



2004

HOUSING

and our

ECONOMY

Remaining Competitive





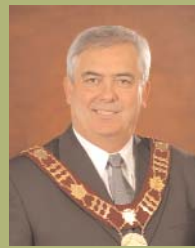
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Town of Newmarket



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Town of Aurora



Mayor
James Young
Town of East Gwillimbury



Mayor
Robert Grossi
Town of Georgina



Regional Councillor
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Town of Georgina



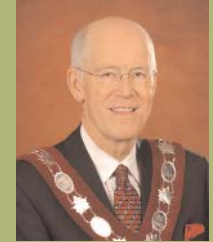
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Mayor
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Regional Councillor
Bill O'Donnell
Town of Markham

MESSAGE FROM YORK REGIONAL COUNCIL

We are pleased to present the Housing and Our Economy, Remaining Competitive report. This is the first time that York Region has undertaken an in-depth analysis of how employment, labour force and housing are related to the strength of York Region's economy.

The competitiveness and the strength of York Region's economy are manifested by the rapid increases in the Region's employment, resident labour force and Gross Domestic Product (GDP). York Region's share of the Greater Toronto Area's (GTA) population, labour force and employment continues to increase due to our diverse economy and enviable quality of life. Despite many positive developments, this report and other recent initiatives indicate that the housing situation in York Region continues to pose challenges for some of our residents, workers and employers.

Now we have a comprehensive understanding of how York Region's housing stock has changed over the years, how it compares to the adjacent municipalities as well as how it relates to York Region's current and future economic competitiveness. Delivering the right housing mix that includes a broad array of housing options, including affordable rental and ownership housing, will support the growth in all sectors of York Region's economy and maintain the quality of life for our residents.

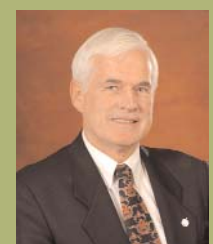
The information from such a report as this helps in monitoring the effectiveness of the existing Regional policies and provides input into future economic and housing strategies. To continue to strengthen our economy and enhance our healthy communities, we have strong, strategic policies in place. We are engaged in encouraging the right mix of housing that make York Region the place of choice for many to live, work, play and learn.



Regional Councillor
Frank Scarpitti
Town of Markham



Regional Councillor
Jack Heath
Town of Markham



Regional Councillor
Jim Jones
Town of Markham

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Executive Summary

Introduction:

The Economic Vitality Goal in York Region's Official Plan is "To create a competitive and adaptable economic environment that encourages investment and a diversity of employment opportunities." The Region's Official Plan acknowledges that in order to encourage and accommodate future economic activities, a supply of a wide range of housing opportunities is required.

Community Services and Housing and Planning and Development Services Department staff have embarked on a variety of recent initiatives to determine the relationship between housing and labour markets. "A Competitive Assessment of York Region" report emphasized that transit, housing and skilled workforce are three key drivers that are of major importance in retaining the Region's economic competitiveness. The anecdotal evidence collected during the 2000 and 2004 Employer Opinion Surveys indicate that housing and transit affect the ability of York Region's employers to retain and attract employees.

One of the central issues arising from these initiatives is the need to better understand the link between housing costs and supply and York Region's rapid pace of employment growth. While York Region has been successful at generating jobs over the last ten years, there is growing evidence that a number of people working in York Region are not able to afford the type of housing currently available. As employment continues to grow, York Region may face a critical shortage of housing that is suited to meet the shelter needs of its workforce.

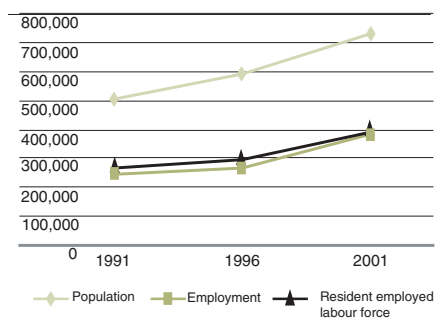
The purpose of the following study is to provide an integrated analysis of York Region's housing, employment, and labour force by comparing the occupations, household income, and living arrangements between York Region's resident employed labour force and in-commuters. The resulting analysis will help to identify competitive pressures facing York Region in meeting the current and future demands of its labour market. The study, including a profile of each of York Region's nine local municipalities, are described in detail in the "Housing and Our Economy, Remaining Competitive" report. The key findings are summarized in this document.

York Region's employment is growing faster than its population

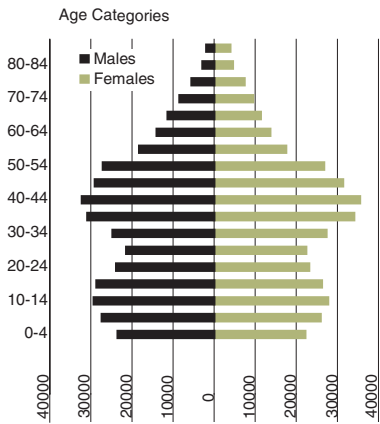
Due to York Region's location and attributes, its population, employment and labour force have increased and are expected to continue to grow at a rapid pace. Between 1996 and 2001, York Region has become the fastest growing Census Division in Canada and its population is projected to reach 1.28 million by 2026.



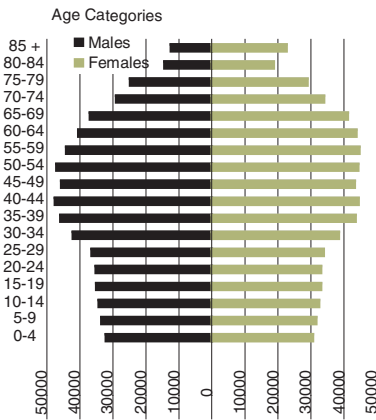
Population, Employment and Resident Employed Labour Force Growth, York Region 1991-2001



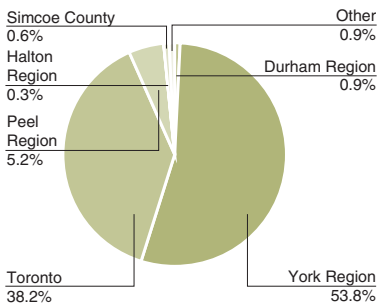
**York Region 2001
Age and Gender Composition**



**York Region 2026
Age and Gender Composition**



**York Region's Resident Employed
Labour Force by Place of Work**



Over the past decade, York Region's resident employed labour force has been increasing at approximately the same rapid pace as population.

Since York Region's formation in 1971, its employment has been growing at a consistently faster rate than population. Between 1991 and 2001, York Region's employment has increased by over 50% or 132,500 jobs. By 2026, York Region's employment is forecasted to increase to 696,000 jobs.

York Region population is relatively young, however it is aging

In 2001, York Region's population was younger than the national or provincial population. By 2026, the number of York Region's seniors (aged 65 and over) is expected to increase almost 4 times over its current level and account for over 20% of the Region's population. This will increase the demand for housing that is affordable and suitable for York Region's diverse and aging population.

Competition on the global scale for skilled workers is likely to increase

Due to an aging population and a tendency to retire early in many western industrialized countries, competition on the global scale for skilled workers is likely to increase. Canada will be competing with other countries to attract immigrants to bolster the national labour market.

York Region's labour force is increasing; however additional support for the labour force will be required

York Region currently has a diverse, growing and resilient labour force. However, York Region's population trends pose a number of challenges - an aging population and a decrease in the proportion of the working age population, in the labour force participation rate, and replacement ratio between new workers entering the labour market and those leaving. These population trends are expected to continue to affect many areas across Canada. Therefore, York Region will be competing with other regions to attract and retain immigrant, inter-provincial migrants and youth to provide additional support for the Region's labour force.

Increase in employment is projected across all employment sectors

One of the current challenges for York Region is to attract diverse employment in order to maintain the balance between employment and population. It is anticipated that by 2026, over 250,000 new jobs will be added across all employment sectors.

Balance between total employment and York Region's employed labour force

Over the past decade, York Region's employment has increased faster than the resident employed labour force. As a result, by 2001, the difference between the size of the resident employed labour force and the number of jobs available in the Region decreased to just over 7,000.

The balance of work trips between York Region and the GTA has become more even, however the volume of trips remains high.

As York Region's economy is increasing and diversifying, it is providing more and more employment opportunities for the residents of York Region and the GTA. The balance of work trips between York Region and the GTA has become more even, however the volume of trips remains high. The difference between the number of York Region's residents that commuted to work outside of the Region and in-commuters decreased from 22,000 in 1991 to 7,300 in 2001.

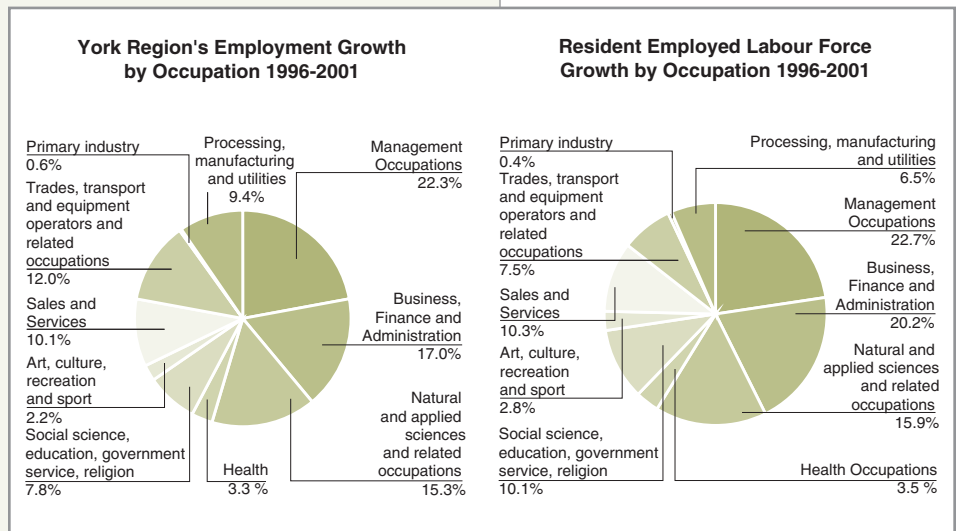
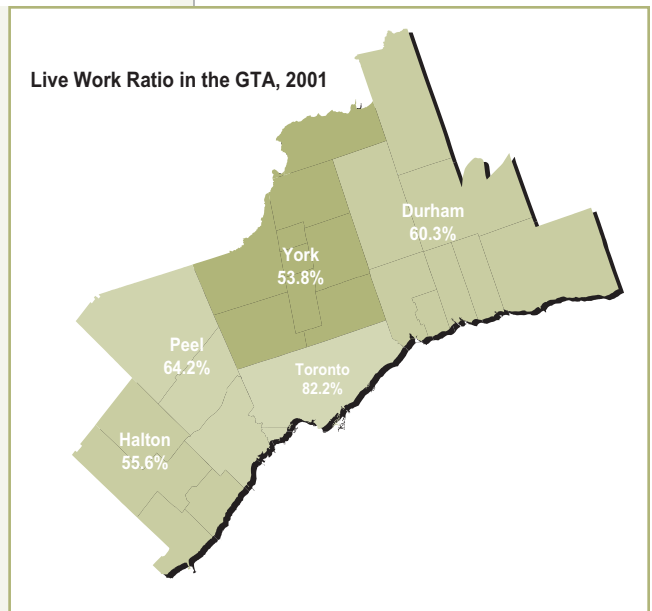
York Region's live work ratio is improving but is still the lowest in the GTA

Between 1991 and 2001, the proportion of York Region's resident employed labour force that worked within the Region increased from 50.6% to 53.8%. Despite the recent increase in the proportion of residents that applied their skills within the Region, York Region's live work ratio was still the lowest in the GTA.

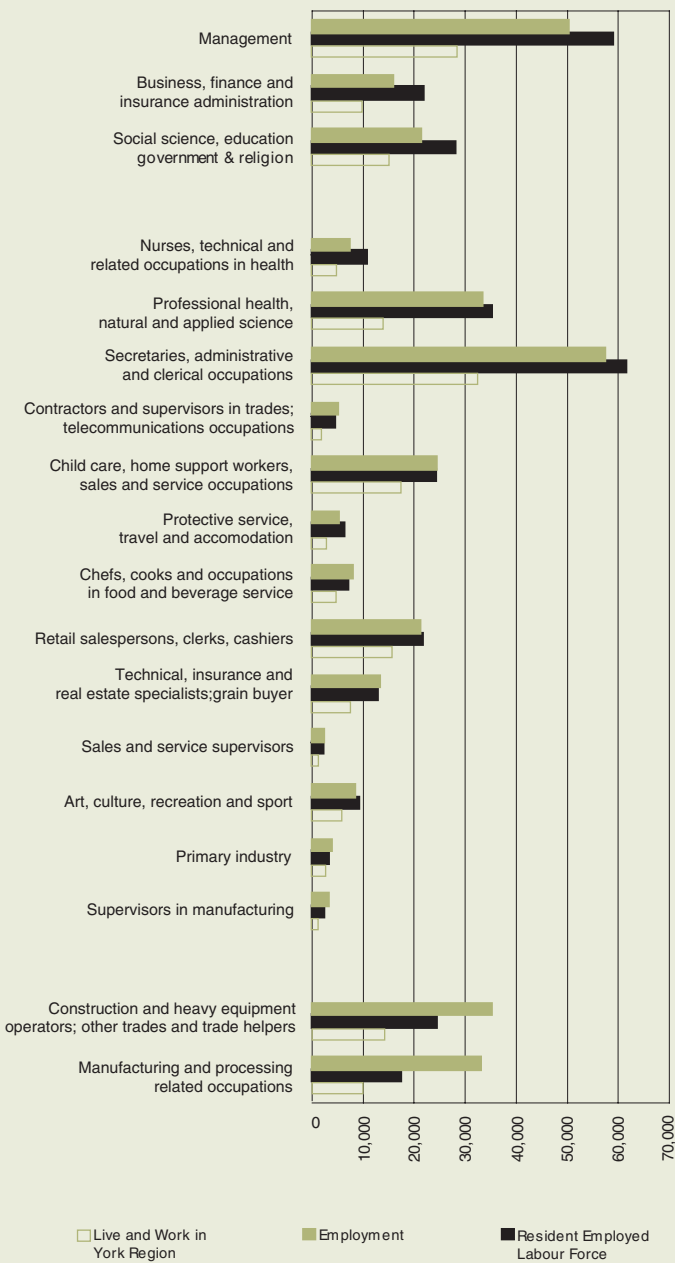
As people continue to commute between their places of work and residence, the resulting traffic congestion and increasing commute times can negatively impact the health, well being and quality of life of York Region's residents and workers. A better match between the skills of York Region's residents and the jobs available in the Region as well as between the jobs and the housing available for the Region's workforce will increase the live work ratio.

York Region's employment and labour force are increasing and diversifying

In most occupational categories, the recent increase in the number of jobs was almost equal to the increase in the number of York Region's residents employed in these occupations. The largest increases in the number of jobs and in the resident employed labour force were in management, business, finance and administration as well as in the natural and applied sciences and related occupations.



Labour Force and Employment Comparison, York Region 2001



Good match between York Region's resident labour force and jobs in certain occupations

In certain occupational categories in 2001, the number of York Region's jobs was almost equal to the number of the Region's residents employed in these occupations. In these occupations, the recent changes in employment and labour force have maintained the balance between York Region's jobs and qualified Region's employees.

Opportunity to attract jobs in management, business, finance and administration and in social science, education, government and religion

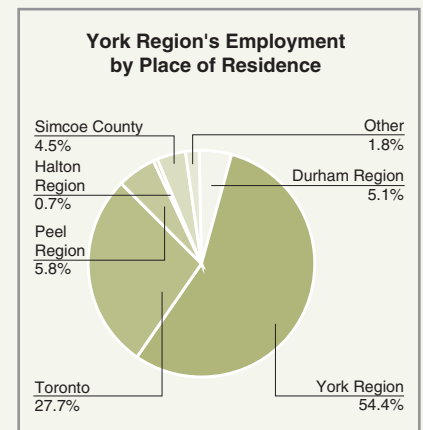
The number of York Region's residents employed in management, business, finance and administration and in social science, education, government and religion was significantly larger than the number of jobs available in the Region. Further, except for management occupations, the mismatches between York Region's residents and jobs available in the Region have recently increased.

By locating in York Region, companies employing people in these occupations will gain access to a pool of well educated and highly skilled residents, including some residents that now have to commute outside of the Region for employment.

Mismatch in manufacturing, processing, construction and other trade sectors

The number of York Region's jobs in manufacturing, processing, construction and various trades related occupations was significantly larger than the number of the Region's residents employed in these occupations. Further, in these

occupations, the mismatches between York Region's residents and jobs available in the Region have recently increased.



Most of York Region's jobs in manufacturing, processing, construction and other trade sectors filled by in-commuters

In 2001, approximately 46% of York Region's jobs were filled by people that lived outside of the Region's borders, mostly in the City of Toronto. In comparison, between 60% to 70% of York Region's jobs in manufacturing, processing, construction and other trade sectors were filled by in-commuters. The housing situation in York Region, especially the availability of rental housing, is one of the reasons that people employed in these occupations in York Region live outside of the Region's borders.

A significantly higher proportion of in-commuters rent

Of York Region's resident employed labour approximately 10% were tenants, including 5.5% that lived in rental apartments and row houses. In comparison, 32% of people that lived outside and commuted to work in the Region were tenants, including 26% that lived in rental apartments and row houses.

An even higher proportion of in-commuters employed in manufacturing and processing related occupations (41%) and in construction and other trade related occupations (34%) were tenants.

A significantly higher proportion of in-commuters live in multiple dwellings

Over 80% of York Region's resident employed labour force lived in single detached houses and almost 20% in semi-detached, row and apartment units.

In comparison, 50% of people that lived outside and commuted to work in the Region lived in single detached houses and 50% in semi detached, row and apartment units.

Further, only 34% of in-commuters employed in manufacturing and processing related occupations lived in single detached houses and 66% lived in semi-detached, row and apartment units.

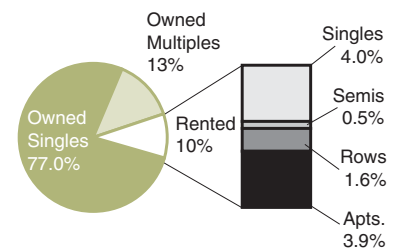
Housing situation in York Region is affecting workers even in \$30,000-\$70,000 income households

Compared to the proportion of tenants in York Region's resident employed labour force, a significantly higher proportion of in-commuters in households with total income below \$30,000 and in the \$30,000-\$70,000 were tenants.

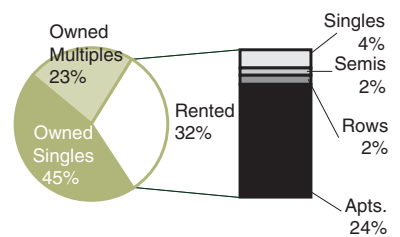
Also, a significantly higher proportion of York Region's resident employed labour force in households with total income of \$30,000-\$70,000 were paying over 30% and over 50% of the income on housing, compared to in-commuters in this income range.

These findings suggest that for some of York Region's workers, even in households with relatively high total income, the lack of rental housing and the limited stock of more affordable multiple dwelling housing were factors in the decision to live outside of the Region.

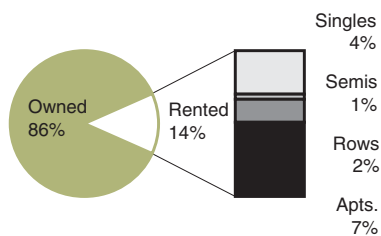
York Region's Resident Employed Labour Force by Tenure and Structure Type



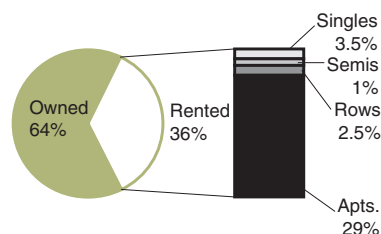
York Region's In-Commuters by Tenure and Structure Type



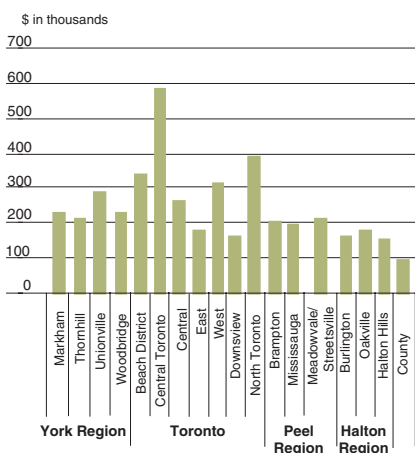
York Region's Housing Stock by Tenure and Structure Type, 2001



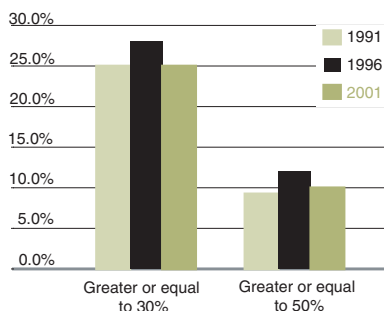
GTA Housing Stock by Tenure and Structure Type, 2001



Fair Market Value of a Standard Townhouse



Proportion of York Region's Total Households Paying Over 30% and Over 50% of Household Income on Housing



2004 Employer Opinion Survey: housing in York Region is a key issue for employees

The 2004 Employer Opinion Survey confirms that York Region's employers consider affordable appropriate rental housing, and affordable ownership housing to be the key issues for their employees.

Fastest increase in the housing stock in the GTA

Between 1991 and 2001, York Region housing stock has increased by over 48%, the fastest growth rate within the GTA. It is estimated that York Region's housing stock will increase to 430,000 units by 2026.

The share of rental units in York Region housing stock has decreased and continues to be the lowest within the GTA

Between 1991 and 2001, the number of rental units in York Region has increased, but the share of rental units in the total housing stock has decreased. This trend was also observed in other areas in the GTA, and on the national level. In 2001, the share of rental units in York Region's housing stock continued to be the lowest within the GTA.

The value of York Region's real estate is high

By mid 2003, the average resale price in York Region increased to almost \$340,000 and was higher than the GTA average or the average price in the City of Toronto. Entry level price of a house, like a standard townhouse, in York Region was also higher compared to many areas in the surrounding municipalities.

By mid 2004, the average resale price of a single-family detached dwelling in York Region has reached \$405,392.

No improvement in overall housing affordability

Between 1991 and 2001, there was no overall improvement in the housing affordability in York Region:

- 1 in every 4 households was paying over 30% of the total income on housing.
- 1 in every 10 households was paying over 50% of the total income on housing.
- The number of households paying over 30% and over 50% of the total income on housing has increased.
- Housing affordability of owner households remained generally unchanged, but there was an increase in issues related to rental housing affordability.

More rental housing required to meet the needs of workers and residents

The following table illustrates why low to moderate income households might tend to choose renting over homeownership.

Tenure/Housing Form	Average Cost	Assumed Down Payment	Mortgage and Property Tax Payments/Year	Rent Payments/Year
Single Detached	\$405,000	\$100,000	\$27,000	n/a
Single Detached	\$405,000	\$50,000	\$31,000	n/a
Row/Townhouse	\$272,000	\$27,200	\$21,000	n/a
2 Bedroom Rental Apt.	n/a	n/a	n/a	\$11,400
3 Bedroom Rental Apt.	n/a	n/a	n/a	\$12,900

York Region's housing stock is diversifying, but not fast enough...

The share of single detached units in York Region's housing stock decreased from 81% in mid 1980's to 75% in 2001 to 73% as of December 31, 2003.

York Region's share of single detached units in the total housing stock continues to be the highest in the GTA. Also, compared to the GTA and most other "905" Regions, single detached units make up a larger share of the new housing built in York Region. This limits both the number of rental opportunities and the availability of relatively affordable, entry level housing.

Increased supply of affordable housing is critical to maintaining York Region's economic competitiveness and high quality of life

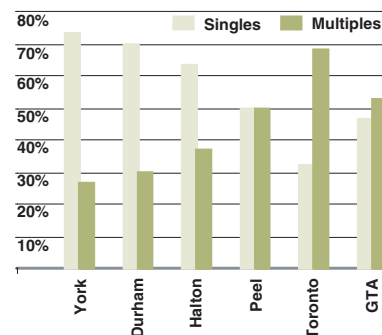
Transit, housing and a skilled workforce are three key drivers for maintaining York Region's competitiveness to retain and attract economic investment.

York Region currently has a diverse, growing and resilient labour force. However, in the face of the emerging demographic changes and increased global competition for skilled workers, the Region has to position itself to respond to the challenges of attracting and retaining employees.

Conclusions:

York Region's employers rely heavily on in-commuters. The high number of in-commuters contributes to traffic congestion and can affect employee retention as commuters find comparable jobs close to home. The housing and transit situations in York Region are two main concerns that are continuously expressed by York Region's employers.

Composition of York Region's and the GTA Housing Stock, 2001



As the population in York Region and the GTA continues to increase and diversify, there will be an increased demand for workers in sales and service related occupations. As census work done for the Low Income Profile also indicated, people employed in these occupations tend to work close to home, live in lower income households and spend a significant share of their income on housing. York Region will have to compete with other regions to attract and retain residents to fill various sales and service sector positions in the Region. Preventing potential labour force shortages in these occupations will ensure that the quality of life in York Region is not negatively impacted.

York Region's growing mismatch in some manufacturing, processing, construction, and other trade sector occupations maybe linked to housing. Household income for many employed in these sectors tends to be in the low to moderate range - as York Region continues to attract and retain goods producing sectors, an adequate supply of affordable housing is needed to help reverse the current trend to fill these jobs with in-commuters and curtail the associated costs of growing traffic and congestion. Also, relying heavily on in-commuters can affect the ability of York Region's employers to retain their employees, as commuters find comparable jobs close to home.

The findings of this report suggest that York Region does not compare favourably to the adjacent municipalities in terms of rental opportunities, existing housing mix as well as average and entry level house prices. Even though increasingly diverse housing is being built in York Region, the new housing stock continues to have one of the highest shares of single detached units within the GTA. Therefore, York Region housing stock continues to limit the number of rental opportunities and the availability of relatively affordable, entry level housing.

An increased supply of affordable housing is necessary in order for York Region to support its resident labour force and employers and therefore remain economically competitive and maintain a high quality of life. In addition to affordable home ownership, York Region would benefit greatly from more affordable rental housing to attract and retain key employees including those at the moderate and lower end of the pay scale.

It is also important to note that to meet the needs of an additional 400,000 people in the next 20 years, the Region will have to have a broader array of housing types including multi-residential housing as well as more affordable opportunities for first-time home owners.

Clearly, as York Region's economy continues to diversify and attract a broader range of occupations, more integrated approaches between economic development, housing, and employment will be needed to meet the demands of York Region's labour market. Affordable rental and owned housing will play an important role in supporting the growth of employment sectors including those that currently rely on in-commuters and lower to moderate income households for their labour supply.

introduction

Background

Economic vitality is one of the cornerstones of York Region's Official Plan. The Economic Vitality Goal of the Official Plan is "To create a competitive and adaptable economic environment that encourages investment and a diversity of employment opportunities."

It is acknowledged in the Official Plan that the Region of York is located in one of the most attractive and vibrant economic areas on the continent. However, it is also emphasized in the Official Plan that "in an increasingly competitive world, the Region must offer its employees and employers the highest level of liveability, as well as high quality services and infrastructure systems".

One of the indicators of the strength of York Region's economy is that since its creation in 1971, the Region's employment has been increasing at a higher rate than population. It is acknowledged in the Official Plan that in order to encourage and accommodate future economic activities, a supply of a wide range of housing opportunities is required. Since type, size, tenure and cost of housing affects the labour force, the Official Plan calls for a broad variety of housing choices that will ensure that people who work in York Region, can also live in the Region if they choose to.

Pursuant to the economic vitality goal of the Official Plan, York Region's Council at its December 2001 meeting directed staff to prepare a comprehensive Economic Development Strategy for York Region. The first step in the development of the Region's Economic Development Strategy was an analysis of the competitiveness of York Region in attracting investment relative to other comparable national and international jurisdictions. The information¹ generated during the analysis phase was compiled in the report entitled "*A Competitive Assessment of York Region*". The report emphasized and reinforced three key drivers that are of major importance in retaining the Region's competitiveness to retain and attract economic investment and ensure its future development, namely:

- Transit
- Housing
- Skilled work force

"*A Competitive Assessment of York Region*" report also indicated that access to a pool of appropriately trained individuals is being affected by the lack of affordable housing and an effective public transit system.

In an effort to determine what impact the housing market in York Region has on the ability of businesses to perform successfully in their facilities in the Region, the 2000 Employer Opinion Survey was conducted. The results of this survey indicated that in the opinion of business owners and human resource representatives, the housing situation in York Region was negatively impacting their business' ability to succeed.

¹The information was based on research obtained from the 2001 Metropolitan New Economy Index, the KPMG, Competitive Alternatives G7 Report - 2002 Edition, the Municipal Competitiveness Study 2001, in-house capabilities, and private sector perspectives through consultations with company representatives from York Region.



In order to gain a better understanding of the relationship between employment, labour force and housing to the strength of the Region's economy, York Region's staff has embarked on a number of recent initiatives. The 2004 Employers Opinion Survey is aimed at acquiring information related to the retention and attraction issues affecting York Region's employers. Compared to the 2000 survey, the 2004 York Region's Employers Opinion Survey is based on a larger sample size that includes businesses drawn from each of the nine area municipalities operating in the majority of business sectors and employing different number of employees. The 2004 Employer Opinion Survey confirms the importance of housing and transit in labour force attraction and retention.

The purpose of this "*Housing and Our Economy, Remaining Competitive*" report is to explore the relationship between resident labour force, employment, housing availability and affordability in York Region and the adjacent municipalities. In order for York Region to remain competitive and continue to strengthen its economy, it has to continue to attract diverse employment and labour force. This report identifies and analyses the relationship of the housing and labour force markets. This will help York Region's staff to monitor the effectiveness of existing Regional policies as well as track employment and housing trends that will establish future policies.

"Housing and Our Economy, Remaining Competitive" is based on a wealth of statistical information from a variety of sources pertaining to demographics, labour force, employment and housing trends in York Region and the adjacent municipalities. This report is based on comprehensive statistical data sets and supplements the anecdotal findings of the two employer opinion surveys.

Data sources

To track changes over time, the relatively consistent and comprehensive Census data compiled by Statistics Canada is used. The 1991, 1996 and 2001 general Census releases are used to track long term trends at the national, provincial, regional and municipal levels.

A custom tabulation of the 2001 Census data that links various household, employment and housing variables is used to identify the effects of the housing situation in York Region on the employment and labour force.

Canada's Mortgage and Housing Corporation (CMHC) completion's data is used to generate current household and population counts.

House prices are based on the Toronto Real Estate Board, Market Watch and the Royal LePage Survey of Canadian House Prices.

* Unless specified otherwise, all charts and tables in this report are based on the Statistics Canada Census of Population 1991, 1996 and 2001

Contents of the report

PART 1:

The **Executive Summary** highlights the key findings of this report.

CHAPTER 1 of the report provides general overview of the population, labour force and employment in the GTA, York Region and its local municipalities. It identifies past trends in population, labour force and employment as well as discusses the projected future demographic and employment changes. Also, it looks at the balance of work trips between York Region and the adjacent municipalities.

CHAPTER 2 focuses on the labour force and employment in York Region in the context of the GTA. Changes in York Region's labour force and employment are discussed. The report examines the balance between York Region's employment and resident employed labour force by each occupational category. Various mismatches and gaps are identified and analysed.

CHAPTER 3 focuses on housing availability and affordability in York Region compared to the GTA. Recent changes in York Region's housing stock and mix are compared to changes in the adjacent municipalities. Then, the value of real estate in York Region is compared to the surrounding municipalities. Housing affordability analysis of York Region's households is conducted in detail, including separate analysis for home owners and tenants.

CHAPTER 4 focuses on the relationship between labour force, employment and housing in York Region in the context of the GTA. It compares in-commuters² and York Region's resident employed labour force by occupation, total household income and living arrangements. Based on this comparison, the effects of the housing situation in York Region on the resident employed labour force and employment are identified.

CHAPTER 5 concludes part 1 of the analysis.

PART 2:

Part 2 of this report provides an overview of population, labour force and employment trends in each of the nine local municipalities in York Region. Key statistics for each municipality are provided and the differences between municipalities are identified. The sections included for each municipality are:

- Municipal highlights
- Labour Force and employment growth
- Labour force and employment comparison
- Occupational mismatches
- Resident employed labour force by place of work
- Municipal employment by place of residence

² In commuters are people that live outside of York Region and commute to work in the Region (as reported by Statistics Canada in the 2001 Census).

chapter 1

POPULATION , EMPLOYMENT AND LABOUR FORCE: PAST AND FUTURE

Chapter Overview

This chapter summarizes the past and future population, employment and labour force trends in York Region and the GTA. It identifies the housing situation in York Region as one of the important factors that will continue to influence the Region's economic competitiveness.

This chapter indicates that in order for York Region to retain and attract diverse labour force and employment as well as to improve the live work ratio, the Region's housing stock has to continue to increase and diversify.

Population Overview

York Region's population is increasing

York Region population is continuing to grow at a rapid pace and has increased by approximately 44.4% in ten years between the 1991 and 2001 Census dates³. In the 1996-2001 period York Region has become the fastest growing Census Division in Canada, recording an increase of 23.1% in its population. (fig 1.1)

The latest population figures available at the time of this report indicate that York Region's share of the GTA population increased from 12% in 1991 to 15% in 2003⁴. (fig 1.2 and 1.3)

Population growth in all area municipalities

Although all municipalities in York Region have been growing, most of the population growth was concentrated in the southern urban part of the Region.

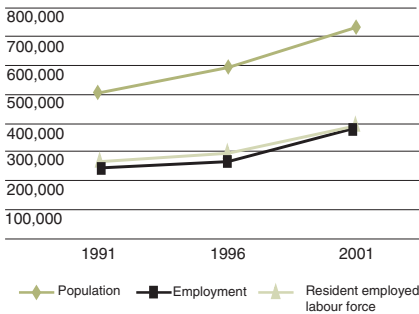
Between 1991 and 2001 Census years, population growth rates were quite different across nine local municipalities, ranging from 2.3% in the Township of King to 64.7% in the Town of Richmond Hill.

During this ten year period, the largest increase in population was experienced in the City of Vaughan, followed by the Town of Markham and the Town of Richmond Hill.⁵

Based on the population estimates for year end 2003, approximately 74% of York Region's total population was located in the three southern municipalities.

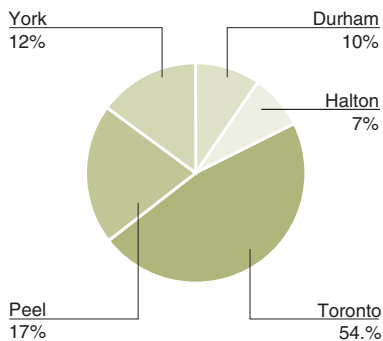
Population, Employment and Resident Employed Labour Force Growth, York Region 1991-2001

FIGURE 1.1



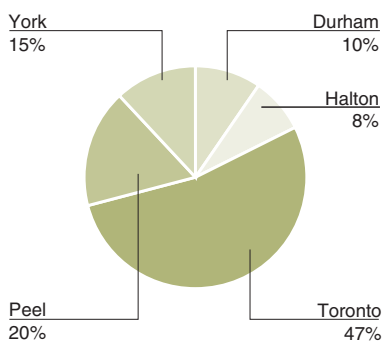
York Region's Share of the GTA Population, 1991

FIGURE 1.2



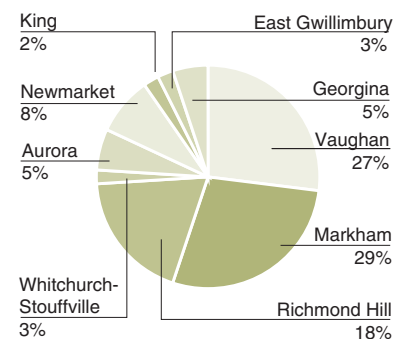
York Region's Share of the GTA Population, 2003

FIGURE 1.3



York Region's Population by Area Municipality, 2003

FIGURE 1.4



³Unless specified otherwise, the 1991, 1996 and 2001 population is unadjusted Census population from the respective Census releases.

⁴Unless specified otherwise, the 2003 population estimates are calculated based on 2001 undercount adjusted Census data and CMHC Housing Completions data.

⁵Growth rate measures the percentage change in population over time. Increase in population refers to the change in population in absolute terms (i.e. number of people). Fastest growth rate does not always imply largest increase in absolute terms.

Continued strong population growth

Population growth in Canada, GTA and York Region is expected to continue. York Region's population is projected to increase to 1.28 million by 2026. The Regional Official Plan Forecast projects an increase in population in all local municipalities of York Region.

Consistent with the trend observed in the past, most of the increase in population will be due to migration into York Region as opposed to natural increase in population. Continued population growth will mean continued demand for housing, including rental and affordable housing.

As people move from other countries or from other areas in Canada, they might not be able or willing to purchase homes. Initially, they might prefer to rent or purchase less expensive entry level houses. York Region's housing stock has to continue to diversify to meet the future housing needs of the Region's increasing and diversifying population.

Population ageing is expected to continue

Consistent with the trend observed in many western industrialized countries, Canada's population is ageing. In 2001, the median age⁶ of Canada's population reached an all time high of 37.6 years while provincial median age was 37.2 years. An increase in the median age is just one of the indicators that the nations' population is aging.

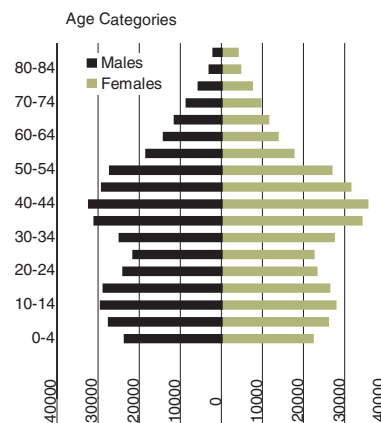
As reported by Statistics Canada in the *"2001 Census Age and Sex Profile for Canada"*, given the current age distribution, the overall population ageing is unavoidable. Further, while immigration brings additional support to the labour market, it has limited impact on population aging. Population ageing has implications for the labour force, economy, social services and health care system.

In comparison to national and provincial populations, the Region's population was younger. In 2001, the median age of York Region's population increased to 35.9 years.

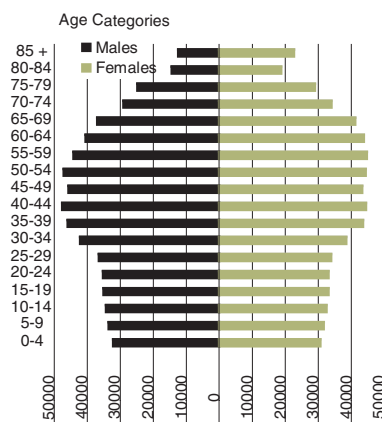
York Region's population is projected to increase to 1.28 million by 2026. At that time, the Region's population profile will be very different from today (fig 1.5). The number of seniors (age 65 years and over) is projected to increase almost 4 times over its 2001 level. The share of seniors in York Region's total population will increase from 9% in 2001 to 20% in 2026. (fig 1.6)

Ageing of York Region's population will have a direct implication on the type of housing required in the Region. There will be an increased demand for diverse and affordable housing. As incomes are often limited after retirement, people might want to move into smaller houses or into apartments that require less maintenance. Housing stock in York Region has to continue to diversify to meet the needs of ageing population.

**York Region 2001
Age and Gender Composition**
FIGURE 1.5



**York Region 2026
Age and Gender Composition**
FIGURE 1.6⁷

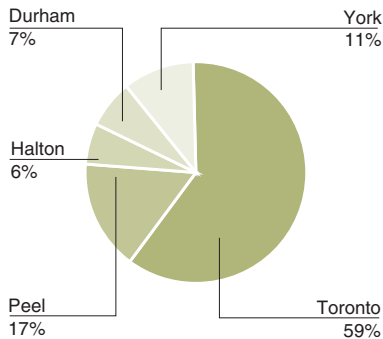


⁶Median age is the point where exactly one half of the population is older and the other half is younger.

⁷ Source: York Region's Planning and Development Services Department

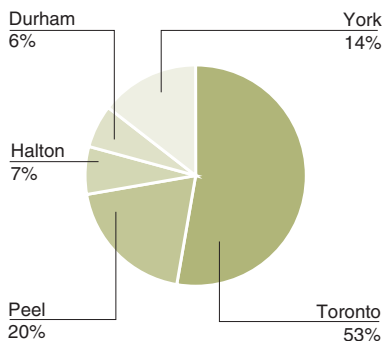
Distribution of the GTA Employment, 1991

FIGURE 1.7



Distribution of the GTA Employment, 2001

FIGURE 1.8



Employment Overview

York Region's employment is increasing

Since York Region's formation in 1971, its employment has been growing at a consistently faster rate than population. Between 1991 and 2001, York Region employment increased by 53.4% or 132,450 jobs. York Region's share of GTA employment increased from 11% in 1991 to 14% in 2001. (fig 1.7 and 1.8).

The estimated number of jobs in York Region as of December 2003 was approximately 415,000.

Employment growth in all local municipalities

Employment growth rates vary amongst York Region's local municipalities. Between 1991 and 2001 Census years, employment growth rates were in the range between 87% increase in the City of Vaughan and 24% increase in the Township of King.

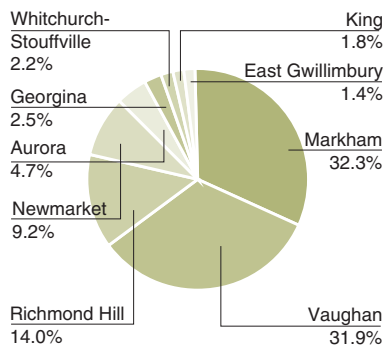
Between 1991 and 2001, there was no significant change in the distribution of York Region's employment. In 2001, Vaughan, Markham and Richmond Hill accounted for 78.2% of the Region's total employment, up only slightly from 77.4% in 1991. The share of York Region's employment located in the Town of Markham decreased from 37.1% in 1991 to 32.3% in 2001. During the same time period, the share of York Region's employment located in the City of Vaughan increased from 26.3% to 31.9%. (figure 1.9).

Usual place of work jobs account for most of York Region's employment

In 2001, approximately 83.5% of York Region's employment were usual place of work jobs and 16.5% were work at home⁸ and no fixed workplace address jobs⁹ (figure 1.10). The distribution of municipal employment into these three types of employment varied across local municipalities. Usual place of work employment accounted for almost 54% of all jobs located in East Gwillimbury. In comparison, over 87% of the total employment in the City of Vaughan and in the Town of Markham were usual place of work jobs. (table 1.1)

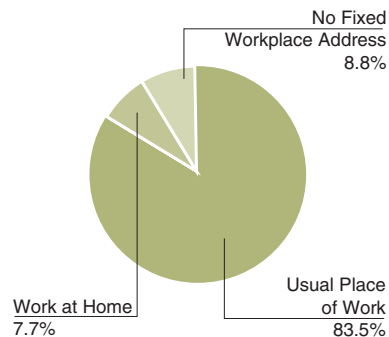
York Region's Employment by Local Municipality, 2001

FIGURE 1.9



York Region's Employment by Place of Work Status, 2001

FIGURE 1.10



⁸Persons whose job is located in the same building as their place of residence, persons who live and work on the same farm, building superintendents and teleworkers who spend most of their work week working at home.

⁹No fixed workplace address - Persons who do not go from home to the same workplace location at the beginning of each shift. Such persons include building and landscape contractors, traveling salespersons, independent truck drivers, etc.

York Region's Employment by Place of Work Status, 2001

TABLE 1.1

	Usual Place of Work	Work at Home	No Fixed Workplace Address
Aurora	80.1%	10.4%	9.5%
East Gwillimbury	53.6%	21.9%	24.6%
Georgina	58.1%	13.0%	28.9%
King	60.6%	22.0%	17.4%
Markham	87.2%	7.0%	5.8%
Newmarket	86.3%	6.2%	7.6%
Richmond Hill	77.4%	11.3%	11.4%
Vaughan	87.4%	4.6%	8.0%
Whitchurch Stouffville	71.5%	14.6%	13.9%
York Region	83.5%	7.7%	8.8%

Share of full time employment is increasing

Between 1996 and 2001, most of the new jobs added throughout York Region were full time. As a result, the share of full time jobs in York Region's total employment increased from 79% in 1996 to 80% in 2001.

The share of full time employment varied across York Region's local municipalities. Between 1996 and 2001, the number of full time jobs increased in all local municipalities. However, during this time period, the share of full time jobs in the total municipal employment decreased in the Town of Aurora. (table 1.2)

Proportion of Full-time Jobs in York Region and Municipal Employment

TABLE 1.2

	1996	2001
Aurora	79%	75%
East Gwillimbury	71%	74%
Georgina	66%	66%
King	71%	71%
Markham	81%	82%
Newmarket	71%	73%
Richmond Hill	76%	77%
Vaughan	81%	83%
Whitchurch Stouffville	71%	74%
York Region	79%	80%

Job creation has to match population growth

As York Region's population is projected to increase, the Region's employment will also have to grow. One of the important reasons why job creation has to match population growth is to prevent Regional residents from having to commute long distances to work. As will be explained later, when more people live close to work, there is less traffic congestion on the roads, commuting times are reduced and are less stressful which in turn reduces health issues and improves the quality of life.

York Region's employment is projected to increase to 540,000 jobs by 2011 and 696,000 jobs by 2026. By 2026, York Region's share of the GTA employment is projected to increase to 17.5%.

Throughout the GTA and in York Region, by 2026, job gains are expected in all employment sectors. However, of the total employment in the GTA and in York Region, the share of industrial employment is projected to decrease and the share of office employment is projected to increase. Further, the share of institutional as well as retail and personal service employment is projected to remain largely unchanged.

By 2026, the share of retail and personal service jobs in York Region's total employment is projected to remain largely unchanged, however the number of jobs in this category will increase significantly. Since retail and personal service jobs are related to the size of the population, then as York Region continues to grow, the need for jobs in this category will also increase.

Chapter 4 provides evidence to show that York Region residents employed in various sales and service sector jobs tend to live in lower income households and spend a large share of their total income on housing. Also, a relatively large proportion of York Region's residents employed in various sales and service sector jobs work within the Region. Working closer to home allows people to reduce transportation costs which is particularly important for residents in lower income households.

As population in other areas of the GTA is also expected to grow, there will be an increase in sales and service sector jobs throughout the GTA. As people employed in sales and service sector jobs tend to work close to home, York Region has to provide appropriate housing in order to attract people to live in York Region and work in these occupations. If the housing situation in the Region will limit the number of sales and service sector jobs, the quality of life of York Region's population will be adversely affected.

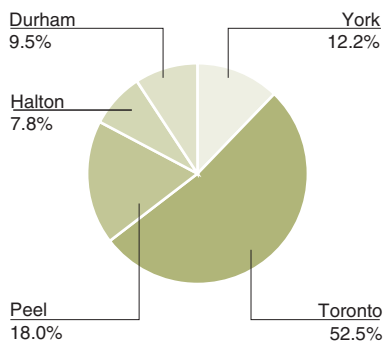
Labour Force Overview

York Region's labour force is increasing

Between 1991 and 2001 Census years, York Region's resident employed labour increased by almost 44% from 270,000 to 387,700. Subsequently, York Region's share of the GTA total employed labour force increased from 12.2% in 1991 to 14.8% in 2001. (fig 1.11 and 1.12)

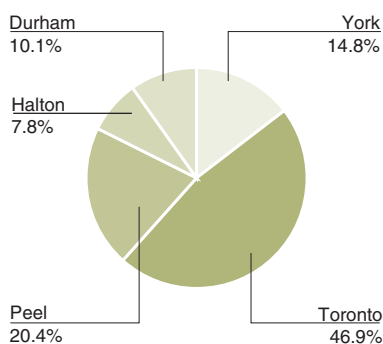
GTA's Resident
Employed Labour Force, 1991

FIGURE 1.11



GTA's Resident
Employed Labour Force, 2001

FIGURE 1.12



Labour force increase in all local municipalities

Although all local municipalities in York Region have experienced an increase in the resident employed labour force, most of the increase was concentrated in the three southern municipalities.

The share of York Region's resident employed labour force living in Vaughan, Markham and Richmond Hill increased from 68.6% in 1991 to 71% in 2001. (fig 1.13)

Throughout York Region, between 1991 and 2001 Census years, growth rates in the municipal employed labour force were quite different. Resident employed labour force in the Township of King increased by 1.5% compared to 66.3% increase in the City of Vaughan.

Most of York Region's residents have usual place of work jobs

In 2001, approximately 83.3% of York Region's resident employed labour force reported to have usual place of work jobs, and 16.7% worked at home, outside of Canada or had no fixed workplace address. (fig 1.14). Throughout York Region, the distribution of the resident employed labour force by place of work status varied across the local municipalities. Approximately 73.5% of King resident employed labour force reported to have usual place of work jobs. In comparison, 86.6% of Newmarket resident employed labour force reported to have usual place of work jobs (table 1.3).

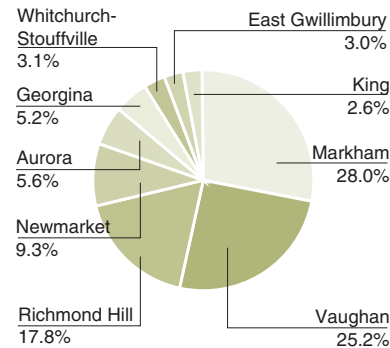
York Region's Resident Employed Labour Force by Place of Work Status, 2001

TABLE 1.3

	Usual Place of Work	Work at Home	Outside Canada	No Fixed Workplace Address
Aurora	83.4%	8.4%	0.4%	7.8%
East Gwillimbury	78.5%	10.0%	0.4%	11.2%
Georgina	80.2%	6.1%	0.2%	13.5%
King	73.5%	14.7%	0.2%	11.6%
Markham	84.8%	8.0%	0.7%	6.5%
Newmarket	86.2%	6.0%	0.4%	7.4%
Richmond Hill	81.9%	8.7%	0.7%	8.7%
Vaughan	84.1%	5.8%	0.3%	9.9%
Whitchurch Stouffville	79.3%	10.2%	0.8%	9.7%
York Region	83.3%	7.6%	0.5%	8.7%

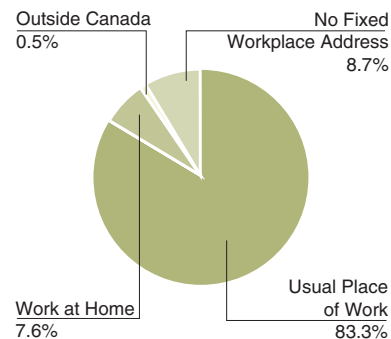
York Region's Resident Employed Labour Force by Local Municipality, 2001

FIGURE 1.13



York Region's Resident Employed Labour Force by Place of Work Status, 2001

FIGURE 1.14



Long Term Trend Towards a Shrinking Labour Force

Proportion of working age population will decrease

As population in Canada, GTA and York Region continues to age, the share of working age population¹⁰ is projected to decrease. The proportion of the working age population in York Region's total population is expected to decrease from 70.7% in 2001 to 64.3% by 2026. A decrease in the proportion of working age population is also expected at the national, provincial and GTA wide levels. This will result in a smaller proportion of an increasing larger population supporting the total population.

As reported by Statistics Canada in the "2001 Census Age and Sex Profile for Canada", the nation's working-age population is becoming older. In other words, there are more individuals than ever before in older age brackets of the working age population, and fewer individuals than ever in the younger age brackets.

The same trend is occurring in the GTA including York Region. In 2001, people aged 55 to 64 made up 12% of the working age population up from 10% in 1991. Based on the age breakdown of the projected population, by 2026, almost 21% of York Region's working population will be in the 55 to 64 age group.

In the future, an increase in the share of population in the retirement years, combined with the tendency to retire early, will contribute to a decline in the share of experienced workers in the labour force.

Experienced workers can serve as an important source of on the job training and mentoring for younger workers. Therefore, it is important to address various issues related to the size and the skills of the future labour force.

Labour force participation rate is decreasing

The size of the available labour force depends on the proportion of working age population that participates in the labour market.

Between 1991 and 2001 Census years, the labour force participation rate¹¹ in the GTA has decreased from 71.7% to 68.9% (table 1.4). Within the GTA, York Region experienced the largest decrease in the labour force participation rate, from 75.8% in 1991 to 71.3% in 2001. Even though in 2001 York Region's labour force participation rate was the second lowest within the GTA, it was still above the GTA average.

Labour Force Participation Rate in the GTA

TABLE 1.4

	1991	1996	2001	1991-2001 change
Toronto	68.6%	67.7%	65.3%	-3.3%
Durham	74.0%	70.9%	72.2%	-1.8%
York	75.8%	70.3%	71.3%	-4.5%
Peel	77.0%	72.7%	73.5%	-3.5%
Halton	74.5%	72.2%	72.1%	-2.4%
GTA	71.7%	70.7%	68.9%	-2.8%

¹⁰Working age population is population between the ages of 15 and 65.

¹¹The Labour Force Participation Rate is the percent of non institutional population that are in the labour force (employed and unemployed) of the total population 15 years and over.

Between 1991 and 2001, except for Georgina, the labour force participation rate has decreased in all local municipalities of York Region. The largest decrease in the participation rate occurred in Markham. Georgina was the only municipality that experienced an increase in its labour force participation rate. Further, despite a significantly larger decrease in the participation rate of males, their participation rate remained well above that of females. (table 1.5).

York Region Labour Force Participation Rate by Sex, 1991 and 2001

TABLE 1.5

	1991			2001		
	Males	Females	Total	Males	Females	Total
Aurora	85.7%	69.9%	77.6%	83.4%	70.0%	76.5%
East Gwillimbury	85.3%	71.6%	78.5%	84.5%	70.8%	77.8%
Georgina	76.7%	59.6%	68.1%	77.3%	65.4%	71.2%
King	81.9%	65.6%	73.9%	79.9%	64.8%	72.4%
Markham	83.3%	69.2%	76.0%	74.0%	62.7%	68.2%
Newmarket	86.8%	71.0%	78.7%	82.1%	70.2%	75.9%
Richmond Hill	82.4%	68.1%	75.1%	75.6%	64.5%	69.9%
Vaughan	84.3%	68.8%	76.5%	78.1%	66.6%	72.2%
Whitchurch Stouffville	84.3%	65.9%	75.1%	79.8%	66.2%	72.9%
York Region	83.5%	68.4%	75.8%	77.3%	65.5%	71.3%

A decline in the labour force participation rate experienced between 1991 and 2001 can be attributed to a number of factors.

In the 1991-1996 period, people may have withdrawn from the labour force due to difficult economic conditions. In the mid to late nineties as economic conditions started to improve, some people may have resumed looking or found jobs. Therefore, between 1996 and 2001, the labour force participation rate in some areas in the GTA has increased, but has not reached the 1991 levels.

Another potential reason for a decline in the labour force participation rate is an increase in the number of recent immigrants. Recent immigrants might not have joined the labour force immediately upon their arrival to Canada, but after they have received appropriate training or found suitable positions.

An increase in population 65 years and over may have also reduced the labour force participation rate. As population 65 years and over is projected to increase, it will likely continue to reduce the labour force participation rate.



Labour Force Replacement Ratio in the GTA, 1991-2001

TABLE 1.6

	1991	2001	1991-2001 change
Durham	2.04	1.54	-0.5
Halton	1.43	1.22	-0.21
Peel	1.88	1.44	-0.44
Toronto	1.1	1.14	0.04
York	1.94	1.33	-0.61
GTA	1.41	1.27	-0.14

Labour force replacement ratio is decreasing

Despite the recent increases in York Region's and the GTA labour force, a long term trend towards a shrinking labour force is emerging. Demographic factors, especially ageing population and low birth rates, are continuing to affect the size of the available labour force. Labour force replacement ratio refers to the ratio of people expected to enter the workforce compared to those expected to leave the workforce over the next 15 years¹². In a ten year period, the GTA wide labour force replacement ratio decreased from 1.41 in 1991 to 1.27 in 2001. Even though between 1991 and 2001, York Region experienced the largest decrease in the labour force replacement ratio within the GTA, in 2001 it was still above the GTA average. (table 1.6)

Between 1991 and 2001, the labour force replacement ratio decreased in all local municipalities of York Region. The Town of Markham and the Town of Newmarket experienced the largest decreases in the labour force replacement ratios of 0.86 and 0.77 respectively. In 2001, the labour force replacement ratios in the Town of Markham and the Township of King were approaching the critical value of 1.00. Below the critical value of 1.00, the size of the labour force can not be sustained in the long run. (table 1.7)

York Region Labour Force Replacement Ratios 1991-2001

TABLE 1.7

	1991	2001	2001-1991 change
Aurora	2.12	1.87	-0.25
East Gwillimbury	1.92	1.23	-0.69
Georgina	2.04	1.76	-0.28
King	1.20	1.08	-0.12
Markham	1.91	1.05	-0.86
Newmarket	2.51	1.73	-0.77
Richmond Hill	1.78	1.34	-0.45
Vaughan	2.07	1.45	-0.62
Whitchurch-Stouffville	1.56	1.22	-0.34
York Region	1.94	1.33	-0.61

A steady decline in the labour force replacement ratio, which corresponds to a shrinking proportion of young people who will be entering the labour force compared to those who will be exiting, may become a potential long term threat to the vibrancy of the GTA economies. Ageing population and low birth rates observed in the GTA contribute to the decline in the replacement ratio, and heighten the importance of immigration and inter-provincial migration if the size of the GTA labour force is to continue to increase in the future.

Need to address the housing situation to retain and attract diverse employment and labour force

Various demographic trends including ageing of the population, decrease in the share of working age population and tendency to retire early are some of the factors that will shape the nation's labour force. As noted previously, these demographic issues experienced throughout Canada will heighten the importance of immigration that brings additional support to the labour market.

The demographic trends mentioned above are not unique to Canada, but are features of the population in many western industrialized countries. Therefore, other countries will be experiencing similar demographic and labour force issues at the same time as

¹²Labour Force Replacement Ratio measures the ratio of the population aged 0-14 to the number of people aged 50-65. A ratio of less than 1.00 indicates the long term inability to sustain the size of the labour force.

Canada. This indicates that Canada will have to compete effectively with other countries in order to attract skilled workers to continue to maintain and increase the size and the skill level of the national labour force.

As noted previously, the same demographic trends will also affect population and labour force in Ontario, the GTA and York Region. To continue to increase the size of the available labour force and maintain the strength of the provincial economy, there will be a continuous need to attract inter-provincial migrants and immigrants.

In order to continue to increase the size of the resident labour force, York Region has to remain attractive for immigrants and inter-provincial migrants to settle in the Region rather than in other areas of the GTA. As people move to a new country or a new province, they might not be initially willing or able to purchase new houses. Instead, they might choose to rent or buy cheaper entry level homes.

As will be discussed in Chapter 3, in 2001, York Region's share of rental housing in the total housing stock was the lowest in the GTA. Also, most of York Region's housing stock is single detached units which are on average more expensive than other housing types. The average house price in York Region is higher than the GTA average. Further, entry level prices in the Region are also higher than in many surrounding municipalities.

When comparing York Region's housing situation to the adjacent municipalities, it becomes clear that more rental and affordable housing is necessary in order to attract immigrants and inter-provincial migrants to settle in the Region. This will ensure that York Region's labour force continues to increase.

Labour force availability is one of the factors considered by companies in their choice of business location. Therefore, in order for employment in York Region to increase and diversify, appropriate housing has to be available in the Region to meet the needs of diverse labour force and workforce. This will ensure that York Region's employers experience fewer attraction and retention issues and the Region's economy continues to strengthen.

York Region's Employment is Approaching the Resident Employed Labour Force

Once largely agricultural, York Region's economy is continuing to strengthen and diversify.

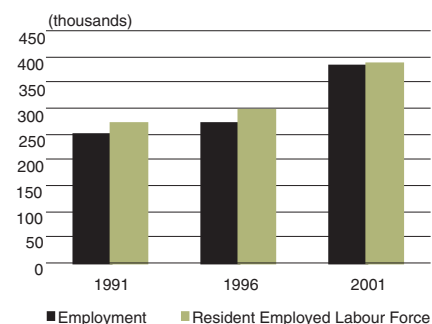
Historically, the number of jobs available in York Region was less than the size of the resident employed labour force.

In the 1991-2001 period, the increase in the number of jobs available in the Region (132,400) was larger than the increase in the size of the resident employed labour force (117,700). Therefore, between 1991 and 2001, the difference between the total number of jobs available in York Region and the size of the resident employed labour force has decreased. In 1991, York Region's resident employed labour force exceeded the number



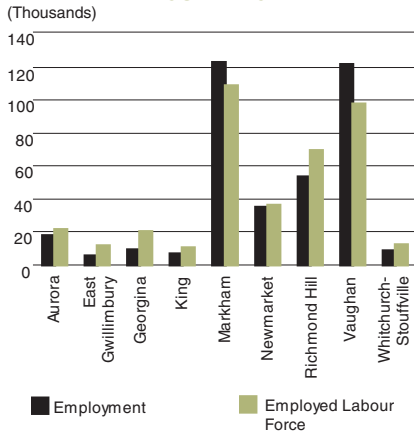
York Region's Employment and Resident Employed Labour Force, 1991-2001

FIGURE 1.15



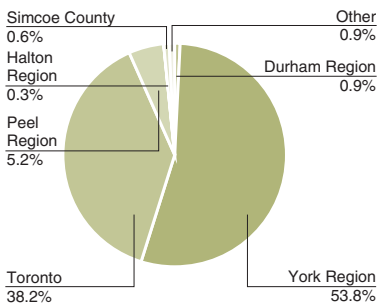
York Region's Total Employment and Resident Employed Labour Force by Area Municipality, 2001

FIGURE 1.16



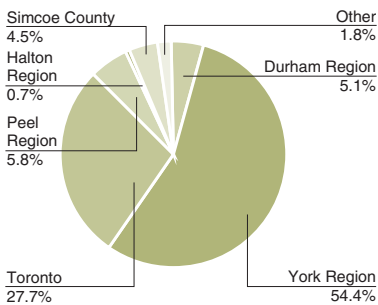
York Region's Resident Employed Labour Force by Place of Work

FIGURE 1.17



York Region's Employment by Place of Residence

FIGURE 1.18



of jobs available in the Region by about 22,000 but this difference has decreased to approximately 7,300 by 2001. (fig 1.15)

In most local municipalities across York Region, the size of the municipal employed labour force was larger than the number of jobs available in that municipality. The City of Vaughan and the Town of Markham were the only two municipalities where the number of jobs exceeded the municipal employed labour force by 23,800 and 14,200 jobs respectively. (fig 1.16)

Trend Towards a More Even Balance in Work Trips Between York Region and the GTA

The difference between the Region's resident employed labour force and the number of jobs available in York Region also represents the difference between the number of people that leave to work outside of the Region and those that commute to work in the Region. In 1991, the number of people that travelled to work outside of York Region exceeded the number of people that came to work in the Region by 22,000. In 2001 this difference decreased to just 7,300. Therefore, in 2001 the balance in work trips between York Region and the adjacent municipalities was significantly more even. This indicates that York Region's economy is increasing and diversifying and is providing more and more employment opportunities for the residents of York Region.

Volume of Work Trips Between York Region and the GTA Remains High¹³

In the 1991-2001 period the balance of work trips between York Region and the GTA has become more even, however the volume of people that travelled to and from the Region for work remained high. Over 161,000 of York Region's residents commuted to work outside of the Region and almost 159,000 people commuted to work in the Region¹⁴ (excluding no fixed workplace address employment). These numbers are calculated based on the 2001 Census data and can be used as an approximation of the volume of people that in 2001 made the daily commute to and from the Region for work.

As in previous years, in 2001 the flow of workers to and from York Region was predominantly in the north - south direction, rather than east- west. As illustrated by figure 1.17, over 38% of York Region's resident employed labour force travelled to work in the City of Toronto, while 53.8% worked within the Region. Figure 1.18 shows that almost 28% of York Region's jobs were filled by people that lived in Toronto and 54% of the jobs were filled by the residents of the Region.

Over 134,000 of York Region's residents travelled to work in the City of Toronto, while approximately 96,500 Toronto residents travelled to work in the Region.

These observations show the advantages and the importance that the proximity to the City of Toronto has for York Region's employment and labour force. The City of

¹³Unless specified otherwise, starting from this section, both employment and resident employed labour force include usual place of work and work at home jobs and exclude no fixed workplace address jobs. No fixed workplace address employment includes people that do not go from home to the same workplace location at the beginning of each shift. In 2001, approximately 33,000 of York Region's residents reported to have no fixed workplace address. This represents less than 9% of the total Regional employment and employed labour force.

¹⁴These labour force and employment figures are different from the statistics quoted in the previous section. This is the result of the difference in the specifications of employment and labour force. Due to the limitations of the available data, the numbers quoted in this section exclude no fixed workplace address employment.

Toronto, being one of the major financial centers in North America, with many educational and medical facilities, provides diverse employment opportunities that York Region's residents can and do take advantage of. Better transportation system is necessary to provide fast, hassle free way for people that choose to live in the Region Figure 1.18 and work in Toronto or in other parts of the GTA to get to work.

Conversely, companies located in York Region, can and do benefit from the large and diverse pool of employees that live in the City of Toronto and work in the Region. Better transportation system, will also ensure that the commute to York Region does not become so onerous as to limit the Region's access to labour force. As will be shown in the following sections, the availability of rental and affordable housing in York Region is one of the potential reasons why some people live outside and commute to work in the Region. Providing appropriate housing that suits the needs of York Region's diverse workforce will potentially lead to a decrease in work trips taken by people who live outside and work in the Region.

York Region has the Lowest Live Work Ratio in the GTA

The trend towards a more even balance in work trips between York Region and the GTA is one of the indicators that York Region's economy is becoming more diverse and is attracting workers from outside of the Region as well as creating employment opportunities for the Region's residents. The increase in the proportion of York Region's residents that worked within the Region from 50.6% in 1991 to 53.8%¹⁵ in 2001, indicates that a higher proportion of residents took advantage of the employment opportunities available and applied their skills in the Region. As illustrated in table 1.8, during this ten year period the largest increase in the live work ratio was recorded in Peel Region, while this ratio has decreased in the City of Toronto and Durham Region (table 1.8).

Despite the recent increase, the live work ratio in York Region in 2001 continued to be the lowest in the GTA. The live work ratios in other areas of the GTA were significantly higher than in York Region and ranged from 82.2% in the City of Toronto to 55.6% in Halton Region.

The relatively low live work ratio indicates that a fairly large number of York Region's residents commute to work outside of the Region and a large number of the Region's jobs are filled by people that live outside and commute to work in the Region. Increased traffic congestion, especially during the morning and evening rush hours, is the result of people commuting between their places of work and residence.

Having to travel long distances to and from work might affect health and well being of York Region's residents as well as of in-commuters. Time spent commuting between home and work reduces the amount of free personal time left and therefore might affect the quality of life of the Region's residents.

Live Work Ratio in the GTA, 1991-2001

TABLE 1.8

	1991	2001	Change 1991-2001
Durham	63.4%	60.3%	-3.1%
York	50.6%	53.8%	3.2%
Toronto	85.8%	82.2%	-3.5%
Peel	60.6%	64.2%	3.5%
Halton	54.9%	55.6%	0.7%



¹⁵This proportion is referred to as live work ratio. It is based on the usual place of work and work at home employment and excludes no fixed workplace address jobs.

chapter 2

LABOUR FORCE AND EMPLOYMENT COMPARISON

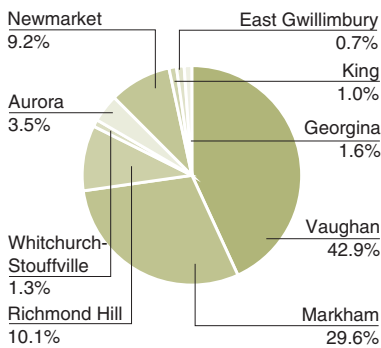
Chapter Overview:

This chapter describes the recent changes and the current balance between York Region's employment and resident employed labour force. It explains how the mismatches between the nature of jobs available in York Region and the skills of the resident labour force contribute to the Region's low live work ratio.

The chapter identifies the occupational categories where there is an opportunity to expand the Region's employment base. This will increase the number of suitable employment opportunities available in York Region for its highly skilled labour force and is likely to improve the live work ratio. Also, this chapter lists the occupational categories where the number of York Region's jobs exceeds the number of the Region's residents employed in these occupations.

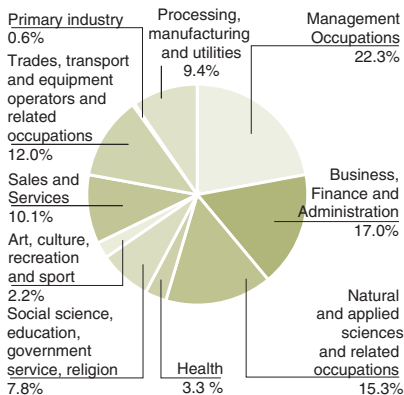
York Region's Employment Growth by Area Municipality, 1996-2001

FIGURE 2.1



York Region's Employment Growth by Occupation 1996-2001

FIGURE 2.2



Employment and labour force are diverse, increasing and resilient

Employment is increasing and diversifying:

In the 1991-2001 period, York Region's total employment is estimated to have increased by 53% or 132,000 jobs. In the 1996-2001 period, approximately 81,500 new jobs were added throughout York Region (excluding no fixed workplace address employment). While employment increased throughout York Region, most of the new jobs were added in the three southern municipalities. Of the 81,500 new York Region's jobs, approximately 83% were added in Vaughan, Markham and Richmond Hill. In 2001, these municipalities accounted for an increasingly larger share of the York Region's total employment. (fig 2.1)

Between 1996 and 2001, York Region's employment continued to diversify, as new jobs were added in all occupational categories. (fig 2.2). Of approximately 81,500 new jobs, the largest increases were in:

- management (18,150 jobs or 22.3% of all new jobs);
- business, finance and administration (13,900 or 17%);
- natural and applied sciences and related occupations (12,500 or 15.3%).

Labour Force is increasing and diversifying:

In the 1991-2001 period, York Region's resident employed labour force is estimated to

have increased by approximately 117,700 or 44%. Between 1996 and 2001, the size of the resident employed labour force increased by approximately 79,500. This figure excludes York Region's residents that reported to have no fixed workplace address jobs. The increase in the resident employed labour force occurred throughout York Region, however the three southern municipalities accounted for most of the growth in the labour force. Together Vaughan, Markham and Richmond Hill accounted for just over 81% of the increase in York Region's resident employed labour force. (fig 2.3)

The nature of jobs and the skills of York Region's resident employed labour force are also diversifying. Between 1996 and 2001, there was an increase in York Region's residents employed in all occupational categories. However, most of York Region's residents that joined the employed labour force during this time period reported to have jobs in the following occupations:

- management (18,000 or 22.7% of the increase in the resident employed labour force)
- business, finance and administration (16,000 or 20.2%)
- natural and applied sciences and related occupations (12,600 or 15.9%). (fig 2.4)

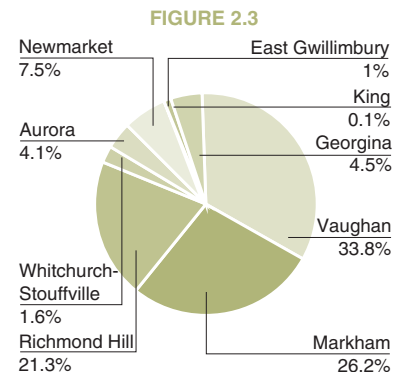
Recent changes in employment and resident employed labour force:

Availability of employment is one of the measures of a healthy community. In addition to the availability of employment opportunities in a community, it is the correspondence between the nature of jobs and the skills of the resident labour force that allows residents to work close to home and therefore improves the live work ratio and quality of life.

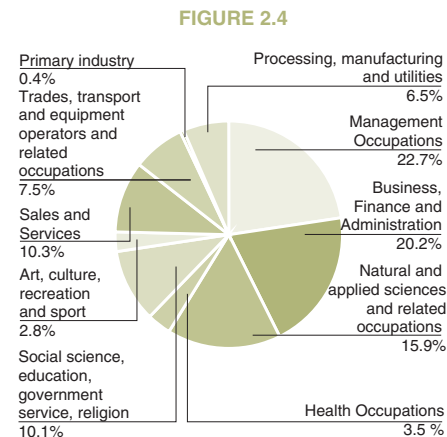
The following observations can be made when comparing the 1996-2001 changes in York Region's employment and resident employed labour force:

1. Increases in employment and in the size of the resident employed labour force were approximately equal. This led to the decrease in the difference between York Region's total employment and resident employed labour force.
2. The largest increases in the number of jobs and in the resident employed labour force were in the same occupational categories. These included management; business finance and administration; and natural and applied sciences and related occupations. Most of the jobs in these occupations require specialized skills and high levels of education and are relatively high paying.

York Region's Resident Employed Labour Force Growth by Area Municipality, 1996-2001



Resident Employed Labour Force Growth by Occupation 1996-2001



3. In most occupational categories the increase in the number of jobs was comparable to the increase in the resident employed labour force. These occupational categories included:

- management;
- natural and applied sciences and related occupations;
- health;
- art, culture, recreation and sport;
- sales and services;
- primary industry.

Except for management and health, in the occupational categories listed above, the number of jobs available in York Region in 1996 was almost equal to the number of York Region's residents employed in these occupations. Between 1996 and 2001, in each of the occupations listed above, the increase in the number of York Region's jobs was comparable to the increases in the residents employed in these occupations. Therefore, the close match between the total number of jobs and the number of York Region's residents employed in these occupations was maintained in 2001.

In 1996, in management and health related occupations, there were fewer jobs available in York Region than the number of Region's residents employed in these occupations. In 2001, these differences remained largely unchanged.

4. In business, finance and administration; and in social science, education, government service and religion the increase in the number of York Region's residents employed in these occupations was larger than the increase in the number of jobs by 2,100 and 1,600 respectively. In 1996, the number of York Region's residents employed in these occupations was already larger than the number of jobs available in the Region. These differences have further increased by 2001.

5. In trades, transport and equipment operators; and in processing, manufacturing and utilities the increase in the number of jobs was larger than the increase in the number of York Region's residents employed in these occupations by 3,800 and 2,500 respectively. In 1996, in these occupations, the number of jobs available in the Region exceeded the number of York Region's residents employed in these occupations. These differences have further increased by 2001.

Overall, between 1996 and 2001, in most occupational categories the increase in the number of jobs was almost equal to the increase in the number of York Region's residents employed in these occupations. In most of these occupational categories, there was a close match between the total number of jobs available in York Region and the number of the Region's residents employed in these occupations in 1996, and this balance was maintained in 2001.

However, in several occupational categories where there was a mismatch between the number of York Region's jobs and the number of residents employed in these occupations in 1996, the differences have further increased by 2001.

York Region's employment and labour force in 2001

York Region's economy offers diverse employment opportunities to the residents of the Region as well as to the residents of the adjacent municipalities. York Region's labour force includes residents that have a wide range of skills and are employed in various lines of work.

Figure 2.9 shows the 2001 distribution of York Region's employment and resident employed labour force. For each occupational category, the number of York Region's jobs, as well as the number of residents employed in these occupations and residents that worked within the Region are identified as per the legend on the diagram.

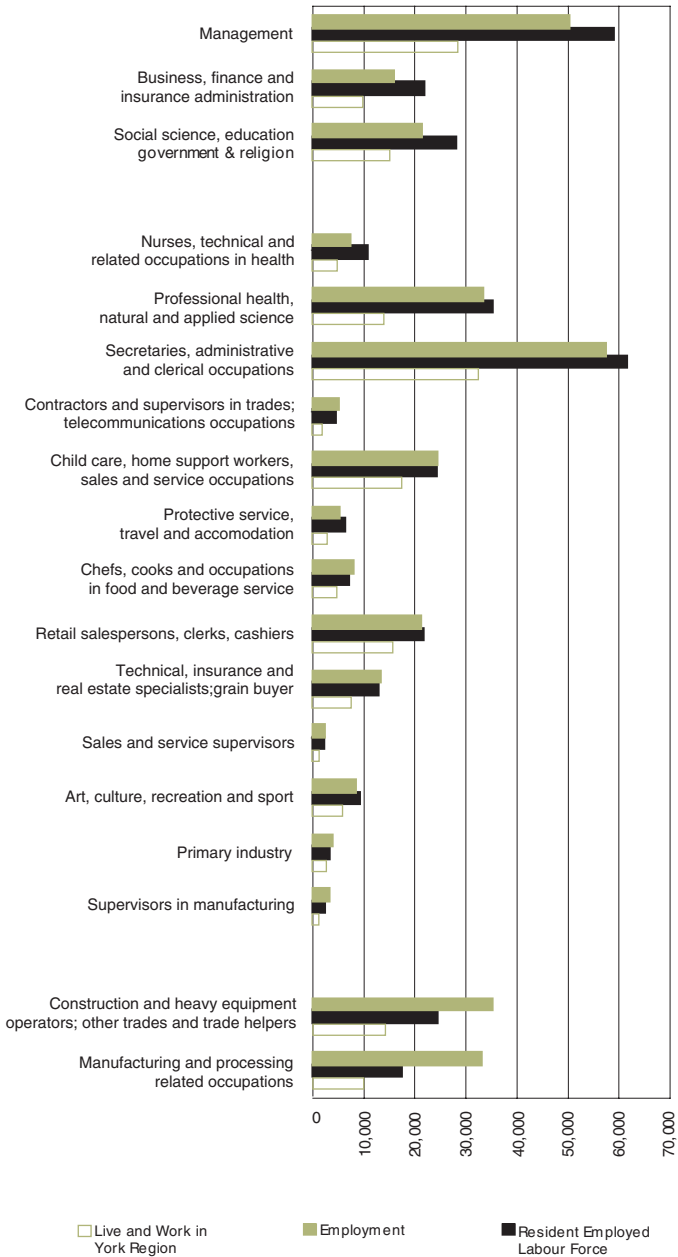
In 2001 York Region's employment was estimated at approximately 348,000 jobs¹⁶. York Region's diverse economy offered employment opportunities to workers with a variety of skills, as the number of jobs in different occupations ranged from just over two thousand in sales and service supervisory positions to over fifty seven thousand jobs in secretarial, administrative and clerical related occupations.

In 2001, the following four largest occupational categories accounted for just over half of York Region's jobs:

- Secretarial, administrative and clerical occupations (57,300 or 16.5% of all jobs)
- Management occupations (50,200 or 14.4%)
- Construction and other trade and trade helpers (35,200 or 10.1%)
- Professional health, natural and applied sciences (33,300 or 9.6%).

¹⁶ This number is based on the custom tabulation of the 2001 Census data. It includes people that had a usual place of residence (i.e. excludes people that lived in hotels, hostels etc.) and reported to have usual place of work or worked at home in York Region . All the figures quoted in this section exclude no fixed workplace address employment)

Labour Force and Employment Comparison, York Region 2001



York Region's resident labour force is made up of workers with diverse educational backgrounds and skills that are employed in different occupations within York Region and in the adjacent municipalities. In 2001, York Region's resident employed labour force was estimated at approximately 350,000.¹⁷ Just over half of York Region's residents reported to have jobs in the following four largest occupational categories:

- Secretarial, administrative and clerical occupations (61,500 or 17.5% of the Region's employed residents)
- Management occupations (58,800 or 17%)
- Professional health, natural and applied sciences (35,200 or 10%)
- Social sciences, education, government and religion related occupations (28,000 or 8%).

A relatively large number of York Region's residents took advantage of the employment opportunities available and applied their skills in the Region. Overall, almost 54% of the resident employed labour force worked within the Region, however the live work ratio varied depending on the occupational category. The highest live work ratio was in occupations unique to primary industry followed by sales and service related occupations including retail salespersons, clerks and cashiers; child care and home support workers; and chefs, cooks and occupations in food and beverage services. Conversely, the lowest live work ratio was in professional health, natural and applied sciences related occupations followed by residents employed as contractors and supervisors in trades and electrical trades and telecommunication related occupations.

Good match between labour force and jobs

In most occupational categories, the number of York Region's jobs was comparable to the number of the Region's residents employed in these occupations. In

¹⁷ This number is based on the custom tabulation of the 2001 Census data. It includes York Region resident that had a usual place of residence (i.e. excludes people that lived in hotels, hostels etc.) and worked at home or had a usual place of work either in York Region or outside of the Region. This figure excludes resident that reported to have no fixed workplace address and worked outside of Canada.

these occupational categories, York Region's residents had some choice of applying their skills inside or outside of the Region. These include:

- Nurses, technical and related occupations in health
- Professional health, natural and applied sciences
- Secretaries, administrative and clerical occupations
- Contractors and supervisors in trades and transportation; stationary engineers, electrical trades and telecommunications occupations
- Child care, home support workers, sales and service occupations
- Protective services, travel and accommodation
- Chefs, cooks and occupations in food and beverage service
- Retail salespersons, clerks, cashiers
- Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers
- Sales and service supervisors
- Art, culture, recreation and sport
- Occupations unique to primary industry
- Supervisors in manufacturing

It has to be recognized however, that occupational categories used in this analysis are relatively broad so not everyone who has a job in a particular occupational category will qualify for all the jobs in that category.

This is especially true for occupational categories that require very specific skills. The live work ratio was the lowest in professional health, natural and applied sciences related occupations despite the relative comparability between the number of jobs available in York Region (33,300) and the number of the Region's residents employed in this category (35,200). Only 39.5% of York Region's residents employed in this occupational category worked within the Region, partially due to the differences between their skills and the specific requirements of the jobs available in the Region. Also, the existence of jobs in York Region does not mean that these positions are free and can be filled by the Region's residents.

In some occupational categories where the number of jobs was approximately equal to the number of residents employed in these occupations, many York Region's residents did take advantage of the employment opportunities and applied their skills in the Region. This is especially true for residents employed in various sales and service sector

jobs that do not require very specific skills. Also, many sales and service sector jobs are not high paying, so people are not likely and might not be able to afford to travel far from their places of residence for work.

Opportunity to attract jobs in management, business and finance, and in social sciences, education, government and religion

In 2001, in some occupational categories, there was a significant difference between the number of York Region's jobs and the number of the Region's residents employed in these occupations.

In 2001, the number of York Region's residents employed in the following occupational categories was significantly larger than the number of jobs available in the Region:

- Management (difference of 8,700)
- Social science, education, government and religion (difference of 6,700)
- Business, finance and insurance administration (difference of 6,000)

These mismatches between the number of jobs and residents employed in these occupations increased the need for York Region's residents to commute outside of the Region for work.

Compared to approximately 46% of York Region's resident employed labour force that commuted to work outside of the Region, a higher proportion of residents employed in management (52%) and in business, finance and insurance administration (55.6%) left the Region for work.

Many companies that employ people in management; social science, education, government and religion; and in business, finance and insurance administration will find it very attractive to locate in York Region. The size of York Region's resident labour force, including both employed and unemployed residents that have the skills to work in these occupations is relatively large. Many of York Region's residents had to commute to work outside of the Region because of the number and the nature of employment opportunities in York Region. By locating in York Region, these companies will gain access to a well educated and highly skilled labour force.

An increase in the number of jobs in these occupational categories in York Region will provide the Region's residents with more employment opportunities closer to home. Increasing the number of suitable employment opportunities closer to home, will likely lead to an increase in the live work ratio.



Mismatch in manufacturing and construction sectors

In 2001, the number of jobs available in York Region was significantly larger than the number of the Region's residents employed in the following occupational categories:

- Manufacturing and processing related occupations (difference of 15,700)
- Construction and heavy equipment operators, other trades and trade helpers (difference of 10,800)

Since in these occupational categories, the number of York Region's jobs exceeded the number of residents employed in these occupations, many of the Region's jobs were filled by people that lived outside of the Region.

Approximately 46% of York Region's jobs were filled by people that lived outside of the Region. In comparison, a significantly higher proportion of York Region's jobs in construction and heavy equipment operators and other trades and trade helpers (60%) and in manufacturing and processing related occupations (70%) were filled by people that lived outside of the Region.

The analysis described in Chapter 4 of this report suggests that the availability of rental housing is one of the potential reasons for people employed in occupations related to manufacturing, processing, construction and various trades to work in York Region and live outside of its borders.

It is important to address the housing needs of York Region's diverse workforce in order to ensure that people employed in all occupations that want to live closer to their jobs in the Region can afford to do so. If people are unable to find housing that suits their needs but are unwilling or unable to commute to work in the Region, they might start looking for employment opportunities closer to home. This can potentially create or increase the difficulties encountered by some York Region's employers in attracting and retaining employees.



chapter 3

HOUSING AVAILABILITY AND AFFORDABILITY

Chapter Overview

This chapter examines the recent changes and the current housing situation in York Region and the GTA. It identifies a number of important differences in the mix, tenure and value of York Region's housing stock compared to the adjacent municipalities. Further, it describes the changes in the housing affordability that occurred in York Region over the past decade.

A number of previous initiatives have identified the housing situation in York Region as one of the key drivers that are of major importance in retaining the Region's economic competitiveness. The analysis described in this report suggests that the differences between the housing situation in York Region and the adjacent municipalities are some of the potential reasons for people employed in York Region to live outside of the Region's borders. This chapter provides evidence to substantiate the claims that the housing situation in York Region affects the Region's labour force, workforce and employment.

Fastest Increase in the housing stock in the GTA

It is estimated that in the 1991-2001 period, the total national and provincial housing stock increased by approximately 16%. As many people find the Greater Toronto Area a very attractive place to live, its housing stock is expanding faster than the national and provincial housing stock. The GTA housing stock increased by approximately 20% from 1,487,300 occupied private dwellings in 1991 to 1,780,500 units in 2001.

	1991	2001	1991-2001 change	1991-2001 growth rate
Durham	136,140	171,720	35,580	26%
Halton	106,420	133,670	27,250	26%
Peel	229,680	308,850	79,170	34%
Toronto	864,560	943,080	78,520	9%
York	150,500	223,180	72,680	48%
GTA	1,487,300	1,780,500	293,200	20%

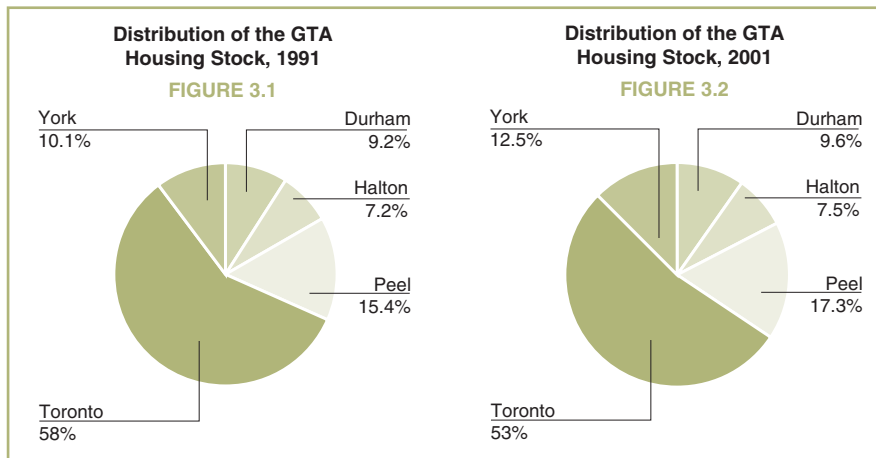
York Region experienced the fastest growth rate in the housing stock within the GTA, as the number of the Region's occupied private dwellings increased by 48.3% from 150,500 in 1991 to 223,200 in 2001. (table 3.1)

In fact, one of every four new housing units built in the GTA in the period between 1991 and 2001 was built in York Region.

As a result of this rapid expansion in the Region's housing stock, York Region's share of the GTA total housing stock increased from 10% in 1991 to 12.5% in 2001. (fig 3.1 and 3.2).

Since the 2001 Census, the rapid increase in the GTA and York Region's housing stock has continued. It is estimated that as of December 31, 2003, York Region's housing stock totalled 253,700 units¹⁸.

¹⁸ Based on the housing completion data compiled by Canadian Mortgage and Housing Corporation (CMHC).



Compared to the rest of the GTA, York Region's housing stock is relatively new

York Region's housing stock is relative new in comparison with other areas in the Province, including other areas within the GTA. This is primarily because most of the Region's housing stock was constructed since 1970's after the implementation of York-Durham water/ waste-water servicing scheme.

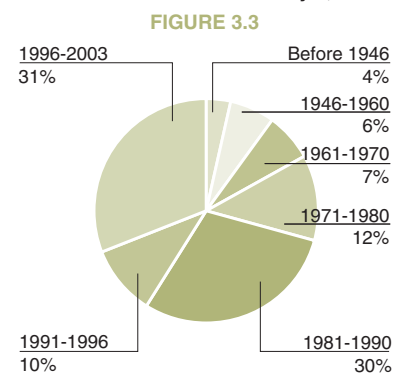
The 2001 Census data shows that approximately 16% of the GTA total housing stock was constructed in the 1991 -2001 period. In comparison, one third (33%) of York Region's housing stock was built during that time period.

Further, it is estimated that approximately 1 in every 5 houses in the GTA were built between 1991 and 2003. In comparison, 41% of York Region's housing stock was built during this time period, the highest proportion within the GTA. (fig 3.3)

The age of a dwelling can have implications for both its condition and the expenditure on housing incurred by its owners. The 2001 Census data shows that within the GTA, York Region had the lowest share of its housing stock in need of any repairs.

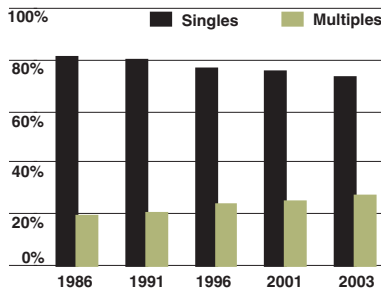
As over 40% of York Region's total housing stock was built in the recent decade, many homes in the Region are occupied by new owners. As people buy new homes, many try to initially pay off as much of the principal as possible. This is one of the potential reasons for why a relatively high proportion of York Region owners spend a significant share of their income on housing.

York Region's Housing Stock by Period of Construction as of January 1, 2004



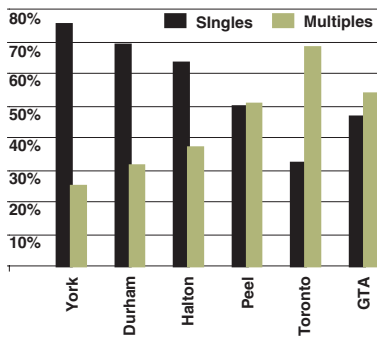
**York Region's Housing Composition
1986-2004**

Figure 3.4¹⁹



**Composition of York Region's and the
GTA Housing Stock, 2001**

Figure 3.5



The Region's housing stock is continuing to diversify

York Region's housing stock is diversifying.

Although the housing stock in York Region is primarily composed of single detached units, it is becoming increasingly diversified over time.

The mid 1980's were characterized by a high demand for single detached units that was fuelled by a booming economy. In 1986 the proportion of single detached units in the Region's housing stock has peaked at 81% but has been steadily declining since then. (fig 3.4)

Since the mid 1980's, there was an increased demand for a broader variety of housing options and more affordable housing necessary to accommodate the needs of a diverse population. In response to change in the housing needs and preferences, builders and developers have continued to diversify York Region's housing stock. The construction of different types of new units lead to the continued decline in the proportion of single detached units in the total Region's housing stock from 81% in mid 1980's to 73% as of December 31, 2003.

York Region's housing stock has to continue to diversify in order to meet the demands of the changing population and to continue to be the place of choice for many to live, work, play, and learn.

Highest share of single-detached houses in the GTA

Despite the continued diversification of the housing stock, the share of single detached units in York Region's housing stock continues to be the highest in the GTA. In both 2001 and 2003, the share of single detached homes in the total GTA housing stock was approximately 47%. In comparison, in 2001 and 2003, single detached units made up 75% and 73% of the total York Region's housing stock. These percentages of single detached homes were higher than in all other "905" Region and more than double the City of Toronto's ratio. (Fig 3. 5).

The fact that York Region's housing stock is dominated by single detached units has a number of implications. On average, single detached houses are more expensive than other housing types. Also, single and semi detached houses are less suitable for rental accommodation than row and apartment units. Therefore, as the housing stock in the Region is made up of mostly single detached units, it limits the supply of relatively affordable and of rental housing.

¹⁹ Source: York Region Planning and Development Services Department based on Statistics Canada, Census of Population 2001 and CMHC Completions Data

Share of singles in the new housing stock is higher compared to the GTA and most other "905" Regions

Of approximately 103,200 new housing units built in York Region between 1991 and 2003, approximately 64% were single detached houses and 36% were semi detached, row and apartment units. This share of single detached units in the Region's new housing stock was higher than the share of singles in the new housing stock built in the GTA (49%) and in other "905" Regions (58%). Following Durham Region, York Region's share of single detached units in the new housing stock was the second highest within the GTA. Alternatively, the share of semi detached, row and apartment units in York Region's new housing stock was the second lowest in the GTA, only above that in Durham Region.

Even though York Region housing stock is diversifying, compared to the GTA and most other "905" Regions, single detached units make up a larger share of new housing built in the Region. Single detached units are on average more expensive and are less likely to be rented out. Therefore, compared to most areas in the GTA, new housing built in York Region provides less entry level, affordable housing and limited rental opportunities.

Value of real estate is increasing

House prices are increasing faster and are higher than in the GTA

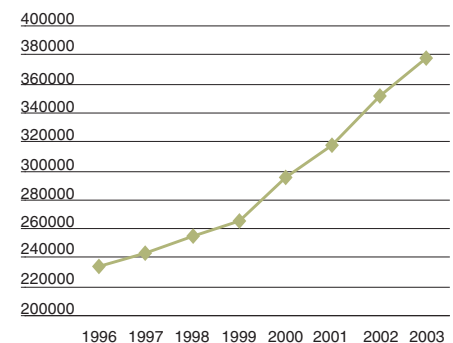
Based on the Toronto Real Estate Board's Market Watch Reports, the average resale house prices in York Region have increased faster and are higher than the GTA average prices.

In the last year, from January to December 2003, the average resale house price in York Region increased by 7% compared to the 6% increase recorded throughout the GTA. As of year end average resale house price in York Region was higher than in the GTA. This is partly due to the fact that since the Region's housing stock is dominated by single detached units, most of the resale homes were also single detached. The resale value of a single detached unit is usually higher than the average resale value of all unit types.

In the 1996-2003 period, the average resale price of a single detached unit in York Region increased by approximately 62%, including a 7.7% increase from \$351,148 in 2002 to \$378,073 in 2003. (fig 3.6). By mid 2004, the average resale price of a single-family detached dwelling in York Region has reached \$405,392.

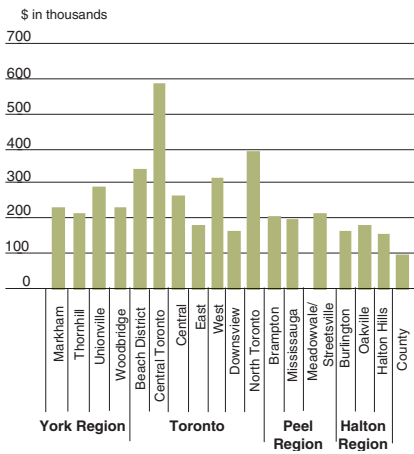
Average Price of Single Family Detached Unit in York Region

FIGURE 3.6²⁰



²⁰ Source: Toronto Real Estate Board, Market Watch

Fair Market Value of a Standard Townhouse



Historically, many families migrated to York Region in order to save on the expenses associated with home ownership since houses could have been bought for cheaper than in built up areas of Toronto. Currently, the average house price in York Region is higher than in the GTA and in the City of Toronto, however many people continue to settle in the Region due to the quality of life it offers. High house prices in York Region make home ownership less affordable, however many people continue to find investment in real estate in the Region very attractive.

Entry level prices are higher than in many surrounding areas

Entry level house prices in York Region are also higher compared to many places in the GTA and in other surrounding municipalities.

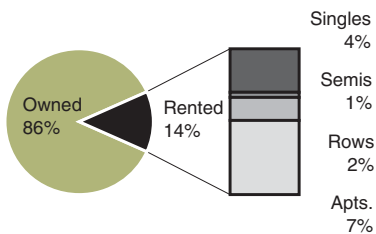
Figure 3.7 shows the distribution of the 2003 fair market value²¹ of a standard townhouse²² in different areas in and around York Region. The standard townhouse can be considered as one of the entry level dwelling types. The fair market price of a standard townhouse in selected areas in York Region was higher than in Simcoe County and Halton Region, most areas in Peel Region and some areas in the City of Toronto.

Entry level house prices and availability of rental accommodation are factors that influence people's decisions of their places of residence. These factors are especially important for inter-provincial migrants, immigrants, youth and people employed in certain lower paying occupations. Availability of rental and entry level housing is important for people who can not afford to purchase more expensive single detached houses or want to postpone the decision of purchasing a home. Also, the availability of entry level housing that does not cost significantly more compared to the adjacent municipalities will ensure that more people can afford to live in the Region if they choose to. This is likely to increase the Region's live work ratio.

Due to various demographic trends, including ageing population and low birth rates, the GTA regions including York Region will have to rely more heavily on inter provincial migrants, immigrants and youth in order to continue to increase the size of their labour force. York Region has to ensure an adequate supply of rental and affordable housing in order to meet the housing demands of the diverse labour force and workforce. This will ensure that businesses have access to a diverse pool of employees and therefore continue to locate in York Region.

York Region's Housing Stock by Tenure and Structure Type, 2001

FIGURE 3.8



Shortage of rental stock

York Region has the highest rate of home ownership in the GTA

In 2001, home ownership continued to be the most prevalent type of tenure in York Region, with approximately 192,600 (86%) of residential units occupied by owners. (Fig 3.8) York Region's home ownership rate was significantly higher than the rate recorded nationally (66%), provincially (68%), in the GTA (64%) and it was also the

²¹ The Survey of Canadian house prices conducted annually by Royal LePage compares the fair market values for a number of different housing types throughout Canada. Each housing type and its amenities are specifically described, permitting comparison of values for a given house type in selected areas across Canada. The fair market value in each location is based on local data and market knowledge of Royal LePage real estate experts.

²² Standard townhouse is defined in the Royal LePage Survey of Canadian House Prices survey as a 3 bedroom condominium or freehold with a living room, dining room, kitchen, 1.5 bathrooms, standard broadloom, a one car garage and a full unfinished basement. The total inside area is 92 sq. metres (1,000 sq. ft).

highest rate within the GTA. The home ownership rates in other areas throughout the GTA were in the range between 51% in the City of Toronto to 80% in Durham Region.

Relatively few residential units are rented

In 2001, approximately 36% of all housing units in the GTA and 14% of York Region's housing stock were rental units. In 1991 and in 2001, the share of rental units in York Region's total housing stock was the lowest within the GTA. (fig. 3.8 and 3.9)

On the national, provincial and GTA wide levels, between 1991 and 2001 Census years, there was an increase in the number of rental units, but a decrease of the rental share in the total housing stock.

Consistent with this trend, in the 1991-2001 period, the number of rental units in York Region increased from 26,400 to 30,600 but the share of rental units decreased from 18% to 14%.

A more detailed analysis shows that the rental stock in every Region in the GTA has increased in the 1991- 1996 period but has decreased between 1996 and 2001. Based on the Census data currently available, it is impossible to fully explain the changes in the rental market. One of the potential reasons for the decrease in the rental stock in the second half of 1990's is that as the economic conditions have improved, some houses, apartments, condominium units and second suits may have been converted from rental to owner occupied units.

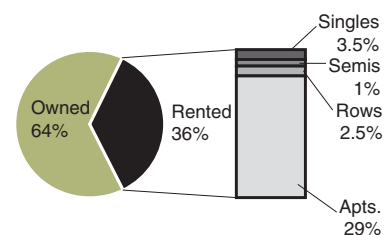
Rental opportunities are limited by housing type

Rental opportunities in York Region are limited by the relatively small number of row houses and apartment units. While single and semi detached houses may also be used for rental accommodation, they are generally owner occupied. The recent Census data shows that of the 36% of the GTA rental housing stock, approximately 29% were rental apartments and 2.5 % were rental row houses. Even in York Region, with its relatively small number of rows and apartment units, the rental housing stock was made up of mostly apartment units and row houses. (fig 3.8 and 3.9)

In the 1991-2001 period, the number of row houses and apartment units in York Region has almost doubled increasing from 25,400 to 47,300 units. Despite this recent increase, the share of row and apartment units in the Region's total housing stock continued to be the lowest within the GTA. The relatively low number and share of row houses and apartment units in the Region is one of the potential reasons that the share of rental stock in York Region was the lowest in the GTA.

By continuing to increase the range of housing units built in York Region, the rental opportunities in the Region will also increase. Availability of rental housing is necessary to meet the demands of the Region's diversifying employment and labour force.

GTA Housing Stock by Tenure and Structure Type, 2001
FIGURE 3.9



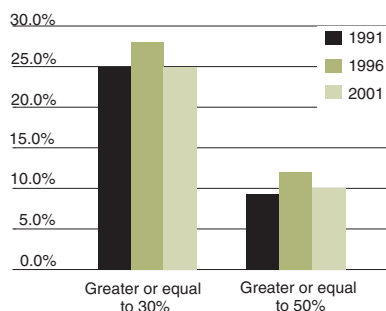
Rental Housing in the GTA

TABLE 3.2

	1991	1996	2001
Durham	34,360	37,370	34,780
York	26,405	32,365	30,570
Toronto	449,105	474,605	464,535
Peel	72,720	82,500	79,115
Halton	27,375	29,780	27,910
GTA total	609,965	656,620	636,910

Proportion of York Region's Total Households Paying Over 30% and Over 50% of Household Income on Housing

FIGURE 3.10



Expenditure on housing

No improvement in overall housing affordability

In the ten year period between 1991 and 2001, there was no overall improvement in the housing affordability in York Region. During this ten year period, housing affordability for owner households remained unchanged, while York Region's tenant households experienced an increase in the housing affordability issue.

Consistent with the GTA wide trend, in the 1996 to 2001 period, the proportion of York Region's households that were spending a significant portion of their total income on housing has declined, but only to return to the 1991 level. (fig 3.10)

The measurement of housing affordability used in this section is based on the proportion of households spending over 30% and over 50% of the total household income on shelter related costs²³. Statistics Canada warns that not all households spending 30% or more of their total incomes on shelter are necessarily experiencing housing affordability issues. This is particularly true for households with high incomes and households that choose to spend more on shelter than on other goods. Nevertheless, the allocation of more than 30% or 50% of the total household income to housing expenses provides a useful benchmark for assessing trends in housing affordability.

The following observations can be made based on the 1991 and 2001 Census data: (fig 3.10)

- In 1991 and in 2001, 1 in every 4 households in York Region was paying over 30% of their total household income on housing. This corresponded to an increase in the number of households that were paying over 30% of their income on housing from 38,000 in 1991 to 55,900 in 2001.
- In 2001, approximately 23.5% of all households in other "905" regions were paying over 30% of the total household income on housing. This proportion was comparable to that recorded in York Region.
- In 1991 and 2001, 1 in every 10 households in York Region was paying over 50% of their total household income on housing. This corresponded to an increase in the number of households paying over 50% of their total income on shelter from 14,000 in 1991 to 22,000 in 2001.
- Further analysis shows that in 2001, approximately 70% or 15,300 of the 22,000 households that were paying over 50% of their income on housing, had a total household income of less than \$30,000. Therefore, after paying for their accommodation, 15,300 households in York Region had less than \$15,000 for an entire year to spend on other life necessities.

²³ Statistics Canada defines 30% and 50% of the total household income spent on housing as a percentage of household's total monthly income spent on shelter related costs. Those expenses include the monthly rent (for tenants) or the mortgage payment (for owners) and the costs of electricity, heat, municipal services, etc.

- Over 12,500 of the 22,000 households that were paying over 50% of their total income on housing were households with children in either couple or lone parent families. Of the 12,500 households with children that were paying over 50% of their income on housing, approximately 7,875 households had total income of less than \$30,000.

Housing Affordability of Owner Households remains unchanged

In the ten year period between 1991 and 2001, there was no improvement in the housing affordability of York Region's owner households. In 2001, the housing affordability issue of owner households in York Region and throughout the GTA was less acute than the affordability issue of tenant households. (fig 3.11)

Some of the trends observed in the 1991 -2001 period include:

- No significant change in the proportion of York Region's owner households paying over 30% and over 50% of the total household income on housing.
- The number of York Region's owner households that were paying over 30% of their total income on housing increased from 29,600 to 43,450. In 2001, this represented approximately 23% of all owner households in the Region, the highest rate within the GTA.
- The number of York Region's owner households that were paying over 50% of their total income on housing increased from 10,500 to 16,450. In both 1991 and 2001, this corresponded to approximately 8.5% of all owner households in York Region.

Increase in Housing Affordability of Tenant Households

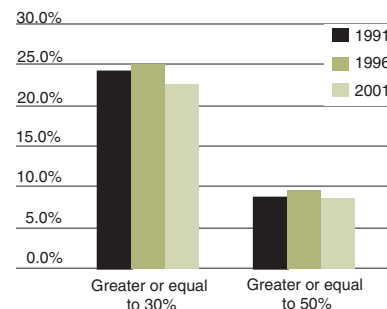
In the ten year period between 1991 and 2001, there was an increase in the proportion and number of tenant households that were paying a significant share of their income on shelter. (fig 3.12)

Some of the trends observed in the 1991-2001 period include:

- An increase in the number of tenant households that were paying over 30% of their total income on shelter from 8,400 or 32% of all tenant households in 1991 to 12,450 households or 41% in 2001.
- The number of tenant households that were paying over 50% of their income on shelter increased from 3,500 or 13% of all tenant households in 1991 to 5,500 or 18% of all tenant households in 2001.
- In 2001, approximately 14% of all York Region's households were tenant households and 86% were owner households. However, of all York Region's households that were paying over 30% of their income on shelter, 22% were tenant households. Further, of all York Region's households that were paying over 50% of their total

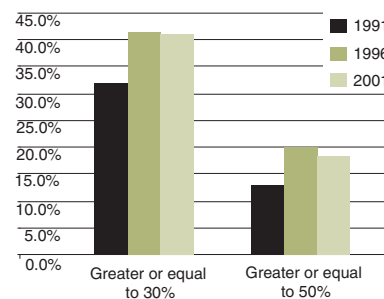
Proportion of Owners Paying Over 30% and Over 50% of Household Income on Housing

FIGURE 3.11



Proportion of Tenants Paying Over 30% and Over 50% of Household Income on Housing

FIGURE 3.12



income on housing, 25% were tenant households. Tenant households accounted for a higher proportion of households that were spending a significant share of their income on shelter compared to their proportion of all private households. This indicated that the housing affordability issue of tenant households in York Region was more acute than the affordability issue of owner households.

Income of tenant households are increasing slower than inflation

The average income of tenant households increased by approximately 12% from \$47,300 in 1990 to \$52,950 in 2000²⁴. Between 1990 and 2000, the total inflation was just over 22%²⁵, or an annual inflation rate of approximately 2.2%. This shows that during this ten year time period the average household income of tenants has not kept pace and increased slower than inflation. Therefore, in 2000 the average tenant household in York Region had less real purchasing power compared to 1990.

The average income of owner households increased from approximately \$80,450 in 1990 to \$98,200 in 2000. This increase in household income of owners was approximately 22% and equal to the total inflation in this period. Between 1990 and 2000, the average income of owner households has increased faster than the average income of tenant households. In both 1990 and 2000, the average household income of tenants was slightly over half the income of homeowners.

More rental housing required to meet the needs of workers and residents

Table 3.3 shows the annual mortgage and property tax payments that York Region's home owners are expected to pay assuming different down payment amounts and type of housing. For comparison purposes, the annual rents for two and three bedroom apartments in York Region are also provided in the table.

Annual Expenditure on Housing

TABLE 3.3

Tenure/Housing Form	Average Cost ²⁶	Assumed Down Payment	Mortgage and Property Tax Payments/Year	Rent Payments/Year ²⁷
Single Detached	\$405,000	\$100,000	\$27,000	n/a
Single Detached	\$405,000	\$50,000	\$31,000	n/a
Row/Townhouse	\$272,000	\$27,200	\$21,000	n/a
2 Bedroom Rental Apt.	n/a	n/a	n/a	\$11,400
3 Bedroom Rental Apt.	n/a	n/a	n/a	\$12,900

This table shows that given the current rent and average house prices, the annual payment of York Region's tenants is likely to be less than that of home owners. Even for a relatively less expensive row/townhouse property, the annual payment of owners is estimated to be almost double the annual rent of tenants. The annual payment for an average townhouse, assuming ten percent down payment, is approximately \$21,000.

Chapter 4 describes the distribution of York Region's resident employed labour force by

²⁴ Statistics Canada reports income data for the calendar year before each Census

²⁵ Based on the Consumer Price Index (CPI) reported by the Bank of Canada

²⁶ Source: Toronto Real Estate Board, Market Watch 2004

²⁷ Source: Average Market Rate, CMHC 2003

total household income. It shows that over 18,600 or 5.3% of York Region's resident employed labour force lived in households with total income of less than \$30,000. Further, approximately 33,000 or 9.4% of York Region's resident employed labour force lived in households with total income of less than \$40,000. These figures indicate that many of York Region's employed residents would experience difficulties paying for home ownership.

Clearly, for many York Region's residents, especially those in low and moderate income households, renting is a more affordable and feasible option. York Region's businesses that employ people, especially in lower paying occupations, might experience difficulties in retaining and attracting employees due to the relatively expensive housing and limited number of affordable rental opportunities.

Various demographic trends described in Chapter 1, indicate that York Region will be competing with other regions to attract and retain immigrants, inter-provincial migrants and youth to bolster its labour force.

Also, as population related service sector jobs are expected to increase in the future, York Region will have to compete with other regions to attract and retain residents to fill various sales and service sector positions in the Region. The analysis in Chapter 4 shows that people employed in various sales and service sector jobs tend to work close to home, live in lower income households and spend a significant share of their income on housing.

Therefore, an adequate supply of more affordable rental housing in the Region is necessary to ensure that access to labour force by York Region's current and future employers is not affected by the housing situation.

chapter 4

Workforce and Housing Needs

Chapter Overview

This chapter examines the relationship between the housing and labour markets in York Region and the adjacent municipalities. Specifically, it focuses on the effects of the housing situation in York Region on the resident labour force and workforce.

The previous chapter indicated that in terms of housing mix, rental opportunities and house prices, York Region does not compare favourably to many areas in the adjacent municipalities. This chapter shows that the availability of appropriate housing, including entry level and rental housing, is one of the potential reasons for people that work in York Region to live outside of the Region's borders. The housing situation in York Region has a greater impact on workers in low and medium income households. This chapter provides evidence to show that York Region's live work ratio can be improved by promoting a better match between the nature of jobs and the housing available for the Region's workforce.

This chapter also explains how the future demographic changes, including increase and aging of the national and York Region's population, will contribute to the increase in population related sales and service sector jobs. People employed in sales and service sector jobs tend to work close to home, and live in lower income households that spend a significant share of their income on housing. York Region has to provide diverse and affordable housing to attract residents to fill the sales and service sector positions in the Region. Quality of life in York Region will be affected if businesses and residents won't have access to workers in sales and service sector jobs.

A significantly higher proportion of in commuters rent

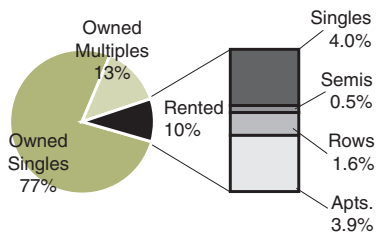
The availability of employment opportunities is one measure of a healthy community. Businesses locate where there are skilled workers, where costs are competitive, where infrastructure is good and where their employees can find suitable housing and enjoy a high quality of life.

A large number of York Region's businesses have to rely on workers that live outside and commute to work in the Region. One of the potential reasons why people live outside of York Region, relatively far away from their jobs, is the limited number of rental opportunities in the Region. If York Region's employers continue to experience difficulties in attracting and retaining employees, some might rethink the location of their firm. It is important to address the rental housing situation in the Region in order to retain and attract diverse employment and labour force.

In 2001, home ownership continued to be the most prevalent type of tenure of York Region's labour force. Almost 35,000 or 10% of the Region's resident employed labour force were tenants and 90% were home owners (fig 4.1). Almost half of the residents that were tenants lived in single and semi detached houses.

York Region's Resident Employed Labour Force by Tenure and Structure Type

FIGURE 4.1



York Region's In-Commuters by Tenure and Structure Type

FIGURE 4.2

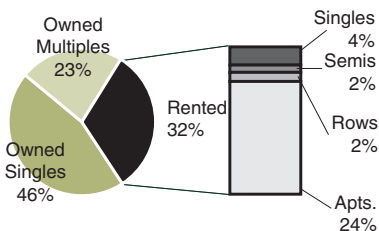


Figure 4.2 shows that 32% of people that lived outside and commuted to work in York Region were tenants. This proportion of in-commuters that were tenants was over three times larger than the proportion of tenants in York Region's resident employed labour force. Further, 26% of the 32% of in-commuters that were tenants lived in rental apartments and row houses.

Rent charged for single and semi-detached houses is usually higher than rent charged for apartment units. Since almost half of York Region's tenants lived in single and semi detached units, they likely have paid higher rents than the majority of tenant in-commuters that lived in apartment units. Therefore, York Region's rental stock is not only smaller, but is also more expensive compared to the adjacent municipalities. Many people that work in York Region, especially in lower paying occupations, have no choice but to live in cheaper rental accommodation available outside of the Region's borders.

Further analysis shows that in occupations related to manufacturing, construction and various trades and in certain sales and service related occupations, proportion of in-commuters that were tenants was even higher than the average for all in-commuters.

A higher proportion of in-commuters live in multiple dwellings

In the previous chapter it was shown that despite the continuous diversification of York Region's housing stock, it is still dominated by single-detached units. Also, the share of single detached-units in the Region's total housing stock continues to be the highest in the GTA. Single-detached units are on average more expensive and less likely to be rented out compared to other housing types.

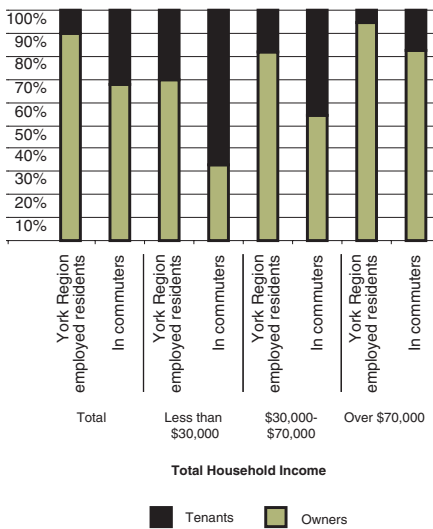
One of the potential reasons why a large number of York Region's businesses have to rely heavily on workers that live outside of the Region is the relatively limited number of semi-detached, row and apartment units.

Figure 4.1 shows that over 80% of York Region's resident employed labour force lived in single detached houses and almost 20% in semi-detached, row and apartment units. In comparison, figure 4.2 shows that 50% of people that lived outside and commuted to work in the Region lived in single detached houses and 50% in semi detached, row and apartment units. Further, an even higher proportion of in-commuters employed in manufacturing and processing related occupations (66%) lived in semi-detached, row and apartment units.

These evidence suggest that a large number of York Region's workers live outside of the Region because of the relatively limited number of multiple dwellings available in York Region. Therefore, actions have to be taken to promote the construction of semi-detached, row and apartment units that will increase the supply of relatively more

York Region's Resident Employed Labour Force and In-commuters by Total Household Income and Tenure

FIGURE 4.3



affordable and of rental housing. Currently, the share of single detached units in the new housing stock constructed in the Region continues to be one of the highest in the GTA. Increasing the housing options available in York Region will ensure that people who work in York Region, can also live in the Region if they choose to.

High Proportion of workers in low and medium income households rent

The choice between owning a home and renting depends on many factors including availability of appropriate housing, lifestyle choices, age, household type, future plans and financial situation. Since renting is usually more affordable than home ownership, it may be the only alternative for people in certain financial situations.

Figure 4.3 shows the distribution of York Region's resident employed labour force and in-commuters by total household income and tenure. As noted previously, compared to York Region's labour force, a significantly higher proportion of in-commuters lived in rental accommodation, mostly in rental apartments. A number of additional observations can be made:

- Compared to the proportion of tenants in York Region's resident employed labour force (10%) and in-commuters (32%), a significantly higher proportion of people in households with total income below \$30,000 and in the \$30,000-\$70,000 were tenants. This statement applies to both York Region's residents and in-commuters.

Approximately 30% of York Region's resident employed labour force and 67% of in-commuters with total household income below \$30,000 were tenants.

Also, approximately 18% of York Region's resident employed labour force and 45% of in-commuters with total household income in the \$30,000-\$70,000 range were tenants.

- In each income range, compared to York Region's resident employed labour force, a significantly higher proportion of in-commuters were tenants. These differences were especially pronounced for households with total income below \$70,000.

As noted previously, availability of rental housing is one of the potential reasons that some people work in York Region but live outside of the Region's borders. Further, availability of appropriate rental housing is more important for people in households with moderate total incomes. It is reasonable to suggest that some people employed in York Region in lower paying occupations can not afford to live in the Region due to the limited number of rental opportunities.

Expenditure on housing of York Region's labour force and in-commuters

In 2001, on an aggregate level, there were no significant differences in the expenditure on housing of York Region's resident employed labour force and in-commuters. Approximately one fifth (20%) of York Region's resident employed labour force and in-commuters were spending over 30% of the total household income on housing. Further, approximately 7% of the Region's resident employed labour force and in-commuters were spending over half of the total household income on shelter related costs. However, important differences between York Region's labour force and in-commuters emerge when comparing home owners and tenants in different income ranges.

Housing Affordability More Acute for Tenant Households:

Approximately 27% of York Region's resident employed labour force and in-commuters that were tenants, were paying over 30% of their total household income on housing. This proportion was significantly higher than 18% of the Region's labour force and 16% of in-commuters that were home owners and were paying over 30% of the total income on housing. (fig 4.4 and 4.5)

Also, compared to home owners, a larger proportion of York Region's labour force and in-commuters that were tenants were paying over half of the total household income on shelter related costs.

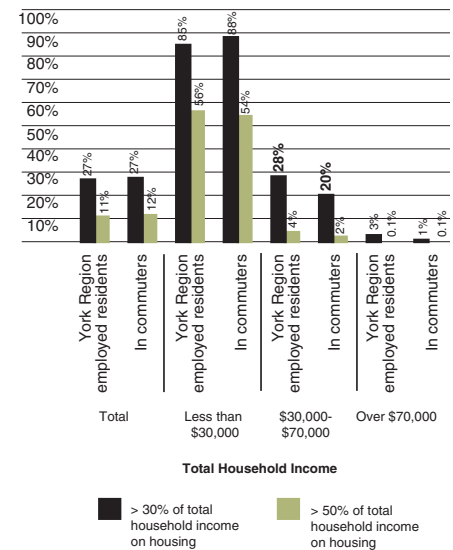
Many Low Income Households Spend Over 30% and 50% of Total Income On Housing:

A large number of York Region's resident employed labour force and in-commuters in low income households were paying a significant share of their income on housing. In terms of expenditure on housing, for low income households, the differences between owners and tenants were not significant. Of York Region's resident employed labour force and in-commuters in households with total income below \$30,000:

- Over 82% of owners and tenants were paying over 30% of the total household income on housing. After paying for their accommodation, approximately 15,600 of York Region's employed residents and 12,200 in-commuters were left with annual household income of \$21,000 or less.
- Over 54% of owners and tenants were paying more than half of their total household income on housing. After paying for their accommodation, approximately 12,000 of York Region's employed residents and 8,400 in-commuters were left with annual household income of \$15,000 or less.

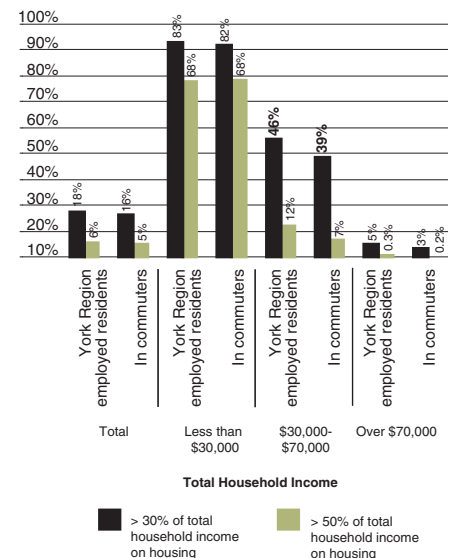
Tenants by Total Household Income and Expenditure on Housing

FIGURE 4.4



Home Owners by Total Household Income and Expenditure on Housing

FIGURE 4.5



Significant differences between labour force and in-commuters in medium income households

In terms of expenditure on housing, the differences between York Region's resident employed labour force and in-commuters were evident for households with total income in the \$30,000 - \$70,000 range (refer to figure 4.4 and 4.5). Compared to in-commuters, a higher proportion of York Region's owners and tenants were paying a significant share of their total household income on shelter related costs.

The following observations can be made when comparing York Region's resident employed labour force and in-commuters in households with total income in the \$30,000 to \$70,000 range:

- approximately 28% of the Region's employed labour force were tenants paying over 30% of their total income on shelter. This was higher than 20% of in-commuters that were tenants paying over 30% of their total income on shelter.
- approximately 46% of the Region's employed labour force in owner occupied housing, were paying over 30% of their total income on shelter. This was higher than 39% of in-commuters in owner occupied housing that were paying over 30% of their total income on shelter.
- almost 12% of the Region's employed labour force in owner occupied housing were paying over half of their income on shelter. This was higher than 7% of in-commuters in owner occupied housing that were paying over half of their total household income on shelter.

The analysis described above provides an explanation for why some York Region's businesses, especially those employing workers in low paying professions, are experiencing employee attraction and retention issues.

People, especially those in households with moderate total incomes, seek to reduce various household expenses. In terms of rental and affordable housing, York Region does not provide as much housing opportunities compared to the adjacent municipalities. To cut their expenses, in-commuters, especially in low income households, may try to look for employment closer to home in order to reduce their transportation costs, rather than to look for cheaper housing and move to York Region. This explains some of the retention issues experienced by York Region's employers.

Also, since rental and affordable housing in York Region is more scarce compared to some areas in the adjacent municipalities, attracting workers especially in lower paying professions, can prove challenging due to transportation or housing costs that employees will assume by working in the Region. This explains some of the attraction issues experienced by York Region's employers.

In medium income households, compared to in-commuters, a higher proportion of York Region's resident employed labour force were spending a significant share of their income on housing. As mentioned earlier, choices made by households regarding residence and job locations are complicated by households often having two or more working members as well as by other lifestyle choices. However, it can be suggested that York Region's residents in medium income households that work outside of the Region, might consider relocating closer to their place of work, especially if they can find cheaper housing. This might potentially reduce their housing and transportation costs.

Need for diverse, affordable housing to attract manufacturing, processing, construction and trade workers

Chapter 2 of this report looked at the distribution of York Region's employment and labour force by occupational categories. In most occupational categories, the number of jobs available in York Region in 2001 was almost equal to the size of the Region's resident employed labour force. However in some occupational categories there was a mismatch between the number of jobs and the number of York Region's residents employed in these occupations.

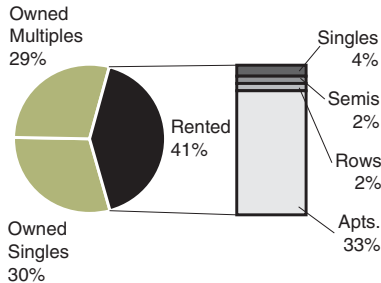
In 2001, manufacturing and processing related occupations as well as construction and various trade related occupations were two occupational categories where the number of jobs in York Region exceeded the total number of residents employed in these occupations. In these occupational categories, despite the relatively large number of employment opportunities available in York Region, many of the jobs were filled by in-commuters. Compared to 46% of York Region's jobs that were filled by in-commuters, a significantly higher proportion of jobs in manufacturing and processing related occupations (70%) and in construction and trades related occupations (60%) were filled by in-commuters. In these occupations, despite the availability of jobs in the Region, it is the availability of rental and entry level housing that explains why many people lived outside and commuted to work in the Region.

As noted previously, approximately 10% of York Region's resident employed labour force and 32% of in-commuters were tenants. In comparison, approximately 41% of in-commuters employed in manufacturing and processing related occupations and 34% of in-commuters employed in construction and trades related occupations were tenants.



In-commuters employed in manufacturing and processing by tenure and structure type

FIGURE 4.6



In-commuters employed in construction and trades by tenure and structure type

FIGURE 4.7

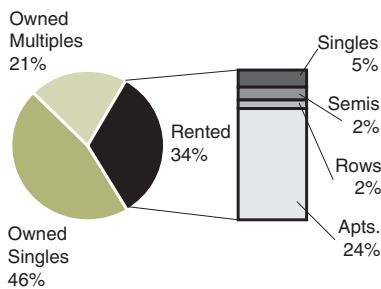


Figure 4.6 shows the distribution of York Region's in-commuters employed in manufacturing and processing related occupations by tenure and structure type. Most in-commuters employed in manufacturing and processing related occupations lived in semi-detached houses, row and apartment units (66%) and only a small proportion lived in single detached houses (34%). Also, of the 41% of in-commuters that were tenants, 33% lived in rental apartments including 30% that lived in rental apartments in the City of Toronto.

Figure 4.7 shows the distribution of York Region's in-commuters employed in construction and heavy equipment operators, other trades and trade helpers by tenure and structure type. Almost half of in-commuters employed in these occupations in the Region lived in semi-detached houses, row and apartment units (49%). Of the 34% of in-commuters that were tenants, 24% lived in rental apartments including 20% that lived in rental apartments in the City of Toronto.

A detailed analysis reveals that people employed in manufacturing, processing, construction and various trade related occupations lived in lower income households compared to the Region's total resident employed labour force and in-commuters. A higher proportion of in-commuters employed in manufacturing, processing, construction and various trade related occupations lived in households with total income of less than \$30,000 and in the \$30,000 to \$70,000 range, compared to all the in-commuters. (table 4.1).

York Region's In-Commuters

TABLE 4.1

	Total	Employed in Manufacturing and Processing related Occupations	Employed in Construction, equipment operators, trades and trade helpers
Below \$30,000	9%	12%	11%
\$30,000 - \$70,000	35%	42%	39%
Over \$70,000	56%	45%	50%

Also, a higher proportion of York Region's residents employed in manufacturing, processing, construction and various trade related occupations lived in households with lower total income, compared to the Region's total resident employed labour force,

Therefore, the 2001 Census data shows that many York Region's in-commuters and residents employed in manufacturing, processing, construction and various trade related occupations lived in low and medium income households.

People's choices of tenure and housing type reflect their preferences and financial means. In 2001, a large number of in-commuters, especially those employed in construction, various trades and in manufacturing and processing related occupations lived in semi-detached, row and apartment units. Also, a significant number of in-commuters were tenants. As noted previously, York Region's housing stock continues to be made up of predominantly owner occupied single detached units. Many people employed in York Region in construction, various trades, manufacturing and processing occupations could not find the same rental or affordable housing in the Region as they could find in the adjacent municipalities. This analysis shows that it is likely that limited rental opportunities and the relatively small number of semi-detached houses, row and apartment units in York Region might have prevented some in-commuters from living in the Region.

A higher proportion of in-commuters employed in construction and various trades as well as in manufacturing and processing related occupations lived in low and medium income households, compared to all in-commuters and to the Region's residents employed labour force. A higher proportion of York Region's resident employed labour force in medium income households were spending a significant share of their income on housing, compared to the in-commuters. Therefore, even if in-commuters in medium income households could find appropriate housing in the Region, they might have encountered greater housing affordability issues.

In 2001, construction and various trade related occupations and manufacturing and processing related occupations together accounted for almost 20% of York Region's employment. However, most of York Region's jobs in these occupations were filled by people that lived outside of the Region. As explained above, one of the important reasons for a large number of people employed in these occupations to commute into the Region for work was the lack of appropriate housing to meet their financial needs.

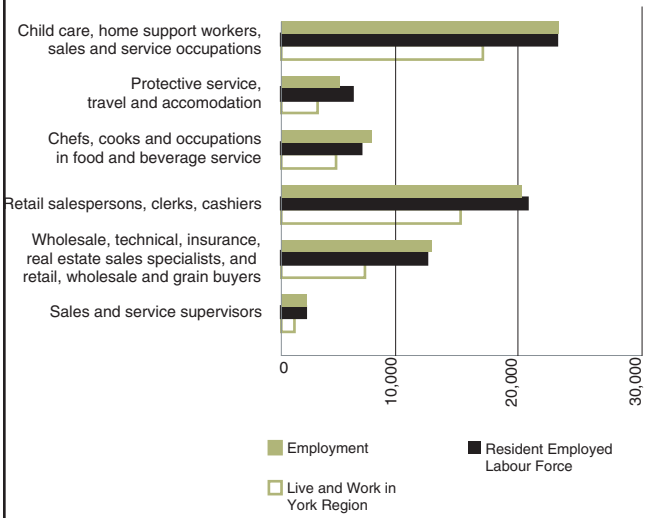
Relying on people that live outside of the Region to fill York Region's jobs has a number of implications for employers. People that have to commute relatively long distances to work, are more likely to look for employment opportunities closer to home. The advantages of working closer to home include reduced commuting time, lower transportation costs and fewer vehicles required by a household. Reduced time and cost of commuting is especially important for people in moderate income households. During the 2004 Employer Opinion Survey, a number York Region's employers identified attraction and retention of employees as an issue affecting their company. As expected, employers of workers in relatively low paying occupations had greater problems attracting and retaining employees.

Since business locate where they can find skilled workers and where their workers can find suitable housing, York Region's employers that have difficulties attracting and retaining workers may reconsider their business locations.

In many occupational categories a large number of York Region's jobs were filled by

Employment and Labour Force in Sales and Service Occupations

FIGURE 4.8



in-commuters. However, construction, various trades related occupations, manufacturing and processing related occupations were the only two occupational categories where the number of employment opportunities in the Region exceeded the size of the labour force, partially due to the housing situation in York Region. Therefore, steps have to be taken to provide appropriate housing for people employed in these occupations in order to maintain and increase York Region's employment in these occupations.

Increase in service sector jobs calls for diverse affordable housing

Employment growth in sales and service sector jobs is expected to continue. Between 1996 and 2001, the number of York Region's jobs in this occupational category increased by over 8,200. This increase represented approximately 10% of all new jobs added during this time period.

In 2001, the number of jobs available in York Region in sales and service occupations was comparable to the number of the Region's residents employed in these occupations. As noted previously, even when the broad sales and service occupational category was broken down into sub categories, there was a good match between the number of jobs and the number of York Region's residents employed in each sub category. (fig 4.8).

For the purposes of this analysis, the sales and services occupational category was broken down into the following sub categories:

- Child care, home support workers, sales and service occupations
- Protective services, travel and accommodation
- Chefs, cooks and occupations in food and beverage service
- Retail salespersons, clerks, cashiers
- Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers
- Sales and service supervisors

High live work ratio in sales and service related occupations:

In various sales and service related occupations, the live work ratios were significantly higher than York Region's total live work ratio. As discussed earlier, approximately 54% of York Region's residents worked within the Region. Approximately 67% of York Region's residents employed in sales and service related occupation worked within the Region. Further, over 72% of the Region's residents employed as retail salespersons, clerks, cashiers as well as child care, home support workers, and in sales and services worked within York Region.

As the number of York Region's jobs in the sales and service related occupation was comparable to the number of residents employed in these occupations, many of York Region's residents took advantage of the employment opportunities available and worked within the Region. One of the reasons for the relatively high live work ratio is that many sales and service related jobs do not require specialized skills or education. Therefore, York Region's residents did not have to look for jobs with specific requirements and therefore did not have to commute far from their homes.

Further analysis shows that York Region's residents employed in some sales and service related occupations lived in lower income households and spent a significant share of their income on housing. By working close to home, many residents employed in sales and service sector jobs could cut down or eliminate transportation related costs.

Lower household incomes of residents employed in sales and service sector jobs:

The distribution of York Region's resident employed labour force by occupation and total household income²⁸ is illustrated in figure 4.9. Overall, many York Region residents lived in high total income households. However, a large number of residents employed in certain sales and service related occupations and in construction and trades related occupations as well as in manufacturing and processing occupations lived in low and medium total income households.

²⁸ This figure is based on the custom tabulation of the 2001 Census data which assigns a household variable (total household income) to each employed member of a household. If for example, the income earners in a household are a manager and a retail salesperson, then their total household income will be counted twice in both management and retail persons, clerks and cashiers occupational category.

York Region's Resident Employed Labour Force by Occupation and Total Household Income, 2001

FIGURE 4.9



Of York Region's resident employed labour force:

- 5.3% lived in households with total income of less than \$30,000
- 24.3% lived in households with total income in the \$30,000-\$70,000 range
- 70.4% lived in households with total income over \$70,000.

A higher proportion of York Region's residents employed in sales and service related occupations lived in lower income households. Approximately 8% of the Region's residents employed in sales and service related occupations lived in households with total income of less than \$30,000 and 28% in households with total income in \$30,000 to \$70,000 range.

Further, an even higher proportion of residents employed in certain sub categories of sales and service occupations lived in low and medium income households. York Region residents employed as chefs, cooks and in occupations in food and beverage services had the highest proportion of residents in low income households (12.7%). Also, compared to the total resident employed labour force, a higher proportion of York Region's residents employed in child care, home support and sales and service occupations as well as those employed as retail sales persons, clerks and cashiers lived in low and medium total income households.

Residents employed in sales and service sector jobs spend more on housing:

The distribution of York Region's resident employed labour force by occupation and expenditure on housing is illustrated in figure 4.10. Approximately 18.5% of York Region's resident employed labour force lived in households that were spending over 30% of their total income on housing and 6.2% were spending over 50% of the total household income on housing.

²⁹ This figure is based on the custom tabulation of the 2001 Census data which assigns a household variable (expenditure on housing) to each employed member of a household. If for example, the income earners in a household are a manager and a retail salesperson, then the proportion of the total household income spent on housing will be counted twice in both management and retail persons, clerks and cashiers occupational category.

A higher proportion of residents employed in sales and service related occupations were spending a significant share of their total household income on housing, compared to York Region's resident employed labour force.

Approximately 23% of the Region's residents employed in sales and service related occupations were spending over 30% of their income on housing and over 8% were spending more than half of their total household income on housing.

Further, an even higher proportion of residents employed in certain sub categories of sales and service occupations were spending a significant share of their total household income on shelter related costs. Figure 4.10 shows that the highest proportions of York Region's residents employed as

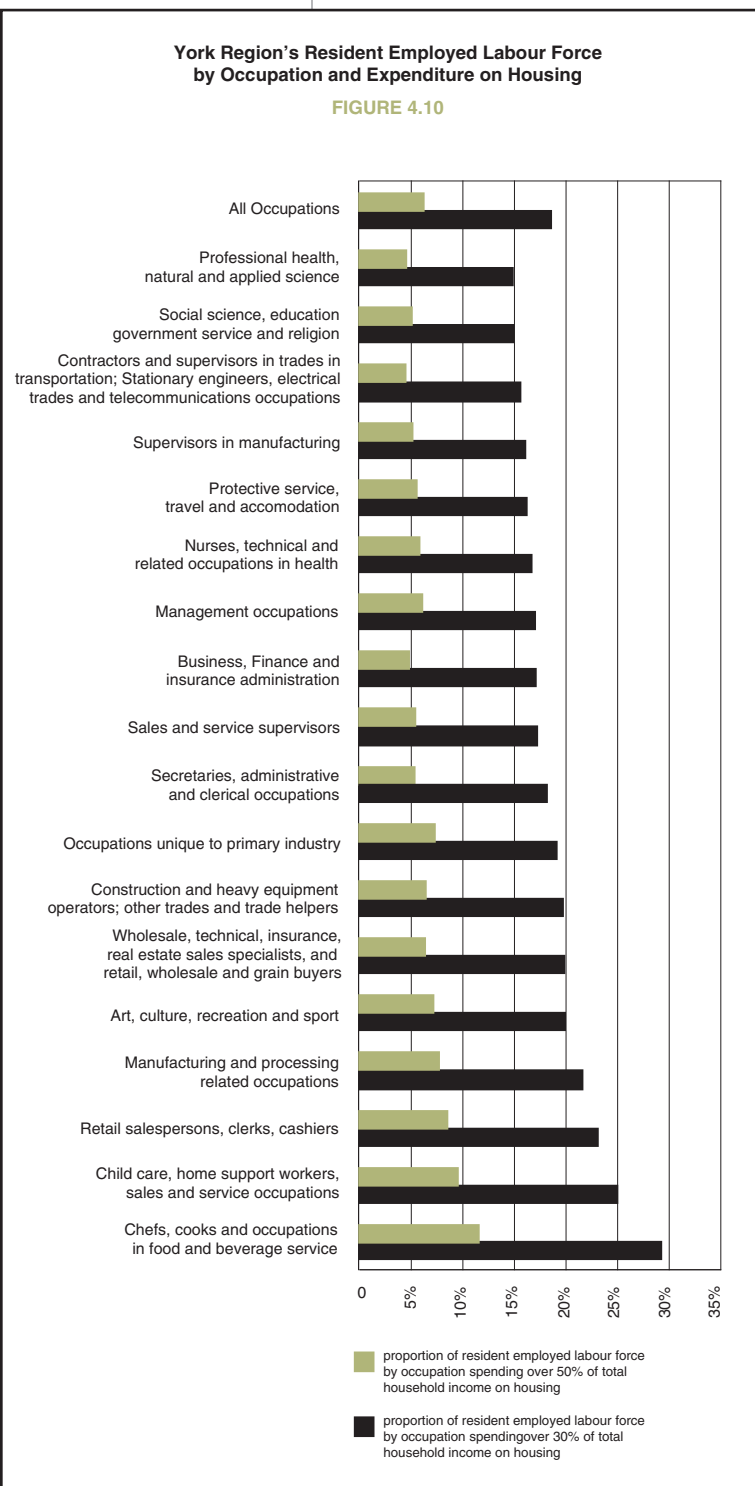
- retail salespersons, clerks, cashiers
- child care and home support workers, and in sales and service occupations
- chefs, cooks and in occupations in food and beverage service

lived in households that were spending over 30% and over 50% of their total household income on housing.

When analyzing total household income and expenditure on housing for each occupational category, a number of observations can be made. It is not unexpected that residents in higher income households spent smaller proportion of their income on shelter related costs.

A relatively high proportion of York Region's residents employed in occupations related to professional health, natural and applied sciences as well as in social science, education, government and religion lived in high total income households. Further, a relatively small proportion of these residents were spending a significant share of their income on housing.

The situation was quite different for residents employed in sales and service related occupations. A relatively high number of York Region's residents employed in retail, child care and home support as well as in food related industries lived in low and medium income households and were spending a significant share of their income on housing.



Increase in sales and service sector jobs is expected to continue

Between 1996 and 2001 Census years, the number of York Region's jobs in sales and service related occupations increased by more than 8,200. In the future, employment growth is projected across all occupational categories, including sales and service related occupations.

One of the reasons why employment growth in sales and service sector jobs is expected to continue is the change in the demographics of York Region.

York Region's population is forecasted to increase to 1.28 million by 2026. Many of the jobs in sales and service occupations are related to the size of the population. An increase in the population of the Region will bring about an increase in these population related sales and service sector jobs.

Also, consistent with the trends observed on the national, provincial and GTA wide levels, York Region's population is ageing. The demand for service sector jobs, such as home support is expected to increase with the continued ageing of the Region's population.

York Region has to address the housing needs of sales and service sector workers

A large proportion of York Region's residents employed in sales and service sector jobs live in low and medium income households and spend a significant share of their income on housing. York Region's housing stock with limited rental opportunities, relatively expensive entry level house prices and higher than the GTA average house prices, does not currently meet the housing needs of many residents employed in various sales and service sector jobs.

Relatively high live work ratios in many sales and service related occupations confirm that people employed in these occupations tend to work close to their places of residence. Many workers in sales and service related occupations, especially those in lower income households, can not afford to commute long distances to work. As the number of York Region's jobs in the sales and service occupations is expected to continue to increase, the Region's housing stock has to provide diverse affordable housing to attract residents to fill these positions.

It is expected that sales and service sector jobs will increase throughout the GTA and the demand for workers in these occupations will also increase. Since people employed in sales and service occupations tend to work close to their places of residence, it is important for York Region to attract residents that will work in these occupations in the Region.

Quality of life of York Region's residents will be affected if they won't have an easy access to workers providing services such as child care and home support workers. It will also be affected if York Region's employers will continue to experience difficulties in attracting and retaining workers in retail and food related occupations. The current and future housing needs of employees in sales and service sector jobs have to be addressed in order for York Region to remain the place of choice for many people to live, work, play, and learn.

chapter 5

CONCLUSION

York Region is an attractive place to live and work however a number of issues have to be addressed

Recently, York Region has become the fastest growing region in Canada. York Region's diverse and vibrant community, where most of the residents enjoy a high quality of life, is attracting people from across Canada and from other countries. York Region's attractiveness for economic investment is manifested by its rapidly increasing and diversifying economy. Over the past decade, York Region's employment has increased by over 50%, which corresponds to more than 132,000 new jobs.

York Region's population growth and economic development are expected to continue. By 2026, the Region's population is projected to increase to 1.28 million residents occupying 429,000 housing units. Also, it is anticipated that by 2026, York Region's total employment will reach 696,000 jobs. However, in order for York Region to remain the place of choice for residents and businesses, it has to address a number of existing and emerging issues.

York Region's live work ratio is improving but is still the lowest in the GTA

The availability of employment opportunities is one measure of a healthy community. Over the past decade, York Region's employment has increased faster than population and faster than the resident employed labour force. By 2001, the difference between the resident employed labour force and the number of York Region's jobs has decreased to just over 7,000. The balance of work trips between York Region and the GTA has become more even, however the volume of work trips remains high.

Despite these positive developments, York Region's live work ratio is still the lowest in the GTA. In 2001, less than 54% of York Region's resident employed labour force worked within the Region or alternatively over 46% of the Region's jobs were filled by in-commuters.

This report identifies two potential reasons for why a large number of York Region's residents and workers live and work on different sides of the Region's borders. In some occupations, the mismatches between the skills of York Region's labour force and the jobs available in the Region and in other, the mismatches between the jobs and housing available for York Region's workforce contribute to the Region's low live work ratio. As people continue to commute between their places of work and residence, the resulting traffic congestion and increasing commute times can negatively impact the health, well being and quality of life of York Region's residents and workers.

In most occupations good match between jobs and resident employed labour force

In most occupational categories there is a close match between the number of York Region's jobs and residents employed in these occupations. Further, the recent changes in employment and resident employed labour force have maintained the balance between York Region's jobs and qualified Region's residents.

However, in a number of occupational categories, there is a significant mismatch between the number of York Region's jobs and residents with skills to fill these positions. Further, in these occupations, the recent changes in employment and resident employed labour force have further increased the mismatches.

Opportunity to attract jobs in management, business, finance and administration and in social science, education, government and religion

The number of York Region's residents employed in management, business, finance and administration and in social science, education, government and religion is significantly larger than the number of jobs available in the Region. By locating in York Region, companies employing people in these occupations will gain access to a pool of well educated and highly skilled residents, including some residents that now have to commute outside of the Region for employment. In these occupations, an increase in the number of employment opportunities available in York Region is likely to improve the Region's live work ratio as some residents will find comparable jobs closer to home and leave their current positions.

Need for diverse and affordable housing to attract manufacturing, processing, construction and trade workers as well as to continue to expand the Region's employment base

The number of York Region's jobs in manufacturing, processing, construction and various trade related occupations is significantly larger than the number of the Region's residents employed in these occupations. Between 60% and 70% of York Region's jobs in these occupations are filled by people that live outside of the Region's borders, compared to 46% of all York Region's jobs that are filled by in-commuters.

Compared to York Region's resident employed labour force, a significantly higher proportion of in-commuters are tenants and a significantly lower proportion of in-commuters live in single detached dwellings. The differences in tenure and housing type are even more pronounced in manufacturing, processing, construction and various trades related occupations. The housing situation in York Region has a clear effect on the Region's workforce, especially workers in manufacturing, processing, construction and

trades related occupations. More diverse and affordable housing is necessary to ensure that people who work in York Region, can also live in the Region if they choose to, regardless of the type of housing they prefer or can afford.

Relying heavily on in-commuters can affect the ability of York Region's current employers to retain their employees as commuters find comparable jobs close to home. Also, the availability of skilled workers and of suitable housing for their employees are important factors that determine businesses location. Therefore, York Region has to take actions to improve the housing situation in order to maintain and continue to expand the Region's employment base.

Housing in York Region does not compare favourably to the adjacent municipalities:

The findings of the "Housing and our Economy, Remaining Competitive" report suggest that the housing situation in York Region is one of the reasons for people to live outside and commute to work in the Region. The 2004 Employer Opinion Survey confirms that York Region's employers consider affordable appropriate rental housing and affordable ownership housing to be the key issues for their employees. Relying heavily on in-commuters contributes to traffic congestion and can affect employee retention as commuters find comparable jobs close to home.

This report provides evidence to substantiate the claims that the housing situation in York Region is different compared to the adjacent municipalities and can therefore affect the Region's labour force, workforce and employment. The analysis of the housing market shows that York Region does not compare favourably to the adjacent municipalities in terms of rental opportunities, housing mix and house prices. The share of rental units in York Region's housing stock continues to be the lowest in the GTA. Despite the on-going diversification of the Region's housing stock, the share of single detached units in York Region's total and new housing stock continues to be the highest in the GTA. Also, the share of single detached units in the new housing stock built in York Region is higher than the GTA average and is one of the highest within the GTA. As the housing stock in the Region is made up of mostly single detached units, it limits the supply of relatively affordable and of rental housing.

Also, the average resale price in York Region continues to increase and is higher than the average resale price in the GTA and in the City of Toronto. The value of an entry level house, such as a standard townhouse, is also higher in selected areas in York Region than in many areas in the surrounding municipalities.

Diverse and affordable housing is required for the Region's current and future labour force:

"A Competitive Assessment of York Region" report indicated that transit, housing and skilled workforce are three key drivers that are of major importance in retaining the Region's competitiveness to retain and attract economic investment and ensure its future development.

Currently, York Region's employers and their workforce are affected by the limited number of rental opportunities as well as by the availability of affordable ownership housing. In the future, the housing situation will also play an important role in increasing York Region's labour force and therefore in maintaining its economic competitiveness.

York Region currently has a diverse, growing and resilient labour force, however additional support for the labour force will be required in the future. The support for the resident labour force will be necessary due to the unavoidable aging of the Region's population and a tendency to retire early. Recently a decrease in the proportion of the working age population, as well as the decreases in the labour force participation rate and replacement ratio have been observed in York Region and in other areas across Canada. These indicators suggest that York Region will be competing with other regions to attract and retain immigrant, inter-provincial migrants and youth to provide additional support for the Region's labour force. A wider variety and more affordable housing, including rental housing, will ensure that York Region continues to attract and retain youth and people from across Canada and other countries.

Increase in employment, including in sales and service sector jobs, calls for diverse and affordable housing

As York Region's population continues to increase and diversify, one of the challenges facing the Region will be to attract employment and to maintain the jobs to population ratio. Improving the transit system, expanding the housing options and increasing the resident labour force will ensure that the Region remains attractive for economic investment.

In York Region, by 2026, over 250,000 new jobs are expected to be added in all employment sectors, including in the population related sales and services sector. The analysis described in this report shows that people employed in sales and service sector jobs tend to work close to home as well as they live in households with lower total income and spend a significant share of their income on housing. As the population in York Region and in other areas in the country continues to increase and age, an increase in the demand for workers in sales and service sector will be experienced throughout the country. Providing diverse, affordable housing will ensure that York Region is successful in attracting and retaining residents to fill various sales and service sector positions in the Region. Preventing potential labour force shortages in the sales

and service sector occupations will ensure that the quality of life in York Region is not negatively impacted.

"Housing and Our Economy, Remaining Competitive" confirms the finding of other initiatives

In order to continue to increase the strength of York Region's economy, staff have already undertaken a number of initiatives to monitor and understand various issues facing the Region's employers and labour force.

During the 2000 and 2004 Employer Opinion Surveys, the majority of interviewed business owners acknowledged that the availability of affordable appropriate rental housing and affordable ownership housing are the key issues for their employees.

"A Competitive Assessment of York Region" emphasized that transit, housing and skilled workforce will continue to be three key drivers that are of major importance in retaining York Region's competitiveness to retain and attract economic investment and ensure its future development.

This "Housing and Our Economy, Remaining Competitive" report provides numerous statistical evidence to explain how does the housing situation in York Region affect the Region's employers and their workforce. The findings of this report combined with the anecdotal evidence of the 2004 Employer Opinion Survey clearly indicate that York Region has to take actions to improve its housing situation if it is to remain attractive for economic investments and to maintain its high quality of life.

chapter 6

AREA MUNICIPAL ANALYSIS

aurora

east gwillimbury

georgina

king

markham

newmarket

richmond hill

vaughan

whitchurch-stouffville

area municipal analysis

area municipal highlights

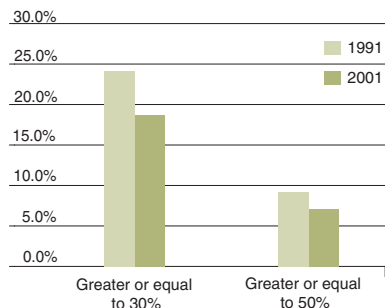
Aurora

In the ten year period between 1991 and 2001 Census dates:

- Population increased by 36.0%. As of December 31, 2003, Aurora's population was estimated at 44,770 or 5.2% of York Region's total.
- Employment increased by 52.5%. In 2001, approximately 17,740 or 4.7% of York Region's jobs were located in Aurora.
- Resident employed labour force increased by 37.7%. In 2001, approximately 21,800 or 5.6% of York Region's resident employed labour force lived in Aurora.
- The live work ratio remained unchanged. In 2001, approximately 30% of Aurora's resident employed labour force worked in Aurora.
- Total number of occupied private dwellings increased by approximately 38.3% from 9,400 to 13,000. As of December 31, 2003, Aurora's total housing stock was estimated at 14,080 units and represented 5.5% of the Regional total. (fig 2)
- Housing stock continued to diversify: share of single detached units decreased from 71.4% in 1991 to 68.9% in 2001 to 67.9% in 2003.
- Number of rental units decreased by 100 units from 2,100 to 2,000.
- The share of rental units in Aurora's housing stock decreased from 22.4% to 15.4%.
- The proportion of households with total income below \$30,000 and in the \$30,000-\$70,000 range has decreased, but the number of households has increased. (fig 3 and 4)
- The share of Aurora's households paying over 30% and over 50% of the total income on housing has decreased, but the number of households has increased. (fig 5)

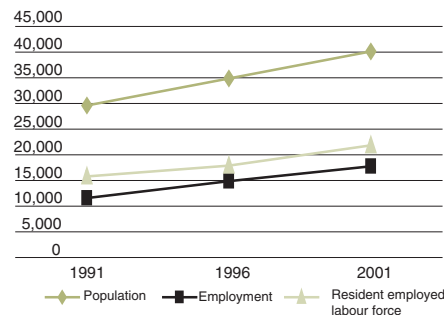
Proportion of Aurora Households Paying Over 30% and Over 50% of Household Income on Housing

FIGURE 5



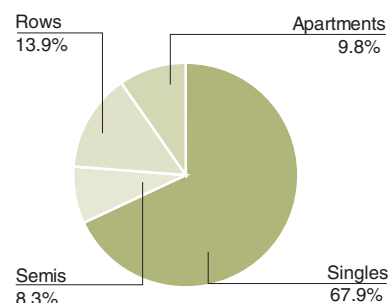
Population, Employment and Resident Employed Labour Force in Aurora, 1991-2001

FIGURE 1



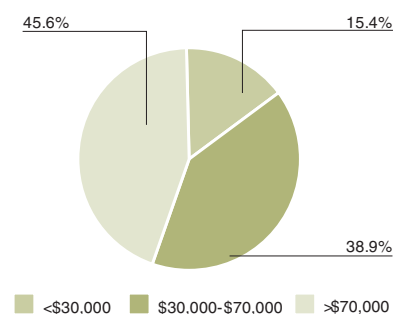
Aurora Housing Composition, 2003

FIGURE 2



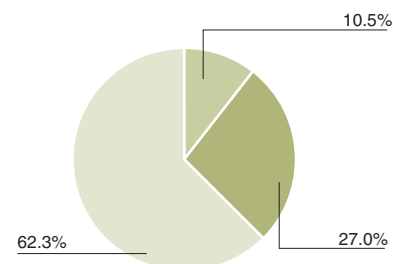
Distribution of Aurora Households by Total Income, 1991

FIGURE 3



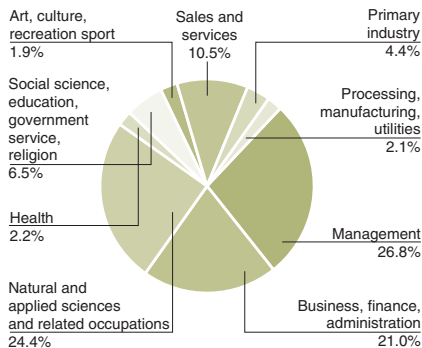
Distribution of Aurora Households by Total Income, 2001

FIGURE 4



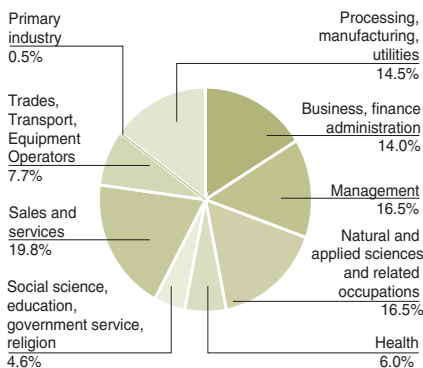
Aurora Resident Employed Labour Force Growth by Occupation, 1996-2001

FIGURE 6



Aurora Employment Growth by Occupation, 1996-2001

FIGURE 7



Labour Force and Employment Growth:

In the 1996-2001 period, the increase in the number of jobs located in Aurora was almost equal to the increase in the resident employed labour force. The largest increases in Aurora's resident employed labour force were in: (fig 6)

- management;
- natural and applied sciences and related occupations;
- business, finance and administration.

Between 1996 and 2001, the largest increases in the number of jobs located in Aurora were in: (fig 7)

- sales and services;
- management;
- natural and applied sciences and related occupations

Labour Force and Employment Comparison:

Figure 8 shows the distribution of Aurora's employment and resident employed labour force by occupational categories.

In 2001, approximately 48% of the jobs in Aurora were in:

- Secretarial, administrative and clerical occupations (2,500 or 15 % of Aurora's jobs)
- Management (2,120 or 13 %)
- Occupations in social science, education, government and religion (1,690 or 10%)
- Child care, home support workers and sales and service related occupations (1,600 or 10%).

Approximately 46.5 % of Aurora's resident employed labour force worked in:

- Management (4,180 or 21% of Aurora's resident employed labour force)
- Secretarial, administrative and clerical occupations (3,200 or 16%)
- Professional health, natural and applied sciences and related occupations (1,900 or 9.5%)

Occupational Mismatches:

In some occupational categories, the number of jobs in Aurora was comparable to the number of Aurora's residents employed in these occupations.

In the following occupational categories, the number of jobs in Aurora was significantly less than the number of Aurora's residents employed in these occupations:

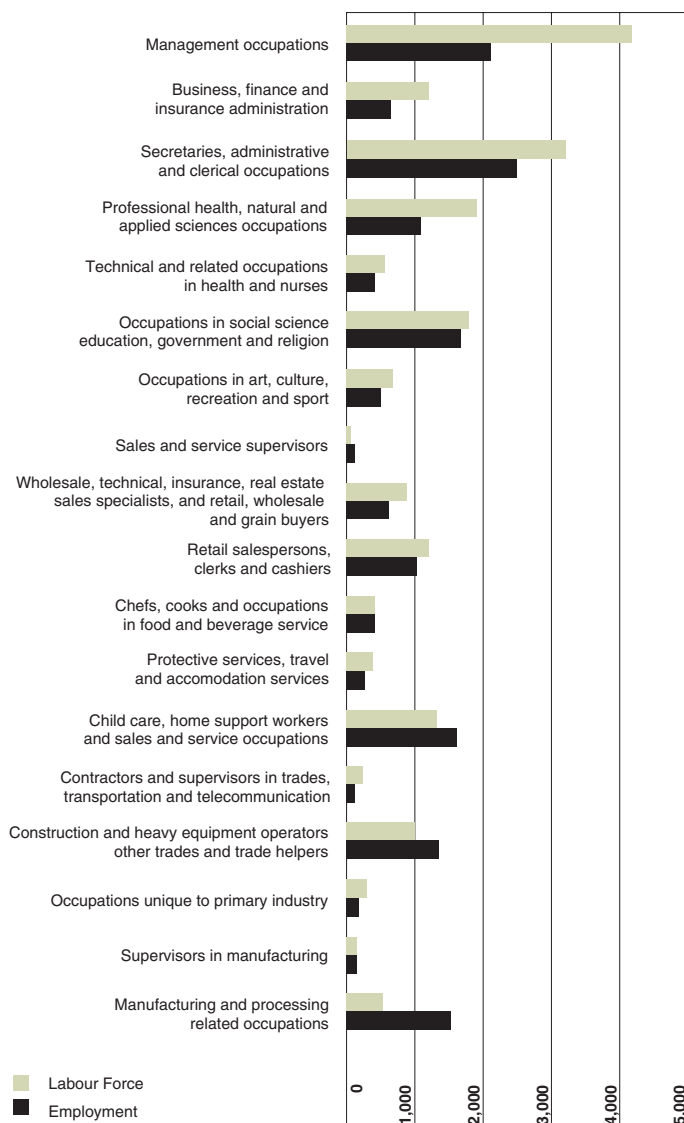
- Management (difference of 2,060)
- Professional health, natural and applied sciences (820)
- Secretarial, administrative and clerical occupations (700)
- Business, finance and insurance administration (570).

In the following occupational categories, the number of jobs in Aurora was greater than the number of Aurora's residents employed in these occupations:

- Manufacturing and processing related occupations (difference of 1,000)
- Construction and other trades and trade helpers (370)

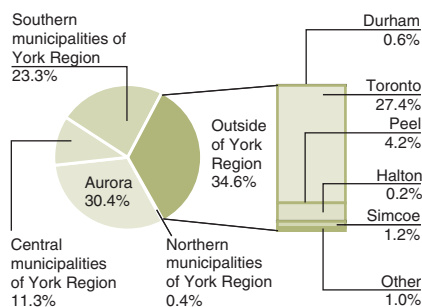
Aurora Resident Employed Labour Force and Employment, 2001

FIGURE 8



Aurora Resident Employed Labour Force by Place of Work

FIGURE 9



Resident Employed Labour Force by Place of Work:

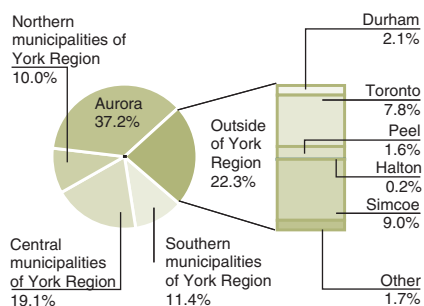
- In 2001, approximately 30% of Aurora's resident employed labour force worked within Aurora. This live work ratio remained unchanged since 1991.
- Of the 70% of Aurora's resident employed labour force that worked outside of Aurora, approximately 50% worked in other municipalities of York Region and 50% commuted to work outside of the Region.
- Most of Aurora's residents that commuted to work outside of York Region, worked in Toronto.

Municipal Employment by Place of Residence:

- Of the jobs located in Aurora, approximately 37% were filled by Aurora's residents, 40.5% by people that lived in other municipalities of York Region and 22.5% by people that lived outside of the Region.
- Consistent with the Regional trend, a higher proportion of people that lived outside of York Region and worked in Aurora were tenants. Approximately 22% of in commuters from outside of the Region lived in rental accommodation compared to 16% of people that lived and worked in Aurora.

Aurora Employment by Place of Residence

FIGURE 10

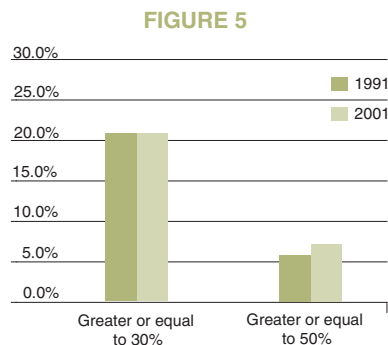


East Gwillimbury

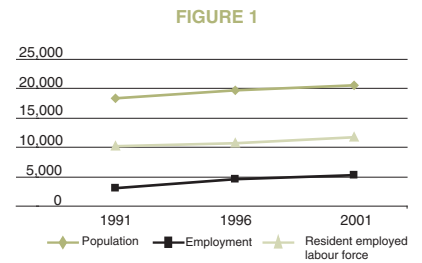
In the ten year period between 1991 and 2001 Census dates:

- Population increased by 12.0%. As of December 31, 2003, East Gwillimbury's population was estimated at 21,500 or 2.5% of York Region's total.
- Employment increased by 76.6%. In 2001, approximately 5,350 or 1.4% of York Region's jobs were located in East Gwillimbury.
- Resident employed labour force increased by 16.0%. In 2001, approximately 11,750 or 3.0% of York Region's resident employed labour force lived in East Gwillimbury.
- The live work ratio remained unchanged. In 2001, approximately 19% of East Gwillimbury's resident employed labour force worked in East Gwillimbury.
- Total number of occupied private dwellings increased by approximately 17% from 5,600 to 6,500. As of December 31, 2003, East Gwillimbury's total housing stock was estimated at 6,650 units and represented 2.6% of the Regional total. (fig 2)
- Housing stock continued to diversify: share of single detached units decreased from 93.5% in 1991 to 91.3% in 2001 and 2003.
- Number of rental units increased by 50 units from 700 to 750.
- The share of rental units in East Gwillimbury's housing stock decreased from 12.6% to 11.6%.
- The proportion and number of households with total income above \$70,000 has increased (fig 3 and 4).
- The share of East Gwillimbury households paying over 30% of the total income on housing remained unchanged and the share of households paying over 50% of income on housing has increased. The number of households paying over 30% and over 50% of total income on housing has increased. (fig 5)

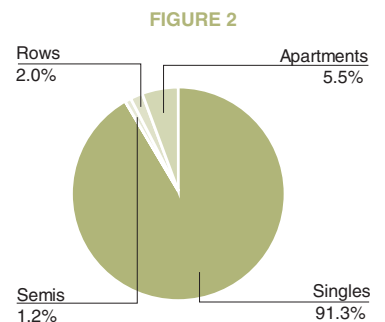
Proportion of East Gwillimbury Households Paying Over 30% and Over 50% of Household Income on Housing



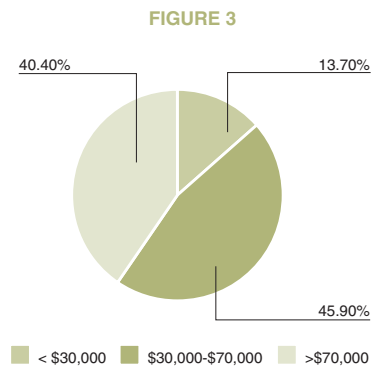
Population, Employment and Resident Employed Labour Force in East Gwillimbury, 1991-2001



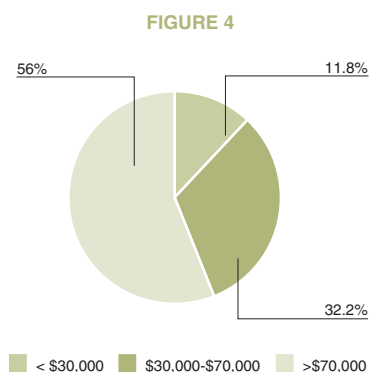
East Gwillimbury Housing Composition, 2003



East Gwillimbury Households by Total Income, 1991

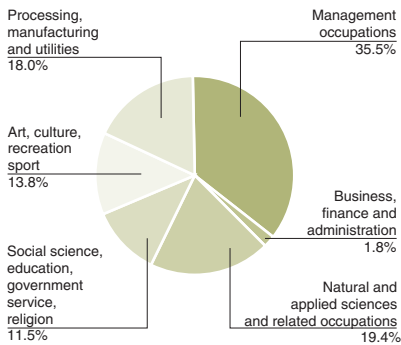


East Gwillimbury Households by Total Income, 2001



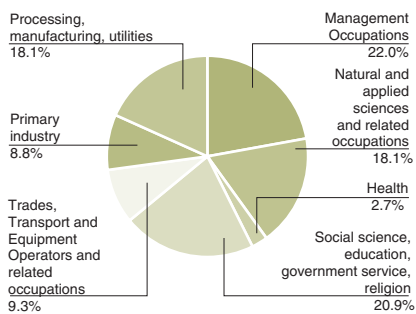
Resident Employed Labour Force Growth by Occupation, East Gwillimbury 1996-2001

FIGURE 6



Employment Growth by Occupation East Gwillimbury, 1996-2001

FIGURE 7



Labour Force and Employment Growth:

In the 1996-2001 period, the increase in the number of jobs located in East Gwillimbury was almost equal to the increase in the resident employed labour force. During this time period, the number of East Gwillimbury residents employed in sales and services as well as in health occupations has decreased. Further, the number of residents employed in trades, transport and equipment operators as well as in occupations unique to primary industry remained largely unchanged. The largest increases in East Gwillimbury resident employed labour force were in: (fig 6)

- management;
- natural and applied sciences and related occupations.

Between 1996 and 2001, the number of East Gwillimbury jobs in sales and services as well as in business, finance and administration has decreased. Further, the number of jobs in occupations related to art, culture, recreation and sport remained largely unchanged. The largest increases in the number of jobs located in East Gwillimbury were in: (fig 7)

- management;
- social science, education, government and religion.

Labour Force and Employment Comparison:

Figure 8 shows the distribution of East Gwillimbury's employment and resident employed labour force by occupational categories.

In 2001, approximately 50% of the jobs in East Gwillimbury were in:

- Construction, heavy equipment operators, other trades and trade helpers (590 or 14.4 % of East Gwillimbury jobs)
- Secretarial, administrative and clerical occupations (510 or 12.4 %)
- Management occupations (500 or 12.2%)
- Occupations in social science, education, government and religion (450 or 10.9%).

Approximately 50 % of East Gwillimbury resident employed labour force worked in:

- Secretarial, administrative and clerical related occupations (1,770 or 17.2% of East Gwillimbury resident employed labour force)
- Management occupations (1,660 or 16.1%)
- Construction, heavy equipment operators, other trades and trade helpers. (950 or 9.2%)
- Occupation in social science, education, government and religion (790 or 7.7%).

Occupational Mismatches:

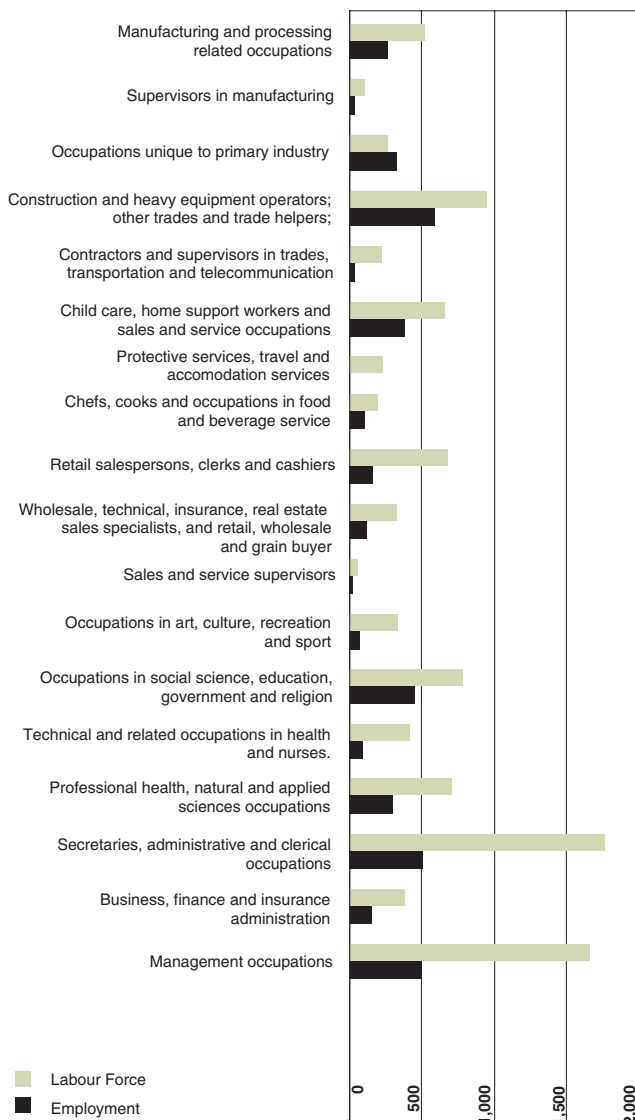
In some occupational categories, the number of jobs in East Gwillimbury was comparable to the number of East Gwillimbury residents employed in these occupations.

In the following occupational categories, the number of jobs in East Gwillimbury was significantly less than the number of East Gwillimbury residents employed in these occupations:

- Secretarial, administrative and clerical occupations (difference of 1,260)
- Management occupations (difference of 1,160)

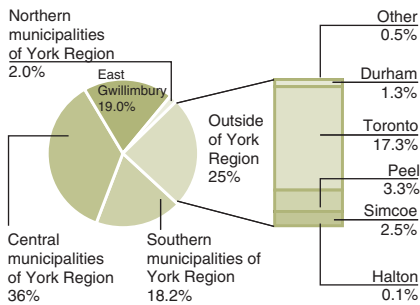
**East Gwillimbury Resident Employed
Labour Force and Employment, 2001**

FIGURE 8



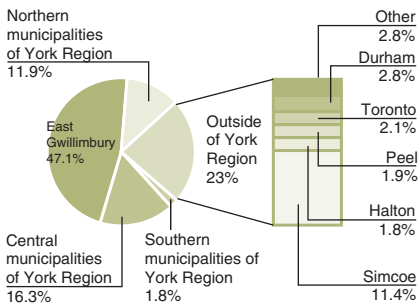
East Gwillimbury Resident Employed Labour Force by Place of Work

FIGURE 9



East Gwillimbury Employment by Place of Work

FIGURE 10



In 2001, the size of the municipal employed labour force was significantly larger than the number of jobs available in East Gwillimbury. Therefore, in most occupational categories the number of residents employed in each category exceeded the number of jobs available in East Gwillimbury in that category. The only occupational category where the number of East Gwillimbury jobs was slightly greater than the number of residents employed in that category was occupations unique to primary industry.

Resident Employed Labour Force by Place of Work:

- In 2001, approximately 19% of East Gwillimbury resident employed labour force worked within East Gwillimbury. This live work ratio remained unchanged since 1991.
- Of the 81% of East Gwillimbury resident employed labour force that worked outside of East Gwillimbury, approximately 56% worked in other municipalities of York Region and 25% commuted to work outside of the Region.
- Most of East Gwillimbury residents that commuted to work outside of York Region, worked in Toronto.

Municipal Employment by Place of Residence:

Of all the jobs available in East Gwillimbury in 2001:

- 47% were filled by residents of East Gwillimbury
- 30% by residents of other York Region's municipalities and
- 23% by people that lived outside of the Region.
- Consistent with the Regional trend, a higher proportion of people that lived outside of York Region and worked in East Gwillimbury were renters. Approximately 18.2% of in commuters from outside of the Region lived in rental accommodations compared to 9% of people that lived and worked in East Gwillimbury.

Georgina

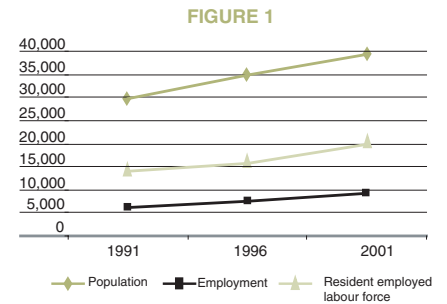
In the ten year period between 1991 and 2001 Census dates:

- Population increased by 32.0%. As of December 31, 2003, Georgina's population was estimated at 43,300 or 5.1% of York Region's total.
- Employment increased by 50.2%. In 2001, approximately 9,350 or 2.5% of York Region's jobs were located in Georgina.
- Resident employed labour force increased by 42.9%. In 2001, approximately 20,000 or 5.2% of York Region's resident employed labour force lived in Georgina.
- The live work ratio decreased from 35.7% to 31.8%. Compared to 1991, in 2001, a smaller proportion of Georgina's resident employed labour force worked in Georgina.
- Total number of occupied private dwellings increased by approximately 31.7% from 10,500 to 13,800. As of December 31, 2003, Georgina's total housing stock was estimated at 14,620 units and represented 5.8% of the Regional total.
- Housing stock continued to diversify: share of single detached units decreased from 87.8% in 1991 to 85.6% in 2001 to 84.8% in 2003. (fig 2)
- Number of rental units increased by 280 units from 2,085 to 2,365.
- The share of rental units in Georgina's housing stock decreased from 19.9% to 17.2%.
- The proportion of households with total income below \$30,000 and in the \$30,000-\$70,000 range has decreased. However, the number of households with total income below \$30,000 remained largely unchanged, while the number of households with total income in the \$30,000-\$70,000 and above \$70,000 increased. (fig 3 and 4)
- The share of Georgina's households paying over 30% and over 50% of the total income on housing has decreased. The number of households paying over 30% and over 50% of the total income on housing has increased. (fig 5)

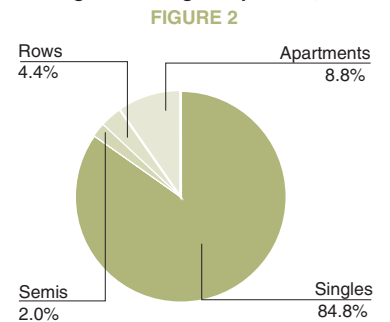
Proportion of Georgina Households Paying Over 30% and Over 50% of Household Income on Housing



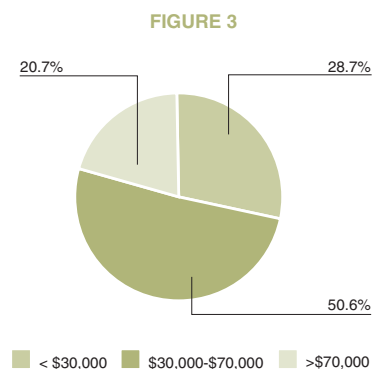
Population, Employment and Resident Employed Labour Force in Georgina, 1991-2001



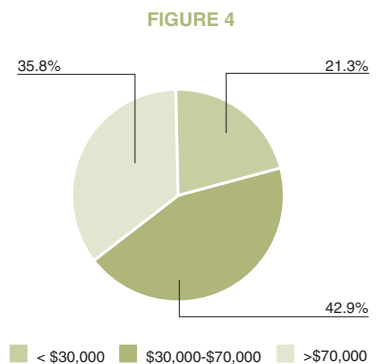
Georgina Housing Composition, 2003



Distribution of Georgina Households by Total Income, 1991

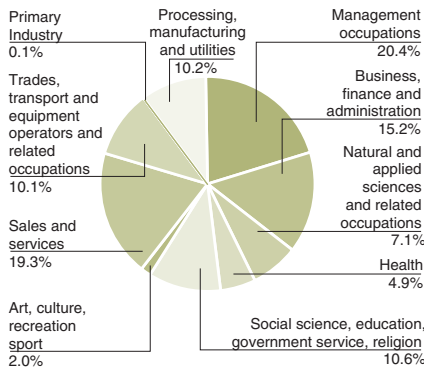


Distribution of Georgina Households by Total Income, 2001



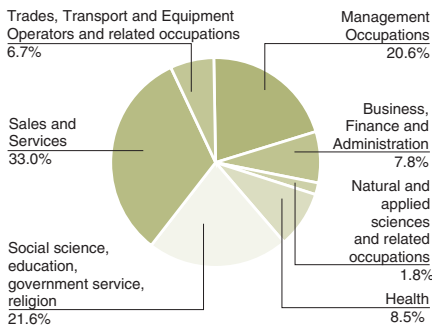
Resident Employed Labour Force Growth by Occupation, Georgina 1996-2001

FIGURE 6



Employment Growth by Occupation Georgina, 1996-2001

FIGURE 7



Labour Force and Employment Growth:

In the 1996-2001 period, the increase in Georgina's resident employed labour force was significantly larger than the increase in the number of jobs located in Georgina. The largest increases in Georgina's resident employed labour force were in: (fig 6)

- management;
- sales and service related occupations;
- business, finance and administration.

Between 1996 and 2001, the number of jobs in manufacturing and processing related occupations has decreased, while the number of jobs in primary industry as well as in art, culture, recreation and sport remained largely unchanged. (Note, these categories are excluded from figure 7). The largest increases in the number of jobs located in Georgina were in:

- sales and service related occupations;
- social science, education, government and religion;
- management.

Labour Force and Employment Comparison:

Figure 8 shows the distribution of Georgina's employment and resident employed labour force by occupational categories.

In 2001, approximately 54% of the jobs in Georgina were in:

- Child care, home support workers and sales and service related occupations (1,070 or 16% of Georgina's jobs).
- Occupations in social science, education, government and religion (950 or 14%)
- Management (800 or 12 %)
- Secretarial, administrative and clerical occupations (790 or 12%).

Approximately 53% of Georgina's resident employed labour force worked in:

- Secretarial, administrative and clerical occupations (2880 or 17% of Georgina's resident employed labour force);
- Construction and heavy equipment operators, trade and trade helpers (2,430 or 14%);
- Management (2,040 or 12%);
- Child care, home support workers and sales and service related occupations (1,650 or 10%).

Occupational Mismatches:

In some occupational categories, the number of jobs in Georgina was comparable to the number of Georgina's residents employed in these occupations.

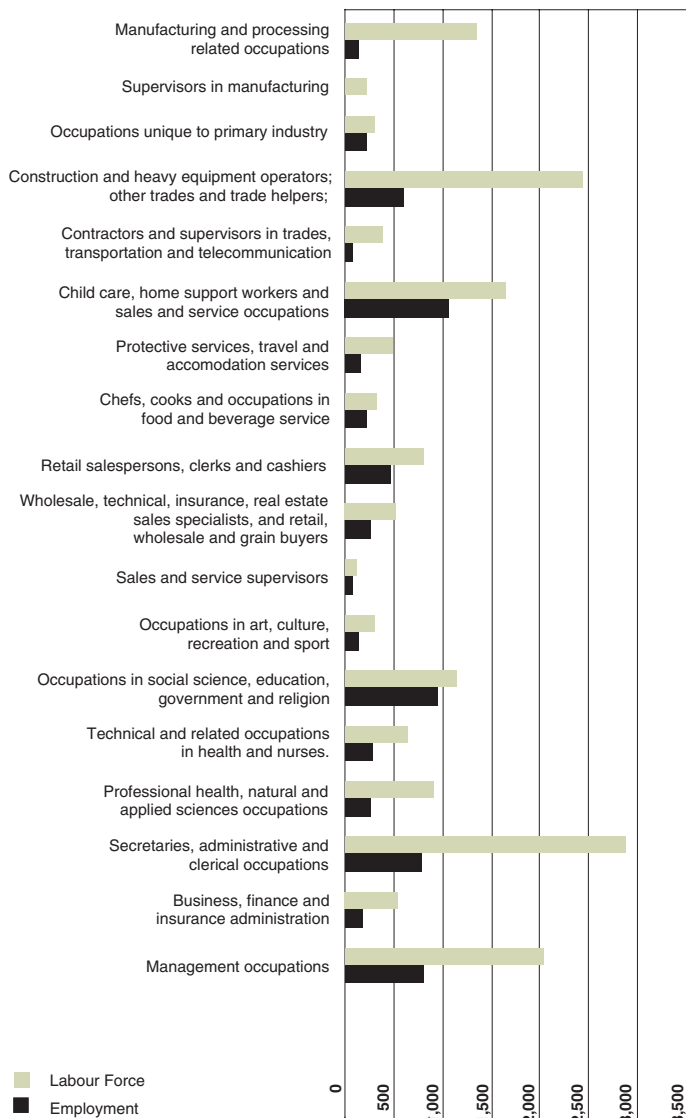
In 2001, the size of Georgina's resident employed labour force was significantly larger than the number of jobs located in Georgina. In all occupational categories, the number of Georgina's residents employed in these occupations exceeded the number of jobs located in Georgina. In the following occupational categories, the number of

Georgina's residents employed in these occupations has significantly exceeded the number of jobs available in Georgina in these occupations:

- Secretarial, administrative and clerical occupations (difference of 2,100);
- Construction and heavy equipment operators, trade and trade helpers (1,800);
- Management (1,240);
- Manufacturing and processing related occupations (1,200).

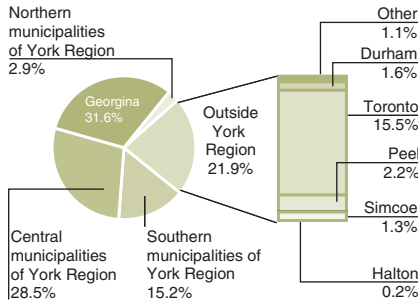
Georgina Resident Employed Labour Force and Employment, 2001

FIGURE 8



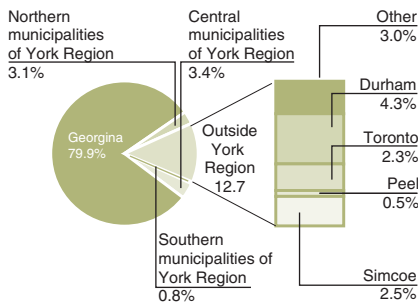
Georgina Resident Employed Labour Force by Place of Work, 2001

FIGURE 9



Georgina Employment by Place of Residence, 2001

FIGURE 10



Resident Employed Labour Force by Place of Work:

- In 2001, approximately 31.6% of Georgina's resident employed labour force worked within Georgina. The live work ratio in Georgina decreased from its 1991 value of 35.7%.
- Of the 68.4% of Georgina's resident employed labour force that worked outside of Georgina, approximately 46.4% worked in other municipalities of York Region and 22% commuted to work outside of the Region.
- Most of Georgina's residents that commuted to work outside of York Region, worked in Toronto.

Municipal Employment by Place of Residence:

- Of the jobs located in Georgina in 2001:
 - almost 80% were filled by Georgina's residents,
 - 7.3% by people that lived in other municipalities of York Region
 - 12.7% by people that lived outside of the Region.
- Consistent with the Regional trend, a higher proportion of people that lived outside of York Region and worked in Georgina were tenants. Approximately 21.4% of in-commuters from outside of the Region lived in rental accommodations. In comparison, 14.5% of people that lived and worked in Georgina were tenants.

King

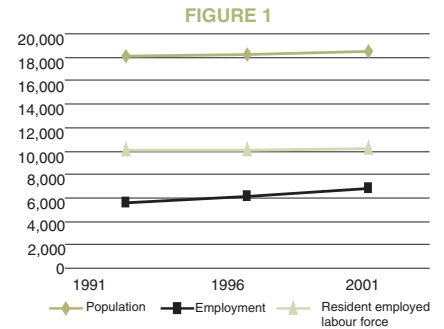
In the ten year period between 1991 and 2001 Census dates:

- Population increased by 2.3%. As of December 31, 2003, King's population was estimated at 19,700 or 2.4% of York Region's total.
- Employment increased by 23.8%. In 2001, approximately 6,860 or 1.8% of York Region's jobs were located in King.
- Resident employed labour force increased by 1.5%. In 2001, approximately 10,300 or 2.6% of York Region's resident employed labour force lived in King.
- The live work ratio remained unchanged. In 2001, approximately 28% of King's resident employed labour force worked in King.
- Total number of occupied private dwellings increased by approximately 5.3% from 5,750 to 6,050. As of December 31, 2003, King's total housing stock was estimated at 6,300 units and represented 2.5% of the Regional total.
- Housing mix remained largely unchanged: share of single detached units was 94.9% in 1991 to 94.5% in 2001 to 94.3% in 2003. (fig 2). In 2003, the share of single detached units in King's total housing stock was the highest throughout York Region.
- Number of rental units decreased by 35 units from 935 to 900.
- The share of rental units in King's housing stock decreased from 16.3% to 14.9%.
- The number and proportion of households with total income below \$30,000 and in the \$30,000-\$70,000 range has decreased. (fig 3 and 4)
- The share of King households paying over 30% and over 50% of the total income on housing has decreased. The number of households paying over 30% of the total income on housing has decrease and the number of households paying over 50% of income on housing remained unchanged. (fig 5)

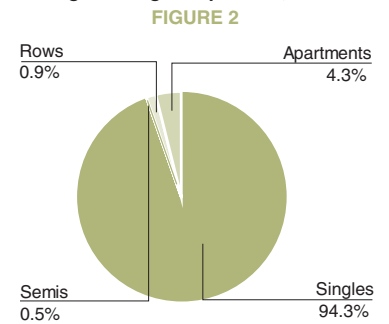
Proportion of King Households Paying Over 30% and Over 50% of Household Income on Housing



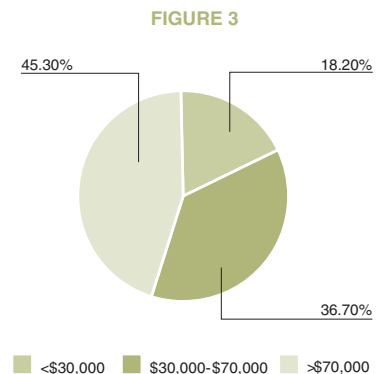
Population, Employment and Resident Employed Labour Force in King, 1991-2001



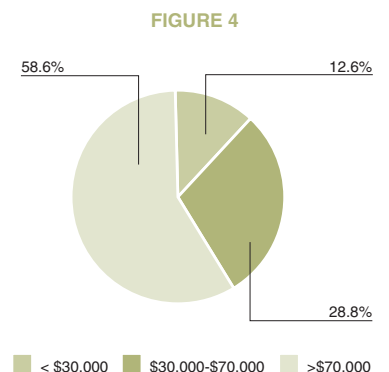
King Housing Composition, 2003



Distribution of King Households by Total Income, 1991

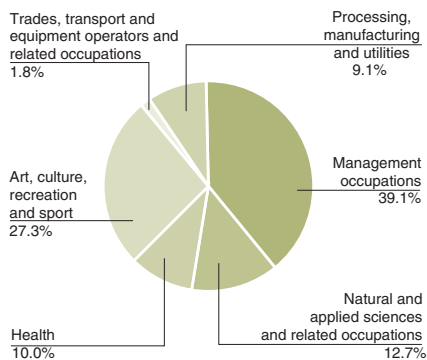


Distribution of King Households by Total Income, 2001



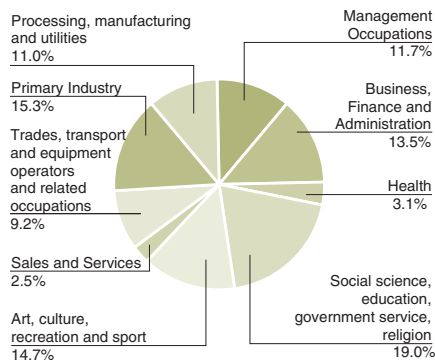
Resident Employed Labour Force Growth by Occupation, King 1996-2001

FIGURE 6



Employment Growth by Occupation King, 1996-2001

FIGURE 7



Labour Force and Employment Growth:

In the 1996-2001 period, the increase in the number of jobs located in King was larger than the increase in the resident employed labour force. The number of King residents employed in business, finance and administration; sales and service related occupations as well as in occupations unique to primary industry has decreased. Also, there was no significant change in the number of King residents employed in occupations related to social science, education, government and religion. (Note, these occupational categories are excluded from fig 6).

Between 1996 and 2001, the largest increases in King's resident employed labour force were in: (fig 6)

- management;
- occupations related to art, culture, recreation and sport.

Between 1996 and 2001, there was no significant change in the number of jobs located in King in natural and applied sciences and related occupations.

The largest increases in the number of jobs located in King were in: (fig 7)

- social science, education, government and religion;
- primary industry;
- arts, culture, recreation and sport.

Labour Force and Employment Comparison:

Figure 8 shows the distribution of King employment and resident employed labour force by occupational categories.

In 2001, approximately 48% of the jobs in King were in:

- Secretarial, administrative and clerical occupations (775 or 14% of jobs in King);
- Construction and heavy equipment operators, trades and trade helpers (660 or 12%);
- Management (615 or 11 %);
- Occupations in social science, education, government and religion (590 or 11%).

Approximately 53 % of King resident employed labour force worked in:

- Management (1,760 or 20% of King resident employed labour force);
- Secretarial, administrative and clerical occupations (1,340 or 15.5%);
- Occupations in social science, education, government and religion (770 or 9%);
- Construction and heavy equipment operators, trades and trade helpers (730 or 8.5%).

Occupational Mismatches:

In some occupational categories, the number of jobs in King was comparable to the number of King residents employed in these occupations.

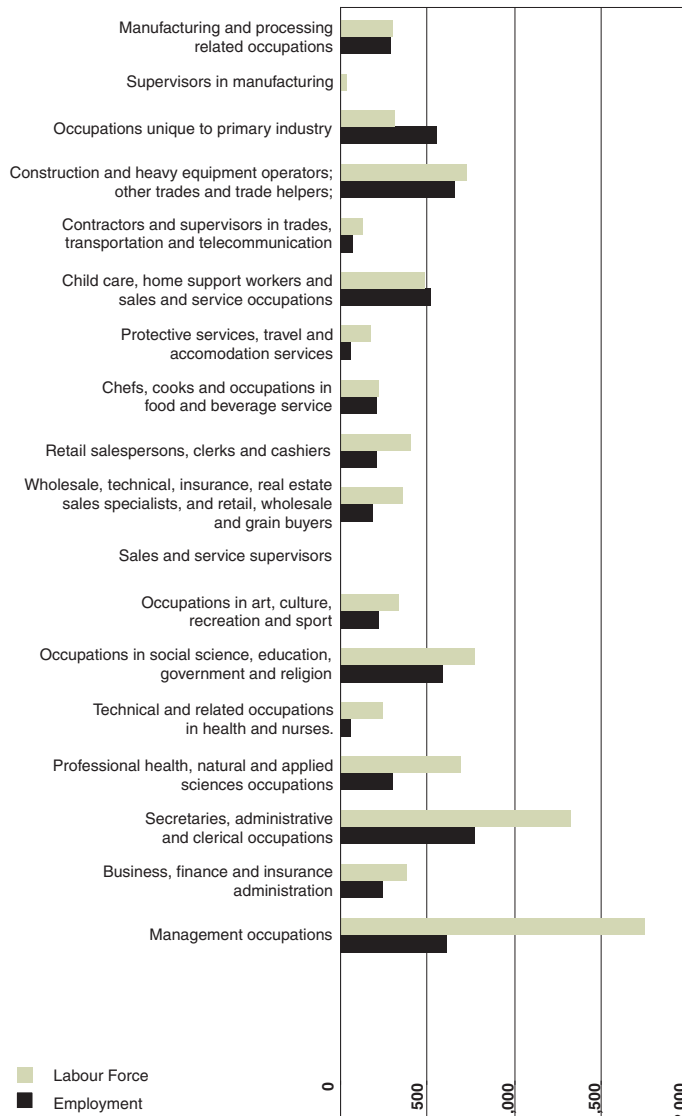
In occupations unique to primary industry, the number of jobs located in King exceeded the number of residents employed in these occupations (difference of 240).

In the following occupational categories, the number of jobs in King was significantly less than the number of King residents employed in these occupations:

- Management (difference of 1,150)
- Secretarial, administrative and clerical occupations (560).

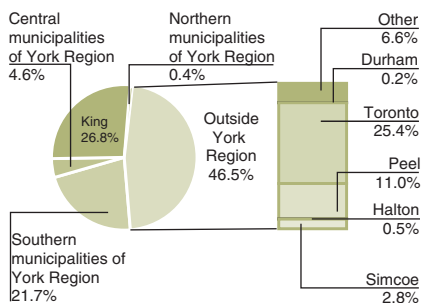
King Resident Employed Labour Force and Employment, 2001

FIGURE 8



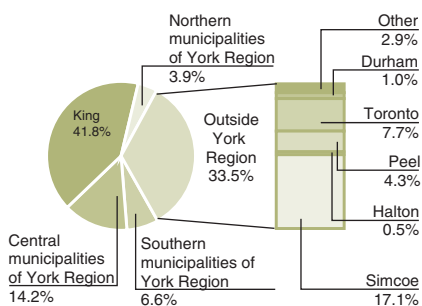
King Resident Employed Labour Force by Place of Work, 2001

FIGURE 9



King Employment by Place of Residence, 2001

FIGURE 10



Resident Employed Labour Force by Place of Work:

- In 2001, approximately 27% of King's resident employed labour force worked with in King. This live work ratio remained unchanged since 1991.
- Of the 73% of King resident employed labour force that worked outside of King, approximately 27% worked in other municipalities of York Region and 46% commuted to work outside of the Region.
- Most of King residents that commuted to work outside of York Region, worked in Toronto.

Municipal Employment by Place of Residence:

- Of the jobs located in King in 2001:
 - 42% were filled by King's residents,
 - 25% by people that lived in other municipalities of York Region
 - 33% by people that lived outside of the Region.
- Approximately 20% of people that lived outside of York Region and worked in King were tenants. Also, approximately 19% of King residents that worked in King were tenants. Therefore, in 2001 there was no significant difference in the proportion of tenants that lived outside of the Region and worked in King compared to people that lived and worked King.

Markham

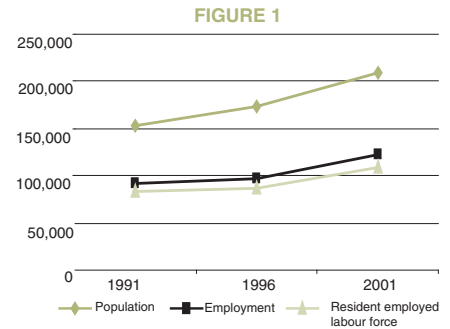
In the ten year period between 1991 and 2001 Census dates:

- Population increased by 35.6%. As of December 31, 2003, Markham's population was estimated at 245,000 or 29% of York Region's total.
- Employment increased by 33.7%. In 2001, approximately 122,930 or 32.3% of York Region's jobs were located in Markham.
- Resident employed labour force increased by 31.2%. In 2001, approximately 108,700 or 28% of York Region's resident employed labour force lived in Markham.
- In 2001, Markham and Vaughan were the only two municipalities where the number of jobs exceeded the municipal employed labour force.
- The live work ratio increased from 34.5% to 36%.
- Total number of occupied private dwellings increased by over 39% from 43,650 to 60,670. As of December 31, 2003, Markham's total housing stock was estimated at 69,230 units and represented 27.3% of the Regional total.
- Housing stock continued to diversify: share of single detached units decreased from 79.2% in 1991 to 75.6% in 2001 to 74.5% in 2003. (fig 2)
- Number of rental units increased by 790 units from 6,950 to 7,740.
- The share of rental units in Markham's housing stock decreased from 15.9% to 12.8%.
- The proportion of households with total income below \$30,000 and above \$70,000 has increased. The number of households in each income range has also increased. (fig 3 and 4)
- The share of Markham's households paying over 30% and over 50% of the total income on housing has increased. The number of household paying over 30% and over 50% of the total income on housing has increased significantly. (fig 5)

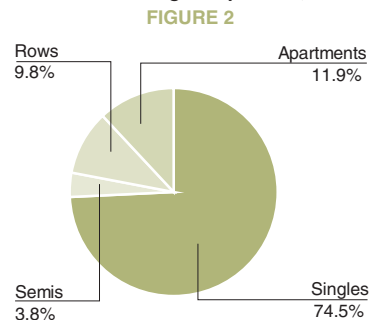
Proportion of Markham Households Paying Over 30% and Over 50% of Household Income on Housing



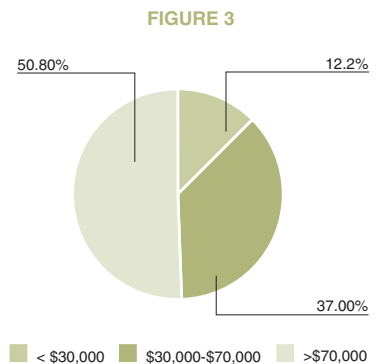
Population, Employment and Resident Employed Labour Force in Markham, 1991-2001



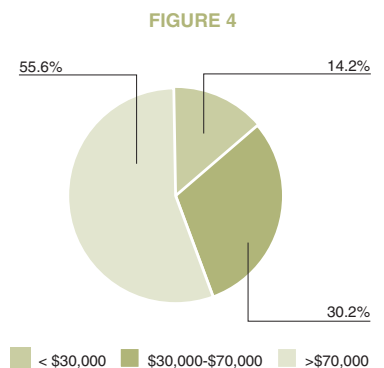
Markham Housing Composition, 2003



Distribution of Markham Households by Total Income, 1991

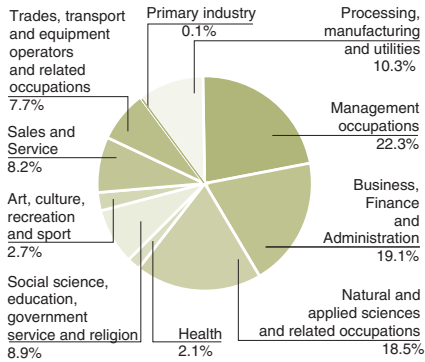


Distribution of Markham Households by Total Income, 2001



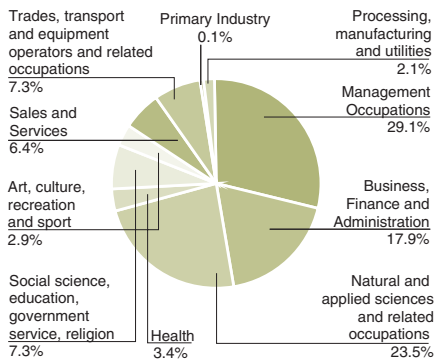
**Resident Employed Labour Force
Growth by Occupation,
Markham 1996-2001**

FIGURE 6



**Employment Growth by Occupation
Markham, 1996-2001**

FIGURE 7



Labour Force and Employment Growth:

In the 1996-2001 period, the increase in the number of jobs located in Markham exceeded the increase in the resident employed labour force. The largest increases in Markham's resident employed labour force were in: (fig 6)

- management;
- business, finance and administration;
- natural and applied sciences and related occupations;
- processing, manufacturing and utilities.

Between 1996 and 2001, the largest increases in the number of jobs located in Markham were in: (fig 7)

- management;
- natural and applied sciences and related occupations;
- business, finance and administration.

Labour Force and Employment Comparison:

Figure 8 shows the distribution of Markham's employment and resident employed labour force by occupational categories.

In 2001, approximately 48.5% of the jobs in Markham were in:

- Secretarial, administrative and clerical occupations (20,900 or 18% of Markham's jobs);
- Management (19,050 or 16.5 %);
- Professional health, natural and applied sciences and related occupations (14.0%).

Approximately 46 % of Markham's resident employed labour force worked in:

- Secretarial, administrative and clerical occupations (17,650 or 17.5% of Markham's resident employed labour force);
- Management (16,850 or 16.7%);
- Professional health, natural and applied sciences and related occupations (11,830 or 11.8%).

Occupational Mismatches:

In some occupational categories, the number of jobs in Markham was comparable to the number of Markham's residents employed in these occupations.

In the following occupational categories, the number of jobs in Markham was significantly less than the number of Markham's residents employed in these occupations:

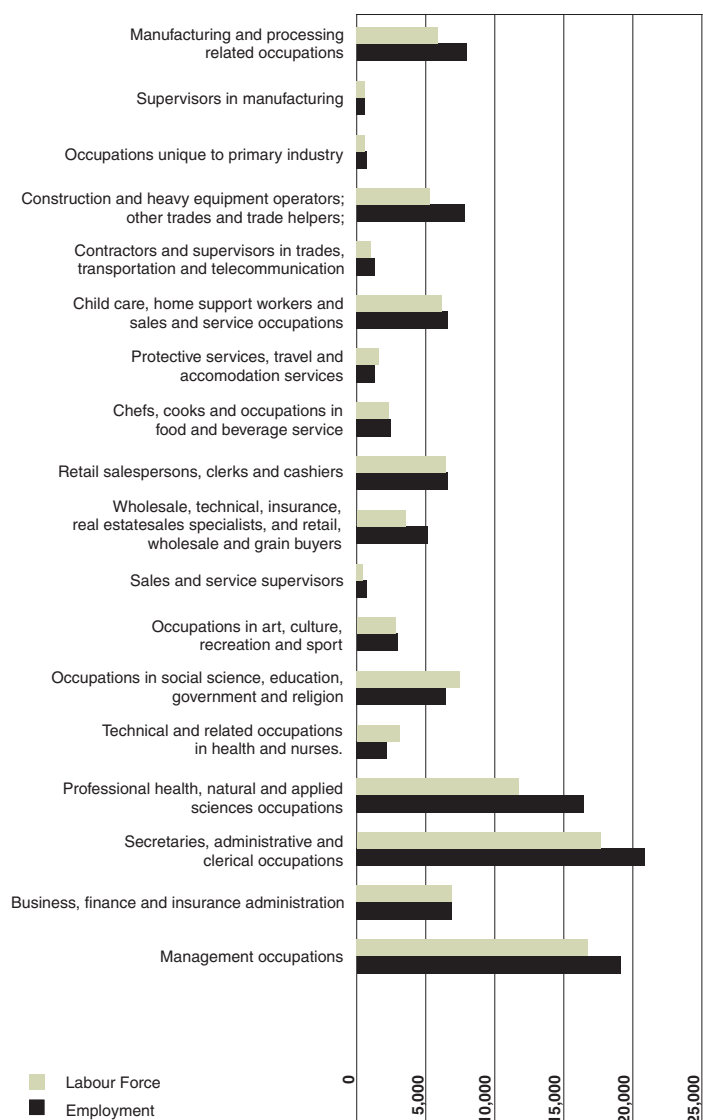
- Social science, education, government and religion (difference of 1,000);
- Technical and related occupations in health and nurses (900).

In the following occupational categories, the number of jobs in Markham was greater than the number of Markham's residents employed in these occupations:

- Professional health, natural and applied sciences and related occupations (difference of 4575);
- Secretarial, administrative and clerical occupations (3,260);
- Construction and heavy equipment operators, trade and trade helpers (2,450);
- Management (2,200).

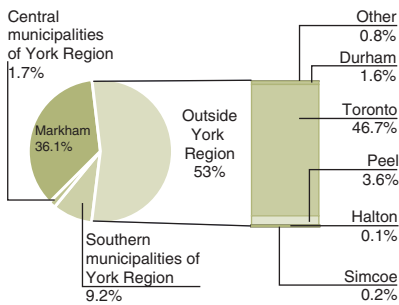
Markham Resident Employed Labour Force and Employment, 2001

FIGURE 8



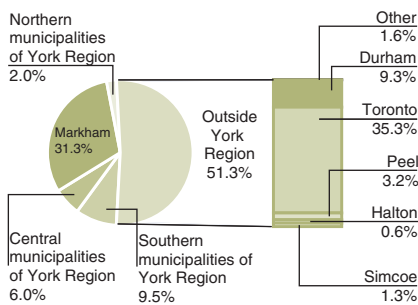
Markham Resident Employed Labour Force by Place of Work, 2001

FIGURE 9



Markham Employment by Place of Residence, 2001

FIGURE 10



Resident Employed Labour Force by Place of Work:

- In 2001, approximately 36% of Markham's resident employed labour force worked within Markham. This live work ratio increased since 1991 (34.5%).
- Of the 64% of Markham's resident employed labour force that worked outside of Markham, approximately 11% worked in other municipalities of York Region and 53% commuted to work outside of the Region.
- Almost half (46.7%) of Markham's resident employed labour force worked in Toronto. This is significantly higher than the proportion residents that lived and worked in Markham.

Municipal Employment by Place of Residence:

Of the jobs located in Markham in 2001:

- over 31% were filled by residents of Markham, over 17% were filled by people that lived in other municipalities of York Region and approximately 51% by people that lived outside of the Region.
- Over 35% of the jobs located in Markham were filled by residents of the City of Toronto. This was higher than the proportion of Markham's jobs filled by residents of Markham.
- Consistent with the Regional trend, a significantly higher proportion of people that lived outside of York Region and worked in Markham were tenants. Approximately 31.5% of in commuters from outside the Region lived in rental accommodations compared to 10% of people that lived and worked in Markham.

Newmarket

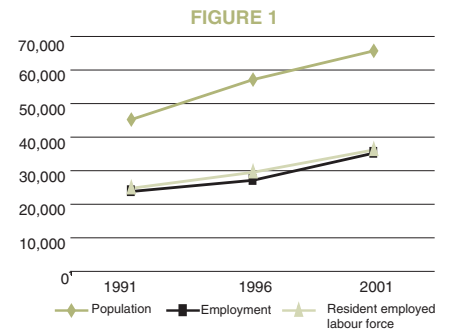
In the ten year period between 1991 and 2001 Census dates:

- Population increased by 45.0%. As of December 31, 2003, Newmarket's population was estimated at 72,600 or 8.5% of York Region's total.
- Employment increased by 47.5%. In 2001, approximately 35,150 or 9.2% of York Region's jobs were located in Newmarket.
- Resident employed labour force increased by 46%. In 2001, approximately 36,100 or 9.3% of York Region's resident employed labour force lived in Newmarket.
- The live work ratio remained unchanged. In 2001, approximately 41% of Newmarket's resident employed labour force worked in Newmarket. The live work ratio in of Newmarket residents continues to be the highest with York Region.
- Total number of occupied private dwellings increased by over 50% from 14,200 to 21,300. As of December 31, 2003, Newmarket's total housing stock was estimated at 22,800 units and represented 9.0% of the Regional total.
- Housing stock continued to diversify: share of single detached units decreased from 71.6% in 1991 to 64.9% in 2001 to 64.2% in 2003. (fig 2). In 2003, the share of single detached units in Newmarket's total housing stock was the lowest throughout York Region.
- Number of rental units increased by 1,250 units from 3,300 to 4,550.
- The share of rental units in Newmarket's housing stock decreased from 23.1% to 21.3%.
- The proportion of households with total income below \$30,000 and in the \$30,000-\$70,000 range has decreased. The number of households in each income range has increased. (fig 3 and 4)
- The share of Newmarket's households paying over 30% and over 50% of the total income on housing has decreased. The number of households paying over 30% and over 50% of the total income on housing has increased. (fig 5)

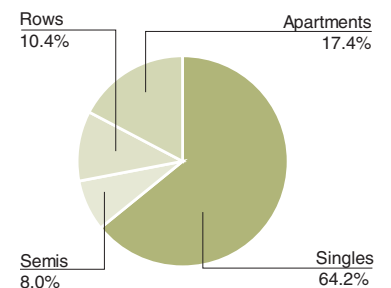
Proportion of Newmarket Households Paying Over 30% and Over 50% of Household Income on Housing



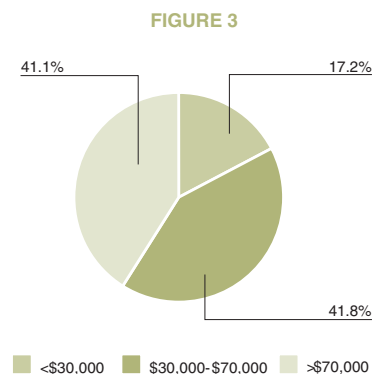
Population, Employment and Resident Employed Labour Force in Newmarket, 1991-2001



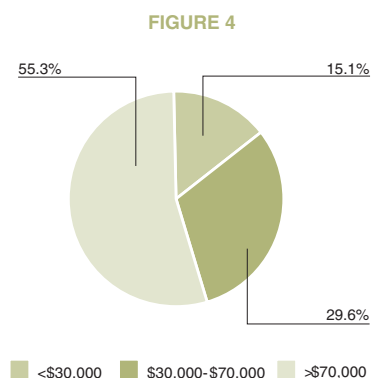
Newmarket Housing Composition, 2003



Distribution of Newmarket Households by Total Income, 1991

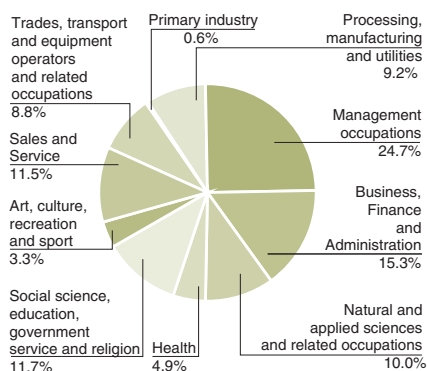


Distribution of Newmarket Households by Total Income, 2001



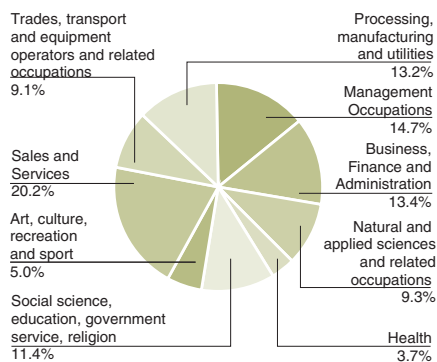
**Resident Employed Labour Force
Growth by Occupation,
Newmarket 1996-2001**

FIGURE 6



**Employment Growth by Occupation
Newmarket, 1996-2001**

FIGURE 7



Labour Force and Employment Growth:

In the 1996-2001 period, the increase in the number of jobs located in Newmarket exceeded the increase in the resident employed labour force. The largest increases in Newmarket's resident employed labour force were in: (fig 6)

- management;
- business, finance and administration;
- social science, education, government and religion,
- sales and services.

Between 1996 and 2001, the largest increases in the number of jobs located in Newmarket were in: (fig 7)

- sales and services;
- management;
- business, finance and administration;
- processing, manufacturing, utilities.

Labour Force and Employment Comparison:

Figure 8 shows the distribution of Newmarket's employment and resident employed labour force by occupational categories.

In 2001, approximately 46% of the jobs in Newmarket were in:

- Secretarial, administrative and clerical occupations (4,550 or 14 % of Newmarket's jobs);
- Management (3,670 or 11 %);
- Retail, salespersons, clerks and cashiers (3,550 or 11%);
- Manufacturing and processing related occupations (3,150 or 10%).

Approximately 49% of Newmarket's resident employed labour force worked in:

- Secretarial, administrative and clerical occupations (5,400 or 16% of Newmarket's resident employed labour force);
- Management (5,350 or 16%);
- Social science, education, government and religion (2,900 or 9%);
- Professional health, natural and applied sciences and related occupations (2,570 or 8%).

Occupational Mismatches:

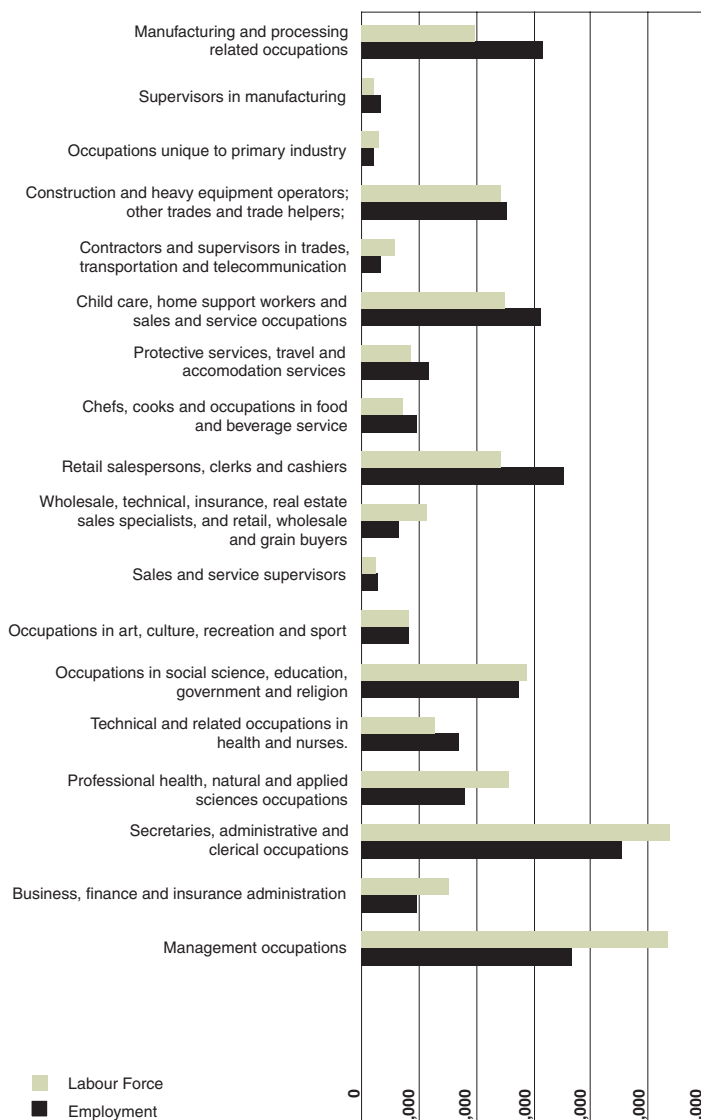
In some occupational categories, the number of jobs in Newmarket was comparable to the number of Newmarket's residents employed in these occupations.

In the following occupational categories, the number of jobs in Newmarket was significantly less than the number of Newmarket's residents employed in these occupations:

- Management (difference of 1,700)
- Secretarial, administrative and clerical occupations (850)
- Professional health, natural and applied sciences (750).

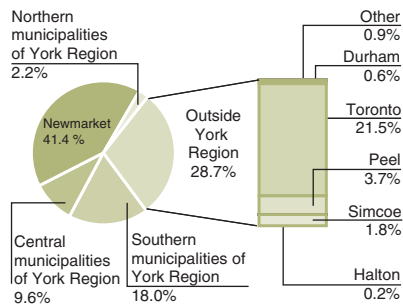
Newmarket Resident Employed Labour Force and Employment, 2001

FIGURE 8



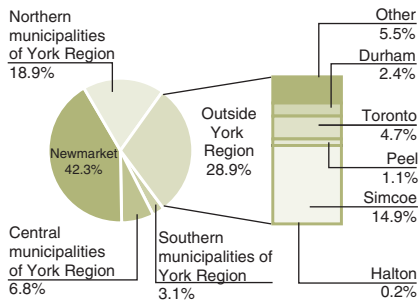
Newmarket Resident Employed Labour Force by Place of Work, 2001

FIGURE 9



Newmarket Employment by Place of Residence, 2001

FIGURE 10



In the following occupational categories, the number of jobs in Newmarket was greater than the number of Newmarket residents employed in these occupations:

- Manufacturing and processing related occupations (difference of 1,170)
- Retail salespersons, clerks and cashiers(1,100);
- Child care, home support workers, sales and service occupations (600).

Resident Employed Labour Force by Place of Work:

- In 2001, approximately 41% of Newmarket's resident employed labour force worked within Newmarket. This live work ratio remained unchanged since 1991.
- Of the 59% of Newmarket's resident employed labour force that worked outside of Newmarket, approximately 30% worked in other municipalities of York Region and 29% commuted to work outside of the Region.
- Most of Newmarket's residents that commuted to work outside of York Region, worked in Toronto.

Municipal Employment by Place of Residence:

- Of the jobs located in Newmarket in 2001:
 - 42% were filled by residents of Newmarket,
 - 29% by people that lived in other municipalities of York Region,
 - 29% by people that lived outside of the Region.
- Consistent with the Regional trend, a higher proportion of people that lived outside of York Region and worked in Newmarket were tenants. Approximately 21% of in commuters from outside the Region lived in rental accommodations compared to 18.5% of people that lived and worked in Newmarket were renters.

Richmond Hill

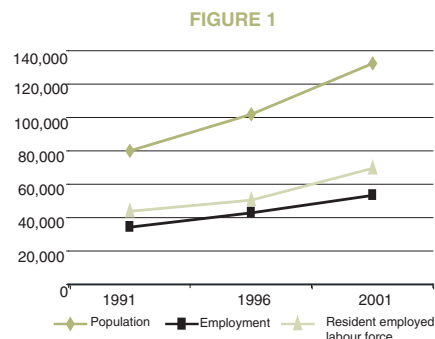
In the ten year period between 1991 and 2001 Census dates:

- Population increased by 64.7%. As of December 31, 2003, Richmond Hill population was estimated at 156,400 or 18.3% of York Region's total.
- Employment increased by 53.9%. In 2001, approximately 53,140 or 14% of York Region's jobs were located in Richmond Hill.
- Resident employed labour force increased by 59%. In 2001, approximately 69,150 or 17.8% of York Region's resident employed labour force lived in Richmond Hill.
- The live work ratio remained unchanged. In 2001, approximately 28% of Richmond Hill resident employed labour force worked in Richmond Hill.
- Total number of occupied private dwellings increased by almost 62% from 25,550 to 41,350. As of December 31, 2003, Richmond Hill's total housing stock was estimated at 47,590 units and represented 18.8% of the Regional total.
- Housing stock continued to diversify: share of single detached units decreased from 69.1% in 1991 to 66.5% in 2001 to 65.4% in 2003. (fig 2)
- Number of rental units increased by 830 units from 6,000 to 6,830.
- The share of rental units in Richmond Hill's housing stock decreased from 23.5% to 16.5%.
- The proportion of households with total income below \$30,000 and in the \$30,000-\$70,000 range has decreased. The number of households in each income range has increased. (fig 3 and 4)
- The share of Richmond Hill households paying over 30% and over 50% of the total income on housing has increased. The number of households paying over 30% and over 50% of the total income on housing has increased significantly (fig 5)

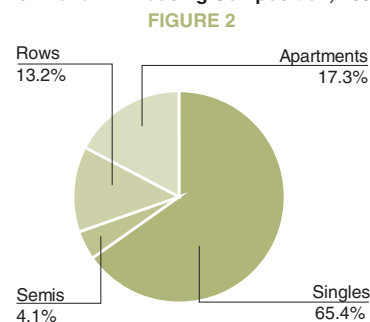
Proportion of Richmond Hill Households Paying Over 30% and Over 50% of Household Income on Housing



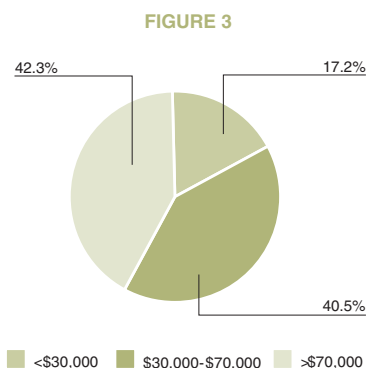
Population, Employment and Resident Employed Labour Force in Richmond Hill, 1991-2001



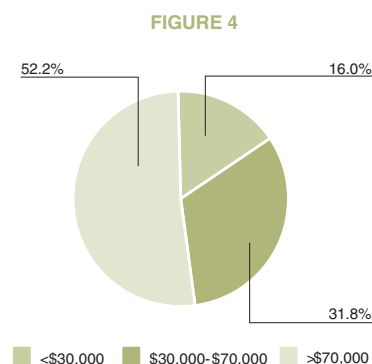
Richmond Hill Housing Composition, 2003



Distribution of Richmond Hill Households by Total Income, 1991

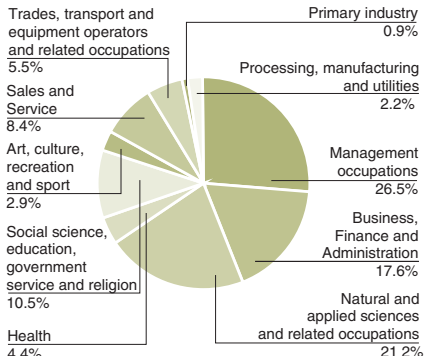


Distribution of Richmond Hill Households by Total Income, 2001



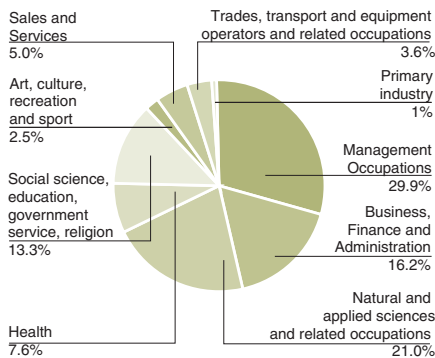
Resident Employed Labour Force Growth by Occupation, Richmond Hill 1996-2001

FIGURE 6



Employment Growth by Occupation Richmond Hill, 1996-2001

FIGURE 7



Labour Force and Employment Growth:

In the 1996-2001 period, the increase in Richmond Hill resident employed labour force was significantly larger than the increase in the number of jobs located in Richmond Hill. The largest increases in Richmond Hill's resident employed labour force were in: (fig 6)

- management;
- natural and applied sciences and related occupations;
- business, finance and administration.

Between 1996 and 2001, there was a decrease in the number of Richmond Hill jobs in processing, manufacturing and utilities related occupations. During this time period the largest increases in the number of jobs located in Richmond Hill were in: (fig 7 excludes processing, manufacturing, and utilities related occupations)

- management;
- natural and applied sciences and related occupations;
- business, finance and administration.

Labour Force and Employment Comparison:

Figure 8 shows the distribution of Richmond Hill's employment and resident employed labour force by occupational categories.

In 2001, approximately 44% of the jobs in Richmond Hill were in:

- Secretarial, administrative and clerical occupations (8,390 or 17.7% of Richmond Hill's jobs);
- Management (7,430 or 15.7%);
- Professional health, natural and applied sciences and related occupations (4,970 or 10.5%).

Approximately 48 % of Richmond Hill's resident employed labour force worked in:

- Management (11,750 or 18.8% of Richmond Hill's resident employed labour force);
- Secretarial, administrative and clerical occupations (10,430 or 16.7%);
- Professional health, natural and applied sciences and related occupations (7,980 or 12.8%).

Occupational Mismatches:

In some occupational categories, the number of jobs in Richmond Hill was comparable to the number of Richmond Hill residents employed in these occupations.

In the following occupational categories, the number of jobs in Richmond Hill was significantly less than the number of Richmond Hill residents employed in these occupations:

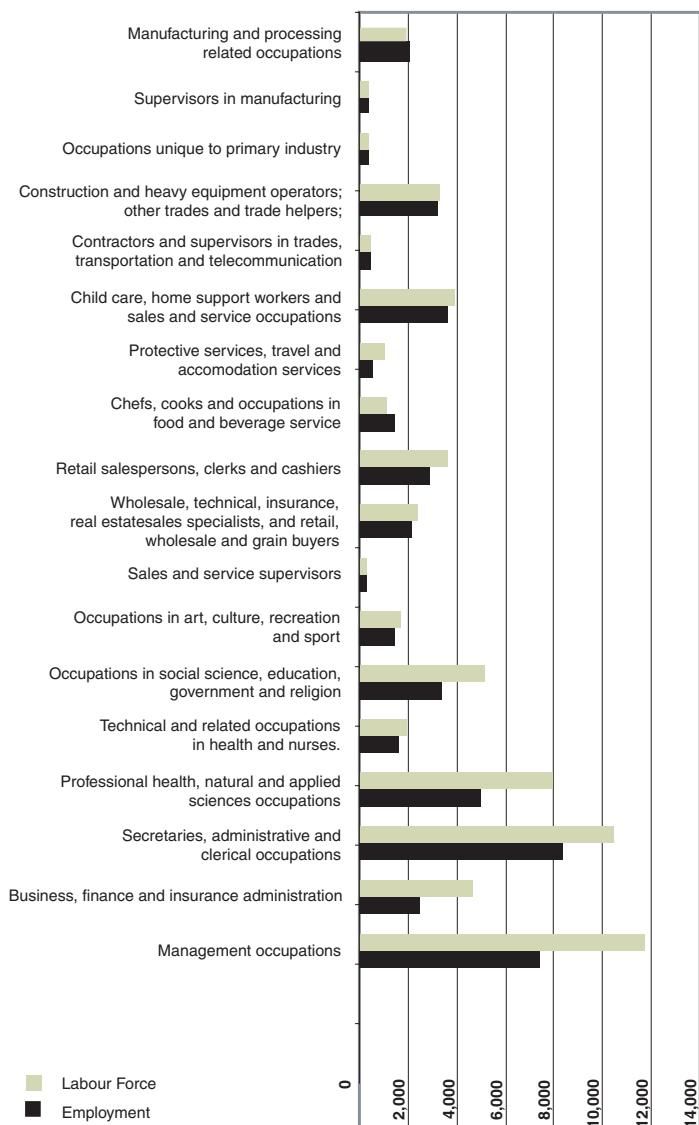
- Management (difference of 4,320);
- Professional health, natural and applied sciences related occupations (3,000);
- Business, finance and insurance administration (2,200);
- Secretarial, administrative and clerical occupations (2,050).

In the following occupational categories, the number of jobs in Richmond Hill has slightly exceeded the number of Richmond Hill residents employed in these occupations:

- Chefs, cooks and occupations in food and beverage services (difference 335);
- Manufacturing and processing related occupations (150).

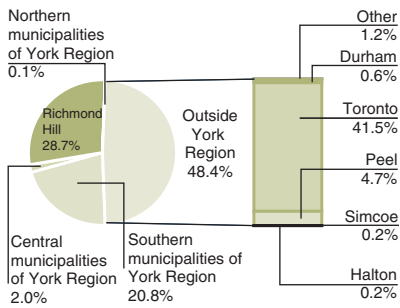
Richmond Hill Resident Employed Labour Force and Employment, 2001

FIGURE 8



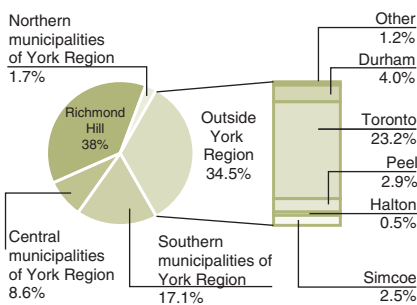
Richmond Hill Resident Employed Labour Force by Place of Work, 2001

FIGURE 9



Richmond Hill Employment by Place of Residence, 2001

FIGURE 10



Resident Employed Labour Force by Place of Work:

- In 2001, over 28% of Richmond Hill resident employed labour force worked within Richmond Hill. This live work ratio remained unchanged since 1991.
- Of the 72% of Richmond Hill's resident employed labour force that worked outside of Richmond Hill, approximately 23% worked in other municipalities of York Region and just over 48% commuted to work outside of the Region.
- Approximately 41.5% of Richmond Hill resident employed labour force worked in Toronto. This is significantly higher than the proportion of residents that lived and worked in Richmond Hill.

Municipal Employment by Place of Residence:

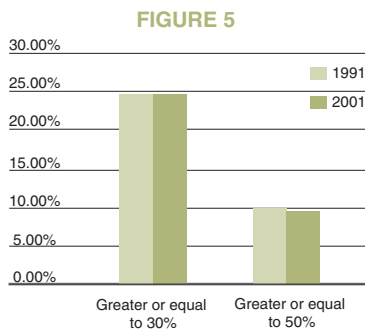
- Of the jobs located in Richmond Hill in 2001:
 - 38% were filled by residents of Richmond Hill,
 - 28% by people that lived in other municipalities of York Region,
 - 34% by people that lived outside of the Region.
- Over 23% of the jobs located in Richmond Hill were filled by residents of the City of Toronto.
- Consistent with the Regional trend, a significantly higher proportion of people that lived outside of York Region and worked in Richmond Hill were tenants. Approximately 32.2% of in commuters from outside the Region lived in rental accommodations. In comparison, approximately 15.4% of people that lived and worked in Richmond Hill were tenants.

Vaughan

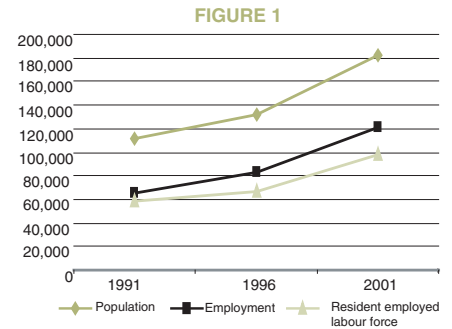
In the ten year period between 1991 and 2001 Census dates:

- Population increased by 63.5%. As of December 31, 2003, Vaughan's population was estimated at 227,500 or 26.6% of York Region's total.
- Employment increased by 86.7%. In 2001, approximately 121,500 or 31.9% of York Region's jobs were located in Vaughan.
- Resident employed labour force increased by 66.3%. In 2001, approximately 97,700 or 25.2% of York Region's resident employed labour force lived in Vaughan.
- Employment and labour force growth rates recorded in the City of Vaughan were the highest within York Region. Just over 42% of all new York Region's jobs were added in Vaughan. Almost one third (33.1%) of York Region's residents that joined the employed labour force were residents of Vaughan.
- In 2001, Vaughan and Markham were the only two municipalities where the number of jobs exceeded the municipal employed labour force.
- The live work ratio increased from 28.3% to 35.5%. This increase of 7.2% in the live work ratio was the largest within York Region.
- Total number of occupied private dwellings increased by over 77.1% from 29,900 to 52,950. The growth rate in Vaughan's housing stock was the fastest within York Region. As of December 31, 2003, Vaughan's total housing stock was estimated at 65,545 units and represented 25.4% of the Regional total.
- Housing stock continued to diversify: share of single detached units decreased from 87.6% in 1991 to 76.9% in 2001 to 74.7% in 2003. (fig 2)
- Number of rental units increased by 1060 units from 3,020 to 4,080.
- The share of rental units in Vaughan's housing stock decreased from 10.1% to 7.7%.
- The proportion of households with total income below \$30,000 and above \$70,000 has increased. The number of households in each income range has also increased. (fig 3 and 4)
- The proportion of Vaughan's households paying over 30% of the total income on housing remained unchanged and the share of households paying over 50% of the total income on housing has decreased. The number of households paying over 30% and over 50% of the total income of housing has increased significantly. (fig 5)

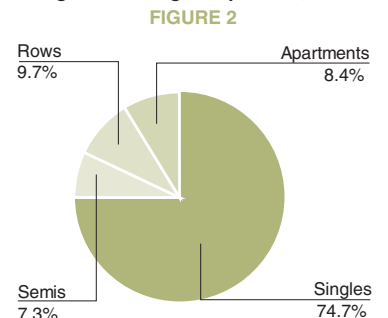
Proportion of Vaughan Households Paying Over 30% and Over 50% of Household Income on Housing



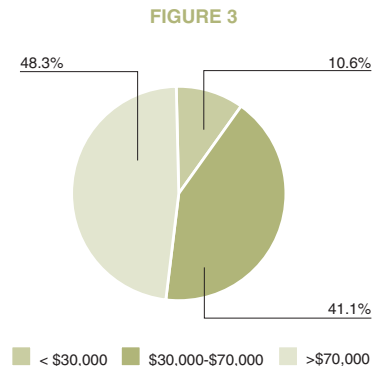
Population, Employment and Resident Employed Labour Force in Vaughan, 1991-2001



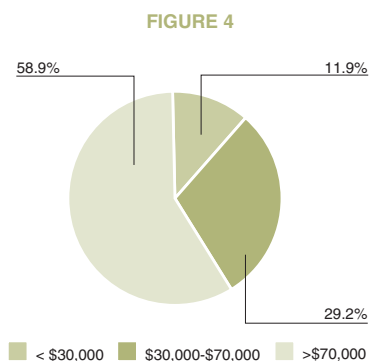
Vaughan Housing Composition, 2003



Distribution of Vaughan Households by Total Income, 1991

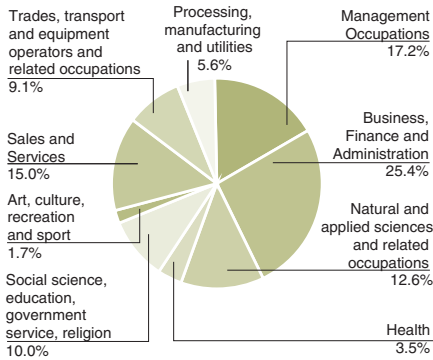


Distribution of Vaughan Households by Total Income, 2001



Resident Employed Labour Force Growth by Occupation, Vaughan 1996-2001

FIGURE 6



Labour Force and Employment Growth:

In the 1996-2001 period, the increase in the number of jobs located in Vaughan exceeded the increase in the resident employed labour force.

The number of Vaughan residents employed in occupations unique to primary industry remained largely unchanged. During this time period, the largest increases in Vaughan's resident employed labour force were in: (fig 6)

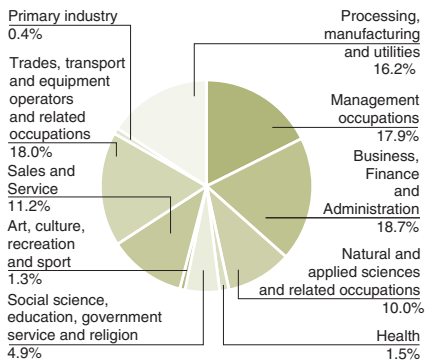
- business, finance and administration;
- management;
- sales and services;
- natural and applied sciences and related occupations.

Between 1996 and 2001, the largest increases in the number of jobs located in Vaughan were in: (fig 7)

- business, finance and administration.
- management;
- trades, transport and equipment operators and related occupations;
- processing, manufacturing and utilities.

Employment Growth by Occupation Vaughan, 1996-2001

FIGURE 7



Labour Force and Employment Comparison:

Figure 8 shows the distribution of Vaughan's employment and resident employed labour force by occupational categories.

In 2001, approximately 46.7% of the jobs in Vaughan were in:

- Secretarial, administrative and clerical occupations (17,900 or 15.9% of Vaughan's jobs);
- Construction and heavy equipment operators, other trades and trade helpers (17,300 or 15.4 %);
- Manufacturing and processing related occupations (17,220 or 15.4%).

In 2001, approximately 43.4 % of Vaughan's resident employed labour force worked in:

- Secretarial, administrative and clerical occupations (16,850 or 19.2% of Vaughan's resident employed labour force);
- Management (13,350 or 15.2%);
- Professional health, natural and applied sciences and related occupations (7,860 or 9%).

Occupational Mismatches:

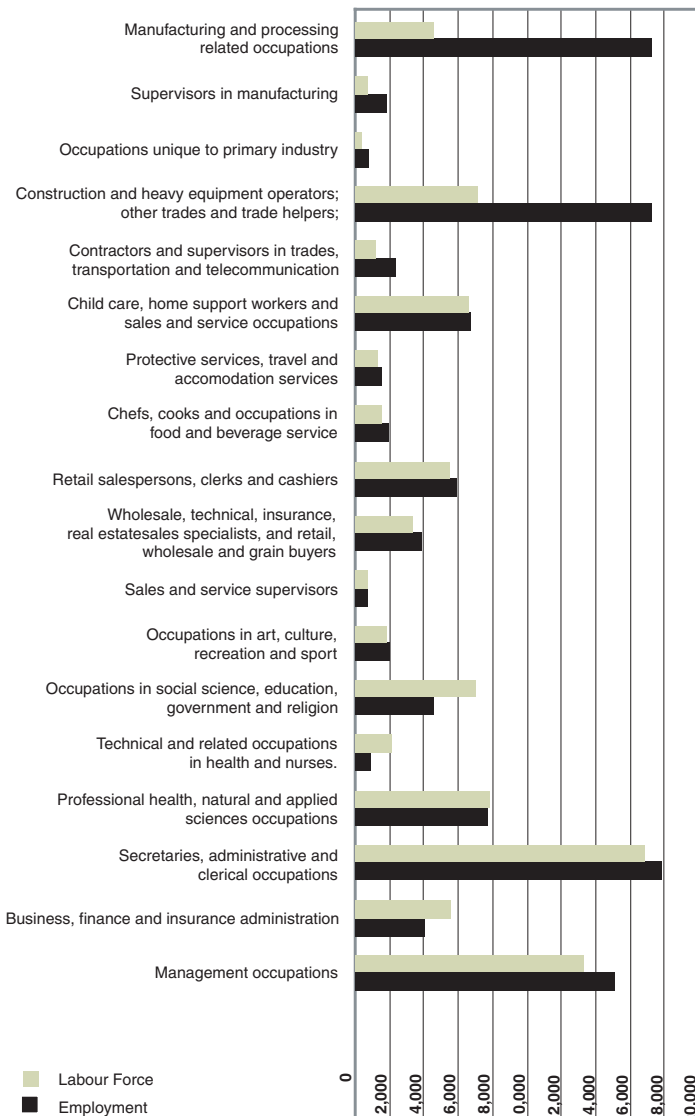
In some occupational categories, the number of jobs in Vaughan was comparable to the number of Vaughan's residents employed in these occupations.

In the following occupational categories, the number of jobs in Vaughan was less than the number of Vaughan's residents employed in these occupations:

- Social science occupation, government and religion (difference of 2,500);
- Business, finance and insurance administration (1,550).

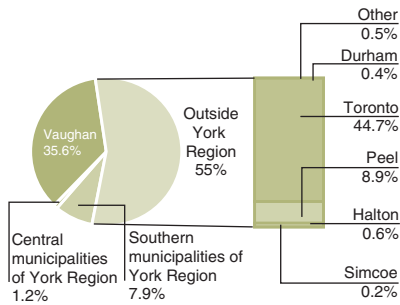
Vaughan Resident Employed Labour Force and Employment, 2001

FIGURE 8



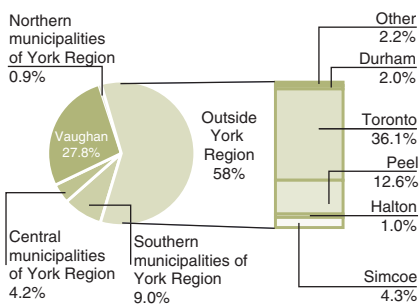
Vaughan Resident Employed Labour Force by Place of Work, 2001

FIGURE 9



Vaughan Employment by Place of Residence, 2001

FIGURE 10



In the following occupational categories, the number of jobs in Vaughan was significantly greater than the number of Vaughan's residents employed in these occupations:

- Manufacturing and processing related occupations (difference of 12,600);
- Construction and heavy equipment operators, trade and trade helpers (10,150);

Resident Employed Labour Force by Place of Work:

- In 2001, approximately 36% of Vaughan's resident employed labour force worked within Vaughan. This live work ratio has increased significantly since 1991 (28.3%).
- Of approximately 64% of Vaughan's resident employed labour force that worked outside of Vaughan:
just over 9% worked in other municipalities of York Region
55% commuted to work outside of the Region.
- Approximately 45% of Vaughan's resident employed labour force worked in Toronto. This is significantly higher than the proportion of residents that lived and worked in Vaughan.

Municipal Employment by Place of Residence:

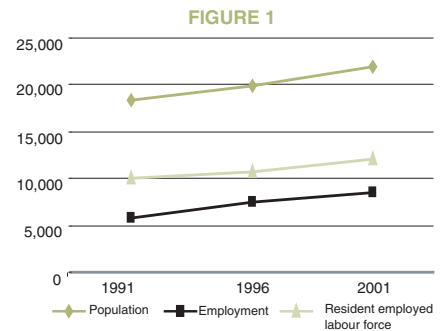
- Of the jobs located in Vaughan in 2001:
28% were filled by residents of Vaughan,
14% by people that lived in other municipalities of York Region,
58% by people that lived outside of the Region.
- Over 36% of the jobs located in Vaughan were filled by residents of the City of Toronto. This was higher than the proportion of Vaughan's jobs filled by residents of Vaughan.
- Consistent with the Regional trend, a significantly higher proportion of people that lived outside of York Region and worked in Vaughan were tenants. Approximately 34.3% of commuters from outside the Region lived in rental accommodations compared to less than 6% of people that lived and worked in Vaughan. (figure 10)

Whitchurch-Stouffville

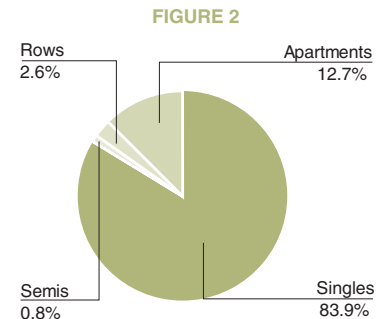
In the ten year period between 1991 and 2001 Census dates:

- Population increased by 20%. As of December 31, 2003, population Whitchurch Stouffville was estimated at 24,000 or 2.8% of York Region's total.
- Employment increased by 46.6%. In 2001, approximately 8,500 or 2.2% of York Region's jobs were located in Whitchurch Stouffville.
- Resident employed labour force increased by 20.7%. In 2001, approximately 12,150 or 3.1% of York Region's resident employed labour force lived in Whitchurch Stouffville.
- In 2001, approximately 30% of the municipal employed labour force worked in Whitchurch Stouffville. The live work ration has decreased from the 1991 value of 32.6%.
- Total number of occupied private dwellings increased by over 23.4% from 6,050 to 7,465. As of December 31, 2003, Whitchurch Stouffville's total housing stock was estimated at 7,886 units and represented 3.1% of the Regional total.
- Compared to 1991, in 2003 the housing stock in Whitchurch Stouffville has diversified. The share of single detached units in the total housing stock decreased from 86.4% in 1991 to 83.3% in 2001, but increased to 83.9% in 2003. (fig 2).
- Number of rental units increased by 20 units from 1,330 to 1,350
- The share of rental units in Whitchurch Stouffville's housing stock decreased from 22.1% to 18.1%.
- The proportion of households with total income below \$30,000 and in the \$30,000-\$70,000 range has decreased. The number of households in each income range has increased. (fig 3 and 4)
- The share of Whitchurch Stouffville households paying over 30% of the total income on housing has decreased and the share of households paying over 50% of the total income on housing remained unchanged. Number of households paying over 30% and over 50% of the total income on housing has slightly increased. (fig 5)

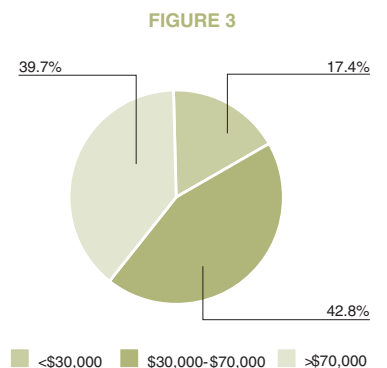
Population, Employment and Resident Employed Labour Force in Whitchurch-Stouffville, 1991-2001



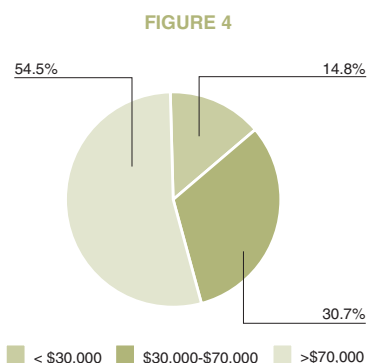
Whitchurch-Stouffville Housing Composition, 2003



Distribution of Whitchurch-Stouffville Households by Total Income, 1991



Distribution of Whitchurch-Stouffville Households by Total Income, 2001

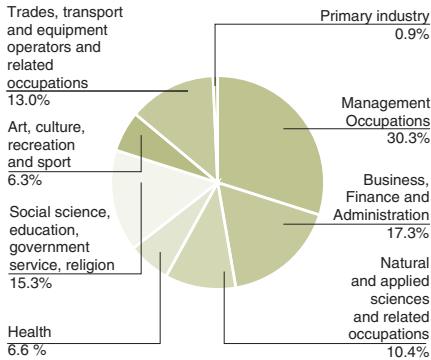


Proportion of Whitchurch-Stouffville Households Paying Over 30% and Over 50% of Household Income on Housing



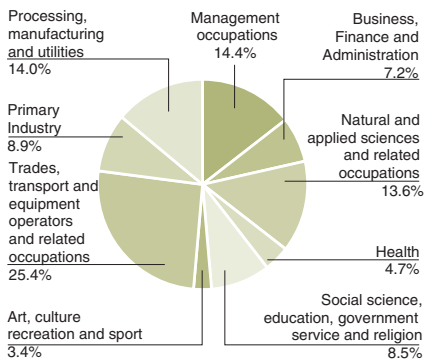
Resident Employed Labour Force Growth by Occupation, Whitchurch-Stouffville 1996-2001

FIGURE 6



Employment Growth by Occupation, Whitchurch-Stouffville 1996-2001

FIGURE 7



Labour Force and Employment Growth:

In the 1996-2001 period, the increase in Whitchurch Stouffville resident employed labour force has exceeded the increase in the number of jobs located in Whitchurch- Stouffville.

During this time period, there was a decrease in the number of Whitchurch Stouffville residents employed in sales and services as well as in processing, manufacturing and utilities. The largest increases in Whitchurch Stouffville's resident employed labour force were in: (fig 6)

- management;
- business, finance and administration;
- social science, education, government and religion.

Between 1996 and 2001, the number of sales and service sector jobs located in Whitchurch Stouffville has decreased. The largest increases in the number of jobs located in Whitchurch Stouffville were in: (fig 7)

- trades, transport and equipment operators;
- management;
- processing, manufacturing, utilities;
- natural and applied sciences and related occupations.

Labour Force and Employment Comparison:

Figure 8 shows the distribution of Whitchurch Stouffville employment and resident employed labour force by occupational categories.

In 2001, approximately 42% of the jobs in Whitchurch Stouffville were in:

- Secretarial, administrative and clerical occupations (1,080 or 15 % of Whitchurch Stouffville jobs);
- Construction and heavy equipment operators, other trade and trade helpers (1,065 or 14.6%);
- Management (900 or 12.4%);

Approximately 46.5% of Whitchurch Stouffville's resident employed labour force worked in:

- Secretarial, administrative and clerical occupations (2,040 or 19% of Whitchurch Stouffville resident employed labour force);
- Management (1,940 or 18.1%);
- Construction and heavy equipment operators, other trade and trade helpers (1,000 or 9.4%).

Occupational Mismatches:

In some occupational categories, the number of jobs in Whitchurch Stouffville was comparable to the number of Whitchurch Stouffville residents employed in these occupations.

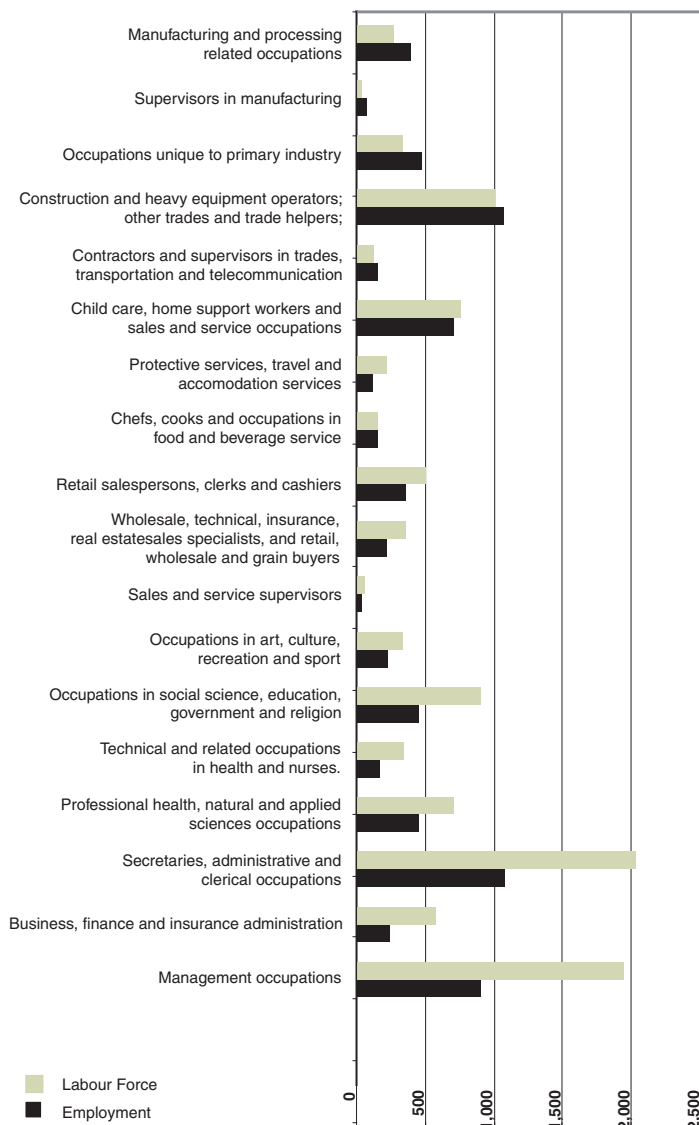
In the following occupational categories, the number of jobs in Whitchurch Stouffville was significantly less than the number of Whitchurch Stouffville residents employed in these occupations:

- Management (difference of 1,040);
- Secretarial, administrative and clerical occupations (960);

In the following occupational categories, the number of jobs in Whitchurch Stouffville was slightly greater than the number of Whitchurch Stouffville residents employed in these occupations:

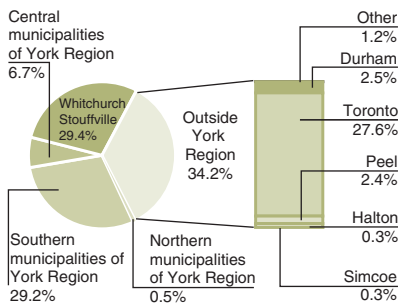
- Occupations unique to primary industry (difference of 145);
- Manufacturing and processing related occupations (120).

Whitchurch-Stouffville Resident Employed Labour Force and Employment, 2001
FIGURE 8



Whitchurch-Stouffville Resident Employed Labour Force by Place of Work, 2001

FIGURE 9



Resident Employed Labour Force by Place of Work:

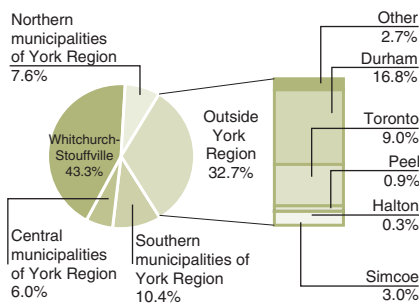
- In 2001, over 29% of Whitchurch-Stouffville resident employed labour force worked within Whitchurch-Stouffville. This live work ratio has decreased since 1991 (32.6%).
- Of about 71% of Whitchurch-Stouffville resident employed labour force that worked outside of Whitchurch-Stouffville, approximately 36.4% worked in other municipalities of York Region and 34.2% commuted to work outside of the Region.
- Almost 28% of Whitchurch-Stouffville resident employed labour force worked in Toronto. The number of Whitchurch-Stouffville residents that worked in Toronto was just slightly below the number of Whitchurch-Stouffville residents that worked in Whitchurch-Stouffville and those that worked in the southern municipalities of York Region.

Municipal Employment by Place of Residence:

- Of the jobs located in Whitchurch-Stouffville in 2001:
 - 43% were filled by residents of Whitchurch-Stouffville,
 - 24% by people that lived in other municipalities of York Region,
 - 33% by people that lived outside of the Region.
- Consistent with the Regional trend, a higher proportion of people that lived outside of York Region and worked in Whitchurch-Stouffville were tenants. Approximately 24% of in-commuters from outside the Region lived in rental accommodations compared to 13.2% of people that lived and worked in Whitchurch-Stouffville.

Whitchurch-Stouffville Employment by Place of Residence, 2001

FIGURE 10





This report is part of the suite of reports

A PROFILE OF YORK REGION'S
LOW INCOME POPULATION
(RESEARCH HIGHLIGHTS)

HOUSING AND OUR ECONOMY
REMAINING COMPETITIVE
(EXECUTIVE SUMMARY)

EMPLOYERS OPINION SURVEY

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The Regional Municipality of York
17250 Yonge Street
Newmarket, Ontario L3Y 6Z1
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Fax: (905) 895-3482
Email: strategicplanning@york.ca
Website: www.york.ca