
LOCAL LABOUR MARKET PLAN 2021



Simcoe Muskoka
Workforce Development Board

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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



Simcoe Muskoka
Workforce Development Board

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2021 Local Labour Market Plan

2021 has been another year of transitions, as evidenced by the rapid pivoting of businesses and community partners to adjust to the changing realities in the face of the ongoing COVID-19 pandemic.

Our organization has also been in transition, with the fruition of a plan for amalgamation of the Simcoe Muskoka Workforce Development Board and the Simcoe/Muskoka Literacy Network into a new organization: Simcoe Muskoka Work force Development Board and Literacy Network.

The impetus for this amalgamation was several years ago as the result of a determination to create one organization that would be able to serve Simcoe and Muskoka's workforce and training needs in a unique and fiscally responsible way.

Pre-amalgamation, both the Workforce Development Board and the Literacy Network had worked in tandem on a variety of successful projects and events. Training and skills development underpin both organizations; the combining of the two was a natural fit.

Under the direction of our new executive director, Kelly McKenna, we will continue to be focused on the needs of the communities that we serve. Kelly comes to us with a wealth of economic development experiences focused on workforce and skill development in Simcoe

County and the District of Muskoka. Equipped with a degree from the University of Waterloo focusing on skilled trades development, Kelly has also worked as a faculty member at Georgian College and as a special assistant to our local MPP. She speaks English, French and conversational Japanese.

As we move out of the pandemic we will continue to adjust to the *new normal* in both learning and employment. Kelly, staff and the Board of Directors are all committed to providing the same high-quality services that have been the hallmarks of our two founding organizations in the past.

The Simcoe Muskoka Workforce Development Board and Literacy Network will continue to provide employers, community partners and stakeholders with accurate and useable labour market information to assist in building a skilled and effective workforce. We will also continue to support literacy service providers and their learners to discover, execute and achieve their training goals.

The Path Forward

After Covid

For the second year in a row, our Local Labour Market Plan has focused on the impact of the COVID pandemic on our local businesses and on local labour market conditions. COVID created immediate disruptions which also point to lingering challenges for the path ahead.

Let us start with those disruptions:

- At the start of the pandemic, there was a sharp rise in unemployment, and subsequent lockdowns would result in renewed increases in unemployment
- While these disruptions were felt across the entire province, the impact varied by geography, by population categories, by industry, by occupation and by type of work
- The consequences were especially difficult for individuals working in lower-skilled occupations and/or in precarious work (for example, temporary employees or part-time employees)
- On the other hand, individuals working in jobs that typically require a university degree experienced far less unemployment, particularly since many of these jobs could often be carried out remotely from home
- As we experienced a slow recovery, employment levels rose unevenly across industries, with some industries surpassing their pre-COVID levels, while others lagged behind; the emergence of the Omicron variant resulted in a temporary set-back, and after Omicron one can expect a return to the recovery trajectory
- The number of businesses is recovering unevenly by industry
- Long-term unemployment has increased significantly, and this will be a continuing challenge for the next while

Overall, based on the Canadian Business Count data, Simcoe and Muskoka did not appear to lose as many businesses as many other parts of the province during the pandemic period. One likely reason for this is that both areas have been experiencing significant population growth over the last five years. Such growth contributes to the demand for more businesses to service the larger populations. It may be in Simcoe and Muskoka that the number of businesses is lower than what it otherwise would have been without COVID, but not that much lower that it would have caused a decline in the absolute number of businesses.

In the post-pandemic period, employers appear poised to increase hiring new workers. Employers also feel that their own workers would benefit from upskilling, although they are more apprehensive about the skills which job candidates possess. But the biggest concern volunteered by employers is the difficulty they have in recruiting job candidates.

As the recovery takes hold, it will be important to target assistance and resources to those categories of individuals and to those businesses which have been hardest hit by the events of the last two years. As well, in a tight labour market, employers would benefit from assistance in recruitment and retention activities. This would need to include putting in place those employment practices which can help distinguish a business as an employer of choice.

Population

Every five years, Statistics Canada administers a census for the entire country, collecting a vast array of data regarding our population and its demographic characteristics. The most recent census was carried out in 2021 and the first set of data has been released, just in time for our Local Labour Market Report. This initial release provides information on population counts.

Between 2016 and 2021, the Ontario population grew by 5.8%, a larger increase than that experienced between the previous censuses (4.6% increase between 2011 and 2016). Both Simcoe and Muskoka grew at a faster pace than the Ontario average, and both localities outpaced the rate of growth which took place between 2011 and 2016 (Table 1).

Table 1: Population count and change, Simcoe, Muskoka and Ontario, 2016-2021

	Population			Percent change	
	2021	2016	Change	2016-2021	2011-2016
Ontario	14,223,942	13,448,494	775,448	5.8%	4.6%
Simcoe	533,169	479,635	53,534	11.2%	7.5%
Muskoka	66,674	60,614	6,060	10.0%	4.5%

Statistics Canada, Table 98-10-0004-01



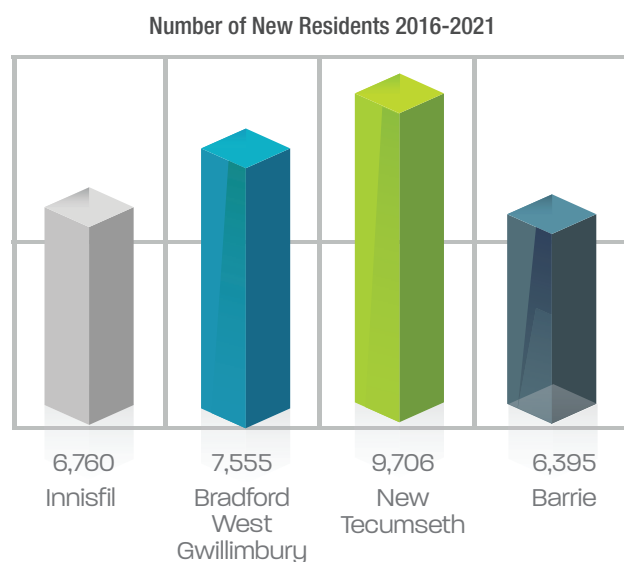
Table 2 and 3 present the population data for all municipalities and Indigenous reserves in Simcoe and Muskoka. The tables are ordered from the largest to the

smallest percentage change in population between 2016 and 2021.

Table 2: Population count and change, Simcoe census subdivisions, 2016-2021

	Population			Percent change
	2021	2016	Change	
New Tecumseth	43,948	34,242	9,706	28.3%
Bradford West Gwillimbury	42,880	35,325	7,555	21.4%
Wasaga Beach	24,862	20,675	4,187	20.3%
Innisfil	43,326	36,566	6,760	18.5%
Springwater	21,701	19,059	2,642	13.9%
Collingwood	24,811	21,793	3,018	13.8%
Chippewas of Rama First Nation	998	878	120	13.7%
Penetanguishene	10,077	8,962	1,115	12.4%
Christian Island 30	679	614	65	10.6%
Tay	11,091	10,033	1,058	10.5%
Tiny	12,966	11,787	1,179	10.0%
Oro-Medonte	23,017	21,036	1,981	9.4%
Ramara	10,377	9,488	889	9.4%
Essa	22,970	21,083	1,887	9.0%
Severn	14,576	13,462	1,114	8.3%
Orillia	33,411	31,166	2,245	7.2%
Midland	17,817	16,864	953	5.7%
Clearview	14,814	14,151	663	4.7%
Barrie	147,829	141,434	6,395	4.5%
Adjala-Tosorontio	10,989	10,975	14	0.1%
Christian Island 30A	30	42	-12	-28.6%

Statistics Canada, Table 98-10-0004-01



Three municipalities in Simcoe grew by more than 20% between 2016 and 2021: New Tecumseth (28.3%); Bradford West Gwillimbury (21.4%); and Wasaga Beach (20.3%); Innisfil (18.5%) was not far behind. In terms of

the largest absolute increases, New Tecumseth also was first, growing by 9,706 residents, followed by Bradford West Gwillimbury (7,555 new residents), Innisfil (6,760 new residents) and then Barrie (6,395 new residents).

Table 3: Population count and change, Muskoka census subdivisions, 2016-2021

	Population			Percent change
	2021	2016	Change	
Georgian Bay	3,441	2,514	927	36.9%
Lake of Bays	3,759	3,167	592	18.7%
Muskoka Lakes	7,652	6,588	1,064	16.2%
Bracebridge	17,305	16,010	1,295	8.1%
Gravenhurst	13,157	12,311	846	6.9%
Huntsville	21,147	19,816	1,331	6.7%
Moose Point 79	213	208	5	2.4%
Wahta Mohawk Territory	N/A	N/A	N/A	N/A

Statistics Canada, Table 98-10-0004-01

Georgian Bay grew by a very significant 36.9% between 2016 and 2021, followed by Lake of Bays (18.7%) and Muskoka Lakes (16.2%). In terms of absolute

numbers, Huntsville grew by 1,331 residents, followed by Bracebridge (1,295 new residents) and Muskoka Lakes (1,064 new residents).

Population Growth 2016-2021



Labour Market Data – Simcoe And Muskoka

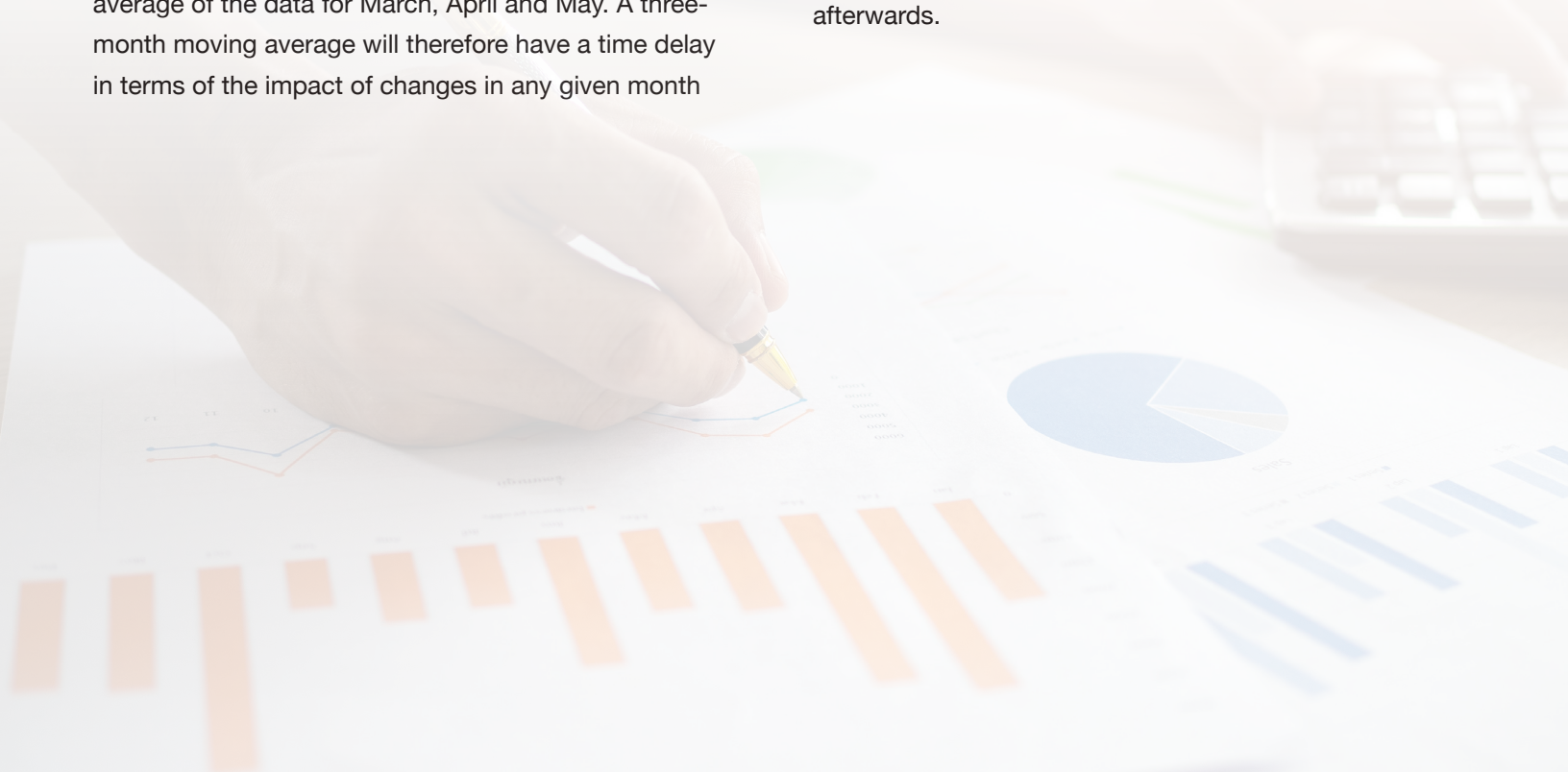
Last year, when we produced our analysis of the local labour market, we noted how the impact of the COVID pandemic and the resulting lockdowns represented an unprecedented event, for individuals, for businesses and for the economy as a whole. A year later, we are still dealing with the aftermath of this upheaval. This overview of the labour market data aims to describe what has happened, to provide some perspective on employment and how individuals, industries and occupations have been affected.

For basic unemployment data, there is Statistics Canada monthly Labour Force Survey data. For more detailed labour force characteristics and employment data by gender, age, industry or occupation at a regional or local level, the data which is available relies on three-month moving averages. Because it is a survey and has a limited sample size, for smaller geographies Statistics Canada makes the Labour Force Survey sample more robust by averaging the results across three months. With a three-month moving average, the reported figure for May is the average of the data for March, April and May. A three-month moving average will therefore have a time delay in terms of the impact of changes in any given month

and it will also dampen the impact of any given month because that month's numbers are averaged with two other months. These are caveats to keep in mind when reviewing the following data, some of which relies on three-month moving averages.

It should also be pointed out that the data for December 2021 would have been collected between December 5 and 11, 2021, before the point when the impact of the Omicron variant would have been felt in the labour market. Whether the labour market trends apparent in this report up until December 2021 continue depends on the impact Omicron will have on our economy and labour market. The value of what this data shows is what has been the trajectory of the labour market during the pandemic and what it looks like as the pandemic recedes, as was the expectation after the third COVID wave.

The first part of this analysis presents provincial data, including variables which are only available at a provincial level. The available regional and local level data follows afterwards.



Provincial Data: Monthly Unemployment Rate

Table 1 provides the monthly unemployment rates for the Toronto Census Metropolitan Area (CMA)¹ and for the Rest of Ontario minus the Toronto CMA numbers, illustrating the broad provincial unemployment trends over the last 24 months. On many labour market issues, the Toronto CMA is distinct from the Rest of Ontario, and this was certainly the case during the COVID period, when restrictions were in place longer in the City of Toronto and Peel Region than in most other parts of the province. Chart 1 illustrates the Table 1 data and includes the Ontario unemployment rates as well. If one were only to focus on the Ontario data, one would miss the dynamics that played out somewhat differently between

the Toronto CMA and the Rest of Ontario. Before the pandemic, the unemployment rate in the Toronto CMA was slightly lower than that in the Rest of Ontario. When the pandemic hit, the unemployment rate climbed considerably higher in the Toronto CMA, and while the unemployment rates in the two areas usually moved along the same trend, the gap between the Toronto CMA and the rest of the province increased to as much as five percentage points. In the last five months or so, the difference in the rates has remained between 1.4 and 2.1 percentage points higher in the Toronto CMA.

Table 1: Monthly unemployment rates, Toronto CMA and the Rest of Ontario, 2020 and 2021

Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
2020											
REST OF ONTARIO											
5.5%	5.6%	8.3%	11.5%	12.3%	10.5%	9.8%	10.2%	7.6%	7.4%	6.9%	7.1%
TORONTO CMA											
5.0%	5.4%	7.6%	11.1%	15.8%	14.5%	15.0%	13.8%	10.9%	10.4%	9.9%	10.2%
2021											
REST OF ONTARIO											
8.9%	8.0%	7.4%	8.6%	8.5%	7.2%	7.6%	7.7%	6.0%	5.5%	5.1%	4.6%
TORONTO CMA											
11.6%	10.3%	9.0%	9.6%	10.9%	9.6%	9.9%	9.7%	8.1%	7.4%	6.5%	6.0%

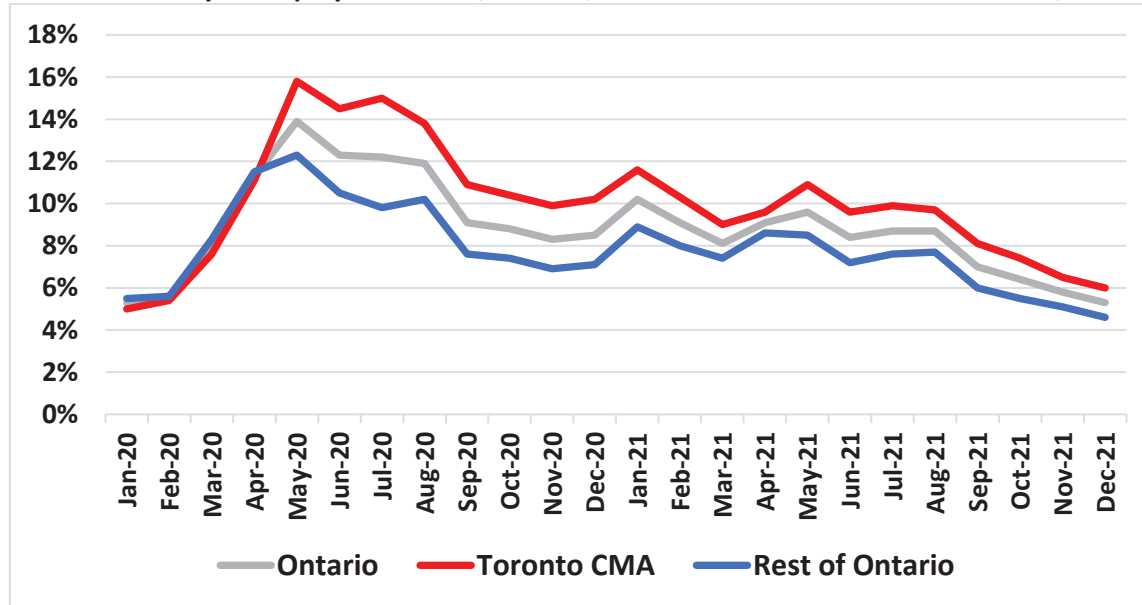
Statistics Canada, Table 14-10-0017-01 and Table 14-10-0383-01



The unemployment rate gap between the Toronto CMA and the rest of the province increased to as much as five percentage points.

¹ The Toronto CMA encompasses the City of Toronto, York Region, Peel Region, all of Halton Region except Burlington, a portion of Durham Region (Pickering, Ajax and Uxbridge), together with New Tecumseth and Bradford West Gwillimbury (Simcoe County) and Mono (Dufferin County). The Toronto CMA accounts for almost half (47%) of Ontario's labour force.

Chart 1: Monthly unemployment rates, Ontario, Toronto CMA and the Rest of Ontario, 2020 and 2021



Statistics Canada, Table 14-10-0017-01 and Table 14-10-0383-01

The grey line in Chart 1 shows the Ontario data, whereas the two areas (the Rest of Ontario and the Toronto CMA)

had quite different levels of unemployment through much of this period.

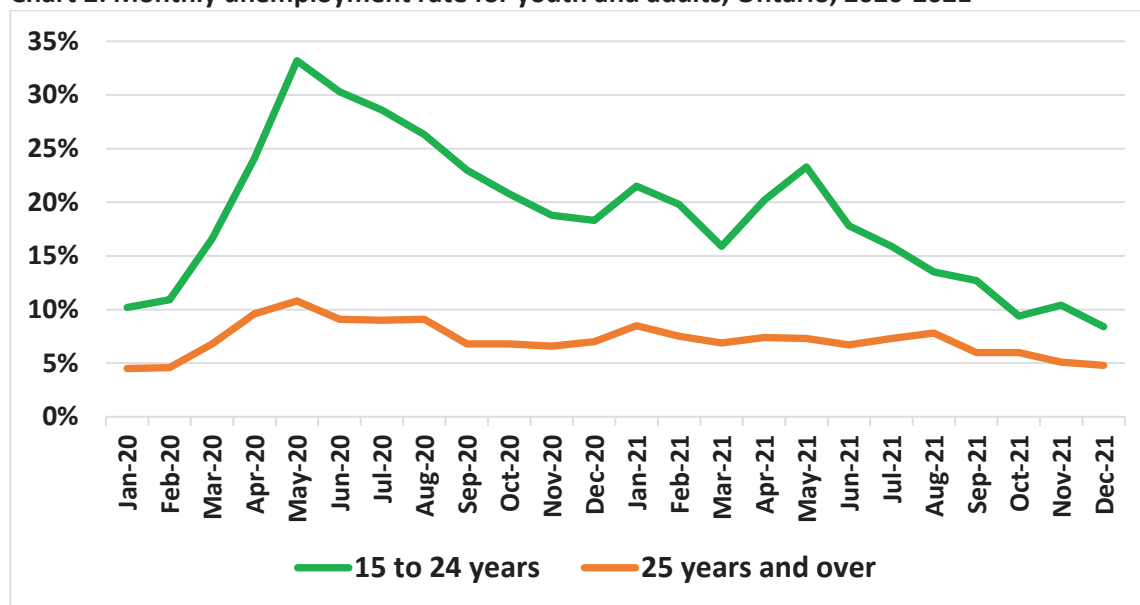


Provincial Data: Unemployment Rate By Age

Chart 2 shows the unemployment rate for youth (15-24 years old) and adults (25 years and older) for Ontario over the last two months. As is very evident, youth experienced far higher unemployment rates during the initial stage of the pandemic. While historically the youth unemployment rate is usually twice that of adults, there were several months when the youth unemployment rate

was three times that of adults. The youth unemployment rate peaked at 33.2% in May 2020. Over time, the unemployment rate for both youth and adults has been steadily dropping, and in December 2021, the youth unemployment rate was 8.4%, lower than it was in January 2020 (10.2%).

Chart 2: Monthly unemployment rate for youth and adults, Ontario, 2020-2021



Statistics Canada, Table 14-10-0017-01

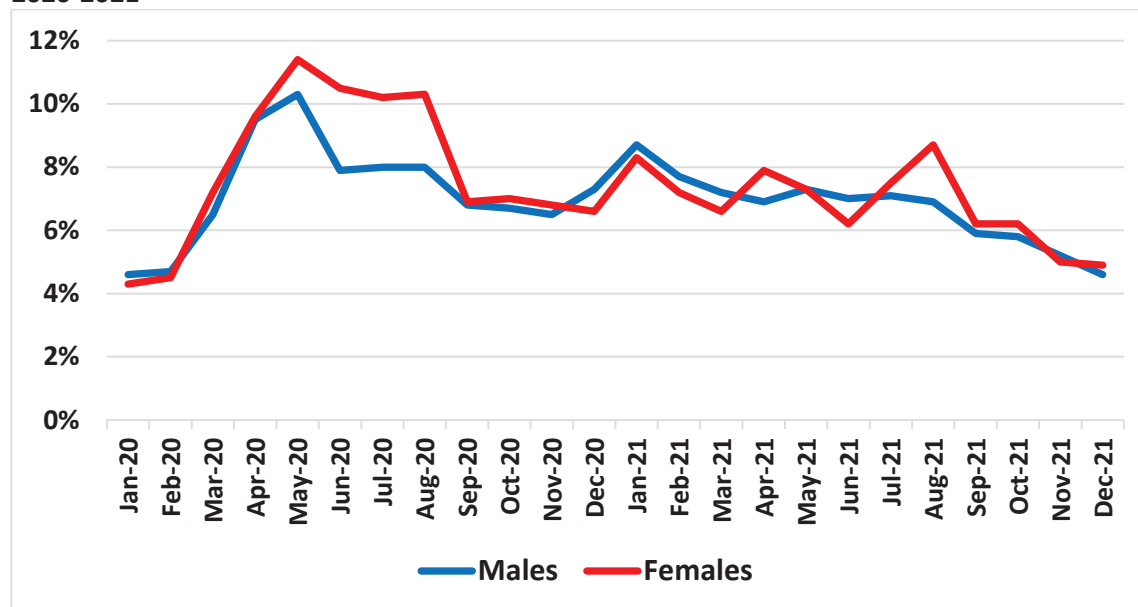
For several months
youth
unemployment rate
 was **3 times**
 that of adults.

Provincial Data: Unemployment Rate By Gender

The unemployment rate was also experienced differently by gender, but not nearly in as stark a contrast as by age. Chart 3 illustrates the monthly unemployment rate for adults (25 years and older) by gender. In the early stages of the pandemic, females had an unemployment rate that was around two percentage points higher than that for males, but then the two unemployment rates more or less trended in tandem. It was also the case that

the participation rate dropped more sharply for females than for males, but this also was more pronounced at the beginning of the pandemic, although the gap between the male and female participation rates is still slightly wider in December 2021 than it was in January 2020. (The participation rate is the proportion of the population over 15 years of age who are in the labour force, that is, either employed or actively looking for employment.)

Chart 3: Monthly unemployment rate for adult males and females (aged 25 years and older), Ontario, 2020-2021



Statistics Canada, Table 14-10-0017-01

Provincial Data: Long-Term Unemployment (More Than Six Months)

Any recession will not only increase unemployment, but it will also enlarge the proportion of the unemployed who stay unemployed for a longer period. This certainly has been the case with this current pandemic. Chart 4 illustrates the percentage of unemployed residents in Ontario who have been unemployed for more than six months. The data goes back to 2006, when the proportion of long-term unemployed was 15.1%, before the previous 2008 recession. After the 2008 recession, the proportion of the unemployed who had been without a job for more than six months rose to 25.7% in 2010, and then declined very slowly, still at very high 20.2% even seven years later in 2017.

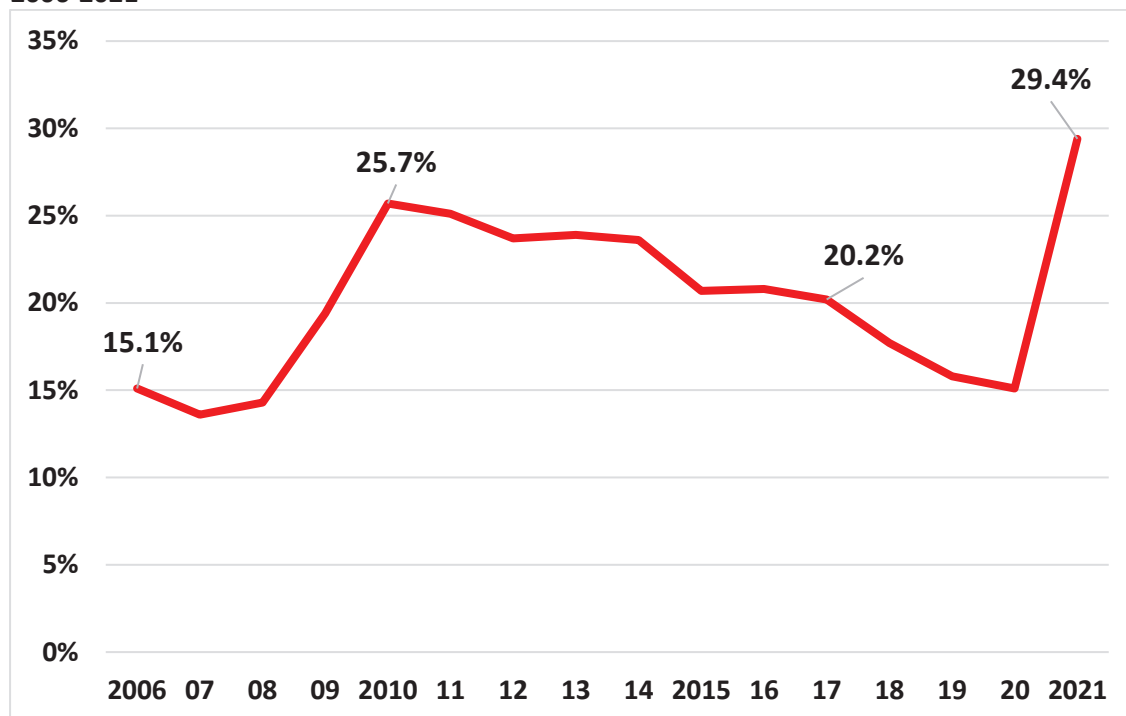
During the current pandemic, long-term unemployment has also risen, reaching 29.4% in 2021. Chart 5 shows the dynamics of that rise, month by month. The blue columns show the total number of unemployed for each month, measured by the scale on the left. Unemployment peaked in May 2020, affecting almost one million Ontario residents (992,600). The number of long-term unemployed (the orange column) was initially rising

slowly, because the pandemic struck so suddenly. As a result, the percentage of long-term unemployed at first dropped (the red line, measured by the scale on the right), falling to 6.4% in May 2020. But as the number of long-term unemployed increased and the total number of unemployed started decreasing, the percentage of long-term unemployed shot up dramatically, reaching 34.6% in March 2021, finishing off the year at 25.6% in December.

Those who are unemployed for a longer period of time have a harder time getting hired, in part because their skills fall out of use and in part because employers sometimes assume that this longer period of unemployment is a reflection of a job candidate's employability. It is important that special attention be paid to the longer-term unemployed by employment services providers, including convincing employers that their circumstances are in most cases the unlucky consequence of a recession.

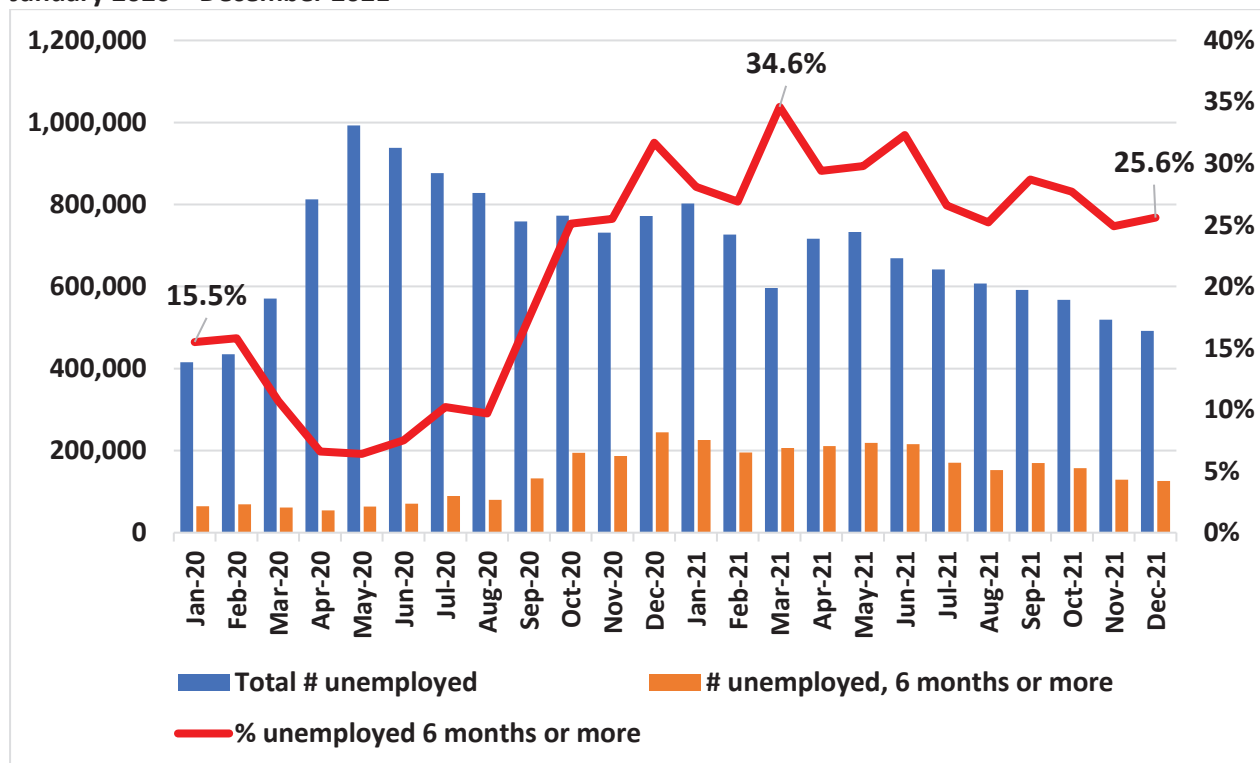


Chart 4: Annual proportion of unemployed who are unemployed for more than six months, Ontario, 2006-2021



Statistics Canada, Table 14-10-0057-01

Chart 5: Monthly proportion of unemployed who are unemployed for more than six months, Ontario, January 2020 – December 2021



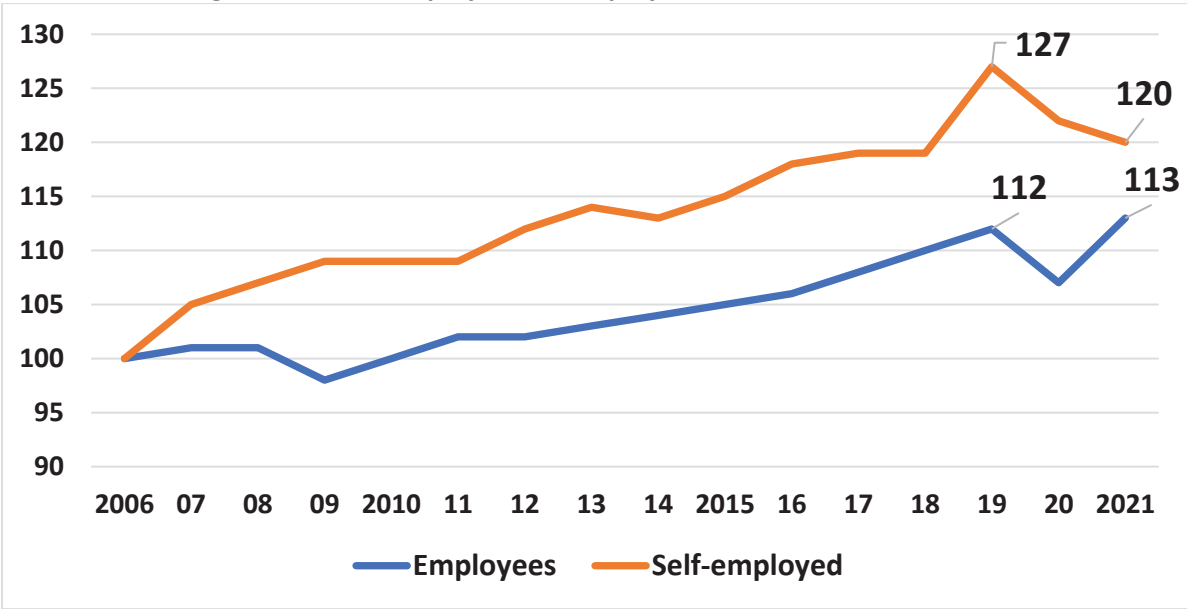
Statistics Canada, Table 14-10-0342-01

Provincial Data: Self-employed

Over the last 15 years, self-employment has been growing at a greater rate than the number of persons who are employees. In 2006, self-employed individuals represented 14.3% of all employment in Ontario, while by 2019 that share was 15.9%. Chart 6 compares the changing levels of employment among the self-employed and employees using the following approach: the employment number in 2006 for each category is

given a value of 100 and each subsequent year's data is expressed in relation to that 2006 number. Thus, a figure of 105 indicates the number is 5% larger than what was present in 2006, while a figure of 93 indicates that the figure is 7% lower than the 2006 number. In this way, Chart 6 shows the relative change in employment for each of the self-employed and employees.

Chart 6: Relative growth of self-employed and employees, Ontario, 2006-2021



Statistics Canada, Table 14-10-0027-01



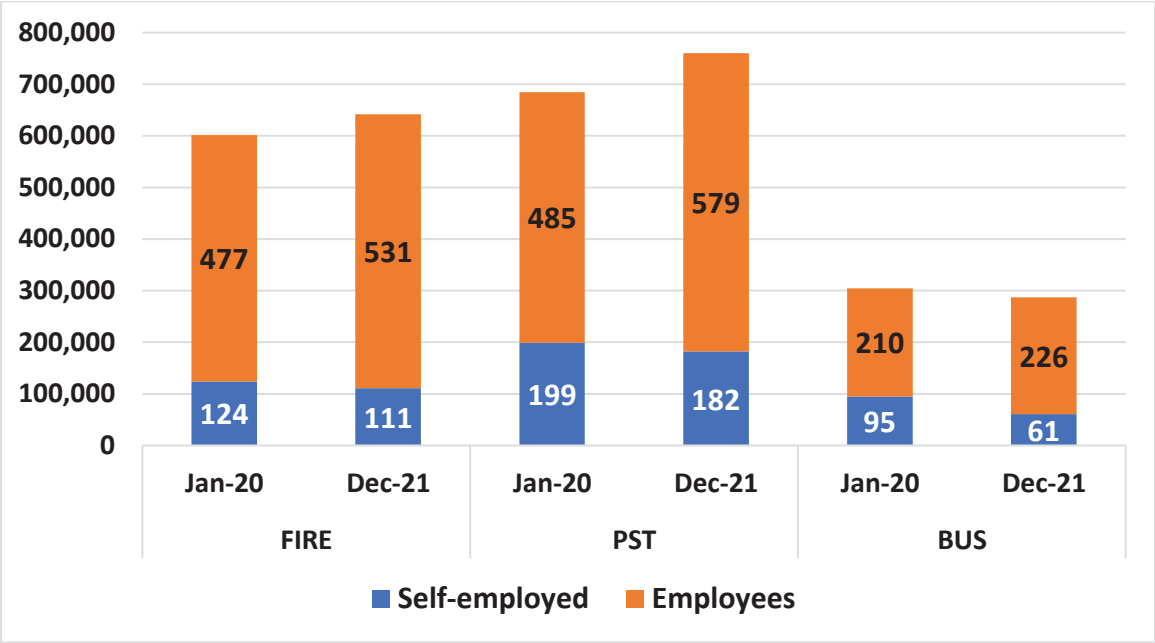
By 2019, the number of self-employed workers was 27% higher than it had been in 2006, whereas the number of employed workers had only risen by 12%. With the onset of the pandemic, employment fell in both categories, but in 2021, something curious happened: the number of employees rebounded to slightly above the level in 2019, whereas the number of self-employed continued to drop.

When the data is examined further, one finds that this phenomenon was primarily the consequence of dynamics taking place within three industry sectors. Chart 7 illustrates the changes, using the following abbreviations for these industries:

- FIRE: Finance, insurance, real estate, rental and leasing
- PST: Professional, scientific and technical services
- BUS: Business, building and other support services

Between January 2020 and December 2021, the net decline in the number of self-employed workers in Ontario was 70,100, and these three industries had a combined loss during that period of 64,800, almost as large as the entire net loss. Yet all three industries experienced healthy growth in the number of employees during this same period. It is plausible that some portion of the self-employed shifted into employee roles in the same industry; however, the available data does not provide us with an ability to examine this possibility.

**Chart 7: Number of employees and self-employed by select industries, Ontario
January 2020 and December 2021**



Statistics Canada, Table 14-10-0026-01

Between January 2020 and December 2021, the net decline in the number of self-employed workers in Ontario was 70,100.

Provincial Data: Employment By Category Of Occupation

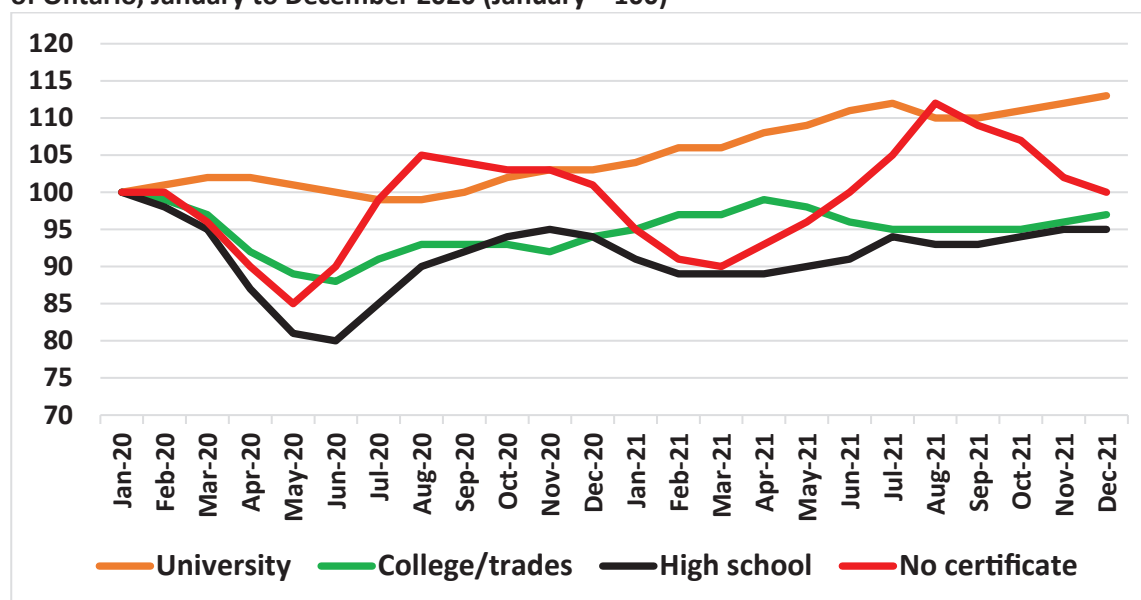
The pandemic had a varying impact on different occupations and industries. The lockdown closure of indoor dining in restaurants, for example, had a significant impact on employment levels in the Accommodation & Food Services industry and in the occupation of Food and Beverage Servers. One way to aggregate this impact on numerous occupations is to cluster these jobs on the basis of the level of education typically required for that occupation. Statistics Canada classifies occupations in the following way (preceded by the label that will be used in the subsequent charts):

- University: occupations usually requiring a university education
- College/trades: occupations usually requiring a college education, specialized training or apprenticeship training
- High school: occupations usually requiring secondary school and/or occupation-specific training
- No certificate: occupations which may have on-the-job training but no educational requirement

Two charts are presented: Chart 8 shows the trends for the Rest of Ontario and Chart 9 provides the same analysis for the Toronto CMA. The level of employment in January 2020 for each occupational category is assigned a value of 100 and each subsequent month is measured in relation to the January 2020 figure. The data relies on three-month moving averages.

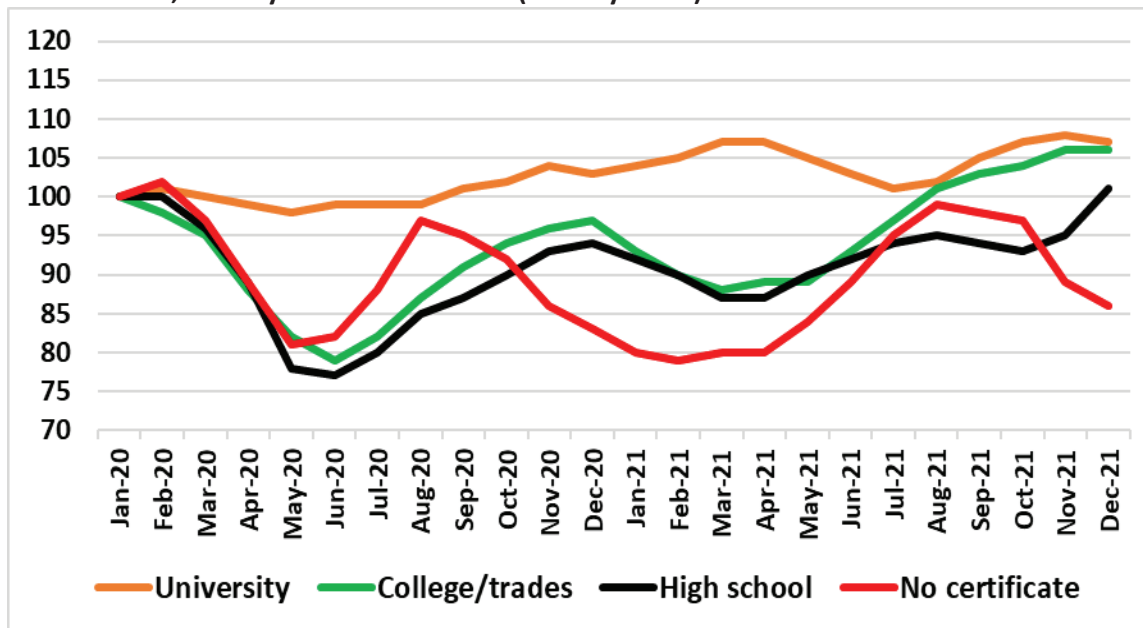
Overall, there were a few similarities between the two areas, but also significant differences. The notable similarity was among occupations requiring a university degree (orange line), where employment levels dipped only slightly once the pandemic struck, then climbed higher. By December 2021, the level of employment in this category stood 13% higher than the January 2020 figure in the Rest of Ontario and 7% higher in the Toronto CMA.

Chart 8: Number of employed by level of education of occupation, three-month moving average, Rest of Ontario, January to December 2020 (January = 100)



Statistics Canada, Table 14-10-0381-01 and Table 14-10-0386-01

Chart 9: Number of employed by level of education of occupation, three-month moving average, Toronto CMA, January to December 2020 (January = 100)



Statistics Canada, Table 14-10-0381-01 and Table 14-10-0386-01

Jobs requiring a college diploma or apprenticeship (green line) suffered larger employment declines, especially in the Toronto CMA, but then climbed higher in the Toronto CMA, whereas in the Rest of Ontario the level increased, then plateaued. By December 2021, these jobs in the Rest of Ontario stood at 97% of their January 2020 level, while in the Toronto CMA these jobs eventually rose to 6% higher than before the pandemic.

Jobs requiring a high school diploma (black line) experienced the largest losses at the start of the pandemic, by June 2020 dropping to 80% of their January level in the Rest of Ontario and 77% in the Toronto CMA. Once again, the recovery in the Toronto CMA has been more robust, in December 2021 reaching 1% above the January 2020 level, while in the Rest of Ontario it remained 5% below.

Jobs requiring no educational certificate (red line) experienced a sequence of declines and then recoveries, with the number of jobs peaking during the summer months, with a stronger rebound in the Rest of Ontario. In December 2021, the number of these jobs in the Rest of Ontario matched their level in January 2020, but in the Toronto CMA they were 14% below that earlier level.

Overall, jobs requiring a university degree were less affected by the pandemic, while jobs in other categories had significant declines, with stronger recoveries in the Toronto CMA, except for jobs requiring no certificate.



Jobs requiring a high school diploma experienced the largest losses at the start of the pandemic.

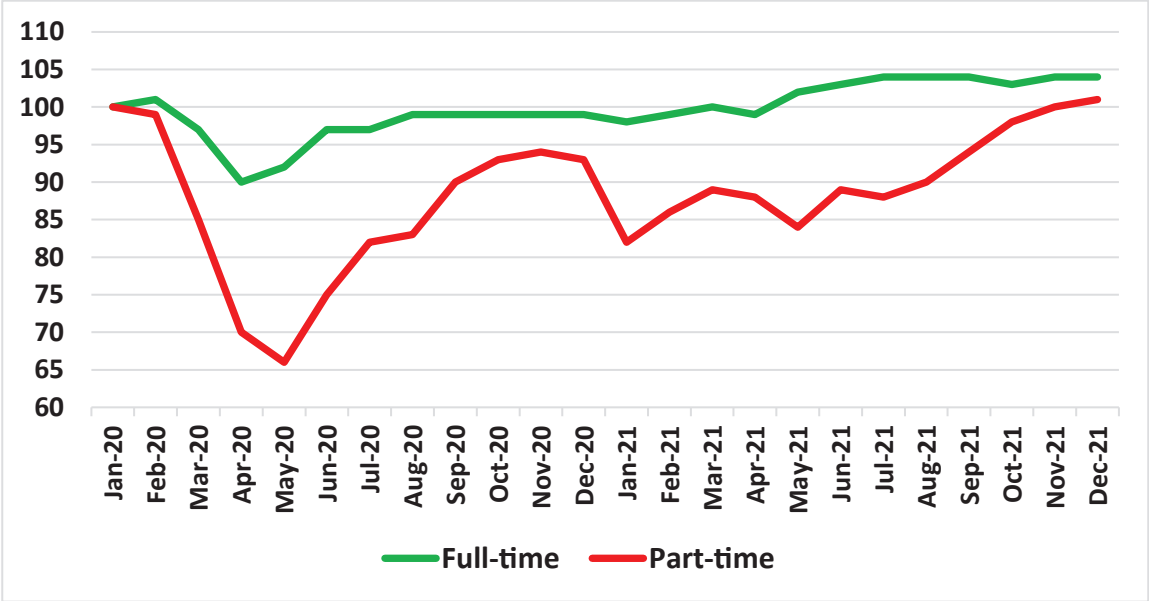
Overall, jobs requiring a university degree were less affected by the pandemic.

Provincial Data: Full-Time And Part-Time Employment

Occupations requiring a high school diploma or less often involve a higher proportion of part-time jobs. Comparing the employment levels between full-time and part-time jobs highlights just how much greater was the impact of

the pandemic on part-time jobs. Chart 10 compares levels of employment in these categories; the number of jobs in each category in January 2020 is given a value of 100.

Chart 10: Monthly number of part-time and full-time jobs, Ontario, January 2020 to December 2021 (January 2020 = 100)



Statistics Canada, Table 14-10-0050-01

In April 2020, the number of full-time jobs dropped to 90% of their January 2020 level, while in May 2020, part-time jobs bottomed out at 66% of their January 2020 number. Full-time jobs recovered relatively quickly, by December 2021 climbing to 4% above the level

before the pandemic. Part-time jobs took much longer to recover, experiencing another drop in employment in January 2021, and only in December 2021 finally surpassing by 1% the January 2020 figures.

Part-time jobs took much longer to recover, experiencing another drop in employment in January 2021.

Local Data: Unemployment Rate

Regional or local data is provided by StatCan by way of two categories of areas, economic regions and census metropolitan areas. Unfortunately, the area of Simcoe and Muskoka is divided into two different economic areas, as follows:

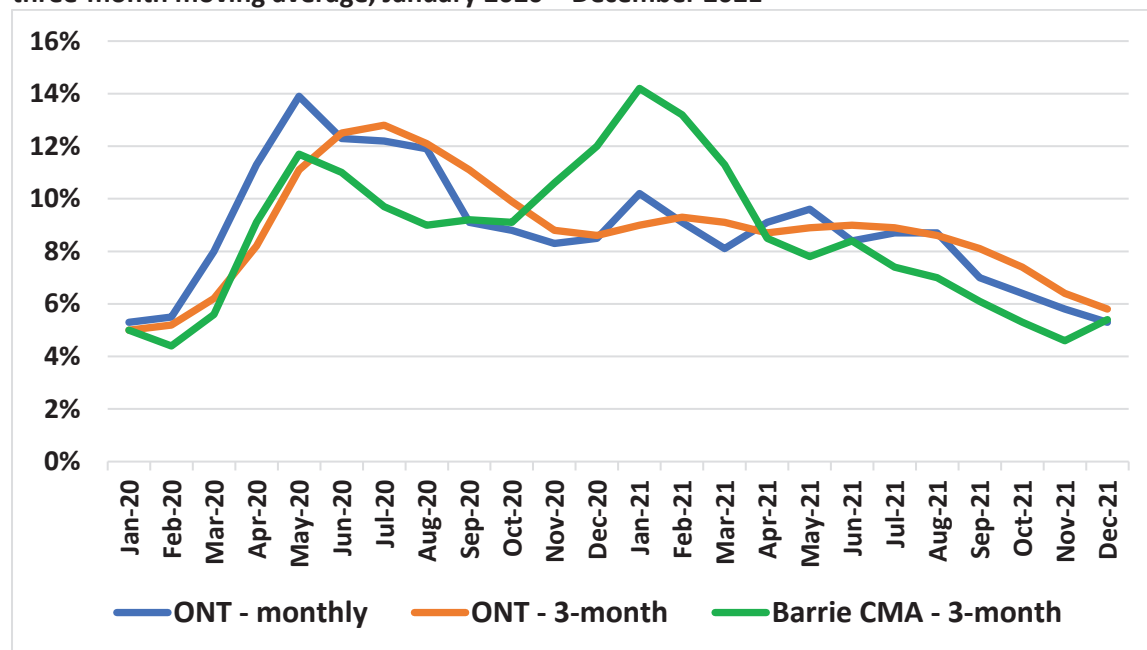
- Kitchener-Waterloo-Barrie (census divisions of Simcoe, Dufferin, Wellington and Waterloo)
- Muskoka-Kawarthas (census divisions of Muskoka, Haliburton, Kawartha Lakes, Peterborough and Northumberland)

The one census metropolitan area in Simcoe and Muskoka for which there is adequate data is the Barrie

CMA, which consists of Barrie, Innisfil and Springwater. In 2016, the population of this area represented 36% of the total population of Simcoe and Muskoka, so that even though this is not the ideal fit, it is a consideration proportion of this area.

To examine the unemployment rate at a regional or local level, one needs to rely on three-month moving average data. In order to appreciate how this affects the presentation of the data, Chart 11 provides a comparison between the monthly unemployment rate for Ontario, the three-month moving average unemployment rate for Ontario, and the three-month moving average unemployment rate for the Barrie CMA.

Chart 11: Unemployment rates – Ontario monthly, Ontario three-month moving average, Barrie CMA three-month moving average, January 2020 – December 2021



Statistics Canada, Table 14-10-0017-01, Table 14-10-0378-01 and Table 14-10-0387-01

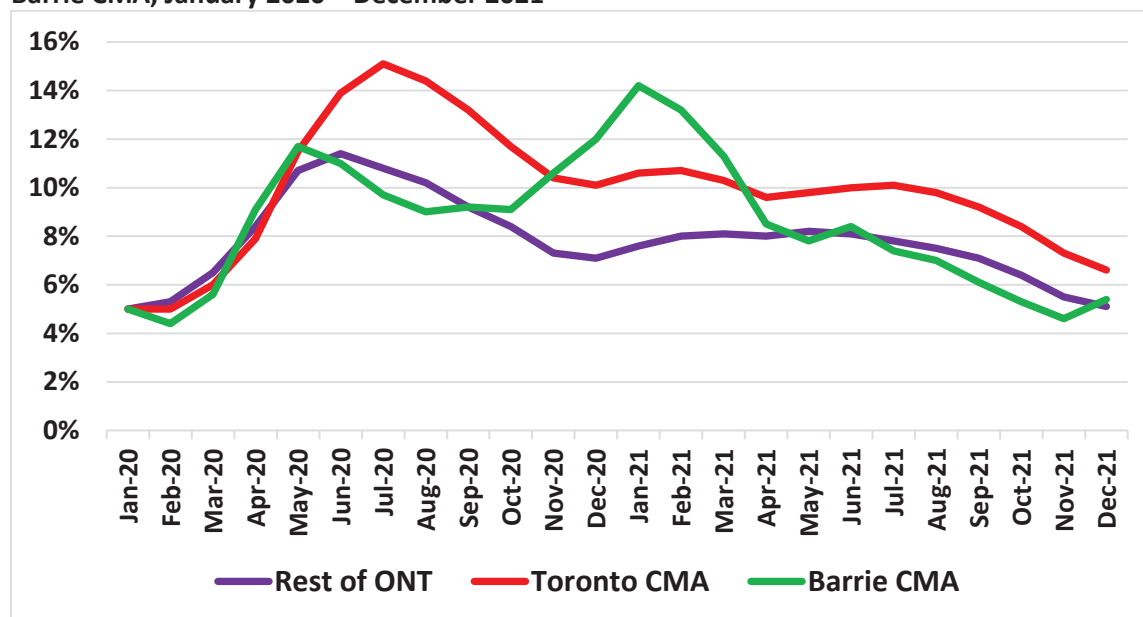
The Ontario monthly unemployment rate (blue line) spikes sooner (in May 2020) and is higher than the Ontario three-month moving average (orange line), because the monthly figure is not averaged with the two preceding months. The Barrie CMA figures are usually slightly below

the Ontario three-month trend except for a five-month period between November 2020 and March 2021, when the Barrie CMA increased significantly, reaching a high of 14.2% unemployment in February 2021.

The Ontario figures include the Toronto CMA data, which had higher unemployment rates through the pandemic. Chart 12 provides the three-month moving average for the Rest of Ontario as a more appropriate comparison

for the Barrie CMA data, as well as providing the three-month moving average unemployment rate for the Toronto CMA.

Chart 12: Three-month moving average unemployment rates – Rest of Ontario, Toronto CMA and Barrie CMA, January 2020 – December 2021



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

Local Data: Employment By Industry

Statistics Canada also provides employment data by industry in the three-month moving average format, but in the case of Simcoe and Muskoka this is only available for the Barrie CMA. To illustrate the trends across many industry categories, once again we have assigned the level of employment in any given industry in January 2020 as 100, and all subsequent numbers in relation to that January 2020 value.

Table 2 presents the December 2021 values for the following areas: Rest of Ontario, Toronto CMA and Barrie CMA. In the case of Barrie CMA, the data is not available for several industries because the sample size is too small and estimates below a certain threshold are suppressed by Statistics Canada (these industries are: Agriculture; Forestry, Fishing, Mining, Quarrying, Oil and Gas; and Utilities). The cells are colour-coded to make it easier to identify patterns: green if the December 2021 figure is higher than the January 2020 figure, red if it is lower.

Overall, the total employment level in December 2021 for the Rest of Ontario just barely surpassed the figure for January 2020 (1% above), a little higher for the Toronto CMA (3% above), but lower for the Barrie CMA (Minus 4%).

Looking at the individual industries, there are nine industries where the Toronto CMA matches the Rest of Ontario trends, yet only five industries where the Barrie CMA figures match the Rest of Ontario pattern and only three industries where the Barrie CMA numbers match the Toronto CMA trend. Moreover, when the Barrie CMA figures do not match, the discrepancy is often significant. It could be that with a smaller sample size in the Labour Force Survey, the Barrie CMA numbers could be slightly less reliable, on monthly comparison basis. For this reason, these results do have to be measured against local knowledge of employment outcomes.

**Table 2: December 2021 employment levels by industry, three-month moving average
Rest of Ontario, Toronto CMA and Barrie CMA (January 2020 = 100)**

	REST OF ONTARIO	TORONTO CMA	BARRIE CMA
ALL INDUSTRIES	101	103	96
Agriculture ¹	93	66	N/A
Forestry, fishing, mining, quarrying, oil and gas ¹	107	125	N/A
Utilities	112	86	N/A
Construction	108	93	140
Manufacturing	98	110	113
Wholesale and retail trade ²	98	112	82
Transportation and warehousing	102	93	107
Finance, insurance, real estate, rental and leasing ³	113	102	59
Professional, scientific and technical services	123	105	71
Business, building and other support services ⁴	100	86	73
Educational services	101	104	84
Health care and social assistance	100	103	99
Information, culture and recreation ⁵	97	136	58
Accommodation and food services	85	90	115
Other services (except public administration)	85	87	104
Public administration	108	114	112

Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

N/A = Not available

For the purposes of this data, Statistics Canada rearranges some of the usual industry categories:

¹ "Agriculture, forestry, fishing and hunting" is split up; "Agriculture" stands on its own, and the other subsectors join "Mining, quarrying, and oil and gas extraction"

² "Wholesale trade" and "Retail trade" are combined into one industry

³ "Finance and insurance" is combined with "Real estate and rental and leasing"

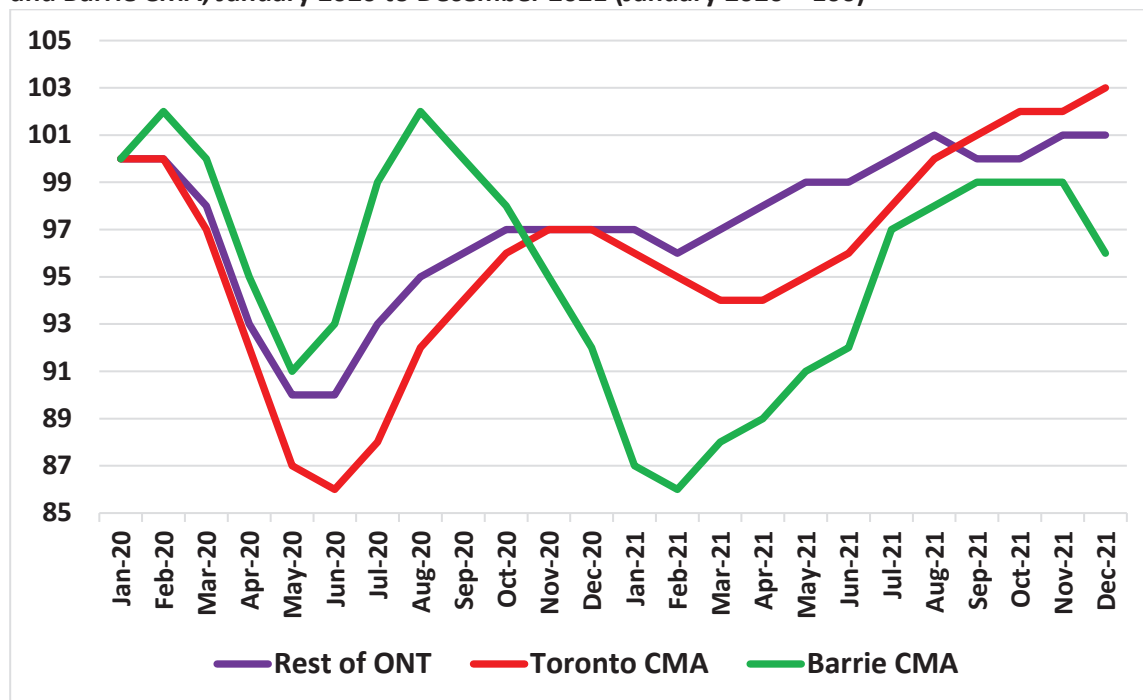
⁴ "Management of companies" is combined with "Administrative and support, waste management and remediation services"

⁵ "Information and cultural industries" is combined with "Arts, entertainment and recreation"

The next few charts illustrate the employment trends by several industries over the COVID period, comparing the Barrie CMA numbers to those of the Rest of Ontario and

the Toronto CMA. As in other comparisons of this sort, the figure for each area in January 2020 is given a value of 100.

Chart 13: Change in total employment, three-month moving average, Rest of Ontario, Toronto CMA and Barrie CMA, January 2020 to December 2021 (January 2020 = 100)



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

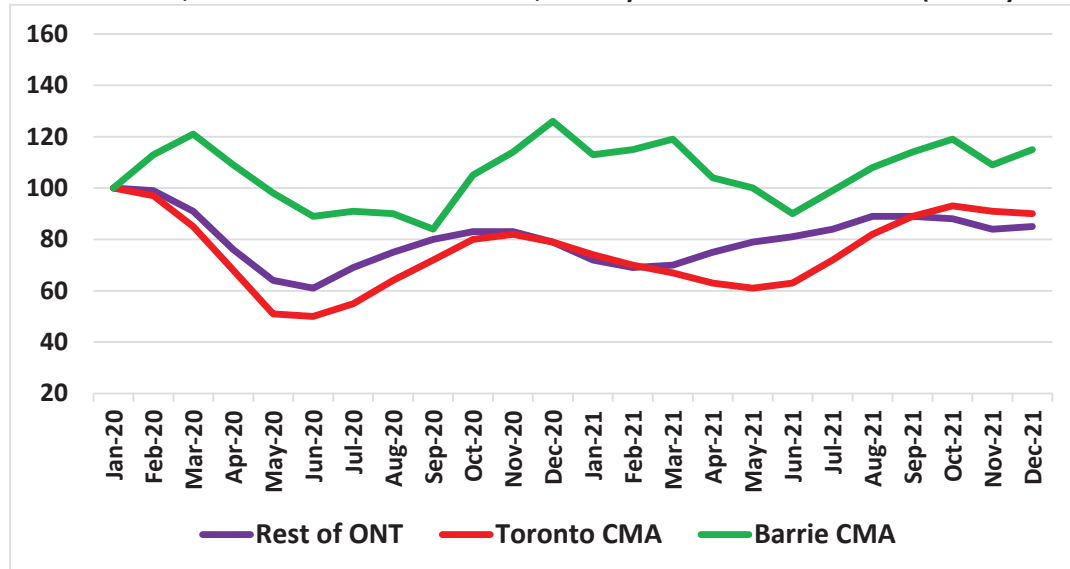
Chart 13 first looks at all employment. At the start of the pandemic, there were significant decreases in employment, especially in the Toronto CMA, where the recovery also took longer to arrive (several municipalities in the Toronto CMA had a longer lockdown period). Yet the recovery in the Barrie CMA was very short-lived and the second dip was much deeper than the first, unlike the experience in the Rest of Ontario and In the Toronto CMA. The second recovery eventually took hold everywhere, in Barrie CMA reaching 99 from September to November 2021, dipping slightly in December.

Chart 14 focuses on the industry which was generally hardest hit during the pandemic, Accommodation and Food Services. (Note that for the charts illustrating the specific industries, the vertical axis has a far wider range, from 20 to 160, whereas Chart 13 profiling total

employment had a very narrow range, 85 to 105, thus visually exaggerating the degree of change from month to month.)

For Accommodation and Food Services, the decline in employment was more severe in the Toronto CMA, dropping to 50 in June 2020 (that is, employment in this industry was cut by half). In the Rest of Ontario, the figure dropped to 61 in June 2020, a 39% decline in the employment level. In the Barrie CMA, the bottom was 84 (a drop of employment of 16%) reached in September 2020. The recovery in the Rest of Ontario and the Toronto CMA has been slow, reaching between the mid-80s and low-90s through the fall and early winter of 2021. The Barrie CMA, on the other hand, surpassed the 100 mark in October 2020 and climbed further, dipping only for two months to below 100 in June and July 2021.

Chart 14: Change in employment, Accommodation and Food Services, three-month moving average, Rest of Ontario, Toronto CMA and Barrie CMA, January 2020 to December 2021 (January 2020 = 100)



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

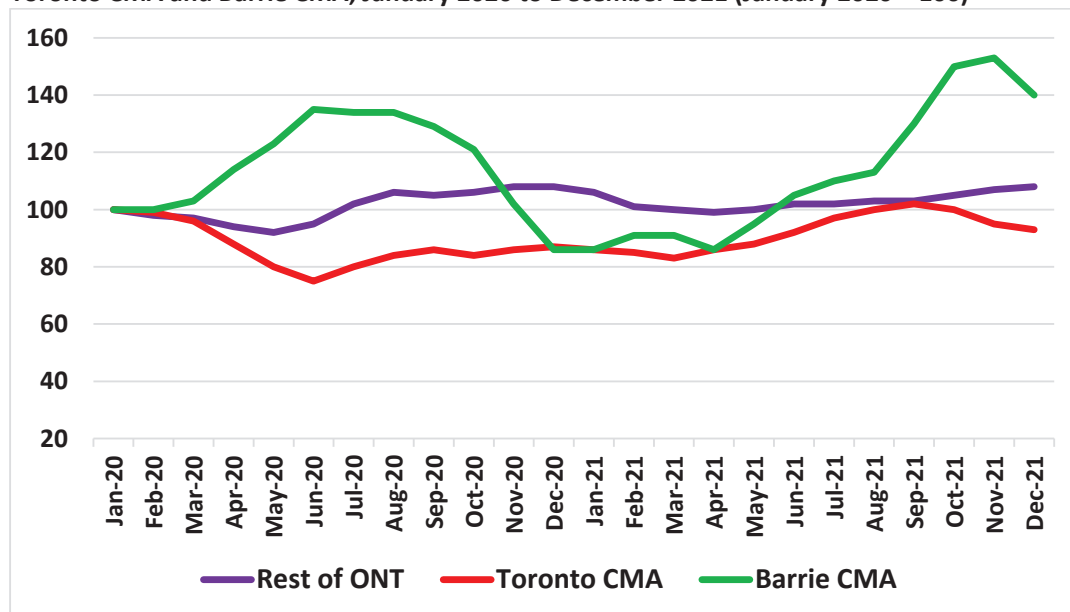


Accommodation and Food Services employment was cut by half in the Toronto CMA

Chart 15 illustrates the Construction sector, another industry where employment in the Barrie CMA through

most months performed better than in the Rest of Ontario and the Toronto CMA.

Chart 15: Change in employment, Construction, three-month moving average, Rest of Ontario, Toronto CMA and Barrie CMA, January 2020 to December 2021 (January 2020 = 100)

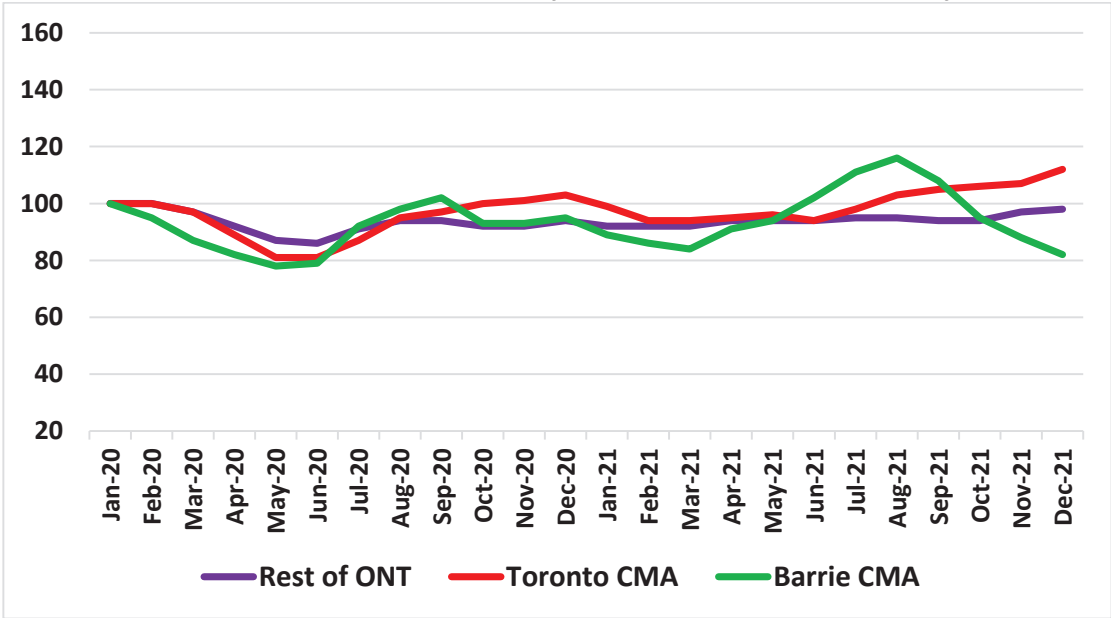


Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

In the Barrie CMA, Construction did not appear to be affected by the start of the pandemic and the employment index reached 134-135 in June, July and August of 2020. However, it then had a considerable decline, bottoming out through December 2020 to April 2021, then climbing substantially after that. The Rest of Ontario had some employment growth after a small, start-of-pandemic dip, whereas in the Toronto CMA, the pandemic dip was greater, and employment has struggled to recover.

There is far more consistency in the employment trends for the Wholesale and Retail Trade sector across all three areas (Chart 16). The Barrie CMA had the deepest dive at the start of the pandemic (down to 78 in May 2020), with the Toronto CMA not far behind, at 81. The recovery in the Barrie CMA was weaker at first, but after the second dip, the Barrie CMA employment index for this industry rose to 116 in August 2021, before dipping again.

Chart 16: Change in employment, Wholesale and Retail Trade, three-month moving average, Rest of Ontario, Toronto CMA and Barrie CMA, January 2020 to December 2021 (January 2020 = 100)

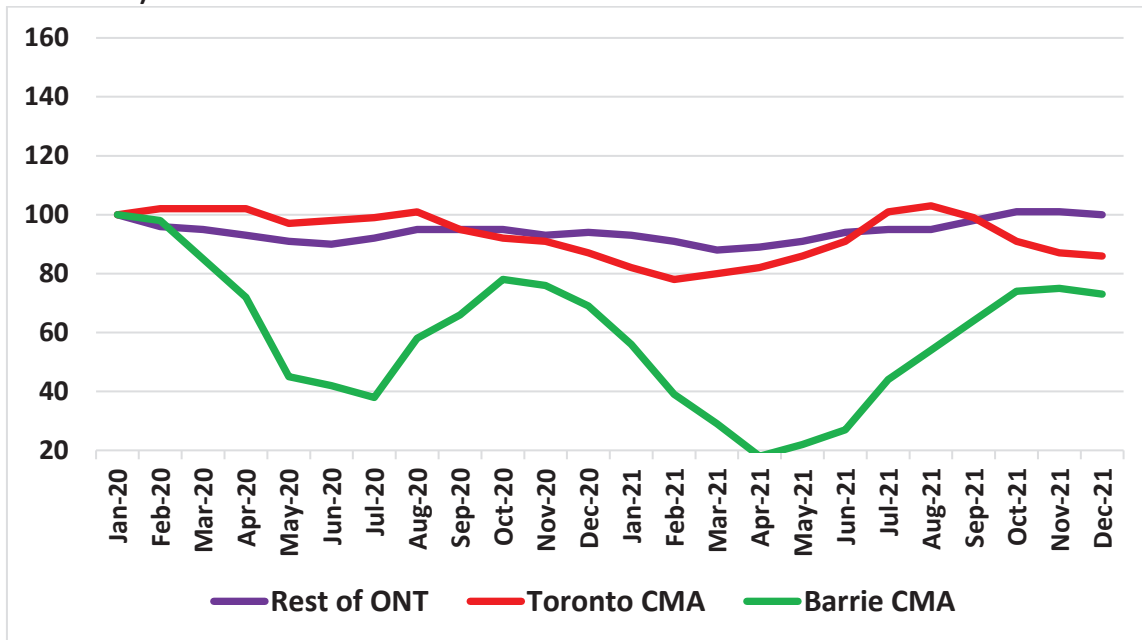


Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

Chart 17 illustrates the employment data for the Business, Building and Other Support Services, which includes call centres, janitorial services, landscaping services, temporary help services, as well as several head offices (falls under Management of Companies). The numbers for the Barrie CMA show a large drop in the first pandemic wave (down to 38 in July 2020), and an even more severe drop in the spring of 2021, hitting 18

in April 2021 and 22 in May 2021. These are much more significant employment losses than were experienced in the Rest of Ontario and the Toronto CMA, and were also the largest employment declines of any industry in the Barrie CMA during this period. It is certainly curious why this particular industry in Barrie would have had such poor employment outcomes compared to elsewhere in the province.

Chart 17: Change in employment, Business, Building and Other Support Services, three-month moving average, Rest of Ontario, Toronto CMA and Barrie CMA, January 2020 to December 2021 (January 2020 = 100)



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

The numbers for the Barrie CMA show a large drop in the first pandemic wave (down to 38 in July 2020), and an even more severe drop in the spring of 2021, hitting 18 in April 2021 and 22 in May 2021.



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. With the impact of COVID, there has been an increased interest in how the number of business establishments has been affected. 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. With respect to the impact of COVID, Statistics Canada has issued the following qualification:

“Please note that the June 2021 counts cannot be used to measure the impacts of the COVID-19 pandemic. These figures continue to include most businesses that closed in the months since the crisis began. Those that close permanently will eventually cease to be included, once business wind-down and closeout procedures are completed and confirmed, which can take several months.”

The analysis this year will continue to profile the Canadian Business Counts numbers; however, 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 as a result of 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:

- Business openings: An establishment that had no employee in the previous month but has an employee in the current month
- Business closures: An establishment that had an employee in the previous month but has no employee in the current month
- Active businesses: An establishment that has an employee in the current month
- 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 of time, but then re-opened.

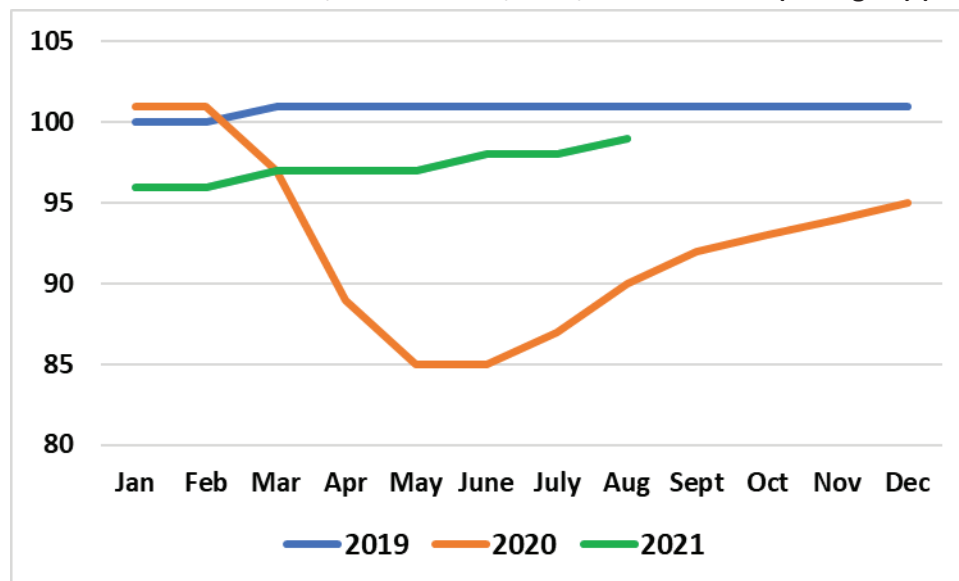
The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and census metropolitan areas. Even for smaller census metropolitan areas, the data is not available for all industries, because the data groups become quite small and the numbers cannot be released due to confidentiality requirements. As a result, the analysis by industry is only shown for the Toronto Census Metropolitan Area and for Ontario minus these Toronto figures, because the business dynamics were often different between these two areas.

Active businesses

The first set of charts profiles active businesses in the Toronto CMA as well as the Rest of Ontario. Monthly data is provided for three years, to show the typical pattern in 2019, the impact of the pandemic in 2020, continuing with the hesitant recovery into 2021. Data is available up to August 2021 and the data is seasonally adjusted, which means that the data has been adjusted to avoid changes due entirely to seasonal fluctuations. All data in the charts are expressed in relation to the number of businesses active in January 2019; that figure is given a value of 100 and all subsequent months are a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2019.

Chart 1 illustrates the trends experienced in the Toronto CMA. The 2019 figures show a slight increase during the year, while the 2020 numbers illustrate the significant drop in the number of active businesses which occurred as a result of the start of the pandemic and the lockdown which ensued. The number bottoms out at 85, meaning a 15% drop from January 2019. There is a recovery, with the 2021 figures rising steadily but slowly, in August 2021 reaching the 99 level. That is still 1% below the number of active businesses present in January 2019, but considerably higher than August 2020.

Chart 1: Active businesses, Toronto CMA, 2019, 2020 and 2021 (to August) (January 2019 = 100)



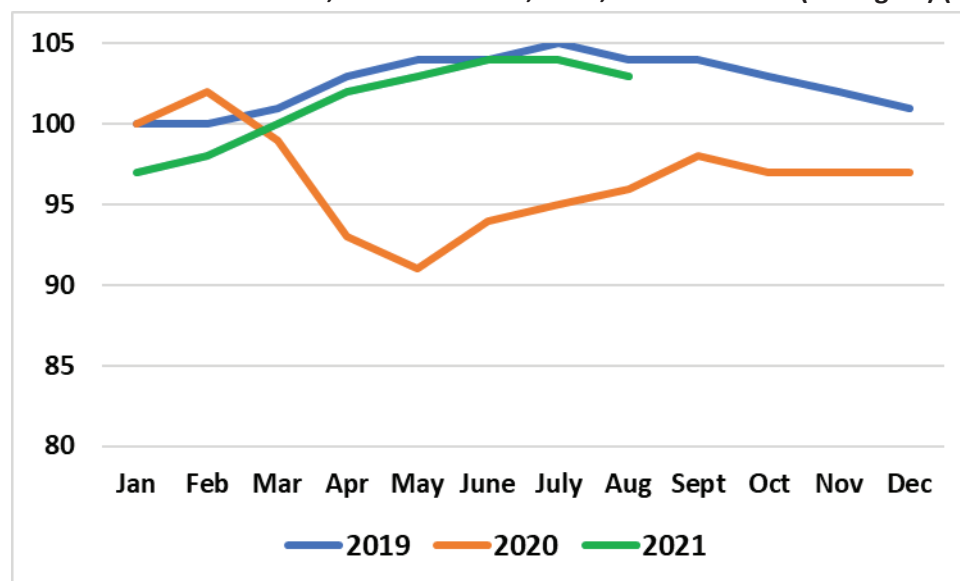
Statistics Canada, Table 33-10-0270-01

There is a recovery in Toronto, with the 2021 figures rising steadily but slowly

Chart 2 provides the data for the rest of Ontario (i.e., minus the Toronto CMA figures). The 2019 count of active businesses increased slowly during the year and then declined by December to just above its January starting point. In 2020, there is an initial increase followed by the impact of the pandemic, bottoming out at 91 (a 9%

drop) and a slow return, by December to 97. In 2021, the rebound continued, following closely the trajectory of 2019, so that by June 2021 the number of businesses is almost exactly the same as it was in June 2019. The 2021 figures dip below figures in 2019 for the months of July and August.

Chart 2: Active businesses, Rest of Ontario, 2019, 2020 and 2021 (to August) (January 2019 = 100)



Statistics Canada, Table 33-10-0270-01

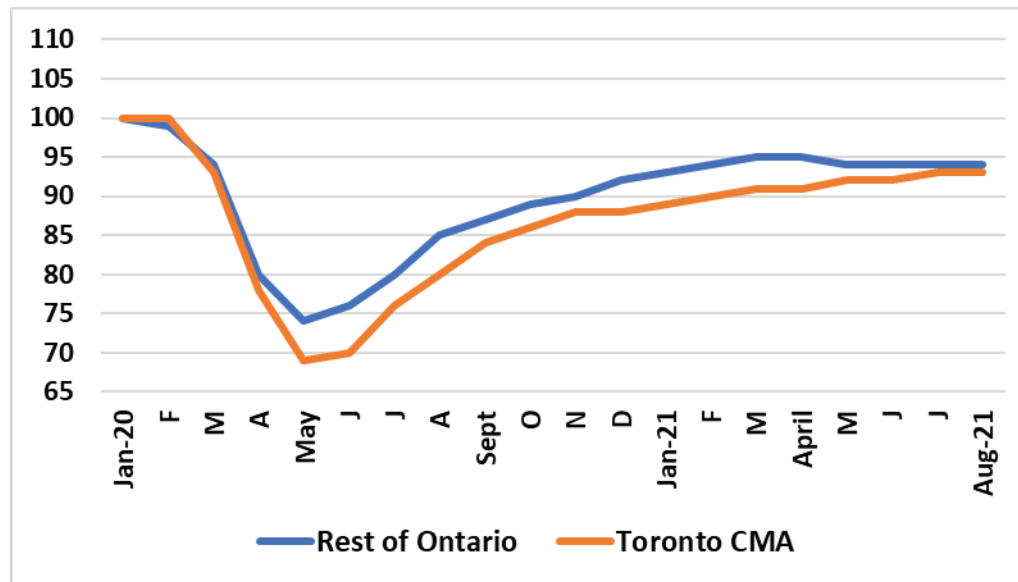
Industries

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

Chart 3 presents the data for Food and Beverage Services, one of several customized categories available through this dataset (it consists of: Full-service Restaurants; Limited-service Eating Places; and Drinking Places). This was an industry sub-sector which was

particularly hard hit by the pandemic. The chart presents monthly data from January 2020. In both areas, the drop in the number of active businesses was very severe, in May 2020 reaching 69 in the Toronto CMA and 74 in the rest of Ontario, a drop of 31% and 26% from January. Both areas experienced a similar recovery trajectory, with the Toronto figures always slightly lower than the rest of Ontario, although the Toronto figures have continued a slow rise, up to 93 in August, while the figures in the rest of Ontario have been stuck at the same plateau of 94 from May until August.

Chart 3: Active businesses, Food & Beverage Services, Toronto CMA and Rest of Ontario, January 2020 to August 2021 (January 2020 = 100)

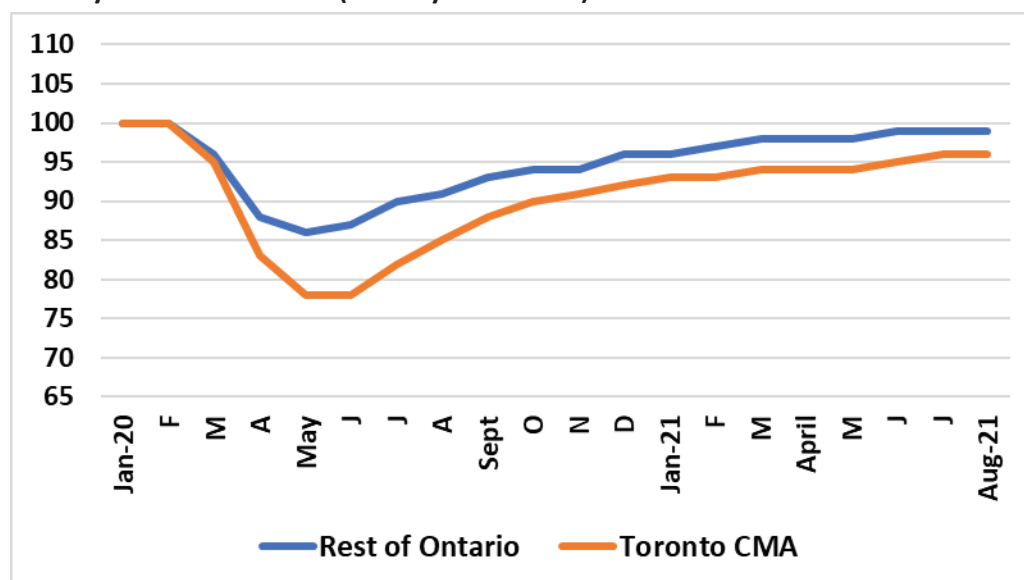


Statistics Canada, Table 33-10-0270-01

Chart 4 illustrates the figures for the Retail Trade sector, where two subsectors performed well (food and beverage stores, and general merchandise stores, that is, department stores and warehouse clubs), while the broad range of non-essential retailers did poorly. The cumulative effect was a noticeable decline when the pandemic

hit and then a slow recovery. In the case of the rest of Ontario, the decline was not as severe, bottoming out at 86 in May 2020, whereas in the Toronto CMA it plunged down to 78 in May. The recovery has been steady and slow, in the rest of Ontario reaching 99 in August 2021, and in the CMA reaching 96.

Chart 4: Active businesses, Retail Trade, Toronto CMA and Rest of Ontario, January 2020 to June 2021 (January 2020 = 100)

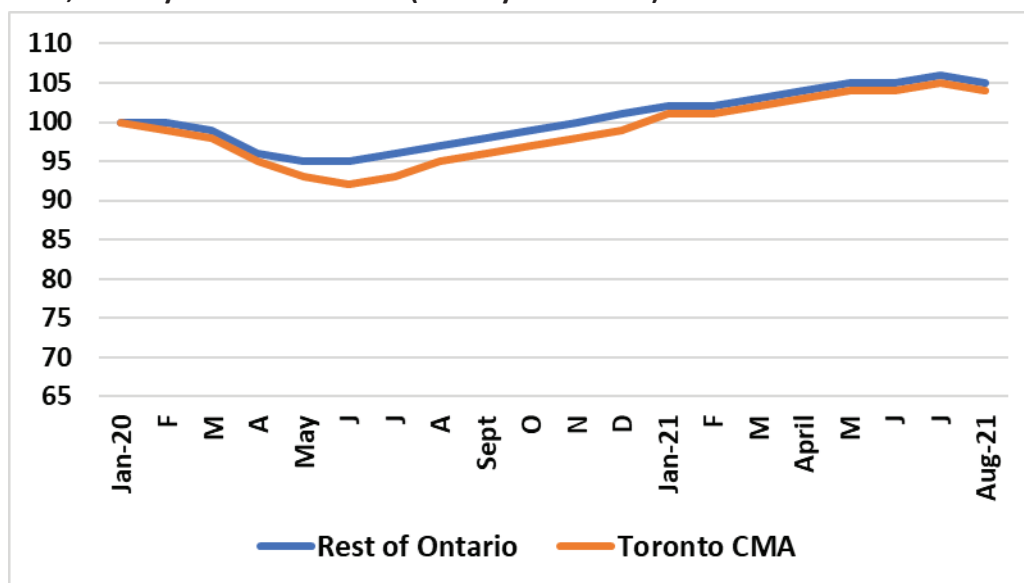


Statistics Canada, Table 33-10-0270-01

Some sectors were much less affected by the pandemic. One such industry was Professional, Scientific & Technical Services, made up of professional firms such

as lawyers, accountants, engineers, management consultants or IT specialists. Chart 5 presents the data.

Chart 5: Active businesses, Professional, Scientific & Technical Services, Rest of Ontario and Toronto CMA, January 2020 to June 2021 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01

In both the Toronto CMA and the rest of Ontario, the decline in the number of these professional firms was much more limited, dropping to 92 in the Toronto CMA in June 2020 and 95 in the rest of Ontario in May 2020. In both areas there was a steady recovery, so that by August 2021, employment stood at 104 in the Toronto CMA and 105 in the rest of Ontario, that is, 4% and 5% higher than the January 2020 level in each area.

The three charts use the same scale (from 65 to 110), so the trends are exactly comparable. The trajectories

of these three industries are quite distinct, both in the degree to which they lost active businesses at the height of the start of the pandemic and then the varying rates of recovery. Accommodation & Food Services in August 2021 were still more than 5% short of the number of active establishments present in January 2020, Retail Trade in the rest of Ontario had almost returned to its January 2020 level, whereas Professional, Scientific & Technical Services surged ahead with an increase in active businesses beyond what was present in January 2020.

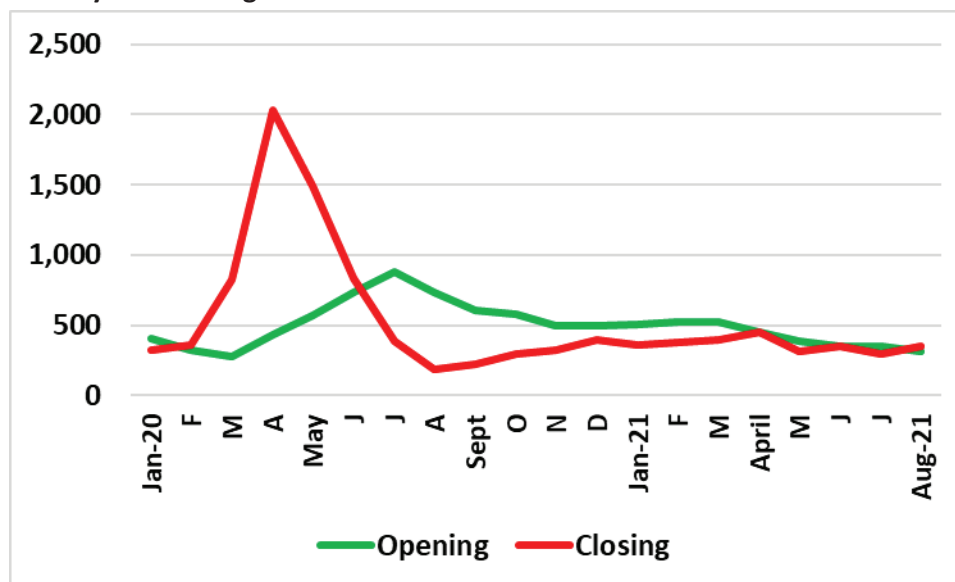
Business Openings and Closings

The number of active businesses is a reflection of the number of businesses which continue their operations, subtracting the number which close and adding the number which open. The total number of businesses is therefore the net outcome of a fair amount of fluctuation. To illustrate this point and how it manifested itself during the pandemic, the next charts map the actual number of business openings and closings in the Food & Beverage Services sector, in each of the Toronto CMA and the rest of Ontario.

Chart 6 presents these figures for the Toronto CMA. Before the onset of the pandemic, the number of openings was just slightly above the number of closings. When the pandemic hit, there was a huge increase in the

number of closures, rising from 327 in January 2020 to 2,031 in April 2020. The number of openings, meanwhile, only declined slightly, from 406 in January 2020 to 278 in March 2020. The number of closures eventually declined, while the number of openings rose above their usual levels. However, by August 2021, the net difference between all the openings and all the closures in this sector since January 2020 was minus 622, that is, 622 more Food & Beverage Services operations closed in comparison to the number that opened during this period in the Toronto CMA. August 2021 was also the first time in over a year when the number of closings exceeded the number of openings.

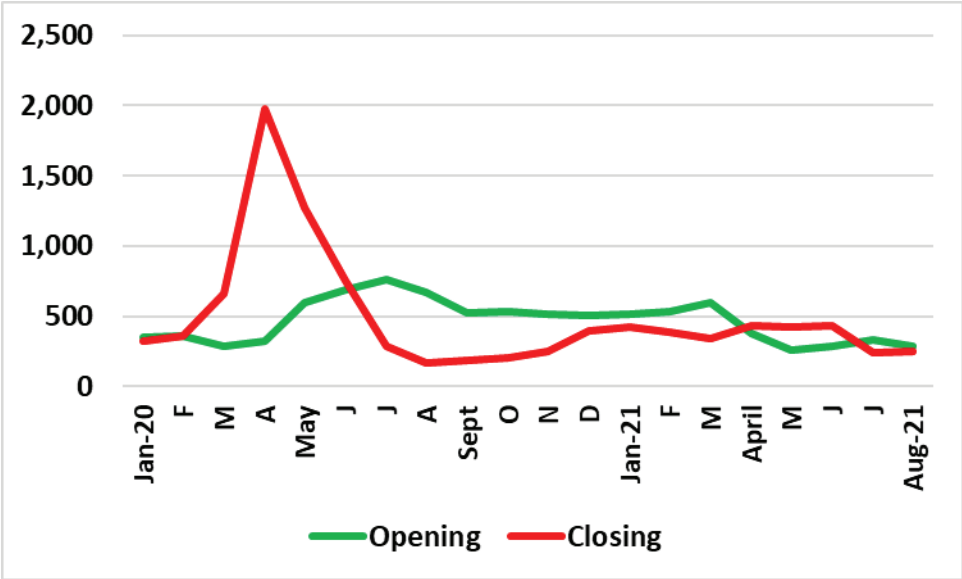
Chart 6: Number of business openings and closures, Food & Beverage Services, Toronto CMA, January 2020 to August 2021



Statistics Canada, Table 33-10-0270-01

The pattern in the Toronto CMA was exactly replicated in the rest of Ontario (Chart 7).

Chart 7: Number of business openings and closures, Food & Beverage Services, rest of Ontario, January 2020 to August 2021

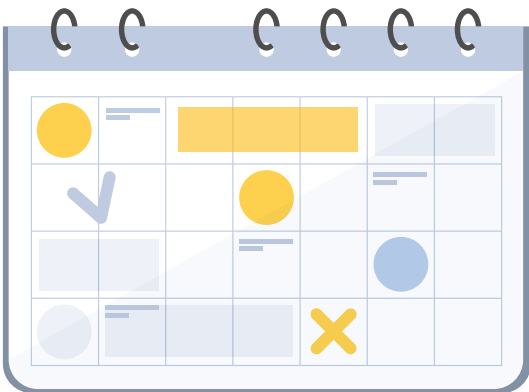


Statistics Canada, Table 33-10-0270-01

The number of closures rose from 327 in January 2020 to 1,975 in April 2020, while the number of openings only declined slightly, from 350 in January 2020 to 284 in March 2020. By August 2021, the net difference between all the openings and all the closures in this sector since January 2020 was minus 452. Through April, May and June, there were more closures than openings.

In short, after the first lockdown, there has been a higher number of businesses in this sector opening (or more likely, re-opening); however, the number of openings has not yet been able to make up for the much larger number of businesses which closed since January 2020.

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



Through April, May and June, there were more closures than openings.

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 2021. 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 Simcoe and 8% of the total count in 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 10%, 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:

- The second-to-last column in each table shows the percentage distribution of all classified businesses by industry;
- 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;
- The highlighted cells identify the three industries with the largest number of firms for each employee size category (that is, for each column);
- 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 2021**

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	R A N K
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	1309	180	49	34	13	5	3	1593	3	10
21 Mining	21	8	12	6	7	7	0	61	0	19
22 Utilities	86	15	5	1	5	1	1	114	0	18
23 Construction	4391	1666	515	216	101	13	7	6909	15	2
31-33 Manufacturing	606	252	121	78	92	37	42	1228	3	12
41 Wholesale Trade	623	283	114	91	59	13	9	1192	3	13
44-45 Retail Trade	1547	680	452	377	196	84	44	3380	7	5
48-49 Transportation/Warehousing	1670	520	64	46	37	12	11	2360	5	7
51 Information and Cultural	311	82	39	13	13	9	0	467	1	16
52 Finance and Insurance	1787	245	90	74	50	4	1	2251	5	8
53 Real Estate, Rental, Leasing	9103	489	74	44	15	1	0	9726	21	1
54 Professional Scientific Tech	3338	1075	166	94	59	7	4	4743	10	3
55 Management of Companies	268	20	4	6	9	2	2	311	1	17
56 Administrative Support	1457	427	149	84	55	16	21	2209	5	9
61 Educational Services	387	70	44	27	10	1	4	543	1	15
62 Health Care & Social Assist	1917	832	309	156	139	38	36	3427	7	4
71 Arts, Entertainment & Rec	520	116	48	39	34	16	5	778	2	14
72 Accommodation & Food	526	273	239	204	191	44	10	1487	3	11
81 Other Services	2057	824	280	99	43	5	0	3308	7	6
91 Public Administration	6	2	0	2	1	3	18	32	0	20
CLASSIFIED BUSINESSES	31930	8059	2774	1691	1129	318	218	46119		
Percentage of all classified and unclassified businesses	70	17	6	3	2	1	0	99		
Cumulative percentage	70	88	93	97	99	100	100			
ONTARIO percentage of classified and unclassified businesses	69%	22%	4%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2021

**TABLE 2 – MUSKOKA
NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE
JUNE 2021**

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	R A N K
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	85	22	1	2	3	1	0	114	1	14
21 Mining	2	1	2	6	2	0	1	14	0	19
22 Utilities	10	2	2	1	1	1	0	17	0	18
23 Construction	823	426	188	82	30	3	0	1552	19	2
31-33 Manufacturing	119	43	16	7	15	6	5	211	3	11
41 Wholesale Trade	64	40	10	11	2	2	0	129	2	13
44-45 Retail Trade	262	156	93	93	39	11	11	665	8	4
48-49 Transportation/Warehousing	120	45	10	5	4	2	1	187	2	12
51 Information and Cultural	56	14	13	4	4	0	0	91	1	15
52 Finance and Insurance	320	50	17	12	3	0	0	402	5	8
53 Real Estate, Rental, Leasing	1511	106	20	11	2	1	0	1651	21	1
54 Professional Scientific Tech	493	162	40	13	4	0	0	712	9	3
55 Management of Companies	61	1	1	1	4	0	0	68	1	17
56 Administrative Support	235	105	40	22	10	3	1	416	5	7
61 Educational Services	62	6	4	4	0	0	0	76	1	16
62 Health Care & Social Assist	244	109	45	33	18	4	6	459	6	6
71 Arts, Entertainment & Rec	127	37	14	16	13	4	3	214	3	10
72 Accommodation & Food	145	59	61	48	41	9	1	364	5	9
81 Other Services	392	149	53	11	4	0	1	610	8	5
91 Public Administration	1	0	0	0	3	2	5	11	0	20
CLASSIFIED BUSINESSES	5132	1533	630	382	202	49	35	7963		
Percentage of all classified and unclassified businesses	66	19	7	4	2	1	0	99		
Cumulative percentage	66	85	92	96	98	99	99			
ONTARIO percentage of classified and unclassified businesses	69%	22%	4%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2021

Some observations:

- *Number of small firms:* Businesses are by far made up of small establishments. 66-70% of the classified and unclassified firms in Simcoe and Muskoka have no employees,¹ in line with the provincial average of 69%; among firms with 1-4 employees, Simcoe has 17% and Muskoka has 19%, also in line with the provincial average of 17%;
- *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 21.1% of all firms (last year: 20.3%), followed by Construction at 15.0% (last year: 15.4%), then in third, Professional, Scientific & Technical Services at 10.3% (same as last year); in Muskoka, it is the same three: Real Estate and Rental & Leasing at 20.7% (last year: 20.1%), Construction at 19.5% (last year: 19.6%), and at third, Professional, Scientific & Technical Services representing 8.9% (last year: 8.8%); by way of context, the five largest industries by number of firms in Ontario are: Real Estate and Rental & Leasing (21.1%); Construction (15.0%); Professional, Scientific and Technical Services (10.3%); Health Care & Social Assistance (7.4%) and Retail Trade (7.3%);
- *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 the mid-size ranges, Retail Trade and Health Care & Social Assistance emerge as industries with a larger number of firms in Simcoe, while in Muskoka it is Retail Trade and Accommodation & Food Services; among firms with over 100 employees, Manufacturing joins the list in both Simcoe and Muskoka, as does Public Administration in Muskoka.

66-70%

Of firms in Simcoe and Muskoka have no employees.
Which is undercounted since it does not include those that
earn less than \$30,000 in a given 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.

Change in Number of Businesses by Municipality

While Statistics Canada discourages using the Canadian Business Count data to compare changes in the number of businesses over time, it is noteworthy to examine how the number of businesses changed by municipality in Simcoe and Muskoka between June 2020 and June 2021. Tables 3 and 4 illustrate the percentage change in the number of businesses by different employee-size categories in a select number of the municipalities in each area, based on those with the largest number of establishments.

In general, declines in the number of establishments occurred among firms with five or more employees, while they increased among firms with either zero employees or 1-4 employees. One could speculate that not all these represent firms ending their business; rather, firms were more likely to shed some staff during this period, even

rely more on temp workers, resulting in their drifting down from one employee size category to the next lower one, resulting in a cascade of firms moving from the right of the table to the left of the table. Overall, the number of firms did not decline, but this was entirely due to the increase in the number of firms in zero and 1-4 employee categories. Because the majority of firms are of this size, it caused a net increase in the total number of firms in all the profiled municipalities.

The two instances where there is an increase in the 100 or more employee category were only because one additional firm was added to that category, in Bradford West Gwillimbury moving the total from nine to ten establishments, and in Gravenhurst moving it from five to six. While the percentage increase appears large, it is only one more firm.



Table 3: Percent change in number of classified establishments, by number of employees and by municipality, Simcoe, June 2020 to June 2021

	NUMBER OF EMPLOYEES					
	None	1-4	5-19	20-99	100+	TOTAL
Simcoe	3.4%	3.5%	-4.8%	-6.9%	-9.7%	2.2%
New Tecumseth	3.1%	1.8%	-4.9%	-5.2%	-10.0%	1.9%
Bradford West Gwillimbury	6.3%	6.3%	-7.2%	4.8%	11.1%	5.3%
Innisfil	6.3%	6.1%	-5.5%	-3.9%	-10.0%	4.9%
Collingwood	5.2%	9.7%	-8.3%	0.8%	-13.3%	4.1%
Barrie	2.6%	4.8%	-1.9%	-8.7%	-9.8%	1.7%

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

Table 4: Percent change in the number of classified establishments, by number of employees and by municipality, Muskoka, June 2020 to June 2021

	NUMBER OF EMPLOYEES					
	None	1-4	5-19	20-99	100+	TOTAL
Muskoka	6.3%	8.2%	-2.8%	-7.3%	-10.9%	4.8%
Gravenhurst	5.9%	6.3%	-3.8%	-20.0%	20.0%	3.8%
Bracebridge	4.4%	0.3%	-1.6%	-9.5%	-11.8%	2.1%
Huntsville	3.4%	4.7%	-4.2%	-8.6%	-6.3%	2.2%
Muskoka Lakes	1.6%	10.9%	-11.3%	-8.7%	-50.0%	1.0%

Statistics Canada, Canadian Business Counts, June 2020 and June 2021



Overall, the number of firms did not decline, but this was entirely due to the increase in the number of firms in zero and 1-4 employee categories.

Change in the Number Of Firms by Industry, June 2020 to June 2021

Changes in the number of employers are experienced differently across the various industries. Tables 5 and 6 highlight the changes in the number of firms by industry and by employee size between June 2020 and June 2021 for Simcoe and Muskoka. Each table also lists the total number of firms in each industry in June 2021, 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.

It should be repeated that StatCan 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.

A comparison between this year's net changes by employee size and those of the previous year 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.

**TABLE 5: SIMCOE
CHANGE IN THE NUMBER OF EMPLOYERS,
BY INDUSTRY AND BY FIRM SIZE, JUNE 2020 TO JUNE 2021**

INDUSTRY	Firm size (number of employees)					Total number of firms June-21
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	-13	-4	-2	1	-18	1593
Mining and oil and gas extraction	-5	1	0	0	-4	61
Utilities	-2	1	0	0	-1	114
Construction	8	-35	-17	1	-43	6909
Manufacturing	-35	-5	9	-2	-33	1228
Wholesale trade	20	-7	-11	1	3	1192
Retail trade	44	11	-31	0	24	3380
Transportation and warehousing	144	35	0	-1	178	2360
Information and cultural industries	-2	-12	1	-3	-16	467
Finance and insurance	13	14	2	1	30	2251
Real estate and rental and leasing	565	7	-2	-1	569	9726
Professional, scientific and technical services	71	25	-3	0	93	4743
Management of companies and enterprises	-3	2	-1	1	-1	311
Administrative and support	61	-42	6	-2	23	2209
Educational services	39	-5	-7	0	27	543
Health care and social assistance	69	38	1	2	110	3427
Arts, entertainment and recreation	-4	12	-1	-9	-2	778
Accommodation and food services	59	24	-42	-6	35	1487
Other services	29	-24	-14	0	-9	3308
Public administration	0	0	1	-1	0	32
NET TOTAL CHANGES, 2020-21	1058	36	-111	-18	965	46119
NET TOTAL CHANGES, 2019-20	281	39	22	1	343	

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

Simcoe

Looking at the second-to-last row in Table 5, one can see the cumulative impact of the fall in the number of establishments in the 20-99 and 100+ employee categories. Much of this was driven by declines in: Construction; Wholesale Trade; Retail Trade; Arts, Entertainment & Recreation; Other Services; and especially in Accommodation & Food Services. In many cases, one can assume that some of the establishments drifted leftward (that is, representing downsizing), as there were often increases in numbers for many of those industries in one of the smaller-size firm categories.

There also were significant increases in establishments with zero or 1-4 employees in the following industries:

- Real Estate & Rental and Leasing (this was almost entirely the result of an increase among landlords of residential dwellings who had no employees)
- Transportation & Warehousing (the main increases

were among firms with no employees, with the largest gains occurring among taxi services, followed by local general freight trucking and long-distance general freight trucking)

- Professional, Scientific & Technical Services (increases among both establishments with no employees and those with 1-4; the subsectors with the largest increases were computer systems design and related services, as well as administrative management and general management consulting services)
- Health Care & Social Assistance (increases among both establishments with no employees and those with 1-4; the largest increase was among offices of general physicians, following by offices of mental health practitioners as well as child day-care services)



One can see the cumulative impact of the fall in the number of establishments in the 20-99 and 100+ employee categories.

Muskoka

As in the case of Simcoe, the second-to-last row of Table 6 summarizes the story: net losses among firms with 20-99 and 100+ employees, with gains among firms with zero and 1-4 employees. The greatest contributors to a decline in firms with 20 more employees were Accommodation & Food Services as well as Retail Trade. In both of these industries, there were considerable increases in the zero and 1-4 employee categories, which again suggests a downsizing of firms from one employee size to a smaller one.

There were sectors where the number of establishments increased:

- Real Estate & Rental and Leasing (the majority of the gain among firms with zero employees was as a result of an increase among landlords of residential dwellings; however, there also was a considerable increase in the number of real estate agents)
- Construction (by far the largest increase was in

residential building construction, not only among firms with zero employees but also those with 1-4 employees; other growth areas among firms with zero employees were electrical contractors; plumbing, heating and air-conditioning contractors; and other specialty trade contractors)

- Professional, Scientific & Technical Services (increases among both establishments with no employees and those with 1-4; the subsectors with the largest increases were offices of accountants; bookkeeping, payroll and related services; computer systems design and related services; as well as administrative management and general management consulting services)
- Health Care & Social Assistance (where the largest increases were among establishments with zero or 5-9 employees among child day-care services)



**TABLE 6: MUSKOKA
CHANGE IN THE NUMBER OF EMPLOYERS,
BY INDUSTRY AND BY FIRM SIZE, JUNE 2020 TO JUNE 2021**

INDUSTRY	Firm size (number of employees)					Total number of firms June-21
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	3	4	0	0	7	114
Mining and oil and gas extraction	-2	1	-1	0	-2	14
Utilities	-1	0	0	0	-1	17
Construction	57	1	1	0	59	1552
Manufacturing	8	-3	1	0	6	211
Wholesale trade	0	4	0	0	4	129
Retail trade	11	11	-9	1	14	665
Transportation and warehousing	-4	2	1	0	-1	187
Information and cultural industries	1	-5	3	0	-1	91
Finance and insurance	2	1	-1	0	2	402
Real estate and rental and leasing	126	0	-1	0	125	1651
Professional, scientific and technical services	20	22	0	0	42	712
Management of companies and enterprises	0	-2	2	0	0	68
Administrative and support	7	9	-1	0	15	416
Educational services	12	0	-1	0	11	76
Health care and social assistance	23	20	-8	2	37	459
Arts, entertainment and recreation	10	8	6	-4	20	214
Accommodation and food services	16	16	-9	-5	18	364
Other services	13	-5	-3	0	5	610
Public administration	0	0	1	0	1	11
NET TOTAL CHANGES, 2020-21	302	84	-19	-6	361	7963
NET TOTAL CHANGES, 2019-20	-86	50	1	1	-34	

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

Overall, both Simcoe and Muskoka registered declines in the number of businesses with 20 or more employees between June 2020 and June 2021, and in each instance the biggest decline was within the Accommodation & Food Services sector, as would have been expected,

given which industries were most affected by the pandemic. This also corresponds to the earlier analysis profiling the business openings and closures data in the Toronto CMA and the rest of Ontario.



The Accommodation
& Food Services
sector has shown the
biggest decline.

Analysis Of Employment Ontario (EO) Program Related Data (2020-2021)

Background To The Data

This document is based on data which has been provided by the Ontario Ministry of Labour, 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 Services, Literacy and Basic Skills, Second Career and Youth Job Connection (including summer program) for the 2020-21 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. The data provided to each Local Board consists of three sets of data:

- Data at the Local level (in the case of the Simcoe Muskoka Workforce Development Board – SMWDB, 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, Simcoe and Muskoka); and
- 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, Second Career, Apprenticeship, Canadian Ontario Job Grant, and Youth Job Connection). The number of data sub-categories for each of these programs vary considerably.

The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians, and that disruption is also reflected in the EO client numbers for 2020-21. Over the course of several years of producing summaries and analyses of this EO client data, in many instances the proportion by various service categories and demographic populations changes very little from year to year. That is certainly not the case for 2020-21, as the following analysis will illustrate.

Employment Services

ES clients

Table 1: ES Unassisted Clients, Number and Percent of all Unassisted Clients

	Board	Region	Ontario
2020-21 UNASSISTED CLIENTS			
Number	11,913	208,202	411,557
As % of Ontario	2.9%	50.6%	
2019-20 UNASSISTED CLIENTS			
Number	18,031	260,452	537,403
2018-19 UNASSISTED CLIENTS			
Number	17,128	237,464	516,469
CLIENT SHARE IN PREVIOUS YEARS			
2019-2020	3.4%	48.5%	
2018-2019	3.3%	46.0%	
2017-2018	3.4%	50.0%	
2016-2017	3.8%	51.4%	
2016 TOTAL POPULATION			
As % of Ontario	4.0%	51.7%	100%

Population figures from StatCan 2016 Census.

Table 2: ES Assisted Clients, Number and Percent of all Assisted Clients; Compared to Total Population

	Board	Region	Ontario
2020-21 ASSISTED CLIENTS			
Number	3,184	59,006	117,296
As % of Ontario	2.7%	50.3%	100%
2019-20 ASSISTED CLIENTS			
Number	5,830	87,428	183,826
2018-19 ASSISTED CLIENTS			
Number	6,192	90,540	189,591
CLIENT SHARE IN PREVIOUS YEARS			
2019-2020	3.2%	47.6%	
2018-2019	3.3%	47.8%	
2017-2018	3.1%	47.9%	
2016-2017	3.1%	47.3%	
2016 TOTAL POPULATION			
As % of Ontario	4.0%	51.7%	100%

Population figures from StatCan 2016 Census.

There was a significant decrease in the number of Unassisted clients. While the number had risen between 2018-19 and 2019-20 by between 4% and 10% across all areas, in 2020-21 the numbers dropped as follows:

- In Simcoe/Muskoka: a drop of 34%
- In the Central Region: a drop of 20%
- In Ontario: a drop of 23%

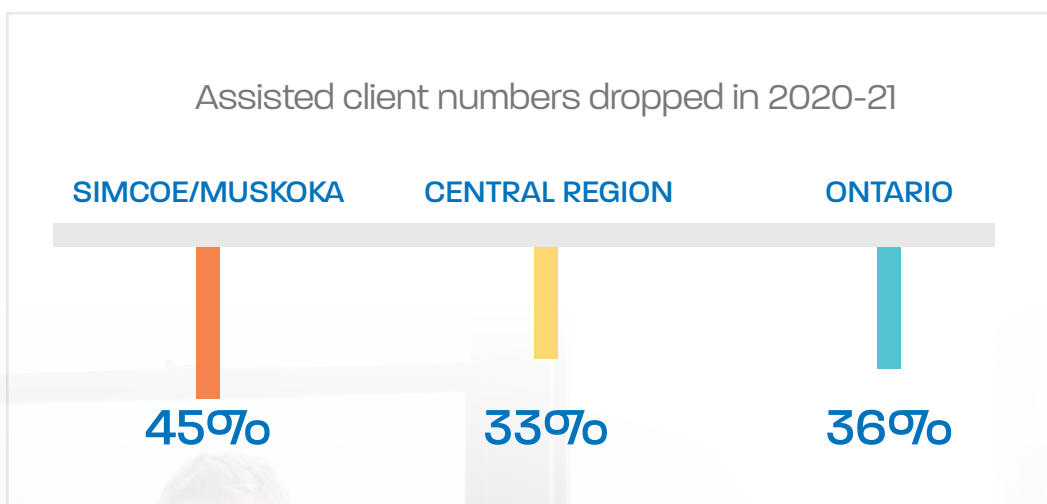
The larger drop in numbers in Simcoe and Muskoka meant that the local share of the total provincial number of Unassisted clients fell to 2.9%, whereas over the previous three years the local share had been steady at 3.3% to 3.4%. That share has always been somewhat lower than the local area's share of the provincial population, which in 2016 stood at 4.0%.

In terms of Assisted clients, there had already been a slight drop in 2019-20, as COVID hit toward the end of that fiscal year in March. Assisted client numbers dropped in Simcoe/Muskoka by almost 6%, while the decline across the province had been 3%. In 2020-21, the drop was far more dramatic:

- In Simcoe/Muskoka: a drop of 45%
- In the Central Region: a drop of 33%
- In Ontario: a drop of 36%

Once again, the larger decline in Simcoe/Muskoka meant that the local share of the total provincial number of Assisted clients fell to 2.7%, compared to its usual share between 3.1% and 3.3%.

The overall decline in client numbers, both Assisted and Unassisted, was greater in Simcoe and Muskoka than that experienced in the rest of the Central Region and in the rest of Ontario.



Clients by Age Group

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 3 shows the share of the total unemployed population in Ontario by age groups for the last five years. Overall, the

share by age group has stayed relatively steady (except for a decline in the share among those aged 45-64 years old), but in 2020, there was a slightly bigger increase experienced by youth aged 15-24 years old.

Table 3: Share of Ontario unemployed population by age groups, 2016-2020

	2016	2017	2018	2019	2020
15-24 years	30%	30%	30%	31%	33%
25-44 years	37%	38%	39%	39%	38%
45-64 years	31%	30%	28%	27%	26%
over 65 years	2%	3%	3%	3%	3%

Statistics Canada, Labour Force Survey

Table 4 shows the share of Assisted clients by age group and compares it by geography and over several years. Comparing the Ontario figures first, one can see that youth are underrepresented among Assisted clients compared to their share of the unemployed population (19% of the Ontario client population in Table 4 compared to 33% of all unemployed in 2020 in Table 3), while there is a much higher proportion of 25-44 years old clients. What is noteworthy is that as the youth share of the unemployed numbers increased, their share of all Assisted clients dropped.

At the regional level, the share of youth has been smaller than that found at the provincial level and that share also dropped in 2020-21. The share of 25-44 years old clients is noticeably higher than elsewhere.

At the Board level, the share of youth Assisted clients stayed almost steady. The significant change has been the growing proportion of Assisted clients aged 25-44 years old.

Table 4: Distribution by age of ES Assisted clients

2020-21 ES ASSISTED	ASSISTED CLIENTS		
	Board	Region	Ontario
15-24 years	21%	17%	19%
25-44 years	44%	57%	53%
45-64 years	33%	25%	27%
over 65 years	3%	1%	2%
2019-20 ES ASSISTED	ASSISTED CLIENTS		
	Board	Region	Ontario
15-24 years	22%	21%	23%
25-44 years	40%	52%	48%
45-64 years	35%	26%	27%
over 65 years	3%	1%	2%
2018-19 ES ASSISTED	ASSISTED CLIENTS		
	Board	Region	Ontario
15-24 years	21%	19%	22%
25-44 years	39%	51%	48%
45-64 years	38%	29%	29%
over 65 years	2%	1%	1%

Growing proportion of
clients aged
25-44
at the board level.

Gender

In Ontario, males make up a slightly larger share of the unemployed, as they do at the Board level as well. Table 5 illustrates this data, for Ontario as well as for the Barrie Metropolitan Census Area.

Table 5: Share of unemployed population by gender, Barrie CMA and Ontario, 2016-2020

	2016	2017	2018	2019	2020
BARRIE CMA					
Females	43.0%	43.9%	50.0%	39.2%	45.5%
Males	57.0%	56.1%	50.0%	60.8%	54.5%
ONTARIO					
Females	45.5%	45.5%	47.8%	46.2%	49.0%
Males	54.5%	54.5%	52.2%	53.8%	51.0%

Statistics Canada, Labour Force Survey

In Ontario, males make up a slightly larger share of the unemployed.

49% FEMALE

51% MALE

There was a slight increase in the share of female Assisted clients at all three levels in 2020-21, but only in the range of 1-2 percentage points, not something that would truly be noticed (Table 6).

Table 6: Distribution by gender of ES Assisted clients

2020-21 ASSISTED	ES ASSISTED CLIENTS		
	Board	Region	Ontario
Females	49.2%	54.0%	50.9%
Males	50.4%	45.6%	48.7%
Trans	0.0%	0.0%	0.0%
Other	0.4%	0.2%	0.2%
Undisclosed	---	0.2%	0.2%
2019-20 ES ASSISTED	ES ASSISTED CLIENTS		
	Board	Region	Ontario
Females	47.6%	53.2%	49.7%
Males	52.0%	46.5%	49.9%
Trans	---	---	---
Other	0.4%	0.2%	0.2%
Undisclosed	---	0.2%	0.2%

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

Designated Groups

The ES client data collects information on designated groups, for example: newcomers, visible minorities, persons with disabilities, and members of Indigenous groups. This information is self-reported.

Table 7 provides the data for the Board, Region and Ontario levels, and calculates the percentage of each group, based on the total number of clients. There is no way of knowing how many clients declined to self-identify.

Table 7: Distribution of designated groups among ES Assisted clients

Designated group	NUMBER 2020-21			PERCENTAGE 2020-21		
	Board	Region	Ontario	Board	Region	Ontario
Indigenous group	176	726	4,430	5.5%	1.2%	3.8%
Deaf	---	23	99	0.0%	0.0%	0.1%
Deaf/Blind	0	---	14	0.0%	0.0%	0.0%
Francophone	85	961	4,779	2.7%	1.6%	4.1%
ITP	195	22,318	30,526	6.1%	37.8%	26.0%
Newcomer	121	16,926	23,960	3.8%	28.7%	20.4%
Person w/disability	658	4,603	14,027	20.7%	7.8%	12.0%
Visible minority	122	9,853	14,689	3.8%	16.7%	12.5%

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

To make an appropriate comparison, we need to rely on the 2016 Census data. We will be limiting the comparisons to a smaller set of these designated groups.

As well, while we do have 2016 data for unemployment rates for newcomers, visible minorities and Indigenous peoples, this data is only for census metropolitan and census agglomeration areas – essentially, larger urban areas, and so do not quite reflect the full population. Thus, for Simcoe and Muskoka, the data represents Barrie, Collingwood, Wasaga Beach, Orillia and Midland in the case of Indigenous populations and newcomers, and only Barrie in the case of visible minorities. Therefore, the data does provide an approximation, but should be treated with caution.

Table 8 provides the comparisons with the unemployment data as well as with previous years. In the case of newcomers, their share of Assisted clients is at least three times larger than their share of the unemployed in all three areas. While the number of newcomers who arrived to Ontario was considerably lower in 2020, that does not seem to have affected the EO Assisted client numbers, possibly because newcomers were more likely to lose their employment during COVID and made up a

larger proportion of the unemployed, resulting in a higher need for employment services for those newcomers already settled in Canada. That being said, the proportion of newcomer Assisted clients in Simcoe and Muskoka did drop very slightly, from 4.2% in 2019-20 to 3.8% in 2020-21.

The figures for racialized persons (previously visible minority) warrant further discussion. At the provincial level, their share of 12.5% is much lower than their share of the unemployed, at 35.7%. This is very much a consequence of the self-reported nature of this data – clients are less likely to identify themselves as a racialized person where they make up a significant proportion of the population, such as in the Greater Toronto area. This under-reporting in the GTA greatly affects the provincial figures. The figures for the Board level likely reflect this as well. In addition, the figure for the share of the unemployed only reflects Barrie data, which would not reflect the demographic mix of the rest of Simcoe and Muskoka.

The share of clients who are Indigenous persons in all three areas is generally consistent with their share of the unemployed, except the Board level is slightly lower

(5.5% compared to 7.3%, a figure which dropped slightly from 2019-20).

With regards to disabled persons, we can make use of the Statistics Canada Survey on Disability, from which we can estimate that disabled persons made up 17.6%

of Ontario's unemployed in 2017. The Board level has a share of persons with disabilities which is slightly higher than that proportion, whereas both the region and provincial share of clients who have disabilities is much lower than their share of the unemployed.

Table 8: Comparison of share of designated groups

2020-21	ASSISTED CLIENTS			% of UNEMPLOYED in 2016		
Designated group	Board	Region	Ontario	Board	Region	Ontario
Newcomer	3.8%	28.7%	20.4%	1.2%	8.7%	5.9%
Racialized	3.8%	16.7%	12.5%	10.1%	54.3%	35.7%
Indigenous group	5.5%	1.2%	3.8%	7.3%	1.5%	4.2%
Person w/disability	20.7%	7.8%	12.0%			17.6%
2019-20	ASSISTED CLIENTS					
Designated group	Board	Region	Ontario			
Newcomer	4.2%	28.3%	19.8%			
Racialized	2.7%	16.3%	11.5%			
Indigenous group	6.2%	1.4%	4.3%			
Person w/disability	19.9%	8.1%	12.4%			
2018-19	ASSISTED CLIENTS					
Designated group	Board	Region	Ontario			
Newcomer	3.4%	23.3%	16.3%			
Racialized	2.9%	18.3%	12.5%			
Indigenous group	6.5%	1.5%	4.0%			

Unemployed data for newcomers, visible minorities and Indigenous people is from 2016 Census. CentralRegion data represents Toronto CMA, Oshawa CMA and the Board area. The Board area for Indigenous peoples and newcomers includes Barrie, Collingwood, Wasaga Beach, Orillia and Midland. For visible minorities, it is represented only by Barrie. For persons with a disability, data is from Canadian Survey on Disability and Labour Force Survey.

Internationally Trained Professionals

The ES data indicates how many ES Assisted clients are classified as Internationally Trained Professionals (ITPs). This includes not only newcomers (that is, those who arrived to Canada in the last five years) but all immigrants who have education or training in a profession overseas. Table 9 lists the number of ITPs and their share of all ES Assisted clients for each of the boards in the Central Region, as well as the cumulative figures for the Central Region and the province. In addition, the percentage share of IEPs from the previous six years is also included.

Overall, there has been a consistent increase in both the number and the share of ITPs of all Assisted clients throughout the entire Central Region, which increases the Ontario total number. The proportions have increased significantly in the last four years in Toronto, Peel-Halton, York and Durham. The only exception is Simcoe-Muskoka, which has stayed roughly the same.

Table 9: Number and percentage of Internationally Trained Professionals among ES Assisted clients

	SIMCOE-MUSKOKA	TORONTO	PEEL-HALTON	YORK	DURHAM	CENTRAL	ONTARIO
2020/21 #ITP	195	12,287	6,016	3,016	809	22,318	30,526
2019/20 #ITP	310	16,952	8,908	3,843	1,382	31,395	44,005
2018/19 # ITP	313	15,424	8,310	3,748	1,175	28,970	40,336
2020/21 %ITP	6%	41%	50%	36%	17%	38%	26%
2019/20 %ITP	5%	39%	49%	33%	17%	36%	24%
2018/9 %ITP	5%	35%	44%	29%	14%	32%	21%
2017/8 %ITP	6%	33%	39%	26%	13%	30%	20%
2016/7 %ITP	5%	33%	39%	27%	11%	29%	19%
2015/6 %ITP	5%	31%	35%	26%	9%	27%	18%
2014/5 %ITP	5%	29%	30%	25%	8%	25%	16%

Educational Attainment

Table 10 displays the percentage of Ontario unemployed residents by educational attainment, which reveals a curious result.

Table 10: Share of unemployed by educational attainment, Ontario, 2016-2020

	2016	2017	2018	2019	2020
No certificate	9%	10%	7%	9%	7%
High school	21%	22%	22%	21%	21%
College/Apprenticeship	33%	32%	31%	31%	32%
Bachelor	20%	20%	24%	23%	23%
Above Bachelor	12%	11%	12%	12%	12%
Other	6%	5%	4%	5%	5%

Statistics Canada, Labour Force Survey

“Other” refers to those with some post-secondary after high school

By and large, there has been little change in the distribution of the unemployed by educational attainment. Yet it is known that COVID resulted in far greater unemployment among those occupations requiring a high school diploma or less. The explanation for the results in Table 10 may be the following:

- On the one hand, individuals with no certificate are a shrinking part of the labour force, and thus a shrinking proportion of the unemployed as well;
- On the other hand, there is an increasing proportion

of individuals with a post-secondary degree who are working in jobs which require a high school diploma or less;

- It may be that the loss of jobs among occupations which require a high school diploma or less was being equally experienced across the range of educational attainment.

Table 11 provides the breakdown by educational attainment of Assisted clients served.

Table 11: Educational attainment levels of ES Assisted clients

	Assisted Clients, 2020-21			Assisted Clients, 2019-20		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	14%	5%	9%	16%	7%	11%
High school	39%	20%	27%	40%	22%	28%
Apprenticeship	2%	1%	1%	2%	1%	1%
College	26%	22%	24%	26%	22%	24%
Bachelor	9%	29%	21%	9%	27%	19%
Above Bachelor	2%	18%	12%	2%	17%	11%
Other	8%	5%	6%	6%	5%	6%

It is evident that there was not much difference between 2019-20 and 2020-21 in terms of the distribution of Assisted clients by educational attainment, at either the Board, Region or provincial levels.

At the provincial level, there is a higher proportion of clients with a high school diploma, followed by clients with a college diploma.

At the Region level, there is a much higher proportion of clients with a university degree, either a Bachelor or

Above Bachelor, which reflects the far higher proportion of university graduates in the Greater Toronto Area. There are also comparatively fewer ES Assisted clients with only a high school diploma or no certificate.

At the Board level (Simcoe and Muskoka), there is a very high proportion of clients with a high school diploma and a considerable proportion with a College diploma, and far fewer with a university degree, either Bachelor's or higher.



There are a far higher proportion of university graduates in the Greater Toronto Area.

Source of income

Table 12 shows that there has been a significant change in the sources of income for Assisted clients at the time of intake: after a slow decline in the proportion of Assisted clients who cited Employment Insurance, the share doubled from last year across all three areas. This reflects the large shift in who became unemployed as a result of the pandemic and lockdowns. The large increase in EI recipients almost entirely counter-balanced by an equivalent decline in those who fell in the category of “No source of income.”

The Labour Force Survey tracks the reasons for why individuals become unemployed; these reasons can include leaving a job or that one had not worked for the past year or that one had never worked and had just joined the labour force. In 2020, the two biggest reasons in Ontario for being unemployed were due to a permanent layoff (38% of all unemployed, up from 34% in 2019) or a temporary layoff (20%, up from 4% in 2019).

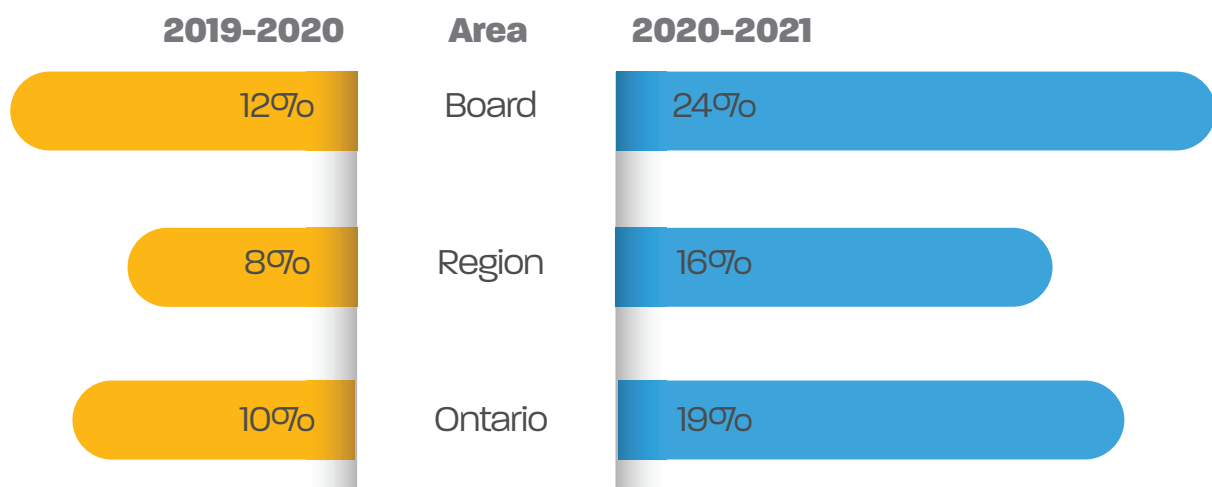
Table 12: Percentage distribution of source of income of ES clients, Board, Region and Ontario

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Employment Insurance	24%	16%	19%	12%	8%	10%
Ontario Works	14%	12%	13%	16%	14%	16%
ODSP	6%	2%	4%	6%	2%	4%
No Source of Income	34%	50%	43%	47%	58%	50%
Other	8%	6%	8%	19%	18%	20%

“No source of income” refers to personal income, not household income.

“Other” includes “Crown Ward,” “Dependant of OW/ODSP,” “Employed” and “Self-Employed.”

Source of income from
Employment Insurance numbers doubled
from last year across all three areas.



Length of Time Out of Employment/Training

The proportion of longer-term unemployed (unemployed for six months or more) rose significantly in Ontario as a result of the 2008 recession and stayed relatively high, with a very slow decline until recently. In 2019, it almost matched the 15% which was recorded in 2006. With the pandemic and the resulting economic slowdown, one can expect that the proportion of longer-term unemployed will increase again in the coming year.

For the 2020-21 data, the shift in the data was among those who had been unemployed for 3-6 months or for 6-12 months, as there was not a sufficient length of time for individuals who lost their jobs as a result of the pandemic to accumulate 12 months or more of

unemployment. In all three areas, the proportions of these categories increased compared to the previous year, as is evident in Table 13.

The largest difference between the length of time unemployed among ES Assisted clients and the unemployed population is the lower proportions of ES clients who have been unemployed for less than 3 months and the far greater number of ES clients who have been unemployed for more than 12 months. These proportions are consistent across the board, regional, and provincial levels.

Table 13: Percentage distribution by length of time out of employment for 2020-21 and 2019-20 ES Assisted clients, Board, Region and Ontario, and unemployed individuals, Ontario, 2020

	2020-21 ES CLIENTS			2019-20 ES CLIENTS			LFS
	Board	Region	Ontario	Board	Region	Ontario	ONTARIO
< 3 months	38%	37%	39%	49%	43%	46%	65%
3 – 6 months	21%	21%	20%	14%	16%	15%	20%
6 – 12 months	19%	20%	19%	14%	16%	15%	12%
> 12 months	22%	22%	22%	23%	25%	24%	3%

Labour Force Survey data is from 2020.

Outcomes at Exit

There has been a noticeable change at the Board, Region and provincial levels in terms of outcomes compared to last year (Table 14). At the region and

provincial levels, there has been a 5% drop in employed outcomes, which at the Board level the drop has been 10%, with a 6% in “Unknown” outcomes.

Table 14: Percentage figures for ES Assisted client outcomes at exit, Board, Region and Ontario

	2020-21 ES CLIENTS			2019-20 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed	60%	65%	65%	70%	70%	70%
Education/Training	14%	13%	13%	11%	12%	12%
Other	6%	5%	5%	5%	4%	4%
Unemployed	7%	8%	8%	6%	7%	7%
Unknown	14%	8%	9%	8%	6%	7%

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

Detailed Employment and Training Outcomes

The Outcomes listed in Table 15 are further detailed by sub-category in Table 14. At the Board level, there was a greater decline among the Employed Full-time outcome, both in comparison to last year and in comparison to the

declines experienced at the Region and provincial levels. All other changes (apart from the increase in Unknown outcomes and a slighter larger decrease among Employed Part-time) were limited to a 1% difference.

Table 15: ES Assisted client employment outcomes, Board, Region and Ontario

	2020-21 ES CLIENTS			2019-20 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full-Time	38%	36%	35%	44%	38%	37%
Employed Part-Time	13%	10%	10%	16%	12%	13%
Employed Apprentice	0%	0%	0%	1%	0%	1%
Employed – Other*	5%	15%	15%	6%	15%	16%
Employed and in education	1%	1%	1%	1%	1%	1%
Employed and in training	1%	1%	1%	0%	1%	1%
Self-Employed	2%	3%	2%	2%	2%	2%
In Education	6%	6%	5%	5%	5%	5%
In Training	8%	8%	8%	6%	8%	8%
Independent	1%	2%	2%	2%	2%	1%
Volunteer	0%	0%	0%	0%	0%	0%
Unable to Work	4%	3%	3%	3%	2%	2%
Unemployed	7%	8%	8%	6%	7%	7%
Unknown	14%	8%	9%	8%	6%	7%

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

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 no data is suppressed (any data category with less than 10 client entries).

Table 16 lists the percentage of clients for which industry employment history is available, and compares the results to previous years.

Table 16: Percentage of clients with lay-off industry data

	BOARD	REGION	ONTARIO
% 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%
% of 2013-14 ES Assisted Clients with industry lay-off data	41%	42%	45%

The proportion of clients for whom lay-off industry data has been collected has more or less held steady with last year's figures, although the overall trend has been a slight decline from the figures from a few years ago. The figures for the previous seven years have been provided to show what the trends had been.

When it comes to employment outcome data and in which industries individuals found employment, there is a lower proportion of clients for which data has been collected

(Table 17). There had been a decrease in the proportion of clients for whom industry employment outcome data has been collected over the past two years, resulting in there being data for only 17% of employed clients at the Board level – that is still better than the rate at the Region and provincial levels, but the drop since 2018-19 has been significant, as the proportion has been almost cut in half, from 32% to 17%.

Table 17: Number of clients with industry employment outcome data

	BOARD	REGION	ONTARIO
Clients with industry employment data	315	4,339	11,074
ES Assisted clients with employment outcomes	1,901	38,554	75,899
Industry employment data as % of all clients with employment data, 2020-21	17%	11%	15%
Industry employment data as % of all clients with employment data, 2019-20	23%	12%	17%
Industry employment data as % of all clients with employment data, 2018-19	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%

Table 18 summarizes the industry lay-off and outcome data that has been provided and provides comparisons to the actual employment of residents by industry, for the local, region and provincial levels.

The big picture story for Ontario is fairly straightforward: there is considerable reliance on the part of Employment Services on a handful of industries for employment outcomes. In previous years, over half of employment outcomes would be found in four industries: Manufacturing; Retail Trade; Administrative & Support Services; and Accommodation & Food Services. This year, because of the pandemic, a smaller proportion of clients could be placed in Accommodation & Food Services; instead, a considerably higher proportion were placed in Health Care & Social Assistance.

At the regional level, the top five industries for employment outcomes are: Manufacturing; Retail Trade; Administrative & Support Services; Professional, Scientific & Technical Services; and Health Care & Social Assistance.

At the local level, four industries accounted for 69% of all employment outcomes: Construction; Manufacturing; Retail Trade; and Accommodation & Food Services. These four industries accounted for 41% of all employment in 2016 in Simcoe and Muskoka.

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, several industries record 0% at the local level, and in most cases this is not due to rounding down to 0% but because the actual figure was under 10.

Table 18: Industry lay-off, industry employment outcomes and resident employment (2016), Board, Region and Ontario, 2020-21

	BOARD			REGION			ONTARIO		
	EO lay-off industry	EO industry outcome	Employed – 2016	EO lay-off industry	EO industry outcome	Employed – 2016	EO lay-off industry	EO industry outcome	Employed – 2016
Agriculture, forestry, fishing	1%	0%	1%	0%	0%	0%	1%	1%	2%
Mining & oil and gas extraction	0%	0%	0%	0%	0%	0%	1%	1%	0%
Utilities	0%	0%	1%	0%	0%	1%	0%	0%	1%
Construction	9%	15%	10%	4%	5%	6%	7%	7%	7%
Manufacturing	12%	18%	11%	10%	11%	9%	13%	14%	10%
Wholesale trade	2%	0%	4%	2%	2%	5%	2%	2%	4%
Retail trade	13%	21%	13%	11%	15%	11%	12%	15%	11%
Transportation & warehousing	5%	7%	4%	6%	7%	5%	6%	6%	5%
Information & cultural industries	1%	0%	2%	3%	2%	3%	2%	2%	3%
Finance and insurance	1%	0%	3%	5%	5%	8%	3%	3%	6%
Real estate & rental and leasing	2%	0%	2%	1%	1%	3%	1%	1%	2%
Professional, scientific, technical	4%	0%	5%	12%	10%	10%	8%	7%	8%
Management of companies	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative and support	10%	13%	5%	10%	15%	5%	10%	12%	5%
Educational services	2%	0%	7%	5%	3%	7%	4%	3%	8%
Health care and social assistance	9%	11%	11%	8%	11%	10%	8%	12%	11%
Arts, entertainment & recreation	4%	0%	3%	2%	1%	2%	3%	1%	2%
Accommodation & food services	17%	15%	7%	10%	6%	6%	12%	7%	7%
Other services	6%	0%	4%	8%	4%	4%	6%	4%	4%
Public administration	2%	0%	7%	2%	2%	4%	2%	2%	6%

The employment data is from the 2016 Census.

Red-shaded cell means the number was under 10 and therefore was suppressed.



Lay-off Occupation – Employed Occupation

The lay-off and employment outcome data for occupations has been aggregated at the 2-digit NOC level. Table 19 provides the lay-off occupation data. (The number below each occupation is the number of clients.)

There are six occupations in top ten that are common to all areas, although they may rank slightly differently by area. These six occupations are:

- Service support occupations
- Service representatives
- Sales support occupations
- Labourers in manufacturing
- Administrative supervisors and administrative occupations
- Salespersons - wholesale and retail

SMWDB and Ontario have three other occupations in common in the top ten which are not on the list for the Central Region, as follows:

- Service supervisors
- Transport and heavy equipment operators
- Trades helpers and construction labourers

When it comes to employment outcomes by occupation, the available data at the local level is much more limited, in part because there were fewer employment outcomes overall, as well as less data capture; in addition, there are more occupational categories and a greater likelihood that some data cells have been suppressed because they have less than 10. Nevertheless, there are similarities across the board, regional and provincial levels, as well as similarities with the lay-off occupation list. Table 20 lists the top ten occupations for employment outcomes for the board, regional and provincial areas.

Nine of the top ten employment outcome occupations for the local area are also in the top ten lay-off occupations for the local area, although not necessarily in the same order.



Table 19: Top 10 occupations for lay-offs, 2020-21

RANK	Board Occupation	#	Region Occupation	#	Ontario Occupation	#
1.	Service support and other service occupations, n.e.c.	206	Service representatives and other customer and personal services occupations	2,551	Service representatives and other customer and personal services occupations	5,089
2.	Service representatives and other customer and personal services occupations	171	Administrative and financial supervisors and administrative occupations	2,524	Service support and other service occupations, n.e.c.	4,463
3.	Trades helpers, construction labourers and related occupations	104	Professional occupations in business and finance	1,445	Administrative and financial supervisors and administrative occupations	4,062
4.	Service supervisors and technical service occupations	103	Service support and other service occupations, n.e.c.	1,413	Labourers in processing, manufacturing and utilities	3,362
5.	Administrative and financial supervisors and administrative occupations	94	Office support occupations	1,389	Sales support occupations	2,693
6.	Industrial, electrical and construction trades	87	Professional occupations in natural and applied sciences	1,335	Office support occupations	2,582
7.	Sales representatives and salespersons - wholesale and retail trade	85	Sales representatives and salespersons - wholesale and retail trade	1,196	Sales representatives and salespersons - wholesale and retail trade	2,561
8.	Transport and heavy equipment operation and related maintenance occupations	82	Labourers in processing, manufacturing and utilities	1,090	Trades helpers, construction labourers and related occupations	2,522
9.	Sales support occupations	78	Sales support occupations	1,083	Service supervisors and technical service occupations	2,483
10.	Labourers in processing, manufacturing and utilities	77	Technical occupations related to natural and applied sciences	989	Transport and heavy equipment operation and related maintenance occupations	2,200

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

Table 20: Top 10 occupations for employment outcomes, 2020-21

RANK	Board Occupation	#	Region Occupation	#	Ontario Occupation	#
1.	Service support and other service occupations, n.e.c.	48	Service representatives and other customer and personal services occupations	514	Service representatives and other customer and personal services occupations	962
2.	Service representatives and other customer and personal services occupations	29	Administrative and financial supervisors and administrative occupations	399	Service support and other service occupations, n.e.c.	865
3.	Trades helpers, construction labourers and related occupations	28	Office support occupations	266	Labourers in Processing, Manufacturing and Utilities	851
4.	Sales support occupations	27	Sales support occupations	257	Administrative and financial supervisors and administrative occupations	775
5.	Labourers in Processing, Manufacturing and Utilities	23	Service support and other service occupations, n.e.c.	254	Sales support occupations	681
6.	Transport and heavy equipment operation and related maintenance occupations	21	Labourers in Processing, Manufacturing and Utilities	253	Transport and heavy equipment operation and related maintenance occupations	596
7.	Service supervisors and technical service occupations	20	Professional occupations in natural and applied sciences	204	Office support occupations	557
8.	Assemblers in Manufacturing	19	Professional occupations in business and finance	188	Trades helpers, construction labourers and related occupations	508
9.	Sales representatives and salespersons – wholesale and retail trade	16	Sales representatives and salespersons – wholesale and retail trade	177	Sales representatives and salespersons – wholesale and retail trade	498
10.	Industrial, electrical and construction trades	15	Technical Occupations Related to natural and applied sciences	174	Other installers, repairers and servicers and material handlers	400

There are 46 occupational categories for reporting purposes. At the local level, there is only data for 14 of these categories, as 19 categories were suppressed for having less than 10 entries (the other 13 categories had no entries). Totalling all the reported employment outcome occupations at the region and provincial levels, the large majority of these jobs require a high school

diploma or less. At the region level, among the outcome occupations, 60% of these jobs require a high school diploma or no educational certificate. At the provincial level, where the data is most robust, 67% of the occupation outcomes are jobs that require a high school diploma or less.

Literacy and Basic Skills

Table 21 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to last year's figures. Overall, the number of in-person learners declined in all three areas, almost entirely as a result of a decline in the number of new in-person learners. The total number of E-channel learners (only at the provincial level) increased slightly – the number of new E-channel learners was the same as last year, rather it was the number of carry-over learners that increased over last year.

SMWDB's area share of all In-Person Learners in the province declined slightly, at 4.7% a little less than last year's 5.0%. The Region's share stayed around the 39% mark, although this is a slight decrease from the 40%-41% range over earlier years.



Overall, the number of in-person learners declined in all three areas, almost entirely as a result of a decline in the number of new in-person learners.

Table 21: Number of Literacy and Basic Skills Learners

	BOARD	REGION	ONTARIO
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) (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
Number of In-Person Learners (Carry-Over) (2019-20)	743	6,151	15,806
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	4.0%	51.7%	
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) (2020-21)			7,069
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) (2019-20)			6,551
Number of E-Channel Learners (New) (2020-21)			4,678
Number of E-Channel Learners (New) (2019-20)			4,602
Number of E-Channel Learners (Carry-Over) (2020-21)			2,391
Number of E-Channel Learners (Carry-Over) (2019-20)			1,949
Total Number of Learners (In-Person + E-Channel) (2020-21)			
Total Number of Learners (In-Person + E-Channel) (2019-20)	2,093	16,442	48,418

Table 22 shows the distribution of learners by service provider stream. In the local area, there are only clients in the Anglophone (92%) and Francophone (8%) streams. The local area has a higher proportion of Francophones

than the Region level, while figures for providers serving the deaf and Indigenous populations show up at the region and provincial levels. There is almost no change in the proportions from last year.

Table 22: Distribution of clients by service provider stream, 2020-21

	NUMBER OF LBS CLIENTS			% BY SERVICE PROVIDER STREAM		
	Board	Region	Ontario	Board	Region	Ontario
Anglophone	1,442	12,167	33,843	92%	95%	84%
Deaf		119	284	0%	1%	1%
Francophone	125	404	3,623	8%	3%	9%
Native		175	2,237	0%	1%	6%
Non-Designated		14	107	0%	0%	0%
TOTAL	1,567	12,879	40,094	100%	100%	100%

Table 23 shows the distribution of clients by service provider sector and compares the figures to the previous year. There have been differences, with no obvious pattern: at the local level, the share of both the

Community Agency and School Board sectors have declined, whereas at the provincial level, the share of the Community College Sector has increased somewhat.

Table 23: Distribution of clients by service provider sector, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Community Agency Sector	25%	29%	36%	30%	30%	31%
Community College Sector	54%	48%	38%	41%	44%	41%
School Board Sector	21%	23%	27%	29%	26%	28%

The client demographic data for Literacy and Basic Skills provides details for a number of characteristics. In terms of the age of the learners (Table 24), there has been little change for the last few years. Compared to the region

and province, the SMWDB area has a smaller proportion of clients aged 25-44 years old, although that increased from last year. ("X" denotes the figure was suppressed for being under 10.)

Table 24: Literacy and Basic Skills clients by age, 2020-21 and 2019-20

	NUMBER OF LBS CLIENTS			% BY AGE		
	Board	Region	Ontario	Board	Region	Ontario
2020-21						
15-24 years old	487	3156	10257	31%	25%	26%
25-44 years old	687	6614	19512	44%	51%	49%
45-64 years old	338	2803	8759	22%	22%	22%
65 years and older	54	291	1536	3%	2%	4%
Unknown	X	15	30	0%	0%	0%
TOTAL	1,566	12,879	40,094			
2019-20	15-24 years old			29%	26%	26%
	25-44 years old			40%	47%	45%
	45-64 years old			26%	24%	24%
	65 years and older			5%	3%	5%

Women make up a larger proportion of learners at all three levels and that proportion increased ever so slightly (more so at the local level) since last year (Table 25).

(There are clients in the “Trans,” “Other” and “Prefer not to disclose” categories, but when the percentage figure is rounded off, the result is 0%.)

Table 25: Literacy and Basic Skills clients by gender, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Females	64%	61%	64%	58%	60%	61%
Males	36%	38%	35%	42%	39%	38%
Trans	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%
Prefer not to disclose	0%	1%	0%	0%	0%	0%
TOTAL	100%	100%	100%	100%	100%	100%

Table 26 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 considerable divergence across all three levels. The local area has a higher proportion of clients with a

disability, compared to the region or provincial levels. On the other hand, the local area has a smaller proportion of newcomers and visible minorities compared to the region and provincial levels. The local area also has a higher proportion of clients who belong to an Indigenous Group, similar to the provincial figures, whereas the Region proportion is considerably smaller.

Table 26: Literacy and Basic Skills clients by designated groups, 2020-21

	NUMBER OF LBS CLIENTS			PER CENT		
	Board	Region	Ontario	Board	Region	Ontario
Indigenous Group	135	427	3680	9%	3%	11%
Deaf	0	137	484	0%	1%	2%
Deaf/Blind	0	12	69	0%	0%	0%
Francophone	135	528	4122	9%	4%	13%
Internationally Trained	0	0	0	0%	0%	0%
Newcomer	100	2354	5468	6%	18%	17%
Person with Disability	451	1937	9635	29%	15%	29%
Racialized	68	2246	5184	4%	17%	16%

The distribution of educational attainment levels of clients is listed in Table 27. There is a high level of similarity in the educational levels of attainment of clients across the board, the region and the province. The main difference is that at the Board level, where 39% of clients have less than a Grade 12 education, a notable

contrast to the region figure, which makes up for the difference with more high school and particularly more university graduates. There has been a continuing drop in the proportion of clients at the Board level with no educational certificate, from 49% in 2017-2018 to 39% in 2020-2021.

Table 27: Literacy and Basic Skills clients by educational attainment, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Region	Ontario	Region
No certificate	39%	29%	34%	42%	32%	36%
High school	29%	28%	27%	29%	31%	28%
Apprenticeship	1%	1%	1%	1%	1%	1%
College	16%	14%	16%	16%	14%	15%
University	9%	17%	13%	8%	14%	11%
Other	6%	9%	9%	5%	8%	9%

In terms of sources of income (Table 28), the three main sources of income for clients across all three geographic categories are: Employed; No Source of Income; and Ontario Works. There has been a slight increase in the

proportion of learners who are employed or in receipt of Employment Insurance, and a decline in the proportion of learners who are OW clients.

Table 28: Literacy and Basic Skills clients, percent distribution by source of income, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	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%	2%	2%	1%	2%	2%
Employed	34%	27%	31%	29%	25%	28%
Employment Insurance	8%	11%	8%	5%	7%	5%
No Source of Income	19%	23%	19%	24%	25%	19%
ODSP	11%	9%	11%	10%	9%	11%
Ontario Works	15%	17%	16%	19%	21%	20%
Other	10%	9%	11%	9%	8%	11%
Pension	0%	0%	0%	0%	0%	0%
Self-Employed	2%	2%	2%	3%	2%	2%
Unknown	0%	1%	1%	0%	1%	1%

In terms of Learner's Goal Path (Table 29), the major difference between the Board area and the other two areas is that the Board area has considerably more clients seeking a Secondary School Credit and fewer who

aim for Post-secondary, although in terms of the latter, there has been a notable jump in the proportion from last year, such that in all three areas it is the number one learner's goal.

Table 29: Literacy and Basic Skills clients: Learner's Goal Path, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Apprenticeship	11%	13%	8%	9%	10%	7%
Employment	25%	28%	30%	31%	31%	33%
Independence	9%	8%	10%	11%	10%	11%
Postsecondary	34%	40%	40%	26%	36%	36%
Secondary School Credit	21%	11%	12%	24%	12%	13%

By far, the largest proportion of clients are unemployed at the time of intake, between 57% to 58% in the case of all three levels. Apart from slightly differing proportions of full time and part time students, there is hardly much

difference in the labour force attachment of clients between the three areas. Furthermore, there has been limited change in these figures over the last three years (Table 30).

Table 30: Literacy and Basic Skills clients: Labour force attachment, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Employed Full-Time	23%	17%	21%	19%	15%	18%
Employed Part-Time	14%	13%	14%	14%	13%	14%
Full-Time Student	0%	5%	3%	0%	6%	4%
Part-Time Student	4%	2%	2%	6%	2%	2%
LFA Self-Employed	2%	2%	2%	3%	2%	2%
Under-Employed	0%	1%	1%	0%	2%	1%
Unemployed	57%	58%	57%	59%	59%	58%

Table 31 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 or part-time, post-secondary goals have a higher priority, followed by employment goals
- Full-time students split their goals between employment goals and education goals (secondary school credits or post-secondary)
- Part-time students are more focused on education goals (at the local level, very much on secondary school credits, at the region and provincial levels, a rough split between secondary school and post-secondary)
- Self-employment learners are almost evenly split between employment and post-secondary goal paths
- The under-employed are focused on employment goals and secondarily on education goals
- The unemployed are focused on education goals and secondarily on employment goals

Table 31: Percentage distribution of career path goals by labour force attachment, 2020-21

	Board	Region	Ontario
EMPLOYED FULL-TIME			
Apprenticeship Goal Path	11%	17%	10%
Employment Goal Path	25%	19%	28%
Independence Goal Path	7%	6%	8%
Post Secondary Goal Path	45%	48%	45%
Secondary School Credit Goal Path	12%	10%	9%
EMPLOYED PART-TIME			
Apprenticeship Goal Path	12%	7%	6%
Employment Goal Path	23%	22%	24%
Independence Goal Path	7%	5%	7%
Post Secondary Goal Path	46%	57%	54%
Secondary School Credit Goal Path	12%	9%	10%
FULL-TIME STUDENT			
Apprenticeship Goal Path	0%	48%	31%
Employment Goal Path	50%	7%	13%
Independence Goal Path	0%	3%	4%
Post Secondary Goal Path	25%	36%	40%
Secondary School Credit Goal Path	25%	6%	13%
PART-TIME STUDENT			
Apprenticeship Goal Path	2%	16%	7%
Employment Goal Path	13%	15%	27%
Independence Goal Path	7%	12%	10%
Post Secondary Goal Path	8%	28%	31%
Secondary School Credit Goal Path	70%	29%	24%
SELF-EMPLOYED			
Apprenticeship Goal Path	9%	10%	6%
Employment Goal Path	42%	33%	35%
Independence Goal Path	6%	9%	13%
Post Secondary Goal Path	36%	41%	37%
Secondary School Credit Goal Path	6%	6%	8%
UNDER-EMPLOYED			
Apprenticeship Goal Path	0%	8%	6%
Employment Goal Path	75%	48%	40%
Independence Goal Path	0%	8%	11%
Post Secondary Goal Path	0%	32%	33%
Secondary School Credit Goal Path	25%	3%	10%
UNEMPLOYED			
Apprenticeship Goal Path	11%	9%	7%
Employment Goal Path	26%	34%	33%
Independence Goal Path	11%	10%	12%
Post Secondary Goal Path	29%	35%	34%
Secondary School Credit Goal Path	23%	11%	14%

Table 32 identifies the top three sources of referrals to the LBS programs, by percentage of all reported referrals, for each area. Between 40% and 50% of all referrals in each area come through “informal word of mouth/media

referral,” and the top two sources have been the clear primary sources for the last four years the data has been reported.

Table 32: Top three sources of in-referrals, 2020-21

BOARD	%	REGION	%	ONTARIO	%
Informal Word of Mouth/Media Referral	50%	Informal Word of Mouth/Media Referral	39%	Informal Word of Mouth/Media Referral	40%
Other - Structured/Formal	31%	Other - Structured/Formal	27%	Other - Structured/Formal	24%
EO - Employment Service Provider	8%	EO - Employment Service Provider	6%	EO - Literacy and Basic Skills Service Provider	9%

Table 33 provides data on referral destinations. Two categories are provided:

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

The percentage distribution of referrals is provided (of all reported referrals), the top two in the case of Other Community Resources, and the top four in the case of Other Programs and Services.

Table 33: Top destinations of out-referrals, 2020-21

BOARD	%	REGION	%	ONTARIO	%
TO OTHER COMMUNITY RESOURCES					
Educational/Academic Services	35%	Educational/Academic Services	22%	Educational/Academic Services	27%
Health/Counselling Services	9%	Custom Basic Plan Item	9%	Custom Basic Plan Item	11%
TO OTHER PROGRAMS AND SERVICES					
High School	13%	Post-Secondary Education	19%	Post-Secondary Education	10%
Post-Secondary Education	13%	Custom Basic Plan Item	13%	Custom Basic Plan Item	10%
Custom Basic Plan Item	8%	Other - structured/formal	11%	EO - Literacy and Basic Skills Service Provider	9%
Other - structured/formal	7%	General Education Development	5%	EO - Employment Service Provider	6%

With regards to employed outcomes (Table 34), there are a few differences from last year:

- There was an increase in the unknown outcomes across all three areas, especially large at the local level, with a comparable decrease in the unemployed outcomes

- There was a slight decline across most employment outcomes

Table 34: Literacy and Basic Skills clients: Detailed outcomes at exit, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Employed Full-Time	15%	10%	12%	15%	13%	14%
Employed Part-Time	6%	5%	5%	9%	7%	7%
Employed Apprentice	0%	7%	2%	0%	2%	1%
Employed - Other	2%	0%	1%	0%	1%	1%
Employed & in Education	3%	3%	2%	5%	3%	3%
Employed & in Training	0%	1%	1%	0%	1%	1%
Self-Employed	0%	1%	1%	2%	1%	1%
In Education	22%	21%	18%	19%	21%	18%
In Training	4%	6%	6%	2%	7%	7%
Independent	0%	5%	4%	1%	4%	4%
Volunteer	0%	0%	1%	1%	1%	2%
Unable to Work	3%	2%	3%	4%	3%	3%
Unemployed	19%	17%	16%	27%	20%	17%
Unknown	26%	24%	28%	16%	18%	21%

Second Career

The Simcoe and Muskoka area enlisted 95 individuals into the Second Career program last year, almost the same as last year (94), while the numbers at the region and provincial levels continue to drop (Table 35). As a percentage of all provincial clients, the local level has slowly been increasing its share (from 2.1% in 2016-17

to 3.1% in 2020-21), but that continues to be a lower proportion than their share of the provincial resident population (4.0%). The share at the Central Region has been dropping steadily for the last four years, now down to 24.7%.

Table 35: Second Career client numbers

	BOARD	REGION	ONTARIO
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
2020-21 2 nd Career clients as % of Province	3.1%	24.7%	
2019-20 2 nd Career clients as % of Province	2.8%	31.1%	
2018-19 2 nd Career clients as % of Province	2.2%	36.0%	
2017-18 2 nd Career clients as % of Province	2.1%	41.9%	
2016-17 2 nd Career clients as % of Province	2.1%	44.9%	
Share of provincial population (2016)	4.0%	51.7%	

As with the other programs, the client demographic data for Second Career provides details on various client characteristics. Second Career clients tend to be either

younger or middle-aged adults (Table 36); at the local level, 56% are aged 25 to 44 years and another 37% are aged 45-64 years old.

Table 36: Second Career clients by age, 2020-21 and 2019-20

2020-21	NUMBER OF 2 nd CAREER CLIENTS			% BY AGE		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years old	X	24	187	0%	3%	6%
25-44 years old	53	428	1871	56%	56%	60%
45-64 years old	35	311	1038	37%	41%	33%
65 years and older	X	X	14	0%	0%	1%
TOTAL	95	768	3,110			
2019-20	15-24 years old			0%	2%	6%
	25-44 years old			61%	53%	58%
	45-64 years old			30%	44%	35%
	65 years and older			0%	0%	1%

In most years, there has been a near balance between males and females at the local and provincial levels, with more female clients at the region level. This year followed that pattern at the local level, whereas last year appeared

to be somewhat of an anomaly. For the last two years, there has been a slightly higher proportion of males at the provincial level (Table 37).

Table 37: Second Career clients by gender, 2020-21 and 2019-20

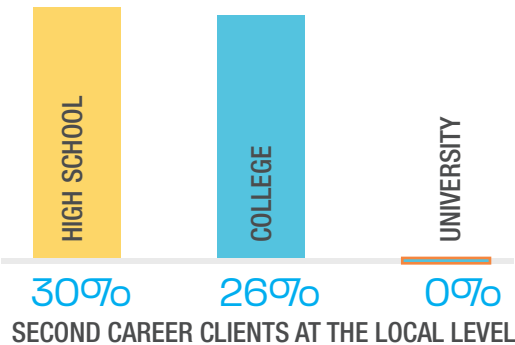
	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Females	50%	49%	45%	30%	53%	43%
Males	51%	51%	55%	70%	47%	57%
Other/Undisclosed	0%	0%	0%	0%	0%	0%

The figures for the educational attainment of Second Career clients are slightly incomplete, because of a number of categories at the local level being suppressed for having results under 10. The trend from last year continues; however, a large portion of these clients locally

have only a high school diploma or a college diploma. At the region and provincial levels, a significant proportion of Second Career clients have either a college diploma or a university degree, as was the case in the previous year (Table 38).

Table 38: Second Career clients: Educational attainment at intake, 2020-21

	2020-21		
	Board	Region	Ontario
No certificate	0%	4%	7%
High school	30%	25%	26%
Apprenticeship	0%	0%	1%
College	26%	22%	26%
University	0%	21%	15%
Other	13%	8%	9%
Unknown	21%	20%	16%



In terms of sources of income (Table 39), there are only three categories for which we have data at the local level. These highlight the main sources of income for clients at the region and provincial level as well, namely those on

Employment Insurance, those with no source of income and Other. The main change from last year is the increase in the proportion of clients in receipt of Employment Insurance.

Table 39: Second Career clients by source of income, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	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	0%	0%	0%	0%	0%	1%
Employed	0%	2%	4%	0%	3%	5%
Employment Insurance	67%	56%	57%	51%	40%	46%
No Source of Income	15%	20%	16%	29%	39%	29%
Ontario Disability Support Program	0%	2%	2%	0%	2%	2%
Ontario Works	0%	5%	5%	0%	8%	9%
Other	12%	14%	14%	0%	7%	7%
Pension	0%	0%	0%	0%	0%	0%
Self-Employed	0%	0%	1%	0%	1%	1%
Unknown	0%	0%	2%	0%	0%	0%



There is an increase in the proportion of clients in receipt of Employment Insurance. From 51% to 67% at the local level.

Second Career clients at the local level tend to have been unemployed for a shorter period of time than Second Career clients at the regional or provincial levels. More than four out of five (84%) are unemployed for less than six months, compared to the regional (59%) and provincial (62%) figures. None of the local Second Career clients

had been unemployed for 12 months or more compared to local ES Assisted clients (22%). On the other hand, Second Career clients at the regional and provincial levels are almost as likely as ES Assisted clients to be unemployed for 12 months or more (Table 40).

Table 40: Percentage distribution by length of time out of employment for Second Career clients and ES Assisted clients (2020-21), and unemployed individuals, Ontario, 2020

	2020-21 SECOND CAREER			2020-21 ES CLIENTS			LFS
	Board	Region	Ontario	Board	Region	Ontario	ONTARIO
< 3 months	51%	34%	39%	38%	37%	39%	65%
3 – 6 months	33%	25%	23%	21%	21%	20%	20%
6 – 12 months	16%	22%	23%	19%	20%	19%	12%
> 12 months	0%	18%	16%	22%	22%	22%	3%

Labour Force Survey, 2020

Table 41 lists the top ten approved skills training programs under Second Career. There is a limited amount of data for the SMWDB area, with only one training program being identified, the rest being suppressed for the number being under 10. That one program is Transport Truck Driver, with 33 clients accounting for over a third (35%) of all clients (in addition to Transport Truck Driver, local Second Career clients were placed into 31 different programs).

At the regional level, there is a more even spread across various skills training programs, with large numbers being

placed in a range of occupations spanning transportation, IT, the community sector, business, health and skilled trades occupations.

The Transport Truck Driver program is by far and away the largest for the province, so much so that it is larger than the enrolment numbers for the next six largest programs combined and accounts for 29% of all enrolments, slightly higher than the 27% for last year.



The Transport Truck Driver program has the largest enrolment in the province.

Table 41: Top 10 Second Career Approved Skills Training Programs, 2020-21

RANK	Board		Region		Ontario	
	Trade	#	Trade	#	Trade	#
1.	Transport Truck Drivers	33	Transport Truck Drivers	149	Transport Truck Drivers	798
2.			Computer Network Technicians	59	Heavy Equipment Operators (Except Crane)	166
3.			Social and Community Service Workers	38	Social and Community Service Workers	144
4.			Accounting and Related Clerks	36	Home Support Workers, Housekeepers and Related Occupations	133
5.			Home Support Workers, Housekeepers and Related Occupations	31	Computer Network Technicians	127
6.			Medical Administrative Assistants	28	Medical Administrative Assistants	120
7.			Early Childhood Educators and Assistants	25	Administrative Officers	75
8.			Paralegal and Related Occupations	24	Paralegal and Related Occupations	75
9.			Refrigeration and Air Conditioning Mechanics	19	Accounting Technicians and Bookkeepers	73
10.			Welders and Related Machine Operators	17	Early Childhood Educators and Assistants	70

Outcomes at exit show better results at the local level in terms of employment, at exit as well as at 12 months, though compared to last year, the employed outcomes

are lower, and the unknown outcomes are higher in all three areas.

Table 42: Outcomes at exit and at 12 months, 2020-21

	NUMBER			PERCENT		
	Board	Region	Ontario	Board	Region	Ontario
OUTCOME AT EXIT						
Employed	16	91	411	33%	17%	22%
Training/Edn	X	67	227	0%	13%	12%
Other	X	14	33	0%	3%	2%
Unemployed	18	184	766	38%	35%	41%
Unknown	14	167	453	29%	32%	24%
TOTAL	48	523	1,890	100%	100%	100%
OUTCOME AT 12 MONTHS						
Employed	25	219	1149	40%	27%	44%
Training/Edn	X	19	45	0%	2%	2%
Other	X	17	57	0%	2%	2%
Unemployed	X	141	348	0%	17%	13%
Unknown	37	415	1,031	60%	51%	39%
TOTAL	62	811	2,630	100%	100%	100%



Employed at 12 months at the local level.

Apprenticeship

The number of new apprenticeship registrations at the local level had been slowly increasing over the past few years, but last year it declined significantly, as it did in

all areas (Table 43). The decline was in the same range in each area: locally (-43%), Region (-40%) and province (-38%).

Table 43: Number of new apprenticeship registrations, 2014-15 to 2020-21

	Board	Region	Ontario
Number of New Registrations			
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

In the case of the Board area, their share of all registrations at the provincial level had been slowly increasing, but in 2020-21 the share dipped a little, down to 3.8%, still in the range of the area's share of

the provincial population (4.0%). On the other hand, the proportion of Certificates of Apprenticeship (CofAs) issued (3.3%) still remains below the share of population.

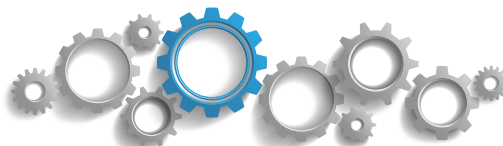


Table 44: New registrations and active apprenticeships

	Board	Region	Ontario
Number of New Registrations			
2020-21	628	7,051	16,730
2019-20	1,094	11,770	26,771
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			
2020-21	2,706	35,956	78,733
2019-20	2,600	33,790	73,924
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			
2020-21	195	2,647	5,877
2019-20	266	3,732	8,892
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	4.0%	51.7%	

The distribution by age is heavily skewed towards younger people (Table 45). Around half of the clients are youth (15-24 years of age), and almost all the rest

fall within the 25-44 years old range. There was a slight increase in the proportion of those aged 25-44 years old, particularly at the local level.



There are 35,956 Active Apprentices in the Region

Table 45: Distribution by age of apprenticeship, 2020-21 and 2019-20

Percent	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years	51%	45%	48%	56%	46%	50%
25-44 years	47%	51%	48%	42%	49%	46%
45-64 years	3%	4%	4%	3%	5%	4%
over 65 years	0%	0%	0%	0%	0%	0%

The apprenticeship field is also heavily made up of males, where there are four times as many males as there are females in the program at the local level (82% male

compared to 18% female) (Table 46). The proportion of females is even slightly lower at the regional and provincial levels.

Table 46: Distribution by gender of apprenticeship, 2020-21 and 2019-20

Percent	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Females	18%	12%	13%	19%	15%	14%
Males	82%	88%	87%	81%	85%	85%
Other/not disclosed/trans	0%	1%	1%	0%	0%	0%

The distribution of clients by education at intake (Table 47) is mostly dominated by clients who have a high school diploma. 87%-88% of clients fall into

that category and the rest largely have no high school diploma. (These proportions are for those clients for which the data was known.)

Table 47: Distribution by education at intake of apprenticeship, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	12%	12%	12%	16%	12%	13%
High school	87%	88%	88%	83%	87%	86%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	1%	1%	0%	0%	1%
University	0%	0%	0%	0%	0%	0%
Other	0%	1%	0%	0%	1%	1%

No certificate includes less than grade 12 and less than grade 9

Certificate/diploma include apprenticeship or college certificate or diploma

There is limited data for the distribution by designated group at the local level; the only two categories that have reported data are members of an Indigenous group and Francophones (Table 48). Both these categories have shown an increase over the previous year across all three geographies, as was the case last year. This may be because more individuals from these population groups

have signed up for apprenticeships or it may be because there has been more diligent recording of an individual's membership in a designated group. While a few small figures appear in Table 48, one has to assume that the collection of this data is inadequate, because in a number of the other EO programs, one finds greater proportions of designated group populations.

Table 48: Distribution by designated group of apprenticeship, 2020-21

Percent	APPRENTICESHIP		
	Board	Region	Ontario
Indigenous Group	8%	14%	10%
Deaf	0%	0%	0%
Deaf/Blind	0%	0%	0%
Francophone	5%	3%	6%
ITPs	0%	0%	0%
Newcomer	0%	1%	1%
Person with Disability	0%	1%	1%
Racialized	0%	5%	3%

Table 49 shows the top 10 trades for new registrations, ranking them in order of the number of clients. The following eight trades are found in the top ten across the local, regional, and provincial levels:

- Electrician – Construction and Maintenance
- Automotive Service Technician
- Hairstylist
- Truck and Coach Technician
- General Carpenter
- Plumber
- Child Development Practitioner
- Industrial Mechanic Millwright



Table 49: Top 10 trades for new registrations, 2020-21

RANK	Board		Region		Ontario	
	Trade	#	Trade	#	Trade	#
1.	Electrician - Construction and Maintenance	133	Electrician - Construction and Maintenance	1626	Electrician - Construction and Maintenance	3308
2.	Automotive Service Technician	105	Automotive Service Technician	819	Automotive Service Technician	1850
3.	Plumber	56	Plumber	586	Plumber	1305
4.	Hairstylist	51	General Carpenter	466	General Carpenter	1237
5.	Truck and Coach Technician	40	Truck and Coach Technician	353	Truck and Coach Technician	973
6.	General Carpenter	39	Hairstylist	326	Hairstylist	863
7.	Child Development Practitioner	27	Refrigeration and Air Conditioning Systems Mechanic	263	Industrial Mechanic Millwright	812
8.	General Machinist	24	Child Development Practitioner	206	Refrigeration and Air Conditioning Systems Mechanic	477
9.	Industrial Mechanic Millwright	21	Industrial Mechanic Millwright	183	Child Development Practitioner	408
10.	Developmental Services Worker	12	Sprinkler and Fire Protection Installer	183	Sheet Metal Worker	392

Table 50 provides an historical overview of the past eight years of new registrations by the largest number of

registrations by trade. The decline in 2020-21 is apparent across all these trades.

Table 50: Apprentice registrations, top six new registrations for Simcoe and Muskoka, 2013-2014 to 2020-2021

	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21
Auto Service Technician	116	158	157	152	176	176	177	105
Electrician - Construct & Maint	114	126	151	150	143	210	198	133
Hairstylist	85	100	100	109	100	113	111	51
Truck and Coach Technician	42	45	69	52	82	71	91	40
General Carpenter	37	56	49	44	68	72	84	39
Child Development Practitioner	46	66	49	46	35	51	47	27
Plumber	21	42	37	49	42	77	81	56
ALL NEW REGISTRATIONS	761	908	867	906	938	1089	1094	628

Bolded entries are compulsory trades

Canada Ontario Job Grant – Employer (COJG)

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 51). Across all areas, firms with less than 50 employees make up at least 76% of all COJG recipients across all areas.

In terms of total numbers, there were considerably fewer applicants to the program compared to the previous year across all three areas.

Table 51: Canada Ontario Job Grant – Employers, 2020-21

	Board	Region	Ontario
# 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
Size (percent)			
<50	80%	77%	76%
50-160	13%	14%	15%
151-300	X	4%	4%
301-500	0%	2%	2%
501-1,500	0%	2%	2%
1,501-10,000	X	2%	1%
> 10,000	0%	X	X

X denotes suppressed (under 10).

Six out of ten (58%-60%) of the training was provided by private trainers across all three areas (Table 52). The next largest training provider is found among private

career colleges, again across all three areas. There is less training which is provided by public entities such as school boards, community colleges or universities.

Table 52: Canada Ontario Job Grant – Training provider type, 2020-21

Percentage	COJG		
	Board	Region	Ontario
Private Trainer	60%	60%	58%
Product Vendor	X	13%	6%
Public College	X	4%	8%
Registered Private Career College	28%	16%	22%
School Board	0%	X	X
Union Based Training Centre	0%	X	X
University	X	7%	6%
Unknown	0%	X	X

X denotes suppressed (under 10).

The outcome at exit details remained consistent across board, region, and province, with extremely high reported

levels of an increase in productivity among those trained and that the training met their workforce needs (Table 53).

Table 53: Outcome at exit detail, 2020-21

	Board	Region	Ontario
Increase in trainee productivity	100%	97%	94%
Training met workforce needs	88%	98%	98%

Canada Ontario Job Grant

– Participant

The number of COJG participants at all three levels has gone down again this year in all three areas, the third consecutive year when there has been a considerable drop (Table 54). Compared to three years ago (2017-

2018), the number of participants at each level is 41%-42% what it was then. The local area share (2.7%) of all COJG participants is lower than the area's share of the provincial population.

Table 54: Number of COJG participants, 2020-21

	Board	Region	Ontario
COJG PARTICIPANTS			
2020-21 Number	281	4,704	10,350
2019-20 Number	366	6,276	14,073
2018-19 Number	722	9,216	19,742
2017-18 Number	666	11,223	25,278
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%	
As % of Ontario: 2017-18	2.6%	44.4%	
EO ASSISTED CLIENTS			
As % of Ontario	2.7%	50.3%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	4.0%	51.7%	100%

As Table 55 shows, most of the clients are adults, either younger or older adults. Over half of clients are between the ages of 25 and 44, compared to under one-third of clients who are 45-64 years old. The share of clients who

are under 25 was low across all three levels, at roughly 9-14%. These proportions are almost exactly the same as last year.

Table 55: Distribution by age of COJG participants, 2020-21

Percent	COJG		
	Board	Region	Ontario
15-24 years	14%	9%	12%
25-44 years	56%	59%	58%
45-64 years	30%	30%	29%
over 65 years	X	2%	1%

X denotes suppressed, number less than 10.

Over half of clients are between the ages of



The distribution of gender was more heavily skewed towards males at all three levels (55% to 58%).

Table 56: Distribution by gender of COJG participants, 2020-21

Percent	COJG		
	Board	Region	Ontario
Females	42%	44%	42%
Males	58%	55%	58%
Other/not disclosed/trans	X	1%	1%

X denotes suppressed, number less than 10.

There is a much lower degree of certainty when it comes to education at intake for COJG participants at all levels, where there is no data for half or more of the participants (Table 57). Of clients with a known level of educational

attainment, most clients at the local level have a college diploma, followed by a high school diploma, whereas at the region and provincial levels there are more with a university degree, followed by a college diploma.

Table 57: Distribution by education at intake of COJG participants, 2020-21

	Board	Region	Ontario
No certificate	0%	1%	2%
High school	5%	5%	7%
Apprenticeship	X	1%	2%
College	14%	13%	17%
University	4%	20%	18%
Other	X	3%	3%
Unknown	69%	58%	52%

X denotes suppressed, number less than 10.

There are either far fewer clients or far less information about designated groups at the local level for the COJG program (Table 58). Only one category meets the threshold for reporting, with 4% of clients reported as internationally trained professionals. At the region

and provincial levels, there is also low reporting, with by far the largest category being internationally trained professionals. One has to assume these results are the consequence of inadequate data collection.

Table 58: Distribution by designated group of COJG participants, 2020-21

Percent	COJG		
	Board	Region	Ontario
Indigenous Group	0%	X	X
Deaf	0%	0%	X
Deaf/Blind	0%	0%	0%
Francophone	X	1%	2%
Internationally Trained Professionals	4%	13%	9%
Newcomer	X	3%	3%
Person with Disability	X	1%	1%
Racialized	X	6%	5%

X denotes suppressed, number less than 10.

The distribution by labour force attachment (Table 59) reveals the overwhelming proportion of clients who are employed full time, at least 84% across all three levels. This proportion of employed is not only consistent

across local, regional, and provincial, but also across the distribution by source of income (at least 90% who indicate they are employed) (Table 60).

Table 59: Distribution by labour force attachment of COJG participants, 2020-21

Percent	COJG		
	Board	Region	Ontario
Employed Full-Time	84%	86%	86%
Employed Part-Time	5%	6%	6%
Full-Time Student	0%	0%	0%
Part-Time Student	X	X	0%
Self-Employed	0%	0%	0%
Under-Employed	X	0%	0%
Unemployed	10%	7%	7%
Unknown	0%	X	0%

X denotes suppressed, number less than 10.

84%
of board level clients
are employed full
time when COJG is
completed

Table 60: Distribution by source of income of COJG participants, 2020-21

	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	0%	X	X
Dependent of EI	0%	0%	0%
Dependent of OW/ODSP	0%	X	X
Employed	90%	91%	91%
Employment Insurance	X	2%	3%
No Source of Income	5%	4%	3%
Ontario Disability Support Program	0%	X	0%
Ontario Works	0%	X	1%
Other	X	3%	2%
Pension	0%	0%	0%
Self Employed	0%	1%	1%
Unknown	0%	X	0%

X denotes suppressed, number less than 10.

Youth Job Connection (YJC)

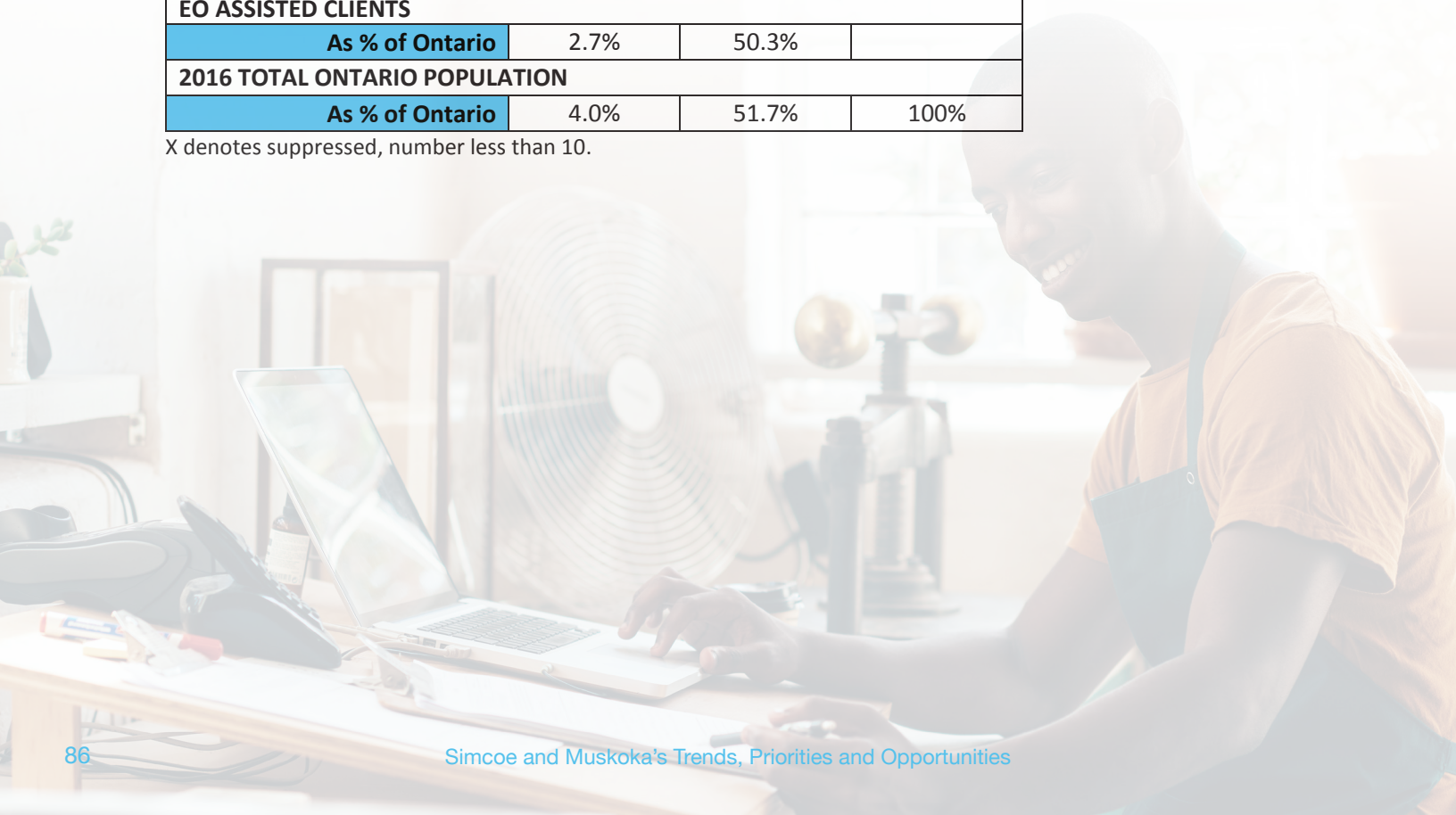
The number of Youth Job Connection clients at the local area had been dropping somewhat, as has its share of the total numbers (Table 61). In 2020-21, there was a considerable drop in YJC numbers, particularly at the local level, but also at the region and provincial levels. The figures for the Youth Job Connection Summer

program are included as well; the local level had a marginally larger share of the total number of participants across the province (the YJC Summer program numbers are not analyzed any further beyond the number of clients).

Table 61: Number of YJC participants, 2020-21

	Board	Region	Ontario
YJC PARTICIPANTS			
2020-21 Number	110	3,903	7,428
2019-20 Number	305	5,745	12,063
2018-19 Number	339	5,714	12,024
2017-18 Number	402	6,106	12,958
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%	100.0%
YJC SUMMER PARTICIPANTS			
2020-21 Number	94	2,331	4,815
As % of Ontario: 2020-21	2.0%	48.4%	
EO ASSISTED CLIENTS			
As % of Ontario	2.7%	50.3%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	4.0%	51.7%	100%

X denotes suppressed, number less than 10.



The next two tables look at the distribution of clients by age and by gender. Not surprisingly, most of the clients are between the ages of 15 and 24 (roughly 76%-87% across all three levels), and almost all the remaining

clients are 25-44 years old (likely under 29 years of age) (Table 62). At all levels, males make up a slightly higher proportion of the participants, between 55% and 62% (Table 63).

Table 62: Distribution by age of YJC participants, 2020-21

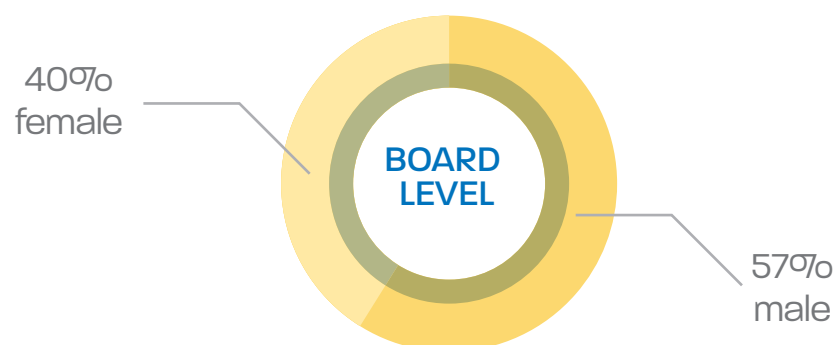
	Board	Region	Ontario
15-24 years	87%	76%	77%
25-44 years	13%	24%	22%
45-64 years	0%	0%	1%
over 65 years	0%	0%	X
Unknown	0%	X	0%

X denotes suppressed, number less than 10.

Table 63: Distribution by gender of YJC participants, 2020-21

	Board	Region	Ontario
Females	40%	52%	50%
Males	57%	47%	48%
Other/not disclosed/trans	0%	2%	2%

X denotes suppressed, number less than 10.



The majority of clients at the local level have either no certificate or only a high school diploma. While that is also the case at the region and provincial levels, in these

areas around one out of five participants have a college diploma or a university degree (Table 64).

Table 64: Distribution by education at intake of YJC participants, 2020-21

	Board	Region	Ontario
No certificate	45%	17%	27%
High school	37%	51%	48%
Apprenticeship	0%	X	0%
College	X	9%	8%
University	X	15%	10%
Other	X	8%	7%
Unknown	0%	0%	0%

X denotes suppressed, number less than 10.

At the local and provincial levels, persons with a disability account for a significant proportion of participants, from 28% to 40% (Table 65). At the region level, members of a racialized group rank as the largest designated group,

followed by persons with disabilities. Members of an Indigenous group also figure prominently at the local and provincial levels, as do newcomers at the region and provincial levels.

Table 65: Distribution by designated group of YJC participants, 2020-21

Percent	Youth Job Connection		
	Board	Region	Ontario
Indigenous Group	16%	2%	8%
Deaf	0%	X	X
Deaf/Blind	0%	0%	0%
Francophone	X	2%	2%
Internationally Trained Professionals	X	6%	5%
Newcomer	X	13%	10%
Person with Disability	40%	13%	28%
Racialized	X	34%	24%

X denotes suppressed, number less than 10.

Roughly 65-76% of clients have no source of income and this category is the only one for which we have reported data at the local level. Ontario Works is next largest

source of income category at the region and provincial levels (Table 66).

Table 66: Distribution by source of income of YJC participants, 2020-21

	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	X	1%	2%
Dependent of EI	X	0%	0%
Dependent of OW/ODSP	X	1%	2%
Employed	0%	0%	0%
Employment Insurance	X	3%	4%
No Source of Income	76%	76%	65%
Ontario Disability Support Program	X	3%	5%
Ontario Works	X	9%	16%
Other	X	7%	6%
Pension	0%	0%	0%
Self Employed	0%	0%	0%
Unknown	0%	0%	0%

X denotes suppressed, number less than 10.

Highlights From 2021 Employer Survey

Simcoe Muskoka Workforce Development Board

The 2021 employer survey covered a range of topics for a labour market in flux. During the lockdown periods, a considerable proportion of employers had a drop in employment; after three lockdowns, there was some recovery, with employers relatively optimistic about hiring in the near future (this was before the Omicron variant hit). Employers express somewhat higher expectations for the skill levels of their workers, and more so for job candidates. In the post-pandemic future, a segment of employers expects to rely more on hybrid work, with non-essential employees spending some time in the workplace and some time working remotely from home.

- In total, 199 employers visited the on-line survey between mid-October and the end of November 2021; there was an average of 153 responses per substantive question
- The distribution of employers by industry provided a good mix of different sectors from across Simcoe and Muskoka, although there was a significant over-representation of firms in the Manufacturing sector and, to a lesser extent, Arts, Entertainment & Recreation as well as Public Administration; by size of establishment, there were proportionately far more employers with more than 20 employees and far fewer with 1 to 4 employees
- The survey was completed by one in seven firms in Simcoe and Muskoka that has one hundred or more employees
- During the lockdown period, employers were more likely to decrease rather than increase their employment levels and that tendency increased the smaller the firm; the Services sector (Accommodation & Food Services; Art, Entertainment & Recreation; and Retail Trade) was especially more likely to have experienced employment decreases
- After the lockdown period, half or more of employers said that the employment levels did not change. However, where there was change, it more often involved an increase in employment, more likely among entry-level and then mid-skill level occupations, and more typically among permanent employees and then part-time employees
- Looking forward three months from the time of the survey, employers were quite optimistic regarding increased hiring, especially among entry-level and mid-skill level occupations
- Employers generally feel that their current employees need to raise the level of their current skills, although they are less likely to hold this view strongly; their views on enhancing current skills are much stronger when considering job candidates
- There are five categories of skills among job candidates which raise the greatest concern among employers:
 - Employability skills
 - Technical/vocational skills
 - Leadership skills
 - Working independently
 - Adaptability
- Of a list of 12 skills about which employers were asked to register their concerns, the skill attracting the least level of concern was basic digital skills
- When it comes to digital skills, the types of skills more desired by employers are the ability to use mobile apps and handheld devices, and the ability to use basic office software; that being said, there is a broad range of digital skills that are desired by at least a portion of employers
- During the lockdown period, there was a large shift of non-essential workers to remote work, largely

from home; when employers are asked to imagine a post-pandemic future, there is a small minority who envisage their non-essential workers continuing to work remotely some of the time

- In assessing the impact of remote work, employers are concerned how it impacts the on-boarding of new employees as well as the ability to maintain the firm's corporate culture and team spirit; on the other hand, employers generally do not see remote work as generating cost-savings, and they only very slightly agree that remote work is as productive as working in the workplace

- A third (34%) of employers had a mandatory vaccination workplace policy, another quarter (26%) left the decision up to the employee, whereas one in five (19%) had not decided on a policy at the time of the survey
- When asked to volunteer comments, the single biggest concern of employers is finding job candidates



Findings from Employer Survey

Profile of Employers

From mid-October to the end of November 2021, Simcoe Muskoka Workforce Development Board (SMWDB) administered an on-line survey to employers to obtain their views on the continuing impact of the COVID pandemic and expectations for the future.

Apart from early classification questions (location, industry and size), and later questions inviting employers to make use of services or for further follow-up, the

survey had 16 substantive questions regarding the impact of the pandemic on a company's workforce, hiring projections, skill expectations, views on remote work and other issues. In total, 199 employers visited the survey. Eleven surveys were eliminated because there were no answers to any of the substantive questions. The substantive questions received an average of 153 responses.

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	11	5.9%	6.9%
Administrative & Support, Waste Management	7	3.8%	5.5%
Agriculture, Forestry, Fishing and Hunting	1	0.5%	1.9%
Arts, Entertainment and Recreation	16	8.6%	2.0%
Construction	33	17.7%	19.4%
Educational Services	5	2.7%	1.0%
Finance and Insurance	5	2.7%	3.2%
Health Care and Social Assistance	16	8.6%	10.2%
Information and Cultural Industries	3	1.6%	1.0%
Management of Companies and Enterprises	0	0.0%	0.3%
Manufacturing	35	18.8%	4.3%
Mining and Oil & Gas Extraction	0	0.0%	0.3%
Other Services (except Public Administration)	11	5.9%	8.5%
Professional, Scientific & Technical Services	12	6.5%	9.6%
Public Administration	8	4.3%	0.2%
Real Estate and Rental and Leasing	4	2.2%	4.5%
Retail Trade	12	6.5%	12.7%
Transportation and Warehousing	4	2.2%	4.5%
Utilities	0	0.0%	0.2%
Wholesale Trade	3	1.6%	3.7%
TOTAL	186	100%	99.9%

The figure for actual number of employers by industry is derived from Statistics Canada's Canadian Business Count, June 2021

The distribution of employers by industry provided a good mix of different types of businesses, in many cases reflecting the broad distribution of these businesses in Simcoe and Muskoka. Table 1 provides the actual number of responses by industry, the percentage distribution of survey responses by industry, and compares them to the distribution of establishments with one or more employees in Simcoe and Muskoka in June 2021.

In a few instances, there is a significant over-representation of employers in the survey, notably Arts, Entertainment & Recreation, Manufacturing (by a large margin) and Public Administration. Similarly, certain sectors are somewhat underrepresented: Professional, Scientific & Technical Services; Retail Trade; and Wholesale Trade.

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 underrepresented 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, one in seven participated in the survey. Even among firms with 20-99 employees, 3% 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	9,474	5,360	1,647	256
Actual percent	57%	32%	10%	2%
Survey number	35	64	49	36
Survey percent	19%	35%	27%	20%
Survey as percent of actual	0.4%	1.2%	3.0%	14.1%

The figure for actual number of employers by number of employees is derived from Statistics Canada's Canadian Business Count, June 2021

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. Given the degree to which all areas were affected by the pandemic, what geographic variances there are would probably be less of an issue than significant variations by industry or

size of establishment. The most significant geographic imbalances are an over-representation of establishments from Orillia and a significant under-representation of establishments from other locations in Simcoe County (this would include: Bradford West Gwillimbury, Severn, Clearview, Adjala-Tosorontio, Tiny, Ramara and Tay).

Table 3: Survey respondents by location

LOCATION	SURVEY		ACTUAL
	#	%	
Barrie	54	29%	26%
Collingwood	10	5%	6%
Essa	3	2%	2%
Innisfil	5	3%	6%
Midland/Penetanguishene	12	6%	5%
New Tecumseth	12	6%	6%
Orillia	24	13%	6%
Oro-Medonte	7	4%	4%
Springwater	3	2%	4%
Wasaga Beach	4	2%	2%
Other location in Simcoe County	3	2%	17%
Bracebridge	12	6%	4%
Gravenhurst	5	3%	3%
Huntsville	3	2%	5%
Lake of Bays	1	1%	1%
Muskoka Lakes	6	3%	3%
Georgian Bay	4	2%	1%
Other location in Muskoka District	1	1%	0%
Other	18	10%	---
	187	100%	100%

The figure for actual number of employers by municipality is derived from Statistics Canada's Canadian Business Count, June 2021

Impact of Lockdown on Employment Levels

The first substantive question asked employers to indicate how the pandemic and the lockdowns affected levels of employment in their organizations. The intent of the question was to focus on the drop in employment, up until when the lockdowns were lifted, and was worded as follows:

“Please indicate which statement best describes the impact of the pandemic and lockdowns on the number of workers you employed, comparing before the pandemic to the time of the pandemic and lockdowns (that is, up until June 11, 2021).”

The range of possible responses were as follows:

- A significant reduction of over 33%
- A considerable reduction of between 10% and 33%
- A slight reduction of under 10%
- The size of our workforce more or less stayed the same
- A slight increase of under 10%
- A considerable increase of between 10% and 33%

- A significant increase of over 33%
- Does not apply/Don't know

In order to make easier comparisons across the various cross-tabulations, these responses were grouped into four categories:

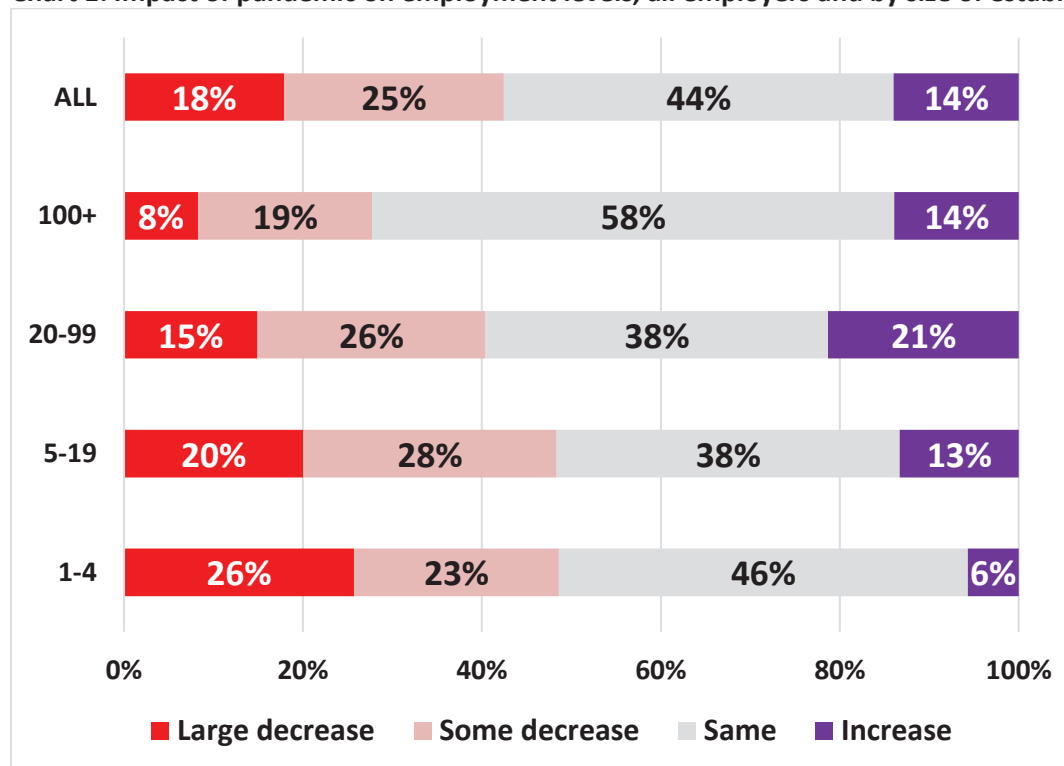
- Large decrease (over 33%)
- Some decrease (between 0% and 33%)
- Same
- Increase (any increase)

A small proportion (6%) of respondents answered, “Does not apply/Don't know,” so these responses were not compared across the sub-categories.

Chart 1 lists the responses for all employers, as well as the breakdown by four employee size categories:

- 1-4 employees
- 5-19 employees
- 20-99 employees
- 100 or more employees

Chart 1: Impact of pandemic on employment levels, all employers and by size of establishment



Overall, employers were more likely to decrease rather than increase their employment levels and that tendency increased the smaller the firm. Firms with 1-4 employees and 5-19 employees were just as likely to have experienced a decrease in the number of employees, but those with 1-4 employees were more likely to experience a large decrease and a smaller proportion experienced any increase. Firms with 20-99 employees were especially more likely to have experienced an increase in employees. Firms with 100 or more employees were most likely not have experienced any change.

Table 4 provides the responses to this question by industry. Only those industries with a sufficiently large

sample are included in this comparison; this includes Construction, Manufacturing and grouping called Services, which includes Accommodation & Food Services; Art, Entertainment & Recreation; and Retail Trade.

Construction fared the best, with a smaller proportion of employers having large decreases and a large proportion with increases. Manufacturing had a distribution similar to the overall average. Services was where large proportions had either large decreases (32%) or any decrease (36%), in both cases notably larger than the average figures.

Table 4: Impact of pandemic on employment levels, all employers and by industry

Industry	Large decrease	Some decrease	Same	Increase
Construction	6%	25%	47%	22%
Manufacturing	21%	21%	44%	15%
Services	32%	36%	23%	10%
ALL INDUSTRIES	18%	25%	44%	14%

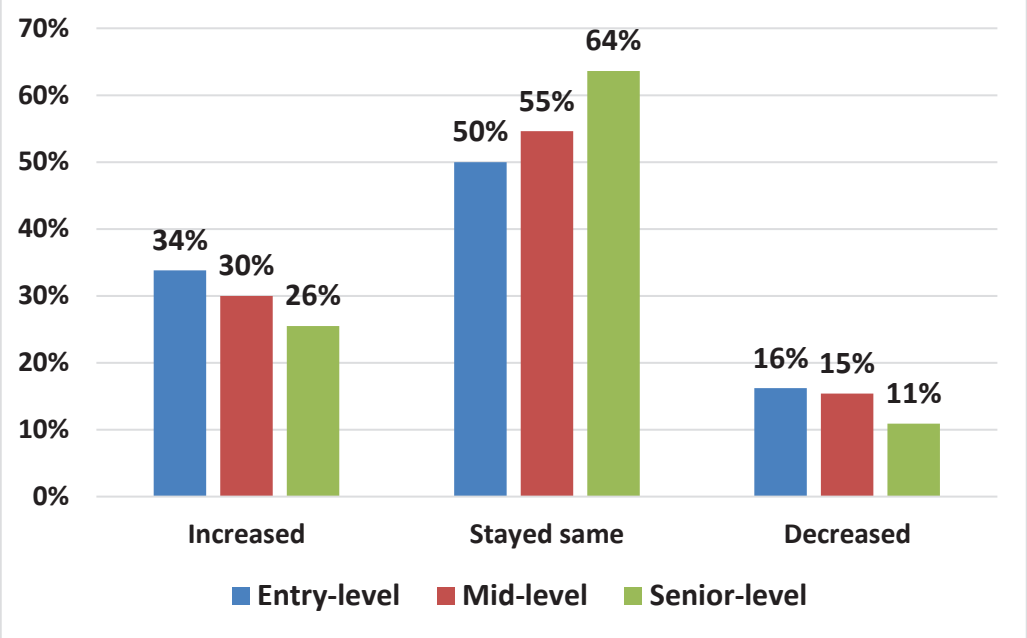
Changes in Employment Since The Lifting of Lockdowns

Employers were asked how employment has changed since the lockdowns began and soon to be lifted (starting June 11, 2021), in relation to three categories of workers:

- Entry-level or low-skilled workers: Jobs usually requiring a high school diploma or less, such as cashiers, shelf stockers, retail salespersons, cleaners, production workers, labourers
- Mid-level or mid-skilled workers: Jobs usually requiring a trades certificate or a college diploma, such as skilled tradespersons, technicians, technologists, supervisors
- Senior and highly skilled workers: Jobs usually requiring a university degree, such as managers, professionals, nurses, teachers

Chart 2 presents the responses for all employers.

Chart 2: Changes in employment by skill level since lifting of lockdowns, all employers



For all skill-levels of employees, half or more of employers said that the employment levels did not change. Where there was a change in employment, it more likely was an increase rather than a decrease, with a slightly greater likelihood of an increase among entry-level workers (34% of employers indicated that their entry-level workforce increased, compared to 16% who said that it decreased).

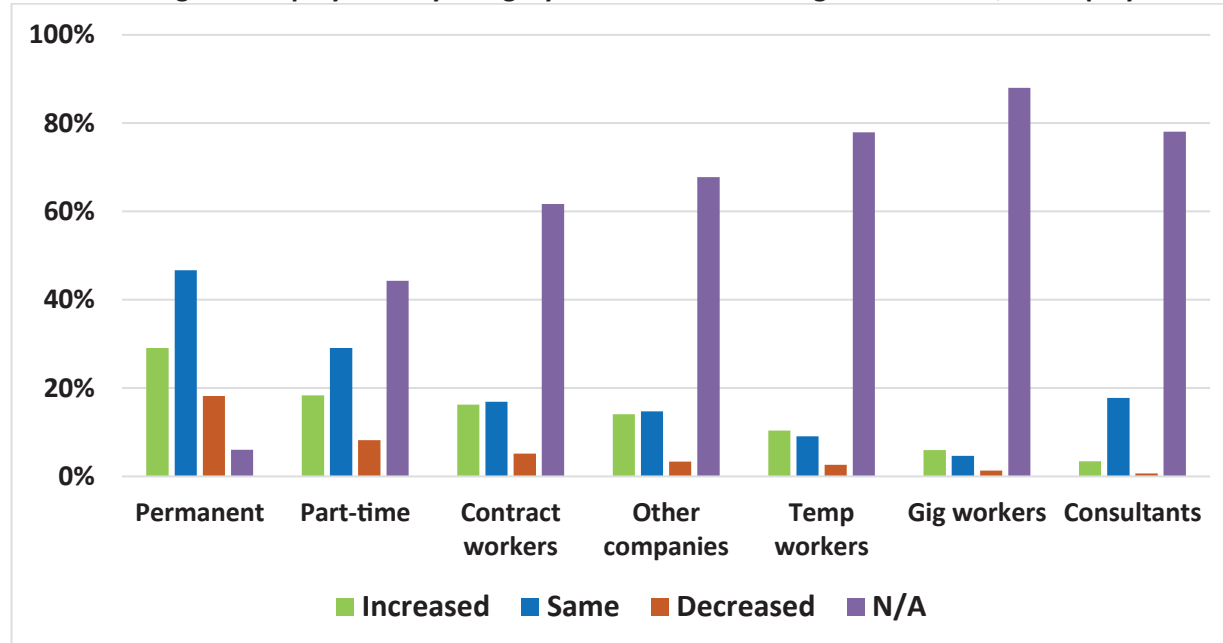
Employers were further asked whether the composition of their workforce has changed since the lockdowns have lifted. The workforce categories used in the survey have been abbreviated for the purposes of more easily displaying the labels on the charts. The table below provides the language used in the survey and the abbreviation used in the charts.

DESCRIPTION IN SURVEY	ABBREVIATION
Permanent employees	Permanent
Part-time workers (permanent or temporary)	Part-time
Workers from temp agencies	Temp workers
Contract workers (short- or long-term)	Contract workers
Out-sourcing functions to other companies	Other companies
Consultants	Consultants
Out-sourcing functions to gig workers	Gig workers

The survey further defined gig worker as follows: A gig worker is someone who is hired to carry out a very short-term task, such as delivering a parcel (e.g., via Uber) or carrying out a freelance office assignment

Chart 3 illustrates the responses for all employers.

Chart 3: Changes in employment by category of worker since lifting of lockdowns, all employers



The first thing to note about Chart 3 is the degree to which certain categories of workers are “Not Applicable” to the employer, which suggests this is not a category of worker which the employer makes use of. Over 60% do not make use of the following categories:

- Gig workers (88% indicated “Not Applicable”)
- Consultants (78%)
- Workers from temp agencies (78%)
- Out-sourcing to other companies (68%)
- Contract workers (62%)

A lower 44% of respondents answered “Not applicable” in relation to part-time employees and only 6% chose that response for permanent employees.

There were considerable variations by category of employer, which is well-illustrated by the responses in relation to workers from temp agencies: 100% of employers with 1-4 employees said this category was “Not applicable,” whereas a much lower 41% of employers with 100 or more employees said so. By industry, Manufacturing employers were less likely to say this category was “Not applicable,” at 55%.

If one removes the “Not applicable” responses, then the changes in employment show up differently than in Chart 3. Table 5 provides the results only for those employers for whom the category was applicable (gig workers are excluded from this table because the much smaller number of employers in this category made the sample less reliable). The results indicate that in proportional terms, there was a larger increase in reliance on temp workers, out-sourcing to other companies and contract workers than on increasing permanent workers. It should nevertheless be pointed out that because permanent employees account for a larger proportion of the workforce, the absolute number of individuals being hired as permanent workers would still exceed the hiring which was taking place within these other categories of employment.

Table 5: Changes in employment by category of worker, only for those categories that applied

	Increased	Stayed same	Decreased
Temp workers	47%	41%	12%
Other companies	44%	46%	10%
Contract workers	42%	44%	14%
Permanent	33%	52%	15%
Part-time	31%	50%	19%
Consultants	16%	81%	3%

Hiring Intentions Over Next Three Months

Employers were asked what their hiring intentions might be over the next three months, “assuming no major changes from today.” As with the questions about their recent hiring, they were asked to predict by both skill-level of the workers as well as by worker categories.

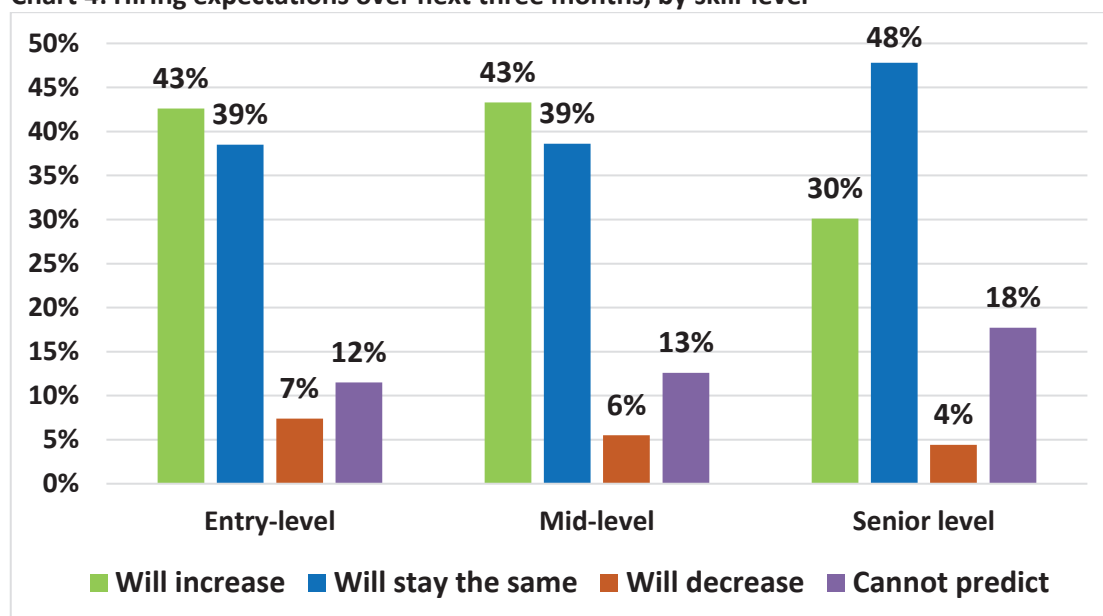
The answer options had an additional choice:

- The number will increase
- The number will stay the same
- The number will decrease
- Not applicable
- I do not know/I cannot predict at this time

Overall, as illustrated in Chart 4, the prognosis for employment was generally positive: across the three

skill levels, 4% to 7% of employers felt that employment would decrease (orange bars). In the case of entry-level and mid-level occupations, more employers felt that employment would increase than would stay the same (identical score of 43% versus 39%). In the case of senior-level occupations, 30% of employers felt that these number would grow as well, whereas close to half (48%) felt that employment levels would remain steady. Anywhere from one in ten (12%) to one in six (18%) felt it was not possible to predict at this time their likely hiring intentions three months from now, a sign of the degree of uncertainty which is present because of the pandemic and its continuing impact on the economy and businesses. (All these calculations were based on all responses with the exclusion of those employers who answer “Not applicable.”)

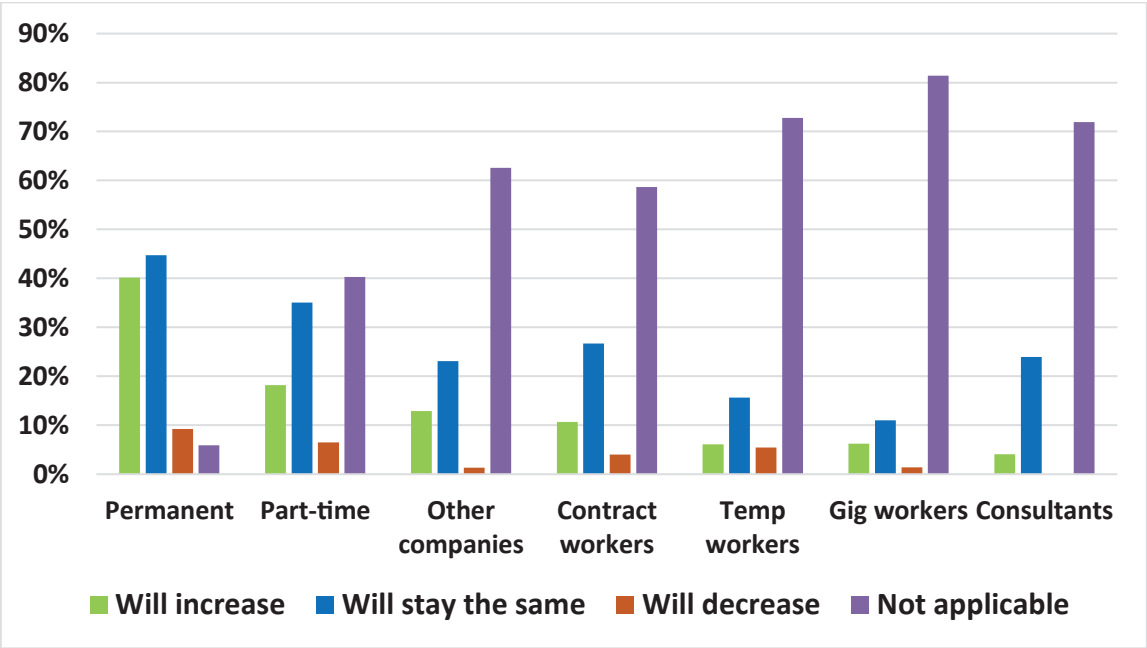
Chart 4: Hiring expectations over next three months, by skill-level



Employers were also asked to predict how the composition of their workforce may change over the next three months by category of worker. Chart 5 presents the response of all employers. There are broad similarities in the trends in Chart 9 compared to those in Chart 8, namely that expectations of increased employment are generally considerably higher than expectations of lower employment in each category. Also, as was the case

in Chart 3 when this question was asked about recent hiring, a significant proportion (around 60% and higher) indicated that most of these worker categories were “Not applicable” to their organization. The more relevant categories were permanent employees (only 6% said this category was “Not applicable”) and part-time employees (40% said this category was “Not applicable”).

Chart 5: Hiring expectations over next three months, by category of worker



Expectations Regarding Skills

The skills of workers and of job candidates has been a common theme in any consideration of the labour market; this has particularly been the case with the advance of technological change. The issue of skills has received additional attention as a result of the pandemic, as many feel that the pandemic has accelerated many labour market trends. The increased reliance on technology, to support working from home as well as to reduce human contact in the provision of goods or services. Two terms came to prominence during the pandemic period, namely, re-skilling, the notion that workers may need to shift to other functions and so will need to acquire new skills, and upskilling, the idea that workers will need to enhance the skills they currently have.

Employers were asked their level of agreement with each of the following statements:

- Our current workers need new skills (reskilling)
- Our current workers need to raise the level of their

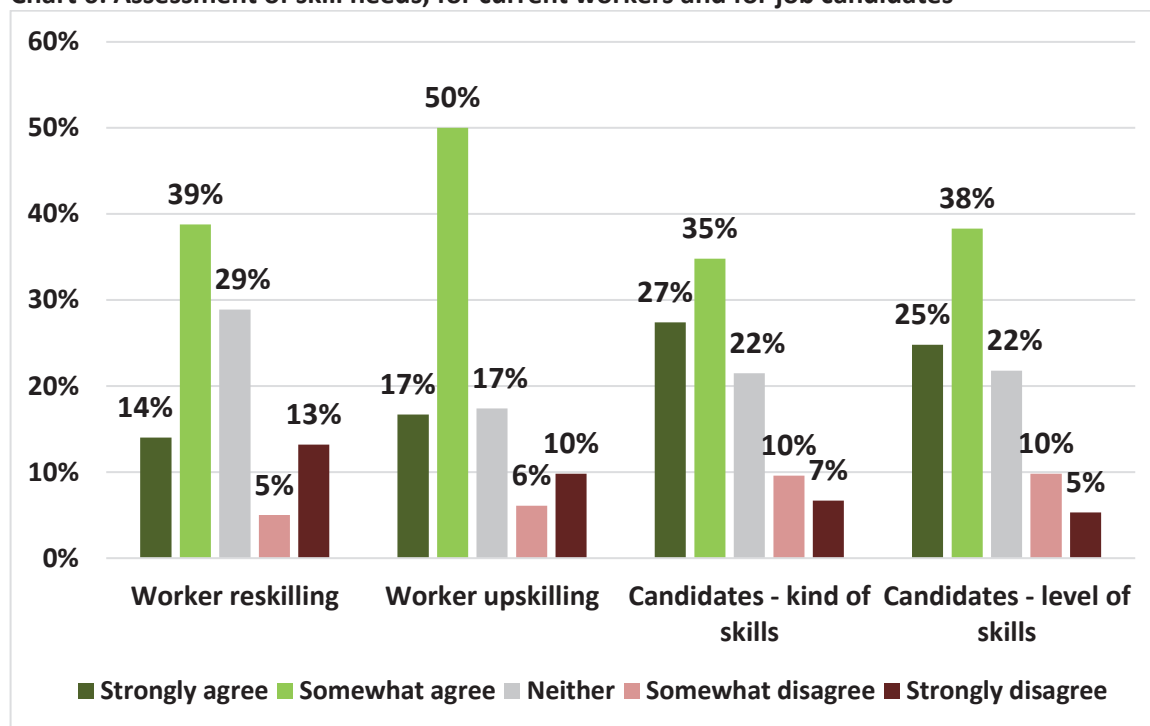
existing skills (upskilling)

- Job candidates lack the kinds of skills we need
- Job candidates lack the level of skills we need

Chart 6 presents the percentage distribution of responses by level of agreement. The percentages reflect the proportions of all those who provided an answer and excludes those who answered, “Do not know/Not applicable.”

Overall, employers are more likely to agree than disagree with each of these statements. Although in all instances, they are more likely to “somewhat agree” as opposed to “strongly agree.” Their level agreement is lowest in the case of new skills for current workers, and then increases slightly in the case of the remaining three statements. When it comes to assessing the skill needs of job candidates, they are slightly more likely to express their agreement “strongly” rather than “somewhat.”

Chart 6: Assessment of skill needs, for current workers and for job candidates



Employers with 1-4 employees are especially less likely to feel that their current employees need either reskilling or upskilling, and to a lesser extent, employers in the

Services sectors, whereas employers in Construction and Manufacturing were most likely to feel that job candidates lacked the kinds of skills they needed.

Skills shortage categories

The next question zeroed in on the specific types of skills employers found lacking. Respondents were provided with a list of skills and were asked to indicate the degree to which a specific skill was a concern during the hiring process, as follows:

- A major concern
- Sometimes a concern
- Rarely a concern

The skill descriptions in the survey and the abbreviations in the chart are provided in the table below.

DESCRIPTION IN SURVEY	ABBREVIATION
Basic digital skills (familiarity with a keyboard and office software)	Basic digital skills
Employability skills (punctuality, taking direction, reliability)	Employability skills
Essential or foundational skills (math/numeracy, written communications, creating and completing documents)	Essential skills
Customer service skills	Customer service skills
Technical/vocational skills that are specific to the occupation they are being hired for	Technical/vocational skills
Working in a group (communications skills, teamwork, managing conflict)	Working in a group
Working independently (problem-solving, taking the initiative, self-directed)	Working independently
Ability to work remotely (being well-suited to work remotely and/or having the resources and/or space to work remotely)	Ability to work remotely
Strong health and safety awareness and practices	Health and safety awareness
Adaptability (being flexible, responding well to change)	Adaptability
Leadership skills (the ability to supervise, manage and motivate workers in the post-pandemic environment)	Leadership skills
Mentorship/training skills (on-the-job teaching and coaching skills)	Training skills



Manufacturing firms were particularly concerned with employability skills.



Construction firms placed leadership skills as their highest concern

In order to make comparisons easier across categories, a composite score was created, with values assigned as follows:

- 3 points for each response of “A major concern”
- 2 points for each response of “Sometimes a concern”
- 1 point for each response of “Rarely a concern”

For each category the points were totaled and divided by the number of respondents who provided a rating (that is, excluding those who relied “Not applicable”).

There is not a huge difference in the scoring, but there certainly are clusters of skills which draw greater concern and others which draw less concern. The five skills

which attracted the greater concern (composite score of 1.96 to 2.11, hovering around an average score of 2 – “Sometimes a concern”) were:

- Employability skills
- Technical/vocational skills
- Leadership skills
- Working independently
- Adaptability

At the low end of concern, one skill stood out: basic digital skills. Otherwise, concerns regarding the remainder of the skills were in a narrow band of composite scores between 1.60 and 1.84.

Chart 7: Concerns regarding skill deficiencies among job candidates



Concerns regarding skills increased with the size of the establishment. Firms with 100 or more employees ranked technical/vocational skills (2.29) as their top concern. Construction firms placed leadership skills (2.48) as their highest concern and was the only category to rank training skills as a high concern (2.21). Manufacturing

firms were particularly concerned with employability skills (2.46) and technical/vocational skills (2.25). Firms in the Services sector expressed slightly lower levels of concern, with their top concern being customer service skills (2.23).

Employer Expectations Regarding Digital Skills Among Job Hires

As the previous question revealed, not many employers express a concern about a lack of basic digital skills among job candidates or new hires. Many employers

list various digital skills as employment prerequisites. Employers were specifically asked about their expectations regarding the following digital skills:

DESCRIPTION IN SURVEY	ABBREVIATION
Ability to use mobile apps, handheld devices	Mobile apps/devices
Ability to use basic office software (word-processing, spreadsheets and/or e-mail)	Basic office software
Ability to participate in, make a presentation, facilitate and/or organize a virtual meeting (e.g. Adobe Connect, Cisco WebEx, Microsoft Teams, Zoom)	Virtual meeting skills
Ability to work in an increasingly automated workplace (including advanced manufacturing)	Automated workplace
Ability to manage a website or social media presence	Website/social media
Coding skills	Coding
Ability to analyze large data sets	Big data skills
Ability to maintain online security and privacy	On-line security

Employers were asked to indicate their expectations according to the following options:

- An absolute requirement
- Nice to have
- Not a requirement
- Not applicable to our organization

One measure of the importance of these various digital skills to employers is the relatively low proportion who indicated that a particular skill was not applicable to their organization.

Table 6: Percentage of employers indicating that a digital skill was not applicable to their organization

Digital skill	Percent
Mobile apps/devices	13%
Basic office software	11%
Virtual meeting skills	20%
Automated workplace	32%
Website/social media	29%
Coding	46%
Big data skills	39%
On-line security	25%

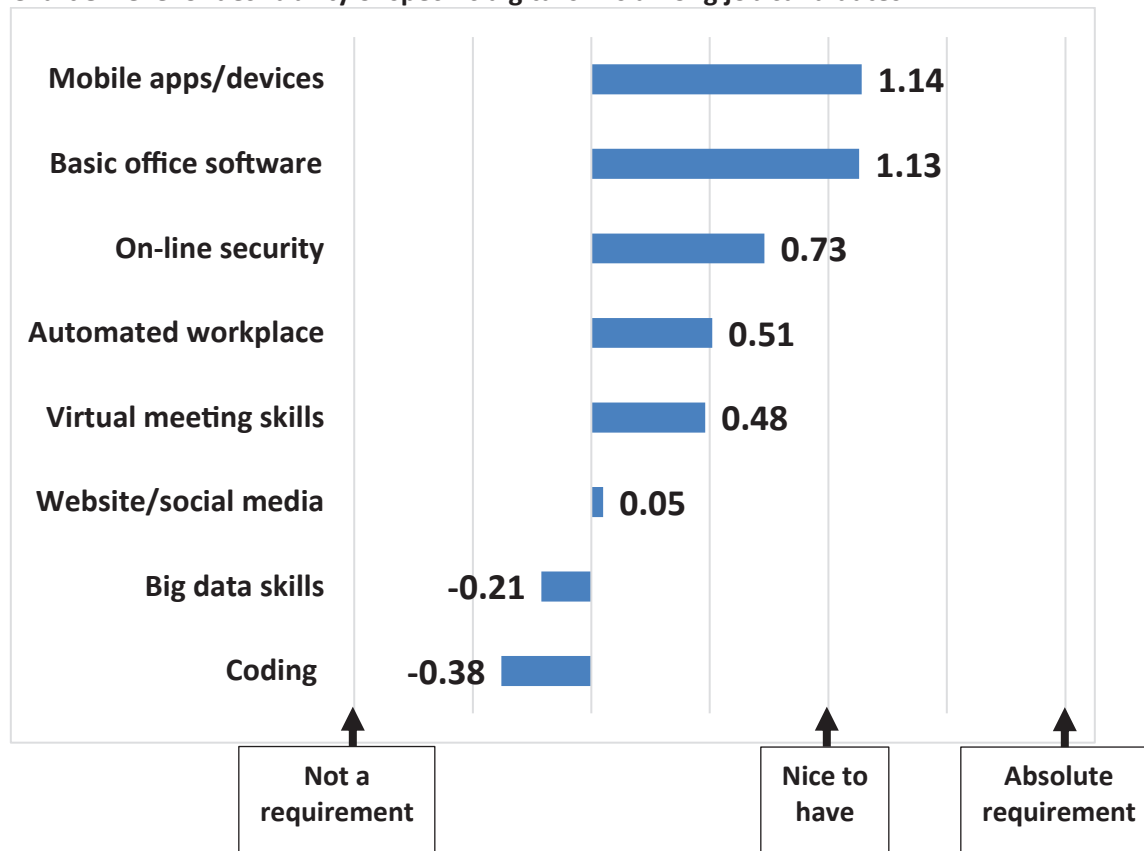
There was not a single digital skill where more than half of the employers said that the skill was not applicable to their organization. Indeed, only three skills had more than 30% of employers say they were not applicable: coding (46% saying it was not applicable); big data skills (39%); and automated workplaces (32%). That is quite astonishing, given that fifteen years ago these skills were hardly on the table.

To compare the results across these various skills, once again we created a composite score, assigning values as follows:

- 2 points for each response of “An absolute requirement”
- 1 point for each response of “Nice to have”
- -1 point for each response of “Not a requirement”

For each category the points were totaled and divided by the number of respondents who provided a rating (that is, excluding those who replied “Not applicable”). The results are presented in Chart 8.

Chart 8: Level of desirability of specific digital skills among job candidates



There was not a single digital skill where more than half of the employers said that the skill was not applicable to their organization.

Two digital skills stood out in their desirability: the ability to use mobile apps and/or handheld devices and the ability to use basic office software. In terms of other digital skills, the ability to maintain online security and privacy scored third. The two digital skills which ranked lowest in terms of desirability were the ability to analyze large data sets and coding. Yet even with these skills, 8% of employers said big data skills were an absolute requirement and 5% said the same of coding skills.

The desirability of digital skills increased the smaller the enterprise (perhaps because very small firms would not have an IT department). Thus, among firms with 1-4 employees, the following composite scores applied to the three top digital skills:

- Basic office software (1.48)
- Mobile apps/devices (1.33)
- Online security (1.31)

Note how online security scored almost the same as mobile apps/devices among these very small firms.

In terms of specific industries, employers in Construction had little need of most of the digital skills listing, assigning a negative score to all of them, except in the case of those two top digital skills, with composite scores that were still in the higher range: mobile apps/devices (1.15) and basic office software (0.83). Manufacturers also scored most of these digital skills lower; however, the top digital skill ended up being the ability to work in an increasingly automated workplace (including advanced manufacturing) (0.92). Among the Services sector, only two digital skills received relatively higher scores: mobile apps/devices (1.14) and basic office software (1.04).



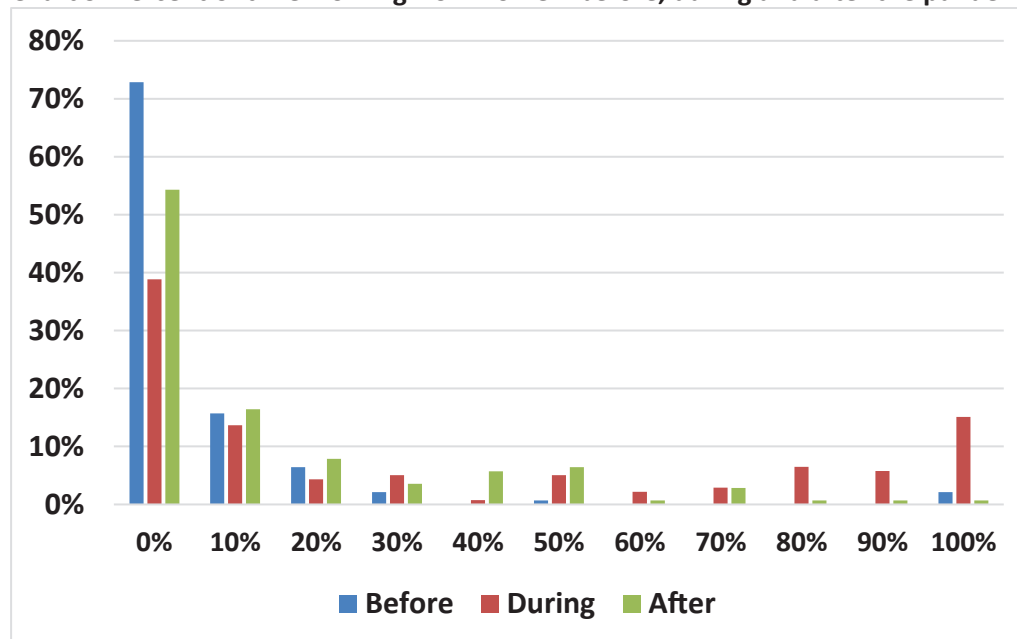
Remote Work Before, During and After The Pandemic/Lockdown

The most common workforce strategy that employers relied upon in response to the lockdown was to have employees work from home (also known as remote work). Prior to the pandemic, the incidence of remote work was low, the general view being that working from home was not as productive as when one is in the office. With the impact of the pandemic, most employers and employees were surprised at how effective working from home could

be. As an increasing number of workplaces re-open, the topic has turned to finding a better balance between the benefit of engaging face-to-face in one workplace location and the convenience of working from home.

Employers were asked to estimate the percentage of time a typical non-essential worker spent working from home, both before the pandemic and during the pandemic, as well as to estimate what the percentage will be some time after the pandemic has receded. Chart 9 shows the distribution of responses for each of these three periods.

Chart 9: Percent of time working from home – before, during and after the pandemic



The vertical axis indicates the percentage of employers providing that response. The horizontal axis shows the percentage of workers working from home. Thus, in the first set of columns on the far left, the horizontal value is “0%” which means 0% percent of the workforce worked from home. The vertical values are as follows:

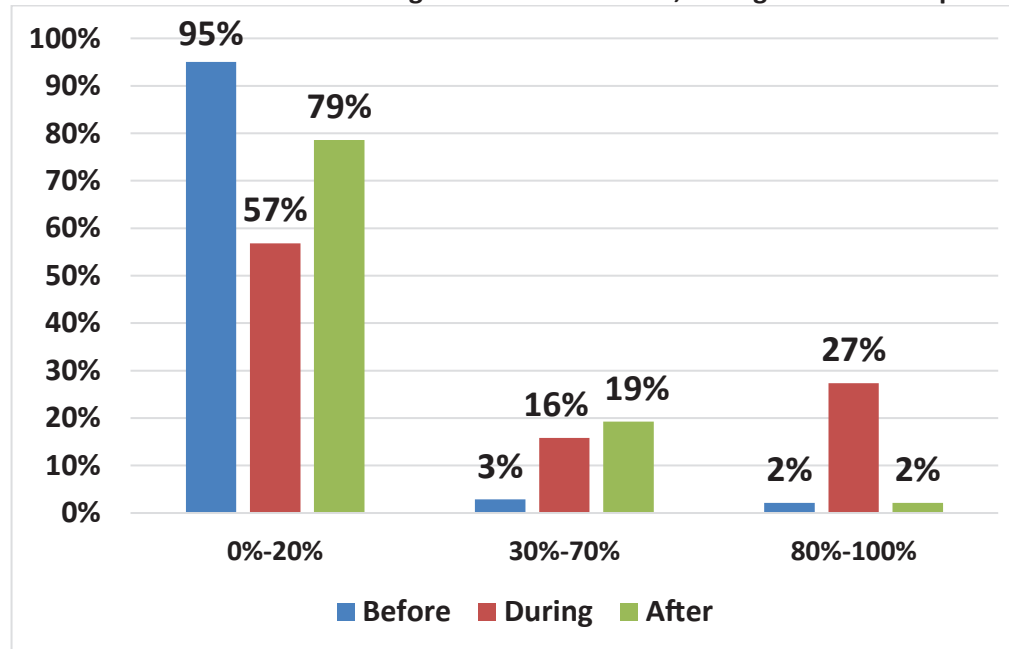
- The blue column indicates employers before the pandemic: 73% of them had no employees working from home
- The red column indicates employers during the pandemic: 39% had no employees working from home
- The green column indicates the expected practice after the pandemic is over: 54% predict that they will have no employees working from home – this

is almost a 20% drop from the practice before the pandemic

During the pandemic, one can see larger figures in the 80% to 100% range of the proportion of employees working from home. In the period after the pandemic (the green columns), one can see a range of results across the 20% to 70% range, representing a hybrid form of employment – sometimes in the workplace, someplace at home.

These impacts are far better to visualize when we collapse the responses into three choices: (1) Working from home 0% to 20% of the time; (2) Working from home 30% to 70% of the time; and (3) Working from home 80% to 100% of the time.

Chart 10: Percent of time working from home – before, during and after the pandemic, three ranges



As Chart 10 illustrates, during the pandemic there was a large shift of a significant proportion of the workforce to working from home: 27% of employers indicated that their employees worked from home 80% to 100% of the time during the pandemic. In their predications for after the pandemic, 19% of employers expect that their employees will work from home 30% to 70% of the time.

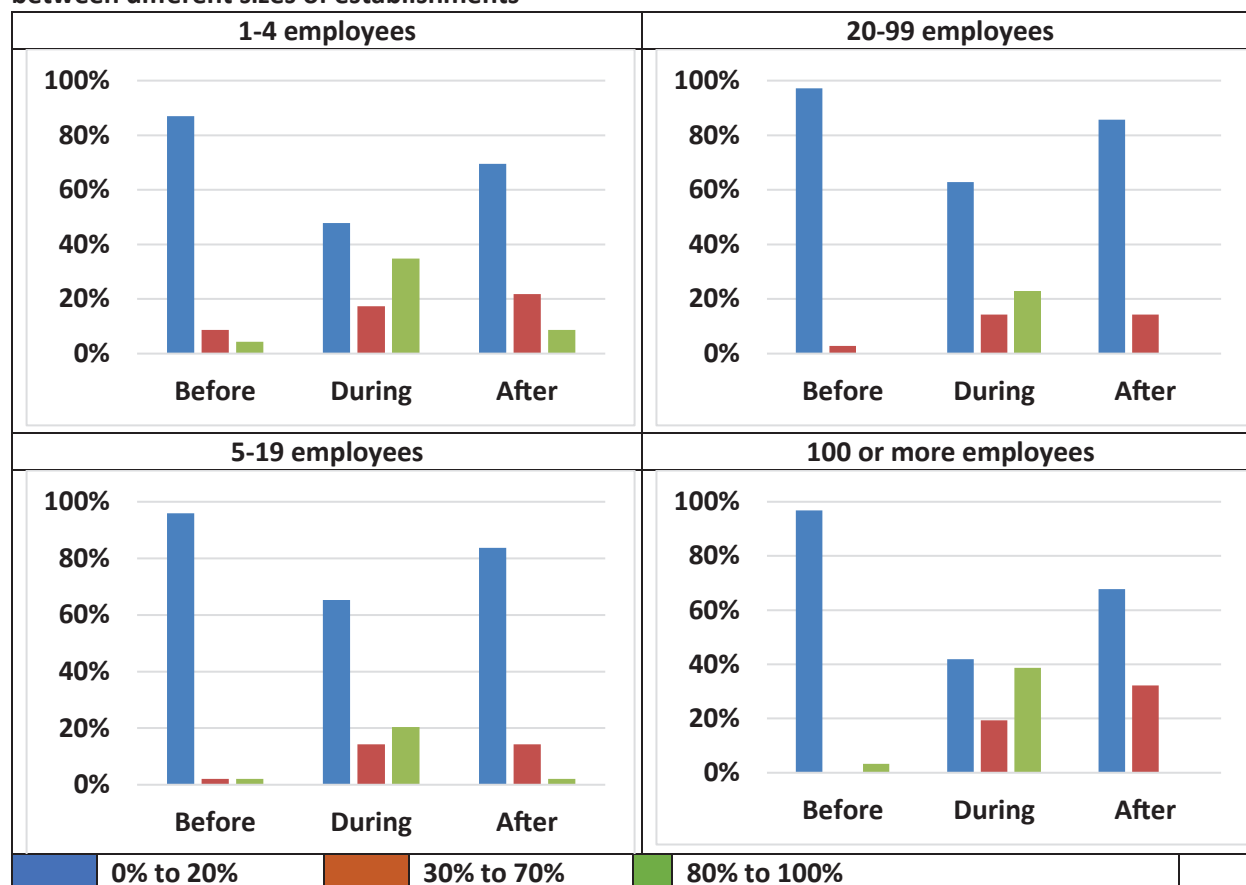
Chart 11 compares these same results among different sizes of establishments. Overall, the patterns are much

the same, except that firms with 100 or more employees are expecting to have a larger proportion of their workforce working from home some of the time (the red bar at the far right of the chart) – 32% of employers with 100 or more employees expect that their employees will work from home 30% to 70% of the time; the next highest proportion is among employers with 1-4 employees, where 22% expect that their employees will work from home 30% to 70% of the time.

32% of employers with **100 or more employees** expect that their employees will work from home 30% to 70% of the time.

22% of employers with **1-4 employees** expect that their employees will work from home 30% to 70% of the time.

Chart 11: Percent of time working from home – before, during and after the pandemic, comparison between different sizes of establishments



The industries for which we have a sufficient sample size are not industries suited for home-based work, but in each instance, they nevertheless had non-essential workers who did work from home for some period of time during the pandemic. Table 7 illustrates the proportion of employers who indicated that their employees worked from home 0% to 20% of the time – the data shows that this proportion declined, meaning some employees did work a larger proportion of time away from the workplace, and for Manufacturing and the Services sector, some will continue to work from home after the pandemic is

over. Thus, in the case of Construction employers, all non-essential workers worked mainly at the workplace before the pandemic (100% worked from home 0% to 20% of the time), and that expectation appears that it will continue (96% after the pandemic). In the case of Manufacturing, whereas 92% worked from home 0% to 20% of the time, that figure drops after the pandemic to 72%, meaning more employees are likely to work from home a larger proportion of the time. The same holds true to a lesser extent for employees in the Services sector.

Table 7: Proportion working from home 0% to 20% of the time, before, during and after the pandemic, by select industries

	BEFORE	DURING	AFTER
Construction	100%	76%	96%
Manufacturing	92%	60%	72%
Services sector	100%	67%	84%

Employer Views Regarding Remote Work

Employers were asked to indicate their level of agreement or disagreement with a series of statements about remote work and its implications for the organization.

The statements used in the survey are provided below, together with the abbreviated version for reporting purposes.

DESCRIPTION IN SURVEY	ABBREVIATION
Employees working remotely were as productive if not more productive compared to working on-site.	As productive
We foresee cost-savings to the company if more employees work remotely more often.	Foresee cost-savings
We have concerns regarding maintaining a team spirit and/or our corporate culture if there is a high incidence of working remotely.	Concern for team spirit
We have concerns about properly on-boarding new hires if there is a high incidence of working remotely.	Concern for on-boarding
We have concerns regarding our ability as a team to innovate or problem-solve if there is a high incidence of working remotely.	Concern for innovating
We have concerns regarding the implications for health, safety, WSIB and other insurance consequences as a result of more work done remotely.	Concern for insurance issues
While we were able to manage for a while, some of our employees have neither the proper working space and/or equipment to work remotely over the long-term.	Concern for home workspaces



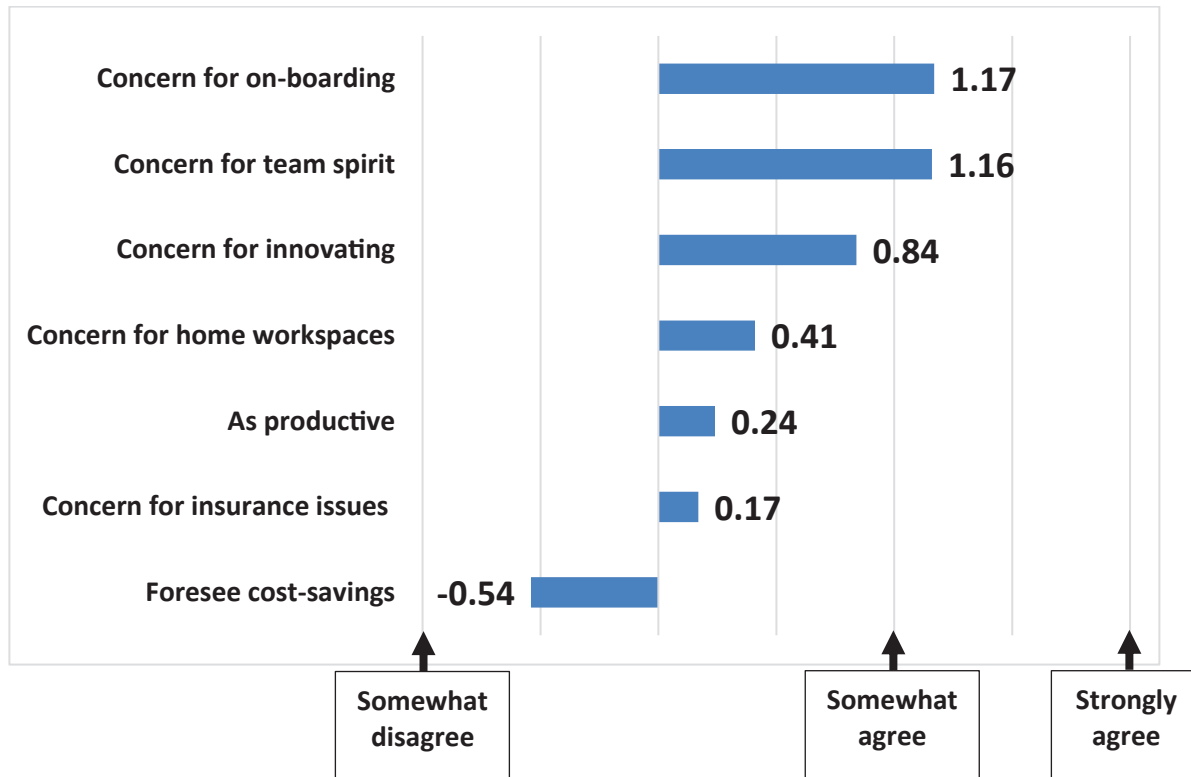
Chart 12 illustrates the results, which represent a composite score for each item, where a value was ascribed to each response as follows:

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

- Somewhat disagree: -1
- Strongly disagree: -2

All the values for one item were added up and divided by the number of respondents who provided an answer (that is, excluding those who replied, “Do not know/Not applicable.”

Chart 12: Views on remote work



There are two items which receive the most agreement (an average score slightly above “somewhat agree”) regarding the impact of remote work: the concern for on-boarding new employees and the consequences for maintaining the firm’s corporate culture and team spirit. A clear third item was a concern regarding the impact on innovation and creativity. All three of these items indicate that employers feel these activities benefit from in-person interaction.

At the other end of the spectrum, there was slight disagreement with the statement that remote work would result in cost-savings for the firm. Other issues had only slightly positive composite scores. For example, employers neither agreed nor disagreed with the

statement that employees were as productive working from home, if anything, there was a slight sliver of agreement with this statement.

There were not any clear trends in how employers answered these questions when analyzed by the size of their establishment. Much the same can be said when analyzed in terms of specific industries, except that in the case of the issue of whether employees working remotely were as productive, Construction and Manufacturing employers scored very closely to the overall average result (0.27 and 0.30), whereas employers in the Services sector were more likely to respond negatively (-0.33).

Vaccination Policy

Workplace policies regarding vaccinations have become an issue that employers have to contend with. The survey offered employers a number of options to choose from

to indicate what is their current policy. These options are listed below, together with their abbreviated versions for reporting.

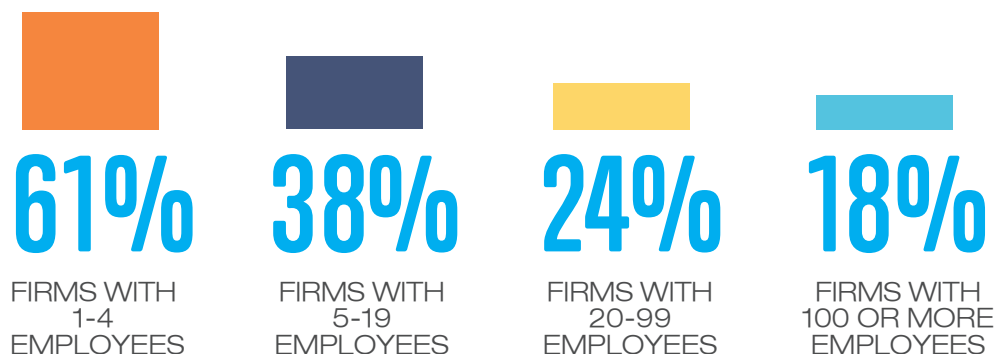
DESCRIPTION IN SURVEY	ABBREVIATION
Require that all workers be vaccinated.	Mandatory
Provide an incentive for workers to be vaccinated (for example, bonus or time off).	Incentive
Leave it to employees to decide whether they get vaccinated or not.	Employee choice
We have not decided on a workplace vaccination policy yet.	No policy
The issue of workplace vaccination is not a relevant concern to our company.	Not relevant
Other (please specify):	Other

Table 8 provides the responses from all employers (listed in order of most responses).

Table 8: Vaccination policy

Response	Percent
Mandatory	34%
Employee choice	26%
No policy	19%
Other	14%
Incentive	4%
Not relevant	3%

NUMBER OF FIRMS WITH MANDATORY VACCINATION POLICIES



A third (34%) of employers had a mandatory vaccination workplace policy. Another quarter (26%) left the decision up to the employee, whereas one in five (19%) had not decided on a policy at the time of the survey. Among the “other” answers, a common response was that they required either vaccination or regular testing. Several others noted that they encouraged vaccination, including providing information, but they did not provide an incentive. A couple of employers noted that while they did not have a mandatory vaccination policy, because their business involved working at a customer’s location, if a customer required vaccination for entry to their site, then any unvaccinated worker would not get that assignment and would not be accommodated with alternative duties. As well, a couple of employers noted that they wished

to have a mandatory vaccination policy, but with current labour shortages, they felt they could not risk losing out on potential job candidates.

Mandatory vaccination policies were very dependent on the size of the establishment:

- Firms with 1-4 employees: 61% had mandatory vaccination policy
- Firms with 5-19 employees: 38%
- Firms with 20-99 employees: 24%
- Firms with 100 or more employees: 18%

Mandatory vaccination policies were less likely to be in place among Construction firms (13%) and Manufacturing firms (11%), while these policies were more prevalent among the Services sector (37%).



Training Needs

Employers were asked to allocate an imaginary, unrestricted training budget across four training

categories. The categories are listed below, with the accompanying abbreviated versions:

Pre-employment programs which prepare job candidates to be more job-ready, in terms of soft and/or technical skills	Preparing job candidates
Raising the skill level of your existing workforce to adjust to the post-pandemic economy and new ways of working	Upskilling current employees
Training current workers for new skills to take on new functions or a different occupation	Reskilling current employees
Improving the skills of supervisors and managers to increase job retention, develop stronger teams and raise productivity	Strengthen supervisors/managers

Table 9 presents the results. While each item received at least 21% of the allocation, there were two items which attracted somewhat more support, namely, upskilling current employees (28%) and strengthening the skills of supervisors and managers (28%). Very small firms were more likely to allocate a greater proportion of the budget to upskilling current employees (34%) and correspondingly less to strengthening supervisors/

managers (22%), while in the case of firms with 100 or more employees, strengthening supervisors/managers received more support (33%), higher than the allocation for upskilling current employees (27%). Among industries, the Services sector stood out for allocating the second highest proportion to preparing job candidates (26%), but they also placed a priority on improving the skills of supervisors and managers (31%).

Table 9: Allocation of hypothetical training budget

Training category	Percent
Preparing job candidates	21%
Upskilling current employees	28%
Reskilling current employees	22%
Strengthen supervisors/managers	28%

34%

of very small firms were more likely to allocate a greater proportion of the budget to upskilling current employees

Employer Opinions On The Suitability of Micro-Credentials For Different Skills Development

Micro-credentials have emerged as a proposed option for training and education purposes. In the survey, micro-credentials were described in the following way:

A micro-credential represents a short-term form of postsecondary education training for specific skills and competencies that can address a specific need and/or can be staked together with further training to achieve a credential or certificate. On average, this would represent 40-50 hours of training.

The results are presented in Table 10. While there is clear acknowledgement for the benefit of micro-credentials, the support is more often lukewarm: for most subject headings, those indicating that they felt that micro-credentials would be a great help ranged from 27% to

43%, whereas those indicating that they felt it would help somewhat was almost always higher, between 32% and 60%. There were two areas of training where a substantial proportion of employers (almost a third) felt that the training would need to be longer:

- Technical/vocational skills that are specific to the occupation they are being hired for (32%)
- Leadership skills (the ability to supervise, manage and motivate workers in the post-pandemic environment) (29%)

The three areas which received the largest proportion of employers who felt that micro-credentials could be a great help were:

- Customer service skills (43%)
- Employability skills (punctuality, taking direction, reliability) (40%)
- Working in a group (communications skills, teamwork, managing conflict) (40%)

Table 10: Suitability of micro-credentials for different categories of skill development

	Would be a great help	Would help somewhat	Need longer training
Basic digital skills (familiarity with a keyboard and office software)	37%	56%	8%
Employability skills (punctuality, taking direction, reliability)	40%	49%	12%
Customer service skills	43%	46%	12%
Technical/vocational skills that are specific to the occupation they are being hired for	36%	32%	32%
Working in a group (communications skills, teamwork, managing conflict)	40%	53%	8%
Working independently (problem-solving, taking the initiative, self-directed)	37%	45%	17%
Ability to work remotely (being well-suited to work remotely and/or having the resources and/or space to work remotely)	33%	56%	12%
Strong health and safety awareness and practices	27%	60%	13%
Adaptability (being flexible, responding well to change)	30%	53%	17%
Leadership skills (the ability to supervise, manage and motivate workers in the post-pandemic environment)	34%	37%	29%

Excludes the responses of those employers who answered "Do not know/not applicable"

Employer Ratings of Their Organization’s Diversity and Inclusion Policies

The final substantive question in the survey asked employers to rate their diversity and inclusion policies. This question was asked in the context of the many social issues which had attracted considerable attention in the recent two years. The survey expressed this context in the following way:

The period just before and during the pandemic saw a greater focus being placed on the circumstances of specific population groups as a result of such moments as the #MeToo movement, the blockades by Indigenous Peoples and the further revelations

relating to residential schools, and the Black Lives Matter protests. As well, marginalized groups were disproportionately harmed by the COVID pandemic, as were youth, who experienced very high unemployment rates and a reduced ability to participate in experiential learning opportunities. Throughout this period, persons with disabilities have continued to experience poor labour market outcomes.

The policy areas which were to be assessed were as follows (with the accompanying abbreviated versions):

Formal policies for diversity and inclusion	Formal policies
Recruitment of new employees	Recruitment
Career advancement	Advancement
Retention of staff	Retention
Mentoring	Mentoring
Recognizing and addressing mental health and wellness in the workplace	Mental health
Cultural competence/cross-cultural communication	Cultural competence
Processes to hold managers accountable for adhering to diversity and inclusion	Accountability
Tracking progress in implementation of diversity and inclusion goals	Tracking implementation
Tracking the contribution of diversity and inclusion to corporate performance	Tracking contribution

Employers were asked which of the following assessments of their organization applied for each of the policy areas:

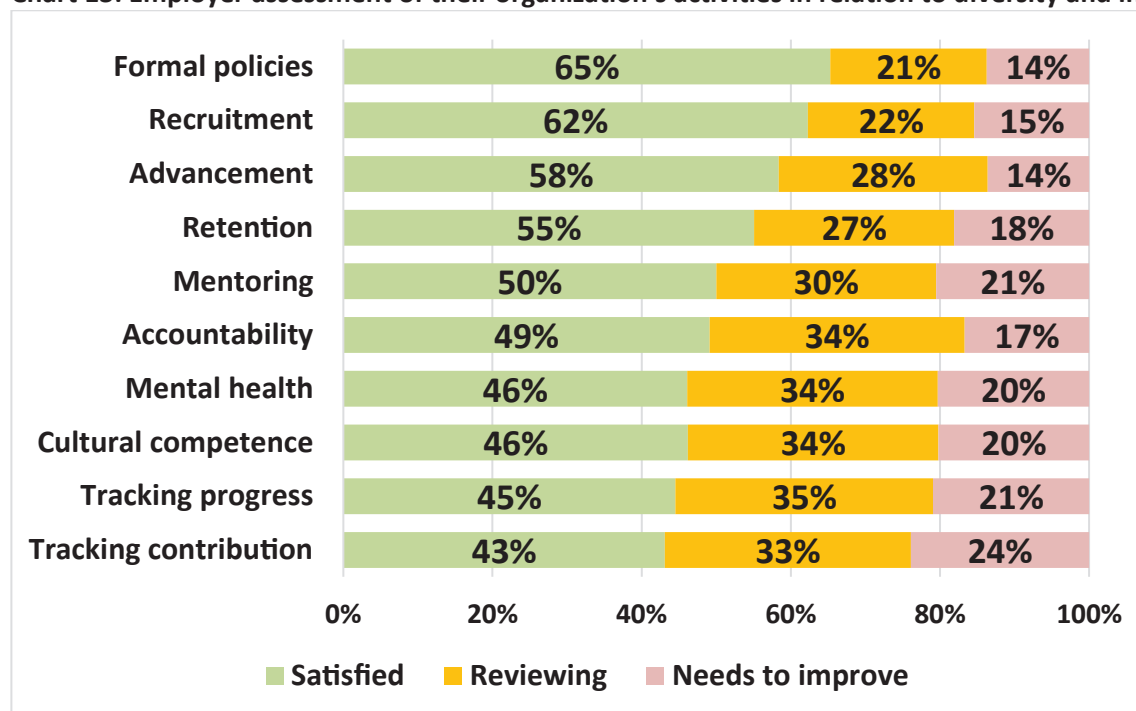
- Satisfied with our polices and performance
- Currently reviewing or will review our policies or performance
- More needs to be done to improve our policies or performance

There was also a “Not applicable” option. Chart 13 provides the distribution of responses by each policy area (it excludes those who answered “Not applicable”).

At first blush, one could conclude that there is a

considerable level of satisfaction among employers with their organization’s diversity and inclusion activities. In every instance, this response represents the largest, single answer. However, another way to look at these responses is the combined responses which indicate that their activities are either being reviewed or will be reviewed, or that more needs to be done to improve their policies or performance. The combined percentages for these two answers amount to half or more than half of all responses for six of the ten activities listed. In many instances, around one-third of employers say they are reviewing or will be reviewing these policies and in a number of cases one in five say more needs to be done.

Chart 13: Employer assessment of their organization's activities in relation to diversity and inclusion



Other Comments From Employers

Employers were invited at the end of the survey to provide additional comments relating to the topics covered by the survey or priorities related to their organization. Almost 20 comments were received and by far the most common issue was the great difficulty in finding job candidates. For many, it has reached the level of an absolute absence of job candidates, for others it is that there is a very small number of applicants and certainly very few qualified job applicants. Often in conjunction with their concerns about the lack of

job candidates, or as its own comment, a number of employers cited the negative impact of the COVID benefits (such as CERB) and how these acted as a disincentive to employment. A couple of employers mentioned the lack of affordable housing as contributing to the shortage of entry-level workers, preventing them from living in the local area. Two other employers also warned that a vaccination mandate would reduce the available labour pool.

Most Common Issue:

DIFFICULTY IN FINDING JOB CANDIDATES

2021-2022

Project Updates

Essential and Soft Skills Services for Employers

This pilot project with the Simcoe/Muskoka Literacy Network helped to address the fact that 48% of adult Canadians fall below a high school level and this is negatively affecting their work and personal lives. To date, over 1200 Soft Skills Solutions® facilitators have been trained across Ontario. A flexible online delivery model was created which now allows the employer flexibility to choose from a variety of skills that suit their immediate needs. Employers who have engaged with the training are considering incorporating essential skills into their current workplaces as a way to incorporate professional development and build a positive culture within their workplaces. The Soft Skills Solutions® curriculum audit process highlighted the need for more diversity, inclusion and equity concepts to be weaved into the videos, quizzes and exercises. These changes are already being undertaken. More information on the benefits of essential skills and soft skills upgrading for employers can be found on our website and/or takeaway information brochures.

COVID-19 Awareness for Small Business

The ongoing pandemic has presented a range of challenges for our regional employers including staffing, finances and mental health. Collaborating with our regional partners such as the County of Simcoe, District of Muskoka, Simcoe Muskoka District Health Unit, and CHMA a marketing campaign to share the information with employers was undertaken. The compilation of information helped employers navigate through the pandemic challenges, protocols and funding streams. The awareness campaign shared information as government regulations changed and these updates were included in newsletters, website updates and service providers meetings to direct employers to the current municipal, regional, provincial and federal COVID-19 resources available to them.

COVID INFORMATION

District of Muskoka	County of Simcoe
Simcoe Muskoka District Health Unit	Canadian Mental Health Association
Canadian Association Mental Health	Province of Ontario

PSW Stakeholder Summit

The genesis of the project came from the 2019-2020 Personal Support Worker Career Laddering Roadshow; an opportunity for employers and educators to network and discuss issues affecting the sector as a whole. One of the major concern for the sector at the time was labour shortages and now this issue has only been exasperated by the ongoing pandemic and housing shortages in our region. The committee worked with the County of Simcoe, District of Muskoka, Georgian College and Simcoe County District School Board to help inform the plenary on mental health becoming the number one issue in the long-term care facilities. The PSW Summit helped to address these top concerns of employers and educators in the field. In addition, a survey was conducted with PSW students at Georgian College and Simcoe County District School Board Continuing Education determining what types of benefits, work schedules and workplaces new hires are looking for in an employer. These results help better inform regional employers when they are designing and/or implementing attraction and retention strategies for their workforce. The half-day virtual summit provided an opportunity for the cross sharing of information with the different stakeholder groups ultimately gaining a better understanding of the work environment challenges.

Simcoe Muskoka Workforce Development Board and Literacy Network Amalgamation Calendar

The printed calendar was distributed to community partners as a resource for employers, job seekers and learners on the various services available to help enhance their businesses, employment goals and learning opportunities. The calendar highlights regional partners such as, Economic Development Offices, Literacy Providers, Employment Ontario Offices, OYAP Offices and many more. The calendar provides an easy guide to learn more about their services and help direct new clients to their websites and contact information.



PSW STUDENT SURVEY

Your feedback is important!

Additional Activities

Soft Skills Solutions®

Since 2015, SSS® Facilitators throughout Ontario have been training individuals on the Soft Skills Solutions® program. The recent audit process highlighted the need for more diversity, inclusion and equity concepts to be weaved into the curriculum. With the many changes in the labour market the Soft Skills Solutions® program is undergoing a redesign to better reflect the modern world we live in. Designing, training, marketing and delivering the new program continued throughout the year as we look to expand across Canada.



Foundational Assessment for Skilled Trades (FAST)

We continue to promote the FAST platform (readyfortrades.ca) as developed in partnership with Georgian College. FAST is an online version of the original paper-based EARAT pre-apprenticeship program. The ability to deliver the program online has increased its accessibility and popularity. To date SMWDB has completed the online conversion and formatting of over sixty of the original EARAT assessments for twenty-one trades. The long-term goal is train, market and deliver the program to community partners across the Province of Ontario.



LMI Help Desk for the District of Muskoka

The Labour Market Information (LMI) Help Desk is a free on demand service that delivers timely workforce data to gain a better understanding of trends, local occupations and wages, demographics and top industries. The data is useful for employers, service providers, educators and economic development offices trying to navigate the ever-changing workforce needs in the District of Muskoka. The information can be used to monitor and forecast economic trends, such as occupation projections, wage characteristics, demographics, or recruitment methods.



Have questions about the labour market?
Send an email to helpdesk@wdb.ca

Did you know our help desk:

- Is a complimentary service
- Provides local labour market information
- Can answer questions such as:
 - What skills are in demand in my area?
 - What is the demographic of workers in my area?
 - What is the average wage for my occupation?

For more information, please contact us at: helpdesk@wdb.ca | www.wdb.ca



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

2021-2022 Action Plan Update

Strategic Priorities

The priority for local planning is to continue 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 "demand side" labour market issues and highlight Employment Ontario programs that can help address "demand side" needs.
3. Using EO program data and other "supply" side information as evidence, 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 Workforce Development Board and Literacy Network have endeavoured to create initiatives that can address multiple priorities within our communities.

Priority #1

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

- has rolled out the Webisodes that continue to create a high-level understanding of employment issues such as skills development. The webisodes are hosted on our website and YouTube channel so they are easily accessible to all employers, job seekers, learners, and service providers.
- continues to develop and promote Soft Skills Solutions® into workplaces in order to assist employers with upskilling their employees with the skills that are expected in today's workforce. The program is also being updated in order to be more relevant to the many organizations provincially that support unemployed, underemployed or at-risk populations who are looking to enter or re-enter the workforce.
- has onboarded new FAST (Foundational Assessment for Skilled Trades) trainers who are strengthening their 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 apprenticeship.

Priority #2

“Foster partnerships between education and business.”

- continues an awareness campaign on the compilation of COVID-19 information provided by our regional partners of County of Simcoe, District of Muskoka, Simcoe Muskoka District Health Unit, and CHMA etc. to assist employers and job seekers navigate through the pandemic challenges, protocols and funding streams.
- based on the success and continued demand for this program, Soft Skills Solutions© was promoted to employers to help build awareness of the benefits of essential skills development within their businesses. With over 1,200 facilitators trained in Ontario and British Columbia, this flexible, online certificate course can assist regional employers to foster employee satisfaction and retention.
- continues to promote the Foundational Assessment for Skilled Trades to a variety of community partners across Ontario. SMWDB, 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.”

- continues to support the Simcoe Muskoka Skilled Trades Expo with a longstanding community partnership that sees over 3,000 students try a trade and interact with industry mentors. Prior to the pandemic, the annual event offered Grade 7, 8 and 12 students an introduction to the skilled trades.
- based on the “Muskoka Labour Market Assessment, Analysis and Recommendations”, SMWDB has been assisting the District of Muskoka to bring together employers, educators and other community stakeholders to address the following priority issues (with other to follow):
 - **WORKFORCE ATTRACTION:** To implement strategies for attracting workers, both seasonal and permanent, to Muskoka;
 - **WORKFORCE DEVELOPMENT:** To ensure that job candidates, workers and employers are developing the right skills for the Muskoka labour market; and
 - **EMPLOYERS AND EDUCATORS:** To enhance collaboration between employers and educators to produce better-prepared school graduates in Muskoka, in particular, with respect to experiential learning opportunities, including apprenticeships.



Priority #4

“Strengthen local employers’ success in recruiting and retaining suitable employees.”

- continues to develop Soft Skills Solutions®, moving into the workplace to help individuals learn the skills that are expected in today’s workforce, helping them to be more successful in retaining their jobs or obtaining a promotion. The program is still accessible to any organizations provincially that support unemployed, underemployed or at-risk populations who are looking to enter or re-enter the workforce.
- shared survey results curated from PSW students at Georgian College and Simcoe County District School Board Continuing Education determining what types of benefits, work schedules and workplaces new hires are looking for in an employer. These results help better inform regional employers when they are designing and/or implementing attraction and retention strategies for their workforce.
- has used the “Muskoka Labour Market Assessment, Analysis and Recommendations”, SMWDB to assist the District of Muskoka to bring together employers, educators and other community stakeholders to address the following priority issues (with other to follow):
 - **WORKFORCE ATTRACTION:** To implement strategies for attracting workers, both seasonal and permanent, to Muskoka;
 - **WORKFORCE DEVELOPMENT:** To ensure that job candidates, workers and employers are developing the right skills for the Muskoka labour market; and
 - **EMPLOYERS AND EDUCATORS:** To enhance collaboration between employers and educators to produce better-prepared school graduates in Muskoka, in particular, with respect to experiential learning opportunities, including apprenticeships.

Priority #5

“Improve information about the local labour market.”

- continues to roll-out Webisodes, such as the annual “Data and More” Employment Ontario data analysis in order to create a high-level understanding of employment issues including changes in the labour market over the pandemic. These webisodes are housed on the SMWDB website and our YouTube Channel as an on-going awareness tool that is free and easily accessible.
- taps into the 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. Users can filter the data based upon specific variables, including location, National Occupation Classification codes, and skill levels. The platform also provides a job skills tool, showcasing in demand skilled trades jobs. The Simcoe County District School Board and Simcoe Muskoka Catholic School Board are utilising the job skills tools in conjunction with their high school curriculum.
- promotes the Region of Muskoka’s free, on demand Labour Market Information Help Desk; a service that delivers timely workforce data to help gain a better understanding of trends, local occupations and wages, demographics, and top industries. Regional economic development officers, the District of Muskoka, Georgian College, Trillium Lakelands District School Board and other community and business stakeholders are using the labour market data help desk to help inform their future planning requirements.



Simcoe Muskoka
Workforce Development Board

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