the provincial population.

Table 50: Number of COJG participants, 2022-2023

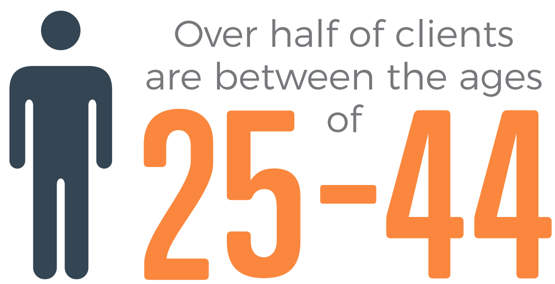
	SM Skillforce	Region	Ontario
COJG PARTICIPANTS			
Number, 2022-23	369	3,897	8,951
Number, 2021-22	430	4,856	10,767
Number, 2020-21	281	4,704	10,350
Number, 2019-20	366	6,276	14,073
Number, 2018-19	722	9,216	19,742
As % of Ontario, 2022-23	4.1%	43.5%	
As % of Ontario, 2021-22	4.0%	45.1%	
As % of Ontario, 2020-21	2.7%	45.4%	
As % of Ontario, 2019-20	2.6%	44.6%	
As % of Ontario, 2018-19	3.7%	46.7%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	4.2%	51.4%	

As Table 51 shows, most of the clients (56% to 63%) are younger adults (25-44 years old). The second largest age group is older adults (45-64 years old).

Table 51: Distribution by age of COJG participants, 2022-2023

	SM Skillforce	Region	Ontario
15-24 years	15%	8%	13%
25-44 years	56%	63%	59%
45-64 years	27%	28%	26%
over 65 years	---	1%	1%
Unknown	0%	---	0%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

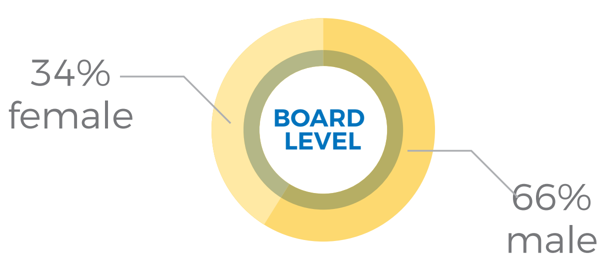


The distribution by gender of COJG participants has tended to be skewed towards males at all three levels, and the proportions have hardly changed from last year (Table 52).

Table 52: Distribution by gender of COJG participants, 2022-2023

	2022-23			2021-22		
	SM Skillforce	Region	Ontario	SM Skillforce	Region	Ontario
Females	34%	39%	38%	36%	41%	37%
Males	66%	60%	61%	63%	58%	62%
Other/not disclosed/trans	---	---	---	0%	---	---

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.



The educational attainment of COJG participants at all levels was heavily skewed towards those with either a high school completion or a college certificate or diploma, except that at the Region level, there is a much higher proportion of participants with a university degree (both bachelor and post-graduate) (Table 53). These Region numbers bring up the provincial figures in these categories.

Table 53: Distribution by education at intake of COJG participants, 2022-2023

	SM Skillforce	Region	Ontario
Less than Grade 9	0%	---	0%
Less than Grade 12	4%	2%	2%
Completion of Secondary	31%	18%	24%
Certificate of Apprenticeship	6%	3%	5%
Certificate/Diploma	35%	25%	27%
Applied/Associate/Bachelor	19%	36%	27%
Postgraduate	4%	15%	11%
Other (Some Apprenticeship/ College/ University)	---	1%	2%
Unknown	---	1%	1%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

35 percent of participants have a College diploma at intake locally.

There are either too few clients, or the information was not collected about designated groups at the Board level for the COJG program (Table 54). At the Board level, one category, Deaf/Blind, had no participants, and all the rest had the number suppressed because the figure was under ten. At the Region and provincial levels there are slightly more categories where numbers are present, but the proportions are often much smaller than for these same designated groups in other EO service categories. The most prominent category is Internationally Trained Professionals, and next highest is racialized persons, although the figures here are in the single digits.

Table 54: Distribution by designated group of COJG participants, 2022-2023

	COJG		
	SM Skillforce	Region	Ontario
Indigenous Group	---	0%	1%
Deaf	---	---	---
Deaf/Blind	0%	0%	0%
Francophone	---	1%	2%
Internationally Trained Professionals	---	15%	10%
Newcomer	---	4%	3%
Person with Disability	---	1%	1%
Racialized	---	6%	5%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

The distribution by labour force attachment, as shown in table 55, reveals the overwhelming proportion of clients who are employed, at least 95% across all three levels, the vast majority of whom are employed full-time. This proportion of employed is not only consistent across the Board, Region, and province, but also across the distribution by source of income (Table 56).

At least
95%
of COJG participants indicate they are employed

Table 55: Distribution by labour force attachment of COJG participants, 2022-2023

	COJG		
	SM Skillforce	Region	Ontario
Employed Full-time	90%	92%	90%
Employed Part-time	5%	4%	5%
Full-time Student	---	---	0%
Part-time Student	---	---	0%
Self-employed	---	0%	0%
Under-employed	---	---	---
Unemployed	4%	4%	5%
Unknown	0%	---	---

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

Table 56: Distribution by source of income of COJG participants, 2022-2023

	COJG		
	SM Skillforce	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	0%	0%	0%
Dependent of EI	0%	0%	0%
Dependent of OW/ODSP	0%	---	---
Employed	95%	95%	94%
Employment Insurance	---	1%	2%
No Source of Income	---	3%	3%
Ontario Disability Support Program	0%	---	---
Ontario Works	0%	---	0%
Other	---	1%	1%
Pension	0%	0%	0%
Self-employed	---	0%	0%
Unknown	0%	---	---

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

Youth Job Connection (YJC)

The following tables show the number of Youth Job Connection participants, and their breakdown by age and gender. The number of participants increased at the Board and provincial levels last year, and at the Region level declined slightly (Table 57). All three areas are much below the number of participants present in pre-COVID 2019-20. Compared to 2017-18, the Board area's numbers in 2022-23 are just over a third (36%) what they had been, while the numbers are just over half at the Region (59%) and provincial (56%) levels. In terms of its share of the provincial total numbers, the Board area has been seeing a decline (from 3.1% in 2017-18 to this year's 2.0%), while at the Region level, the trend has been toward s slight increase (from 47.1% in 2017-18 to this year's 49.7%).

The figures for the Youth Job Connection Summer program are included as well: at the Board level, the numbers have stayed steady over the last three years, whereas at the Region and provincial levels, there was a drop after 2020-21.

Table 57: Number of YJC participants, 2022-2023

	SM Skillforce	Region	Ontario
YJC PARTICIPANTS			
Number, 2022-23	143	3,603	7,247
Number, 2021-22	108	3,656	7,097
Number, 2020-21	110	3,903	7,428
Number, 2019-20	305	5,745	12,063
Number, 2018-19	339	5,714	12,024
Number, 2017-18	402	6,106	12,958
As % of Ontario, 2022-23	2.0%	49.7%	
As % of Ontario, 2021-22	1.5%	51.5%	
As % of Ontario, 2020-21	1.5%	52.5%	
As % of Ontario, 2019-20	2.5%	47.6%	
As % of Ontario, 2018-19	2.8%	47.5%	
As % of Ontario, 2017-18	3.1%	47.1%	
YJC SUMMER PARTICIPANTS			
Number, 2022-23	93	1,800	3,934
Number, 2021-22	95	1,882	4,010
Number, 2020-21	94	2,331	4,815
As % of Ontario, 2022-23	2.4%	45.8%	
As % of Ontario, 2021-22	2.4%	46.9%	
As % of Ontario: 2020-21	2.0%	48.4%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	4.2%	51.4%	

At all three levels, over three-quarters of the clients are between the ages of 15 and 24, with almost all the rest in the 25-44 years old bracket (Table 58). At all three levels, there are slightly more males, although the Region figures show a near balance (Table 59). These proportions by age and by gender are almost the same as they were the previous year.

Table 58: Distribution by age of YJC participants, 2022-2023

	SM Skillforce	Region	Ontario
15-24 years	77%	80%	78%
25-44 years	23%	20%	21%
45-64 years	0%	---	1%
over 65 years	0%	0%	0%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

Table 59: Distribution by gender of YJC participants, 2022-2023

	SM Skillforce	Region	Ontario
Females	41%	47%	44%
Males	58%	51%	52%
Other/not disclosed/trans	---	2%	3%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

At all three levels, around half or more of participants have a high school diploma, with most of the rest at the Board and provincial levels having less than a high school diploma (Table 60). At the Region level, there is a higher share of those with a post-secondary certificate or some post-secondary education.

Table 60: Distribution by education at intake of YJC participants, 2022-2023

	SM Skillforce	Region	Ontario
Less than Grade 9	8%	2%	3%
Less than Grade 12	29%	15%	24%
Completion of Secondary	47%	57%	53%
Certificate of Apprenticeship	0%	---	0%
Certificate/Diploma	---	10%	8%
Applied/Associate/Bachelor	---	9%	6%
Postgraduate	---	1%	1%
Other (Some Apprenticeship/ College/University)	---	6%	6%
Unknown	0%	---	0%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

For the last two years, across the YJC program at the Board level, there were very high proportions of persons with a disability, as well as high levels of Indigenous persons (Table 61). The only other category with a reported figure is newcomers. At the Region level, by far the largest category is racialized persons, followed more distantly by persons with a disability and newcomers. At the provincial level, the largest groups are both racialized persons and persons with a disability, while a more distant second are Indigenous persons and newcomers.

Table 61: Distribution by designated group of YJC participants, 2022-2023

	YJC		
	SM Skillforce	**Region**	**Ontario**
Indigenous Group	12%	2%	11%
Deaf	0%	---	---
Deaf/Blind	0%	0%	0%
Francophone	---	2%	4%
Internationally Trained Professionals	---	5%	6%
Newcomer	8%	12%	10%
Person with Disability	48%	17%	30%
Racialized	---	46%	32%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

The largest source of income for YJC participants at all levels is no source of income, with Ontario Works and ODSP accounting for almost all of the rest (Table 62), as has been the case for several years.

Table 62: Distribution by source of income of YJC participants, 2022-2023

	SM Skillforce	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	0%	0%	2%
Dependent of EI	0%	---	---
Dependent of OW/ODSP	---	2%	3%
Employed	0%	0%	0%
Employment Insurance	0%	1%	1%
No Source of Income	76%	85%	72%
Ontario Disability Support	11%	3%	6%
Ontario Works	10%	7%	13%
Other	---	3%	4%
Pension	0%	0%	0%
Self-employed	0%	0%	0%
Unknown	0%	---	---

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

The data for the Youth Job Connection Summer program is more limited, especially at the Board level. However, a few characteristics of the clients can be highlighted:

- Virtually all participants are 15-24 years old
- Males make up a slight majority of the participants at the Board level, whereas it is more or less gender-balanced at the Region and provincial levels
- Over 80% of participants in all areas have less than a Grade 12 education
- Over 90% have no source of income
- The distribution of participants by designated group for YJC Summer is very similar to that for the YJC: at the Board level, 37% are persons with a disability; at the Region level, 45% are racialized persons, while at the provincial level, racialized persons make up around 30%, with persons with a disability accounting for 17%

90%

Over 90% of YJC participants have no source of income

Findings From The Simcoe Muskoka Skillforce Employer Survey

Introduction

This is the 10th year that the Simcoe Muskoka Skillforce has administered an employer survey. In past years, the survey themes focused on specific workforce issues, most recently the impact of the COVID pandemic on labour market dynamics. This year, the focus of the survey was on identifying workforce or business trends experienced by employers, assessing labour shortages and skills gaps, learning about strategies used for recruitment, retention and training, exploring views regarding new technologies, especially artificial intelligence, and probing further about policies related to remote work.

The survey was administered between October 4 and November 29, 2023. In total, 77 employers visited the survey, but seven dropped out before they answered any substantive questions. Other respondents quit before the survey is completed, so that the average response per question was 60. This was a considerably smaller number of responses compared to last year, which had a high response rate in part because the survey was also part of a labour market study being undertaken by the County of Simcoe. However, it was also a smaller number compared to the numbers for several years before that, which may reflect a higher level of survey fatigue among local employers.

Profile of Employers

Table 1 profiles the distribution of survey responses by industry. Two calculations have been provided. Firstly, the actual number of all responses by industry, together with their percentage distribution (the first and second column of figures in Table 1). This is compared to the actual percentage distribution of employers in Simcoe and Muskoka, based on the June 2023 Canadian Business Counts data for all establishments.

Table 1: Distribution of survey respondents by industry compared to actual distribution of establishments with employees in Simcoe and Muskoka

Industry sector	SURVEY		ACTUAL
	#	%	
Accommodation and Food Services	6	8.6%	6.9%
Administrative & Support, Waste Management	0	0.0%	5.8%
Agriculture, Forestry, Fishing and Hunting	1	1.4%	1.9%
Arts, Entertainment and Recreation	2	2.9%	2.0%
Construction	14	20.0%	19.7%
Educational Services	1	1.4%	1.1%
Finance and Insurance	1	1.4%	3.0%
Health Care and Social Assistance	7	10.0%	10.3%
Information and Cultural Industries	0	0.0%	1.0%
Management of Companies and Enterprises	0	0.0%	0.2%
Manufacturing	14	20.0%	4.2%
Mining and Oil & Gas Extraction	0	0.0%	0.3%
Other Services (except Public Administration)	6	8.6%	8.1%
Professional, Scientific & Technical Services	9	12.9%	9.9%
Public Administration	1	1.4%	0.3%
Real Estate and Rental and Leasing	2	2.9%	4.9%
Retail Trade	6	8.6%	12.2%
Transportation and Warehousing	0	0.0%	4.5%
Utilities	0	0.0%	0.2%
Wholesale Trade	0	0.0%	3.6%
TOTAL	70	100%	100%

The figure for actual number of employers by industry is derived from Statistics Canada's Canadian Business Count, June 2023

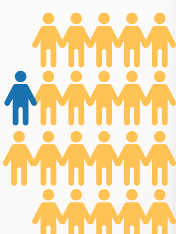
For a small sample size, there was a high degree of similarity in the distribution of respondents by industry and the actual distribution in Simcoe and Muskoka. The one significant instance of over-representation was among Manufacturing firms, yet this regularly occurs even with a larger sample size. Also, there were several industries where there was not a single respondent, which is the deficiency in the survey sample. But for more than half of the industries, there is a close match in terms of distribution.

Table 2 illustrates the distribution of all businesses with employees by number of employees. By far, the survey is over-represented by employers with a greater number of employees and under-represented by firms with very few employees. For an understanding of local labour market dynamics and employment issues, this is not a bad thing. Among employers with over 100 employees, around one out of every 22 such employers participated in the survey.

Table 2: Distribution of survey respondents by number of employees

	NUMBER OF EMPLOYEES			
	1-4	**5-19**	**20-99**	**100+**
Actual number	10,954	6,077	1,898	296
Actual percent	57%	32%	10%	2%
Survey number	14	25	14	13
Survey percent	21%	38%	21%	20%
Survey as percent of actual	**0.1%**	**0.4%**	**0.7%**	**4.4%**

The figure for actual number of employers by number of employees is derived from Statistics Canada's Canadian Business Count, June 2023



Among employers with over 100 employees, one out of every 22 participated in the survey.

The responses came from across the target geographic area, with some variation between the survey distribution of respondents and the distribution of businesses across Simcoe and Muskoka (Table 3).

Once again, there are quite a few matches between the distribution in the survey and the actual distribution by location of establishments with employees. The main differences are an over-representation of establishments from Collingwood and Bracebridge, and a significant under-representation of establishments from other locations in Simcoe County not named in the list provided.

Table 3: Survey respondents by location

LOCATION	SURVEY		ACTUAL
	#	%	
Barrie	20	30.3%	25.0%
Collingwood	8	12.1%	6.2%
Essa	1	1.5%	2.2%
Innisfil	0	0.0%	6.2%
Midland/Penetanguishene	5	7.6%	4.6%
New Tecumseth	4	6.1%	6.6%
Orillia	5	7.6%	5.8%
Oro-Medonte	5	7.6%	3.4%
Springwater	3	4.5%	4.4%
Wasaga Beach	1	1.5%	2.5%
Other location in Simcoe County	1	1.5%	16.9%
Bracebridge	7	10.6%	4.4%
Gravenhurst	2	3.0%	2.6%
Huntsville	2	3.0%	5.8%
Lake of Bays	0	0.0%	0.9%
Muskoka Lakes	2	3.0%	1.8%
Georgian Bay	0	0.0%	0.8%
Other location in Muskoka District	0	0.0%	0.0%
TOTAL	**66**	**100%**	**100%**

The figure for actual number of employers by municipality is derived from Statistics Canada's Canadian Business Count, June 2023

Workforce Or Business Changes

The first substantive question asked employers to identify workforce or business changes which they had experienced in the last six months. For each item, they were asked to indicate whether this change was

- Increasing
- Decreasing
- Staying about the same
- Not applicable/don't know

The items which employers were asked to comment on were as follows:

Number of new hires of entry-level workers
Number of new hires of mid-level or senior level workers
Challenges recruiting entry-level or low-skilled workers
Challenges recruiting either mid-level or senior level workers
Challenges retaining entry-level or low-skilled workers
Challenges retaining either mid-level or senior level workers
The impact of rising costs or inflation on your organization
Pressure to increase wages
Hiring workers from temp employment agencies
Hiring newcomers (immigrants who have arrived in Canada in the last five years)
Hiring international students
Hiring temporary foreign workers
Challenges with supply chains (sourcing goods or services needed for our organization)
Commuting challenges affecting employee attendance and/or transportation challenges affecting timely deliveries
Childcare challenges affecting employee attendance

Two items had a very high proportion of those indicating that the issue was increasing in prominence:

1. 93% of respondents said that the impact of rising costs was increasing
2. 82% said that the pressure to raise wages was increasing

There was a second tier of items where one-third to almost one-half said this was an increasing issue:

1. 46% citing challenges recruiting entry-level or low-skilled workers
2. 46% citing challenges recruiting either mid-level or senior level workers
3. 36% identifying challenges with supply chains (sourcing goods or services needed for our organization)
4. 33% mentioning that the number of new hires of entry-level workers was increasing
5. 33% identified challenges retaining entry-level or low-skilled workers

Several issues fell in the category of not applicable or don't know, which suggests these are not top concerns for these employers. The percentages giving this answer for the following items were:

1. 81%: Hiring temporary foreign workers
2. 76%: Hiring workers from temp employment agencies
3. 70%: Hiring international students
4. 51%: Hiring newcomers (immigrants who have arrived in Canada in the last five years)

There were also several issues where employers said there was little change in the impact or incidence of that issue, which suggests that while it was a challenge, it was not getting worse nor better. The following lists the percentage who assigned this assessment to the issue:

1. 41%: Number of new hires of mid-level or senior level workers
2. 40%: Challenges retaining either mid-level or senior level workers
3. 37%: Challenges retaining entry-level or low-skilled workers
4. 37%: Challenges with supply chains (sourcing goods or services needed for our organization)
5. 36%: Commuting challenges affecting employee attendance and/or transportation challenges affecting timely deliveries
6. 36%: Childcare challenges affecting employee attendance
7. 35%: Number of new hires of entry-level workers

93% The impact of rising costs was increasing

82% The pressure to raise wages was increasing

Labour Shortages

Employers were asked whether they were experiencing a labour shortage among the following categories of occupations:

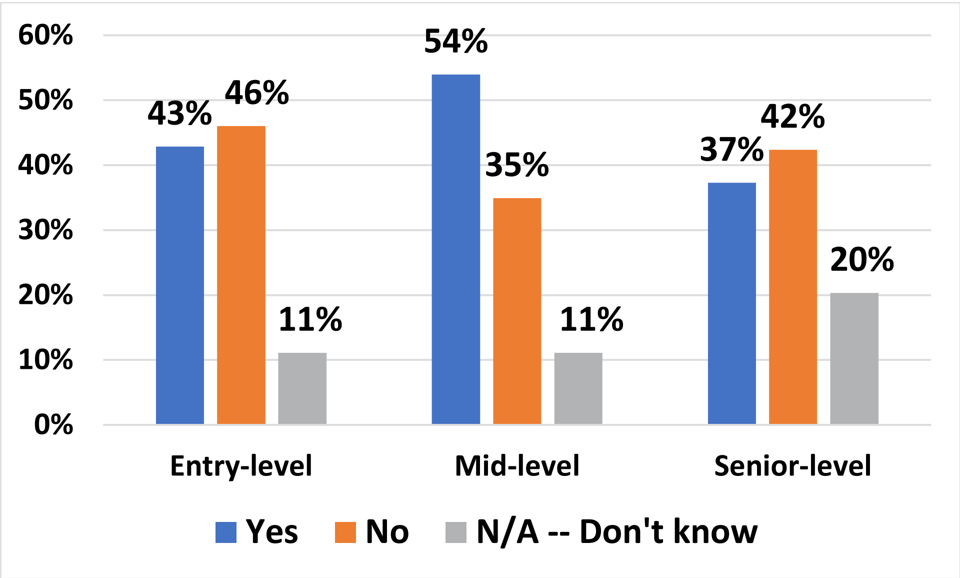
a) Entry-level or low-skilled workers
b) Mid-level or mid-skilled workers
c) Senior-level or high-skilled workers

Their response options were:

a) Yes
b) No
c) Not applicable/don't know

Chart 1 displays the responses.

Chart 1: Responses regarding labour shortages by occupational categories



Mid-skill level occupations
54%
of employers say they are experiencing a labour shortage

For both entry-level and senior-level occupations, more employers say they are not experiencing a labour shortage than those saying they are. among mid-skill level occupations, over half (54%) of employers say they are experiencing a labour shortage, while only a third (35%) say they are not.

Strategies to Manage The Impact of Labour Shortages

Employers were then asked the extent to which they made use of various strategies to deal with the impact of labour shortages. For the sake of comparing the results by way of a chart, each item is given an abbreviated form to reduce the space taken up by text.

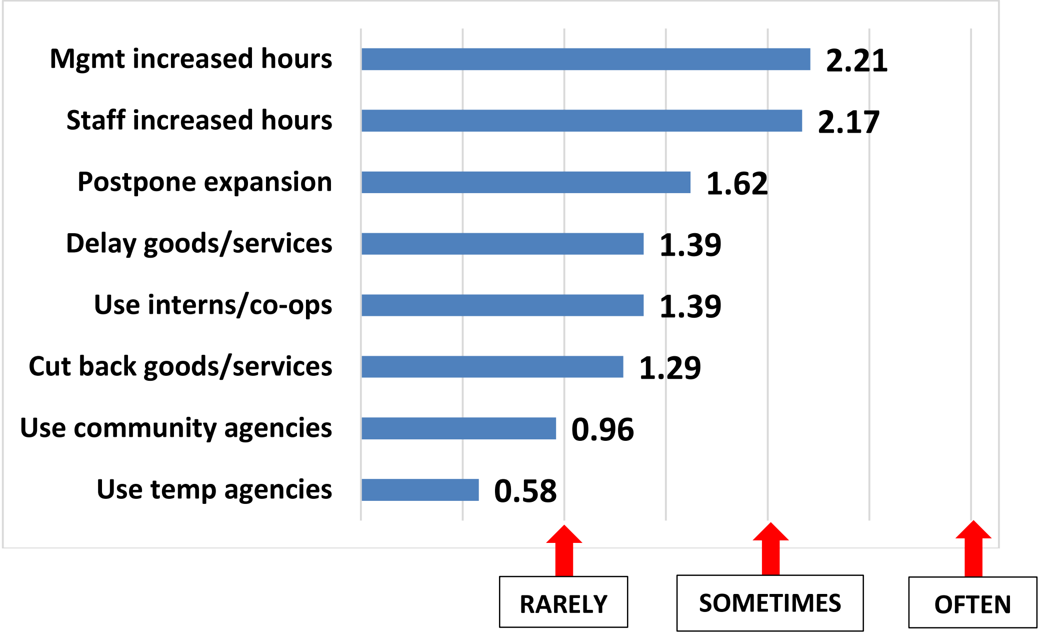
Survey item	Abbreviation
Management working increased hours	Mgmt increased hours
Staff working increased hours	Staff increased hours
Using community employment agencies or settlement services to find job candidates or intern placements	Use community agencies
Reliance on temp employment agencies	Use temp agencies
Using educational institutions to recruit students as interns or co-op placements	Use interns/co-ops
Delays in providing goods or services	Delay goods/services
Postponing business expansion or taking on new business	Postpone expansion
Cutting back on the provision of goods or services	Cut back goods/services

Employers were asked to indicate the frequency with which they relied on a particular strategy. To compare results, a value was assigned to each response, as follows:

- Use often = 3
- Use sometimes = 2
- Use rarely = 1
- Never use = 0

These values were added up for all responses and divided by the number of respondents who chose one of these responses. Chart 2 shows the results.

Chart 2: Level of reliance on strategies in response to labour shortages



The most used strategies (just slightly more than sometimes, on average) involve having management and staff work more hours to make up for the shortfall. More than a third of employers say they use these strategies often:

1. 38% say they often use existing staff to work increased hours
2. 37% say that they often have management or supervisors working increased hours

The next most often used strategy is to postpone business expansion or taking on new business. Not far behind is a set of three strategies which are used somewhere between rarely and sometimes: delays in providing goods or services; using educational institutions to recruit students as interns or co-op placements; and cutting back on the provision of goods or services.

Two strategies that are not often used (average score below rarely) are: using community employment agencies or settlement services to find job candidates or intern placements; and relying on temp employment agencies.

THE IMPACT OF LABOUR SHORTAGES

38% say they often **use existing staff to work increased hours**

37% say that they often have **management or supervisors working increased hours**

Recruitment Strategies

Employers were presented with a list of recruitment strategies and asked whether:

a) They currently are implementing
b) Are considering implementing in the next 12 months
c) Are not considering implementing in the next 12 months
d) This option is not applicable, or they don't know

Once again, the options in the survey question are presented, with the abbreviations to be used in tables and charts.

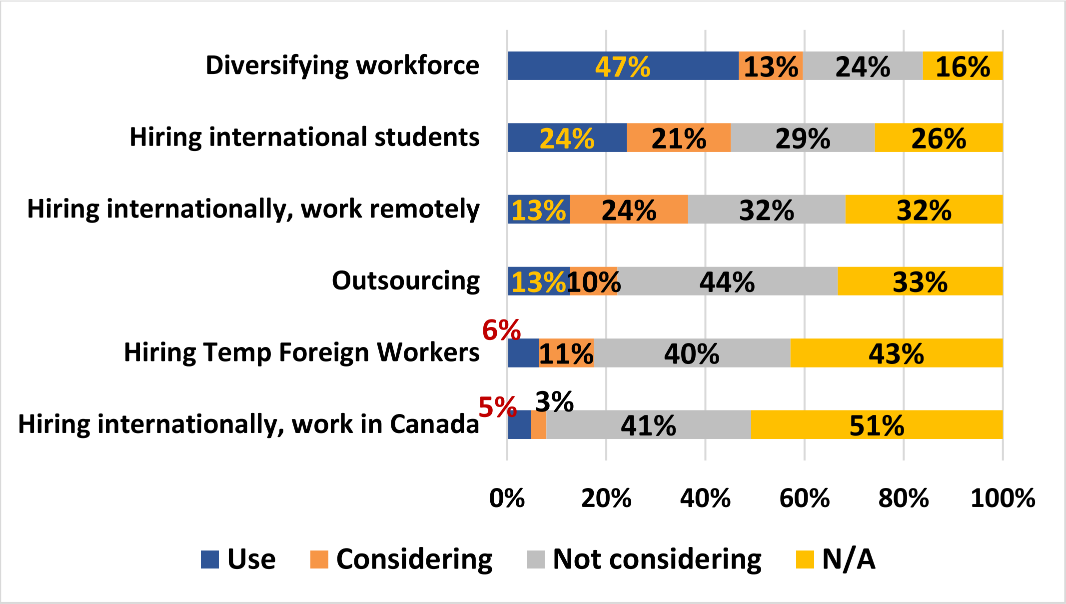
Survey item	Abbreviation
Diversifying your workforce (e.g. recruit youth, older workers, persons with disabilities, and so on)	Diversifying workforce
Hiring international students	Hiring international students
Hiring through the Temporary Foreign Worker Program (TFWP)	Hiring Temp Foreign Workers
Hiring employees internationally to work in Canada, including under the Digital Nomad program	International hire in Canada
Hiring employees internationally who will work remotely	International hire, remotely
Outsourcing tasks or short contracts to freelancers or other businesses	Outsourcing

The responses have also been abbreviated:

- Use
- Considering
- Not considering
- N/A

Chart 3 presents the responses.

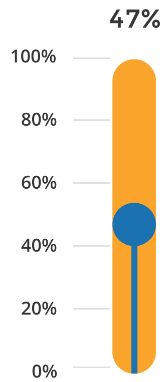
Chart 3: Use of recruitment strategies



Diversifying one's workforce has a high level of usage – almost half (47%) of all employers are currently using this approach, and another 13% are considering it.

One other strategy has a medium level of usage, namely hiring international students, where almost a quarter (24%) make up of this and another fifth (21%) are considering it.

After that, there is relatively small usage of any of the other strategies, although a quarter (24%) are considering hiring employees internationally who will work remotely. Three strategies have a high proportion (40% or more) who say they are not considering it, as well as a high proportion who feel it is not applicable or they don't know (33% to 51%).



RECRUITMENT STRATEGIES

Almost half of employers are diversifying their workforce.

Strategies Relating to the Conditions of the Job to Improve Recruitment and Retention

These strategies involve how the conditions of work (wages, benefits, work arrangements) are leveraged to attract or retain employees. The table below lists the options cited in the survey and the abbreviated form used in the presentation of the results.

Survey item	Abbreviation
Increasing wages offered to new employees	Up wages new E
Increasing wages offered to existing employees	Up wages current E
Increasing benefits offered to new employees	Up benefits new E
Increasing benefits offered to existing employees	Up benefits current E
Reducing qualification requirements to fill vacant positions	Reduce qualifications
Offering signing bonuses or incentives to new employees	Signing bonus
Offering option to work at least some hours remotely and/or hybrid work	Offer remote/hybrid
Offering flexible scheduling	Flexible scheduling
Allowing for a four-day week for full-time employees	4-day week

Chart 4 presents the results.

The responses cluster into four categories:

High usage, medium considering usage

1. Increasing wages offered to existing employees
2. Increasing wages offered to new employees

Medium usage, medium considering usage

1. Offering flexible scheduling
2. Increasing benefits offered to existing employees
3. Increasing benefits offered to new employees

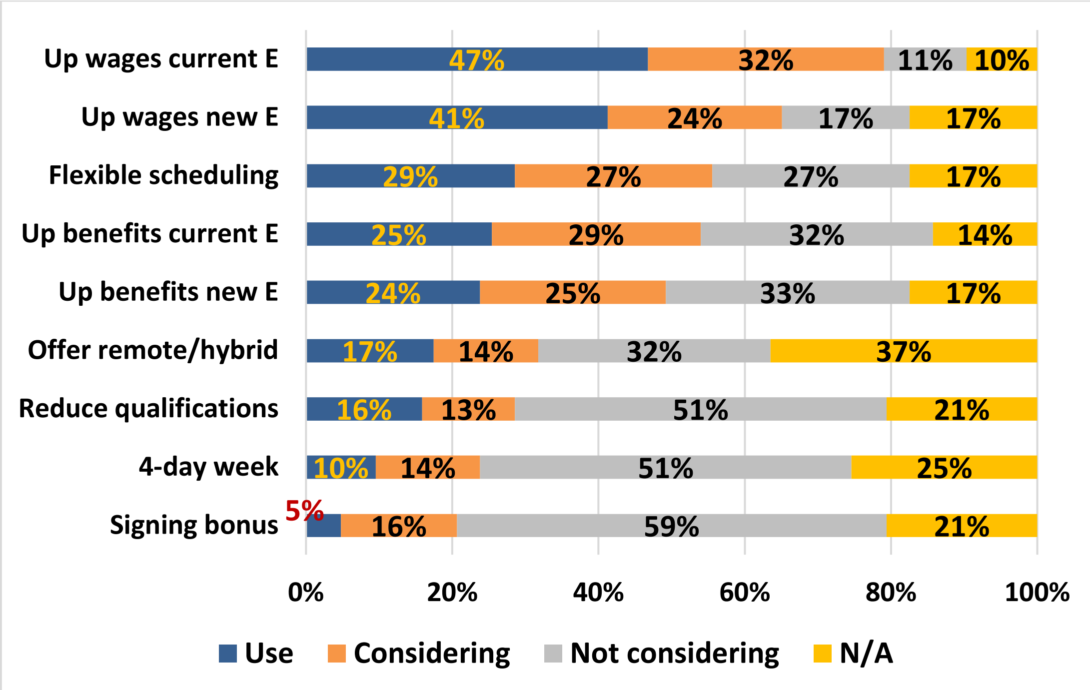
Low usage, low considering usage

1. Offering option to work at least some hours remotely and/or hybrid work
2. Reducing qualification requirements to fill vacant positions

Very low usage, low considering usage

1. Allowing for a four-day week for full-time employees
2. Offering signing bonuses or incentives to new employees

Chart 4: Strategies relating to the conditions of work



In short, there is a tendency to focus on financial incentives (raising wages, increasing benefits), except for offering a signing bonus, which ranks lowest among all the options. Providing incentives related to the hours or location of work does not rank as highly (except for offering flexible scheduling), as allowing hybrid or remote work or moving to a four-day week score relatively lower.

IMPROVE RECRUITMENT AND RETENTION

47% of employers focused on increasing wages offered to **existing employees**

41% of employers are increasing wages offered to **new employees**

Strategies Relating to Training and Development

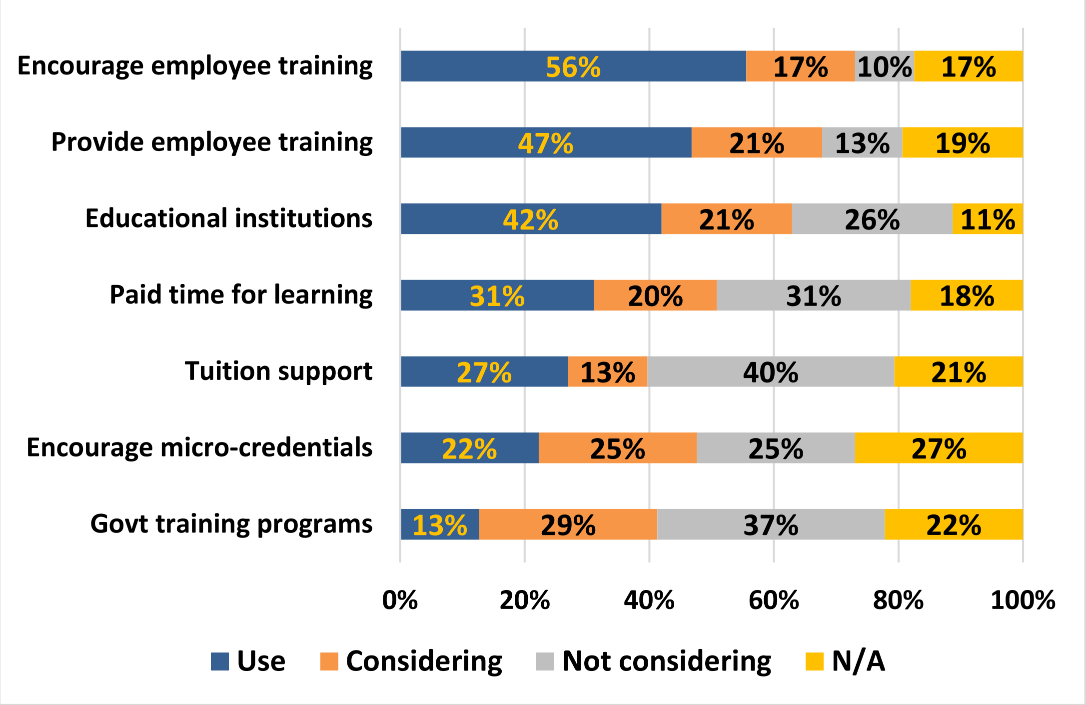
This question examined the extent to which different forms of training and development were used to advance skills within the workforce.

The options and their abbreviated forms are presented below.

Survey item	Abbreviation
Applying for government training programs to upskill or reskill current employees	Govt training programs
Working with educational institutions to offer co-ops, internships, or apprenticeships	Educational institutions
Providing tuition support to employees to take courses or programs	Tuition support
Providing employees with paid time to engage in learning programs	Paid time for learning
Providing training to employees to advance within our organization	Provide employee training
Encouraging employees to participate in on-the-job training	Encourage employee training
Encouraging employees to acquire micro-credentials to improve job-related competencies	Encourage micro-credentials

Chart 5 presents the results.

Chart 5: Reliance on training and development strategies



Most employers (56%) currently encourage their employees to participate in on-the-job training and a large proportion also offer training (47%). A significant portion of employers (42%) say they work with educational institutions to offer co-ops, internships, or apprenticeships. Slightly less than a third (31%) provide paid time for engaging in learning programs or offer tuition support to employees (27%). A slightly smaller proportion (22%) encourage employees to acquire work-relevant micro-credentials. Quite a small proportion of employers (13%) say they currently make use of government training programs, but this option attracted the largest percentage of employers saying they were considering this in the next 12 months (29%). On the other hand, this option also had one of the highest proportion of employers (37%) saying they were not considering this strategy, just below the 40% who said they were not considering offering tuition support to employees.

56% of employers currently encourage their employees to participate in **on-the-job training**

External Factors Impacting the Number of Available Job Candidates

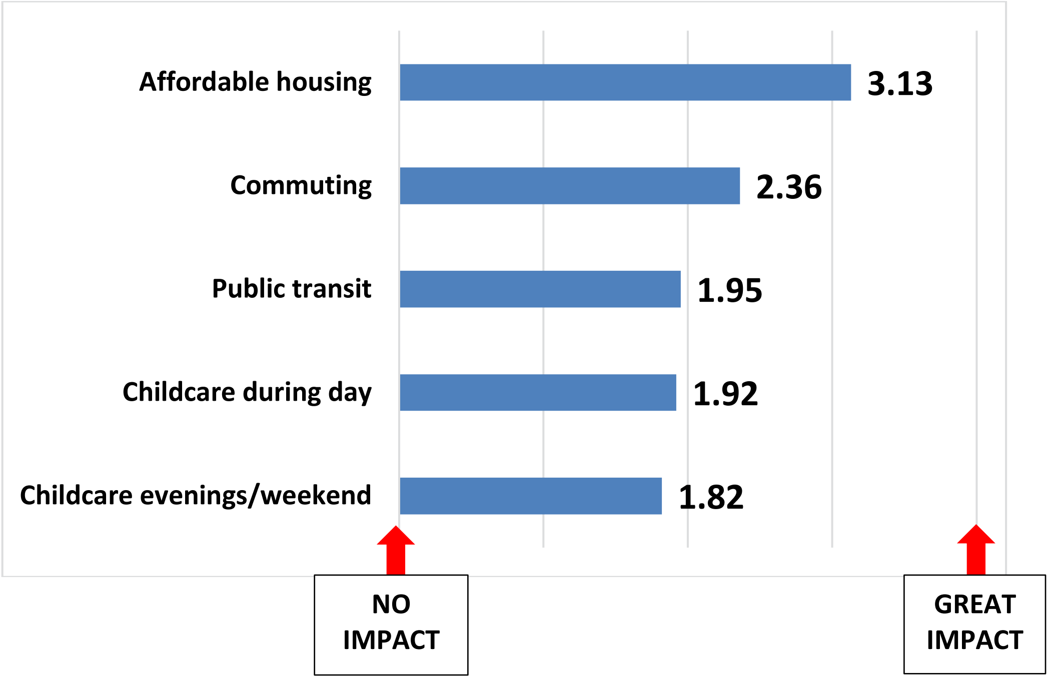
Employers were asked about other factors, external to the labour market, which may be affecting the availability of candidates for job openings.

The options and their abbreviated forms are presented below.

Survey item	Abbreviation
The availability of reasonably affordable housing	Affordable housing
The availability of public transit	Public transit
The challenge of commuting to work	Commuting
The availability of childcare during the day	Childcare during day
The availability of childcare on evenings or the weekend	Childcare evenings/weekend

Employers were asked to rate these factors on a scale of 0 to 4, where “0” is no impact and “4” is a great impact. The average score for each factor is presented in Chart 6.

Chart 6: Degree of impact of external factors on availability of job candidates



By far, employers cited the availability of reasonably affordable housing as an external factor which reduces the number of individuals applying for a job. More than half (54%) rated this issue as having a great impact. In terms of the composite score, the challenge of commuting to work came second.

The other three issues also had a composite score just slightly below “2”, which would be half-way between no impact and great impact. However, there were clearly some employers for whom these items were not an issue, while there also was a group for whom the item represented a great issue. Table 4 illustrates this point, by displaying the percentage of those who rated the item as having either no impact or a great impact.

Table 4: Percentage of employers rating the issue as either on no impact or of great impact

	NO IMPACT	GREAT IMPACT
Public transit	28%	31%
Childcare during the day	20%	18%
Childcare evenings/weekend	31%	23%

54% Employers cited the availability of reasonably affordable housing reduces the number of individuals applying for a job.

Employers were further asked what they would propose as the solution for the issue which had the most impact on their ability to recruit job candidates. In total, 34 respondents offered their suggestions.

- Around a third of these respondents advocated for more building of affordable housing or reducing the cost of housing by lowering interest rates or ensuring rent controls. Several respondents cited the need for seasonal staff housing, and reference was also made to the need to restrict short-term rentals in favour of permanent rental housing stock.
- Those citing public transit often had very specific suggestions:
- Making public transit services available for evening shift workers
- Re-instating public transportation within Collingwood and Wasaga Beach that does not require advanced pre-booking
- Improving transportation between municipalities, particularly between Stayner, Wasaga Beach and Collingwood, and to Barrie
- One business noted that the closest bus stop was two kilometres away – they recommended adding one additional stop on the Ramara side of the bridge

Three employers made specific mention of the need for more accessible, affordable daycare.

Level of Satisfaction With Skill Level of Current Employees

Employers were asked to indicate their level of satisfaction regarding a list of skills among their current employees. To compare results, a value was assigned to each response, as follows:

- Very satisfied = 2
- Somewhat satisfied = 1
- Somewhat dissatisfied = -1
- Very dissatisfied = -2

These values were added up for all responses and divided by the number of respondents who chose one of these responses. Chart 7 shows the results, following the table listing the skills and their abbreviated form.

Survey item	**Abbreviation**
Communication skills	Communications
Teamwork and interpersonal skills	Teamwork/interpersonal
Leadership skills	Leadership
Critical thinking and problem-solving skills	Problem-solving
Adaptability, resiliency and stress management skills	Resilience
Ability to work independently	Work independently
Technical skills related to the occupation	Technical skills
Digital skills	Digital skills
Basic skills such as literacy and numeracy	Literacy/numeracy

There are three skills where employers are somewhat satisfied with their employees:

1. Teamwork and interpersonal skills
2. Basic skills such as literacy and numeracy
3. Technical skills related to the occupation

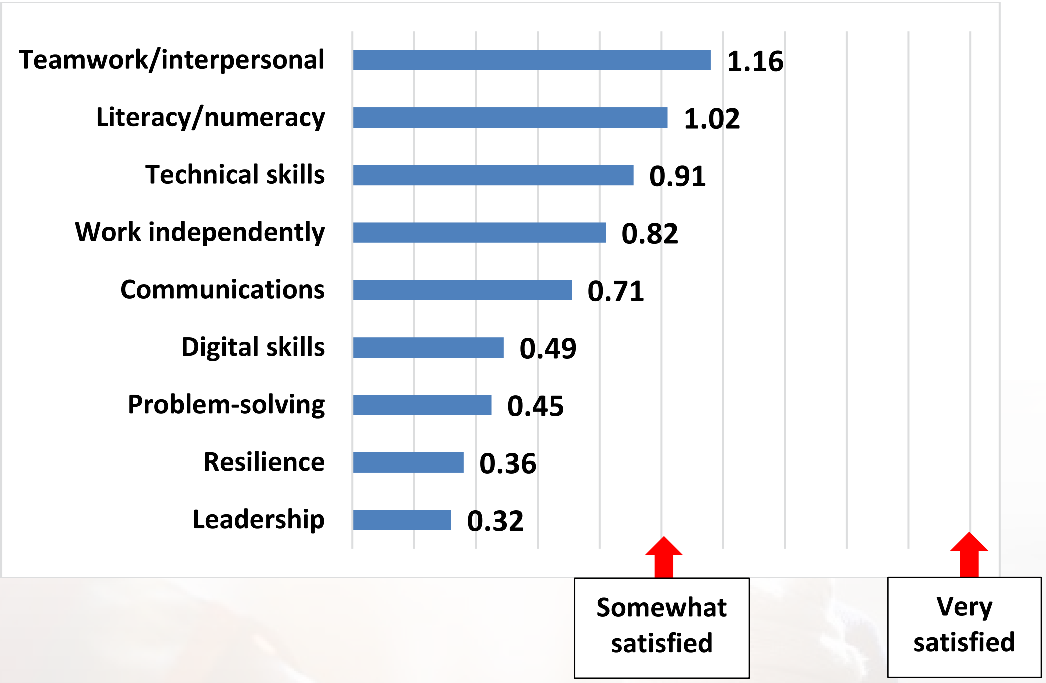
There are two other skills where the rating falls a little short of “somewhat satisfied:

1. Ability to work independently
2. Communication skills

The lowest ratings do not signify that employers are dissatisfied; rather, the scores are still on the positive side of neither satisfied nor dissatisfied. Those lowest ratings are for:

1. Leadership skills
2. Adaptability, resiliency and stress management skills

Chart 7: Composite score for level of satisfaction regarding skill sets of current employees



Level of Satisfaction With Skill Level of Job Candidates

The same question was posed to employers about their satisfaction with the skill level of job candidates. There were a few tweaks to this question:

a. Instead of leadership skills, the skill was described as “potential leadership skills” (abbreviated to “leadership”)

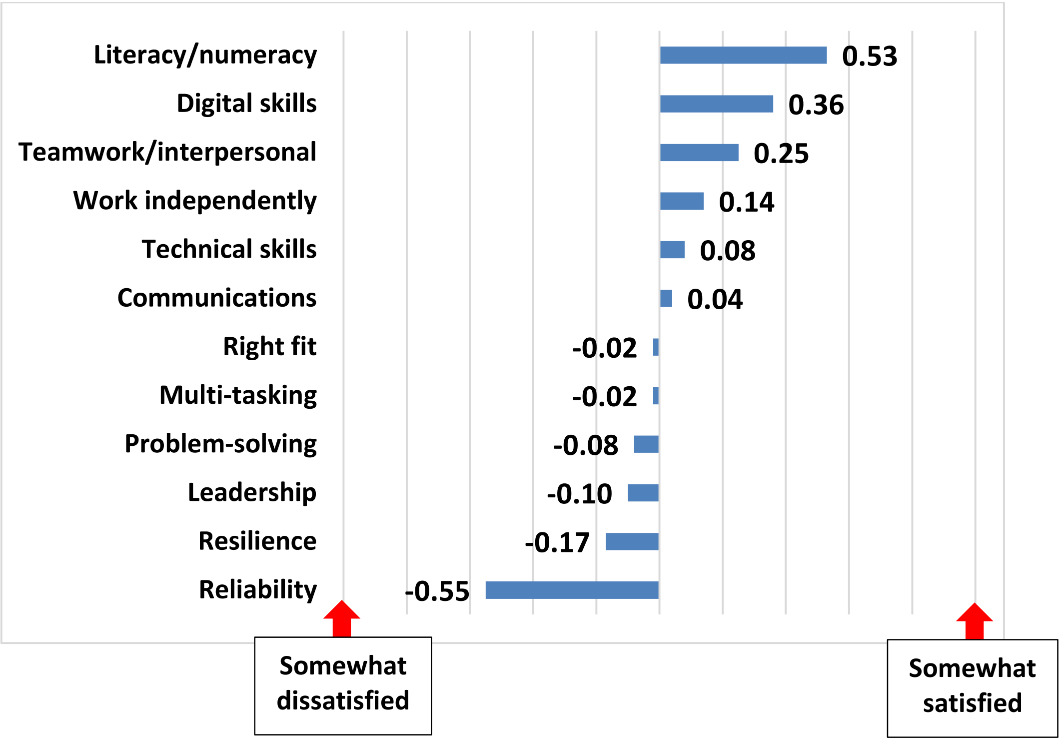
b. Three additional skills were added to the list:

- Organizational skills, flexibility and ability to multi-task (abbreviated to “multi-tasking”)
- Level of commitment and reliability (abbreviated to “reliability”)
- Alignment with our corporate values and being the right fit with our organization (abbreviated to “right fit”)

Chart 8 presents the responses. The first thing to note about Chart 8 is that the scale has shifted considerably leftwards. Half of the skills received a negative net rating (although a couple are so close to zero that they could be considered a neutral rating rather than a negative one). The highest value for job candidates for a skill, 0.65 for basic skills such as literacy and numeracy digital skills, would be below the mid-range of ratings for the skills of employees. Overall, the order of the ranking of skills between current employees and job candidates is very similar, except that digital skills gets the second highest rating for job candidates, when it ranked in the bottom half among the ratings for employees. The rating for the digital skills among job candidates is almost the same as its rating among employees, but it ranks higher because so many of the other skills were so much lower when job candidates were rated.

By far, the level of commitment and reliability among job candidates is the issue about which employers are most dissatisfied. They also have milder levels of dissatisfaction with their adaptability, resiliency and stress management skills; their potential leadership skills; and their critical thinking and problem-solving skills.

Chart 8: Composite score for level of satisfaction regarding skill sets of job candidates



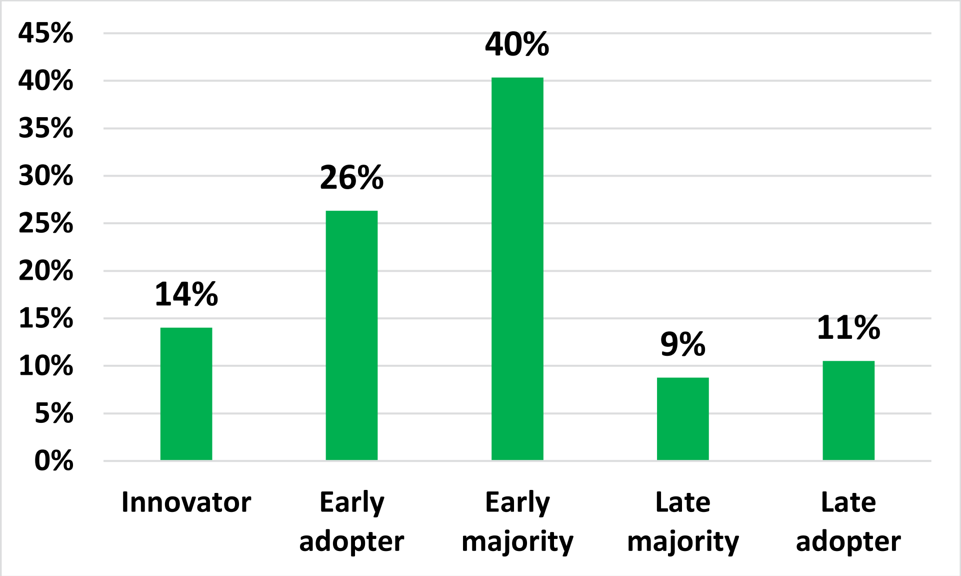
Impact of New Technology

The next set of questions probed employers regarding their adoption of changing technology and the impact this has on employment levels and skill requirements. To begin with, employers were asked to rate their company's adoption response to new technology, in terms of the following categories:

Innovator	We tend to be first to adopt an innovation; we have a high-risk tolerance, and we want to be at the front of technological change
Early adopter	We're not first, but we adopt new technology relatively early; we want to see how the new technology works out for others first; we are somewhat less risk-oriented
Early majority	We tend to be more cautious, but we are open to new ideas
Late majority	We adopt new technologies once they become mainstream; we tend to be rather skeptical of new technology
Late adopter	We trust in the way we have done things in the past and adopt new technologies at a much later stage, if at all

How employers characterized their adoption of technology is presented in Chart 9.

Chart 9: Distribution of employers by timing of technological adoption



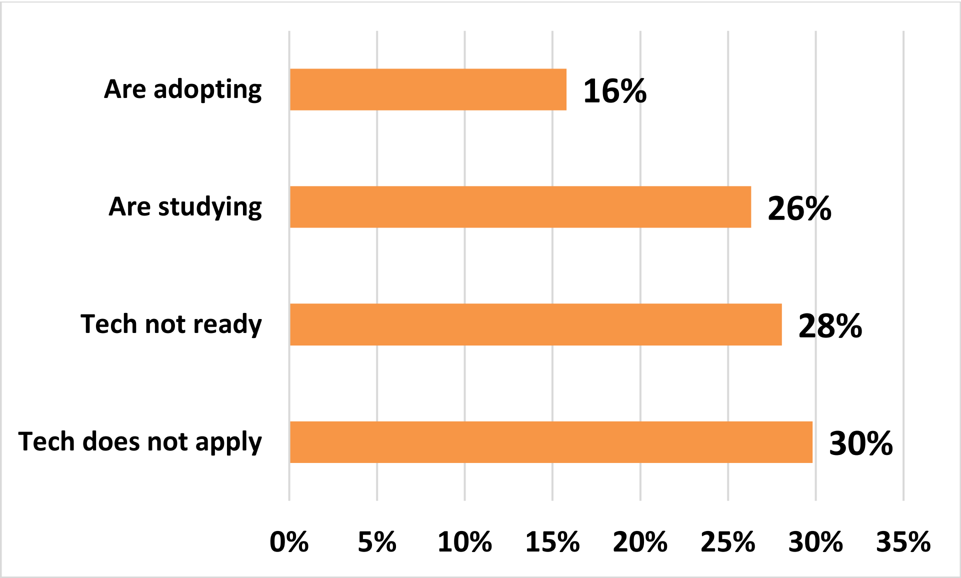
A small portion of employers (14%) are the first to adopt new technology, while a comparable percentage either wait for the technology to become mainstream (9%) or adopt it at a much later stage, if at all (11%). The largest category of employers (40%), fall in the middle, neither adopting early nor waiting for an extended period of time before embracing new technology. Around a quarter (26%) consider themselves early adopters, not necessarily the first, but relatively soon after the technology is introduced.

Employers were next asked specifically regarding adoption of artificial intelligence, through the following question:

> Considering the recent emergence of various artificial intelligence applications, such as ChatGPT or Bing's AI Chat, AI image generators such as Dall-e, as well as advancements relating to face recognition technology or AI robotics, what has been your organization's reaction to these developments?
> (Please select only one answer.)

Survey item	Abbreviation
We have or are currently adopting AI technology as part of our operations	Are adapting
We currently are studying or intend to study the potential use of these technologies in our operations	Are studying
We don't think these applications are at a stage when they can be of much use to our work	Tech not ready
We don't see how these technologies can or will apply to the kind of work we do	Tech does not apply
Don't know/not applicable	N/A

Chart 10: Adoption of AI technologies



One in six (16%) are currently adopting AI technology.

More than half of employers are not in a great rush to engage with AI technologies Chart 10). Almost a third (30%) do not feel it applies or will apply to their field of work, and a similar proportion (28%) feel the technology is not at a stage yet to be applied in their work. Around a quarter (26%) say they are studying or intend to study the application of AI, while one in six (16%) are currently adopting AI.

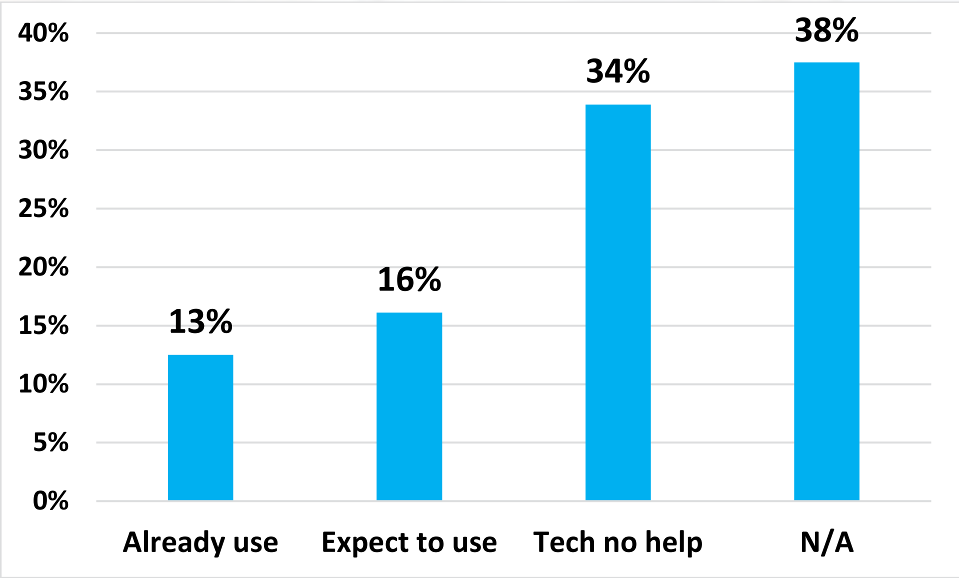
Employers were further asked which statement best reflected their use of AI technology in the recruitment process:

Survey item	Abbreviation
We already use some form of AI as part of our job candidate screening process	Already use
We expect we will start implementing some form of AI in the next 12 months to screen job candidates	Expect to use
We do not feel that AI can assist us in screening job candidates	Tech no help
Not applicable/Don't know	N/A

Chart 11 shows the responses. More than a third (38%) feel the technology does not apply to them or that they do not know the answer (in a few comments, respondents indicated that they were really not sure or that opinion was split within their firm about the use of this technology).

Another third (34%) feel that AI could not assist in the screening of job candidates. A small proportion (13% -- roughly, one in eight) are already using AI to screen job candidates, and another 16% are expecting to start using it in the next 12 months.

Chart 11: Adoption of AI in recruitment process

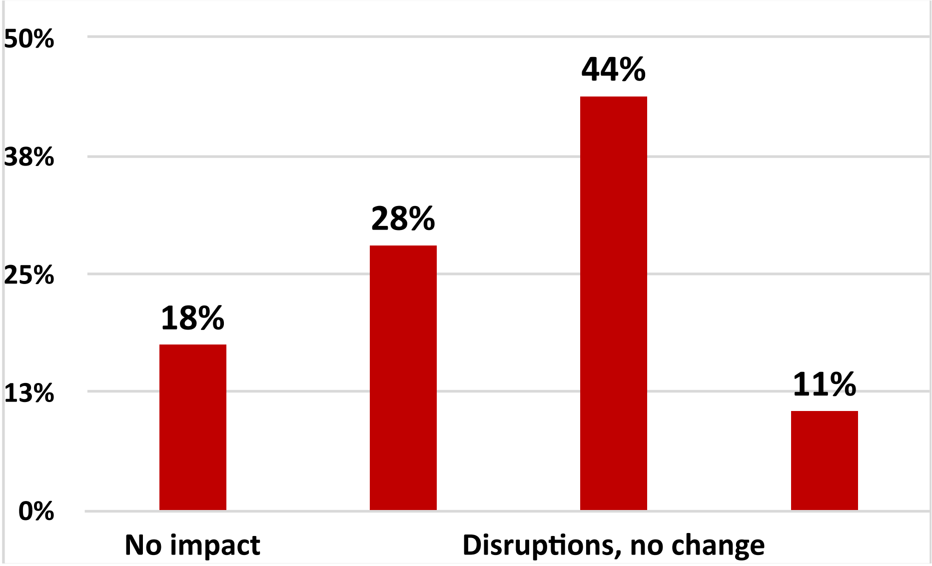


Next, employers were asked about their opinions regarding the impact of technology on levels of employment by choosing the statement which best reflects their views. The statements and their abbreviated form are listed below.

Statement	Abbreviation
Technological advancements will not have much impact on employment levels in the near future	No impact
Technological advancements will reduce employment soon or in the medium term	Fewer jobs
Technological advancements will cause disruptions, with some jobs lost but other jobs gained, but the net result will be roughly the same number of jobs	Disruptions, no change
Technological advancements will increase employment by introducing new jobs to the economy	More jobs

Chart 12 presents the distribution of responses. Almost half (44%) of employers felt that there would be disruptions, but that the net result would be roughly the same number of jobs. While almost one-fifth (18%) felt there would not be any impact on jobs, far more felt that there would be fewer jobs (28%) than felt there would be more jobs (11%). The difference between these two categories (a net 17% feeling there would be fewer jobs) was about the same as those feeling that there would be no difference in the number of jobs.

Chart 12: Impact on employment as a consequence of technological change

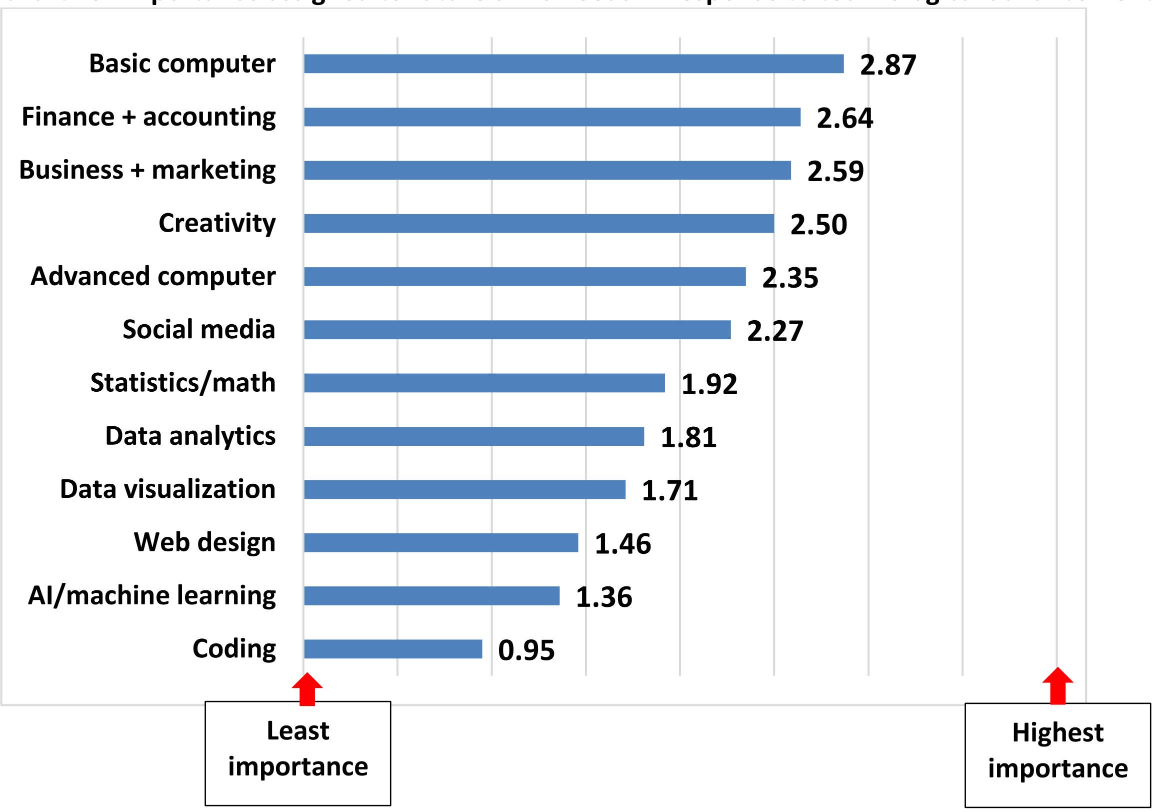


44%

of employers felt that there would be disruptions, but that the net result would be roughly the same number of jobs.

Finally, on this topic of technological change, employers were asked regarding the importance of various skill needs because of technological advancements. Employers were asked to rate these skill needs on a scale of 0 (least importance) to 4 (highest importance). The values for all responses were added up and divided by the total number of responses, to produce an average rating. These values are presented in Chart 13.

Chart 13: Importance assigned to future skills needs in response to technological advancements



Basic computer (word processing, spreadsheets, email) skills were rated as the most important skills for employers in response to technological advancement. Two other skills came a close second: finance and accounting, and business and marketing. Rounding out the next tier were: creativity and innovation; advanced computer (working with operating systems, databases and file management) skills; and social media management.

Coding skills were ranked the lowest, and near last were skills relating to artificial intelligence/machine learning, as well as web design.

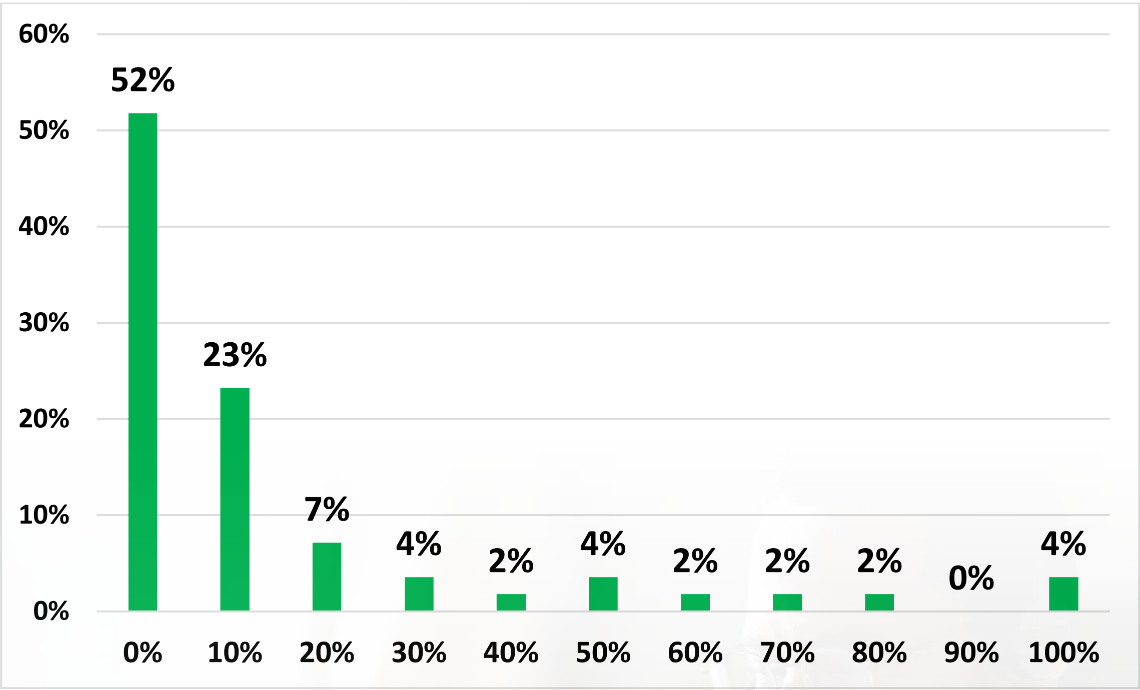
Basic computer (word processing, spreadsheets, email) skills were rated as the most important skills for employers in response to technological advancement.

Remote Work

The next set of questions probed the practices and opinions of employers regarding remote work. The first question was a screening question, asking employers in principle, regardless of their remote work policies, whether their organization has employees who could do their work remotely. Slightly more than half (57%) said they had employees who could do their work remotely, while 43% say they did not.

The next question asked what percentage of a typical employee's time is carried out remotely. Chart 14 displays the responses expressed as a percentage of their time, where 0% means there is no remote work and 100% means that all a typical employee's time is spent working remotely.

Chart 14: Percent of time working remotely



57% of employers said they had employees who could do their work remotely.

These responses indicate that 52% of respondents had no employees working remotely at all, with 48% spending some portion of their time working remotely.

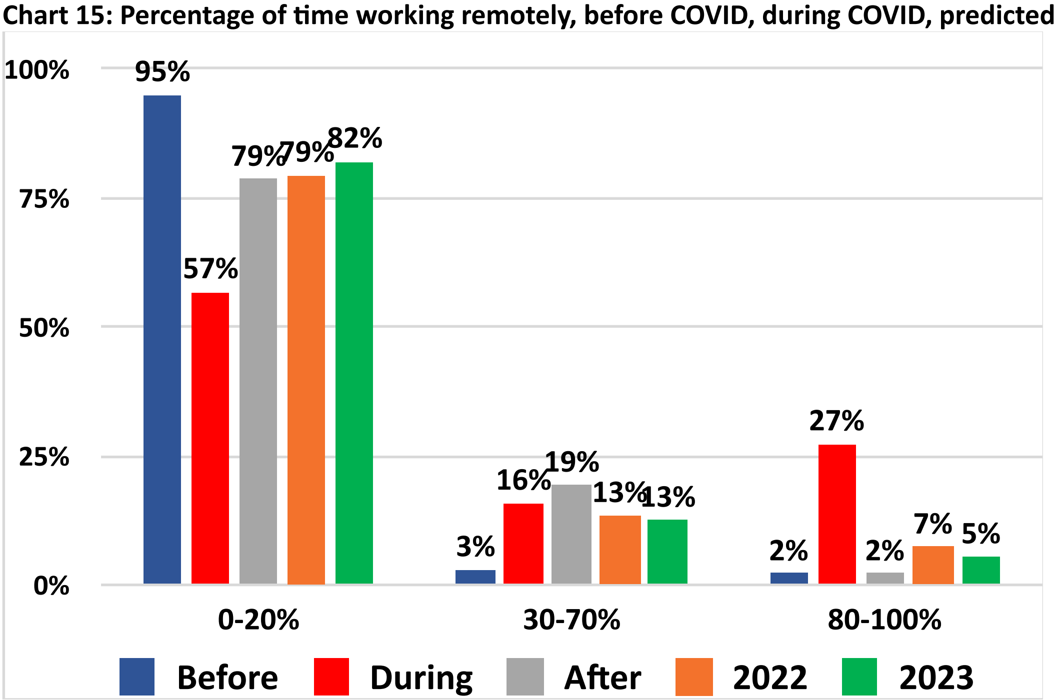
This question has been asked several times now since COVID first struck in 2020. During the pandemic, we asked not only about the current incidence of remote work, but also about what had been the practice before COVID, and what employers were predicting once COVID ended. In 2022, the survey also asked about the current incidence of remote work. As a result, we have five distinct time frames for responses, as follows:

BEFORE	Incidence of remote work before COVID
DURING	Incidence of remote work during COVID
AFTER	Predicted incidence of remote work after COVID
2022	Incidence of remote work in 2022
2023	Incidence of remote work in 2023

In order the make comparisons easier, the percentage distribution of remote work has been clustered into three groups:

- 0% to 20% of time spent working remotely
- 30% to 70% of time spent working remotely
- 80% to 100% of time spent working remotely

Chart 15: Percentage of time working remotely, before COVID, during COVID, predicted after COVID, 2022 and 2023



Before COVID (BLUE bar), employers indicated that 95% of workers were spending 0% to 20% of their time working remotely, essentially, only a very small proportion were spending much time at all working from home. During COVID (RED bar), 27% of employees were working 80% to 100% remotely, and another 16% were spending half their time working remotely and half in the workplace (hybrid).

The predicted distribution of remote work (GREY bar), the actual distribution in 2022 (ORANGE bar) and the actual distribution in 2023 (GREEN bar) are roughly in the same range, with the following observation: "hybrid" work, splitting time between the workplace and working remotely has more or less stayed in the same range, down from the predicted 19% to 13%. A large majority of employees (82%) are mainly working in the workplace (0% to 20% remote work), and those largely working remotely 80% to 100% of remote work) is now at 5%, with a larger proportion working hybrid (13%).

In short, COVID's lasting impact was to have around 13% of the Simcoe and Muskoka workforce to shift from mainly working in the workplace to working hybrid or working remotely.

Employers were next asked to indicate their level of agreement with a series of statements regarding remote work. These statements are listed below, together with their abbreviated form.

COVID's lasting impact was to have around **13%** of the Simcoe and Muskoka workforce to shift from mainly working in the workplace to working hybrid or **working remotely**.

Survey item	Abbreviation
Even before COVID, our organization allowed for some amount of remote work.	Before COVID, some remote
The COVID experience showed that remote work could be just as productive as at work attendance.	Remote work as productive
Remote work during COVID was a public health necessity, but now it is time to return to regular at-work attendance.	Time to return to workplace
Initially, during COVID it felt like remote work was manageable, but over time we have come to believe that full-time attendance at work is better for the organization.	Full-time attendance better
We believe it is possible to make suitable hybrid work arrangements that satisfy our employee desires and the needs of our organization.	Suitable hybrid possible

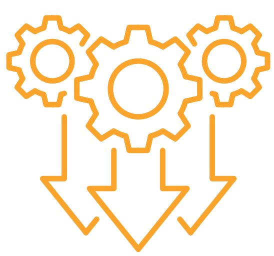
A composite score for each statement was calculated, based on assigning the following values to the answer options:

- Strongly agree = +2
- Somewhat agree = +1
- Neither agree nor disagree = 0
- Somewhat disagree = -1
- Strongly disagree = -2

The numbers were added up and divided by the total number of respondents who provided an answer. Chart 16 shows the composite score for each statement.

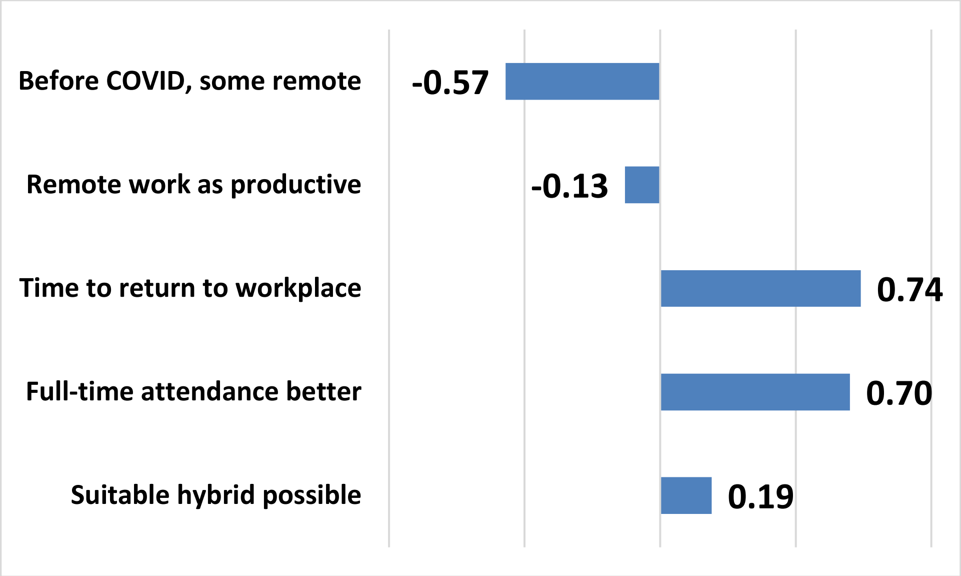
The main conclusions to be drawn from these responses is as follows:

1. There was limited reliance on remote work before COVID (this is confirmed by Chart 15)
2. This is a mild level of disagreement that remote work is as productive
3. Employers are more likely to feel that it is time for more employees to return to the workplace
4. That being said, there is a very low level of agreement that it is possible to design suitable hybrid work arrangements that satisfy employee desires and the needs of the organization



There is a very low level of agreement that it is possible to design suitable hybrid work arrangements **that satisfy employee desires and the needs of the organization.**

Chart 16: Level of agreement with statements about remote work



Finally, employers were asked to compare remote work, in-person attendance and hybrid work on several dimensions. For each dimension, respondents were asked whether it was better with remote work, better with in-person attendance, better with hybrid work, or about the same. Respondents were also given the option of indicating the dimension was not applicable or they did not know. For each dimension, roughly one in five (20%) of respondents chose not applicable/don't know, and these have been taken out of the calculation. The percentage distribution of the remaining responses by dimension is shown in Table 5.

Table 5: Employer ratings comparing remote, in person and hybrid work arrangements

DIMENSION	Remote better	In-person better	Hybrid better	About the same
The number of hours worked by employees each week	12%	58%	9%	21%
The productivity level of each employee	2%	73%	15%	10%
The ability to develop and sustain a common corporate culture	2%	84%	5%	9%
The ability to on-board new employees	2%	86%	5%	7%
The level of employee engagement with their work	5%	74%	14%	7%
The degree to which employees can find the right work-life balance	9%	39%	39%	14%
The ability to attract new job candidates	11%	33%	44%	13%
The quality of the customer experience/the quality of the interaction with a customer	2%	76%	13%	9%
The ability to retain current employees	7%	41%	34%	18%

By and large, employers feel that by most measures, it is better that employees work in the workplace. In particular, around three-quarters believe that with regards to the following circumstances:

1. The ability to on-board new employees (86%)
2. The ability to develop and sustain a common corporate culture (84%)
3. The quality of the customer experience/the quality of the interaction with a customer (76%)
4. The level of employee engagement with their work (74%)
5. The productivity level of each employee (73%)

There are, however, a few dimensions where employers indicate that hybrid work is equal to or better than in-person attendance:

1. The ability to attract new job candidates
2. The degree to which employees can find the right work-life balance
3. The ability to retain current employees

When employers were asked to provide additional comments, several reiterated the point that due the nature of their business (for example, retail store, manufacturer, long-term care facility), hybrid or remote work was not an option for most of the functions which had to be performed.

By and large, employers feel that by most measures, it is better that employees work in the workplace.

2023 Project Updates

As we reflect on the accomplishments of last year, we are assured that our commitment to fostering community growth, enhancing employment training and development and working with stakeholders has been demonstrated. The following project update highlights key projects that our organization has delivered.

Locally inspired Job Fairs

Simcoe Muskoka Skillforce participated in five locally inspired jobs fairs in Simcoe and Muskoka providing staff, marketing and event support.

These events helped to provide employers with innovative hiring opportunities, and supported jobseekers in finding out more about local employers.

Partners at these events included:

- The Barrie Career Centre
- Georgian College
- Agilec
- FOCUS
- Employment North
- Municipality of New Tecumseh
- Local Immigration Partnership

Showcase Local Apprenticeship Opportunities

Simcoe Muskoka Skillforce has been participating in the reintroduction of the Skilled Trades and Apprenticeship Expo. The onset of covid prevented this event from being held for the last few years. It is scheduled to return to the Elmvale arena in May of 2024. Simcoe Muskoka Skillforce is a proud member of the planning and implementation of this opportunity for students in Simcoe County to experience hands on skilled trades interactive displays.

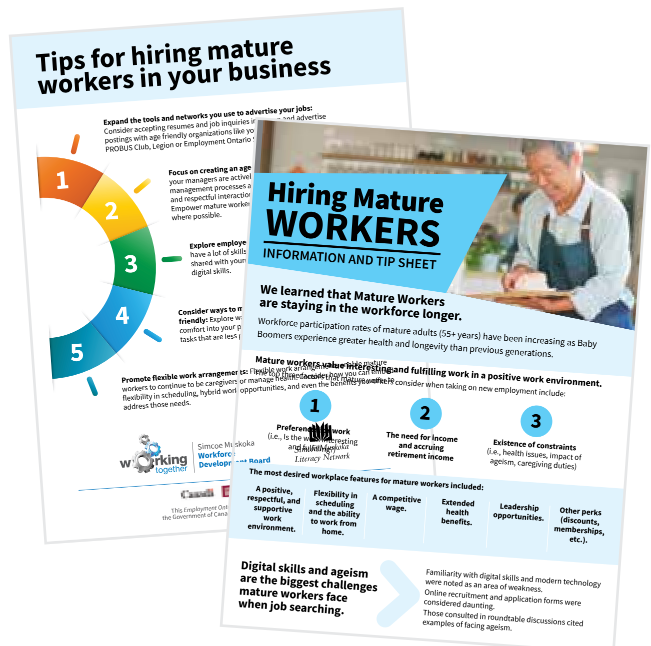
Partners in the event include:

- Simcoe County District School Board
- Simcoe County Catholic District School Board
- Ontario Youth Apprenticeship Program
- Simcoe County Economic Development
- City of Barrie
- City of Orillia
- Township of Springwater
- Township of Innisfil

Opportunities for Experienced Workers

Simcoe Muskoka Skillforce developed a tip sheet for employers highlighting the advantages of hiring mature workers seeking return to the workforce.

This resource has been provided to our employment services partners and distributed at local job fairs and employer events.



Employers Workforce Conference

Kelly Mckenna, former Executive Director of Simcoe Muskoka Skillforce, presented the findings of the annual LLMP and a summary of the Mature Workers research paper to 100 employers at the in-person portion of Workforce Connect.

Employers also heard a lively panel discussion on the experience of international professionals and their Canadian job search.

Attendance at the second day of the event was virtual. Attendees enjoyed the Keynote speaker, Pam August discussing workplace culture.

Employers had opportunities for networking, and cross collaboration across industries.

Partners in this event included:

- County of Simcoe Economic Development Dept.
- City of Barrie
- City of Orillia

Data and More

This annual presentation of the Data from the Local Labour Market Plan was held on-line and the results were presented by Tom Zizys.

Attendees included members of the Muskoka and Simcoe Service System Manager, Employment Service Providers, local municipal Economic Development Depts., Ontario Works, Local Literacy and Adult Upgrading programs and other community stakeholders.

2024
Action Plan Update

Strategic Priorities

The priority for local planning is to develop effective tools and resources at the local level that support the ministry's strategic directions.

1. Ensure access to accurate, timely and relevant local labour market information as the basis for evidence-based analysis and community planning.

2. Engage employers to help identify skill gaps, employment opportunities, training needs and other labour market issues and highlight Employment Ontario programs that can help address needs.

3. Using EO program data and other statistical information, support greater insight into barriers to employment and stronger linkages among employment services through partnership activities that focus on local workforce development needs.

Whenever possible, Simcoe Muskoka Skillforce continues to create initiatives that can address multiple priorities within our communities.

Priority #1

Foster employer investment in on-the-job training and skills development

- Continue to create a high-level understanding of employment issues such as skills development via webinars, podcasts, videos, engaging website and social channels and continued learning opportunities.

- Promote Soft Skills Solutions© in workplaces to assist employers with upskilling their employees with the skills that are expected in today's workforce. In addition, Soft Skill Solutions aims to assist employees to upgrade their soft skills to benefit their workplace success and advancement. The program is relevant to organizations provincially that support unemployed, underemployed or at-risk populations who are looking to enter or re-enter the workforce.

- Offer and promote the FAST (Foundational Assessment for Skilled Trades) programs, which aims to strengthen students' knowledge and understanding before entering apprenticeship training. These assessments, taken with the assistance of instructors or employment counsellors, are intended to increase the success rate for those entering apprenticeships.

Priority #2

Foster partnerships between education and business

- Based on the success and demand for this program, Soft Skills Solutions© continues to be promoted to employers to help build awareness of the benefits of essential skills development within their businesses. With over 1,400 facilitators trained in Ontario, British Columbia and the Maritimes, this flexible, online certificate course can assist regional employers to foster employee satisfaction and retention.
- Promote the Foundational Assessment for Skilled Trades (FAST) to a variety of community partners across Ontario. Simcoe Muskoka Skillforce, in partnership with Georgian College, has developed an online version of the original paper based EARAT pre-apprenticeship program. The virtual platform has accelerated its success and demand by our community partners throughout Ontario.

Priority #3

Advance Economic Development Initiatives to create and sustain local jobs

- Continue to support local community partnerships that help to promote the trades as a career path. The Rapid Skills Micro Credential Program presented by the City of Barrie and Georgian College, trains job seekers and current employees on micro-credentials that are specific to the manufacturing sector and focus on key skill areas that have been identified as valuable by local manufacturing employers.
- Assist Simcoe County and the District of Muskoka to bring together employers, educators and other community stakeholders to address the following priority issues:
  - WORKFORCE ATTRACTION: Implement strategies for attracting and retaining workers, both seasonal and permanent, to Simcoe and Muskoka.
  - WORKFORCE DEVELOPMENT: Ensure job candidates, workers and employers are developing the right skills for the Simcoe and Muskoka labour markets; and
  - EMPLOYERS AND EDUCATORS: Enhance collaboration between employers and educators to produce better-prepared school graduates in Simcoe and Muskoka with respect to experiential learning opportunities, including apprenticeships.

Priority #4

Strengthen local employers' success in recruiting and retaining suitable employees

- Soft Skills Solutions©, moving into the workplace itself to help individuals learn soft skills which are beneficial in today's workforce, helping them to be more successful in obtaining and retaining their jobs.
- Employer Events such as, Workforce Connect, Growing Your Workforce and The Secrets to Being an In Demand Employer supported employers with new strategies for recruiting and retaining suitable employees.

Priority #5

Improve information regarding the local labour market

- Webisodes, such as the annual "Data and More" Employment Ontario data analysis to create a high-level understanding of employment issues such as changes in the labour market over the pandemic. Webisodes are housed on the SMWDBLN website and our YouTube channel.
- Connected to real-time local labour market data available on the County of Simcoe's Work in Simcoe County job site. The Job Demand Report is created monthly using data collected from a variety of local, provincial, and national job boards. The platform also provides a story-driven tool that helps to inspire people to explore, prepare and connect on their skilled trades journey. Both the Simcoe County District School Board and Simcoe Muskoka Catholic School Board are utilising the Edge Factor tools in conjunction with their high school curriculum.
- Labour Market Information Help Desk; is a free service that delivers timely workforce data to help gain a better understanding of trends, local occupations and wages, demographics, and top industries in the District of Muskoka.

2023 - 2024

LOCAL LABOUR MARKET PLAN

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