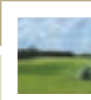


“LIFELONG EDUCATION, TRAINING AND ACCESS TO INFORMATION TO MAINTAIN
OR SECURE EMPLOYMENT IN A CHANGING LABOUR MARKET”



**Local Labour
Market Plan
Durham Region
2011**



FOREWORD

One of the worst recessions to hit Canada since the Great Depression has come and gone leaving in its wake high levels of unemployment, shattered dreams, and great uncertainty amongst the general population about what the future may bring.

While it may be true that the economic downturn has come to an end and that the country is now in the early stages of recovery, it will take time and considerable effort to get our local economy back on track and prospering once more.

It is hard to believe that a year and a half has gone by since the Local Board produced its first Integrated Local Labour Market Plan for our region. As I stated in that report, planning in a tough economy was incredibly difficult but vital to position communities like ours for the eventual recovery. Further, we must continually seek to understand what changes have taken place in our labour market and define our current and future needs as critical elements in setting priorities and focusing our limited resources to address these needs.

We have much to report to the community as we release this “update” on activity that has taken place in our region over the past 17 months.

To have advanced 11 of the 21 actions previously identified in a relatively short period of time can be looked upon as a significant accomplishment. At the same time, while there are positive signals that we may indeed be “turning the corner”, we recognize that much more remains to be done.

We look forward to continuing to work with all of our partners and stakeholders who have a vested interest in the state of the current and future labour force to effect positive change and accelerate progress in our region.



Rick Lea, Executive Director
Durham Region Local Training Board

March 2011



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The material contained in this report has been prepared by The Durham Region Local Training Board and is drawn from a wide variety of sources considered to be reliable.

We make no representation or warranty, express or implied, as to its accuracy or completeness. In providing this material, The Durham Region Local Training Board does not assume any responsibility or liability.



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EXECUTIVE SUMMARY

In July 2008, the Durham Region Local Training Board was approached by the Ministry of Training, Colleges and Universities to lead a demonstration project and undertake a rigorous review of the state of the local labour market with the goal of creating a 3 to 5 year labour market plan for the region. Durham was selected as one of seven local planning zones or areas across Ontario to take on this project, which was completed in the summer of 2009.

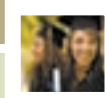
In September 2009, Durham Region's first **Integrated Local Labour Market Plan (ILLMP)** was published. The plan included 21 specific actions that were felt necessary to address our key training and employment-related needs. These actions were described in detail and timelines for completion were forecast over the 3 to 5 year planning period.

The **Durham Region 2011 Local Labour Market Plan** is an update to the original document. It has been informed by new, but limited, labour market information obtained from several sources since 2009, and reflects a local analysis and interpretation of same. The update includes economic development activity that has taken place throughout the region in 2009 and 2010, and reports on other news relative to the continuing evolving labour market. The update also reflects consideration of local intelligence that has been gathered on an ongoing basis through many partnership activities that have taken place between industry, education, government and the community service sector.

5 strategic consultations were conducted in October 2009, November 2009 and in February 2011 with the business community and organized labour to discuss labour market developments and progress in the region. Based on these consultations, no new issues or actions have been added to the 2011 local labour market plan.

11 of the 21 specific actions that were identified in the original Integrated Local Labour Market Plan have been acted upon over the past 16 months. These specific actions included several high profile partnership initiatives such as "Steps to Success", the largest community services fair organized in many years in Durham Region, which took place October 28th, 2009, and which brought together social service agencies, employment providers, educators and small business entrepreneurs in an impressive display of the full range of services and supports available to those seeking employment, and "Still Looking?", a one-day job fair that was held October 20th, 2010, which attracted 770 jobseekers and 25 employer/exhibitors offering 300 jobs and representing 10 different industrial sectors. These actions and outcomes are reported in **Section 3** of the **Durham Region 2011 Local Labour Market Plan**.

While it provides clear evidence of the significant progress that has been initiated by the Durham community to address the region's key labour market needs, the Durham Region 2011 Local Labour Market Plan underscores the considerable work that remains while a fragile economic recovery continues and high levels of unemployment persist in the region.



1. WHAT WE KNOW – THE STATUS OF DURHAM REGION’S LABOUR MARKET

1.1 POPULATION

Population growth is the ultimate driver of labour market supply, as well as being a key component of the demand for some categories of workers. Durham’s population base continues to grow strongly suggesting an increased supply of labour.

Table 1A and **Table 1B** below compare Durham’s population growth and rate of growth to that experienced by other GTA municipalities and the province as a whole over the past 5 years.

There are 49 census divisions in Ontario. Durham Region is one of only 9 that experienced double digit population growth from 2009 to 2010. Durham’s population growth is expected to continue given its affordability in accommodation relative to the Greater Toronto Area and its access to job opportunities in major labour markets.

TABLE 1A
ANNUAL POPULATION ESTIMATES 2005-2010
GTA & ONTARIO CENSUS DIVISIONS

Census Division	2005	2006	2007	2008	2009	2010
Durham	573,629	584,361	594,787	604,179	612,224	620,427
York	904,730	931,874	960,723	988,526	1,014,024	1,040,539
Toronto	2,598,043	2,610,617	2,629,483	2,653,897	2,684,790	2,720,024
Peel	1,179,663	1,213,451	1,249,536	1,282,223	1,309,333	1,338,981
Halton	444,307	457,789	468,406	480,206	493,357	506,900
Ontario	12,528,480	12,665,346	12,792,937	12,932,297	13,064,900	13,210,667

Source: Statistics Canada, Annual Demographic Estimates: Subprovincial Areas – Catalogue No. 91-214-X.

TABLE 1B
POPULATION RATE OF GROWTH 2005-2010 (JULY TO JUNE)
GTA & ONTARIO CENSUS DIVISIONS

Census Division	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Durham	18.5	17.7	15.7	13.2	13.3
York	29.6	30.5	28.5	25.5	25.8
Toronto	4.8	7.2	9.2	11.6	13.0
Peel	28.2	29.3	25.8	20.9	22.4
Halton	29.9	22.9	24.9	27.0	27.1
Ontario	10.9	10.0	10.8	10.2	11.1

Source: Statistics Canada, Annual Demographic Estimates: Subprovincial Areas – Catalogue No. 91-214-X.



1.2 MIGRATION

An area's migration patterns are often indicative of its labour force characteristics. Areas offering the greatest employment opportunities attract more people than they lose. Areas that offer fewer employment opportunities tend to lose more people than they attract.

In Durham, population growth is largely attributed to net in-migration. **Table 2** below illustrates the migration characteristics of residents in Durham Region between the years 2004 and 2009. 132,983 people came to reside in the area over this period, 96,329 left, for a net gain of 36,654 people.

TABLE 2
MIGRATION
2004 to 2009

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	32,918	20,572	12,346
18-24	13,697	13,998	-301
25-44	56,074	37,264	18,810
45-64	20,356	18,244	2,112
65+	9,938	6,251	3,687
Total	132,983	96,329	36,654

Source: Statistics Canada, Taxfiler

Consistent with the previous Local Labour Market Plan, the most notable increase was in the 25-44 age group, where a net increase of 18,810 people occurred. It is noteworthy that in the 18-24 age group, youth out-migration exceeded in-migration for the reporting period. This suggests that the region may not be as attractive for this age group as other geographic areas. It also reaffirms the belief that many youth leave the area to pursue post secondary education elsewhere and/or obtain or seek employment in other centres that may offer more job opportunities.



1.3 NUMBER OF EMPLOYERS

Central to local labour market planning is an understanding of the characteristics of area employers. The number of employers, the size of employers and changes in both the number and the size of employers over time affect employment levels and employment opportunities within a local labour market.

Table 3A below quantifies the change in number of Durham Region employers by employee size range over the period December 2008 to June 2010 compared to Ontario.

TABLE 3A
CHANGE IN NUMBER OF EMPLOYERS BY EMPLOYEE SIZE RANGE
DECEMBER 2008 TO JUNE 2010

Employee Size Range	Number 2008	Number 2010	Absolute Change	Percent Change	Percent Change Ontario
0 (sole owner-operator)	17,289	16,809	-480	-2.8	-2.8
1-4	6,668	6,992	+324	+4.9	+0.6
5-9	2,547	2,563	+16	+0.6	-0.6
10-19	1,560	1,592	+32	+2.1	+0.2
20-49	919	922	+3	+0.3	+0.6
50-99	312	306	-6	-1.9	+0.9
100-199	160	146	-14	-8.7	+0.4
200-499	57	55	-2	-3.5	-0.6
500+	34	30	-4	-11.8	-2.2
Total	29,546	29,415	-131	-0.4	-1.4

Source: Statistics Canada, Canadian Business Patterns

Durham has seen the most significant growth in the number of employers in the 1-4 employee size range (324 or 4.9 percent). It has seen the most significant decrease in the number of sole owner-operator employers (480 or 2.8 percent). The number of large enterprises with 100 or more employees declined by 20 (8 percent) suggesting a decline in the demand for labour by large employers.

Table 3B reflects the distribution of Durham Region employers by employee size range over the same period.

TABLE 3B
CHANGE IN DISTRIBUTION OF EMPLOYERS BY EMPLOYEE SIZE RANGE
DECEMBER 2008 TO JUNE 2010

Employee Size Range	Number Employers 2008	Percent Distribution	Number Employers 2010	Percent Distribution
0 (sole owner-operator)	17,289	58.5	16,809	57.2
1-4	6,668	22.6	6,992	23.8
5-9	2,547	8.6	2,563	8.7
10-19	1,560	5.3	1,592	5.4
20-49	919	3.1	922	3.1
50-99	312	1.1	306	1.0
100-199	160	0.5	146	0.5
200-499	57	0.2	55	0.2
500+	34	0.1	30	0.1
Total	29,546	100.0	29,415	100.0

Source: Statistics Canada, Canadian Business Patterns



Small and medium-sized enterprises (SME), ranging from owner-operated to 99 employees, accounted for 99.2 percent of all employers in the region in 2010. SME are the economic engines of the economy, primarily responsible for community economic renewal and growth. The number of small-micro businesses, those employers with fewer than 10 employees on the payroll, accounted for 89.7 percent of all employers in the region in 2010.

1.4 INDUSTRIAL STRUCTURE OF EMPLOYERS

The industrial structure of an area – and more specifically shifts in industrial structure – can have significant consequences for the local labour market. Since the nature and composition of each industry tends to vary from one industry to the next, shifts in this structure can affect the supply of jobs and the demand for particular labour skills.

Table 4A below illustrates the distribution of employers in Durham Region by industry sector (2-digit NAICS) by employee size range as at June 2010. The top 5 ranked industrial sectors – Professional Scientific Technical (4,648), Construction (4,236), Retail Trade (2,940), Real Estate (2,316), and Other Services (2,251) – represent a total of 16,391 employers or 56.6 percent of the total number of employers in the region. The same 5 industrial sectors account for nearly 60 percent of all sole owner-operator businesses in Durham.

The top 3 industrial sectors in each employer size range have been highlighted. Of note is the dominance of the Retail Trade sector in the 1-4 through 100+ employee ranges.

TABLE 4A
NUMBER OF EMPLOYERS BY EMPLOYEE SIZE RANGE
JUNE 2010

INDUSTRY SECTOR 2-DIGIT NAICS	EMPLOYEE SIZE RANGE								RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL	
11 Agriculture	473	131	40	17	15	6	4	686	14
21 Mining	10	5	5	10	1	0	0	31	18
22 Utilities	15	2	1	1	2	1	3	25	19
23 Construction	2,791	899	316	131	75	17	7	4,236	2
31-33 Manufacturing	473	261	128	108	87	40	34	1,131	12
41 Wholesale Trade	696	318	145	102	62	14	14	1,351	10
44-45 Retail Trade	1,056	672	582	345	163	66	56	2,940	3
48-49 Transportation and Warehousing	1,037	230	49	37	24	10	13	1,400	9
51 Information and Cultural	214	82	13	13	11	5	4	342	16
52 Finance and Insurance	943	239	75	58	93	5	0	1,413	8
53 Real Estate	1,910	257	84	48	13	3	1	2,316	4
54 Professional Scientific Technical	3,103	1,278	158	64	33	7	5	4,648	1
55 Management of Companies and	902	84	16	14	8	5	2	1,031	13
56 Administrative Support Services	908	377	158	75	48	13	18	1,597	6
61 Educational Services	177	67	27	23	21	5	6	326	17
62 Health Care and Social Assistance	312	613	281	219	77	16	24	1,542	7
71 Arts, Entertainment and Recreation	319	82	46	40	24	8	11	530	15
72 Accommodation Food Services	321	234	178	187	132	70	16	1,138	11
81 Other Services	1,131	720	258	98	28	12	4	2,251	5
91 Public Administration	0	2	0	1	3	3	9	18	20
TOTAL	16,791	6,553	2,560	1,591	920	306	231	28,952	

Source: Statistics Canada, Canadian Business Patterns

- Notes:
- Statistics Canada's Canadian Business Patterns database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than \$30,000 in a given year. Consequently, this database under-estimates the number of self-employed people.
 - Private Household employers (industry sector 81) have been excluded from this Table.



Table 4B below shows changes in the number of employers in Durham Region between December 2008 and June 2010 by industry sector. Due to changes in Canadian Business Pattern methodology, the December 2008 to June 2010 time period is the first annual time series data that can be examined. 7 industrial sectors (35 percent) saw an increase in the number of employers in the reporting period with Health Care leading the way. 12 industrial sectors (60 percent) saw a decrease in the number of employers with Retail Trade showing the greatest reduction. One sector remained unchanged.

TABLE 4B
CHANGE IN NUMBER OF EMPLOYERS BY EMPLOYEE SIZE RANGE
DECEMBER 2008 TO JUNE 2010

INDUSTRY SECTOR 2-DIGIT NAICS	EMPLOYEE SIZE RANGE							TOTAL
	0	1-4	5-9	10-19	20-49	50-99	100+	
11 Agriculture	-12	+18	-1	-3	NC	+1	NC	+3
21 Mining	+1	+1	-2	-1	-1	NC	NC	-2
22 Utilities	NC	NC	-1	-1	NC	-1	NC	-3
23 Construction	+37	+9	-2	-30	+5	-4	+1	+16
31-33 Manufacturing	-45	+23	-21	+7	-12	-3	-15	-66
41 Wholesale Trade	-43	-8	+7	-5	-2	NC	+1	-50
44-45 Retail Trade	-122	-25	+26	+10	+15	+6	-1	-91
48-49 Transportation and Warehousing	-2	+8	-9	+3	-3	-1	-2	-6
51 Information and Cultural	-16	+8	-6	+4	+1	NC	NC	-9
52 Finance and Insurance	+3	+4	+6	-4	-5	-2	NC	+2
53 Real Estate	-93	+25	+10	-3	+1	NC	NC	-60
54 Professional Scientific Technical	-89	+104	-13	+2	-1	+1	+1	+5
55 Management of Companies and	-51	-10	-1	+1	NC	+1	-2	-62
56 Administrative Support Services	-2	+16	+13	-10	+5	-6	NC	+16
61 Educational Services	-24	+5	+2	-5	+5	-2	+1	-18
62 Health Care and Social Assistance	+40	+26	+20	+63	+10	-1	-3	+155
71 Arts, Entertainment and Recreation	-5	+2	+8	NC	-4	+1	+2	+4
72 Accommodation Food Services	-34	+3	-9	NC	-11	NC	NC	-51
81 Other Services	-25	+24	-10	+4	NC	+4	-3	-6
91 Public Administration	-1	+1	NC	NC	NC	NC	NC	NC
TOTAL CHANGE	-483	+234	+17	+32	+3	-6	-20	-223

Source: Statistics Canada, Canadian Business Patterns

Notes:

- Private Household employers (industry sector 81) have been excluded from this Table.



Table 4C below illustrates the number of employers in the top 20 industry sub-sectors (3-digit NAICS) in Durham Region by employee size range as at June 2010.

TABLE 4C
TOP 20 INDUSTRY SUB-SECTORS BY EMPLOYEE SIZE RANGE
JUNE 2010

INDUSTRY SUB-SECTOR 3-DIGIT NAICS	EMPLOYEE SIZE RANGE								RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL	
541 Professional Scientific Technical Services	3,103	1,278	158	64	33	7	5	4,648	1
238 Specialty Trade Contractors	1,749	645	224	100	45	5	5	2,773	2
531 Real Estate	1,812	214	45	20	9	3	1	2,104	3
561 Administrative and Support Services	881	372	145	71	45	12	16	1,542	4
236 Construction of Buildings	812	235	80	28	19	5	2	1,181	5
621 Ambulatory Health Care Services	262	525	200	98	26	4	7	1,122	6
722 Food Services and Drinking Places	296	223	174	182	127	68	15	1,085	7
551 Management of Companies and Enterprises	902	84	16	14	8	5	2	1,031	8
811 Repair and Maintenance	497	291	98	28	5	3	1	923	9
523 Securities Commodity Contracts Other Financial Investment Activities	754	85	16	13	4	2	0	874	10
484 Truck Transportation	592	161	25	20	16	6	2	822	11
812 Personal and Laundry Services	375	217	106	45	8	3	1	755	12
813 Religious Grant-Making Civic Professional and Similar Organizations	259	212	54	25	15	6	2	573	13
445 Food and Beverage Stores	174	134	67	57	14	25	20	491	14
112 Animal Production	329	83	20	4	1	0	1	438	15
448 Clothing and Clothing Accessories	73	80	125	86	20	2	0	386	16
453 Miscellaneous Store Retailers	139	93	71	19	21	3	0	346	17
611 Educational Services	177	67	27	23	21	5	6	326	18
417 Machinery Equipment and Supplies Wholesaler-Distributors	144	78	39	31	12	1	2	307	19
522 Credit Intermediation and Related Activities	105	64	21	29	83	1	0	303	20

Source: Statistics Canada, Canadian Business Patterns

Notes:

- Private Household employers (industry sub-sector 814) have been excluded from this Table.



Table 4D and **Table 4E** below show the top 5 industry sub-sectors (3-digit NAICS) in Durham Region with the largest increase and the largest decrease in total number of employers between December 2008 and June 2010.

3 of the 5 industry sub-sectors exhibiting growth in the number of employers – Ambulatory Health Care Services, Transit and Ground Passenger Transportation, and Religious Grant-Making Civic Professional and Similar Organizations – continued to see an increase in employer numbers as reported in the previous Local Labour Market Plan.

TABLE 4D
TOP 5 INDUSTRY SUB-SECTORS EXHIBITING AN INCREASE IN THE TOTAL
NUMBER OF EMPLOYERS DECEMBER 2008 TO JUNE 2010

INDUSTRY SUB-SECTOR 3-DIGIT NAICS	TOTAL EMPLOYERS 2008	TOTAL EMPLOYERS 2010	ABSOLUTE CHANGE	PERCENT CHANGE
623 Nursing and Residential Care Facilities	57	158	+101	+177.2
621 Ambulatory Health Care Services	1,079	1,122	+43	+4.0
485 Transit and Ground Passenger Transportation	165	199	+34	+20.6
813 Religious Grant-Making Civic Professional and Similar Organizations	542	573	+31	+5.7
238 Specialty Trade Contractors	2,752	2,773	+21	+0.8

Source: Statistics Canada, Canadian Business Patterns

TABLE 4E
TOP 5 INDUSTRY SUB-SECTORS EXHIBITING A DECREASE IN THE TOTAL
NUMBER OF EMPLOYERS DECEMBER 2008 TO JUNE 2010

INDUSTRY SUB-SECTOR 3-DIGIT NAICS	TOTAL EMPLOYERS 2008	TOTAL EMPLOYERS 2010	ABSOLUTE CHANGE	PERCENT CHANGE
551 Management of Companies and Enterprises	1,093	1,031	-62	-5.7
722 Food Services and Drinking Places	1,138	1,085	-53	-4.7
484 Truck Transportation	868	822	-46	-5.3
531 Real Estate	2,145	2,104	-41	-1.9
811 Repair and Maintenance	962	923	-39	-4.1

Source: Statistics Canada, Canadian Business Patterns



1.5 EMPLOYMENT IN SMALL AND MEDIUM-SIZED ENTERPRISE (SME)

Employment in small and medium-sized enterprises (SME) is of great importance to Durham. As stated earlier, SME represent over 99 percent of all employers in the region.

SME collectively represent a substantial share of total employment and they are also a source of the next generation of large enterprises. In addition, their smaller size means that they often need and can benefit greatly from various labour market development initiatives. This labour market plan update focuses on SME employment in specific industry sectors and sub-sectors.

Table 5A shows changes in SME employment by industry sector in Durham Region between December 2008 and June 2010.

Overall SME employment remained relatively unchanged in the reporting period. 9 industrial sectors (45 percent) saw an increase in SME employment. 11 industrial sectors (55 percent) saw a decrease in SME employment. The top 3 ranked industrial sectors – Retail Trade, Accommodation and Food Services, and Construction – represent almost 40 percent of all SME employment in the region.

TABLE 5A
CHANGE IN SME EMPLOYMENT BY INDUSTRY SECTOR
DECEMBER 2008 TO JUNE 2010

INDUSTRY SECTOR 2-DIGIT NAICS	TOTAL EMPLOYMENT 2008	TOTAL EMPLOYMENT 2010	ABSOLUTE CHANGE	PERCENT CHANGE	RANK
11 Agriculture	2,041	2,087	+46	+2.3	14
21 Mining	276	223	-53	-19.2	19
22 Utilities	253	167	-86	-34.0	20
23 Construction	12,405	11,939	-466	-3.8	3
31-33 Manufacturing	9,406	8,867	-539	-5.7	5
41 Wholesale Trade	6,630	6,495	-135	-2.0	8
44-45 Retail Trade	19,035	19,915	+880	+4.6	1
48-49 Transportation and Warehousing	3,844	3,681	-163	-4.2	12
51 Information and Cultural	1,251	1,299	+48	+3.8	17
52 Finance and Insurance	5,876	5,596	-280	-4.8	10
53 Real Estate	4,191	4,201	+10	+0.2	11
54 Professional, Scientific and Technical	8,717	8,799	+82	+0.9	6
55 Management of Companies and	1,911	1,916	+5	+0.3	15
56 Administrative and Support Services	6,370	6,098	-272	-4.3	9
61 Educational Services	1,826	1,772	-54	-3.0	16
62 Health Care and Social Assistance	8,533	9,856	+1,323	+15.5	4
71 Arts, Entertainment and Recreation	2,569	2,565	-4	-0.2	13
72 Accommodation and Food Services	13,704	13,282	-422	-3.1	2
81 Other Services	6,850	7,074	+224	+3.3	7
91 Public Administration	325	326	+1	+0.3	18
TOTAL	116,013	116,158	+145	+0.1	

Source: Statistics Canada, Canadian Business Patterns



Table 5B below shows the top 20 industry sub-sectors (3-digit NAICS) in Durham Region for SME employment as at June 2010.

It is noteworthy that 3 industrial sub-sectors – Food Services and Drinking Places (722), Professional Scientific Technical Services (541), and Specialty Trade Contractors (238) – account for more than 25 percent of total SME employment.

TABLE 5B
TOP 20 INDUSTRY SUB-SECTORS BY SME EMPLOYMENT
JUNE 2010

INDUSTRY SUB-SECTOR 3-DIGIT NAICS	TOTAL SME EMPLOYMENT 2010	PERCENT TOTAL SME EMPLOYMENT	RANK
722 Food Services and Drinking Places	12,847	11.1	1
541 Professional Scientific Technical Services	8,799	7.6	2
238 Specialty Trade Contractors	7,638	6.6	3
561 Administrative and Support Services	5,759	5.0	4
621 Ambulatory Health Care Services	4,986	4.3	5
445 Food and Beverage Stores	3,873	3.3	6
531 Real Estate	3,253	2.8	7
236 Construction of Buildings	3,110	2.7	8
522 Credit Intermediation and Related Activities	3,104	2.7	9
448 Clothing and Clothing Accessories	2,814	2.4	10
446 Health and Personal Care Stores	2,709	2.3	11
624 Social Assistance	2,666	2.3	12
812 Personal and Laundry Services	2,529	2.2	13
811 Repair and Maintenance	2,292	2.0	14
813 Religious Grant-Making Civic Professional and Similar Organizations	2,253	1.9	15
441 Motor Vehicle and Parts Dealers	2,250	1.9	16
623 Nursing and Residential Care Facilities	2,198	1.9	17
484 Truck Transportation	2,183	1.9	18
713 Amusement Gambling and Recreation Industries	1,949	1.7	19
453 Miscellaneous Store Retailers	1,935	1.7	20

Source: Statistics Canada, Canadian Business Patterns



Table 5C and **Table 5D** below show the top 10 industry sub-sectors (3-digit NAICS) in Durham Region with the largest increase and the largest decrease in total SME employment between December 2008 and June 2010.

41 industrial sub-sectors (42 percent) saw an increase in SME employment in the reporting period. 51 industrial sub-sectors (53 percent) saw a decrease. 5 industrial sub-sectors (5 percent) saw no change in SME employment in the reporting period.

TABLE 5C
TOP 10 INDUSTRY SUB-SECTORS EXHIBITING AN INCREASE IN SME EMPLOYMENT
DECEMBER 2008 TO JUNE 2010

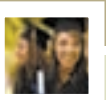
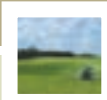
INDUSTRY SUB-SECTOR 3-DIGIT NAICS	TOTAL EMPLOYMENT 2008	TOTAL EMPLOYMENT 2010	ABSOLUTE CHANGE	PERCENT CHANGE
623 Nursing and Residential Care Facilities	1,040	2,198	+1,158	+111.3
445 Food and Beverage Stores	3,508	3,873	+365	+10.4
453 Miscellaneous Store Retailers	1,635	1,935	+300	+18.3
813 Religious Grant-Making Civic Professional and Similar Organizations	1,994	2,253	+259	+13.0
621 Ambulatory Health Care Services	4,770	4,986	+216	+4.5
446 Health and Personal Care Stores	2,494	2,709	+215	+8.6
334 Computer and Electronic Product Manufacturing	376	559	+183	+48.7
451 Sporting Goods Hobby Book and Music Stores	1,192	1,339	+147	+12.3
812 Personal and Laundry Services	2,396	2,529	+133	+5.6
416 Building Material and Supplies Wholesaler-Distributors	1,254	1,364	+110	+8.8

Source: Statistics Canada, Canadian Business Patterns

TABLE 5D
TOP 10 INDUSTRY SUB-SECTORS EXHIBITING A DECREASE IN SME EMPLOYMENT
DECEMBER 2008 TO JUNE 2010

INDUSTRY SUB-SECTOR 3-DIGIT NAICS	TOTAL EMPLOYMENT 2008	TOTAL EMPLOYMENT 2010	ABSOLUTE CHANGE	PERCENT CHANGE
238 Specialty Trade Contractors	8,201	7,638	-563	-6.9
722 Food Services and Drinking Places	13,256	12,847	-409	-3.1
441 Motor Vehicle and Parts Dealers	2,629	2,250	-379	-14.4
561 Administrative and Support Services	5,981	5,759	-222	-3.7
333 Machinery Manufacturing	1,579	1,374	-205	-13.0
811 Repair and Maintenance	2,460	2,292	-168	-6.8
524 Insurance Carriers and Related Activities	1,210	1,048	-162	-13.4
484 Truck Transportation	2,332	2,183	-149	-6.4
523 Securities Commodity Contracts Other Financial Investment Activities	1,561	1,434	-127	-8.1
336 Transportation Equipment Manufacturing	504	399	-105	-20.8

Source: Statistics Canada, Canadian Business Patterns



1.6 ADDITIONAL RESEARCH REGIONAL ECONOMIC DEVELOPMENT NEWS AND LABOUR MARKET UPDATE 2009-2010

When Durham's first Integrated Local Labour Market Plan (ILLMP) was prepared two years ago, the full effect of the global economic downturn on our region was not well known. The impact of a slumping world economy, which created significant downward pressure on employment levels in our important manufacturing sector, particularly the transportation equipment manufacturing sub-sector, and other sectors that relied on a prosperous manufacturing sector for sustainability and growth, was only just beginning to be felt.

The ILLMP included a report which summarized both positive and negative economic development activity for each of Durham's eight municipalities in the year 2008. This report also included information about the announcement of new initiatives such as the Second Career Program that had been developed in direct response to the economic decline, plus related labour market news and activity.

An understanding of the region's changing industrial composition, together with a knowledge of the employment opportunities that have or can likely be expected as a result, is one vital element of local labour force planning. Career influencers, jobseekers and the general public all stand to benefit from a greater understanding of the changes taking place in the area in terms of informing choices about retraining and further education and taking advantage of current and future employment prospects.

This local labour market plan update includes a new report (see [Appendix A](#)) of regional economic developments for the years 2009 and 2010.

While few new and no significant industries were attracted to the region over this period, and while declines in employment primarily in larger employers did not appear to reverse themselves over this period, a number of positive highlights can be reported, including:

- the dramatic turnaround of General Motors from bankruptcy with the resulting recall of hundreds of laid-off workers and additional hiring;
- new jobs and improved prospects for future job creation through the attraction of new businesses to the region and the growth of existing businesses affecting almost every industry sector, including the manufacturing sector;
- infrastructure and stimulus funding investments by all levels of government, including commitments to transportation and improved access, positioning the region for future growth;
- continued investment in education, increased postsecondary education enrollments, and the development of new programs and education pathways for students.

This information, together with consideration of local intelligence gathered over the past two years and evidence suggested by new labour market indicator data, has informed our action strategies in response to our local labour needs.

A bibliography of other local resources and sources of information used in updating the 2011 Durham Region Local Labour Market Plan is included in [Appendix B](#).



2. WHAT WE HAVE HEARD – THE CONSULTATION PROCESS AND LOCAL LABOUR MARKET INTELLIGENCE

5 strategic consultations attended by 24 individuals were led and facilitated by the Local Board between October 2009 and February 2011. **Appendix B** lists meeting dates and locations and the organizations who participated in the consultation process.

3 of these sessions focused on apprenticeship training and opportunities in the construction sector skilled trades in Durham. 2 sessions examined post-recessionary issues, current labour market indicators and actions that had been undertaken in response to the challenges presented by the initial integrated local labour market plan. Aside from these formal sessions, many one-on-one consultations have taken place since the original ILLMP document was produced and these too have informed the planning process.

Key points that we have heard include the following:

- There continues to be a strong need for comprehensive, local labour market information. Broad sharing of that information is paramount particularly to jobseekers and career influencers. Emerging occupations and their essential skill requirements need to be clearly defined and presented in ways that will be useful to those making career decisions or providing counsel on career pathways.
- Construction activity spurred on by investments in infrastructure will generate additional demand for skilled labour. Entry-level apprentice intake is projected for many of the construction trades including the finishing trades, sheet metal, plumbers and steamfitters, painter and decorator, plus general carpenter, heavy equipment operator and roofer, which may present opportunities to utilize the skill sets of displaced workers. Ongoing dialogue between key stakeholders is critical including partnerships to overcome barriers to the completion of apprenticeship training. Alternative training options need to be further explored.
- With the emergence of a knowledge economy, the proportion of the labour force that will require some form of post-secondary school education or training will continue to increase.
- The need continues to learn more about the growing or emerging sectors in the region, particularly future labour force requirements and what skills will be in demand in future. For example, initiatives such as publishing the case studies of businesses that are transitioning to the green economy and defining emerging occupations in green industries should continue.
- Rates of unemployment in the region have improved in 2010 but have remained well above the provincial average. Social assistance caseloads have steadily increased over the past 2 years to historically high levels. We must continue to provide outreach, tools and support to assist in efforts to retrain and re-employ displaced workers. This should be one of our highest priorities.

These findings reaffirm many of the actions that were spelled out in the 2009 ILLMP. Work to secure necessary funding or engage partners in the community to execute implementation strategies should continue on the following fronts:

- to identify future labour force requirements and implement recruitment strategies to address the needs of industry
- to provide the necessary tools and supports to assist the efforts of unemployed workers to transition back into the labour force
- to promote the growth of small and medium-sized business enterprise
- to support innovation and demonstration projects to meet the demands of a changing labour market
- to invest in systems and technologies that will improve access to local and provincial labour market information



3. ACTION PLAN – AN UPDATE ON STATUS AND FUTURE STRATEGIC PLANS

Based on 3 themes - to inform, to attract and retain, and to develop - 21 actions were proposed in the original ILLMP document to address key labour market issues in the region. Each action was assigned a unique alpha-numeric indicator with a proposed timeline for completion.

The following is a report, as at March 2011, on the progress of each action. Each is still relevant and reflects a priority need in the community. As a reminder, the local labour market plan proposed activities over a 3 to 5 year period, therefore not all of the recommended actions were expected to be implemented or advanced immediately. Proposed actions with the status of “no action yet” will be incorporated and advanced in future years.

Based on what we learned through the consultation process and through an analysis of current labour market data, no new actions have been added to the Durham Region 2011 Local Labour Market Plan.

LABOUR MARKET INFORMATION (LMI)	TO INFORM
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Proposed Actions (Timelines): A1. Design and implement a web-based repository for local and provincial LMI, and an on-line tutorial. The repository would consolidate, catalogue and analyze key LMI and local trends and priorities, and be updated on a semi-annual basis. The tutorial would guide those using the repository to conduct independent labour market research. Research would be conducted to fill key gaps in information. (2011-2012)
Status: <ul style="list-style-type: none"> • No action yet. Potential partnership to be led by DRLTB in 2011-2012.
Potential Outcomes: <ul style="list-style-type: none"> • 2,000 unique visitors will be attracted to the site per month. 50 users will access on-line tutorial per quarter.
Potential Partners: <ul style="list-style-type: none"> • MTCU, Durham College, UOIT, Toronto Region Research Alliance

Proposed Actions (Timelines): A2. Support the development of a new web portal for immigrants, a Region of Durham initiative funded by the Ministry of Citizenship and Immigration, which will include an LMI section tailored to the needs of newcomers. (2009-2010)
Status: <ul style="list-style-type: none"> • Completed. New web portal launched March 2010. Important attraction and retention tool to be further enhanced and promoted to community stakeholders.

INFORMATION ON OCCUPATIONAL AND SKILL SHORTAGES	TO INFORM
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Proposed Actions (Timelines): B1. Research best practices and partner with industry and education to develop more effective tools and processes to poll local businesses and industries around key occupational and skill shortages. (begin by focusing on the needs of the five growth sectors identified in the ReThink ReNew ReTool community adjustment and sustainability strategy, which are Sustainable Energy, Transportation/Automotive, Information Technologies, Bioscience and Agriculture, and Health and Wellness) Organize an ongoing series of consultations with industry and union representatives and others that can project future labour requirements and assess current and future labour supply. Prioritize anticipated shortages. (2011-2013)



<p>Status:</p> <ul style="list-style-type: none"> • Key informant interviews and 2 focus group sessions took place with the Construction sector in 2009. Report on findings and recommended actions released April 2010. (http://www.tradeability.ca/guidefiles/Review_of_the_Construction_Sector_Trades.pdf) • 3 presentations in March 2011 to industry in partnership with the Ajax-Pickering Board of Trade, Clarington Board of Trade and Oshawa Chamber of Commerce. Focus on skilled trade recruitment and tradeability's Candidate Manager System (CMS), a free on-line matching service for employers. • Report on emerging green occupations and case studies of 10 GTA businesses that have transitioned to the green economy published March 2011. (Transitioning to a Green Economy The Bottom Line for Ontario Businesses - Case Studies.pdf) • Additional sector studies to be undertaken beginning in 2011.
<p>Potential Outcomes:</p> <ul style="list-style-type: none"> • Occupational and skills shortages documented for emerging sectors. Plans in place to address shortages with measurement system to monitor progress.
<p>Potential Partners:</p> <ul style="list-style-type: none"> • Chambers of Commerce, Boards of Trade, Region of Durham, UOIT, Durham College and members of its Program Advisory Committees, Durham Region Labour Council

<p>Proposed Actions (Timelines):</p> <p>B2.</p> <p>Undertake a skills inventory, beginning with the 20 largest employers by size of employment in the Region that currently supply, or have potential to supply, products and services to one or more of the identified growth sectors. Compile and map the results to highlight existing physical, technical, essential and social intelligence skills. Identify gaps, including skill and occupational shortages. Develop an on-line catalogue of available training and other resources to address needs. Access available funding programs and negotiate the block or group purchase of training where appropriate. (2011-2013)</p>
<p>Status:</p> <ul style="list-style-type: none"> • No action yet.
<p>Potential Outcomes:</p>
<p>Potential Partners:</p>

INFORMATION ON EMPLOYMENT PROGRAMS AND RELATED SERVICES TO INFORM

<p>Proposed Actions (Timelines):</p> <p>C1.</p> <p>Improve access to information on employment assistance services (EAS) and employment adjustment processes in general. Implement group information sessions on a community-wide basis in community centers, shopping malls or community events, to provide information to the newly unemployed and provide a meaningful orientation to EAS programs and services. Provide similar orientation to workers who have been designated for lay off prior to that layoff on the employer's premises. Build in a mechanism to evaluate the effectiveness of the orientation process. (2009-2013)</p>
<p>Status:</p> <ul style="list-style-type: none"> • 1,200 people attended "Steps to Success", a community services fair, in October 2009. 47 exhibitors available to offer employment and social service supports. 32 different workshop activities. • 155 women attended "The First Step is to Start", a conference for women, in February 2010. Opportunities to learn how to overcome barriers to employment and how to access community services. • 770 jobseekers attended a Durham Job Fair in October 2010. 25 employers/exhibitors from 10 industry sectors, recruiting for 300 positions, interviewed over 200 candidates, hiring 40. 99 resumes were critiqued and 73 skills assessments conducted at the Fair. 38 people attended 4 pre-event workshops. • 50 people attended "A Future to Build On", a construction sector trades information session, in November 2010. 19 resumes were critiqued and 13 skills assessments conducted at the event.



Proposed Actions (Timelines):

C2.

Continue developing clear and effective print, internet and other information resources for displaced workers. Centralize downloadable forms, tip sheets, links to community resources and LMI repository on the web. Expand communications strategies to reach more affected workers using various media forms. Use real life success stories and testimonials as examples for others. Hold a full day services fair for displaced workers. Offer exhibits with information about community resources to assist with job search, retraining and education, financial and other counseling services, and government programs. Offer workshops and presentations to inform about the local labour market, employment prospects, resume critiquing, and other topics of interest for laid off workers. (2010-2013)

Status:

- **Guide to developing a trade-focused resume created in July 2010. (http://www.tradeability.ca/guidefiles/Resume_Handout_July_2010.pdf)**
- **In partnership with Workforce Planning Ontario, 150 occupational profiles to be available on-line in 2011.**
- **5th edition Health Care Occupations in Durham Region to be available on-line by June 2011.**
- **See C1 above.**

Proposed Actions (Timelines):

C3.

Complete a feasibility study for a universal action centre that would provide services to any displaced worker in Durham Region. If recommended, complete a proposal and secure necessary funding. (2010)

Status:

- **Study completed January 2010. Due to transformation of Employment Ontario services, decision was made not to proceed with a universal action centre.**

ADDRESSING LABOUR REQUIREMENTS FOR NEW DEVELOPMENTS

TO ATTRACT AND RETAIN

Proposed Actions (Timelines):

D1.

Based on knowledge as to where the supply of labour is, or is expected to be, insufficient to meet the demand, engage key stakeholders who are sources of potential supply and develop a course of action to address these needs. Develop and implement internal and external recruitment strategies to address the imbalance. Monitor and adjust the strategies based on outcomes. (2009-2013)

Status:

- **A proposal to assist pre-qualified workers to enter Durham College's pre-health upgrading program followed by entry into the Personal Support Worker (PSW) certificate program submitted to the Ministry for approval of funding in June 2010. Recommended approach is for individual training applications to be considered on a case by case basis for funding.**

RETAINING OUR BEST AND BRIGHTEST

TO ATTRACT AND RETAIN

Proposed Actions (Timelines):

E1.

Develop a longer term communications strategy to stay in contact with as many high school graduates as possible who leave Durham Region to pursue further education. Design ways to distribute information through a dedicated "alumni" web site and a variety of different channels, including social networking sites on the internet. Focus on new education programs being offered in the region, local industry developments, emerging job opportunities in growth industries, and incentives for graduates who may be interested in returning to Durham. Privacy issues could be addressed by adapting rules that apply for example to popular sites like Facebook, which allows participants to opt in or opt out. (2010-2012)

Status:

- **No action yet. Potential partnership to be led by DRLTB in 2011.**



Potential Outcomes: <ul style="list-style-type: none"> • Curb negative out-migration of youth. 2 or more industry sectors to participate in design of ongoing communications strategy. Promise of future employment and awareness of local opportunities for youth on graduation.
Potential Partners: <ul style="list-style-type: none"> • All School Boards, All industries

PROMOTING ENTREPRENEURIAL OPPORTUNITIES	TO ATTRACT AND RETAIN
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Proposed Actions (Timelines): F1. Expand the Ontario Self Employment Benefit (SEB) program to double annual intake to 240 qualified applicants. (2011-2013)
Status: <ul style="list-style-type: none"> • No action yet.
Potential Outcomes:
Potential Partners:

Proposed Actions (Timelines): F2. Feature small business enterprise at a community services fair event. Encourage displaced workers to consider future opportunities as entrepreneurs and offer exposure to local programs and supports. (2009) Encourage the opportunity for small business enterprises to showcase their talents to companies in emerging growth sectors as identified in the ReThink ReNew ReTool community adjustment and sustainability strategy. Organize a one day reverse trade show or fair for Durham vendors/entrepreneurs to display their services to growth sectors. (2012)
Status: <ul style="list-style-type: none"> • 90 local micro-businesses showcased their services at the “Steps to Success” community services fair in October 2009. • No action yet on showcase to Durham growth sectors.
Potential Outcomes:
Potential Partners:

Proposed Actions (Timelines): F3. Develop an ongoing media series featuring small business owners and their success stories. Include youth and those who have made a successful transition from job loss. (2009-2013)
Status: <ul style="list-style-type: none"> • No action yet.
Potential Outcomes:
Potential Partners:



Proposed Actions (Timelines):

F4.

Develop and pilot an “after business start up” program that would be available to support the growth and sustainability of any small business enterprise looking to expand. Offer small business owner-operators access to a pool of qualified small business experts and representatives from government, the financial service industry and academia (i.e. UOIT), on a subsidized, fee-for-service, basis. This pool of expertise would be available to provide support to small business owners, their managers and high performance teams. Support could include strategic planning, skills development (i.e. leadership/management), sales and marketing, access to venture capital and access to research and facilities. Additional value could be realized through expanded access to networks, alliances and potential partners. Based on the results of an independent evaluation of the pilot, look to extend and expand the program over the next 3 years. (2011-2014)

Status:

- **No action yet. Potential partnership to be led by DRLTB in 2011.**

Potential Outcomes:

- Pilot program designed and pool of SME experts recruited. Pilot evaluated after one year.

Potential Partners:

- UOIT, Durham College, Region of Durham, DHSBA, BACD

Proposed Actions (Timelines):

F5.

Expose more young people in high school to entrepreneurship as a career option. Introduce a new Entrepreneur Program in all Durham high schools beginning in the 2011-2012 school year that will provide a range of opportunities for students to be exposed to entrepreneurial careers, information and skills development. As a longer term goal, move to embed business plan development, knowledge of e-commerce, business presentation skills, and other entrepreneurial skills, in the secondary school curriculum. (2011-2014)

Status:

- **No action yet.**

Potential Outcomes:

Potential Partners:

KNOWLEDGE STRATEGIES FOR SECONDARY SCHOOLS IN RELATION TO GROWTH

TO ATTRACT AND RETAIN

Proposed Actions (Timelines):

G1.

Designate two professional development days in the 2010-2011 school year for Durham secondary school teachers to tour local industries that represent Durham’s emerging growth sectors. Provide the opportunity for teachers to hear from business owners and industry leaders about business challenges, current practices such as lean manufacturing, careers and opportunities for youth, skill requirements, the impact of new technologies, research and development, and future industry prospects. (2009-2011) Designate two dates in the 2010-2011 school year for pre-qualified Durham secondary school students to participate in tours of local industries that represent Durham’s emerging growth sectors. Ask participating students to make presentations sharing what they have learned to Career Studies classes in their home school. (2011-2014)



Status:

- 50 teachers participated in pilot tour of steel manufacturer Gerdau Ameristeel and Durham College's expanded Whitby campus in November 2009.
- 50 teachers participated in industry tour of Ontario Power Generation Nuclear Station, aerospace manufacturer Noranco, and the Duffin Creek Water Pollution Control Plant in Pickering in November 2010.
- 160 secondary school students and teachers attended the 10th annual Health Care Careers information day in March 2010. 14 different health professionals spoke to career pathways and opportunities in demand occupations.
- 180 students and teachers attended the 11th annual Health Care Careers information day in March 2011. 13 demand occupations were featured in presentations.
- 103 pre-qualified students and teachers representing 20 different schools attended a Nursing Career information session at UOIT in May 2010. Rotations covered career opportunities and training requirements in community-public health care, mental health and long term care, and a demonstration tour of the laboratory facilities.
- 330 students in grades 9, 11 and 12 science and environmental technology at Donald A. Wilson SS in Whitby attended "Farm Connections", a one day pilot program in September 2010. 9 rotational presentations led by the agricultural community focused on connections to the secondary school science curriculum.
- A "Skills of the Future" event is planned for November 2011 to feature skill requirements in emerging occupations that will be in future demand in the Finance and Insurance, Manufacturing and Energy sectors.
- A second High School "Farm Connections" program is being planned for September 2011.

INVESTING IN INNOVATION AND DIVERSITY

TO DEVELOP

Proposed Actions (Timelines):

H1.

Support the development of experiential farms, business incubators, a technology and innovation park, and other pilot projects, that will transition displaced workers into alternative forms of sustainable employment and/or introduce new approaches to our local labour market and economy. Explore opportunities to apply key findings from the Martin Prosperity Institute's "Ontario in the Creative Age" report. Host a summit conference in the region followed by one or more pilot demonstration projects. These initiatives will be dependent on completion of feasibility studies and securing of grants and program funding. (2010-2014)

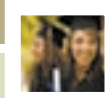
Status:

- 350 people attended "The Art of Transition", a creative symposium to brainstorm strategies on how to evolve the local economy and inspire new partnerships, ideas and opportunities, in November 2009. As follow up to "The Art of Transition", a "Think Durham – Creative Think Tank" session focusing on the advancement of SME, culture and marketing took place in June 2010.
- Durham's first Diversity and Immigration Community Plan was officially launched in March 2011. Developed by the Local Diversity and Immigration Council, the Plan outlines strategies to create a more inclusive community, to improve labour market outcomes for newcomers, to attract and retain newcomers, and to enhance Durham's settlement capacity. (http://www.durhamimmigration.ca/about/Documents/Community_Plan_EN.pdf)
- Innovation Durham Northumberland (IDN), an industry-led non-profit organization providing technology commercialization services that contribute to the growth of both the Durham Region and Northumberland County, with 3 locations including Durham College's Whitby campus and UOIT in Oshawa, was announced. IDN will provide innovators, technology based businesses, entrepreneurs and researchers with services and programs to help them innovate and gain a competitive advantage.

Proposed Actions (Timelines):

H2.

Support the creation of an integrated settlement and information centre in Durham for newcomers and immigrants. Provide skills development opportunities for new immigrants through the development of mentor-mentee relationships, work placements, peer support programs involving successfully integrated immigrants, and the use of skills assessment tools to fast track those with existing training. Develop a comprehensive proposal and secure government funding to create a model centre that will meet the unique needs of immigrants in Durham Region. (2010-2011)



Status:

- **2 Welcome Centres for newcomers, in Ajax and Pickering, were approved for funding by Citizenship and Immigration Canada. It is expected that both Centres will be open in the summer of 2011.**
- **A new Mentorship Partnership Program for internationally-trained, employment-ready professionals will be piloted in Durham in 2011 in partnership with the Toronto Region Immigrant Employment Council.**

INVESTING IN LEADERSHIP

TO DEVELOP

Proposed Actions (Timelines):

I1.

Develop a proposal to transition a group of pre-qualified displaced worker candidates into operations and middle management in industries such as agriculture where there is need for these skills. Partnering with Durham College and industry, develop a customized two or three year diploma program with a work placement component. Access funding available under the Second Career Program and negotiate a group purchase of training. (2012)

Status:

- **No action yet.**

Potential Outcomes:

Potential Partners:

Proposed Actions (Timelines):

I2.

Partnering with UOIT's Management Development Centre and one or more of the industries that have been identified for future growth under the community adjustment and sustainability strategy, design and offer a customized Masters Certificate Program to pre-qualified middle management candidates. (2011-2012)

Status:

- **No action yet.**

Potential Outcomes:

Potential Partners:

BUILDING ON TRANSFERABLE SKILLS

TO DEVELOP

Proposed Actions (Timelines):

J1.

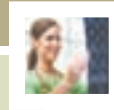
Catalogue the skill sets of displaced workers and identify potential skills training strategies that would take advantage of these skill sets. Develop a tool for displaced workers to raise awareness of transferable skills and why they are important. Provide ongoing support to help affected workers identify and assess these skills. Identify appropriate retraining options to accelerate return to the labour force. (2010-2014)

Status:

- **See C1 status above.**

Potential Outcomes:

Potential Partners:



Proposed Actions (Timelines):

J2.

Explore the feasibility of compressing certain academic programs for displaced workers with post-secondary education, particularly in retraining for emerging sectors that have skills shortages. Support this with funding to compensate for the costs of administering Prior Learning Assessment and Recognition (PLAR), a process designed to recognize learning that has taken place outside of a traditional educational institution, through Durham College. (2010-2014)

Status:

- **No action yet.**

Potential Outcomes:

Potential Partners:

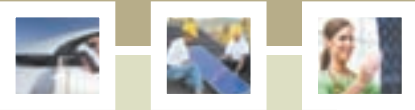


2009–2010 DURHAM REGIONAL ECONOMIC DEVELOPMENT NEWS AND LABOUR MARKET UPDATE

City of Pickering

Pickering continues to be home to a world-class cluster of Energy, Environmental and Engineering companies (EN3), such as Ontario Power Generation, AECL, Veridian, Wardrop Engineering, Aker Solutions, Black & McDonald, Eco-Tec, Areva, Intellimeter, Crossby Dewar and Durham Sustain Ability. Pickering's EN3 companies represent the strongest cluster of its kind in Ontario, and form the nucleus of the Durham Strategic Energy Alliance, a group dedicated to addressing Canada's rapidly evolving energy needs.

- **SNC-Lavalin Nuclear Inc.**, Canada's largest private sector nuclear group, opened a new satellite office in 2009, a home office base for personnel dedicated to working on projects with **Ontario Power Generation**.
- Canadian energy developer **Renewable Energy Management Inc. (REM)** announced the move of their corporate head office to Pickering. **REM** designs, builds, owns and operates energy from waste facilities, providing for 100 percent total utilization of waste.
- **Aker Solutions**, a leading global provider of engineering and construction services, technology products and integrated solutions, opened a brand new \$18 million complex in 2009 and now employ approximately 80 skilled employees.
- **Kinetrics**, a Toronto-based company formerly the research and development arm of Ontario Hydro, which offers specialized nuclear parts and engineering services to existing and refurbished nuclear plants, with growing expertise in renewable energy, new transmission and distribution lines and smart metering, opened an office in Pickering employing about 30 people. **OPG** is the company's largest client and **Kinetrics** will be involved in extending the life of the Pickering plant before it is decommissioned in 2020.
- **Aecon Industrial**, Canada's largest public construction and infrastructure development company, expanded to accommodate increasing demands on its nuclear sector division. Future work includes the eventual decommissioning at Pickering's Nuclear Generating Station and refurbishment of the Darlington Nuclear site.
- A new \$30 million Class 'A' LEED Silver office tower was announced in 2009 and is under construction. Slated to open in the spring of 2011, the new tower has helped the City of Pickering attract numerous investments and secure construction of a fully-enclosed pedestrian bridge that will span Highway 401 and connect the Pickering GO station to Pickering Parkway, the Pickering Town Centre, the office tower and a future transportation hub. The office tower is serving as a catalyst for the development of Pickering's downtown core and is part of a \$50-million commercial and infrastructure project that will include a 700-vehicle GO Transit and office parking deck. The **Municipal Property Assessment Corporation**, who had outgrown their previous space and had planned to leave the area, will be the office tower's lead tenant, a move that will save 200 jobs. **Ontario Power Generation** will also house 170 of its workers in leased space at the new tower.
- In February, **Ontario Power Generation** announced that \$300 million will be invested to ensure the continued safe and reliable performance of its **Pickering B Nuclear Generating Station** for approximately 10 years, following which it will begin a longer term decommissioning process as refurbishment for Pickering B will not be pursued. Significant staff will be needed to support site decommissioning. Pickering Nuclear's 5 year Safe Storage Project was completed removing Units 2 and 3 from service at the **Pickering A Nuclear Generating Station**.
- In 2009, the federal and provincial governments announced \$93.3-million in funding for upgrades to increase the capacity for wastewater treatment at the **Duffin Creek Water Pollution Control Plant**, jointly owned by the regional municipalities of York and Durham and one of the largest sewage treatment plants in Canada.
- Construction began in 2010 on the new \$30 million **VIVA Pickering Retirement Community**, a six-storey community complex which will be home to 135 suites. Expected to open in the fall of 2011, the retirement community will create up to 60 full and part-time jobs.
- **Ennis Traffic Safety Solutions**, a world leader in roadway safety solutions, road markings and surface treatments, opened its new Canadian flagship facility, a 67,000 square foot complex, in 2010. **Ennis** moved their R&D to Pickering and extended their administrative group, and now employ approximately 60 employees.
- **Contests Fulfillment and Refunds (CF&R)**, who manage the delivery of consumer promotional programs including coupons, contests, refunds and more, has grown to an enterprise that employs 40 full time staff and up to 100 part-time staff during peak periods in its 38,000 square foot facility.
- **Insta-Insulation**, a provider of a wide variety of insulation services for homes and businesses, opened a new facility in Kinsale.
- **Lowe's Home Improvement Warehouse**, the world's second largest home improvement retailer and the first winner of the ENERGY STAR® Sustained Excellence Award in Retail, opened at the



Smart! Centre. **Lowe's Pickering** currently employs over 140 staff.

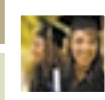
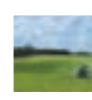
- **Rogers Communications** purchased the former Aditya Birla Minacs call centre and hired back approximately 100 former Minacs employees for training. Approximately 400 are currently on staff and further hiring is ongoing with the goal to establish a full 500 seat call centre.
- **Derlea Foods**, a provider of seasoning products to the retail, food service and industrial sectors, expanded their operations to a new 100,000 square foot facility and now employ more than 50 employees.
- **Sun Life Financial** established a regional office in 2010 employing 60 people.
- **Walker Logistics**, a transportation brokerage firm, closed its doors in 2009 following the loss of its contract with General Motors, affecting 25 employees.
- **Momentive Performance Materials Canada**, a manufacturer of silicone products, moved its plant operations to the U.S. affecting 25 employees.
- **Allied Conveyors**, a manufacturer of materials handling systems, closed and business moved to the U.S. 15 jobs lost.
- **Aspect Retail Logistics** (formerly **Harmony Logistics**) has reduced its workforce by 250 to 300 due to efficiency improvements and a reduction in accounts.
- Manufacturer **Maple Leaf Fire Logs** closed resulting in the loss of 25 jobs.
- **Bio-Lab Canada**, a U.S.-based wholesaler-distributor of swimming pool and spa chemicals, closed its facility resulting in the loss of 20 jobs.
- In November 2010, **Wood Wyant**, a wholesaler-distributor of personal and household goods and cleaning equipment, merged its Pickering office to a new Mississauga location, resulting in the loss of 25 jobs.
- **Canadian Progressive Tool and Transfer**, a manufacturer of stamping dies, closed its doors in 2010 with the loss of 30 jobs.
- The **Sheridan Chevrolet Cadillac** dealership closed in August 2009, along with **Saturn Saab of Pickering**, resulting in the loss of 100 jobs. They were among 250 GM dealerships across Canada to be closed at the end of 2009.
- **Automodular Assemblies** closed their Pickering plant after laying off over 300 workers in Whitby and Oshawa over a period of two years.
- **Aditya Birla Minacs** closed and sold their call centre in Pickering eliminating about 250 jobs.

Town of Ajax

- **Acoustex International**, a full service provider of high quality thermal and acoustical insulation systems and interior trim components for the automotive industry, renovated BBI's former plant

facility and began parts production for General Motors in 2010. Hiring has begun and will result in the potential recall of up to 120 former CAW Local 1090 workers.

- The second phase of Rouge Valley Health System's redevelopment project at **Rouge Valley Ajax and Pickering Hospital campus** was completed adding a new 20,000 square foot complex continuing care unit and 30 additional patient beds to a new wing of the campus. The entire redevelopment project, expected to be complete by 2011 providing 140,000 square feet of new and renovated space at the hospital, will also include an expanded ambulatory care unit and new laboratory.
- A major new expansion of the **Ontario Lottery and Gaming Corporation's Slots at Ajax Downs** was announced in 2010. 550 new machines were added to the gaming floor and 66 new jobs and 40 short term construction jobs created.
- Following its closure in May 2009, **Lear Corporation** reopened its Ajax plant to supply Chrysler with seats in November 2010 recalling 250 of 550 employees.
- **Ajax Downs Racetrack** reopened as a new five-eighths of a mile track with a new 800 person grandstand.
- **Unistrut Energy Solutions** completed the manufacturing, engineering and installation of the mounting structure for a 100 kilowatt-hour solar power project on the new 55,000 square foot Operations and Environmental Services building for the Town, which opened in 2010 as the first municipal LEED designed **Operations Centre** in Durham Region. Construction of the new Centre created approximately 300 jobs.
- **Loblaws** is constructing a 160,000 square foot expansion to its **Atlas Logistics** warehouse, a facility that distributes perishable and dry grocery products for Loblaws supermarkets, with potential to add up to an additional 90 employees.
- **Index Energy Corporation** now has a new Certificate of Approval to retrofit the **Ajax Steam Plant** into a cogeneration facility which would produce electricity, steam and hot water using wood waste biomass as a fuel source.
- In 2010, the Town completed an Economic Development and Tourism Strategy to guide and direct opportunities in Ajax over the next 10 years with the primary goal of strengthening the local economy.
- **Community Economic Development for Immigrant Women** received \$140,000 for a hands-on training program focused on the food service industry. The organization has seen more than 150 clients over the past few years.
- Ontario grocery store chain **Metro** opened its first 48,570 square foot newly-constructed Ajax store in 2009.
- **Great Temptations Catering** opened its unique fine foods store in 2009.
- **Heritage House Catering** opened its doors in 2010



- offering specialty catering from the Historic Pickering Village.
- **CIBC** opened a new, 5,600 square foot barrier free **Banking Centre** in 2009.
- **Plastiglas Industries Limited**, a manufacturer of fiber reinforced plastic products, purchased a 50,000 square foot building for additional warehousing space.
- **Search Engine People**, one of Canada's largest Internet marketing companies, moved into new corporate head offices at the Ajax GO Transit Plaza and hired approximately 10 employees in 2010.
- **Target Recycling**, one of only ten Ontario Electronic Stewardship certified electronics recyclers, hired 8 new employees in 2010.
- 30 Grand Openings were held for new and expanding businesses in Ajax during the summer and fall months of 2010.
- **BBI Enterprises Inc.**, a manufacturer of insulated hoods and dashboards for General Motors, Chrysler and two tier one suppliers to Toyota, announced the closure of their Ajax plant in June 2009 affecting about 70 workers.

Town of Whitby

- In September 2009, a \$30-million development project for **Durham College's** Whitby campus to address the skilled trades and energy sectors was approved. The plan was expanded to \$36 million in September 2010. Phase 1 of this three-phase expansion has been completed, offering energy-neutral space and access to faculty expertise and campus equipment designed to help new energy inventors and innovators bring their ideas from concept to prototype, and creating a living laboratory for energy technologies and education. Phase 2 of the expansion is currently under construction and will create a 20,000-square-foot wing featuring an expanded shop area and space for additional students and programs focused on building trades and technology (e.g. carpentry and heating, ventilation and air conditioning techniques). Phase 2 will also include 2 houses - one older home with dated technology and wiring and a newer home offering the latest in environmentally-friendly and energy efficient technologies - giving students a sense of the many changes happening in the construction and building trades. Phase 3 will see the creation of a \$12-million, 30,000-square-foot building focused on hospitality and tourism. The building will be able to accommodate approximately 950 students, provide a full-service restaurant and lounge, and offer meeting space for students studying culinary arts, food sciences, safety, design and other tourism-related topics.
- Renovations began at the **Iroquois Park Sports Centre** and **Luther Vipond (Brooklin) Memorial Arena** facilities at a cost of \$3.8-million and will be completed in 2011.
- In 2010, **CIBC** celebrated the grand opening of its new fully accessible and barrier-free, 7,000 square foot Taunton & Garden branch, which replaced CIBC's former premises on Rossland Road
- The Ontario government announced that **ASC Signal**, a global manufacturer of satellite earth station, air traffic control radar antenna and high frequency antenna products for broadcast, government, military and enterprise satellite communication applications, would be provided a grant worth more than \$900,000 to help the company create up to 100 additional jobs, become more competitive in global markets, and attract workers to the region. The grant is part of ASC's \$6.1-million strategy to support the province's five-year Open Ontario Plan to create new job opportunities and help promote economic growth. The company is also developing communication products to sell to regional airport operators as well as equipment for detecting birds, which increases transportation safety.
- The province provided a capital grant of up to \$7.4 million for **Lakeridge Health** to re-open its Whitby site following its temporary closure in 2007. The grant helped upgrade infrastructure and extend the life of the hospital building. The Whitby site, which employs about 300 staff, is scheduled to re-open in 2011.
- A groundbreaking ceremony took place in 2010 for the new **Abilities Centre**, a recreation, athletic and performing arts facility fully accessible to people with various challenges and disabilities to be built at Iroquois Park Sports Centre. The 125,000 square foot Abilities Centre, scheduled to open in 2011, is intended to be an international centre of excellence for the development of inclusionary practices for people with special needs.
- Phase 2 of the **Taunton Gardens Power Centre** development was completed in 2009.
- A new **Pro Hockey Life** megastore opened in 2010.
- The new 3,716 square foot **Brooklin Community Centre and Library**, made possible through infrastructure stimulus funding and a total investment of more than \$14-million, opened in November 2010.
- Whitby has been identified as a preferred location for a **GO Transit** heavy rail maintenance yard east of Union Station. The facility will be located adjacent to the CN Rail/GO Transit corridor east and west of Hopkins Street and is estimated to provide 250 to 300 jobs. The project is scheduled for construction in mid-2011 with operation expected by 2014.
- Michigan-based **Inteva Products LLC** opened the new Inteva Oshawa Operations facility, its first operation in Canada and eighteenth global facility, in September 2010. The site will initially produce cockpit and headliner assemblies for the **General Motors** Oshawa Assembly Plant, to be delivered just in time to the vehicle assembly line for installation



into the Chevrolet Camaro and the all new Buick Regal models. Inteva's process is capable of assembling approximately 2,500 different cockpit combinations and 1,000 headliner options.

- In 2010, the Town completed an Economic Development Strategy to attract and grow business investment in Whitby over the next 3 to 5 years with the primary goal of strengthening the local economy.
- In 2010, **Atlantic Packaging Products** announced closure of its Whitby newsprint plant affecting 151 salaried and hourly workers. The operation became unprofitable due to a number of factors including a drastic decline in North American newsprint demand, the rising value of the Canadian dollar, increased raw material costs, and overcapacity in the newsprint manufacturing sector.
- **Gerdau Ameristeel** laid off 180 steelworkers in March 2009, the company's response to the global liquidity crisis which has significantly decreased demand for its products.
- In May 2009, **Automodular Assemblies** laid off the final 75 employees at its Whitby location.
- In May 2009, **TST Automotive**, a parts sequencer and supplier to the General Motors Truck Plant, closed its plant operation affecting 30 workers.
- Due to clinical service changes, **Ontario Shores Centre for Mental Health Services** laid off 52 employees in 2010.
- **Lear**, a supplier of automotive seating systems, electrical distribution systems and electronic products, filed for Chapter 11 bankruptcy in the U.S. in 2009. 281 employees were laid off between September 2008 and July 2009.
- **Giant Carpet and Flooring** declared bankruptcy, putting 100 people out of work and closing the 12 store chain.

City of Oshawa

- In 2009 and 2010, **General Motors Canada** announced over \$1-billion in capital commitments to Canadian facilities. In Oshawa, this amounted to 1,300 jobs, recalling all laid-off production workers and hiring more than 300 new employees for the Impala, 2010 Chevrolet Camaro, 2011 Buick Regal, and future Cadillac XTS models.
- In January 2010, a new logistics company, **CEVA Logistics**, began to occupy 400,000 square feet of space in the Truck Plant, employing about 110 workers. The Chevrolet Equinox required additional production to keep up with demand, resulting in the addition of a third shift at G.M. and 600 jobs in October 2010.
- The **University of Ontario Institute of Technology (UOIT)** received \$45.4-million for a new Energy Systems and Nuclear Science Research Centre, a 100,000 square foot facility. The project will have created 225 direct jobs and 351 spin-off jobs through its construction. After its completion,

- 33 permanent positions will be created. **UOIT's Automobile Centre of Excellence (ACE-Global)**, a 146,219 square foot world-class research, design and training centre focused on the next-generation automobile industry, which will include a climatic wind tunnel for cars, buses, trucks, trains and airplane wings as well as a rolling road, is under construction. This project will have created 485 direct jobs, 680 indirect jobs and 35 full-time jobs at its completion. The total cost of the facility is more than \$123-million. It is expected to be completed early 2011. In February 2010, UOIT received a \$1.2-million research grant under the Automotive Partnership of Canada to fund research and development benefitting Canada's automotive industry. The City of Oshawa invested \$7.5-million to help UOIT further expand and bring over 1,500 students downtown in 2010 creating 80 jobs.
- **Durham College** received \$20-million for a new 35,000 square foot student services building and renovations to the Gordon Willey building. The construction will provide space for 1,000 additional students and will be completed in 2011. **Trent University** completed a new \$11.5-million construction project to transform the former St. Michael's School into a new campus for over 1,300 students. The strategy for a new university presence will result in more students gaining access to a post secondary education and the delivery of a growing range of degree programs. The presence of more than 14,000 college and university students from Trent, UOIT and Durham College has been estimated to contribute over \$371-million to the local economy.
- The federal government committed spending of up to \$9.2-million to conduct an environmental cleanup at the **Oshawa Harbour**. The Crown also committed to provide \$10-million to the Oshawa Harbour Commission for new east wharf dockage. It was announced that the Harbour Commission would transition into a Canada Port Authority (CPA) in 2010. Oshawa Harbour re-development is expected to include a new marina and boat launch, new residential uses, and an expanded industrial area, and is undergoing a master planning exercise in 2011.
- Two **Smart Centre** shopping developments at Harmony and Stevenson Roads opened in 2009 with further expansion in 2010 and 2011.
- With government infrastructure stimulus funding, the **Civic Recreation Complex** is undergoing a \$19-million modernization and expansion.
- **Continental Tire Canada**, one of the top automotive suppliers worldwide, opened a new warehouse, which is operated by Pival International, in 2009. The warehouse offers inter-modal access including rail and sub-assembly facilities. Up to a half a million tires will be inventoried in the facility.
- **Via Rail** announced plans to build a new station with improved and expanded facilities including the



- addition of one new main line track and a second platform at a cost of up to \$7-million.
- **Service Canada and trios College** opened new facilities in 2010.
 - The new 446,000 square foot **Durham Consolidated Courthouse**, one of the provincial government's most energy efficient and technologically-advanced buildings, opened in 2010.
 - **GO Transit** announced plans to expand rail services and extend the Oshawa East track with the intention to create 2 or 3 new stations and a new GO bus maintenance facility.
 - Queen's University announced a \$1-million investment to help build a new health care training facility at **Lakeridge Health Oshawa** hospital. The Lakeridge Health Education and Research Network (**LHEARN**) will house an auditorium, two simulation labs, office and conference and meeting room space. The \$6.6-million LHEARN centre is being funded through the Oshawa Hospital Foundation. The new facility is expected to open in 2011.
 - In 2010, **UOIT** was awarded an \$883,000 grant from the Natural Sciences and Engineering Research Council of Canada and cash and in-kind support from Toronto-based **Phoenix Canada Oil Company Limited** for the engineering design, research and construction of a pre-commercial pilot plant that will use water and solar energy to generate hydrogen gas. The provincial government contributed \$3-million to support development of a Clean Energy Research Laboratory to help UOIT develop its capacity in hydrogen technology research.
 - **Thrift store Value Village** opened in 2010 creating 50 jobs.
 - **Omni Jewelcrafters** and a host of new restaurants opened in the downtown area in 2009 and 2010.
 - **North Wind Solutions** and **HB White Canada Corporation** relocated to Oshawa. **North Wind Solutions** is a leading service provider for renewable energy. **HB White** is the Canadian subsidiary of White Construction and specializes in renewable energy construction.
 - About 200 workers involved in the refurbishment of **Ontario Power Generation's Darlington Nuclear** site moved into **G.M.'s** leased headquarters.
 - In a unique joint partnership, **Corus Entertainment's** Channel 12 – CHEX TV Durham and **Dan Carter Productions** moved together into the new downtown **Carter Centre for Media and Cultural Studies** in 2010.
 - **Oshawa Municipal Airport** development continued in 2009 with **Baseline Hangars** investing \$1.76-million in the construction of private airplane storage units (hangarminiums) and **W. G. Cox Aviation Supplies** constructing a new 5,000 square foot facility.
 - **Integrated Quality Technologies (IQT)**, a call centre providing service to Bell Canada's internet users, hired an additional 200 people for its Wentworth Street facility and continue to add

employees to meet service demands.

- There are a number of residential subdivisions currently under construction or anticipated to be registered in 2011. In 2010, the City of Oshawa had the second highest permit value for residential construction since 1975.
- **General Motors of Canada** endured a series of layoffs in 2009. **GM** announced that it would reduce its Canadian hourly labour force by more than half, from 10,300 to approximately 4,400, by the year 2014 as part of its broad restructuring strategy. **G.M.** also announced plans to reduce its Canadian dealer network by about 40 percent from about 700 to between 395 and 425 by the end of 2010. In April 2009, 200 skilled trade workers at the Oshawa Car Plant received layoff notices. In April, it was announced that the Pontiac brand was going to be eliminated, followed by the closure of the Truck Plant in Oshawa in May, which eliminated 2,600 assembly jobs. In June 2009, the company filed for bankruptcy in the US.
- About one third of the 1,400 **Ontario Ministry of Revenue** positions in Oshawa were affected by the HST implemented across Ontario once GST and PST became one federally administered tax on July 1, 2010.
- **Windfield Farms** ceased operations in 2009 after 59 years in Oshawa. The 570 hectare property will be converted to residential development.
- **Automodular Assemblies**, which assembled the instrument panel or cockpit and headliner for the G.M. Camaro, announced the closure of its Oshawa plant in September 2010, citing the loss of its contract to Michigan-based **Inteva Products** as the reason for its decision.
- The **Durham Children's Aid Society** eliminated 31 full-time jobs due to a funding shortage, affecting both management and unionized staff in administrative support and some service positions.

Municipality of Clarington

- In 2009, the Ontario Government announced a decision to suspend the request for proposal process to build new nuclear reactors at **Ontario Power Generation (OPG)'s** Darlington Nuclear Generating Station due to cost considerations. The government directed **OPG** to continue working on the Federal approvals process (Environmental Assessment and Site Preparation License application) for new nuclear units at Darlington to ensure the project is ready when the technology decision is made. In February 2010, **OPG** announced plans for the mid-life refurbishment of existing reactors at Darlington with construction expected to begin as early as 2013 and continue for approximately 10 to 12 years. Refurbishment is expected to create up to 2,500 jobs in total with construction to create approximately 3,500 jobs.



OPG along with the Municipality of Clarington and Durham Region are proceeding with a proposed 250,000 square foot multi-purpose building on OPG owned land in the Clarington Energy Business Park adjacent to the nuclear plant. It will be called the Darlington Energy Complex and will include a public information centre, security processing centre, training, and full service tooling and testing centres.

- In 2009, **Algoma Orchards** opened a new 110,000 square foot state-of-the-art apple packing and processing facility with a retail store in Newcastle. **Algoma** currently grows apples on 500 acres and supplements its requirements for the facility through 100 growers throughout the province. Now the largest independently-owned apple grower and packing company in Canada, the facility features a fully automated scanning system to grade apples to meet market requirements, 8 control atmosphere rooms, 5 cold rooms, a processing room with an on-site testing lab dedicated to the production of juice blends and ciders, and a stand-alone wastewater treatment unit that recycles almost 1,000 litres of water per hour. The new facility employs about 100 full-time and up to 90 seasonal offshore employees.
- **GO Transit** completed an environmental assessment and preliminary design study for the proposed expansion of GO Train service from Oshawa to Bowmanville.
- In 2010, it was announced that **Covanta Energy Corporation** would design, build and operate a \$270-million **energy-from-waste facility** on a 12 hectare site located in the Clarington Energy Park. Construction of the new facility is scheduled to begin in 2011 and be fully operational by 2014.
- Recent investments in Clarington's growing economy include **Hotch's Auto Parts** wholesale distribution warehouse facility in Bowmanville, expansion of storage units in Newcastle, a new **Swiss Chalet** restaurant, the relocation and expansion of **Canadian Tire**, and a new 15,000 square foot professional building at Hartwell and Highway 57.
- **Gamma-Dynacare Medical Laboratories** established a new patient services centre in Courtice which employs 6 staff.
- **Holburn Biomedical Corporation**, a provider of laboratory services in pathology, drug development and target localization, **UOIT** and **Lakeridge Health** are working on a partnership for joint research and development and training opportunities in the area of medical diagnostics in the Durham Region. The partnership will work on enhancing the skill sets required in modern medical laboratories. **Holburn** also established a partnership with **Gamma-Dynacare** to provide specialized cancer diagnostic services. The new diagnostic laboratory employs 10 staff.
- **Miche Bag** relocated its Canadian head office to a 9,000 square foot facility in Courtice in 2010.
- A new **Holiday Inn Express Clarington-**

Bowmanville and **Walmart Supercenter** opened in 2010.

- Between the summer of 2009 and summer of 2010, it is estimated that close to 800 jobs have been created in the retail, service and industrial sectors.
- **Niagra Recycling Technologies**, a processor and manufacturer of rubber mulch and pebble products typically used in playgrounds, landscaping and ground surface applications, opened a production facility in Bowmanville with 5 employees.

Northern Townships

Township of Uxbridge

- A new **A&W** restaurant opened in 2009 employing between 30 and 50 people. **Boston Pizza** opened a new restaurant in 2010.
- **Guycan Ltd.**, which provides services including new commercial roofing, commercial roofing replacement, preventative maintenance, custom sheet metal work, commercial windows and doors, relocated their offices and warehouse from Scarborough to Uxbridge. The facility includes 3,000 square feet of office space and 5,000 square feet of existing warehouse space. The company has 15 employees.
- **Choko Authentic Apparel**, an outdoor apparel manufacturer serving the leisure and automotive markets, moved its distribution centre from Stouffville to Uxbridge. The centre is comprised of a 30,000 square foot, geothermal heated building with a solar-powered electrical system. The company employs approximately 40 employees.
- **Castool**, a designer and manufacturer of tooling systems for die cast machines and extrusion presses, is in the process of expanding its 52,000 square foot production facility.
- **Rooftop Kilowatts Solar Inc.**, who design and integrate solar power systems for residential and commercial customers, opened an office.
- Site development has commenced on **First Leaside Financial**, a new 40,000 square foot suburban office building.

Township of Scugog

- A \$10.5-million project to revitalize the **Port Perry Waterfront** was approved in 2009. The project included expansion of the Scugog Memorial Public Library to LEED Silver certification, improvements to stormwater management to better protect Lake Scugog, provision for higher density parking and increased access to the project area, and reconstruction of Water Street North.
- **The Cuddly Bunny**, an online retailer of fine children's products including both clothing and accessories, employing 4 staff, **Branching Out**, a new florist shop, and **Jingles**, a gift and boutique store, all opened in Port Perry.



- **J. McCoy Equipment** moved into their new Port Perry facility with 3,000 square feet of office space and 3,400 square feet of industrial space in 2009.
- **Greenwood Mushroom Farm**, the third largest mushroom grower in Canada with Durham operations in Ashburn and Greenwood, broke ground in 2010 on a new \$8-million production facility in Manchester. The new facility is expected to create approximately 60 to 80 jobs. **Greenwood's** Ashburn facility also received a \$10-million investment for technology improvements to its composting operations.
- A new 152,000 square foot commercial shopping centre development in Port Perry began construction in 2010. The development will include a 93,000 square foot **Walmart** store, and is expected to include a new **Scotiabank**, **Mark's Work Warehouse**, **Dollarama**, **Bank of Montreal**, and **LCBO** outlet. The **Walmart** store is scheduled to open in 2011.

Township of Brock

- The federal government announced a grant of more than \$1.4-million which, coupled with a \$550,000 contribution from Brock Township and a private donation of \$50,000, will be used to renovate Cannington Village's Town Hall to accommodate a new Public Library as well as installing equipment and software to create an **Innovation and Technology Learning Centre**. Construction is expected to be completed by March 2011.
- **Ontario ICF Supply Inc.**, an authorized distributor of Nudura® integrated building technology, completed construction of a new 8,000 square foot building in Sunderland using their energy efficient products.
- **Tim Horton's** officially opened in Beaverton, employing a team of about 40 employees.
- **Auto Cycle Canada** opened an assembly and retail location in Sunderland.
- A new \$1.6-million **Fire Hall** was built in Sunderland.

Other News

Durham College's 2010-2011 Business Plan included an ambitious Strategic Enrollment Management strategy to increase enrollment to 10,000 domestic students by 2015, in large part through new program development. The College introduced 23 new postsecondary programs between 2009 and 2010:

- ▶ *3 year advanced diploma* - Energy Management and Sustainable Building Technology; Fine Arts
- ▶ *2 year diploma* - Biofuels and Bioprocesses Technician; Chemical Laboratory Technician; Construction Carpentry - Sustainable; Culinary Management; Developmental Services Worker; Digital Photography; Digital Video Production; Horticulture Technician; Hospitality Management – Hotel, Restaurant and Tourism; Recreation and Leisure Services
- ▶ *1 year graduate certificate* - Accessibility Coordination; VFX and Digital Cinema; Victimology
- ▶ *1 year certificate* - Construction and Hoisting Techniques; Culinary Skills; Emergency Services Fundamentals; Food Processing Safety Techniques; Mechanical Techniques – Precision Machining/CNC; Mediation/Alternative Dispute Resolution; Science and Engineering Fundamentals; Welding Techniques

In November 2010, **Ontario Power Generation** announced the extension of its five-year collaboration with **Durham College** and **UOIT** by committing an additional \$5-million investment toward capital projects, educational programs, research, equipment, bursaries and scholarships. The partnership, originally formed in November 2005, was established to enable all three organizations to work together toward the effective education and training of employees in the Canadian nuclear sector in order to positively contribute to the economic development of Durham Region and the province of Ontario.

130 secondary school students graduated from **Durham College's** Centre for Success program in 2010. The program brings secondary students who are in danger of dropping out of school to the campus where they are immersed in the college environment, complete their studies and learn more about the pathways to and benefits of a post-secondary education. By completing the program, most of the graduating students fulfilled their Ontario Secondary School Diploma requirements. The program involves all four of the school boards in Durham Region and is supported by the provincial government.



UOIT reported a 12 percent increase in overall undergraduate enrolment to 7,018 students in 2010 compared to 2009. Bridge programs, which offer college graduates advanced standing in a number of degree programs such as commerce, communication, criminology and justice, health sciences, information technology, legal studies, kinesiology and nursing, saw enrolment rise 125 percent from 2009. In addition, the number of graduate students grew 22 percent overall. Since 2006, **UOIT** has launched more than 20 innovative graduate programs at the master's and doctoral levels. **Durham College** reported an increase of almost 9 percent in enrolment since 2009, to more than 7,500 full-time students, an increase of 37 percent since 2004.

The Ontario government announced that it would proceed with an \$8-billion project to extend **Highway 407** eastward from Brock Road in Pickering to the Simcoe Street area in Oshawa, including construction of a West Durham link to connect Highways 407 and 401.

(in March 2011, the province announced that the 407 would be extended to Harmony Road in Oshawa by the year 2015, and further extended to Highways 35/115 by the year 2020)

Index Energy Mills Road Corporation (Ajax), **Clarington Wind Farm** (Orono) and **ZEP Wind Farm Ganaraska** were granted large-scale renewable energy contracts as part of the provincial government's green power initiative feed-in tariff (FIT) program. The FIT program is aimed at strengthening green power initiatives such as bioenergy, solar, water and wind generation.

Innovation Durham Northumberland (IDN), an industry-led non-profit organization providing technology commercialization services that contribute to the growth of both the Durham Region and Northumberland County, was announced. The **IDN** will have three locations, at **Durham College's** Whitby campus, **UOIT** in Oshawa, and the Northumberland Manufacturers' Association (NMA) office in Cobourg, providing innovators, technology based businesses, entrepreneurs and researchers with services and programs to help them innovate and gain a competitive advantage. The organization grew out of a collaboration between the **Durham Strategic Energy Alliance (DSEA)** and the NMA as a Regional Innovation Centre under the Ontario Networks of Excellence (ONE) program with the support of the Ontario Ministry of Research and Innovation in the fall of 2010.

Since it was introduced in 2008, the Ontario government's **Second Career Program** has helped almost 36,000 laid-off workers go to school and train for a new job in a high demand sector. Based on participant surveys of graduates conducted in 2010:

- 93 percent of Second Career students completed their training
- 61 percent of Second Career graduates found new jobs
- The average length of training was nine months with average funding approximately \$17,500
- The average age of Second Career graduates was 43 for women and 42 for men
- Top training occupations chosen by Second Career students include bookkeeper, heavy equipment operator, truck driver, community and social service worker, and gasfitter
- Top sectors from which Second Career students were previously laid off include assemblers and inspectors, labourers in manufacturing and utilities, motor vehicle assemblers, and inspectors and testers.

In 2010, Ontario launched the **Targeted Initiative for Older Workers (TIOW) Program**, a joint federal-provincial initiative that provides laid-off older workers with a broad range of training opportunities to help them find new jobs and match their skills and experience with the needs of employers wanting to hire in their community.



APPENDIX B

COMMUNITY CONSULTATIONS

October 6th, 2009 (Whitby)

City of Pickering Economic Development
LIUNA Local 183 Training Centre
Town of Ajax Economic Development
Vickery Electric
MTCU Apprenticeship Branch

Flontek Home Crafters
Howard Brown
Ontario Masonry Training Centre
Sheet Metal Workers and Roofers Local Union 30
Snyder Construction

October 21st, 2009 (Pickering)

Canadian Union of Skilled Workers
Durham Continuing Education Durham District School
Board
Interior Finishing Systems Training Centre

February 24th, 2011 (Whitby)

Hubbell Canada
Ocala Orchards and Estate Winery

November 10th, 2009 (Oshawa)

Durham College
Durham Region Home Builders Association
Durham Region Labour Council

February 28th, 2011 (Whitby)

Cartridge World
Durham Community Legal Clinic
Gerdau Ameristeel

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Like the recession of the early 90's, this downturn will profoundly restructure the economy of the Greater Toronto Region. The economy that emerges from it will not be the same as that which has sustained the region in the past. Urban geographer Richard Florida has called this the "great reset" - a fundamental transformation of who does what and where in the global economy.

Source: "Choosing Our Future: An Action Plan for Economic Recovery". Report on Greater Toronto Region Economic Summit (May 7th, 2009) p.7



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DE FORMATION DE
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