



Workforce Planning Board
of Waterloo Wellington Dufferin

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Dufferin County

Local Boards
Network

Champions of Ontario's Local Labour Market Solutions

Trends, Opportunities and Priorities Report

The purpose of this report is to capture a current view of the issues, trends, and priorities relating to labour market planning and workforce development in Dufferin County. The primary focus is to achieve clarity and understanding of Dufferin County's labour market composition and influences. This report serves as a reference document for community partners, business, labour, and government to support decision making and strategic planning around workforce development. We continue to seek out information and enhance the process model to maximize the link between key strategic priorities that influence the region's workforce and economic development.

Important Announcement:

The development of Dufferin County's TOP report has previously been the responsibility of the Peel Halton Dufferin Training Board. Due to a recent realignment of provincial government planning zones, as of April 1, 2009, the **Workforce Planning Board of Waterloo Wellington Dufferin** will now be responsible for leading Waterloo Region, Wellington County and Dufferin County in their approach to workforce development and labour market planning.

About the Workforce Planning Board of Waterloo Wellington Dufferin

The Workforce Planning Board is a community directed, non-profit corporation. In operation since 1997, the Workforce Planning Board (WPB), (until recently known as the Waterloo Wellington Training and Adjustment Board (WWTAB)), functions as a neutral broker of research, disseminator of information, and facilitator of collaborative partnership development. Our staff and directors look forward to working with our new partners in Dufferin County.

Our Vision:

We envision the continuous development of a leading edge workforce.

Our Mission:

Engage partners to find solutions to local workforce development needs.

In order to make the transition smoother, this interim TOP report for Dufferin has been compiled and distributed by the Workforce Planning Board. The next full report for 2010 will incorporate Waterloo Region, Wellington County and Dufferin County.



Workforce Planning Board
of Waterloo Wellington Dufferin

The material contained in this report has been prepared by WPB and is drawn from a 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, WPB does not assume any responsibility or liability.

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The views expressed in this document do not necessarily reflect those of Employment Ontario

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Executive Summary

Operating as part of the Local Boards Network of Ontario, The Workforce Planning Board of Waterloo Wellington Dufferin (WPB) is responsible for one of 25 local planning zones in Ontario. The local boards are mandated through the Ministry of Training, Colleges and Universities to conduct and disseminate local labour market research and engage community stakeholders in a planning process that supports local solutions to local issues. WPB is funded through the Employment Ontario initiative.

The Trends, Opportunities and Priorities (TOP) report for 2009 incorporated the use of a number of new Labour Market Indicators drawing on a variety of data sources.

The analysis of this data has identified three key themes relevant to Dufferin County.

- High concentration of Workers in Manufacturing
- High levels of in-migration
- Gaps in educational attainment

The information in this 2009 TOP report cannot fully capture the impact of the current economic downturn. The landscape of our labour market has slowly been changing however we recognize that many industry sectors and their workers are now facing unprecedented challenges and change and in a very short period of time.

The TOP report can act as the focal point to keep us focused on emerging labour market challenges. This living document will change in response to economic conditions.

Dufferin County Labour Market Status Data and Analysis

Dufferin County is situated in South Central Ontario approximately 75Km North West of Toronto. Dufferin County is comprised of three towns: Mono, Orangeville and Shelburne, and five rural townships: Amaranth, East Garafraxa, East Luther Grand Valley, Melancthon, and Mulmur. Over half of the County's population lives in Orangeville.

At the 2006 census, the total population of Dufferin County was 54,436 up 3,433 (6.7%) from 2001 which was slightly ahead of Ontario whose population grew by 6.6%. Forecasts prepared for the Ontario Government indicate that by 2011 the population of Dufferin County is expected to increase to 62,000 and to 71,000 by 2021.

Table A

Total Labour Force Number and Percent Change (Dufferin County) 2001 – 2006

Dufferin County	2001	2006	Absolute Change	% Change
Labour Force	28,365	31,130	2,765	9.7%

Source: Statistics Canada, 2006 Census

From 2001 to 2006 there was an additional 2,765 people employed throughout Dufferin County, resulting in a growth in total employment of 9.7%. This growth is significantly above Ontario whose total employment grew 8.2% in the same period.

Table B

Labour Force Trend by Industry
Number and Percent Change (Dufferin County)
2001 – 2006

NAICS ¹	2001	2006	Absolute Change	Dufferin County % Change	Ontario % Change
Total labour force	28,365	31,130	2,765	9.7%	8.2%
Industry – not applicable	215	210	-5	-2.3%	21.1%
Goods-producing sector	8,840	9,275	435	4.9%	
11 Agriculture, Forestry, Fishing and Hunting	1,015	920	-95	-9.4%	-7.8%
21 Mining and Oil and Gas Extraction	80	85	5	6.3%	20.5%
22 Utilities	185	245	60	32.4%	8.6%
23 Construction	1,950	2,405	455	23.3%	15.8%
31-33 Manufacturing	5,610	5,620	10	0.2%	-8.6%
Services-producing sector	19,295	20,640	1,345	7.0%	
41 Wholesale Trade	1,760	1,855	95	5.4%	10.3%
44-45 Retail Trade	3,240	3,485	245	7.6%	7.2%
48-49 Transportation and Warehousing	1,825	2,040	215	11.8%	9.8%
51 Information and Cultural Industries	615	520	-95	-15.4%	0.6%
52 Finance and Insurance	675	715	40	5.9%	8.1%
53 Real Estate and Rental and Leasing	450	535	85	18.9%	16.1%
54 Professional, Scientific and Technical Services	1,290	1,415	-875	9.7%	9.9%
55 Management of Companies and Enterprises	10	20	10	100.0%	7.0%
56 Administrative and Support, Waste Management and Remediation Services	1,190	1,460	270	22.7%	22.2%
61 Educational Services	1,595	1,800	205	12.9%	16.8%
62 Health Care and Social Assistance	2,030	2,490	460	22.7%	15.0%
71 Arts, Entertainment and Recreation	535	610	75	14.0%	15.5%
72 Accommodation and Food Services	1,760	1,885	125	7.1%	9.2%
81 Other Services (except public administration)	1,245	1,495	250	20.1%	11.1%
91 Public Administration	1,075	1,315	240	22.3%	13.3%

Source: Statistics Canada, 2006 Census

Dufferin County's overall labour force increased 9.7% from 2001 to 2006; however there was significant variation in the growth across specific industries. Health Care and Social Assistance and Construction were the top two industries experiencing the largest actual growth with increases of 460 and 455 employees respectively. The industries showing a decline in the number of people employed were Agriculture, Forestry, Fishing and Hunting and Information and Cultural Industries, both experienced a loss of 95 employees from 2001 to 2006. Management of

¹ NAICS – North American Industry Classification System

Companies and Enterprises showed the largest percentage change (100.0%) doubling its labour force throughout this time period. As a whole, the goods-producing sector in Dufferin County grew by 435 employees (4.9%) from 2001 to 2006 while the County's services-producing sector grew by 1,345 employees (7.0%).

There are several industries where the growth from 2001 to 2006 in Dufferin County was significantly different than that across Ontario. For instance, two industries where growth in Dufferin County was significantly lower than Ontario were Mining, Oil and Gas Extraction and Information and Cultural Industries. On the contrast, industries such as Utilities and Management of Companies and Enterprises grew significantly more in Dufferin County than in Ontario during the same time period.

Table 1A

**Estimated Employment of Small and Medium Employers
(Key Industries²) 2007**

NAICS	Total Estimated Employment
722 Food Services and Drinking Places	1,541
238 Specialty Trade Contractors	1,063
561 Administrative and Support Services	972
541 Professional, Scientific and Technical Services	932
326 Plastics and Rubber Products Manufacturing	764
445 Food and Beverage Stores	682
621 Ambulatory Health Care Services	497
441 Motor Vehicle and Parts Dealers	466
236 Construction of Buildings	442
484 Truck Transportation	424
623 Nursing and Residential Care Facilities	421
531 Real Estate	410
811 Repair and Maintenance	410
813 Religious, Grant-Making, Civic, and Professional and Similar Organizations	388
112 Animal Production	380
332 Fabricated Metal Product Manufacturing	323
336 Transportation Equipment Manufacturing	321
444 Building Material and Garden Equipment and Supplies Dealers	298
913 Local, Municipal and Regional Public Administration	270
452 General Merchandise Stores	266

Source: Statistics Canada, 2006 Census

Small and medium sized enterprises (SME's) include owner operated businesses and those employing from 1 to 199 employees. In 2007 over 82% of Dufferin County's labour force was employed by a small to medium sized employers. Employment by SME's in the top 20 industries's above represents just over half of the total estimated employment in Dufferin County. As well, over 70% of all employment in the top 20 industries was in the services-producing sectors.

Based on the total estimated Employment, Food Services and Drinking Places is the largest industry in Dufferin County employing 1,541 people, approximately 7.3% of the total labour force. The second largest industry, Specialty Trade Contractors employs 1,063 people representing 5.0% of the County's total labour force.

² Key industries based on the top 20 industries by total estimated employment

Table 1B

**Estimated Employment Increases for Small and Medium Employers
(Key Industries) 2003-2007**

NAICS		Total Employment 2003	Total Employment 2007	Absolute Change	% Change
722	Food Services and Drinking Places	1,050	1,541	492	46.9%
561	Administrative and Support Services	566	972	406	71.7%
336	Transportation Equipment Manufacturing	16	321	306	1941.8%
326	Plastics and Rubber Products Manufacturing	568	764	197	34.6%
623	Nursing and Residential Care Facilities	258	421	163	63.4%
238	Specialty Trade Contractors	976	1,063	87	8.9%
112	Animal Production	297	380	83	28.1%
813	Religious, Grant-Making, Civic, and Professional and Similar Organizations	308	388	81	26.2%
622	Hospitals	71	146	74	104.2%
445	Food and Beverage Stores	609	682	72	11.8%
236	Construction of Buildings	384	442	58	15.1%
484	Truck Transportation	367	424	57	15.4%
711	Performing Arts, Spectator Sports and Related Industries	100	153	53	52.7%
454	Non-Store Retailers	63	113	49	78.0%
488	Support Activities for Transportation	45	93	48	106.8%
337	Furniture and Related Product Manufacturing	22	66	44	202.0%
814	Private Households	0	42	42	100.0%
485	Transit and Ground Passenger Transportation	93	135	42	44.9%
611	Educational Services	100	138	39	38.9%
913	Local, Municipal and Regional Public Administration	239	270	31	13.0%

Source: Statistics Canada, 2006 Census

The industry exhibiting the largest increase in employment from 2003 to 2007 was Food Services and Drinking Places with an increase of 492 employees, representing a 46.9% change. Administrative and Support Services saw an increase of 406 employees (71.7%) over the same period. Additionally, Transportation Equipment Manufacturing saw the largest percentage change increasing its employment 1941.8% throughout 2003 to 2007.

Table 1C

**Estimated Employment Decreases for Small and Medium Employers
(Key Industries) 2003-2007**

NAICS		Total Employment 2003	Total Employment 2007	Absolute Change	% Change
621	Ambulatory Health Care Services	631	497	-135	-21.4%
452	General Merchandise Stores	369	266	-103	-27.8%
541	Professional, Scientific and Technical Services	1,027	932	-96	-9.3%
321	Wood Product Manufacturing	207	114	-93	-45.1%
419	Wholesale Electronic Markets and Agents and Brokers	114	27	-88	-76.8%
327	Non-Metallic Mineral Product Manufacturing	189	110	-79	-41.7%
444	Building Material and Garden Equipment and Supplies Dealers	364	298	-66	-18.1%
311	Food Manufacturing	164	122	-41	-25.2%
417	Machinery, Equipment and Supplies Wholesaler-Distributors	159	118	-40	-25.4%
524	Insurance Carriers and Related Activities	143	105	-39	-27.0%
413	Food, Beverage and Tobacco Wholesaler-Distributors	53	18	-35	-66.0%
211	Oil and Gas Extraction	28	1	-27	-96.4%
441	Motor Vehicle and Parts Dealers	491	466	-25	-5.1%
551	Management of Companies and Enterprises	190	168	-22	-11.6%
339	Miscellaneous Manufacturing	77	57	-20	-26.3%
522	Credit Intermediation and Related Activities	165	145	-20	-12.1%

Source: Statistics Canada, 2006 Census

There are 16 industries in Dufferin County that experienced a loss of 20 or more employees from 2003 to 2007. The two industries that lost more than 100 employees were Ambulatory Health Care Services and General Merchandise Stores dropping 135 and 103 employees respectively. The largest percentage change was seen in the Oil and Gas Extraction industry which dropped from 28 employees to 1 from 2003 to 2007, showing a percentage decrease of 96.4%.

Table 2A

**Number of Employers by Employee Size Range
Dufferin County
December 2007 to December 2008**

Employee Size Range	Number of Employers 2007	Number of Employers 2008	Absolute Change	Percent Change
0	2,423	2,459	36	1.5%
1-4	909	926	17	1.9%
5-9	344	357	13	3.8%
10-19	178	206	28	15.7%
20-49	104	117	13	12.5%
50-99	41	42	1	2.4%
100-199	18	16	-2	-11.1%
200-499	7	9	2	28.6%
500 +	0	0	0	0.0%
Total	4,024	4,132	108	2.7%

Source: Statistics Canada, Canadian Business Patterns

While the total number of employers in Dufferin County increased by 108 between 2007 and 2008, not all employee size ranges contributed to this increase. In the 100-199 employee range, the number of employers decreased by 2 from 2007 to 2008. Additionally, the 50-99 range and 200-499 range experienced the smallest growth with increases of 1 and 2 employers respectively. The largest increase occurred in the owner/operated range (0 employees) where we saw an increase of 36 businesses. The largest percentage change occurred in the 200-499 employees range with an increase of 28.6% from 2007 to 2008. Industries exhibiting a significant increase in the number of employers from 2007 to 2008 include: Professional, Scientific and Technical Services, Real Estate, Specialty Trade Contractors, Ambulatory Health Care Services and Personal and Laundry Services.

Table 2B

**Distribution of Employers by Employee Size Range Distribution
December 2007 to December 2008**

Employee Size Range	Number of Employers 2007	Distribution %	Number of Employers 2008	Distribution %
0	2423	60.2%	2459	59.5%
1-4	909	22.6%	926	22.4%
5-9	344	8.5%	357	8.6%
10-19	178	4.4%	206	5.0%
20-49	104	2.6%	117	2.8%
50-99	41	1.0%	42	1.0%
100-199	18	0.4%	16	0.4%
200-499	7	0.2%	9	0.2%
500 +	0	0.0%	0	0.0%
Total	4024	100.0%	4132	100.0%

Source: Statistics Canada, Canadian Business Patterns

When looking at the distribution of employers by employee size range, the distribution of employers employing over 100 employees remained consistent from 2007 to 2008 at 0.6%. As well, in 2008 just under 60.0% of all businesses in Dufferin County were owner operated. Self-employment and those businesses with 1-4 employees made up approximately 82.0% of all businesses in Dufferin County in 2008. The largest change in distribution occurred in the owner/operated business which declined 0.7% and the 10-19 range which increased 0.6%.

Table 3A

**Industries Exhibiting an Increase in the Total Number of Employers (Top 17)
December 2007 to December 2008**

	NAICS	Number of Employers 2007	Number of Employers 2008	Absolute Change	% Change
541	Professional, Scientific and Technical Services	446	482	36	8.1%
531	Real Estate	277	295	18	6.5%
238	Specialty Trade Contractors	385	401	16	4.2%
621	Ambulatory Health Care Services	101	116	15	14.9%
812	Personal and Laundry Services	63	73	10	15.9%
416	Building Material and Supplies Wholesaler-Distributors	24	30	6	25.0%
417	Machinery, Equipment and Supplies Wholesaler-Distributors	49	54	5	10.2%
484	Truck Transportation	190	195	5	2.6%
112	Animal Production	226	230	4	1.8%
115	Support Activities for Agriculture and Forestry	21	25	4	19.0%
237	Heavy and Civil Engineering Construction	60	64	4	6.7%
413	Food, Beverage and Tobacco Wholesaler-Distributors	10	14	4	40.0%
561	Administrative and Support Services	212	216	4	1.9%
444	Building Material and Garden Equipment and Supplies Dealers	25	28	3	12.0%
445	Food and Beverage Stores	56	59	3	5.4%
522	Credit Intermediation and Related Activities	19	22	3	15.8%
551	Management of Companies and Enterprises	145	148	3	2.1%

Source: Statistics Canada, 2006 Census

Growth in Dufferin County occurred in both the good-producing and services-producing sectors. As a whole across all industries there was an additional 179 employers in Dufferin County from 2007 to 2008. Professional, Scientific and Technical Services experienced the largest absolute change, increasing by 36 employers or 8.1% over the same period.

Table 3B

**Industries Exhibiting a Decrease in the Total Number of Employers (Top 14)
December 2007 to December 2008**

	NAICS	Number of Employers 2007	Number of Employers 2008	Absolute Change	% Change
532	Rental and Leasing Services	38	28	-10	-26.3%
523	Securities, Commodity Contracts, and Other Financial Investment and Related Activities	101	94	-7	-6.9%
453	Miscellaneous Store Retailers	56	51	-5	-8.9%
488	Support Activities for Transportation	44	39	-5	-11.4%
418	Miscellaneous Wholesaler-Distributors	29	25	-4	-13.8%
311	Food Manufacturing	17	14	-3	-17.6%
321	Wood Product Manufacturing	13	10	-3	-23.1%
334	Computer and Electronic Product Manufacturing	11	8	-3	-27.3%
493	Warehousing and Storage	6	3	-3	-50.0%
517	Telecommunications	8	5	-3	-37.5%
111	Crop Production	72	70	-2	-2.8%
322	Paper Manufacturing	4	2	-2	-50.0%
448	Clothing and Clothing Accessories Stores	33	31	-2	-6.1%
623	Nursing and Residential Care Facilities	11	9	-2	-18.2%

Source: Statistics Canada, 2006 Census

Since 2008 the Rental and Leasing Services industry dropped by 10 employers, a 26.3% decline from 2007. The Securities, Commodity Contracts, and Other Financial Investment and Related Activities also experienced a loss of 7 employers, a 6.9% decline over the same period. Individually, these industry decreases did not significantly impact the labour force however as a collective total across all industries there was a total loss of 71 employers from 2007 to 2008.

Labour Market Theme – High Levels of In-Migration

An area's migration patterns are a strong indicator of labour market characteristics. When an area offers promising employment opportunities it often attracts in-migration, and when employment opportunities are down there tends to be high out-migration. Overall, from 2001 to 2006 Dufferin County attracted 16,526 people and lost 14,392 to out-migration. This positive net migration reflects the strength of Dufferin County's labour force.

When compared to other similar-sized communities such as Norfolk, Huron and Muskoka, Dufferin County's net migration is comparable. This positive net migration, which in Dufferin County was largely in the 25-44 age range, contributes to the County's labour force as this population range is typically very active in the labour market.

Table 4

Migration Characteristics 2001 to 2006

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	4069	3499	570
18-24	1989	2200	-211
25-44	6728	5351	1377
45-64	2484	2407	77
65+	1256	935	321
Total	16526	14392	2134

Source: Statistics Canada, Taxfiler

Migration statistics show that Dufferin County is attracting more in-migrants than the number of persons lost to out-migration (migration numbers include persons moving within Ontario, Canada and internationally). Overall net-migration for Dufferin County from 2001 to 2006 was 2,134. A net in-migration occurred in every age cohort except for the 18-24 population. The greatest gain of net-migrants occurred in the 25-44 age cohort.

Table 5

**Selected Occupations Where Distribution is Significantly Different from Ontario
2006**

		Dufferin Labour Force	Distribution %	Ontario Labour Force	Distribution %
B0	Professional occupations in business and finance	520	1.7%	182,195	2.8%
B5	Clerical occupations	2,630	8.4%	660,100	10.0%
C0	Professional occupations in natural and applied sciences	500	1.6%	266,690	4.0%
D0	Professional occupations in health	135	0.4%	71,645	1.1%
E0	Judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers	365	1.2%	151,710	2.3%
G9	Sales and service occupations	2,510	8.1%	489,470	7.4%
H4	Mechanics	1,150	3.7%	134,020	2.0%
H7	Transportation equipment operators and related workers, excluding labourers	1,240	4.0%	205,885	3.1%
H8	Trades helpers, construction, and transportation labourers and related occupations	945	3.0%	153,640	2.3%
I0	Occupations unique to agriculture, excluding labourers	810	2.6%	95,870	1.5%
J2	Assemblers in manufacturing	1,340	4.3%	160,060	2.4%
J3	Labourers in processing, manufacturing and utilities	345	1.1%	109,950	1.7%

Source: Statistics Canada, 2006 Census

Labour Market Theme – Gaps in Educational Attainment

A trend strongly evident in Dufferin County is the gap in educational attainment when compared to the province. Compared to Ontario the region has significantly higher proportions of people with a high school certificate or less. As well, Dufferin County is considerably below the province in terms of the proportion of people with university certificates. This trend is a growing concern since provincial job trends show that employers are creating more jobs for people with post secondary qualifications. Between 1998 and 2007 Ontario created 1,166,900 net jobs for people with a post secondary diploma or degree and jobs for people with less than post secondary credentials declined by 24,400 over the same period.

While there are many individuals with lower education attainment levels who are still highly employable with transferable skills gained through experiences and life-long learning, those who do not, may be threatened with job loss. The availability of training and development programs that allow these individuals to develop and upgrade their skills and thus remain employable must be a priority in Dufferin County.

Table 6

Educational Attainment (Distribution) 2006

	Dufferin County %	Ontario %
Age cohort 15-24		
No certificate, diploma or degree	50.5	39.9
High School Certificate or Equivalent	36.6	38.6
Apprenticeship or Trades Certificate or Diploma	1.8	2.3
College, CEGEP or other non-university Certificate or Diploma	7.5	9.9
University Certificate Diploma or Degree	3.5	9.3
Age cohort 25-34		
No certificate, diploma or degree	10.3	8.7
High School Certificate or Equivalent	36.9	23.8
Apprenticeship or Trades Certificate or Diploma	7.9	6.0
College, CEGEP or other non-university Certificate or Diploma	27.5	24.3
University Certificate Diploma or Degree	17.3	37.2
Age cohort 35-44		
No certificate, diploma or degree	11.4	10.5
High School Certificate or Equivalent	33.0	24.3
Apprenticeship or Trades Certificate or Diploma	11.0	8.6
College, CEGEP or other non-university Certificate or Diploma	28.8	23.9
University Certificate Diploma or Degree	15.9	32.7
Age cohort 45-54		
No certificate, diploma or degree	15.6	14.5
High School Certificate or Equivalent	32.4	27.2
Apprenticeship or Trades Certificate or Diploma	10.2	9.6
College, CEGEP or other non-university Certificate or Diploma	24.9	21.5
University Certificate Diploma or Degree	16.6	27.2
Age cohort 55-64		
No certificate, diploma or degree	22.9	22.1
High School Certificate or Equivalent	28.4	24.4
Apprenticeship or Trades Certificate or Diploma	10.9	10.9
College, CEGEP or other non-university Certificate or Diploma	21.0	17.5
University Certificate Diploma or Degree	16.7	25.1

Source: Statistics Canada, 2006 Census

When compared to Ontario, Dufferin County's educational attainment under-performs in most educational attainment categories. Dufferin County has proportionally more people with no certificate, diploma or degree than Ontario in all age categories. With respect to apprenticeships and trade certificates or diplomas, Dufferin County's educational attainment is very similar to Ontario's and in most cases moderately higher. As well, Dufferin County significantly underperforms Ontario in all age categories in the number of people holding university certificates, diplomas or degrees.

The high number of people without high school credentials clearly indicates that providing opportunities to access upgrading and retraining are key priorities for Dufferin County if the people in this category are to remain employable.

Table 7

Dufferin's Competitive Disadvantage

	Improvement Required in Dufferin to Match Ontario's Educational Attainment
University Certificate Diploma or Degree	Increase by 3,910 persons
No certificate, diploma or degree	Decrease by 729 persons

Source: Derived from 2006 Census

In order to match Ontario's educational attainment levels, 729 people would need to attain high school or equivalent certificates and 3,910 more people would need to attain a university certificate, diploma or degree.

Table 8

Number of Persons by Income³ Category

	2003		2006	
	Number of Persons	Distribution %	Number of Persons	Distribution %
Less than \$5,000	3,350	9.5%	3,410	8.8%
\$5,000+	31,970	90.5%	35,420	91.2%
\$10,000+	28,620	81.1%	32,040	82.5%
\$15,000+	25,260	71.5%	28,690	73.9%
\$20,000+	22,090	62.6%	25,290	65.1%
\$25,000+	19,520	55.3%	22,440	57.8%
\$35,000+	14,720	41.7%	17,580	45.3%
\$50,000+	8,820	25.0%	11,340	29.2%
\$75,000+	2,970	8.4%	4,710	12.1%
\$100,000+	1,190	3.4%	1,860	4.8%
\$150,000+	400	1.1%	590	1.5%
Total	35,310		38,830	
Median Income	\$29,000		\$31,100	

Source: Statistics Canada, Taxfiler

In 2006, Dufferin County's median income reached \$31,100, up \$2,100 (7.2%) from 2003. From 2003 to 2006 the number of persons who reported a total income of \$35,000 increased from 14,720 - 41.7% of the population, to 17,580 - 45.3% of the population. In 2003, 25.0% of Dufferin County's population reported an income of \$50,000 or more, in 2006 this increased to 29.2%. This was the largest increase in distribution percentages of any income category.

³ Total income

Table 9**Economic Dependency Ratio (EDR)
2006**

	Males %	Females %	Total %	Ontario %
Government Transfers	7.09	18.67	11.19	13.91
Employment Insurance	0.66	2.34	1.25	1.34
Old Age Security/Net Fed	1.98	4.84	3.0	3.86
Canada Pension Plan	3.08	5.3	3.87	4.48
Canadian Child Tax Benefit	0.9	3.64	1.34	1.41
GST/HST Credit	0.21	0.61	0.35	0.47
Workers Compensation	0.56	0.63	0.59	0.7
Social Assistance	0.32	0.76	0.48	1.23
Pro Tax Credit/Family Benefit	0.19	0.54	0.31	0.42
Private Pension	6.99	6.83	6.93	9.0

Source: Statistics Canada, Taxfiler

In Dufferin County, dependency on government transfers was lower than the provincial average in all categories. When comparing males and females the evidence shows that for all categories except private pensions, women received a higher proportion of government transfers.

Manufacturing

Labour Market Theme – High Concentration of Workers in Manufacturing

In Dufferin County, 18.1% of the labour force is employed in the manufacturing sector. This is significantly higher than that of Ontario who has 14.4% of its' labour force employed in this sector.

Over the last several years, competition from low wage countries, a widely fluctuating dollar and the recent recession have resulted in a decline in the number of employers and the number of people employed in this sector. Due to the high concentration of the labour force in manufacturing in Dufferin County, this negative trend in manufacturing has hit the County harder than most areas across Ontario.

Given the high concentration of manufacturing workers in the County, training and development initiatives targeted toward manufacturing workers should be of high priority.

Table 10

**Manufacturing Employment in Dufferin County
2001 to 2006**

Year	Number Employed in Manufacturing	Total Employment	% of Total Employment
2001	5,610	28,365	19.8%
2006	5,620	31,130	18.1%

Source: Statistics Canada, Labour Force Survey

Since 2001 the percentage of total employment in manufacturing has dropped from 19.8% to 18.1% in 2006., however, Dufferin County's concentration of workers in manufacturing is still significantly higher than that of Ontario at 14.4%. The current economic downturn, and recent plant closures will impact local employment rates in the manufacturing sector.

Table 11

**Number of Manufacturing Employers by Sub Sector (Dufferin County)
December 2007 to December 2008**

NAICS	December 2007	December 2008	Absolute Change
331 Food Manufacturing	17	14	-3
312 Beverage and Tobacco Product Manufacturing	3	3	0
313 Textile Mills	2	1	-1
314 Textile Product Mills	0	0	0
315 Clothing Manufacturing	3	3	0
316 Leather and Allied Product Manufacturing	3	3	0
321 Wood Product Manufacturing	13	10	-3
322 Paper Manufacturing	4	2	-2
323 Printing and Related Support Activities	14	13	-1
324 Petroleum and Coal Product Manufacturing	1	1	0
325 Chemical Manufacturing	10	10	0
326 Plastics and Rubber Products Manufacturing	10	9	-1
327 Non-Metallic Mineral Product Manufacturing	12	12	0
331 Primary Metal Manufacturing	5	4	-1
332 Fabricated Metal Product Manufacturing	24	23	-1
333 Machinery Manufacturing	32	32	0
334 Computer and Electronic Product Manufacturing	11	8	-3
335 Electrical Equipment, Appliance and Component Manufacturing	4	4	0
336 Transportation Equipment Manufacturing	9	10	1
337 Furniture and Related Product Manufacturing	16	15	-1
339 Miscellaneous Manufacturing	21	23	2

Source: Statistics Canada, Canadian Business Patterns

Table 12

**Number of Manufacturing Employers by Employee Size Range (Dufferin County)
December 2007 to December 2008**

Employee Size Range	Number of Manufacturing Employers 2007	Number of Manufacturing Employers 2008	Absolute Change 2007 to 2008
Owner Operated	99	87	-12
1-4	42	39	-3
5-9	19	22	3
10-19	18	20	2
20-49	19	19	0
50-99	8	6	-2
100-199	8	6	-2
200-499	1	1	0
500+	0	0	0

Source: Statistics Canada, Canadian Business Patterns

Additional Information

Place of Work

As of 2006, 51.0% of Dufferin County's total employed labour force worked in the County while 37.4% work outside the area. The remaining 11.6% did not have a consistent place of work. In comparison, Waterloo Region and Wellington County had 73.5% and 58.0% of workers employed within their respective regions.

Income Growth

Growth in the labour force translates into employment income growth. The total employment income in Dufferin County rose from \$1.04 billion in 2003 to \$1.23 billion in 2006. Self employment income rose by \$11 million over the same period. The median income in Dufferin County rose from \$29,000 in 2003 to \$31,100 in 2006.

Persons with Disabilities

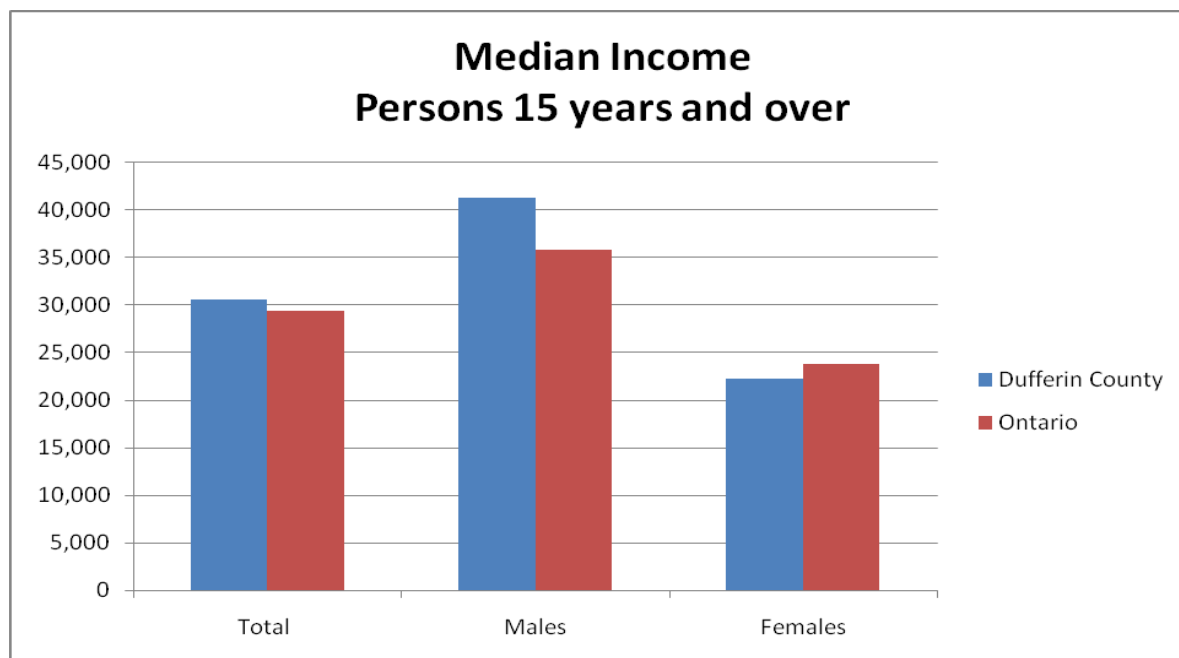
Employment service providers supporting persons with disabilities are reporting some increase in the number of clients accessing their services.

Changes to the Accessibility for Ontarians with Disabilities Act, 2005 is all about making Ontario accessible for persons with disabilities. Businesses in Ontario will have to meet certain accessibility standards, the first of which, Customer Service, came into effect on January 1, 2008. For information on the standards related to this legislation, and what changes are legally required to implement visit www.accesson.ca and www.mcass.gov.on.ca/mcass/english/pillars/accessibilityOntario

Women

There still appears to be large differences in the earnings made by men and women. Across Ontario in 2006 the average salary for males was reported as \$49,286 whereas the average salary for females was \$31,479 – a \$17,807 difference. For Dufferin County specifically, the difference in average salaries for males and females in 2006 was \$19,295, furthering the variance in the County when compared to the province.

Chart 1 – Median Income



Immigrants

In the 2006 Census, a total of 6,925 people were reported as immigrants in Dufferin County representing 12.8% of the County's entire population. This percentage is slightly increased from 2001 when 12.2% of the population was reported as immigrants. In 2006, 79.0% of the 6,925 immigrants reported arrival before 1991.

Visible Minorities:

In 2006, Dufferin County reported a visible minority population of 2,070, or 3.8% of the entire population. This is slightly increased from 2001 when 3.2% of the population was reported as a visible minority. The top visible minority groups in Dufferin County are Black and South Asian with 660 and 580 people, representing 31.9% and 28.0% of the total visible minority population respectively.

Appendix 1: Bibliography of Resources

Places to Grow: Growth Plan for the Greater Golden Horseshoe: Government of Ontario, 2006
Statistics Canada, 2006 Census
Statistics Canada, 2006 Community Profiles
Statistics Canada, Canadian Business Patterns Data
Statistics Canada, Labour Force Survey
Statistics Canada, Taxfiler

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