

# Toronto Labour Force Readiness Plan



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



# Labour Force Readiness Plan

## Presentation Overview



# Overview

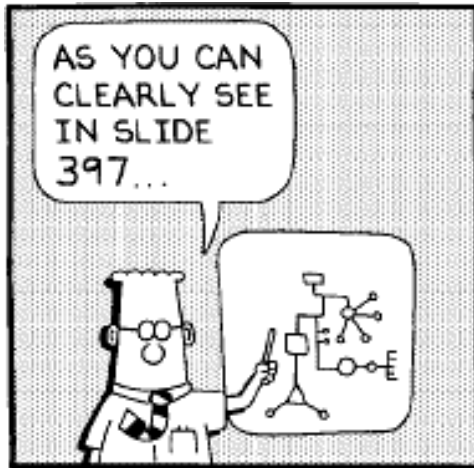
### A short presentation on:

- The study
- Key findings
- Labour and skills supply and demand
- Sources of labour
- Dissemination and consultation process
- Recommendations
- Next Steps



# Labour Force Readiness Plan

## Presentation Overview



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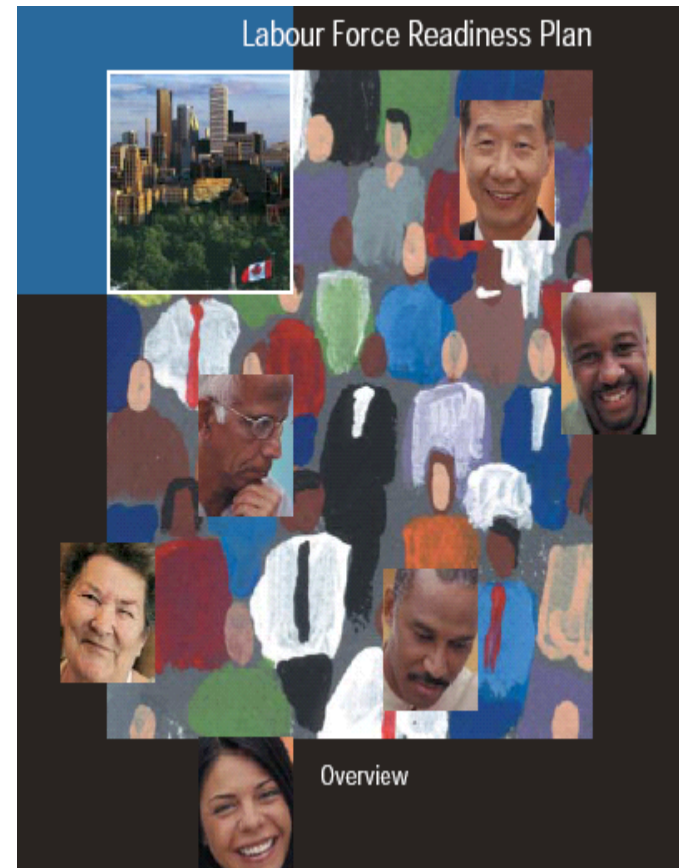


# Labour Force Readiness Plan

## The Study

### Funded by HRDC the Plan involved:

- Primary and secondary research
- An employers survey of over 1000 businesses
- Numerous focus groups
- 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

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



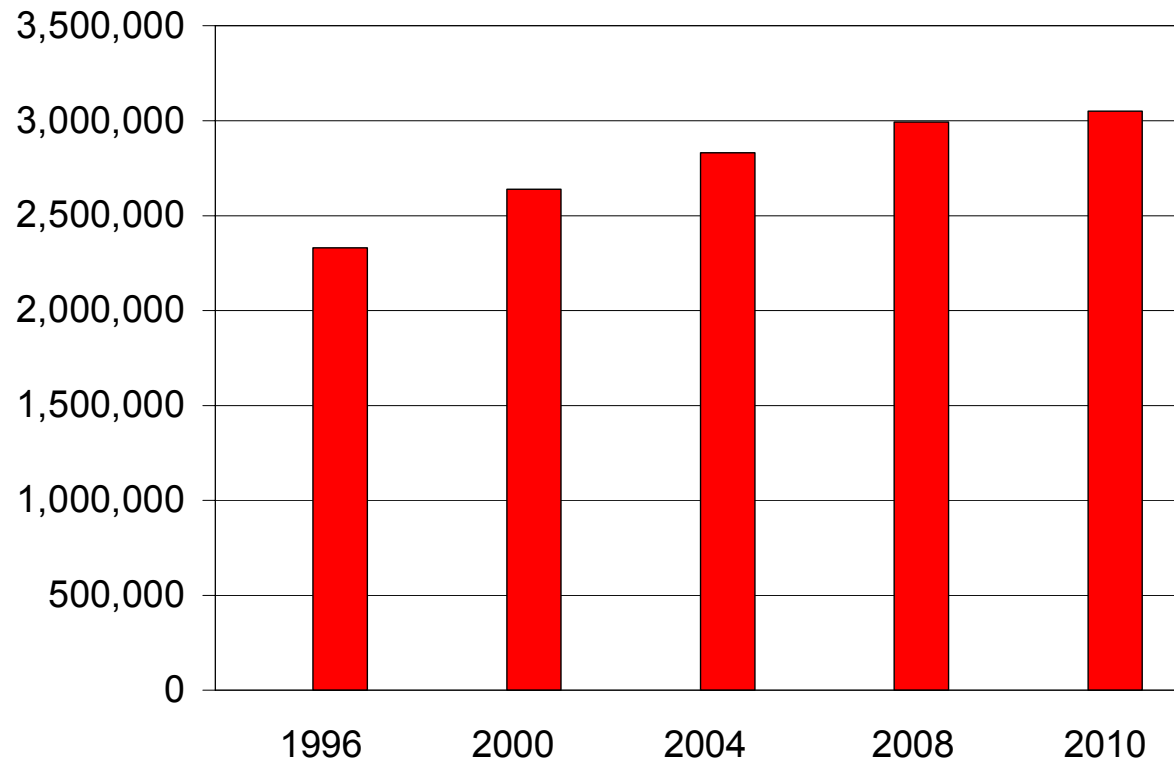


# Labour Force Readiness Plan

## 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

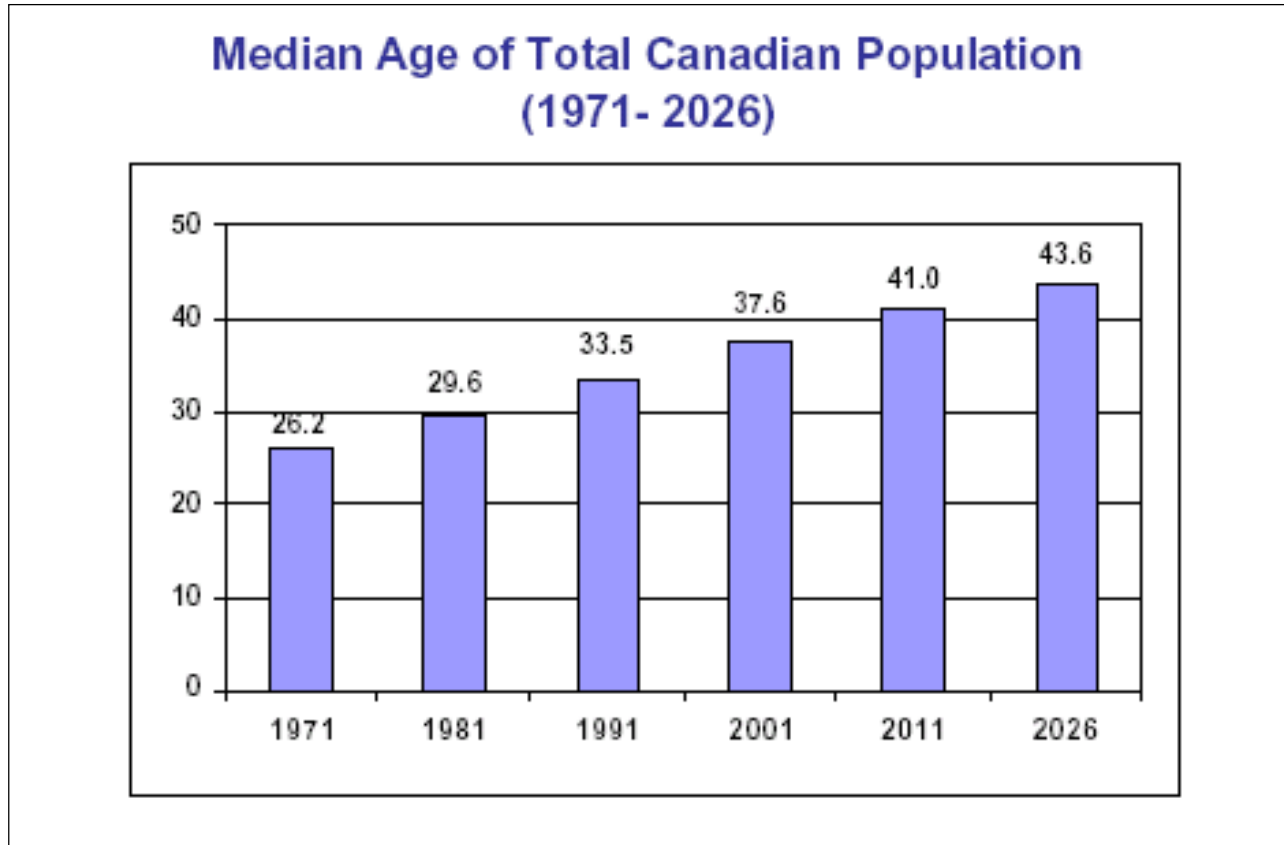
Occupation	2000	2010	2000 – 2010 (Increase)	2000 – 2010 (% Change)
Business/Finance/Administration	664,000	785,500	121,500	16%
Natural & Applied Sciences	168,200	193,700	25,500	13%
Health	125,200	146,100	20,900	14%
Social Science/Government/Education	195,100	228,900	33,800	15%
Art/Culture/Recreation/Sport	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



# Labour Force Readiness Plan

## Labour Supply



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





# Labour Force Readiness Plan

## 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.”*

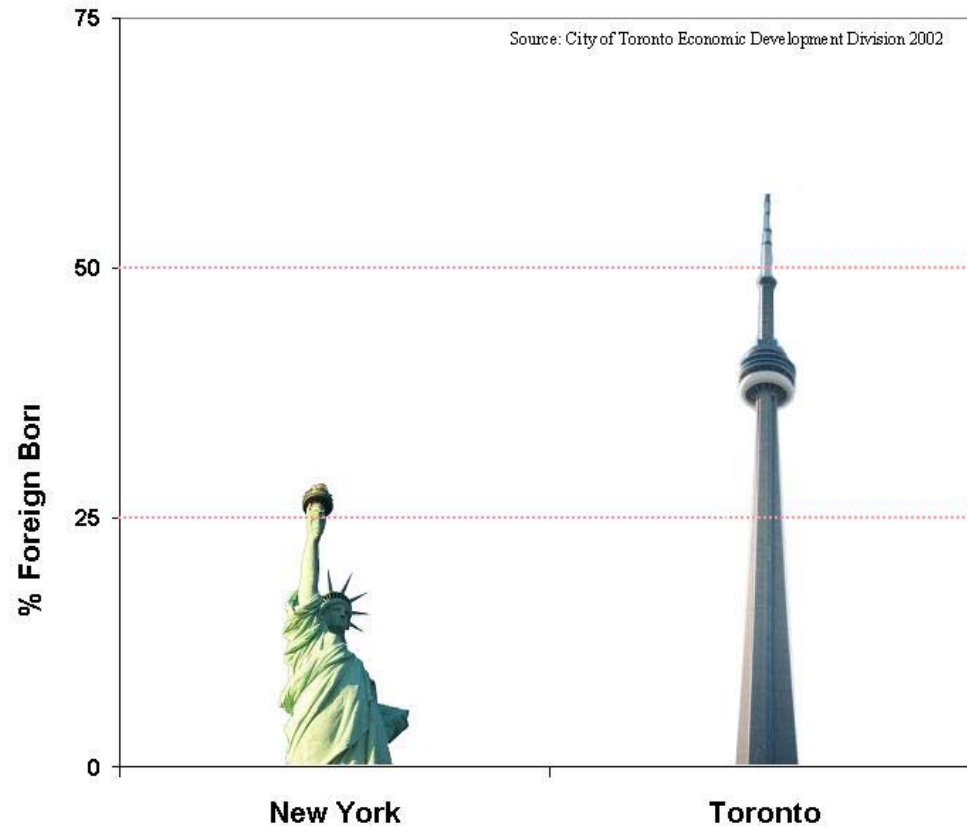


Immigration, Labour Force and the Age Structure of the Population  
Human Resources Development Canada, 1999



# 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)





# Labour Force Readiness Plan

## 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



Immigrants

Youth



Existing Workforce



# Labour Force Readiness Plan

## Dissemination and Consultation Process





# Labour Force Readiness Plan

## Dissemination and Consultation Process (continued)

ICE

Intergovernmental Committee for  
Economic and Labour Force Development

Seventh Annual Network Meeting

### Help Wanted—Confronting Labour and Skills Shortages in Toronto

A Consultation on the Findings and Recommendations  
of the Toronto Labour Force Readiness Plan

Thursday, March 25, 2004, 8:30 a.m. – 2:00 p.m.  
Metro Hall, 55 John Street (at King), 3rd Floor, Room 306





# Labour Force Readiness Plan

## Recommendations

### Immigrants



#### **The recommendations related to immigrants focus on:**

- Developing strategies and actions to speed the integration of immigrants into the labour market, including the promotion and use of credential assessment, bridging programs and mentoring
- Encouraging the three orders of government to develop a coordinated approach to immigration and settlement



# Labour Force Readiness Plan

## Recommendations (continued)

### Youth



#### **Youth-related recommendations highlight:**

- Supporting our secondary and post-secondary school systems, including apprenticeship, and encouraging young people to complete at least Grade 12





# Labour Force Readiness Plan

## Recommendations (continued)



### Existing Workforce



### Recommendations related to the existing workforce stress:

- Implementing mechanisms to increase employer-supported training in the workplace



# Labour Force Readiness Plan

## Recommendations (continued)



### Training



#### **Training-related recommendations emphasize:**

- Tackling illiteracy and expanding training opportunities for those who need them
- Developing an integrated labour force development system
- Encouraging the three orders of government to develop a coordinated approach to labour market development in Toronto



# Labour Force Readiness Plan

## Recommendations (continued)



Other



### **Other recommendations emphasize:**

- Communicating the key findings of the study
- Attracting knowledge workers to the City
- Gaining the powers and resources to enable the City of Toronto to improve our infrastructure and quality of life



# Labour Force Readiness Plan

## Next Steps

The input gained here will feed into the City of Toronto's Labour Force Readiness Plan Task Force and will be communicated to the federal and provincial governments and other key stakeholders



# Toronto Labour Force Readiness Plan



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