Toronto Training Board
Commission de Formation de Toronto

TRENDS
OPPORTUNITIES
PRIORITIES

TOP REPORT

January 2009

a member of

Local Boards Network

Champions of Ontario's Local Labour Market Solutions

The Toronto Training Board thanks everyone who participated in this year's TOP outreach; those who came to the consultations, filled in the online survey, validated the information and identified potential partnerships. Our partners and Board of Directors contribute to making our work meaningful. The TTB acknowledges the generous support of our sponsor, Employment Ontario. The authors of the TOP report are Enriketa Dushi, Karen Charnow Lior and Lori Smith. This report is produced by the Toronto Training Board and does not necessarily represent the views of any level of government.

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Introduction

The Trends, Opportunities and Priorities (TOP) Report is published annually by the Toronto Training Board (TTB). The TTB is a not-for-profit organization governed by a volunteer Board of Directors. Board members represent Business, Labour, Education and Training, Persons with Disabilities, Immigrants/Visible Minorities, Women, Youth and other sectors of the local economy. The Board was established in 1998 as one of the local training and adjustment boards in Ontario.

The Toronto Training Board's mission is to support sustainable jobs in a vibrant economy. The Toronto Training Board does this by:

- Researching and analyzing labour market trends, skills shortages and training opportunities in Toronto.
- Developing strategies and fostering partnerships to meet the training needs of workers and employers.
- Informing stakeholders (community groups, trainers & educators, labour, employers, governments and media) about labour market trends, training opportunities, and strategies to match them.
- Providing opportunities for multiple stakeholders to discuss training issues, develop training strategies, and form training partnerships.
- Promoting strategies and public policies that support accessible, equitable opportunities for lifelong learning.

The TTB is a member of the Local Board Network, the 21 local training and adjustment boards in Ontario funded by Employment Ontario. Local Boards work to improve the conditions of their local labour markets by identifying the issues and developing and/or participating initiatives that address those issues.

The Toronto Training Board gratefully thanks all those who took part in this year's TOP process by attending consultations, filling in the online survey, validating the information and identifying potential partnerships. Tom Zizys, our Labour Market Analyst, provided valuable suggestions and invaluable feedback. Many participants made important suggestions that greatly enrich our research and outreach. Our partners and Board of Directors contribute a great deal to our work.

This report is produced by the Toronto Training Board and does not necessarily represent the views of any level of government. This TOP report was prepared by TTB staff, Enriketa Dushi, Karen Charnow Lior and Lori Smith. Enriketa, prepared the statistical analyses and the charts, Lori conducted most of the interviews and Karen managed the process and edited the report. As always, the TTB acknowledges the generous support of our sponsor, Employment Ontario.

Executive Summary

Toronto is at the centre of one of the fastest growing economic regions in North America. The government of the City of Toronto is the sixth largest government in Canada, larger than some of the 11 provincial governments. One sixth of Canada's jobs are located in Toronto.

The City is home to more nationally and internationally top-ranked companies than any other Canadian city and is one of the largest financial centres in North America. The heavy concentration of national and international economic activity makes Toronto a major business service centre. Toronto is:

- The 2nd largest food production centre in North America
- The 3rd largest biotechnology centre in North America
- The 3rd largest screen-based arts centre in North America
- One of the world's leaders in digital media and information technology
- A point of convergence for "green" business.

The data for this report comes primarily from the 2006 Census with added information from the City of Toronto. Much of it was collected prior to November 2008, before Canada's economy began to shift. The changing economic climate will have a profound effect on Toronto's labour market. The City's financial sector is already experiencing a downturn. Although the diversity of Toronto's economy is important to the City's stability, the impact of losses in the auto sector will affect much of the related manufacturing situated in Toronto. The city's multi-sector and broad business base has ensured growth through changing times and economists predict that the City may withstand the worst of the downturn.

The TOP report provides a snapshot of Toronto's economic and labour market activity. The report combines social and demographic information about Toronto, current labour market information and information related to training, employment and adjustment issues in the City of Toronto. The Trends, Opportunities and Priorities (TOP) Report is the starting point of an action plan to address the issues identified in the report through:

- Community consultations organized by the TTB and held in the fall of 2008.
- An online survey posted on Survey Monkey in November and December 2008.
- A series of interviews with key personnel working in the top 20 industrial and economic sectors.
- Analysis of additional data from a variety of sources including Statistics Canada, Taxfiler, Canadian Business Patterns, The City of Toronto, and other relevant reports.

The 2009-2010 significant trends identified through this process are, in order of priority:

1. Toronto continues to attract close to 1/3 of new immigrants to Canada. However, newcomers are taking jobs in the service sector rather than finding employment that matches their skills, education and experience.
2. Labour market restructuring in which precarious employment is becoming a significant part of the employment picture, is leading to growing wage and income disparity and high levels of family poverty.
3. Torontonians are experiencing an increasingly unstable economy. The manufacturing sector is shrinking while employment is growing in firms that employ 1-5 people.
4. Employers in Toronto are experiencing skills shortages in some sectors such as Information Technology.
5. Toronto is a magnet for youth from outside the Greater Toronto Area (GTA) and from other parts of Canada. This leads to high youth unemployment levels and, in some cases, a mismatch in expectations between employers and youth looking for work.
6. The threat of climate change is causing companies and shareholders to change their priorities. Socially responsible investment is expanding and businesses are increasingly adopting green plans to reflect shareholders values. This results in new opportunities for "green collar" jobs with a surge in demand for environmental auditors, environmental engineers, corporate social responsibility professionals, retrofitting and more.
7. Mature workers are remaining in or returning to the workforce, indicating a need for new and innovative strategies to retain and/or retrain these workers.

This year's TOP report follows a slightly different format from previous reports. The first section is entitled "Labour Market Status Analysis". This is a new section and is consistent with the data collected by the other Local Boards and organizations in MTCU's 25 provincial planning zones. Much of the information in this section is presented using "templates" provided by the Ministry of Training, Colleges and Universities.

The Toronto Training Board distributes the TOP report widely. We hope that readers find it useful as they work on planning programs and projects in the employment and training sector of Toronto. More information and the French version of this report are available through the Toronto Training Board. Please visit our website, www.ttb.on.ca.

Labour Market Status Analysis

A. Toronto at a Glance

Toronto is North America's leading economy. The major factors that make up Toronto's top ranking are:

Size[i]

- Toronto is the 5th largest city by population in North America. (City of Toronto, Agenda for Prosperity)
- Toronto sits in the centre of the 48th largest urban region in the world. The population in the Census Metropolitan Area (CMA) is 5,113,149. (Toronto CMA, 2006 Census)

Employment and Labour Force[ii]

- Toronto is the 2nd fastest growing major employment region in North America. Between 2001 and 2006, employment increased by 316,000 in the Toronto CMA
- Toronto is home to an educated and productive labour force of more than 1.3 million.
- Over 70,000 businesses are located in Toronto
- 80% of Canada's largest research and development groups, law, advertising and high-tech establishments are located in Toronto.

Diversity and Social Cohesion[iii]

- Toronto is one of the most diverse cities in the world. Over 100 languages and dialects are spoken in the City.
- 50% of Toronto's 2.6 million residents were born outside of Canada and the region welcomes over 100,000 newcomers annually.
- The City of Toronto is one of the safest major metropolitan areas in North America. Toronto has experienced a continuous drop in the crime rate over 10 years; the rate in 2007 was 20.7% lower than a decade earlier.[iv]

B. DEMOGRAPHICS

Population & Age Characteristics

The latest Census by Statistics Canada indicates that 2,503,281 people resided in Toronto in June 2006[v], making it the largest city in Canada.[vi]

TABLE 1 Population Change

	2001	2006	Population Change (%)
Toronto	2,481,494	2,503,281	0.9
Ontario	11,410,046	12,160,282	6.6

Source: Statistics Canada, 2006 Census

- The city's population grew by 0.91% (21,787 residents) between 2001 and 2006. This growth rate is relatively low compared to the rest of Ontario (6.6%).
- There were increases in some age groups. These were the 15-24 year olds, the 40-64 year olds and those over 75. Others declined, including children under 10, 25-39 year olds and, ages 65-74.[vii]
- The two fastest growing age groups were 80-84 and 55-59 year olds. They grew by 30% and 25%, respectively.[viii]
- Age cohorts that showed the greatest decline from 2001-2006 include 5-9, 30-35, and 35-39 year olds, all of which fell by about 10%.
- Females make up 48.15% of the population, males compose 51.85%.
- The median age was 38.4 years, whereas that of Ontario was 39 years.

Immigrants

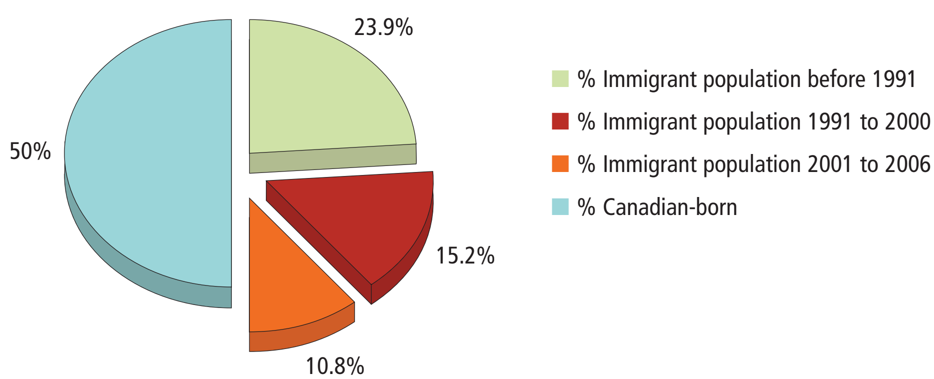
While the City of Toronto still attracted the largest share of all recent arrivals to the metropolitan area, this proportion has dropped over the past few years. Between 2001 and 2006, the city attracted 59.8% of new immigrants, down from 67.5% during the previous five years, and 71.5% between 1991 and 1996. This represents a significant shift in immigration patterns.

The City of Toronto was home to the largest number of foreign-born people in 2006. However, most of the recent growth in the foreign-born population occurred in the municipalities surrounding the city.[ix]

The chart below, Table 2, depicts the percentage of immigrant population in Toronto compared to Canadian-born in 2006. The total immigrant population is equal to the percentage of Canadian-born.

TABLE 2

Percentage of Population by Immigration Period and Canadian-born, 2006



Source: Statistics Canada, 2006 Census

Visible Minorities

According to the latest Census, 47 per cent of Toronto's residents reported themselves as belonging to a visible minority, up from 42.8 per cent in 2001.

TABLE 3

Visible minority population characteristics	City of Toronto
	Total
Total population	2,476,565
Total visible minority population	1,162,635
Not a visible minority	1,313,930

Source: City of Toronto

- The City of Toronto's visible minority population has increased by 10.6 per cent since 2001 and by 31.8 per cent since 1996.
- The top five visible minority groups in Toronto are.[x]
  South Asian, at 298,372 or 12.0 per cent of our population;
  Chinese, at 283,075 or 11.4 per cent;
  Black, at 208,555 or 8.4 per cent;
  Filipino, at 102,555 or 4.1 per cent;
  Latin American, at 64,860 or 2.6 per cent.

Aboriginals

Census 2006 reported 242,490 aboriginal persons living in Ontario, out of which 13,605 persons were living in the City of Toronto.

C. Toronto's Labour Market Activity

Employment Overview 2003-2007

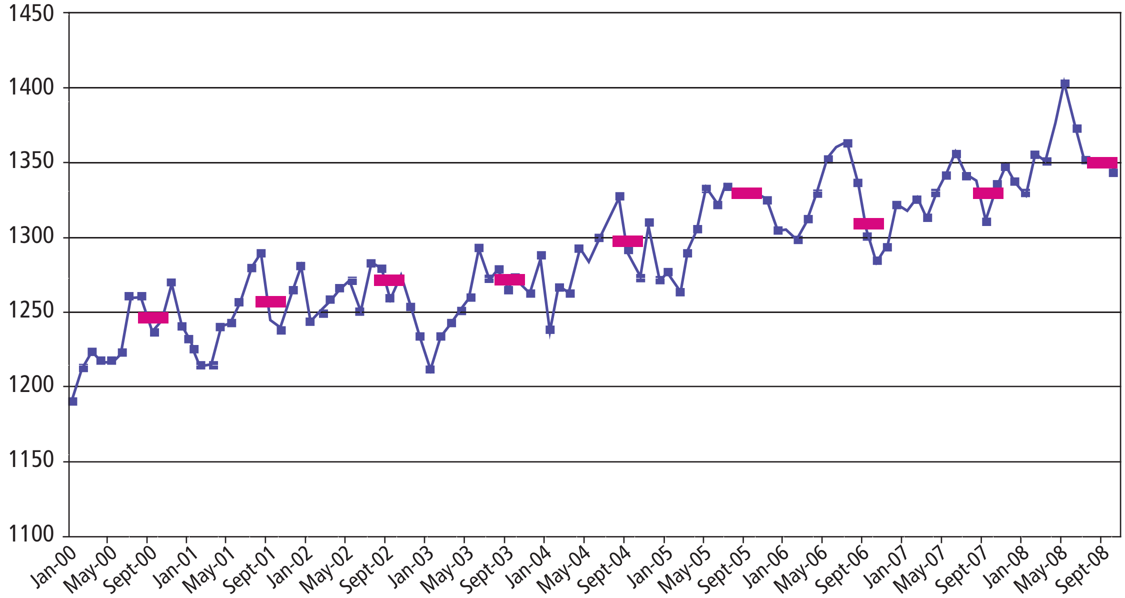
After a stagnant period in 2003, employment grew noticeably. In 2004 the City recorded a modest rise in employment by 4,300 or 0.3% after three years of decline. This rise was the smallest annual increase in 20 years. The largest decrease occurred between 2001 and 2002, when 26,200 jobs were lost (-2.0% change).[xi]

- The overall employment in 2007 was up by 1.7% or 21,900 jobs from 2006.[xii]
- Employment growth is expected to level off or decline in 2009.[xiii]

The following chart describes employment changes in the City of Toronto from January 2000 until October 2008. The line shows the number of employed residents in each month. The numbers were increasing gradually until October 2008.

TABLE 4

City of Toronto — Employed Residents (000’s)



Source: City of Toronto

Employment Trends by Industry 2002-2007

The market share of some employment sectors remained relatively steady in this period. The share of employment in the Institutional sector experienced modest growth of 0.62%, representing 16.0% of total employment in 2007. Employment in the “Institutional” sector refers primarily to jobs in educational facilities, such as teachers, day care workers, educational assistants and educational administrators.

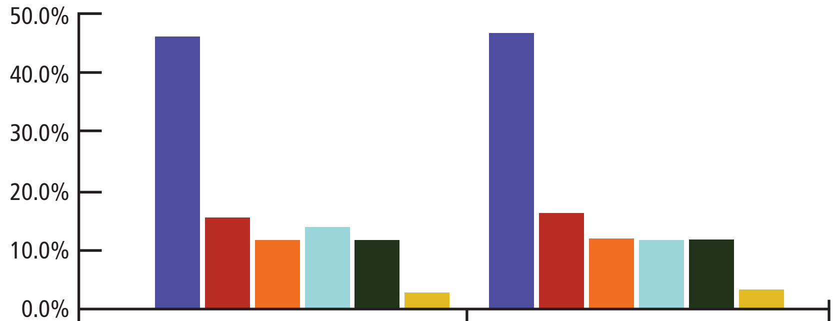
The share of employment in the Manufacturing sector, which includes jobs in industrial plants or factories, water treatment and sewage facilities, declined 2.2%, representing 11.4% of total employment in 2007.

According to the Conference Board of Canada, the rising dollar over the past few years resulted in a decline in Toronto’s manufacturing industry and the lay-off of thousands of workers. The sector will continue to face challenges in 2009 and may hold back growth in Toronto’s economy.[xiv]

Service sector employment, which includes employment in businesses that provide rental, repair, cleaning and personal services, has remained fairly constant. The Retail and “Other” sector increased slightly by 0.3% and 0.5% respectively. Employment in the Retail sector includes jobs in general retail stores and restaurants.

Since 2002, the most significant sectors in the City of Toronto are the Office and Retail sectors, followed by Service, Manufacturing, Institutional and Other at 2%. The Office sector includes employment in insurance, financial, real estate or government offices and “Other” includes jobs related to recreational or entertainment activities.

TABLE 5 Employment by Sector Over Time 2003-2007



	2003	2007
Office	45.7%	46.3%
Institutional	15.2%	16.0%
Retail	11.4%	11.7%
Manufacturing	13.6%	11.4%
Service	11.4%	11.5%
Other	2.6%	3.1%

Source: City of Toronto, Employment Survey 2003-2007

The chart below depicts Toronto's sector employment between 2005-2007 and employment forecast until 2012.

TABLE 6

Sectoral Employment	2005	2006	2007	2008	2009	2010	2011	2012
Total employment (000s)	2,763	2,802	2,866	2,902	2,971	3,049	3,127	3,204
	2.1	*1.4*	*2.3*	*1.3*	*2.4*	*2.6*	*2.5*	*2.5*
Goods sector	652	614	601	594	599	610	619	626
	-1.6	*-5.8*	*-2.1*	*-1.2*	*-.9*	*1.8*	*1.4*	*1.2*
Primary	12.1	12.1	12.3	11.0	10.8	10.9	11.0	11.0
	24.6	*-0.5*	*2.0*	*-10.6*	*-1.8*	*0.9*	*0.8*	*0.1*
Manufacturing	461.5	423.1	404.3	397.2	397.0	401.6	405.2	408.0
	-5.2	*-8.3*	*-4.4*	*-1.8*	*-0.1*	*1.2*	*0.9*	*0.7*
Construction	162.8	186.8	168.8	170.9	176.8	182.4	187.1	191.6
	11.3	*2.4*	*1.2*	*1.2*	*3.4*	*3.2*	*2.6*	*2.4*
Utilities	15.6	12.2	15.5	14.5	14.6	14.9	15.3	15.6
	-17.5	*-21.9*	*27.3*	*-6.3*	*0.5*	*2.2*	*2.2*	*2.1*
Services sector	2,111	2,188	2,262	2,309	2,372	2,440	2,508	2,578
	3.2	*3.5*	*3.5*	*2.0*	*2.7*	*2.9*	*2.8*	*2.8*
Transportation & communication	224.3	244.6	233.9	240.1	246.0	250.0	253.8	258.0
	-0.2	*9.1*	*-4.3*	*2.6*	*2.5*	*1.6*	*1.5*	*1.7*
Wholesale & retail trade	444.8	459.3	464.5	481.7	407.7	509.2	521.5	534.3
	5.8	*3.3*	*1.1*	*3.7*	*3.3*	*2.3*	*2.4*	*2.5*
Finance, insurance & real estate	271.1	286.9	286.0	290.1	290.6	308.2	316.0	323.8
	5.8	*5.4*	*-0.3*	*1.4*	*3.3*	*2.9*	*2.5*	*2.5*
Commercial services	686.4	700.7	748.6	754.9	770.6	793.4	817.2	840.6
	-0.3	*2.1*	*6.8*	*0.8*	*2.1*	*3.0*	*3.0*	*2.9*
Non-commercial services	393.0	409.2	439.9	447.9	461.2	478.8	495.6	514.2
	5.0	*4.1*	*7.5*	*1.8*	*3.0*	*3.8*	*3.7*	*3.6*
Public administration	90.6	87.1	91.5	94.0	96.5	100.0	103.2	106.5
	13.2	*-3.9*	*5.0*	*2.7*	*2.6*	*3.6*	*3.3*	*3.2*

First line of employment data is in thousands and second line is percentage change.

Sources: The Conference Board of Canada: Statistics Canada

TABLE 7 Key Industries with Employment Increases 2001-2006

Industry (NAICS)*	Toronto %change	Ontario %change
Food, beverage and tobacco wholesaler-distributors	39.1	36
Waste management and remediation services	32.3	27.3
Heritage institutions	27	22.9
Furniture and home furnishings stores	19.9	19.2
Building material and garden equipment and supplies dealers	18.7	17.4
Religious, grant-making, civic, and professional and similar organizations	16.4	13
Social assistance	15.3	13.1
Nursing and residential care facilities	14.3	23.4
Credit intermediation and related activities	14	12.8
Hospitals	13.6	14.4
Real estate	12.8	20.4
Health care and social assistance	12.6	14.6
Educational services	11.7	13.9
Transit and ground passenger transportation	11.4	11.6
Private households	10.5	10.4
Public administration	10.5	13.4
Real estate and rental and leasing	9.1	14.5
Ambulatory health care services	8.9	10.5
Arts, entertainment and recreation	7.5	13.6
Finance and insurance	6.2	7.6

Source: Statistics Canada, Canadian Business Patterns , *NAICS — North American Industrial Classification System

TABLE 8 Key Industries with Employment Decreases 2001-2006

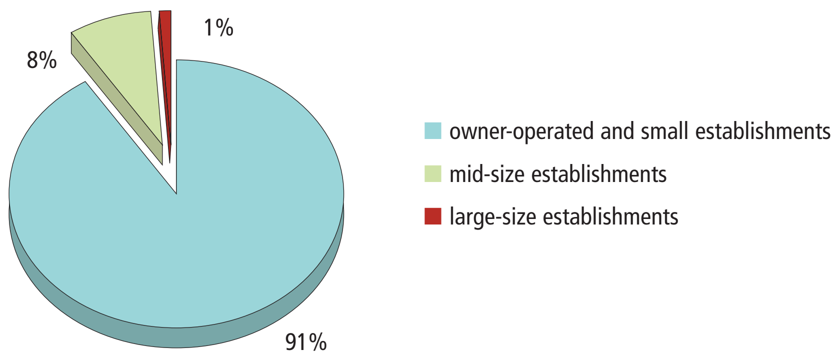
Industry (NAICS)*	Toronto %change	Ontario %change
Non-store retailers	-49.8	-22.1
Petroleum and coal products manufacturing	-44.7	-25.6
Textile mills	-39.2	-21.7
Computer and electronic product manufacturing	-37.2	-24.4
Clothing manufacturing	-34.3	-36.2
Rail transportation	-29.9	-17.8
Textile product mills	-27.8	-13.3
Electrical equipment, appliance and component manufacturing	-26.2	-29.7
Aboriginal public administration	-25	13.1
Beverage and tobacco product manufacturing	-24.9	-7.2
Wholesale agents and brokers	-24.1	-18.6
Miscellaneous manufacturing	-22.6	-13.1
Gasoline stations	-21.1	-8.2
Miscellaneous store retailers	-19.9	-5.8
Utilities	-18.2	4.6
Primary metal manufacturing	-17.6	-15.5
Furniture and related product manufacturing	-17.4	-3.4
Printing and related support activities	-17	-5.8
Paper manufacturing	-16	-17.4
Water transportation	-15.6	-22.7

Source: Statistics Canada, Canadian Business Patterns

City of Toronto Establishments

The majority of establishments in the City of Toronto (91%) employed nine people or fewer in 2007. Only 1% of the establishments employed 100 or more people.

TABLE 9 Distribution of establishments by employee size range December 2007

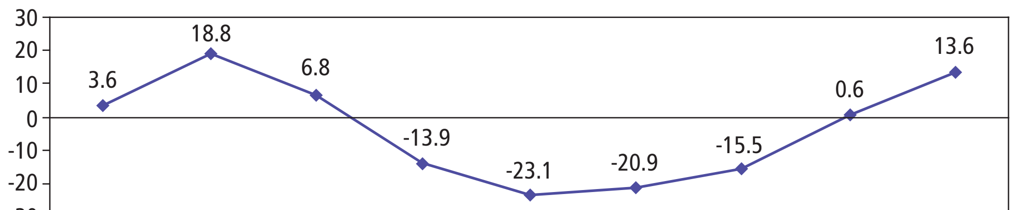


Source: Statistics Canada, Canadian Business Patterns

Change in The Number of Establishments December 2003-December 2007

The data in the table below indicate that the owner operated and small establishments in the city of Toronto increased from 2003 to 2007. This increase may be due, in part, to the downsizing and outsourcing in the medium size establishments, moving from full-time employees to contract workers or using self-employed operators.[xv] Growth also occurred with very large size firms, especially those employing more than 500 employees.

TABLE 10



	0 employees	1-4 employees	5-9 employees	10-19 employees	20-49 employees	50-99 employees	100-199 employees	200-499 employees	500+ employees
percentage change	3.6	18.8	6.8	-13.9	-23.1	-20.9	-15.5	0.6	13.6

Source: Statistics Canada, Canadian Business Patterns

Gains and Losses in Toronto's establishments

- A gain of 12,449 new owner-operated and small establishments
- A gain of 52 large size establishments with 500+ employees
- A loss of 244 large size establishments with 100-199 employees
- A loss of a total 3,888 mid size establishments with 10-19, 20-49 and 50-100 employees.

The following industries increased in the number of employers between December 2003 and December 2007:

- Telecommunications (61.8%)
- Educational Services (20.8%)
- Motion Picture and Sound Recording Industries (15.6%)
- Securities, Commodity Contracts, and Other Financial Investment and Related Activities (14.7%)
- Real Estate (14.6%)

The industries that decreased in the number of employers in the same period were:

- Miscellaneous Store Retailers (19.6%)
- Printing and Related Support Activities (18%)
- Rental and Leasing Services (16.1%)
- Miscellaneous Wholesaler-Distributors (15.3%)
- Food Services and Drinking Places (10.2%)

The organizations and industries with the largest number of employees are shown in the following table.

TABLE 11 Large Employers, 2007

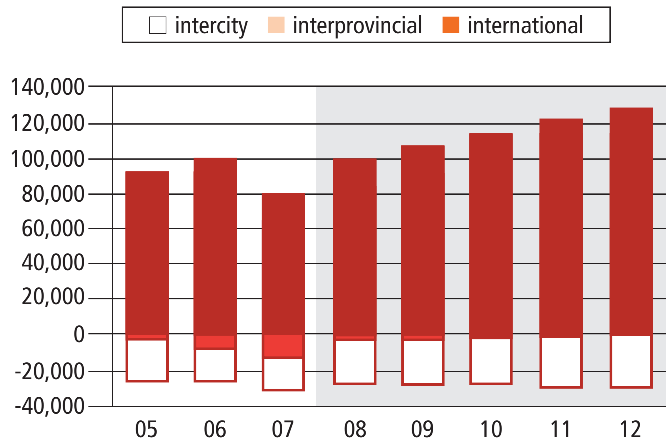
Private & Institutional Sectors Employees	
Air Canada Inc	10,000+
The Bank of Nova Scotia	10,000+
Canada Post Corp.	10,000+
Canadian Imperial Bank of Commerce	10,000+
The Great Atlantic & Pacific Company of Canada Ltd.	10,000+
Royal Bank of Canada	10,000+
TD Bank Financial Group	10,000+
Toronto Transit Commission	10,000+
University of Toronto	10,000+
Bank of Montreal	5,000-10,000
Bell Canada	5,000-10,000
Ford Motor Company of Canada Ltd.	5,000-10,000
IBM Canada Ltd.	5,000-10,000
Public Administration Sector	
Federal	14,025
Provincial	30,975
Municipal	42,900

Sources: The Toronto Board of Trade-Contact Toronto, Statistics Canada, Conference Board of Canada

Migration

Immigration is a major driver of the population changes in the City of Toronto. The immigrant population of the City of Toronto is gradually decreasing, while the outer municipalities are gaining residents. The Conference Board of Canada forecasts that the increase in immigration will affect population dynamics in Toronto by 2012.

TABLE 12 Sources of Migration



Sources: The Conference Board of Canada, Statistics Canada

Migration Overview, 2001 to 2006

The data in Table 13 depicts migration characteristics of the City of Toronto residents from 2001 to 2006. The City recorded a total gain of 19,521 people over this period. The increases were primarily in the 18-24 and 25-44 age cohorts where a net gain of 46,964 and 26,337 people was posted respectively. Toronto is a magnet for youth who come to the city to attend post-secondary education. Net losses were recorded in both age cohorts 45-64 and 65+. This may be an indication that the age group 45-64 is facing difficulties in finding suitable employment in the City, leaving full-time employment or choosing to retire.

TABLE 13

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	145,505	158,801	-13,296
18-24	113,442	66,478	46,964
25-44	356,329	329,992	26,337
45-64	83,898	105,233	-21,335
65+	26,371	45,520	-19,149
Total	725,545	706,024	19,521

Source: Statistics Canada, Taxfiler

The following chart compares in-out migration ratios of the City of Toronto to that of the GTA regions from 2001 to 2006:

TABLE 14

	Toronto	Durham	York	Peel
0-17 years	0.92	1.62	2.17	1.97
18-24 years	1.71	1.13	1.49	1.79
25-44 years	1.08	1.64	1.97	1.72
45-64 years	0.8	1.16	1.65	1.36
65+ years	0.58	1.71	2.01	1.45

Source: Statistics Canada, Taxfiler

D. SELECT LABOUR MARKET DATA

Educational Attainment

Each year over 400,000 students are enrolled in Toronto's post-secondary institutions. Toronto has four world-class universities — The University of Toronto, York University, Ryerson University, and The Ontario College of Art and Design. Toronto's four community colleges — Centennial, George Brown, Humber, and Seneca had a total 2006 full-time enrolment of 62,113 students.[xvi]

TABLE 15 Percent of labour force with a university degree

	2005	2006	2007
City of Toronto	35.60%	35.95%	37.05%
Toronto CMA	31.10%	32.60%	33.85%
Ontario	24.22%	25.27%	25.85%
Canada	21.80%	22.55%	22.91%

Source: Statistics Canada, Labour Force Survey

Table 16 compares educational attainment of City of Toronto residents to that of Ontario. In all age groups fewer individuals hold No Certificate, Diploma or Degree in the City of Toronto than Ontario. There are more residents in the City of Toronto with a University Certificate, Diploma or Degree as compared to the rest of Ontario. The data suggest that Apprenticeship, Trades Certificates and Diplomas in Toronto are at lower levels compared to other degrees or certificates. This data may indicate that there are fewer new apprenticeship registrations in Toronto as compared to the rest of the province, in contrast to increased enrolment in other postsecondary programs;

TABLE 16 Educational Attainment Distribution — 2006

	Toronto %	Ontario %
Age cohort 15-24		
No certificate, diploma or degree	34.2	39.8
High School Certificate or Equivalent	40.6	38.5
Apprenticeship or Trades Certificate or Diploma	2.3	2.3
College, CEGEP or other non-university Certificate or Diploma	8.7	9.8
University Certificate Diploma or Degree	13.9	9.3
Total	15.0	16.0
Age cohort 25-34		
No certificate, diploma or degree	7.2	8.6
High School Certificate or Equivalent	19.8	23.8
Apprenticeship or Trades Certificate or Diploma	4.3	5.9
College, CEGEP or other non-university Certificate or Diploma	17.7	24.3
University Certificate Diploma or Degree	50.8	37.1
Total	18.0	15.5
Age cohort 35-44		
No certificate, diploma or degree	10.0	10.4
High School Certificate or Equivalent	20.3	24.2
Apprenticeship or Trades Certificate or Diploma	6.1	8.6
College, CEGEP or other non-university Certificate or Diploma	16.5	23.8
University Certificate Diploma or Degree	46.9	32.7
Total	19.0	19.0
Age cohort 45-54		
No certificate, diploma or degree	14.2	14.4
High School Certificate or Equivalent	23.0	27.2
Apprenticeship or Trades Certificate or Diploma	6.9	9.5
College, CEGEP or other non-university Certificate or Diploma	16.4	21.4
University Certificate Diploma or Degree	39.3	27.2
Total	17.0	18.0
Age cohort 55-64		
No certificate, diploma or degree	21.4	22.1
High School Certificate or Equivalent	21.5	24.3
Apprenticeship or Trades Certificate or Diploma	8.0	10.9
College, CEGEP or other non-university Certificate or Diploma	14.0	17.4
University Certificate Diploma or Degree	34.8	25.1
Total	12.0	13.0

Source: Statistics Canada, 2006 Census

TABLE 17 Occupation Characteristics 2006

Occupation	City of Toronto
	Total
Total experienced labour force 15 years and over	1,311,695
A Management occupations	139,475
B Business; finance and administration occupations	271,815
C Natural and applied sciences and related occupations	105,835
D Health occupations	64,655
E Occupations in social science; education; government service and religion	125,300
F Occupations in art; culture; recreation and sport	70,275
G Sales and service occupations	299,150
H Trades; transport and equipment operators and related occupations	134,190
I Occupations unique to primary industry	7,815
J Occupations unique to processing; manufacturing and utilities	93,185

Source: City of Toronto

Table 18, relates to selected occupations in which the distribution of employment is significantly different from Ontario. Professional occupations in art and culture in Toronto (2.6%) account for twice the distribution rate of Ontario (1.3%). This is an important occupation category for Toronto, for both professional and technical occupations. The proportionate share of this category has been growing.

Other occupational categories in which Toronto is overrepresented are: Professional occupations in natural and applied sciences (5.3%), and Professional occupations in business and finance (4%). Toronto has large proportions of residents working in these fields. Overall, occupations in Natural & Applied Sciences have increased from 1996 to 2001 and then decreased slightly after 2001.

The only occupations that are underrepresented in Toronto, as compared to Ontario, are those occupations unique to agriculture, excluding labourers (-1.3%). Toronto has a lower number of residents working in Trades & Transportation. The proportionate share of the middle levels of this occupation is shrinking. The data reveal that Manufacturing occupations have shrunk noticeably since 2001.

TABLE 18 Occupations Distribution in Toronto's and Ontario's Labour Force — 2006

National Occupation Classification (NOC)	Toronto Labour Force	Distribution%	Ontario Labour Force	Distribution %	Difference Toronto-Ontario
Professional occupations in art and culture	35570	2.6	88355	1.3	1.3
Professional occupations in natural and applied sciences	71730	5.3	266690	4	1.3
Professional occupations in business and finance	54990	4	182195	2.7	1.3
Judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers	43910	3.2	151710	2.3	0.9
Technical occupations in art, culture, recreation and sport	34710	2.5	112625	1.7	0.8
Clerical occupations	144895	10.7	660100	10	0.7
Machine operators in manufacturing	37710	2.8	162555	2.4	0.4
Professional occupations in health	19945	1.4	71645	1	0.4
Specialist managers	43930	3.2	193350	2.9	0.3
Labourers in processing, manufacturing and utilities	24850	1.8	109950	1.6	0.2
Senior management occupations	19775	1.4	82475	1.2	0.2
Childcare and home support workers	21455	1.5	93015	1.4	0.1
Chefs and cooks	17890	1.3	80770	1.2	0.1
Occupations in travel and accommodation, including attendants in recreation and sport	11035	0.8	52365	0.7	0.1
Clerical supervisors	8170	0.6	38685	0.5	0.1
Occupations in food and beverage service	19220	1.4	92215	1.3	0.1
Administrative and regulatory occupations	31955	2.3	147560	2.2	0.1
Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers	31545	2.3	147880	2.2	0.1
Teachers and professors	53715	3.9	260435	3.9	0
Other managers, n.e.c.	42290	3.1	207960	3.1	0
Paralegals, social services workers and occupations in education and religion, n.e.c.	27675	2	134245	2	0
Sales and service supervisors	10020	0.7	52390	0.7	0
Other trades, n.e.c.	8700	0.6	45390	0.6	0
Finance and insurance administrative occupations	15795	1.1	82185	1.2	-0.1
Supervisors in manufacturing	4210	0.3	31035	0.4	-0.1
Cashiers	22835	1.6	120855	1.8	-0.2
Assisting occupations in support of health services	15395	1.1	90130	1.3	-0.2
Contractors and supervisors in trades and transportation	5575	0.4	45535	0.6	-0.2
Occupations unique to forestry operations, mining, oil and gas extraction, and fishing, excluding labourers	235	0	14185	0.2	-0.2
Technical and related occupations in health	13060	0.9	76580	1.1	-0.2

National Occupation Classification (NOC)	Toronto Labour Force	Distribution%	Ontario Labour Force	Distribution %	Difference Toronto-Ontario
Technical occupations related to natural and applied sciences	34100	2.5	185240	2.8	-0.3
Trades helpers, construction, and transportation labourers and related occupations	27275	2	153640	2.3	-0.3
Secretaries	16015	1.1	93765	1.4	-0.3
Nurse supervisors and registered nurses	16255	1.2	102325	1.5	-0.3
Stationary engineers, power station operators and electrical trades and telecommunications occupations	8460	0.6	64080	0.9	-0.3
Heavy equipment and crane operators, including drillers	2230	0.1	30605	0.4	-0.3
Managers in retail trade, food and accommodation services	33480	2.4	182700	2.7	-0.3
Construction trades	26285	1.9	146380	2.2	-0.3
Retail salespersons and sales clerks	55205	4.1	290195	4.4	-0.3
Occupations in protective services	15425	1.1	103660	1.5	-0.4
Primary production labourers	5590	0.4	55030	0.8	-0.4
Sales and service occupations	94525	7	489470	7.4	-0.4
Assemblers in manufacturing	26415	1.9	160060	2.4	-0.5
Machinists, metal forming, shaping and erecting occupations	9970	0.7	85725	1.3	-0.6
Transportation equipment operators and related workers, excluding labourers	30050	2.2	205885	3.1	-0.9
Mechanics	15635	1.1	134020	2	-0.9
Occupations unique to agriculture, excluding labourers	1985	0.1	95870	1.4	-1.3

Source: Statistics Canada, 2006 Census

A. Overview of TOP Process

Information was collected for this report using the following methodologies:

1. **Stakeholder consultations —** Stakeholder consultations were held in the fall of 2008. Announcements were posted on the TTB website. Consultations were organized with the Toronto District School Board, at the Toronto Training Board's Annual General Meeting, with the Downtown East Community Development Collective and the North Etobicoke Revitalization Partnership. Approximately 300 people attended these sessions.
2. **Online survey —** An online survey using the web-based tool Survey Monkey was conducted from September 20 to November 12th, 2008. There were 115 respondents from different sectors of the labour market. A link to the online survey was sent out in the TTB e-bulletin, posted on the TTB website and on the sites of the 12 members of the content-sharing constellation. The results of the online survey confirmed the information gathered in the consultations and the key informant interviews.
3. **Key Informant Interviews —** Using the data indicators Toronto's top 20 industries were identified. Based on that, contacts were made in the leading industries and 20 interviews conducted. Many of the same trends and issues were identified in the interviews across industrial and economic sectors. The interviews were conducted in the financial sector, the arts and cultural sector, manufacturing, tourism, telecommunications, the fashion industry, construction, the public sector and the "green economy". There was much agreement in these very diverse sectors on the emerging trends and issues, which included:
   - Toronto's financial sector may be adversely affected by an economic downturn;
   - The shrinking of the manufacturing sector may be offset by the growth of "niche" markets, developing specialized markets for specialized products;
   - There is a growing disconnect between employer expectations and job seekers in relation to entry-level positions
   - There is a need for more personalized support in navigating the employment service delivery system;
   - Identifying and recognizing transferable skills will become increasingly important as the skills shortage grows;
   - The importance of good local labour market information and the need to carefully define "local labour market";
   - Toronto is becoming a site of convergence for small enterprise and initiatives related to the "green economy".
   - Entrepreneurship is an increasing sector of private industry, and Toronto is a hub of social entrepreneurship.

4. To supplement the online survey, the TOP survey was distributed at the following events:
   - TTB Annual General Meeting, attended by 50 people on September 25th , 2008
   - The Good Jobs Summit, attended by 750 people in December 2008.
   - TTB Apprenticeship forum on November 8th, 2008
   - TTB Youth Employment Partnerships Workshops in November 2008.
   - The Ontario Youth Apprenticeship Conference in November 2008.
5. **Additional sources of information used for this report —** The TTB consulted extensively with the Planning Department and the Social and Economic Development divisions of the City of Toronto. The City collects and disseminates reliable labour market information monthly and provided much of the data needed for this report.

B. 2008-2009 Trends and Issues

The following trends were identified through the interviews, consultations and online survey. The list is in order of priority. The TTB is using "opportunities" to indicate "Actions Planned" for 2009-2010 to be consistent with the title of this report.

1. Toronto continues to attract close to 1/3 of new immigrants to Canada. However, newcomers are taking jobs in the service sector rather than finding employment that matches their skills, education and experience.
2. Labour market restructuring, in which precarious employment is becoming a significant part of the employment picture, is leading to growing wage and income disparity and high levels of family poverty.
3. Torontonians are experiencing an increasingly unstable economy. The manufacturing sector is shrinking while employment is growing in firms that employ 1-5 people.
4. Employers in Toronto are experiencing skills shortages in some sectors such as Information Technology.
5. Toronto is a magnet for youth from outside the Greater Toronto Area (GTA) and from other parts of Canada. This leads to high youth unemployment levels and, in some cases, a mismatch in expectations between employers and youth looking for work.
6. The threat of climate change is causing companies and shareholders to change their priorities. Socially responsible investment is expanding and businesses are increasingly adopting green plans to reflect shareholders values. This results in new opportunities for "green collar" jobs with a surge in demand for environmental auditors, environmental engineers, corporate social responsibility professionals, retrofitting and more.
7. Mature workers are remaining in or returning to the workforce, indicating a need for new and innovative strategies to retain and/or retrain these workers.

Trend 1:

Toronto continues to attract one third of new immigrants to Canada.

Newcomers to Canada

Toronto remains a destination of choice for newcomers to Canada, along with Montreal and Vancouver. Over one third of the newcomers who arrive annually in Canada chose to settle in some part of the GTA. Toronto is the most diverse metropolitan area in Canada and this has helped the city to become an international centre of trade and capital. Toronto enjoys a flow of trade through connections to international customers and international suppliers. By 2011, 70% of Toronto's labour force growth will be visible minorities.

Although statistics show that the newcomers arriving in Toronto are typically highly educated and highly skilled professionals, they often encounter multiple barriers to full integration into the labour market. Because of the changing dynamics of the labour force it is increasingly more difficult to secure a "first" job, and even harder to find a job with benefits. Consequently there are fewer prospects for newcomers to achieve upward mobility.

TABLE 19 Labour Force Activity of Immigrants (15 years of age and over)

Issues:

1. Immigrants face consistent barriers in career advancement because employers don't have reliable systems for evaluating and recognizing the skills, knowledge, certification and experience of newcomers and other immigrants.
2. Immigrants and newcomers, who may be members of a marginalized workforce, face additional barriers and are in danger of having to combat two separate but related issues, deliberate exclusion and systemic exclusion. Systemic exclusion is a result of employers not knowing how to assess and/or evaluate immigrant's skills and knowledge. This results in newcomers taking longer to integrate fully into the Canadian labour force and higher unemployment rates for newcomer youth.
3. Immigrants need flexible and accommodating workplaces in order to fit into the Canadian workplace.

4. Employers lack resources to help them find and hire qualified newcomers and immigrants.

Past Actions 2008-2009

Issue 2 — Immigrants face two separate but related types of workforce exclusion.

1. Working Together for Women's Employment

Description: These four workshops provided career and employment information to women in the Thorncliffe and Flemingdon Park neighbourhoods. The partners were ACTEW, Thorncliffe Neighbourhood Office, Flemingdon Neighbourhood Services, Centre for Education and Training, Microskills Community Development Centre, Working Skills Centre and the constituency office of Minister of Education Kathleen Wynne. The four sessions were held in August, September, October and November, 2008. Over 400 local residents attended these workshops to learn about opportunities in self-employment, day care or child care, retail and accessing good labour market information.

2. To the Door Not Through the Door

This research project examined the difficulty employment agencies face delivering services to newcomers and immigrants in ensuring their clients not only find jobs but are able to keep those jobs. Interviews were held with key informants as the initial needs assessment phase of the project. Phase 2 will start in 09-10.

3. Toronto Immigrant Employment Data Initiative (TIEDI)

This project is based at York University and is a partnership with a number of local agencies. The project works with the community to determine the most useful labour market information connected to newcomers such as learning how and why newcomers use employment services and if these services are able to connect clients to satisfying jobs related to their skills and knowledge. The TTB is connected through Board members to this initiative and through some of our partnerships to specific projects.

4. Teesdale Community Services Directory

The TTB partnered with the Teesdale Services Network, made up of service providers from organizations located in Toronto's East End, to publish a directory of local services for Teesdale residents. This area of the City is hard to access and residents often won't travel to other areas for services. The directory will be posted on TTB's website.

5. Information sessions for newcomers on becoming a Certified General Accountant.

The TTB met with a representative from the CGA and promoted information sessions. Four organizations held these sessions to inform newcomers about opportunities in accounting. Five organizations have held or are organizing sessions for clients.

6. There are hundreds of initiatives in Toronto that are working to help newcomers and immigrants move into the labour force. The ones listed are only those with which the TTB is associated. Other initiatives include:

- The Toronto Regional Immigrant Employment Council (TRIEC), www.triec.ca
- www.settlement.org — the Ontario Council of Agencies Serving Immigrants (OCASI) website with resources for newcomers
- ACTEW Fact Sheets on Immigrant Women, www.actew.org

Opportunities/Proposed Actions

Issue 1 — Employer's need an accessible resource for hiring newcomers and immigrants.

1. Adding Value: Hiring Internationally Trained Professionals

This is intended to be a directory of services for employers as a resource in hiring qualified immigrants and newcomers. This is Phase 2 of the "To the Door Not Through the Door Project" of 2008-2009.

Applicable Community Partnership: TRIEC, OCASI, Maytree Foundation, Toronto Board of Trade

Lead Partner: Toronto Training Board with ACCES, COSTI, Humber College and other OCASI member agencies

Timelines: April 2009-December 2009

Expected Outcomes: An online and print resource that will be distributed to 500 employers and 25 agencies in the Toronto area through hard copy, and downloadable versions

Issue 3 — Accommodating Workplaces

1. Accommodation A Two-way Process

A one-day forum to explore with employers and employees or potential employees the issues of accommodation in the Canadian workplace. The forum will look at four aspects of accommodation:

- Accommodation in the Global Village
- Accommodating New Technologies
- Accommodating Expectations in the Labour Market
- Accommodating the Generation Gap

Applicable Community Partnership: Ontario Council of Agencies Serving Immigrants, TRIEC

Lead Partner: The TTB is the lead agency. The other partners are Working Skills Centre and Working Women Community Centre. Working Skills Centre will take the lead in employer outreach.

Timelines: April 2009-September 2009

Expected Outcomes:

- 4 sessions on different approaches to accommodation in relation to various populations. 80 participants representing employers, employees, unions, workers, youth and employment agencies will be invited to attend.
- A tool that will provide employers with concrete approaches to dealing with diversity in the workplace that will be distributed to the TTB employer database and the other partner's employer contacts.

Issue 4 — Employer Resources

Employers say they have difficulty finding resources to help in hiring and retaining qualified newcomers and immigrants.

1. Mapping Community Services for immigrants and newcomers

Applicable Community Partnership: OCASI, TRIEC, Toronto Training Board

Lead Partner: OCASI

Timelines: May 2009-April 2011

Expected Outcomes: An interactive map of community, government and other services for newcomers connected to the TTB website and the OCASI website, www.settlement.org.

Trend 2:
Labour Market Restructuring

Labour market restructuring is causing precarious employment to become a significant part of the employment picture, leading to growing wage and income disparity and high levels of family poverty.[xvii] Increasing numbers of workers in Toronto are finding themselves in the precarious workforce, leading to greater job insecurity and low wages.

The number of families living below the poverty line increased by almost 70% between 1981 and 2001 and there has been a corresponding decrease in income of 20% or more in 33% of Toronto's neighbourhoods.[xviii] The change in the income levels of Toronto's neighbourhoods has been sudden and dramatic, leading to essentially, 3 cities within Toronto's border. The incomes of middle-class families have also declined as wages stagnate. Much of this is a result of changing labour force patterns, outsourcing, large employers replaced by small firms or owner-operated firms and contract work replacing full-time jobs with benefits.

Issues:

1. Employer's expectations related to well skilled and knowledgeable workers makes it difficult for people to transition from traditional manufacturing to manufacturing based on new and emerging technologies.

2. The rising cost of living in combination with the decreasing numbers of well-paid, full-time jobs with benefits is contributing to the rise of family poverty.

3. Growing wage and income disparity is leading to greater marginalization in the labour force and an increase in precarious employment, which in turn leads to rising health care and other service costs.

Past Actions

1. **North Etobicoke Local Hiring and Training Strategy —** A task force of local stakeholders chaired by the City developed an approach to implement a local employment and training program for local residents. The intent of the model is to attach residents to jobs connected to the construction of new facilities at the Woodbine Racetrack. The program will also build the capacity of the existing training and employment services and work with the developer and other partners to identify new and emerging opportunities.

2. **"Good Jobs" Summit —** organized by Toronto York Region Labour Council

3. **Toronto Hospitality Workers Training Academy —** The intention is to create a training centre for hospitality workers in the downtown core that will implement a coordinated approach to training and career laddering in the hotel industry. A joint management committee of hotel human resource managers and union representatives has been struck to oversee this training centre.

Opportunities/Proposed Actions

Issue: Growing Wage and Income Disparity

1. Implementation of the North Etobicoke Local Hiring and Training Program

Applicable Community Partnership:	North Etobicoke Revitalization Partnership, Ministry of Training, Colleges and Universities, City of Toronto
Lead Partner:	City of Toronto
Timelines:	January 2009-December 2009
Expected Outcomes:	A coordinated approach to training and hiring 2,500 local residents at the expansion of the Woodbine Racetrack

2. Research on the potential of identifying the transferable skills of laid-off workers to allow them to move into growing sectors of the economy

Applicable Community Partnership:	Community/University Research Alliance (CURA)
Lead Partner:	United Steelworkers

Timelines: April 2009-March 2010

Expected Outcomes: A matrix to use to identify worker's skills and competencies as a base for defining transferable skills to be used by the union in their Toronto action centres serving 1,500 laid off workers.

3. Research on the incidence and impact of precarious employment on standard of living and quality of life

Applicable Community Partnership: Community/University Research Alliance (CURA)

Lead Partner: United Way of Greater Toronto

Timelines: December 2008-December 2009

Expected Outcomes: A survey administered to 2,500 families in Toronto who are working in precarious employment.

Trend 3:
Changing Economy

Torontonians are experiencing an increasingly unstable economy as world markets respond to the financial upset. The City is home to the largest financial centre in Canada and this sector is very vulnerable. The City is waiting to learn what incentives and infrastructure spending will be available through the national and provincial governments.

In addition to the loss of manufacturing jobs, there has been little or no new job growth in the city of Toronto, while the suburbs continue to attract both jobs and population. This has negative implications for low income people, many of who live in the city centre or inner suburbs and can't afford to use 2 systems of transit to travel outside the city limits.[xix] The City's economic development experts predict that almost 70% of the GTA's employment growth will occur in the GTA Regions and that Toronto's share of GTA employment will decline from 55.5% in 1996 to 44.4% by 2031.[xx]

Issues:

1. The lay-offs and shrinkage in the auto sector have a significant effect on Toronto's economy as many of the auto sector's service providers are located here such as plants that produce upholstery for car and truck seats or motor parts.

   In addition, the manufacturing sector is shrinking while employment is growing in firms that employ 1-5 people.

2. The changing economy is leading to a growth in "niche" or specialized products for specialized markets.

3. The local labour market needs a coordinated approach to managing the supply and demand sides of the economy.

4. More innovative and productive strategies are needed by manufacturing industries to prevent further job losses.

5. Employers, clients and researchers note that it is sometimes difficult to find appropriate, accessible and useful labour market information.

Opportunities/Proposed Actions

1. Enterprising Not-for-Profits (Phase 2)
A collaboration of 14 funders to provide seed money to not-for-profits to develop social enterprises. In the first phase 48 Applications were reviewed by the partners and 11 organizations received grants of $10,000 or less. This initiative is helping not-for-profits become less reliable on government funding and expand employment and training opportunities.

Applicable Community Partnership: The TTB is one of the 14 organizations that contributed funds to the ENP pool. Others include the Trillium Foundation, the Toronto Community Foundation, Alterna Savings, the MaRS Centre

Lead Partner: The Centre for Social Innovation

Timelines: February 2008-December 2009 (allocations made in December)

Expected Outcomes: 16 organizations were given seed money to develop business plans, hire consultants, and/or train staff to develop social enterprise operations that will provide funds to the not-for-profit. The evaluation will happen in six months.

Issue 4 — Integrated approach to local labour markets

2. Research — LLMP in Major Metropolitan Areas: What Works and Why?

Applicable Community Partnership: Toronto Training Board

Lead Partner: Toronto Training Board

Timelines: January 2009-March 2009

Expected Outcomes: A report examining various approaches in North America and Europe to integrate planning in local labour markets; recommendations on the “best fit” to the framework developed by MTCU.

3. Labour Market Information Symposiums

Applicable Community Partnership: City of Toronto, Social Planning Council

Lead Partner: Toronto Training Board

Timelines: October 2009 and monthly

Expected Outcomes: 5 sessions on using and understanding local labour market information delivered to 50 people per session.

Trend 4:
Skilled Trade or Skills Shortages

Employers are reporting difficulty in finding employees with the appropriate skill set. The average age in the skilled trade workforce is between 47-55 years of age and many tradespersons are expected to retire in the next 10 years. Companies report that it is difficult to attract and retain qualified personnel. In 2006, over 10% of manufacturers and exporters experienced difficulties filling positions for entry-level employees, equipment operators, engineers, sales and marketing personnel, welders, machinists and maintenance personnel.

The City of Toronto's 'Agenda for Prosperity' notes the importance of maximizing the potential of Toronto's labour force and ensuring that all Torontonians have access to education, opportunities and skills development by working with all sectors and levels of government in a coordinated manner.

Issues

1. Employers are having difficulty finding skilled workers.
2. Workers are having difficulty finding an employer willing to assume the whole cost of training an apprentice.
3. There is still a perception that trades are a low prestige occupation.
4. It is difficult to find accurate information about apprenticeship programs and opportunities in Toronto.

Past Actions

1. Talking Trades
This partnership with the Youth Employment Partnership delivered 4 workshops to 125 job developers working in youth serving agencies and with Toronto Employment and Social Services.

2. Pathways to the Trades and Technologies
One-day forums on the trades and technologies held at the Carpenter's Local 27 Joint training centre, Humber, Centennial and George Brown College. Close to 100 participants attended each session.

3. Community/Union Training Collaborations
Research that examined the advantages and disadvantages of unions and community groups developing training/learning partnerships.

Opportunities/Proposed Actions

Issue 4 — Difficult to find information

1. Toronto Apprenticeship Portal

Applicable Community Partnership:	Toronto Training Board, Halton Business Education Council
Lead Partner:	Toronto Training Board
Timelines:	June 2008-April 2009
Expected Outcomes:	A web portal with Toronto-specific information about apprenticeship

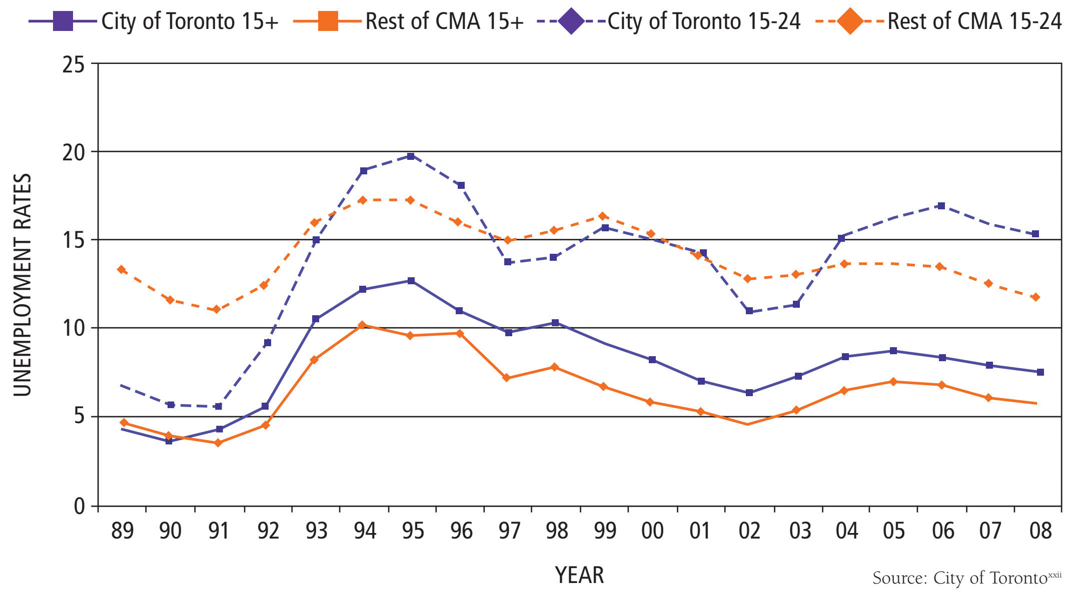
2. Pathways to the Trades and Technologies

Applicable Community Partnership:	Colleges, Toronto Employment and Social Services, Toronto Training Board
Lead Partner:	Toronto Training Board and Toronto Employment and Social Services
Timelines:	October 2009-February 2010
Expected Outcomes:	A minimum of 4 one-day forums on the trades and technologies held at the local colleges and/or at union training centres.

Trend 5:
High Levels of Youth Unemployment

Youth in Toronto aged 15-24 currently face an unemployment rate that is much higher than that of adults. Their labour market participation rate is only 58% — a rate that is almost 10% less than that of adults.[xxi] This is most evident in the “inner suburbs” and the downtown core. In addition, high levels of illiteracy and lack of numeracy are also prevalent in the youth population in these areas.

TABLE 20 Unemployment Rates Youth versus All 1989-2008



Source: City of Toronto[xxii]

Issues:

1. Youth unemployment rate is nearly three times that of adults. Many youth do not have adequate information on how to access career development services to help them choose the best paths to a prosperous work-life.
2. Information about apprenticeship programs is not widely available to employers or potential apprentices and, although shortages of skilled trades people are predicted, employers are not hiring apprentices.
3. Youth who leave school early are over represented in low skill jobs.
4. There is a "mis-match" or gap between employer's expectations for first or entry-level jobs and youth's qualifications making it more difficult to get the "first job".

Past Actions 2008-2009

1. Work Connections Career Fair

Description: This is a partnership between the Toronto District School Board and Youth Employment Partnerships, Youth Employment Centres and the TTB. This career fair is for high school students who are graduating and not going onto to university or college in the fall after graduation. Over 1,000 students attended this event at Metro Convention Centre in May 2008.

2. Youth Employment Partnerships Information Series

Description: This is a partnership of the Toronto Training Board and the Youth Employment Partnerships (YEP). YEP is a federation of 26 agencies coordinated by the City of Toronto. Four workshops on different topics that are professional development opportunities for job developers working with youth employment centers were delivered.

3. EASE — Employers Access to Supportive Employees

Description: The EASE project, an initiative of the City, will address youth unemployment by developing and strengthening partnerships between employers and members of the youth employment sector and other relevant community organizations. This will work towards achieving the socio-economic goals of the City of Toronto by developing an employers' tool kit to use in hiring and retaining qualified youth.

4. Following the Success: Promising Workplace Learning Practices in Youth Unemployment

Description: This is a project funded by the Canadian Council on Learning to identify, analyze and share promising practices that engage youth facing multiple forms of social and economic exclusion in relation to first-time employment. The project includes in-depth interviews with youth employees and employers across the private, public, not-for-profit and self-employment sectors. A report will be produced and posted on the TTB website as well as on the sites of the other participating organizations. Presentations at conferences and articles in academic journals will also be produced.

5. Talking Points Common Grounds Report and Workshops at the Ontario Association of Youth Employment Centres conference — November 2008

Description: This project, funded by the Canadian Council on Learning, was a partnership between the Centre for the Study of Education and Work (OISE/UT), the Ontario Association of Youth Employment Centres (OAYEC) and the TTB. The research examined the differences and similarities between the expectations of employers and of youth employment counsellors when preparing clients for work. The report makes recommendations to bridge the gap in expectations.

Opportunities/Proposed Actions

Issue — Mismatch between expectations and qualifications

1. Self-Employment and Entrepreneurship

A one-day forum on youth and various types of entrepreneurship

Applicable Community Partnership: Ontario Association of Youth Employment Centres (OAYEC)

Lead Partners: OAYEC and the TTB

Timelines: February 2010

Expected Outcomes: A one day forum for 50 youth entrepreneurs and 20 organizations interested in supporting youth entrepreneurs to learn about best/promising practices and relevant resources. A report and web-based information will be produced and distributed through the TTB, OAYEC and other networks.

Issue 2 — Getting the "first job"

2. Youth Employment Partnerships Workshop Series

Youth Employment Opportunities in a Changing Economy including information about Toronto's prominence in the "niche" marketplace; information about fashion, film and green business

Applicable Community Partnership:	Youth Employment Partnerships
Lead Partners:	Youth Employment Partnerships and Toronto Training Board
Timelines:	October 2009-February 2010
Expected Outcomes:	A series of professional development workshops for 150 job developers working in youth employment services.

Trend 6:
Green Economy

The threat of climate change is causing companies and shareholders to change their priorities. Socially responsible investment is expanding and businesses are increasingly adopting green plans to reflect shareholders values. All of this results in new opportunities for "green collar" jobs with a surge in demand for environmental auditors, environmental engineers, corporate social responsibility professionals, retrofitting, and more.

Issues:

1. Making businesses go green is a top down process. Businesses, managers and decision makers need to be educated of the cost saving benefits and increased efficiency and competitiveness that results from adopting green plans (such as new market opportunities, staff attraction and retention, reduced absenteeism, and improved reputation).
2. Bold leadership is required on the municipal, provincial and federal levels in order to take advantage of the job opportunities created by energy efficient retrofits and to garner support for policies that protect and enhance the environment for GTA residents.
3. Toronto lacks the infrastructure and integrated energy grid required to make wind and solar energy a viable alternative. Increased research, development and investment is required for accelerating the procurement of greener technologies.
4. The manufacturing sector and auto sector need to re-tool the industry and adapt to emerging green technologies.
5. Additional training programs are required to build skills, expertise, and jobs in the area of green and sustainable enterprises.

Past Actions

Skills for Energy Efficient Construction: A Report on the Trades Training for Energy Efficient Buildings in the Greater Toronto Area, 2006

Opportunities/Proposed Actions

1. Inventory of Green Initiatives related to training and employment

Applicable Community Partnership: Toronto Training Board, GET (Green Enterprise Toronto), City of Toronto

Lead Partner: Toronto Training Board

Timelines: June 2009-October 2009

Expected Outcomes: An inventory that will be posted on our website and distributed to the 120 employment services.

2. Building a Green Ladder

Applicable Community Partnership: Evergreen, Banyan Tree, George Brown College, Toronto Training Board

Lead Partner: Evergreen and Banyan Tree

Timelines: April 2009-March 2010

Expected Outcomes: A training opportunity for 20 youth to learn various aspects of work related to sustaining the environment. This includes creating rooftop gardens, doing environmental audits, green landscaping and business planning.

3. Training for Immigrant Women in Sustainable Gardening

Applicable Community Partnership: Toronto Training Board, Working Women Community Centre and Food Share

Lead Partners: Toronto Training Board and Working Women Community Centre

Timelines: April 2009-March 2011

Expected Outcomes: 20 immigrant women will receive training in sustainable gardening practices and then help with employment in gardening and landscaping.

Trend 7:
Mature Workers

There are over 600,000 individuals over 65 in the Toronto CMA and the percentage of those in the labour market is predicted to grow. The reasons for the increase in mature workers are an aging population and rising labour force participation rates for older workers.

Older or mature workers who are unemployed as a result of downsizing, layoffs or plant closures are particularly disadvantaged, as many services and programs are not tailored to their needs to retool or reskill. Many of these workers, employed for years in manufacturing, don't have high school diplomas or other certification, a problem when employers often inflate qualifications. One laid-off worker in the auto sector was interested in a job polishing the floor at a local mall. The qualifications included a high school diploma. After numerous courses, a GED was acquired that allowed him to access an entry-level $10 an hour position. This, in combination with his pension, is what will allow him to transition out of the auto sector.[xxiii]

Issues:

1. An aging population with increasing life expectancy has resulted in an increase in labour force participation by mature workers. Mature workers are continuing to be underutilised in the labour market. Employers need to address strategies to recruit, retain and develop this segment of the workforce.
2. Strategies are needed in the public, private and not-for-profit sectors that help workers transition out gradually.
3. Mature workers need to upgrade their skills to stay in the changing economy but are finding employers are reluctant to hire and develop skills of older workers.

Past Actions 2008-2009

Songs of Experience: Mature Workers and Labour Force Transitions — research with unions and employers to examine the strategies mature workers are using.

Opportunities/Proposed Actions

Issue: Employer Strategies

1. Research on the participation of mature workers in Toronto firms and inventory of best practices

Applicable Community Partnership: Toronto Training Board with Centre for the Study of Education and Work (CSEW) and A Commitment to Training and Employment for Women (ACTEW)

Lead Partner: Toronto Training Board

Timelines:	April 2009-September 2009
Expected Outcomes:	An annotated inventory that will be distributed to the members of the Centre for Work and Society, through the 12 websites that are members of the constellation project and through the Centre for Research in Work and Society publication and electronic bulletin.

2. "Ready to Work" — training sessions for mature workers

Applicable Community Partnership:	Ontario Tourism Education Council (OTEC), Toronto Training Board, Seniors for Jobs
Lead Partners:	OTEC
Timelines:	April 2009-March 2010
Expected Outcomes:	OTEC will train 25 seniors for jobs in the hospitality industry, TTB will help with promotion.

Appendix 1

Endnotes

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xvi City of Toronto, Education Attainment
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xix Canadian Council on Social Development, Labour Market Data shows critical skills shortage and skills going unused, February 2002, http://www.ccsd.ca/pr/2003/feb11census.htm
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xxii Randy McLean, Senior Policy Advisor, Economic Development Division, City of Toronto, presentation at Toronto Training Board's Annual General Meeting, September 25, 2008
xxiii Dave Robertson, Senior Policy Analyst, Canadian Auto Workers, December 7th, 2008

Appendix 2

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Appendix 3

Participants in TOP Consultation Process

Following is the list of participants who participated in key informant interviews for Toronto's top 20 industries.

Dominic Ali, Senior Communications Analyst, *The David Suzuki Foundation*

Ben Burkholder, Air Quality & Climate Change Specialist & Sharlene Browne, Human Resource Specialist, *Jacques Whitford Company Inc.*

Honey Crossley, Executive Director, *Working Skills Centre*

Bob Hall, President, *International Alliance of Theatrical Stage Employees — Local 873*

Susan Henry, Manager, Community Economic Development, *Alterna Savings*

Mike Hersh, *Canadian Steel Trades Employment Congress*

Alia & Jamil Juma, President, *JUMA Designs*

Vicky Lymburger, President & Adam Morrison, Partnerships Program Manager, *Ontario Tourism Education Council (OTEC)*

Donna Khawaja, Director of Recruiting & Amanda Olliver, Specialist, Marketing & Communications, *Ernst & Young*

Simon MacMahon and Sarah Smith, Research Analysts, *Jantzi Research*

Nan Oldryd, Sr. Director, Talent & Diversity, *Loblaws*

Dave Parker, United Steel Workers of America, Action Centre

Kathleen Peace, Chartered Financial Accountant, Bennett March, *IPC Investment Corp.*

Michael Tamblyn, President and CEO, *Booknet Canada*

Peter Viducis, Manager, Economic Research, Economic Development Division, *City of Toronto*

Karen Wilson, Program Support Manager, *Toronto Social Services*

Jonathan Wyman, Vice President, Distribution, *Mongrel Media*

Sue Zuccala, Vice President of Human Resources Raman Uppal, Human Rescource Specialist & Kristen Zemlak — Public Relations 2.0 Strategist, *High Road Communications*

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