

# Toronto Labour Force Readiness Plan



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[www.toronto.ca/business](http://www.toronto.ca/business)

# Labour Force Readiness Plan

## Presentation Overview



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### A short presentation on:

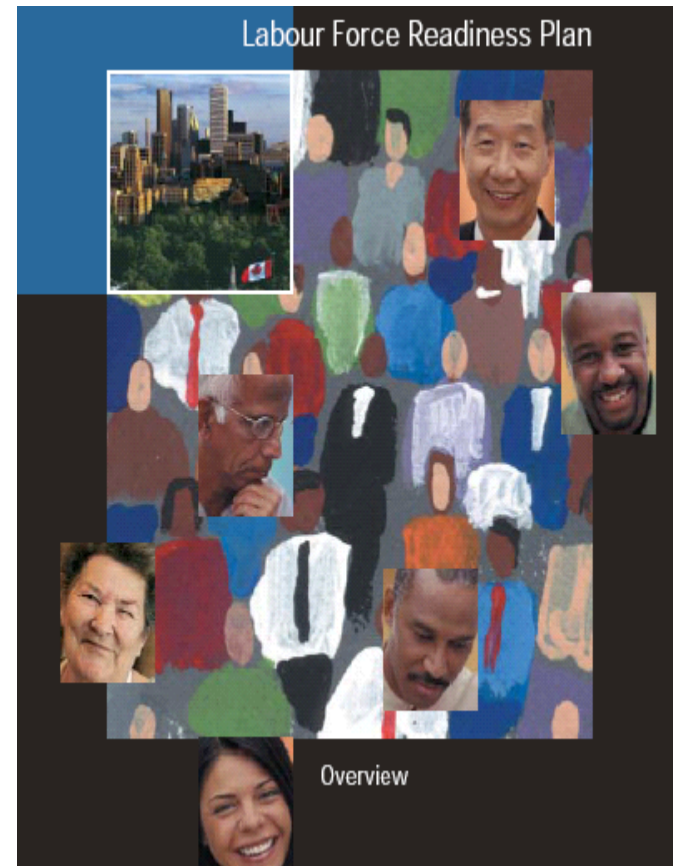
- The study
- Key findings
- Labour demand
- Labour supply
- Skills demand
- Sources of labour
- Conclusions

# Labour Force Readiness Plan

## The Study

### Funded by HRDC the Plan involved:

- Primary and secondary research
- An employers survey of over 1000 businesses
- Numerous focus groups
- 33 key informant interviews with business and community leaders
- Available on the City of Toronto's web site at [www.toronto.ca/business](http://www.toronto.ca/business)



# Labour Force Readiness Plan

## Key Findings

- Toronto region accounts for nearly half (43%) of Ontario's and almost 1/5 (17%) of Canada's labour force
  - 71% of employees in service industries
  - 19% in manufacturing
  - 10% construction & transportation/utilities
- 76% of service and 55% of manufacturing employees have post-secondary education



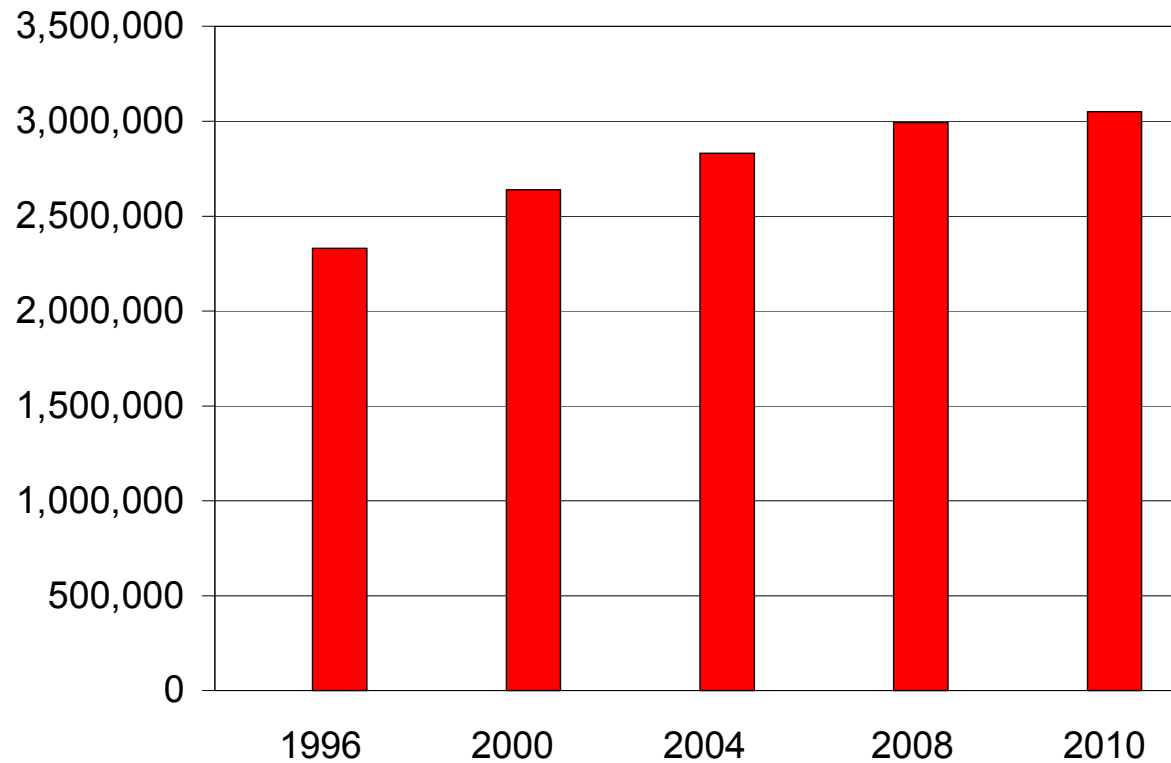


# Labour Force Readiness Plan

## Labour Demand



Toronto Region Employment Projections to 2010



Source: Toronto Labour Force Readiness Plan, 2003

# Labour Force Readiness Plan

## Labour Demand (continued)

Projected Occupational Change in Toronto Region, 2000-2010

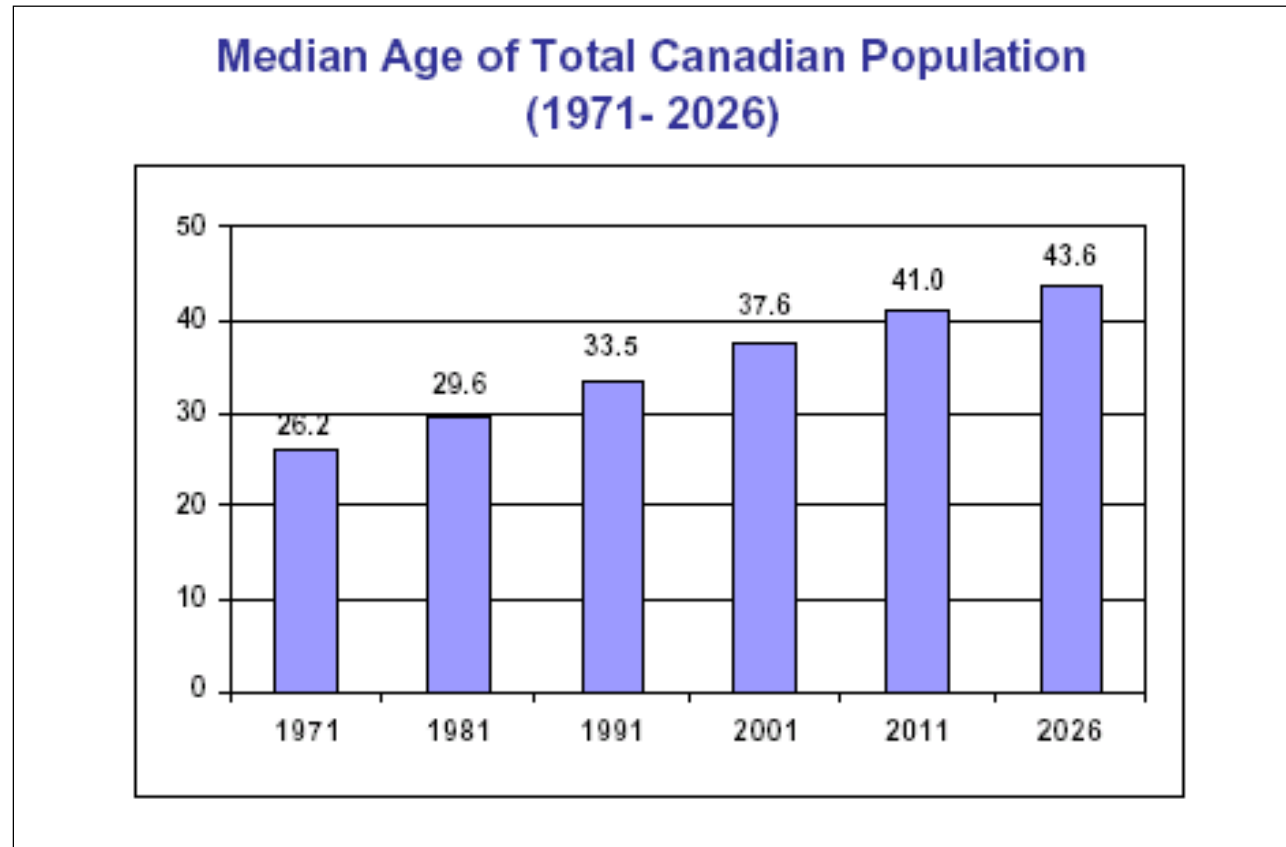
Occupation	2000	2010	2000 – 2010 (Increase)	2000 – 2010 (% Change)
Business/Finance/Administration	664,000	785,500	121,500	16%
Natural & Applied Sciences	168,200	193,700	25,500	13%
Health	125,200	146,100	20,900	14%
Social Science/Government/Education	195,100	228,900	33,800	15%
Art/Culture/Recreation/Sport	96,700	111,500	14,800	13%
Sales & Service	746,400	881,800	135,400	15%
Trades/Transportation/Equip Operators	335,300	364,500	29,200	8%
Unique to Primary	25,700	32,500	6,800	21%
Unique to Processing/Manufacturing	258,800	271,000	12,200	5%
<b>TOTAL</b>	<b>2,615,400</b>	<b>3,015,500</b>	<b>400,100</b>	<b>13%</b>

Source: Toronto Labour Force Readiness Plan, 2003



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## Labour Supply



Source: Statistics Canada—Profile of the Canadian population by sex and age  
Catalogue 96F0030XIE2001002



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## Labour Supply (continued)

*“As a result of demographic shifts, immigrants are expected to account for all net labour force growth by 2011, and for all net population growth by 2031.”*



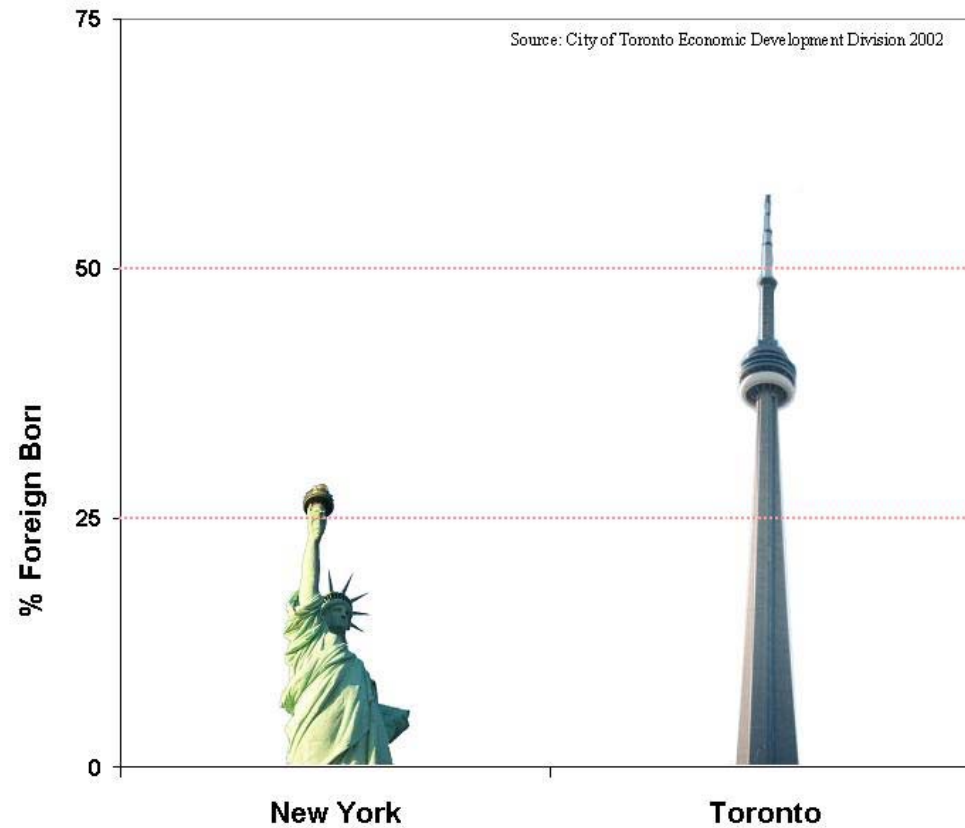
Immigration, Labour Force and the Age Structure of the Population  
Human Resources Development Canada, 1999





# Labour Force Readiness Plan

## Labour Supply (continued)





# Labour Force Readiness Plan

## Skills Demand

*“Half of the jobs people will have in 15 years time will require skills to operate technology that is not yet invented....*

*More than half of the people that will make up Ontario’s workforce in 2015 are already working.”*

Dianne Cunningham, Ontario Minister of Training, Colleges and Universities, 2001 (cited in the Toronto Labour Force Readiness Plan, 2003)





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## Skills Demand (continued)

### Expected Skills Change, 2000-2010

<b>Skill</b>	<b>Description</b>	<b>Number 2000-2010</b>	<b>% Change 2000-2010</b>
High	<ul style="list-style-type: none"><li>• University</li></ul>	81,000	14.5%
Intermediate	<ul style="list-style-type: none"><li>• Community College</li><li>• Trade</li><li>• High School</li></ul>	264,000	13.5%
Lower	<ul style="list-style-type: none"><li>• On-the-Job</li></ul>	55,000	13.0%

Source: Toronto Labour Force Readiness Plan, 2003

- Demand for increased skills is predicted across the board
- Need to raise the skills bar at all levels



# Labour Force Readiness Plan

## Sources of Labour



Youth



Existing Workforce



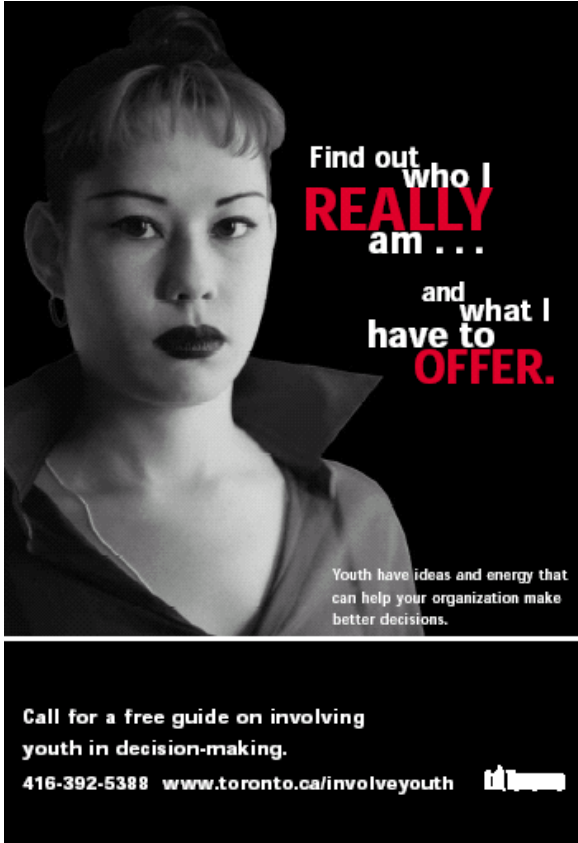

Immigrants



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## Sources of Labour (continued)

### Youth



Find out who I **REALLY** am ... and what I have to **OFFER.**

Youth have ideas and energy that can help your organization make better decisions.

Call for a free guide on involving youth in decision-making.  
416-392-5388 [www.toronto.ca/involveyouth](http://www.toronto.ca/involveyouth)

- Hire young people now so they can learn on-the-job skills from experienced workers about to retire
- Recognize the value that young people bring to the workplace (enthusiasm, fresh perspectives)
- Encourage young people to complete Grade 12
- Support apprenticeship and co-op programs

# Labour Force Readiness Plan

## Conclusions

- Toronto must produce, attract and retain highly skilled workers
- By 2010, labour shortages will likely occur across many occupations & skills
- We need a flexible and adaptable skills development and training system
- Employers must become more involved in training
- Youth and immigrants are critical sources of labour and skills



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[www.toronto.ca/business](http://www.toronto.ca/business)