

NORTH DURHAM SKILLSHED, SELECTED RESULTS

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OVERVIEW

- Durham Workforce Authority Overview
- Skillshed and Labourshed Defined
- Employment Demand
- Employment Supply
- Recommendations/Next Steps

DURHAM WORKFORCE AUTHORITY

- Innovative Labour Market Solutions
- Providing authoritative research
- Identifying employment trends
- Targeting workforce opportunities
- Initiating development projects
- Bringing people together

SKILLSHED AND LABOURSHED DEFINED

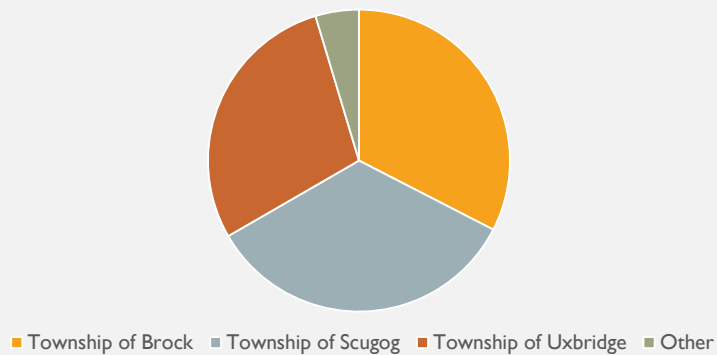
- Skillshed concept was created by the Institute for Decision Making at the University of Iowa in 1998.
- Primary goal in developing this model was to respond to the needs of economic development groups, who were trying to form a nuanced understanding of the labour force in their area.
- A skillshed is defined as “the geographic area from which a region pulls its workforce and the skills,
- A labourshed is defined as the “area or region from which an employment center draws its commuting workers.” (Colorado State University Extension & Colorado Department of Local Affairs, 2008). A labourshed refers to the geographic area from which a region recruits its workers, a skillshed refers specifically to the skills, education, and experiences of the workers who comprise this geographic area.
- The general goal of a skillshed analysis is to compare the experiences and skills of an area's labour force with the reported needs of area employers. (The Pathfinders, 2012).
- The main interest of these studies focuses on commuting patterns, current or desired wages, and skills. The focus on skills was linked to essential skills for comparison across multiple locations.

NORTH DURHAM

North Durham and Durham Region Population 2006 – 2016					
	2006	2011	2016	2006 – 2016 Actual Population Change	2006 – 2016 Population Change (%)
Brock	11,979	11,341	11,642	-337	-2.89%
Uxbridge	19,169	20,623	21,176	2,007	9.48%
Scugog	21,439	21,569	21,617	178	0.82%
North Durham	52,587	53,533	54,435	1,848	3.39%
Durham Region	561,258	608,124	645,862	84,604	13.10%

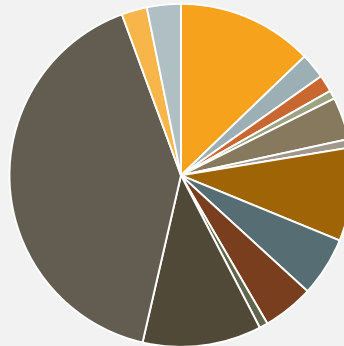
EMPLOYMENT DEMAND, BUSINESS DEMOGRAPHICS

Location of Business



EMPLOYMENT DEMAND, BUSINESS DEMOGRAPHICS

Businesses By Industry



- Accommodation, Food Services and Hospitality
- Entertainment, Arts and Recreation
- Health Care and Social Assistance
- Not-For-Profit
- Transportation and Warehousing
- Agriculture, Fishing and Hunting
- Finance and Insurance
- Licensed Trade
- Professional, Scientific and Technical Services
- Other services (except public administration)
- Education and Training Services
- Government
- Manufacturing
- Retail

EMPLOYMENT DEMAND, BUSINESS DEMOGRAPHICS

Industry	Percentage of Businesses	Industry	Percentage of Businesses
Accommodation, Food Services and Hospitality	12.40%	Licensed Trade (i.e., plumbing, electrical)	5.43%
Agriculture, Fishing and Hunting	2.33%	Manufacturing	4.65%
Education and Training Services	1.55%	Not-For-Profit	0.78%
Entertainment, Arts and Recreation	0.78%	Professional, Scientific and Technical Services	10.85%
Finance and Insurance	3.88%	Retail	39.53%
Government	0.78%	Transportation and Warehousing	2.33%
Healthcare and Social Assistance	8.53%	Other Services (Except Public Administration)	3.10%

EMPLOYMENT DEMAND, CURRENT EMPLOYEES

Businesses by Number of Full Time Employees				
0 Employees	1 – 4 Employees	5 – 9 Employees	10 – 49 Employees	50+ employees
23	58	22	14	4

Businesses by Number of Part Time Employees				
0 Employees	1 – 4 Employees	5 – 9 Employees	10 – 49 Employees	50+ employees
20	10	28	8	4

EMPLOYMENT DEMAND, HIRING PRACTICES

Employee Recruitment Strategies	
Attend/Host Job Fairs	2.44%
Government Job Bank	5.37%
Online Search Engines (i.e., Monster, Workopolis etc.)	13.66%
Other websites (i.e., Kijiji, Craigslist etc.)	13.17%
Your business/company/organization's website	16.59%
Employment Ontario Service Providers	15.12%
Social Media	1.46%
Local Newspaper	7.80%
Window Signage/Walk In	2.93%
Word of Mouth/Personal Referral	9.76%
Not Applicable	8.78%
Other	2.93%

EMPLOYMENT DEMAND, WORKFORCE AVAILABILITY

Availability and Ease to Fill Positions		
Position Skill Level	Average Score	Not Applicable Responses
Skilled	3.5	23
Semi-Skilled	3.9	24
Unskilled	4	30
Clerical	4.8	31
Technical	3.6	41
Management	3.9	36

EMPLOYMENT DEMANDS, AVAILABILITY OF SERVICES

Service	Average Score	Not Applicable Responses
Apprenticeships	3.6	51
Colleges	5.5	24
Cultural Facilities	4.4	40
Daycare Affordability	3.5	57
Daycare Availability	3.8	54
Electrical Power	5	18
Housing Affordability	3	23
Housing Availability	3.4	26
Medical Services	4.8	14
Other Utilities	4.8	32
Private Career Colleges	2.9	59
Public Transportation	3.4	24
Recreation	4.7	14
Roads	4.5	13
Secondary Schools	5.3	17
Universities	4.9	29

EMPLOYMENT DEMANDS, QUALITY OF SERVICES

Service	Average Score	Not Applicable Responses
Apprenticeships	3.7	47
Colleges	5.2	25
Cultural Facilities	4.5	36
Daycare Affordability	3.6	51
Daycare Availability	3.9	52
Electrical Power	4.8	15
Housing Affordability	3.2	22
Housing Availability	3.5	23
Medical Services	4.8	16
Other Utilities	4.6	27
Private Career Colleges	3.4	55
Public Transportation	3.9	24
Recreation	4.7	17
Roads	4.1	14
Secondary Schools	5.2	20
Universities	4.9	34

EMPLOYMENT DEMAND, NORTH DURHAM STRENGTHS

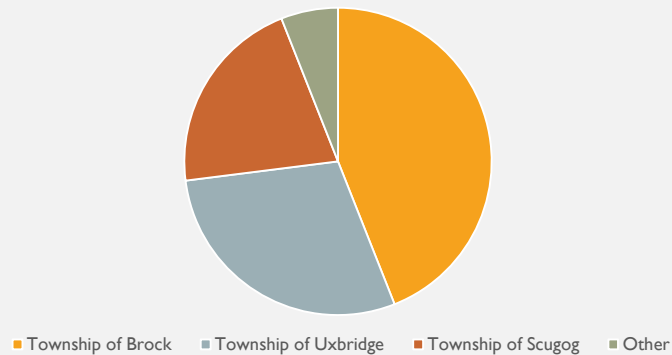
- Close-knit business community
- Proximity of employees to their place of employment
- Supporting growth and development in the community
- Loyalty and flexibility of the workforce
- Having staff who are knowledgeable about the area and its values
- Business referrals due to the rural setting
- Overall community atmosphere

EMPLOYMENT DEMAND, CHALLENGES AND OPPORTUNITIES

- Hiring skilled and technical staff due to the location and the rate of pay offered in other jurisdictions
- Affordable housing and residential development
- Public transportation and road improvements
- Decreasing youth population an issue for part time and seasonal employment
- Increasing access to broadband internet
- Attraction and retention of population in North Durham.
- Improve access to community programs and services and expanding recreational offerings

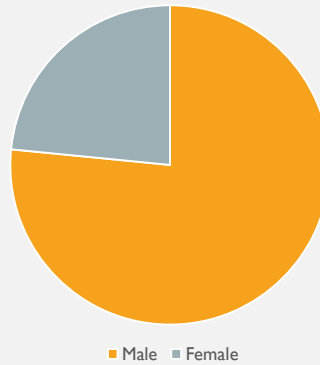
EMPLOYMENT SUPPLY, RESPONDENT DEMOGRAPHICS

Location of Respondents



EMPLOYMENT SUPPLY, RESPONDENT DEMOGRAPHICS

Sex of Respondents



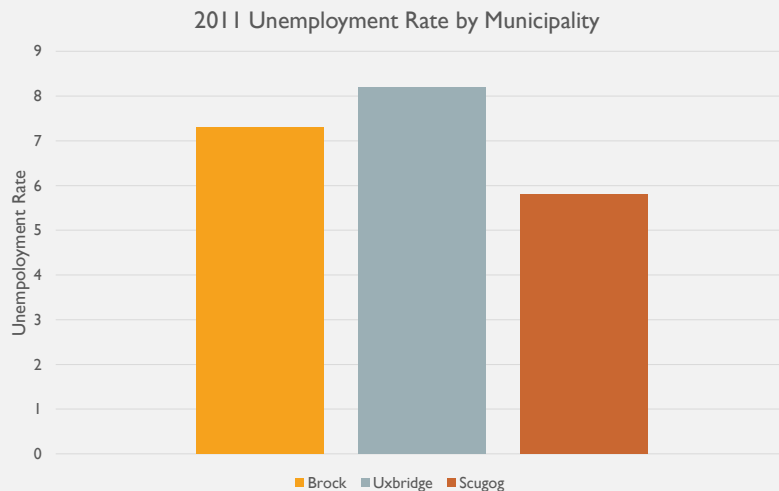
EMPLOYMENT SUPPLY, EDUCATIONAL ATTAINMENT

	Total	Percentage of Population 15 and over
Total Population 15 and Over	43,765	
No Certificate, Diploma or Degree	7,375	16.85%
High School Diploma or Equivalent	13,795	31.52%
Post Secondary Certificate, Diploma or Degree	22,595	51.63%
Apprenticeship or Trades Certificate or Diploma	3,855	8.81%
College, CEGEP or Other Non-University Certificate or Diploma	10,210	23.33%
University Certificate, Diploma or Degree Below Bachelor's Level	1,480	3.38%
University Certificate, Diploma or Degree at Bachelor's Level or Above	7,050	16.11%
Bachelor's Degree	4,945	11.30%
University Certificate, Diploma or Degree Above Bachelor Level	2,115	4.83%

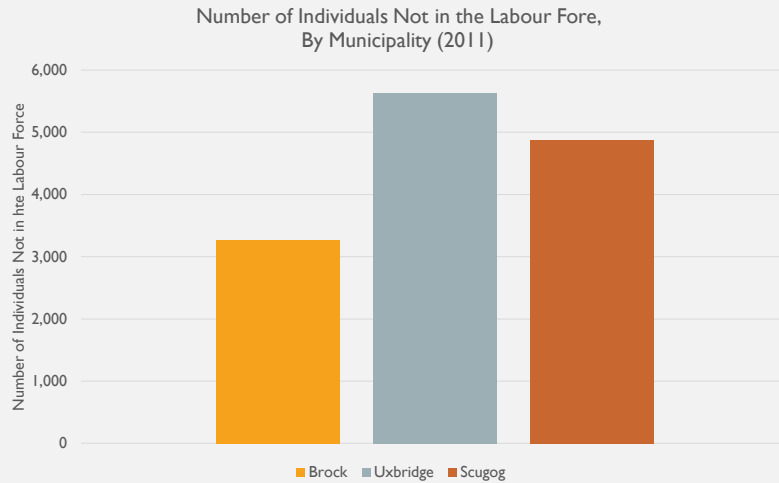
EMPLOYMENT SUPPLY, RESPONDENT EDUCATIONAL ATTAINMENT

Highest Level of Education Attained	
No Certificate, Diploma or Degree	1.04%
High School Diploma or Equivalent	13.02%
Apprenticeship or Trades Certificate or Diploma	3.65%
College, CEGEP, or Other Non-University Certificate or Diploma	30.73%
University Certificate, Diploma or Degree	29.02%
Graduate or Post-Secondary Degree	13.54%
Other	3.65%

EMPLOYMENT SUPPLY, UNEMPLOYMENT BY MUNICIPALITY



EMPLOYMENT SUPPLY, NOT IN THE LABOUR FORCE BY MUNICIPALITY



EMPLOYMENT SUPPLY, RESPONDENT LABOUR FORCE STATUS

Current Labour Force Status	
Employed Full Time (30+ hours per week)	47.92%
Employed Part Time (Less than 30 hours per week)	9.90%
Homemaker	5.21%
Retired	17.19%
Self-Employed	15.63%
Full Time Student	1.04%
Unemployed	3.65%

EMPLOYMENT SUPPLY, AVAILABILITY OF SERVICES

Service	Average Score	Not Applicable Responses
Apprenticeships	3.1	72
Post Secondary	3	24
Cultural Facilities	3.2	30
Daycare Affordability	2.8	42
Daycare Availability	3.1	44
Electrical Power	4.1	10
Housing Affordability	2.7	14
Housing Availability	2.6	20
Medical Services	4.1	2
Mental Health and Addictions Services	3.3	54
Other Utilities	3.2	46
Broadband	2.7	20
Libraries	5.0	6
Public Transportation	3.1	30
Recreation	4.4	4
Roads	4.3	2
Secondary Schools	4.6	16
Food	4.2	2

EMPLOYMENT SUPPLY, QUALITY OF SERVICES

Service	Average Score	Not Applicable Responses
Apprenticeships	2.6	70
Post Secondary	3.1	53
Cultural Facilities	3.0	38
Daycare Affordability	2.8	52
Daycare Availability	3.0	51
Electrical Power	3.3	17
Housing Affordability	2.5	22
Housing Availability	2.4	27
Medical Services	2.6	9
Mental Health and Addictions Services	2.6	55
Other Utilities	3	43
Broadband	2.4	22
Libraries	4.3	12
Public Transportation	2.7	36
Recreation	3.6	12
Roads	3.4	8
Secondary Schools	3.6	29
Food	3.6	5

EMPLOYMENT SUPPLY, HOUSING

- Over 80% of survey respondents indicated that they owned their home, with 78% of those respondents indicating they currently had a mortgage.
- Rising utility costs, property taxes, lack of serviced lands for residential expansion and rising housing costs were the issues most commonly cited as concerning respondents.
- 73% percent of survey respondents did not feel there were enough rental properties available in North Durham, and many indicated this as a major concern for seniors and youth populations.
- Survey respondents indicated a desire to see residential growth in their communities.

EMPLOYMENT SUPPLY, RETENTION

- Qualitative data suggests there is improvements to be made to attract and retain youth populations in North Durham.
- Respondents to the workforce survey indicated a need for commercial growth and residential expansion to ensure the vitality of their rural communities. With an aging population, there is a need to ensure an accessible workforce to replace employees as retirements occur.
- Respondents felt the older cohort of the population was well rooted in North Durham, and there was little concern about retention with 81% of respondents indicated they were not planning on leaving North Durham within the next five years.

EMPLOYMENT SUPPLY, CHALLENGES AND OPPORTUNITIES

- Affordable housing
- Affordable daycare
- Broadband access and speed
- Improved public transportation
- Road improvements and extensions
- Commercial growth
- Increased recreation opportunities
- Improved access to mental and physical health programs and services
- Infrastructure investment and expansion (i.e., sewage systems, building maintenance)

RECOMMENDATIONS/NEXT STEPS

- Prepare municipal reports for Brock, Uxbridge and Scugog based on results from both the employer and workforce surveys.
- Develop supplemental surveys to address major finding from the North Durham Skillshed (i.e., leasing, affordable housing)
- Assist in business retention and expansion strategies to encourage business growth and development within North Durham