

2025 YORK REGION

EMPLOYMENT and INDUSTRY REPORT

A detailed overview of employment and industry trends in York Region



SEPTEMBER 2026


York Region

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Employment and business analysis throughout this report uses Statistics Canada's North American Industry Classification System (NAICS). NAICS sectors are separated into two categories of goods-producing and services-producing sectors. A comprehensive list of the NAICS sectors can be found in Appendix B. Other sources of information used within the report include Conference Board of Canada's Employment Estimates data and Statistics Canada's Survey of Employment, Canadian Business Counts data, Census of Agriculture and 2021 Census data. Further details regarding data sources and methodology are contained within Appendix A.

INTRODUCTION and 2025 HIGHLIGHTS



EMPLOYMENT SURVEY 2025

This report summarizes the **2025 York Region Employment Survey** results and provides an overview of the Region's business and employment characteristics and trends.

Since 1998, The Regional Municipality of York has conducted an annual business survey to track and analyze their location, type and characteristics. The Region has worked collaboratively with its nine local municipalities to collect, analyze and verify data, as each municipality provides valuable insights on employment and businesses.



The employment survey provides a snapshot of the Region's business community and employment to compare over time and identify trends.

The employment survey data is collected from May to August for annual reporting and monitoring, and provides market indicators and trend analysis that inform development of local and Regional policies, programs, marketing initiatives and infrastructure investments.

Unless otherwise noted, references to "businesses" in this report denote surveyed businesses identified through the 2025 Employment Survey, acknowledging that these figures represent the in-person data collection and therefore differ from Statistics Canada's Canadian Business Counts.

2025 EMPLOYMENT SURVEY HIGHLIGHTS

2025 YORK REGION JOBS

624,165 Jobs¹ ESTIMATED YORK REGION EMPLOYMENT

8,400 Jobs NET GROWTH since 2022

Largest Job Increase Sector since 2024

 **Health Care and Social Assistance (4,955 jobs)**

Highest Employment Share Sector since 2024

 **Manufacturing (14%)**

Largest Worker Type since 2024

 **Full-Time Workers (72%)**

2025 YORK REGION BUSINESSES

33,860 Businesses¹ SURVEYED in 2025

3,045 New Businesses² since 2024

82% of York Region Businesses are Small

Businesses with one to 19 employees

Top Sector by Business Count

 **Retail Trade (16%)**

Top Export Country - United States

 **920 York Region Businesses Export to the USA**

Notes: ¹ Excludes home-based employment. ² Includes new businesses established in York Region in 2025 and any missed businesses from previous years.



DATA DISCLAIMER

EMPLOYMENT SURVEY DATA

The 2025 employment figures in this report are based on information obtained from businesses surveyed successfully and include estimates of the number of jobs for businesses surveyors were unable to contact. The methodology for determining job estimates is outlined in Appendix A. All survey data was collected between May and August 2025 and employment figures exclude farm-based and home-based businesses, as further described below.

Employment figures from historical years in this report are consistent with the 2025 employment figures for comparison purposes in that work at home estimates have been removed. The employment survey does not survey farms or home-based businesses due to extensive resources required. The Census of Agriculture for York Region is used as it is comprehensive in providing the necessary employment estimate for farm-based businesses. Due to rounding, figures in this report may not add up to totals provided.

SURVEY RESPONSE RATE

In 2025, **56%** of the **33,680 businesses surveyed** (18,995) through the employment survey successfully provided their information recording an **11% decrease** in the overall response rate compared to 2024. The response rate remains lower than pre-pandemic levels, which averaged around 80% between 2014 to 2019.

The survey response rate continued a downward trend that began prior to the pandemic, reaching its lowest level to date in 2025. This decline reflects increasingly challenging field conditions, including a rise in difficult or unpredictable interactions with the public and a small number of safety-related incidents experienced by surveyors. While these situations were not widespread, they contributed to a more complex survey environment, which may have affected participation. As a result, the response rate remains below pre-pandemic levels, when rates were consistently higher.

Of the **44% of businesses (14,905 businesses)** that could not be reached, approximately 815 directly refused to participate in-person, over the phone or via email. This represented a decrease of 32% from 2024 (1,190 businesses), but a **630% increase** (500 businesses) compared to 2022. The detailed breakdown of the survey response rate by sector is provided in Tables 1 and 2.

DATA DISCLAIMER

TABLE 1: EMPLOYMENT SURVEY RESPONSE RATES by SECTOR, 2025

EMPLOYMENT SECTOR	Response Rate
Mining, Quarrying, and Oil and Gas Extraction	78%
Utilities	76%
Construction	48%
Manufacturing	56%
Wholesale Trade	59%
Retail Trade	65%
Transportation and Warehousing	51%
Information and Cultural Industries	49%
Finance and Insurance	54%
Real Estate and Rental and Leasing	47%
Professional, Scientific and Technical Services	51%
Management of Companies and Enterprises	45%
Administrative and Support Services (including Waste Management)	49%
Educational Services	50%
Health Care and Social Assistance	58%
Arts, Entertainment and Recreation	53%
Accommodation and Food Services	58%
Other Services (except Public Administration)	54%
Public Administration	67%
2025 OVERALL RESPONSE RATE	56%

Source: York Region Economic and Development Services branch. **Note:** Employment excludes farm-based and home-based businesses.

Medium-sized (20-99 employees) and large-sized (100+ employees) businesses had higher response rates overall (Table 2).

TABLE 2: EMPLOYMENT SURVEY RESPONSE RATES by BUSINESS SIZE, 2025

BUSINESS SIZE	Response Rate
Small (1 to 19 Employees)	54%
Medium (20 to 99 Employees)	63%
Large (100 to 499 Employees)	62%
Very Large (500+ Employees)	51%
2025 OVERALL RESPONSE RATE	56%

Source: York Region Economic and Development Services branch. **Note:** Employment excludes farm-based and home-based businesses.

NATIONAL, PROVINCIAL and YORK REGION OVERVIEW



CANADA, ONTARIO, TORONTO CMA and YORK REGION EMPLOYMENT

York Region, along with Ontario and Canada, has faced significant economic challenges in recent years, including the lingering impacts of the COVID-19 pandemic, fluctuating Bank of Canada overnight interest rates, increased cost of living, persistent inflation, housing affordability challenges and global economic pressures. These factors have contributed to slower growth across the board.

Conference Board of Canada (CBoC) and Statistics Canada data provide some context for comparing the impacts of the recent economic challenges for York Region, Toronto Census Metropolitan Area (CMA), Ontario and Canada.

The following employment growth figures are presented to provide broad economic context and illustrate general trends at the national, provincial and regional levels. The data are drawn from different sources that use distinct methodologies, definitions and collection approaches. As a result, the figures should be interpreted as directional indicators and are not intended to serve as a direct statistical comparison between Canada, Ontario, Toronto CMA and York Region. The national and provincial data provide important contextual benchmarks for understanding the York Region results that follow.

TABLE 3: ANNUAL EMPLOYMENT GROWTH RATES in CANADA, ONTARIO, TORONTO CMA and YORK REGION, 2020 to 2025

ECONOMIC REGION	2020 to 2021	2021 to 2022	2022 to 2023	2023 to 2024	2024 to 2025
Canada	8%	5%	2%	1.5%	0.1%
Ontario	8%	6%	3%	1.5%	0.3%
Toronto CMA	8%	5%	3%	1.2%	1.1%
York Region¹	6%	3%	0.6%	0.6%	0.1%

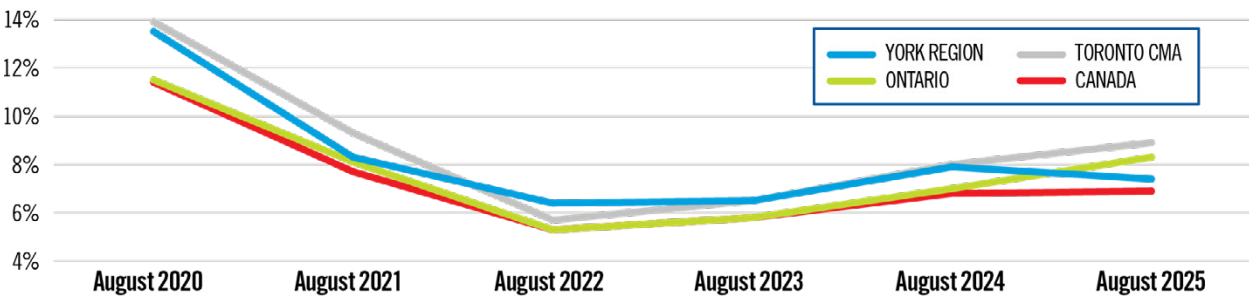
Source: Statistics Canada Employment by industry, monthly, seasonally unadjusted (x1,000), the Conference Board of Canada and York Region Economic and Development Services branch, 2025 Employment Survey. **Note**¹: 2020 and 2021 employment growth rates based on Conference Board of Canada data.

NATIONAL, PROVINCIAL and YORK REGION OVERVIEW (continued)

CANADA, ONTARIO, TORONTO CMA and YORK REGION UNEMPLOYMENT RATES

Based on Statistics Canada data, unemployment rates in Canada, Ontario, Toronto Census Metropolitan Area (CMA) and the Region reached their lowest in 2022 since 2020 (Figure 1) but trended upward recording **6.9%** in Canada, **8.3%** in Ontario, **8.9%** in Toronto CMA and **7.4%** in York Region in August 2025.

FIGURE 1: UNEMPLOYMENT RATES in CANADA, ONTARIO, TORONTO CMA and YORK REGION, 2020 to 2025



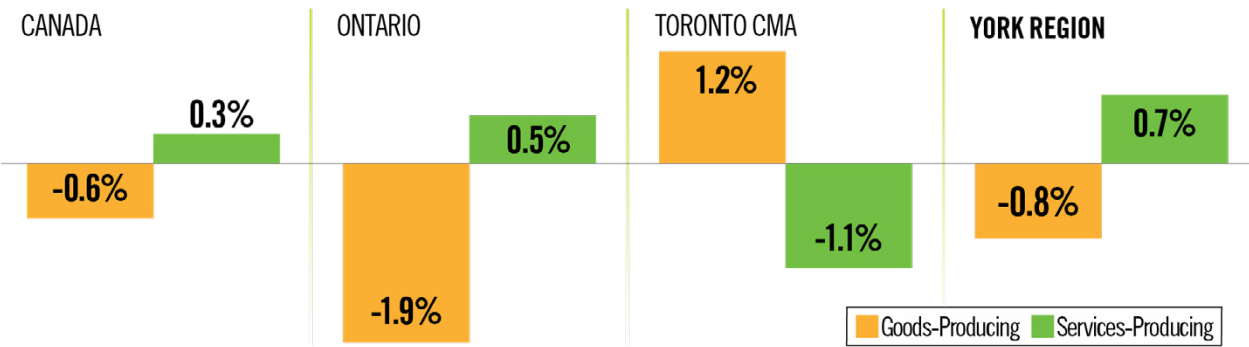
Source: Statistics Canada, Labour Force Characteristics, 3-month moving average, unadjusted for seasonality.

GOODS vs. SERVICES-PRODUCING SECTORS

From 2024 to 2025, goods producing sectors across Canada, Ontario , Toronto CMA and York Region experienced a decline in growth, while service producing sectors had a small increase. (Figure 2).

However, looking at the five-year trend, the Region has recorded a more balanced growth in goods and services-producing sectors compared to national and provincial trends (Figure 3).

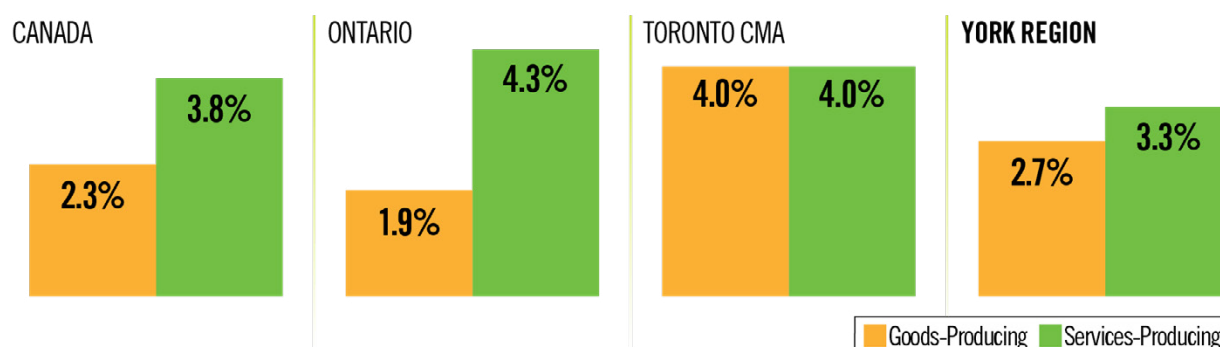
FIGURE 2: GOODS and SERVICES-PRODUCING SECTOR EMPLOYMENT GROWTH RATES, 2024 to 2025



Source: Statistics Canada Employment by industry, monthly, seasonally unadjusted (x1,000), the Conference Board of Canada and York Region Economic and Development Services branch.

NATIONAL, PROVINCIAL and YORK REGION OVERVIEW (continued)

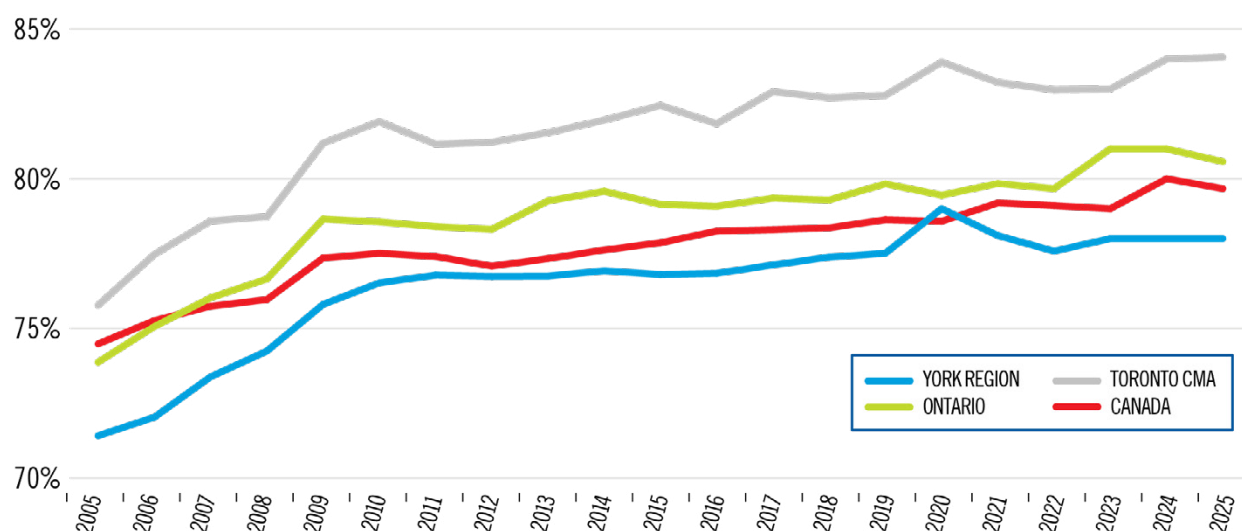
FIGURE 3: AVERAGE ANNUAL EMPLOYMENT GROWTH RATES, 2020 to 2025



Source: Statistics Canada Employment by industry, monthly, seasonally unadjusted (x1,000), the Conference Board of Canada and York Region Economic and Development Services branch.

The distribution of jobs between goods-producing and services-producing sectors has slightly increased for service-producing sectors in York Region since 2015. In the last 20 years, the share of jobs in the Region has favoured services-producing sectors increasing from **71%** of the Region's employment to **78%** (Figure 4) while the share of goods-producing jobs has decreased from **29% to 22%** (Figure 5).

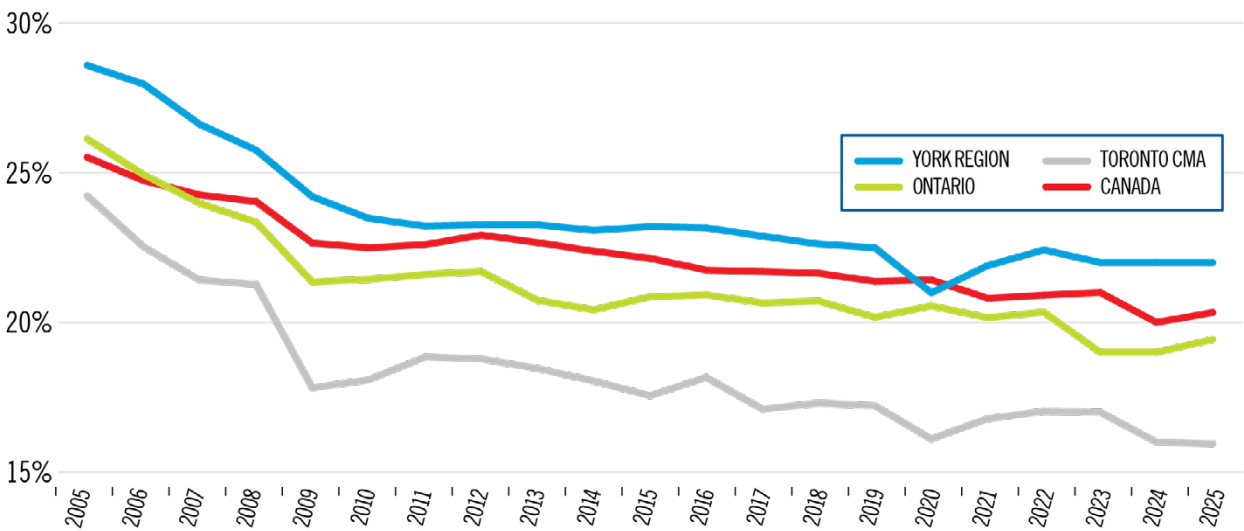
FIGURE 4: SHARE of SERVICES-PRODUCING EMPLOYMENT, 2005 to 2025



Source: Statistics Canada Employment by industry, monthly, seasonally unadjusted (x1,000), the Conference Board of Canada and York Region Economic and Development Services branch.

NATIONAL, PROVINCIAL and YORK REGION OVERVIEW (continued)

FIGURE 5: SHARE of GOODS-PRODUCING EMPLOYMENT, 2005 to 2025



Source: Statistics Canada Employment by industry, monthly, seasonally unadjusted (x1,000), the Conference Board of Canada and York Region Economic and Development Services branch.



2025 YORK REGION EMPLOYMENT SURVEY RESULTS

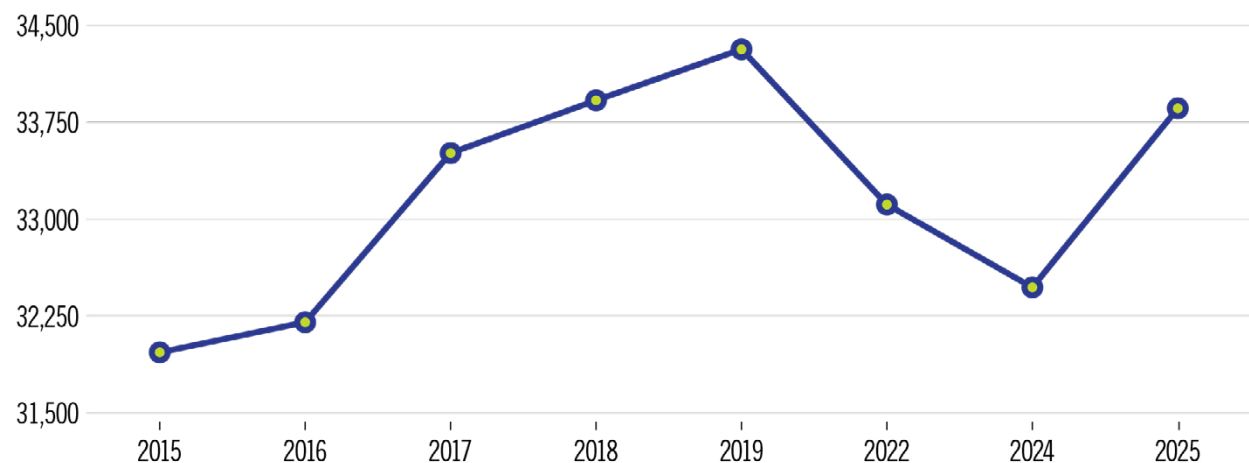


OVER 33,860 YORK REGION BUSINESSES SURVEYED

YORK REGION BUSINESSES

York Region surveyed over **33,860 businesses** with a physical non-residential location in 2025, an **increase of 1,910 businesses** from the 2015 survey (Figure 6). Map 1 displays the spatial distribution of businesses across York Region.

FIGURE 6: YORK REGION, SURVEYED BUSINESSES, 2015 to 2025

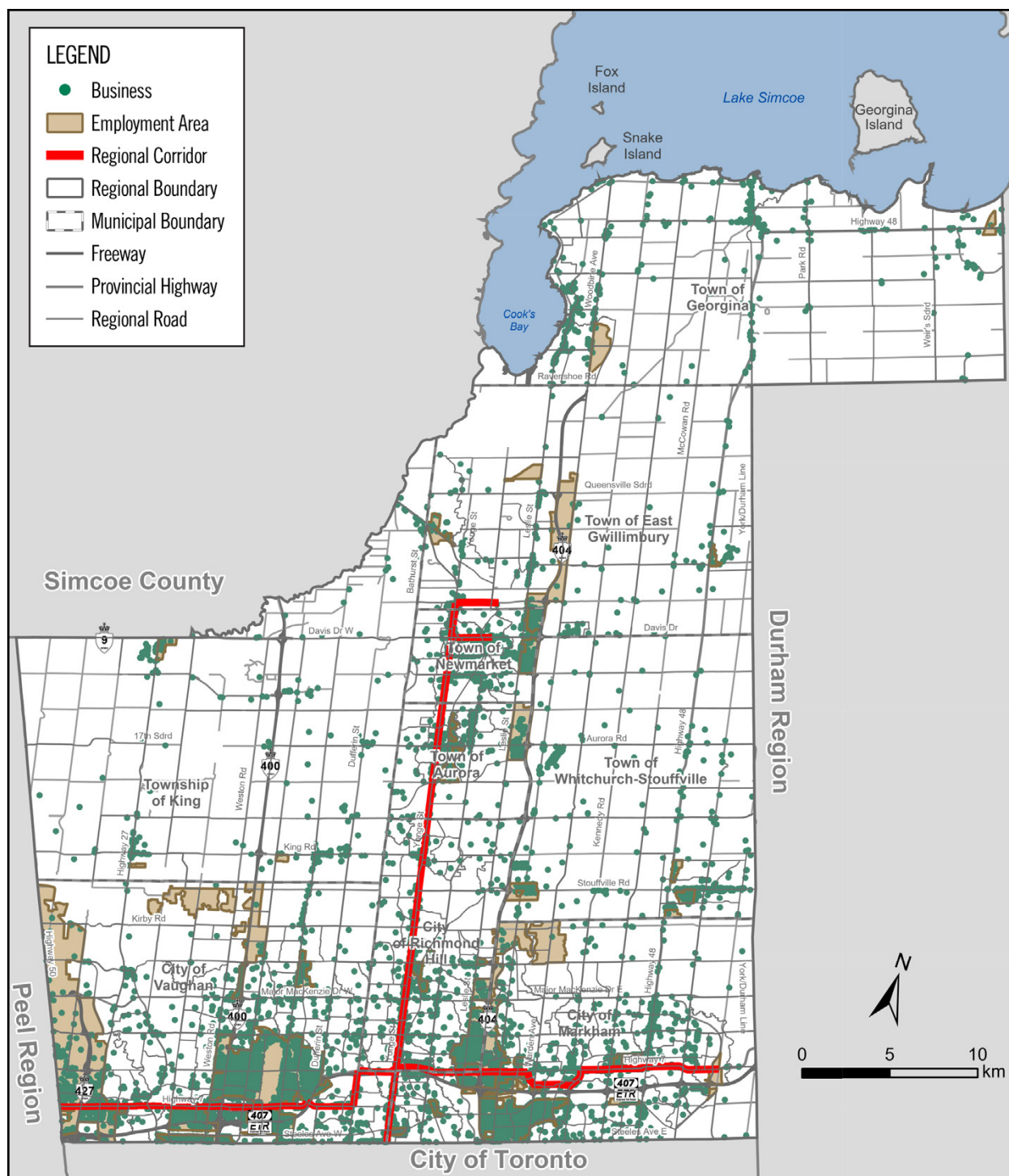


Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.



Statistics Canada's Canadian Business Counts (CBC) database reports over 58,629 business establishments with employees in York Region. While CBC includes home-based and household employers, the difference between CBC counts and York Region's Employment Survey is driven by several factors. CBC does not distinguish between home-based and physical-location businesses. CBC is a widely used and authoritative measure across municipalities, workforce boards and economic development organizations, and provides an important benchmark for understanding the full business landscape. The CBC database includes home-based and household employers that have filed a federal income tax return within the past three years.

MAP 1: YORK REGION, DISTRIBUTION of BUSINESSES 2025



Produced by The Regional Municipality of York, Economic and Development Services branch, Corporate Services, March 3, 2026. Employment Survey Data provided by Economic and Development Services branch. **Note:** The map represents employment at businesses surveyed. Farm and home-based employment are not included. Background data provided by: York Region's Data, Analytics and Visualization Services team in Corporate Services. © King's Printer for Ontario 2003-2026

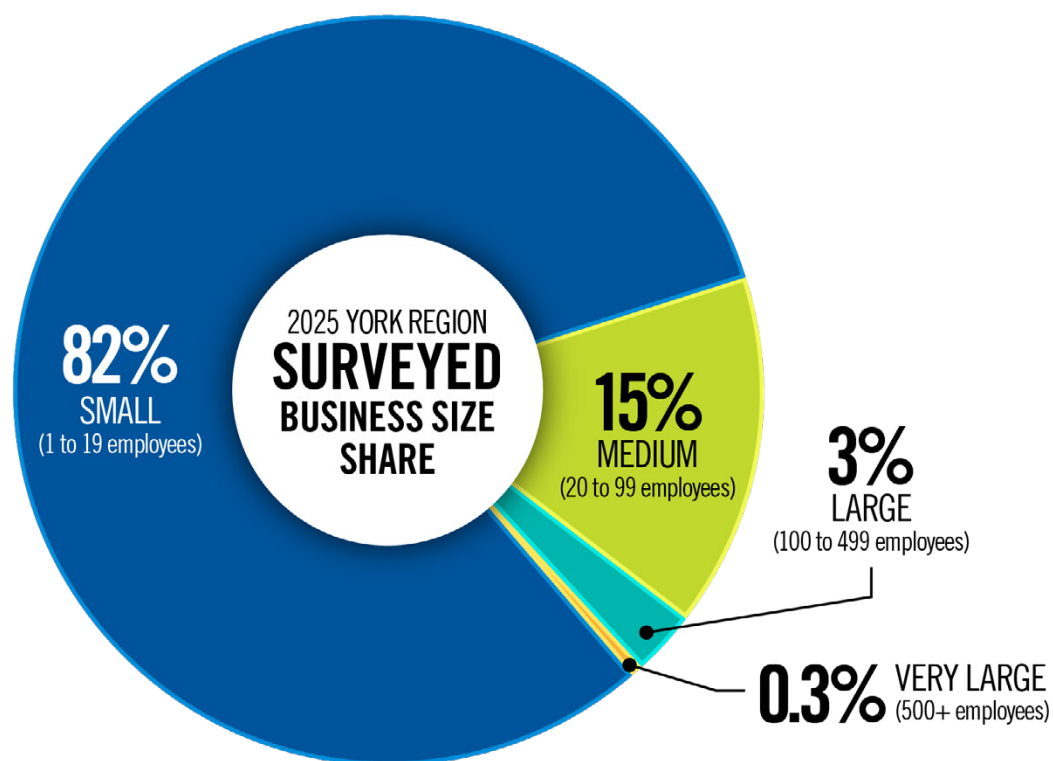
YORK REGION BUSINESSES

BUSINESSES by SIZE

York Region's business community continues to be dominated by small businesses (1-19 employees), accounting for **82%** (27,600 businesses) of surveyed businesses in 2025 (Figure 7). The share of small businesses is indicative of the important role they play in York Region's economy, accounting for an estimated **25%** (156,790 jobs) of York Region's total employment in 2025.

While the share of very large businesses (500+ employees) is relatively small at **0.3%** of the Region's surveyed establishments, it has **relatively the same since 2024** (from 88 to 87 businesses) and accounting for an estimated **15% of total jobs** (93,975 jobs).

FIGURE 7: YORK REGION, SURVEYED BUSINESS SIZE SHARE, 2025



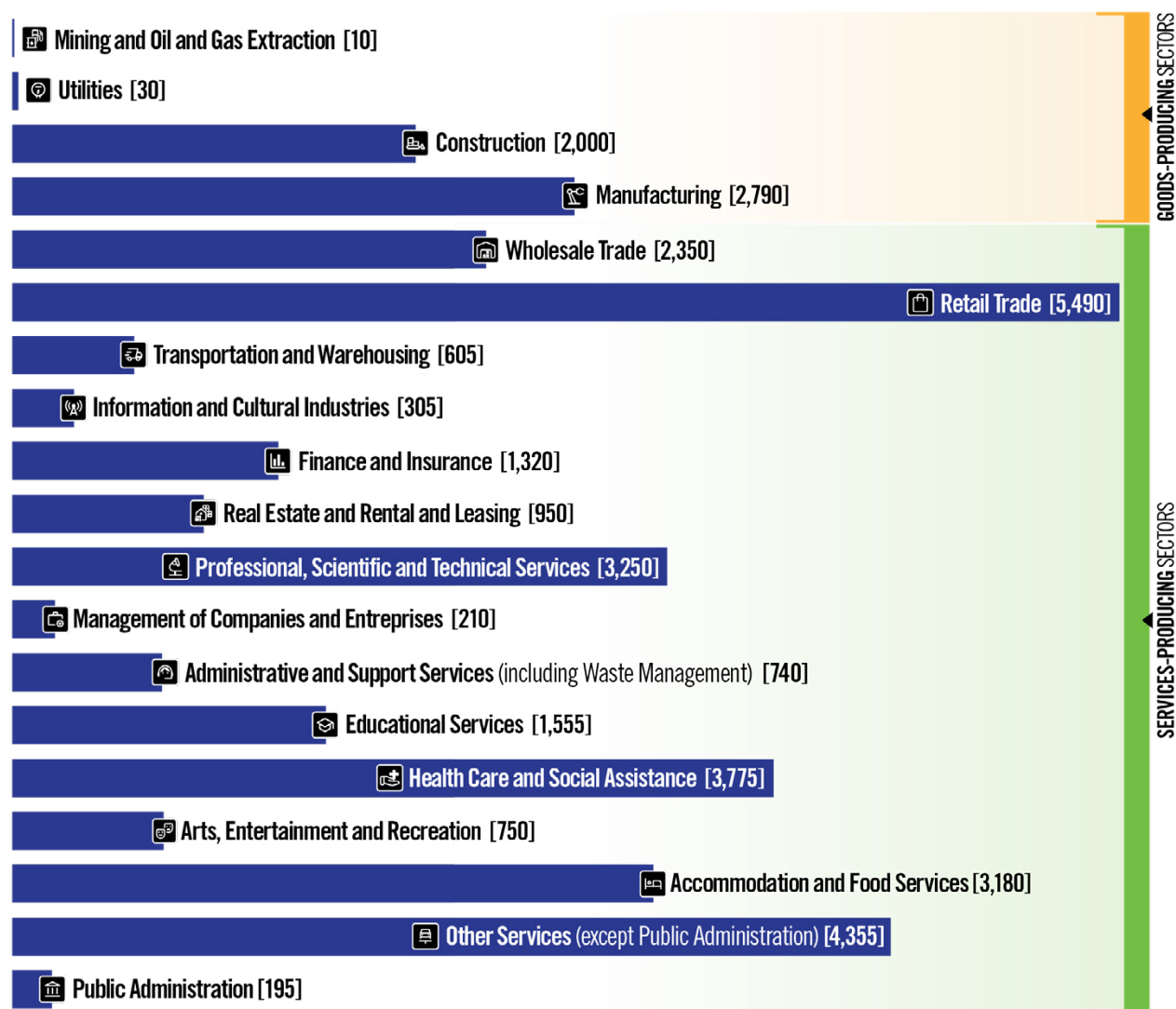
Source: York Region Economic and Development Services branch, 2025. May not add up to 100% due to rounding.

YORK REGION BUSINESSES (continued)

BUSINESSES by SECTOR

York Region's business community includes a variety of different sectors (Figure 8). The retail trade sector has the highest share of surveyed businesses in the Region at **16%** (5,490 businesses).

FIGURE 8: SHARE of YORK REGION SURVEYED BUSINESSES, 2025



Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.

YORK REGION BUSINESSES (continued)

NEW SURVEYED BUSINESSES 2024 to 2025

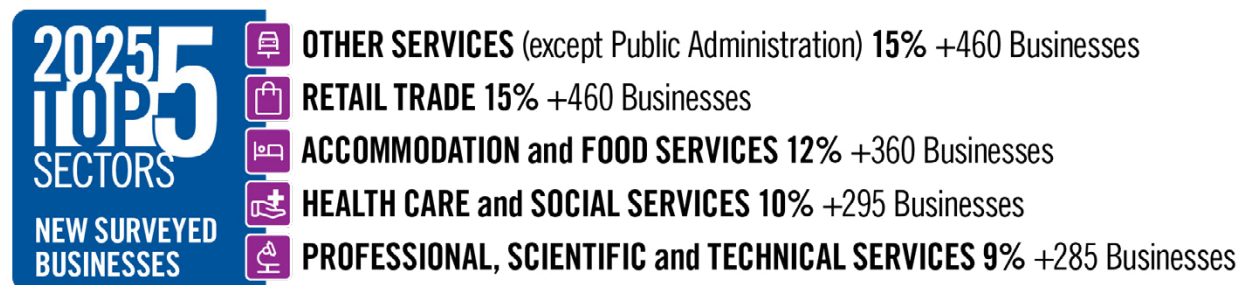
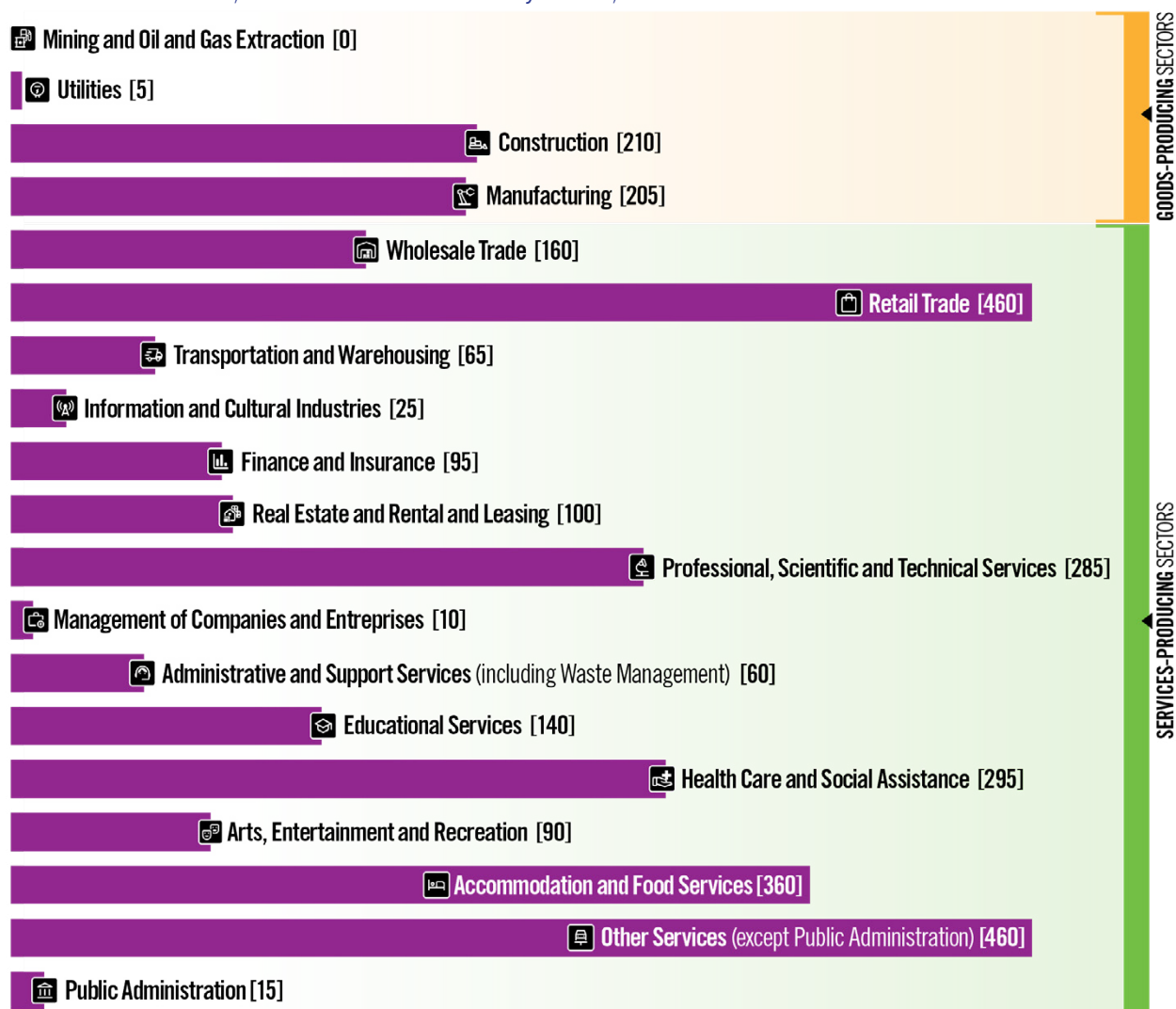


FIGURE 9: YORK REGION, NEW SURVEYED BUSINESSES by SECTOR, 2025



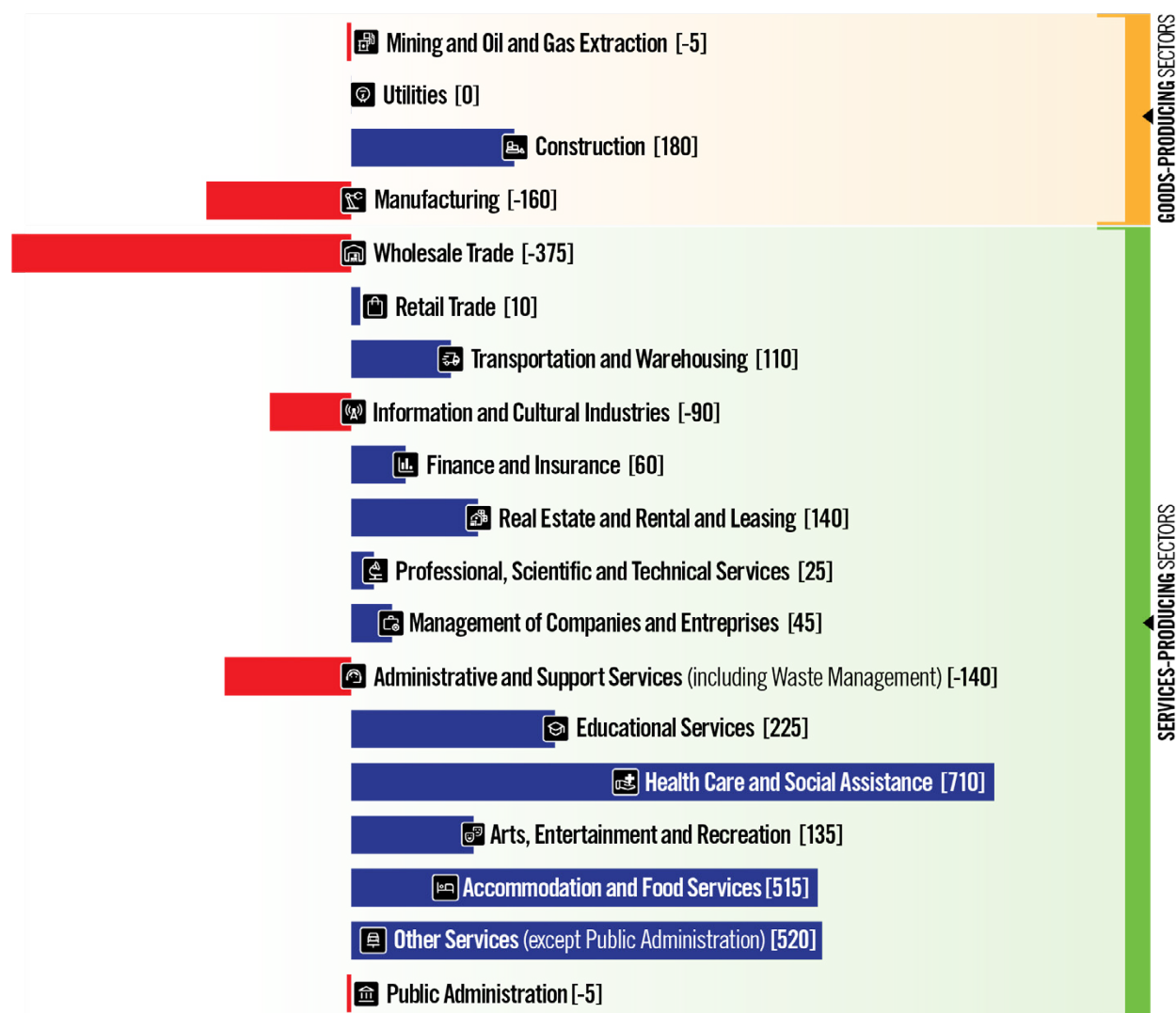
Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.

YORK REGION BUSINESSES (continued)

10-YEAR SECTOR TRENDS 2015 to 2025

York Region continues to be an attractive destination for businesses to reside and grow. Since 2015, the number of York Region businesses surveyed has grown approximately **6%** (1,910 businesses), based on a comparison of businesses captured in the 2015 Employment Survey and those recorded in this year's survey.

FIGURE 10: YORK REGION, BUSINESS GROWTH and DECLINE, 2015 to 2025



Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.

Results are based on York Region's Employment Survey and reflect changes in surveyed businesses between 2015 and 2025 using a consistent survey methodology. Figures are intended to show trends within the survey dataset and are not directly comparable to business counts from other sources.



YORK REGION IMPORT/EXPORT ACTIVITY

1,150 BUSINESSES reported **EXPORTING** GOODS and/or SERVICES¹

In early 2025, the United States introduced a series of tariff increases as part of changes to its trade policy affecting commerce with Canada. These measures continue to evolve, influencing global trade relationships and various tariffs being adjusted over time. In response to the rapidly changing Canadian and global economic landscape, the 2025 Employment Survey was expanded to collect more granular level data related to import and export activity among York Region businesses. This supports more precise monitoring of economic trends that directly affect the Region's local businesses.

In previous years, the Employment Survey asked businesses if they export outside of Canada. In 2025, the survey was enhanced to ask whether businesses import and/or export goods and/or services outside of Canada. Where businesses stated they did some form of export activity, they were also asked which countries they export to.

Based on the number of complete responses to the import/export questions, about 6% of business reported exporting and 11% reported importing goods and/or services outside of Canada.¹ **Table 4** shows the breakdown of those businesses in greater detail including the share that import only, export only, or both import and export.

When correlated to the **total number of surveyed businesses in York Region (33,860)**, total exports and total imports account for at least 3% and 6% of businesses respectively. However, these figures should be interpreted with caution, as approximately **40% of businesses did not respond to the questions**. Limitations of this data are further described at the end of this section.

¹ Based on the number of businesses that responded to the employment survey import/export questions (approximately 20,200). Does not include home-based or farm-based businesses.

YORK REGION IMPORT/EXPORT ACTIVITY (continued)

TABLE 4: YORK REGION, SURVEYED BUSINESSES by IMPORT/EXPORT ACTIVITY, 2025

TYPE of ACTIVITY	NUMBER of OCCURRENCES	PERCENTAGE ¹ (of total responses)
IMPORT Only	1,290	6%
EXPORT Only	310	2%
IMPORT and EXPORT	840	4%
Aggregate Total IMPORTS	2,130	11%
Aggregate Total EXPORTS	1,150	6%

Source: York Region Economic and Development Services branch, 2025.

YORK REGION EXPORT ACTIVITY

To provide additional insight into York Region's export activity beyond what is available for a single year, data from the 2024 and 2025 Employment Surveys were combined. Across those two years, approximately **1,975 businesses** reported exporting outside of Canada, representing about 9% of all responding businesses. The number of businesses exporting goods, services, or both was collected through the survey responses.



More than 43,000 jobs in York Region are associated with businesses that reported exports in 2025²

For those who responded to the import/export questions, more than 43,000 jobs in York Region are associated with businesses that reported exports in 2025. When correlated to the total number of surveyed jobs in York Region (624,165), total exports account for at least 7% of jobs.

In 2025, the survey collected information on the specific countries businesses export to. Several businesses reported exporting to more than one country and the number of occurrences was recorded. **Table 5** displays the top ten export countries ranked by the number of businesses reporting exports to each country. Of the businesses that reported exporting, 80% indicated that they export to the United States, making it the single largest export destination.



80% of YORK REGION BUSINESSES who REPORT EXPORTS do so to the UNITED STATES³

² Based on the number of businesses that responded to the employment survey import/export questions (approximately 20,200). Does not include home-based or farm-based businesses.

YORK REGION IMPORT/EXPORT ACTIVITY (continued)

Of the businesses that reported exporting, approximately 73% indicated they export goods to the United States, demonstrating the country's central role in regional goods export activity. Based on 2023 Statistics Canada data, it was estimated that 81% of all Regional exports are to the United States accounting for \$11.8 billion dollars in exports.³ This aligns closely with the figures generated by Employment Survey data as seen in **Table 5**.

TABLE 5: YORK REGION, SURVEYED BUSINESSES, TOP TEN EXPORT COUNTRIES, 2025

RANKING	EXPORT COUNTRY	NUMBER of OCCURRENCES ⁴	PERCENTAGE (of total exports) ⁴
1	United States	920	80%
2	China	65	6%
3	Mexico	60	5%
4	United Kingdom	30	3%
5	Australia	30	2%
6	Germany	20	2%
7	Japan	15	1%
8	Italy	15	1%
9	India	15	1%
10	Korea	10	1%

Source: York Region Economic and Development Services branch, 2025.

All available export country data was aggregated into broader regions and included a small number of responses where the respondent identified only a general region they export to rather than specific countries such as North America, Asia or Europe.

Table 6 shows all export regions ranked from the greatest to least number of occurrences among York Region businesses. When **Table 5** is considered alongside **Table 6**, it provides a clearer and more comprehensive picture of York Region's export activity. The data shows a consistent pattern, with the majority of exports directed to North America and the United States. Asia and Europe also represent significant export destinations, though at smaller shares relative to North America. Approximately 13% of reported exports were categorized as global. However, due to the nature of international e-commerce, the reliability of responses within this category is uncertain.

³ York Region Economic and Development Services branch, *York Region Import-Export Profile, 2023*.

⁴ Based on the number of businesses that responded to the employment survey import/export questions (approximately 20,200). Does not include home-based or farm-based businesses.

YORK REGION IMPORT/EXPORT ACTIVITY (continued)

TABLE 6: YORK REGION, SURVEYED BUSINESSES, EXPORT REGIONS by RANKING, 2025

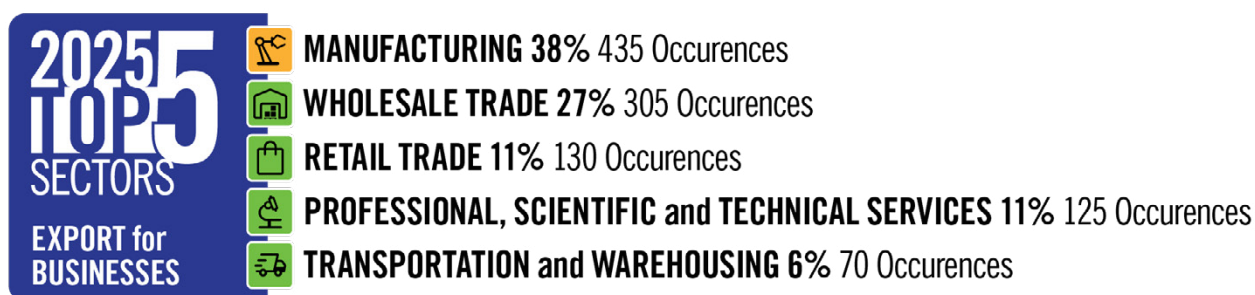
RANKING	EXPORT REGION	NUMBER of OCCURRENCES	PERCENTAGE (of total exports)
1	North America	1,040	91%
2	Asia	170	15%
3	Europe	145	13%
4	South America	40	3%
5	Australia	30	2%
6	Africa	10	1%
7	Oceania	5	0.3%

Source: York Region Economic and Development Services branch, 2025. Export regions are derived from continent attributes in Esri's country level geographic data.

Respondents who reported exporting in 2025 make up approximately 1,150 businesses and 43,000 jobs.

Figure 11 shows the sectoral breakdown of businesses who say they export, with the Manufacturing and Wholesale Trade sectors holding the most significant shares of all exports. While manufacturing firms make up about 38% of exporters in York Region, it is important to note that according to 2023 Statistics Canada data, they account for roughly 82% of total export value (approximately 11.9 billion, reflecting their larger size and higher export intensity).⁵

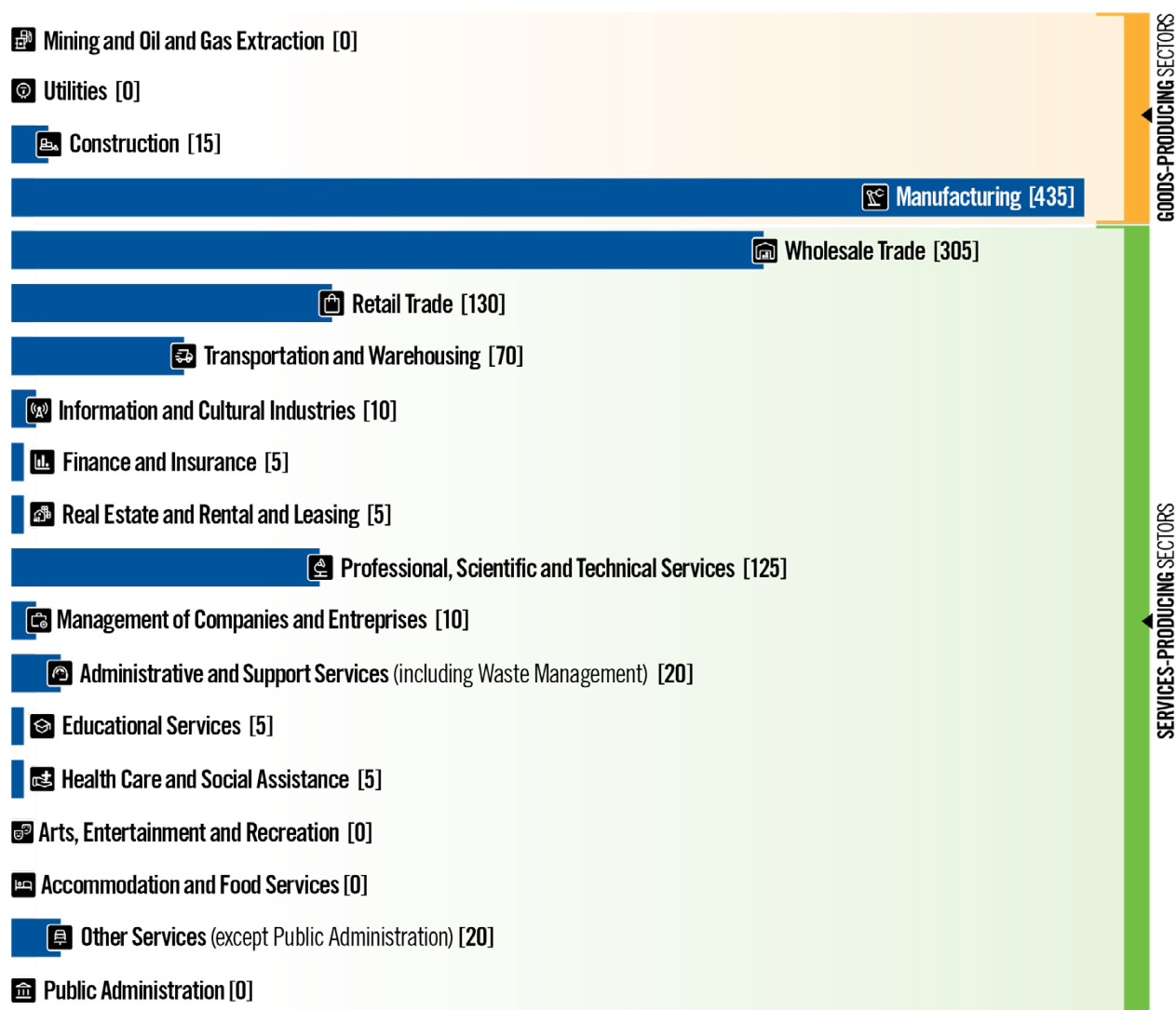
TOP EXPORT SECTORS for SURVEYED BUSINESSES - 2025



⁵ York Region Economic and Development Services branch, *York Region Import-Export Profile*

YORK REGION IMPORT/EXPORT ACTIVITY (continued)

FIGURE 11: YORK REGION, SURVEYED BUSINESSES⁶, EXPORTS by SECTOR, 2025



Source: York Region Economic and Development Services branch, 2025. Does not include farm-based businesses and home-based businesses.

⁶ Based on the number of businesses that responded to the employment survey import/export questions (approximately 20,200). Does not include home-based or farm-based businesses.

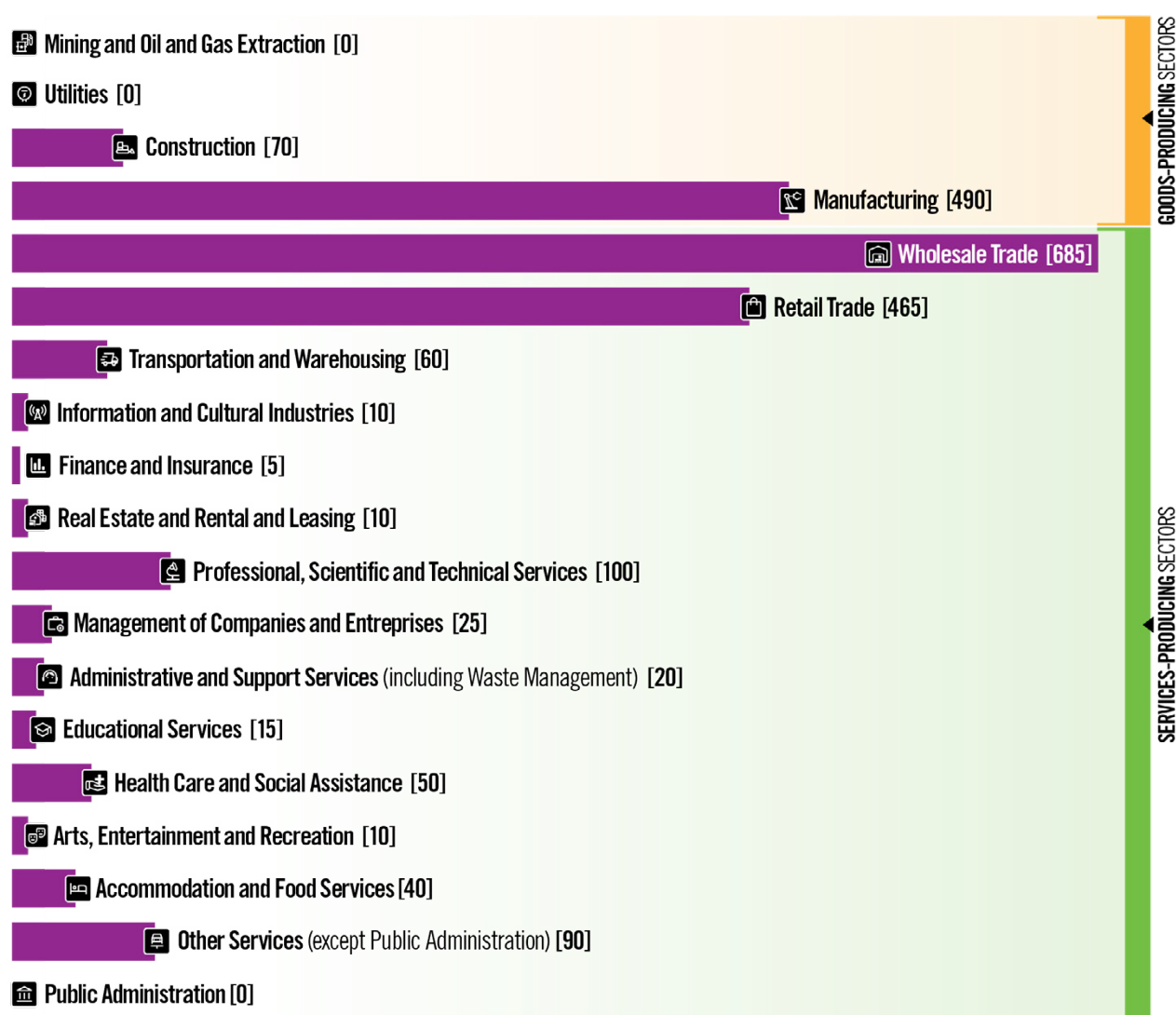
YORK REGION IMPORT/EXPORT ACTIVITY (continued)

YORK REGION IMPORT ACTIVITY

Import questions were a new variable added to the 2025 York Region Employment survey. By collecting this data, it provides a more complete picture of not only export activity in the Region, but import activity as well.

Businesses were asked if they import goods and/or services from outside of Canada. Respondents who say they import make up approximately 2130 businesses and 52,000 jobs. **Figure 12** shows the sectoral breakdown of businesses who say they import, with the Wholesale Trade, Manufacturing and Retail Trade sectors holding the most significant shares of all imports.

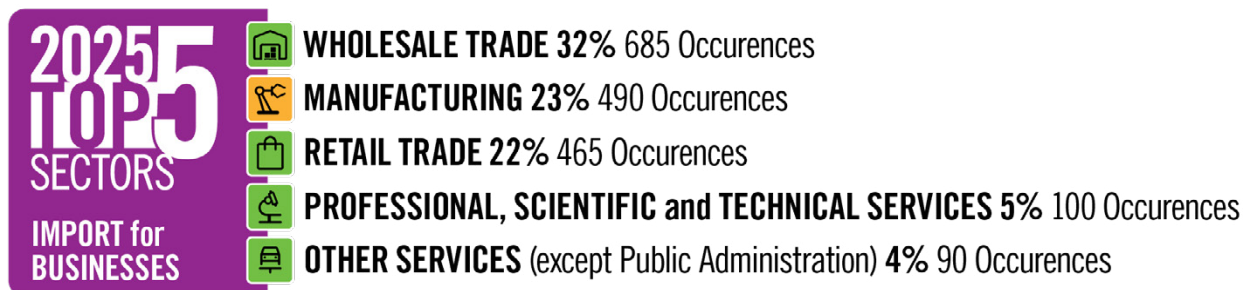
FIGURE 12: YORK REGION, SURVEYED BUSINESSES, IMPORTS by SECTOR, 2025



Source: York Region Economic and Development Services branch, 2025. Does not include farm-based businesses and home-based businesses.

YORK REGION **IMPORT/EXPORT** ACTIVITY (continued)

TOP IMPORT SECTORS for SURVEYED BUSINESSES - 2025



LIMITATIONS

While the enhanced 2025 import and export questions in the 2025 Employment Survey provide new insights into the international activities of York Region businesses, several limitations should be noted. Response rates varied across sectors, and only a subset of businesses provided complete information, which may result in under-representation of certain industries or business types. Some respondents were only able to identify general world regions rather than specific countries, reducing the level of geographic precision in export-destination data. In addition, businesses engaged in both importing and exporting are included in multiple categories, creating intentional overlap that must be considered when interpreting totals. Finally, self-reported data may be influenced by differences in respondents' understanding of import and export activities, particularly in cases involving e-commerce, which can limit the accuracy of information classified under broader categories such as "global." These factors should be considered when interpreting the findings.

YORK REGION EMPLOYMENT

624,165 ESTIMATED JOBS in YORK REGION for 2025

As of mid-year 2025, York Region's employment count was estimated to be **624,165 jobs**, excluding home-based employment. Table 4 outlines a detailed breakdown of 2025 employment estimates. Map 2 illustrates the spatial distribution of employment across York Region.

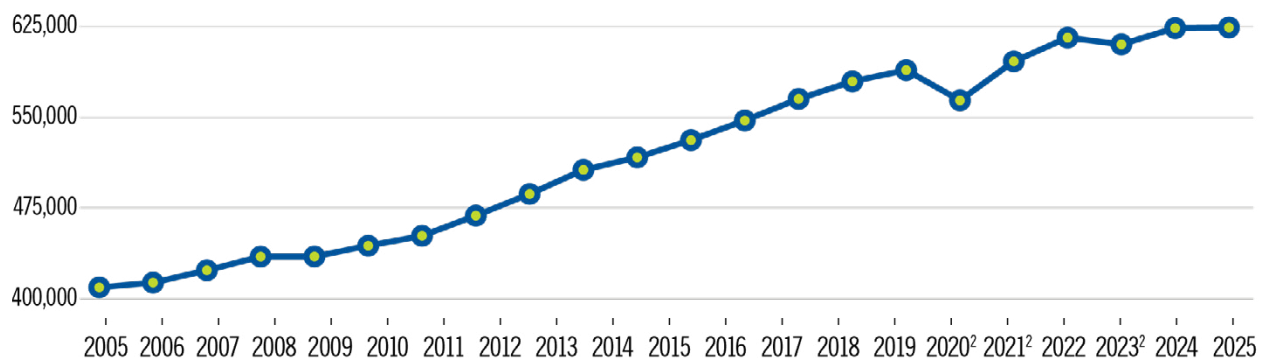
TABLE 7: YORK REGION, EMPLOYMENT ESTIMATE, 2025

EMPLOYMENT ESTIMATE TYPE	EMPLOYMENT ESTIMATE ¹
Surveyed Employment	367,330
No Contact Estimate	254,320
Agriculture Employment	2,515
Total	624,165

Source: York Region Economic and Development Services branch, 2025. **Note ¹:** Employment estimate excludes home-based businesses.

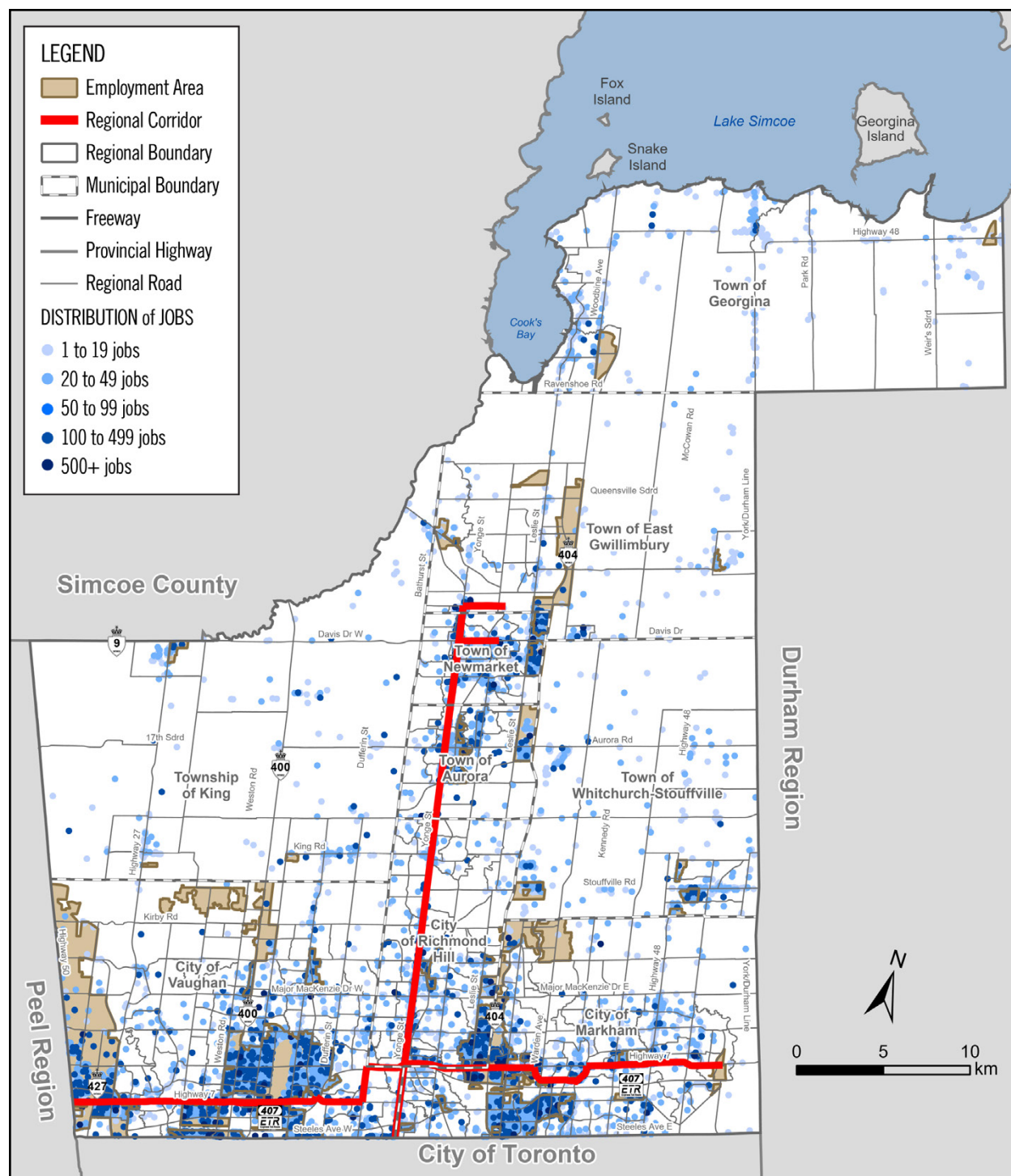
The annual growth rate of employment between 2024 and 2025 was **0.1%**, lower than the **1.8% average annual growth rate** observed from 2015 to 2025. Despite slower short-term growth, York Region has demonstrated remarkable long-term resilience. Since 2005, employment in York Region has grown by **approximately 216,000 jobs** (Figure 13) representing an average annual growth rate of **2.7%**.

FIGURE 13: YORK REGION, ESTIMATED EMPLOYMENT GROWTH, 2005 to 2025



Source: York Region Economic and Development Services branch, 2025 and the Conference Board of Canada. **Notes:** ²Employment estimates based on York Region Employment survey data except 2020, 2021 and 2023, which are based on Conference Board of Canada employment growth rates for York Region. Employment for all years excludes work at home estimates.

MAP 2: YORK REGION, DISTRIBUTION of JOBS 2025



Produced by: The Regional Municipality of York, Economic and Development Services branch, Corporate Services, March 3, 2026. Employment Survey Data provided by Economic and Development Services branch. **Note:** the map represents employment at businesses surveyed. Farm and home-based employment are not included. Background data provided by York Region's Data, Analytics and Visualization Services team in Corporate Services. © King's Printer for Ontario 2003-2026

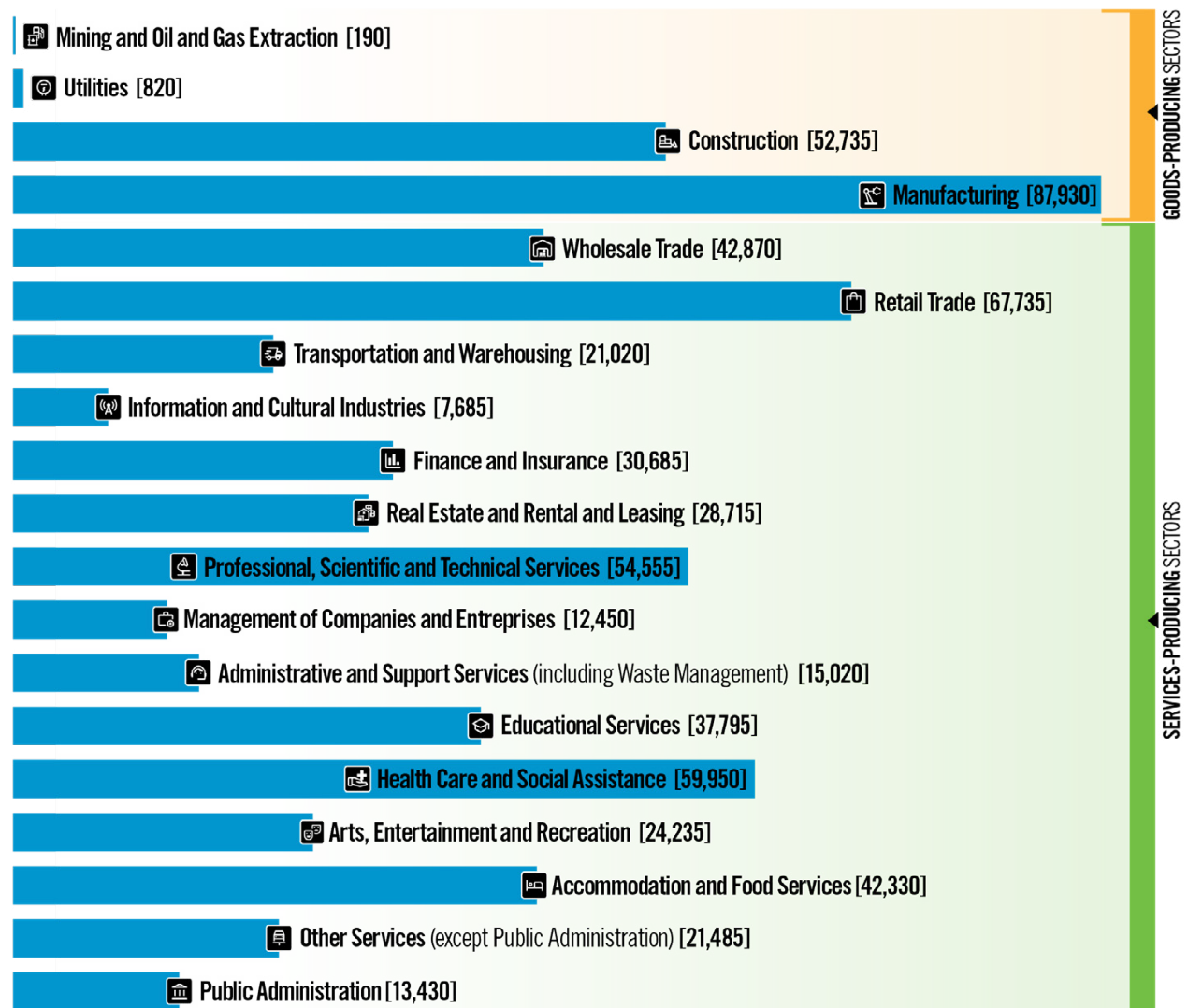
YORK REGION EMPLOYMENT (continued)

DISTRIBUTION of SURVEYED EMPLOYMENT by INDUSTRY

York Region has a diverse economic base with employment across a broad range of sectors. A diverse economy provides a wide variety of jobs and opportunities for residents. This has proven to be vital in maintaining York Region's resiliency, as a more diverse economy is less sensitive to economic downturn and job decline.

As shown in Figure 14, in 2025, York Region's top five sectors by surveyed employment include Manufacturing (14% or 87,930 jobs), Retail Trade (11% or 67,735 jobs), Health Care and Social Assistance (10% or 59,950 jobs), Professional, Scientific and Technical Services (9% or 54,555 jobs), and Construction (8% or 52,735 jobs).

FIGURE 14: YORK REGION, DISTRIBUTION of SURVEYED EMPLOYMENT by INDUSTRY, 2025



Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.

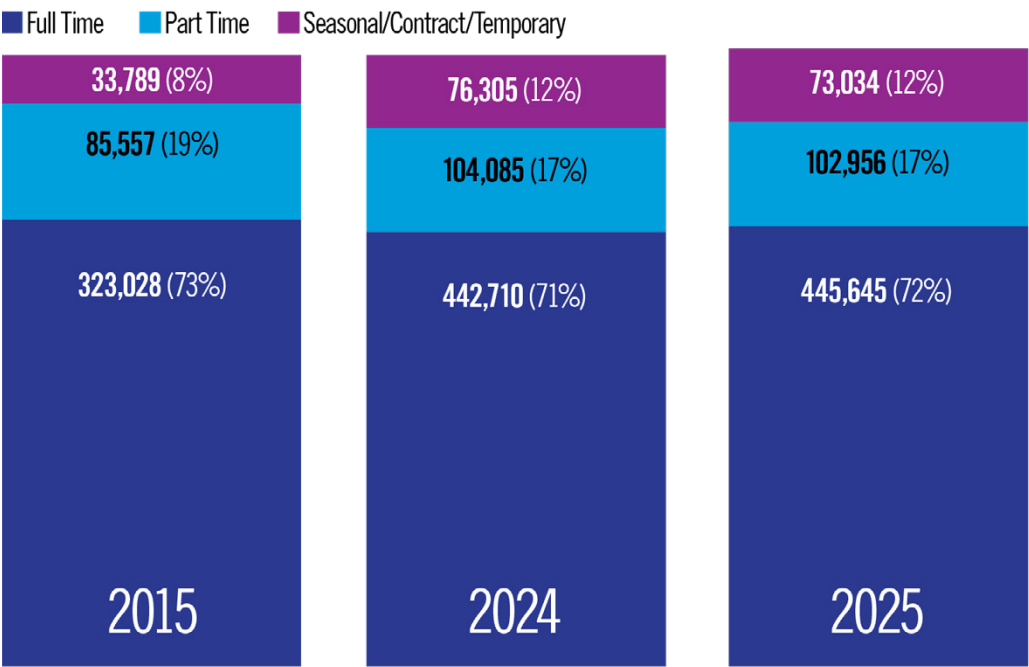
YORK REGION EMPLOYMENT (continued)

EMPLOYMENT by TYPE of WORKER

Over the past 10-years, seasonal/contract/temporary employment has been the fastest growing type of work increasing from an **8%** share in 2015 to **12%** in 2025. Since 2015, seasonal/contract/temporary employment **increased by 39,245 jobs**. Following the COVID-19 pandemic, there was an increase in seasonal/contract/temporary roles as employers adapted to economic uncertainty and market volatility. However, from 2024 to 2025 the share of seasonal/contract/temporary employment declined by about **4%** (3,270 jobs), reflecting potential stabilization in the job market and a shift in employment types to meet evolving workforce demands.

The share of part-time employment has decreased from **19%** in 2015 to **17%** in 2025—impacted by the rise in seasonal/contract/temporary employment over the same 10-year period. The share of full-time employment also decreased from **73%** in 2015 to **72%** in 2025. Despite this shift, in the last year, York Region’s employment base has added about **2,935 full-time jobs** demonstrating a gradual adjustment by employers to balance short-term flexibility and long-term stability (Figure 15).

FIGURE 15: YORK REGION, EMPLOYMENT by TYPE of WORKER, 2015 to 2025



Source: York Region Economic and Development Services branch, 2025. Note: Excludes farm-based businesses and home-based businesses.

YORK REGION EMPLOYMENT (continued)

EMPLOYMENT by TYPE of WORK ARRANGEMENT

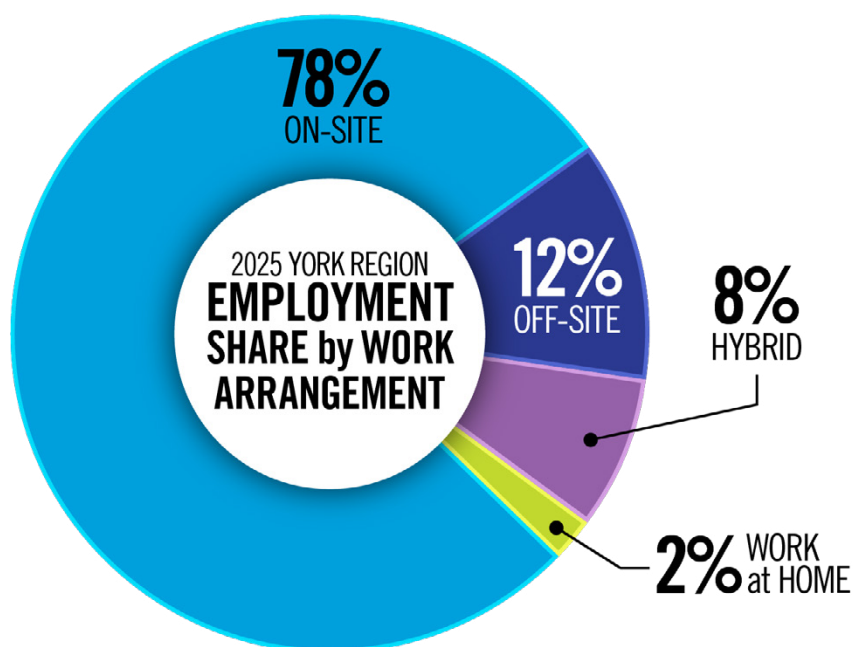
To gain insight on work arrangement changes across the Region since the COVID-19 pandemic, a new survey question was added to the 2024 Employment Survey. Respondents were asked to provide an estimated percentage of their employees working under the following work arrangements: work at home, on-site, off-site or hybrid.

To differentiate various work arrangements, each category was defined as follows:

- Hybrid: Employees that work hybrid and are on-site less than 75% of the time
- Work at home: Employees that work at home more than 75% of the time
- On-site: Employees that work on-site 100% of the time
- Off-site: Employees that work off-site 100% of the time (such as drivers, construction workers, real estate agents, etc.)

Figure 14 shows the Region-wide percentage breakdown of work arrangements by category. In 2025, most employees worked on-site (**78%**), while off-site employees made up a **12%** share. Hybrid and work at home employees made up **8%** and **2%** of total employees, respectively.

FIGURE 16: YORK REGION, SHARE of EMPLOYMENT by WORK ARRANGEMENT, 2025



Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.

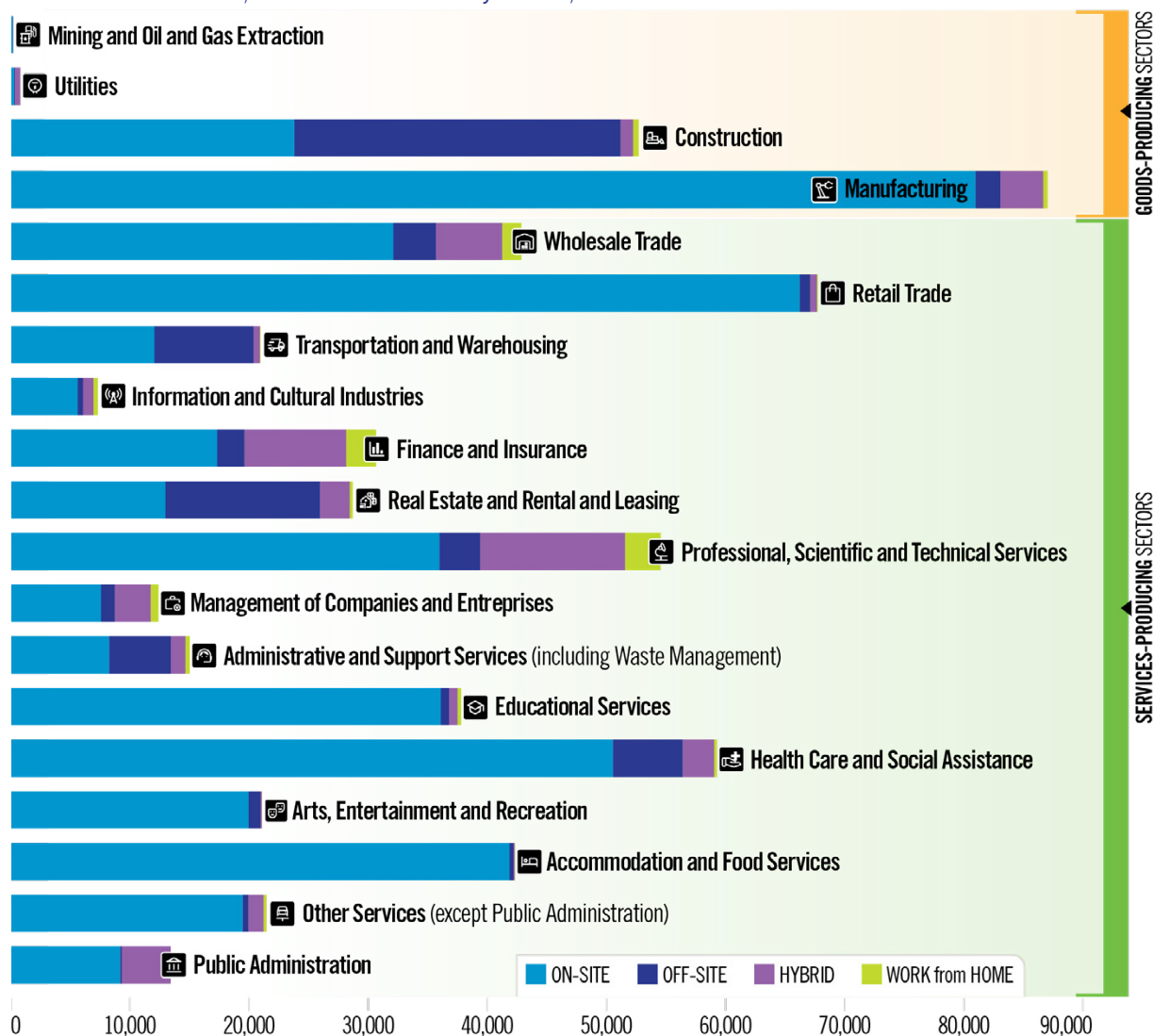
Although these percentages may not cover all work at home employment in York Region, they help develop an understanding of the overall place of work trends. Constraints in collecting more comprehensive work arrangement data were as follows:

- Many employers were not able to provide the breakdown of their employment by place of work, thus Figure 16 may not capture total employees
- Only businesses with a physical non-residential location are surveyed through the York Region Employment Survey

YORK REGION EMPLOYMENT (continued)

Figure 17 shows the breakdown of work arrangement categories within every sector. Due to the nature of their business activities, Construction, Real Estate and Rental and Leasing, and Transportation and Warehousing sectors have larger shares of off-site employees while the Manufacturing, Retail Trade, and Health Care and Social Assistance sectors have larger shares of on-site employees. The Professional, Scientific and Technical Service sector, Finance and Insurance, and Wholesale Trade sectors have more significant shares of hybrid and work at home employees compared to other sectors.

FIGURE 17: YORK REGION, WORK ARRANGEMENTS by SECTOR, 2025



Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.

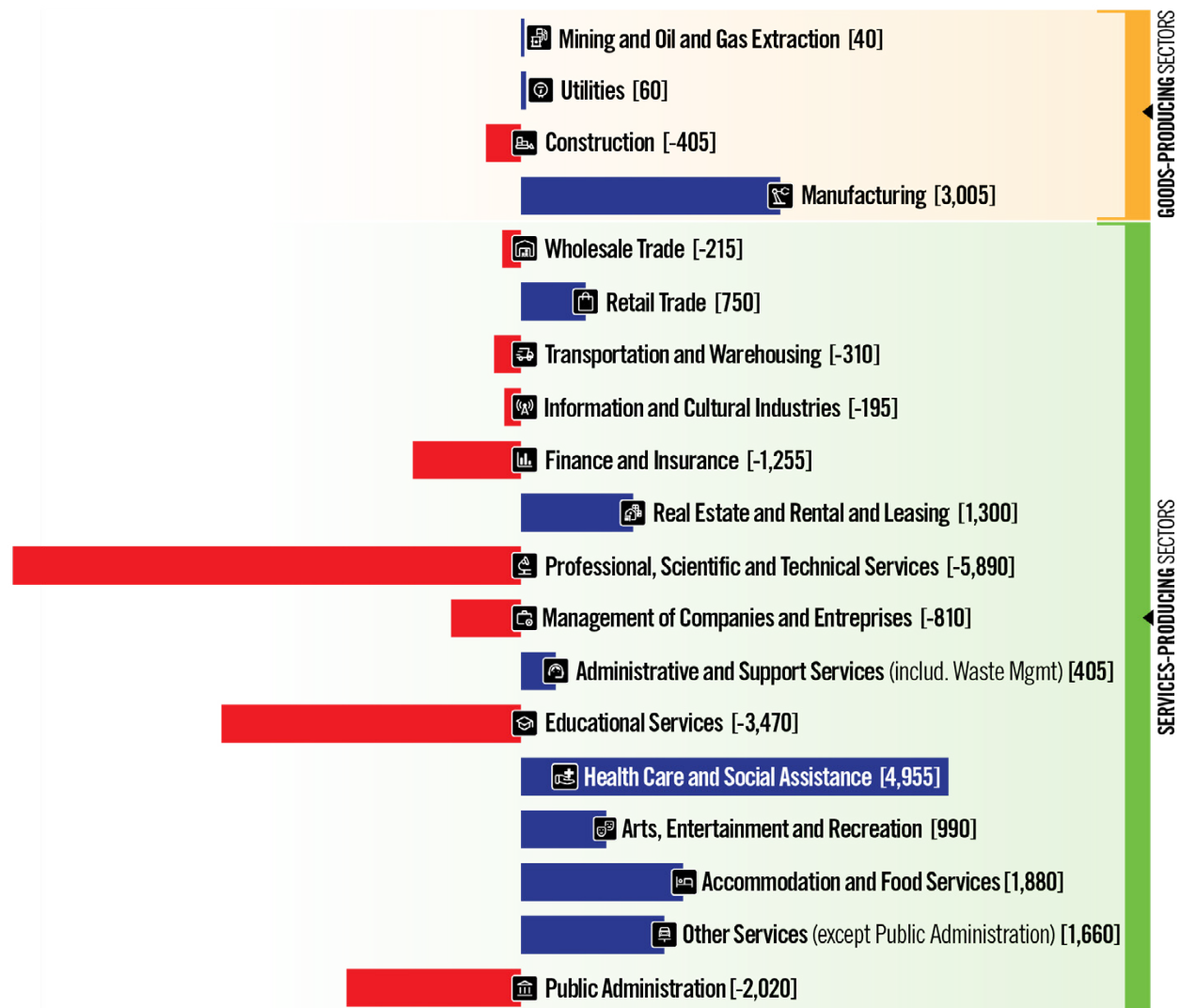
EMPLOYMENT CHANGE by SECTOR - 2024 to 2025

Sectors with the strongest job growth between 2024 and 2025 included Health Care and Social Assistance (4,955 jobs added), Manufacturing (3,005 jobs added), Accommodation and Food Services (1,880 jobs added), Other Services (except Public Administration) (1,660 jobs added), and Real Estate and Rental and Leasing (1,300 jobs added).

YORK REGION EMPLOYMENT (continued)

The sectors that experienced the largest decreases in employment between 2024 to 2025 are Professional, Scientific and Technical Services (5,890 jobs lost), Educational Services (3,470 jobs lost), Public Administration (2,020 jobs lost), Finance and Insurance (1,255 jobs lost) and Management of Companies and Enterprises (810 jobs lost). Notably, the Health Care and Social Assistance and Manufacturing sectors experienced the largest employment increases since 2024 in York Region. Figure 18 displays employment changes in York Region by sector since 2024.

FIGURE 18: YORK REGION, EMPLOYMENT CHANGE by SECTOR, 2024 to 2025



Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.

Fluctuation in employment numbers since 2024 was attributed to factors such as employment growth from new businesses and existing business expansions, employment decline from closed business establishments, businesses that have moved out of York Region, and historical data cleanup. The next sections provide a detailed analysis of employment growth and decline between 2024 and 2025, and the impacts that new and closed business establishments had on the Region's employment.

YORK REGION EMPLOYMENT (continued)

EMPLOYMENT GROWTH from NEW BUSINESSES - 2024 to 2025

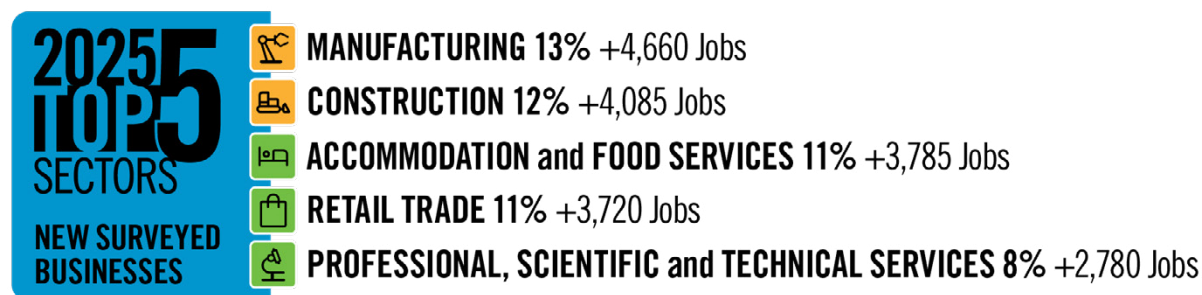
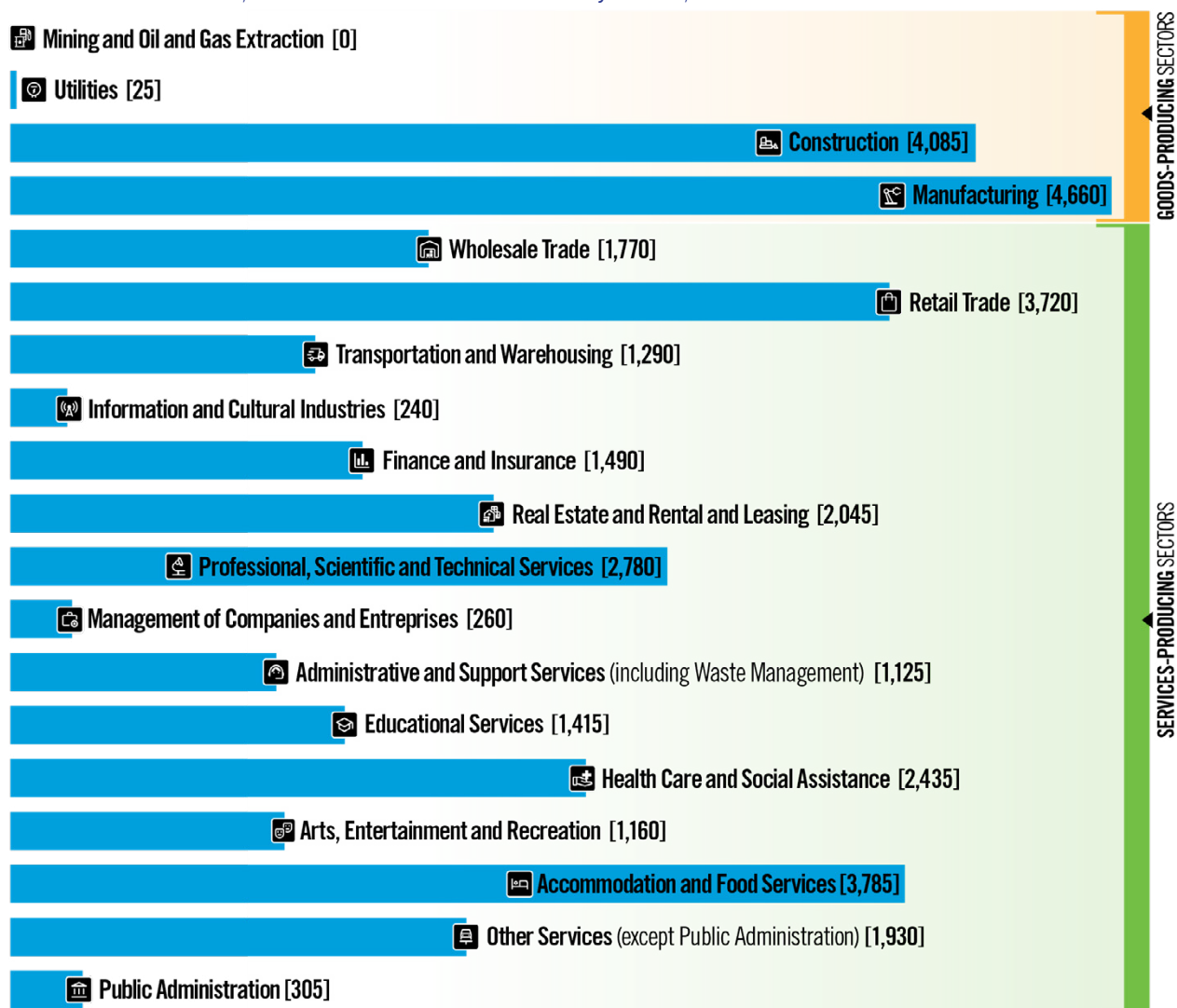


FIGURE 19: YORK REGION, JOB GROWTH from NEW BUSINESSES by SECTOR, 2024 to 2025



Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.

YORK REGION EMPLOYMENT (continued)

GOODS-PRODUCING SECTORS - 2024 to 2025 KEY TRENDS



CONSTRUCTION

- › **-405 jobs** since 2024, representing a **decrease of 1%**
- › This sector represents the **third highest percentage of total full-time jobs** in the Region at 7%
- › Although an increase was observed for full-time jobs from 2024 to 2025 in the Construction sector, both part-time and seasonal jobs **decreased by 30%** and **14%** respectively



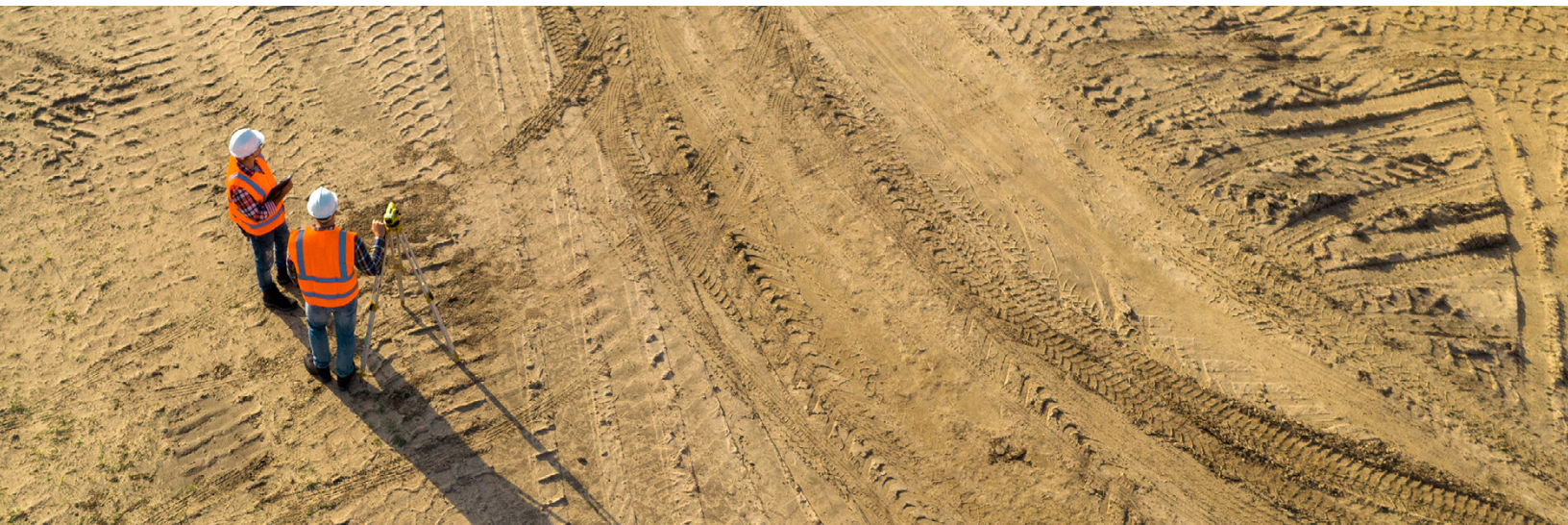
UTILITIES

- › **+60 jobs** since 2024, representing an average annual **increase of 8%**



MANUFACTURING

- › **+3,005 jobs** since 2024, representing an average annual **increase of 4%**
- › The manufacturing sector has the **largest percentage of full-time employees** out of total employment in the survey at **12.9%**



SERVICES-PRODUCING SECTORS - 2024 to 2025 KEY TRENDS



ACCOMMODATION and FOOD SERVICES

- › **+1,880 jobs** since 2024, representing an **increase of 5%**
- › The Accommodation and Food Services sector had an increase in full-time, part-time and seasonal jobs at an **average 5% for each category** from 2024 to 2025
- › New employees in Accommodation and Food Services **accounted for 5.3%** of this sector's employees



RETAIL TRADE

- › **+750 jobs** since 2024, representing an **increase of 1%**
- › The Retail Trade Sector has the **largest percentage of part-time employees** out of total jobs in the Region at **4.6%**



HEALTH CARE and SOCIAL ASSISTANCE

- › **+4,995 jobs** since 2024, representing an **increase of 9%**
- › The percentage share of total jobs that were in the Health Care and Social Assistance sector increased from **9.0%** in 2024 to **9.6%** in 2025
- › Full-time employment increased by **11%** from 2024 to 2025, representing the **second highest growth rate** for the full-time category



EDUCATIONAL SERVICES

- › **-3,470 jobs** since 2024, representing a **decrease of 8%**
- › Part-time status jobs **decreased the most** from 2024 to 2025 in this sector
- › The impacts of decreased student enrollment for post-secondary institutions caused an **overall decrease in jobs** for the Education Services sector



FINANCE and INSURANCE

- › **-1,255 jobs** since 2024, representing a **decrease of 4%**



REAL ESTATE and RENTAL and LEASING

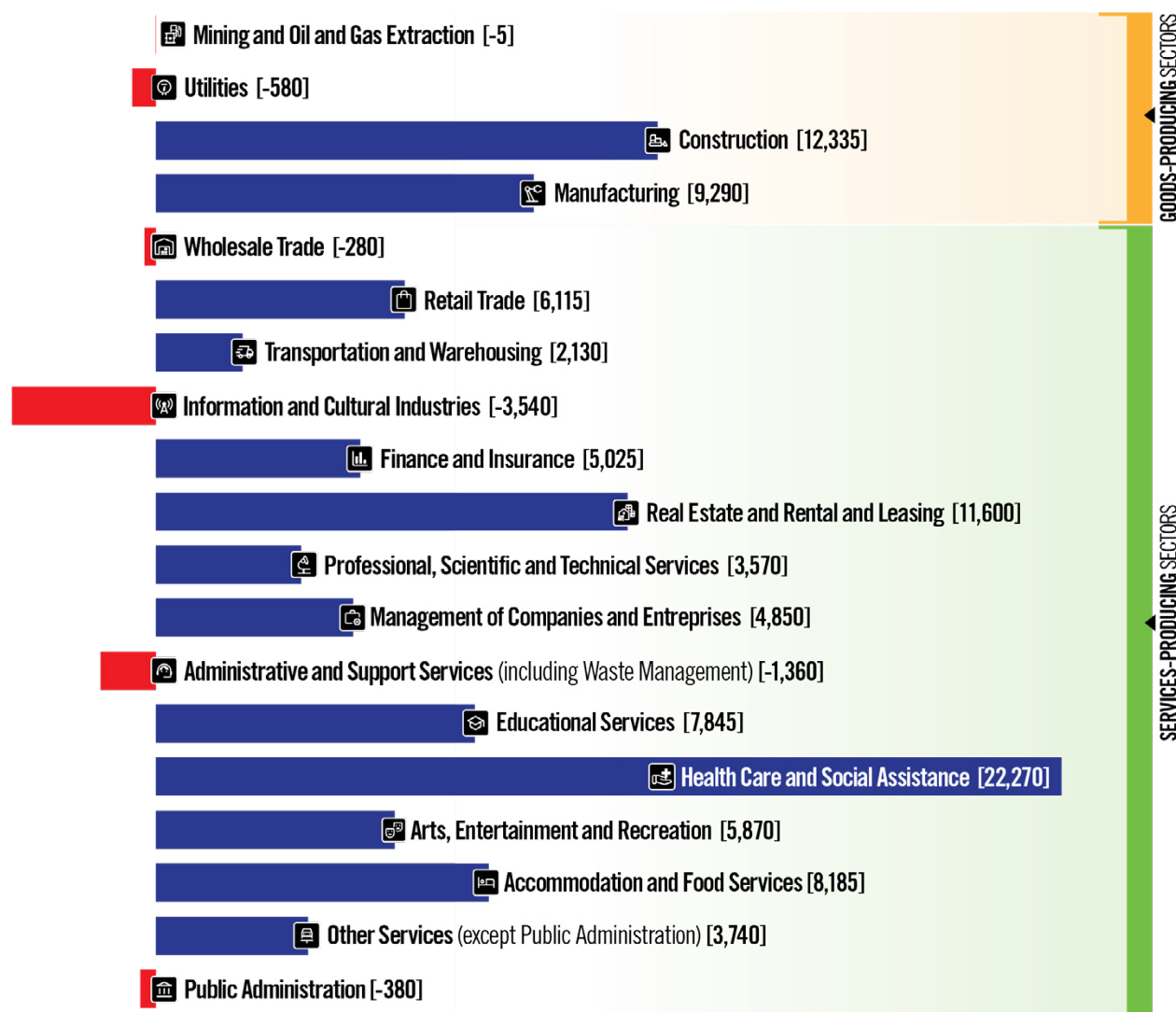
- › **+1,300 jobs** since 2024, representing an **increase of 5%**
- › The Real Estate and Rental and Leasing Sector has the **largest percentage of seasonal employees** out of total employment in the survey at **2.4%**

YORK REGION EMPLOYMENT (continued)

10-YEAR SECTOR TRENDS - 2015 to 2025

Over the last decade, employment has gradually fluctuated in York Region with continued growth in sectors such as the Health Care and Social Services, Construction, and Real Estate and Rental and Leasing (Figure 18). Since 2015, the Region has added approximately **96,690 jobs** growing at an annual rate of **1.8%** (excluding jobs from farm-based and home-based businesses).

FIGURE 20: YORK REGION, EMPLOYMENT CHANGE by SECTOR, 2015 to 2025



Source: York Region Economic and Development Services branch, 2025. **Note:** Excludes farm-based businesses and home-based businesses.

Growth in key building sectors including Construction, Real Estate and Rental and Leasing, and Health Care and Social Assistance collectively account for approximately **48%** of all employment growth in the Region since 2015. These industries continue to be a driving force for York Region's economy and show the employment landscape shifting towards jobs to help support a growing York Region.

YORK REGION EMPLOYMENT (continued)

GOODS-PRODUCING SECTORS - 10-YEAR KEY TRENDS



CONSTRUCTION

The Construction sector has added **12,335 jobs** since 2015 and is growing at an **average annual rate of 3.1%** or about **1,235 jobs** per year. The Construction sector is York Region's fastest goods producing sector.



MANUFACTURING

The Manufacturing sector has added **9,290 jobs** since 2015 and despite fluctuations in employment, it has grown at an average annual rate of **1.2%** or about **930 jobs**. Manufacturing continues to hold the largest share of employment in York Region at **14.1%**.

SERVICES-PRODUCING SECTORS - 10-YEAR KEY TRENDS



HEALTH CARE and SOCIAL ASSISTANCE

The Health Care and Social Assistance Sector is the fastest growing sector in York Region growing at an **average annual rate of 5.9%** or about **2,225 jobs** per year since 2015. Since 2015, this sector has seen growth of **22,270 jobs**.



REAL ESTATE and RENTAL and LEASING

The Real Estate and Rental and Leasing Sector in York Region has grown at an **average annual rate of 6.8%** or **1,160 jobs** per year since 2015. Since 2015, this sector has added **11,600 jobs**.



ACCOMMODATION and FOOD SERVICES

The Accommodation and Food Services Sector in York Region has grown at an **average annual rate of 2.4%** or **820 jobs** per year since 2015. This sector has added a total of **8,185 jobs** since 2015.

CONCLUSIONS

The Employment and Industry report summarizes the 2025 York Region Employment Survey results and identifies key trends in business and employment growth in the Region. As of mid-year 2025, employment in York Region increased to an estimated 624,165 jobs (0.08% growth since 2024) within 33,860 surveyed businesses with a physical non-residential location. York Region's employment base has sustained a robust average annual growth rate of 1.8% over the past 10 years.

Sustained employment growth continues to diversify the Region's economy and promote economic resilience, vitality, and livability.

York Region's economy, along with those of Ontario and Canada, experienced slower growth over the past year as businesses continued to navigate a period of economic uncertainty. While interest rates have stabilized after earlier declines, financing conditions remain an important consideration for businesses planning investments and workforce expansion. Persistent inflation, ongoing affordability pressures and shifting global economic conditions—including geopolitical tensions and changes in international trade policies—have contributed to a more cautious business environment. These factors have moderated short-term employment growth in the Region. As economic conditions evolve, York Region will continue to monitor these trends and assess their potential impacts on the local labour market.

APPENDIX A: METHODOLOGY and DATA SOURCES

BACKGROUND

The 2025 employment survey was a comprehensive Region-wide survey of all identifiable businesses with a physical location (excluding farm and home-based businesses). While the survey aims to contact all such businesses, past survey years have shown that a small number may not be located during fieldwork due to signage, access or operational changes. Survey data is aggregated throughout the Region by small geographic areas called traffic zones, allowing for a detailed examination of local trends and information about local employment areas. With the assistance of local municipalities, York Region has completed Region-wide surveys of all businesses with a physical location between 2007 to 2019, 2022 and 2024. A Region-wide employment survey was not conducted in 2020, 2021 or 2023 due to the COVID-19 pandemic and York Regional Council direction based on the September 2019 Council report, [York Region Employment Survey Data Collection Frequency](#). However, data collection will occur on an annual basis moving forward and the next employment survey will be conducted in 2026.

DATA COLLECTION

Data collection for the 2025 York Region Employment Survey included all areas across York Region (excluding home and farm-based businesses). Data was collected from York Region businesses in a variety of forms:

- Through door-to-door interviews with the business community (primary method)
- Via telephone interviews (whenever businesses surveyors were unable to contact in-person)
- Electronically through e-mail messages, online entries via the Region's corporate website and facsimile submissions

Businesses were contacted primarily through door-to-door interviews between May and August of 2025 by York Region employment surveyors. Surveyors used a GIS-based application to collect the business information. All businesses were directly contacted and details about business activity, changes in employment levels and contact information were updated for existing businesses or initiated for new businesses. Where records showed a business was no longer at the address in 2025, efforts were made to contact the business by phone to establish either a new location or to record the possible closure of the business. For businesses unable or unwilling to conduct a door-to-door interview, the option was given to either have a surveyor call them at a mutually convenient time or to provide them with a blank survey form (paper based and link to an online version) and have them complete and return it at their leisure.

In 2025, the Region was able to survey 33,860 businesses with a physical location. Approximately 56% of businesses surveyed were successfully contacted. The response rate is lower than the 67% recorded in 2024.

APPENDIX A: METHODOLOGY and DATA SOURCES

DATA USES

Data collected from the employment survey is a valuable resource for York Region and all nine local municipalities. The data is used by planning and economic development departments, other municipal departments, non-profit organizations and private sector groups. Some of the central uses of the data include employment growth forecasts, forecasting infrastructure requirements in master plans for transportation and water and wastewater, and monitoring major office growth. The data is also used to prepare vacant employment land inventories and development charges studies, identify economic trends and emerging sectors, support economic development initiatives, and produce regional and local business directories.

DATA ACCURACY

A number of factors limit the accuracy of the data collected presented in this report. Survey results are based on information provided directly by businesses, and in some cases, respondents declined to participate, experienced language barriers, were missed in previous survey years, had relocated, or were temporarily closed at the time of data collection.

As a result, certain business sectors may be over-represented and others under-represented depending on the particular circumstances of businesses in that sector. Additionally, in some instances survey respondents were unable to confirm numbers at the time of the survey, and managers or representatives who would be able to provide information were unavailable.

While this report analyzes employment patterns in York Region, it does not account for all possible factors that may influence employment, such as land prices, property tax rates, development charges, and existing space inventories and vacancies. The data collected is time-sensitive, reflecting conditions only as of the date collected, and may not fully capture rapid changes occurring in specific industries. For these reasons, caution should therefore be used before making any conclusions based on this information.

EMPLOYMENT ESTIMATE for BUSINESSES ‘UNABLE to CONTACT’

The Region’s survey team was unable to successfully contact 44% (14,905 businesses) of businesses in the employment survey database. These businesses were marked as “Unable to Contact” (UTC) meaning surveyors were unable to successfully survey these businesses at their physical location and by phone and email. These include businesses surveyed in 2024 and new businesses found in 2025. Using trends observed in corresponding NAICS codes from successfully surveyed businesses, staff determined the proper category and estimated employment for these businesses. Below is a detailed outline the UTC categories and the applicable methodology used to derive these employment estimates:

BUSINESSES NOT FOUND at LOCATION (NFAL) in 2025

- 1,975 businesses (13% of UTCs) were identified as Not Found at Location (NFAL) for the first time in 2025, meaning the surveyor could not physically find the business while surveying out in the field
- These businesses were individually investigated, such as using online research or callbacks, to determine if they are still active in the Region; however, they were categorized as NFAL since staff were unable to determine if the business had closed, relocated or was conducting operations remotely
- Each business was assigned an employment estimate of one job
- NFAL businesses will be closed as part of the next employment survey (scheduled for 2026) if the status of the business remains the same

APPENDIX A: METHODOLOGY and DATA SOURCES

INDEPENDENT BUSINESSES EXISTING in PREVIOUS SURVEY YEARS

1. The 2024 employment figure was carried forward as the 2025 estimate for each independent business
2. No upward or downward adjustments were made based on sector trends, historical patterns or changes observed between earlier survey years

NEW INDEPENDENT BUSINESSES with a SINGLE LOCATION in 2025

1. A weighted average (number of businesses by employee range²) was calculated for the new businesses' corresponding NAICS code using employee figures from businesses successfully surveyed in 2024. This weighted average was applied as the employment estimate for these new businesses that surveyors were unable to contact.

Notes: ¹ For the methods above, 5-digit NAICS code averages were used if the number of businesses successfully surveyed in the corresponding NAICS code was greater than or equal to five. 4-digit NAICS code averages were used if the number of businesses successfully surveyed in the corresponding NAICS sector was less than five.

² The following employee ranges were used: 1-4 employees, 5-9 employees, 10-19 employees, 20-49 employees, 50-99 employees, 100-499 employees, 500+ employees.

APPENDIX A: METHODOLOGY and DATA SOURCES

ADDITIONAL RESOURCES

CANADIAN BUSINESS COUNT (CBC) DATA

Data collected from the employment survey is a valuable resource for York Region and all nine local municipalities. The data is used by planning and economic development departments, other municipal departments, non-profit organizations and private sector groups. Some of the central uses of the data include employment growth forecasts, forecasting infrastructure requirements in master plans for transportation and water and wastewater, and monitoring major office growth.

CONFERENCE BOARD of CANADA

The Conference Board of Canada (CBoC) projects employment in the Region using a medium-term economic forecasting model. The model involves a historical database at the regional level constructed using the Conference Board's methodology based on official data sourced from Statistics Canada and the Canada Mortgage and Housing Corporation. It also involves respective modules to forecast population, GDP by industry, employment by industry and other labour market outcomes, and housing for the Regional Municipality of York census division (CD) and its nine census subdivisions (CSDs). The CBoC data is used to crosscheck the overall business and employment trends identified through the employment survey.

STATISTICS CANADA SURVEY of EMPLOYMENT, PAYROLL and HOURS (SEPH)

The Statistics Canada Survey of Employment Payrolls and Hours (SEPH) provides a monthly portrait of the number of jobs by industry at the national, provincial and territorial levels. Monthly survey estimates are produced by a combination of a census of payroll deductions, provided by the Canada Revenue Agency and the Business Payrolls Survey (BPS), which collects data from a sample of 15,000 businesses. The Survey of Employment, Payrolls and Hours collects labour data directly from survey respondents (businesses). The statistics compiled by SEPH are based on a census of administrative records for all in-scope establishments with employees that can be found on the Business Register. Administrative information for total gross monthly payrolls and the total number of employees for the last pay period in the month are obtained from payroll deduction (PD7 form) accounts maintained by Canada Revenue Agency. This information is used to crosscheck the overall business and employment trends identified through the employment survey.

APPENDIX B: SECTOR DEFINITIONS

Through the York Region Employment Survey, each business surveyed is assigned a numeric code based on their primary business activity. These codes are based on the North American Industrial Classification (NAIC) system, a hierarchical coding system used by statistical agencies in Canada, the U.S. and Mexico to classify businesses by type of economic activity. Much of the analysis in this report aggregates business information based on the NAIC coding at different levels of the hierarchy.

In 2022, the North American Industry Classification System (NAICS) was updated and structural and content changes were published as Version 1 by Statistics Canada. The overarching theme to these updates is the digital economy to ensure classification of business activities of digital platforms are in the same grouping as their non-digital equivalents. This revision brings significant changes to the broadcasting, publishing and retail trade industries. In addition, new national industries were created for Indigenous governments. Through the 2024 employment survey, all business activities were reviewed and proper 2022 Version 1 NAICS were assigned. The newly assigned NAICS had varied effects on the employment survey data including:

- NAICS grouping that resulted in significant changes in employment numbers in some NAICS compared to previous surveys
- Employment and business information under e-commerce no longer distinguished from those operating at a physical location making the number incomparable to previous years' data
- Other sub-sectoral merges limited the opportunity to complete year-over-year comparisons of trends and growth

The 20 NAIC sectoral categories used by Statistics Canada have been combined to two industry groupings of Good-Producing and Services-Producing sectors. The combined industry groupings are summarized below:

GOODS-PRODUCING SECTORS



Agriculture, Forestry, Fishing and Hunting Sector (NAIC 11)

This sector comprises establishments primarily engaged in growing crops, raising animals, harvesting timber, harvesting fish and other animals from their natural habitats and providing related support activities. Establishments primarily engaged in agricultural research or that supply veterinary services are not included in this sector.



Mining, Quarrying, and Oil and Gas Extraction Sector (NAIC 21)

This sector comprises establishments primarily engaged in extracting naturally occurring minerals. These can be solids, such as coal and ores; liquids, such as crude petroleum; and gases, such as natural gas. The term mining is used in the broad sense to include quarrying, well operations, milling (for example, crushing, screening, washing, or flotation) and other preparation customarily done at the mine site, or as a part of mining activity. Establishments engaged in exploration for minerals, development of mineral properties and mining operations are included in this sector. Establishments performing similar activities, on a contract or fee basis, are also included.

APPENDIX B: SECTOR DEFINITIONS

GOODS-PRODUCING SECTORS (continued)



Utilities Sectors (NAIC 22)

These sectors comprise establishments primarily engaged in mining, quarrying oil and gas extraction and related support activities and operating electric, gas and water utilities. These establishments generate, transmit, control and distribute electric power; distribute natural gas; treat and distribute water; operate sewer systems and sewage treatment facilities; and provide related services, generally through a permanent infrastructure of lines, pipes and treatment and processing facilities.



Construction Sector (NAIC 23)

This sector comprises establishments primarily engaged in operating electric, gas and water utilities. These establishments generate, transmit, control and distribute electric power; distribute natural gas; treat and distribute water; operate sewer systems and sewage treatment facilities; and provide related services, generally through a permanent infrastructure of lines, pipes and treatment and processing facilities.



Manufacturing Sector (NAIC 31-33)

This sector comprises establishments primarily engaged in the chemical, mechanical or physical transformation of materials or substances into new products. This sector includes food, beverage and tobacco product manufacturing, textile and clothing production, leather and allied product manufacturing, wood and paper products manufacturing, printing, petrochemical manufacturing, plastics and rubber manufacturing, non-metallic mineral product manufacturing (e.g., bricks, glass, gypsum board), primary metal manufacturing (e.g., iron and steel mills, metal pipes and wire, foundries), fabricated metal product manufacturing (e.g., stamping, metal doors, boilers, hardware, machine shops, nuts and bolts), machinery manufacturing, computer and electronic equipment, electrical equipment and appliances, transportation equipment manufacturing (e.g., motor vehicles and parts, aerospace and boat building) furniture manufacturing and other miscellaneous manufacturing (e.g. medical equipment and supplies, etc.).

SERVICES-PRODUCING SECTORS



Wholesale Trade Sector (NAIC 41)

This sector comprises establishments primarily engaged in wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. This sector includes all wholesale distributors, business-to-business electronic markets, agents and brokers.



Retail Trade Sector (NAIC 44-45)

This sector comprises establishments primarily engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. Retail classification focuses on goods sold and not sales methods, with vending machine operators grouped alongside convenience retailers. This sector mainly motor vehicle, and parts dealers, gasoline stations and fuel vendors, building material and garden equipment and supplies dealers, food and beverage retailers, home furniture, electronics and appliance retailers, general merchandise retailers, health and personal care retailers and other retail stores (e.g. clothing stores, sporting goods, musical, book and other miscellaneous retailers).

APPENDIX B: SECTOR DEFINITIONS

SERVICES-PRODUCING SECTORS (continued)



Transportation/Warehousing Sector (NAIC 48-49)

This sector comprises establishments primarily engaged in transporting passengers and goods, warehousing and storing goods, and providing services to these establishments. This sector includes passenger and freight transportation and related support activities (e.g., airports, bus stations, vehicle towing, postal and courier services and warehousing and storage establishments).



Information and Cultural Studies Sector (NAIC 51)

This sector comprises establishments primarily engaged in producing and distributing (except by wholesale and retail methods) information and cultural products. Establishments providing the means to transmit or distribute these products or providing access to equipment and expertise for processing data are also included. The main components of this sector are the publishing industries (e.g., newspaper, book and software publishers), Motion picture and sound recording, TV and radio broadcasting, telecommunications services, information services (e.g., web search portals news syndicates, libraries, and internet providers) and data and web processing services.



Finance and Insurance Sector (NAIC 52)

This sector comprises establishments primarily engaged in financial transactions including monetary authorities, credit intermediation and related activities (e.g., personal and commercial banking, credit unions, credit card issuing, consumer lending, mortgage brokers, transaction processing), securities and commodities trading, portfolio management and investment advising, insurance carriers and brokers and pension funds.



Real Estate and Rental and Leasing Sector (NAIC 53)

This sector comprises establishments primarily engaged in renting, leasing or otherwise allowing the use of tangible or intangible assets. Establishments are primarily engaged in managing real estate for others; selling, renting and/or buying of real estate for others; and appraising real estate.



Professional, Scientific and Technical Services Sector (NAIC 54)

This sector comprises establishments primarily engaged in activities in which human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis. The individual industries of this sector are defined on the basis of the particular expertise and training of the service provider. The main components of this sector are legal services; accounting, tax preparation, bookkeeping and payroll services; architectural, engineering and related services; specialized design services; computer systems design and related services; management, scientific and technical consulting services; scientific research and development services; and advertising, public relations, and related services.



Management of Companies and Enterprises Sector (NAIC 55)

This sector comprises establishments primarily engaged in managing companies and enterprises and/or holding the securities or financial assets of companies and enterprises, for the purpose of owning a controlling interest in them and/or influencing their management decisions (e.g., holding companies, centralized administrative offices, corporate offices, head offices).

APPENDIX B: SECTOR DEFINITIONS

SERVICES-PRODUCING SECTORS (continued)



Administrative and Support, Waste Management and Remediation Services Sector (NAIC 56)

This sector comprises establishments of two different types: those primarily engaged in activities that support the day-to-day operations of other organizations; and those primarily engaged in waste management activities. The first type of establishment is engaged in activities such as administration, hiring and placing personnel, preparing documents, taking orders from clients, collecting payments for claims, arranging travel, providing security and surveillance, cleaning buildings, and packaging and labeling products. Waste management establishments are engaged in the collection, treatment and disposal of waste material, the operation of material recovery facilities, the remediation of polluted sites and the cleaning of septic tanks.



Education Sector (NAIC 61)

This sector comprises establishments primarily engaged in providing instruction and training in a wide variety of subjects. This instruction and training are provided by specialized establishments, such as schools, colleges, universities and training centers. These establishments may be privately owned and operated, either for profit or not, or they may be publicly owned and operated.



Health Care and Social Assistance Services Sector (NAIC 62)

This sector comprises establishments primarily engaged in providing health care by diagnosis and treatment, providing residential care for medical and social reasons, and providing social assistance, such as counseling, welfare, child protection, community housing and food services, vocational rehabilitation and childcare, to those requiring such assistance.



Arts, Entertainment and Recreation Sector (NAIC 71)

This sector comprises establishments primarily engaged in operating facilities or providing services to meet the cultural, entertainment and recreational interests of their patrons. The main components of this sector are performing arts, spectator sports industries, heritage institutions (e.g., art galleries, museums, zoos, conservation areas), amusement parks, gambling and other amusement and recreation industry (e.g, golf courses and country clubs, skiing facilities, marinas, fitness and recreation centres, bowling centres, etc.)



Accommodation and Food Services Sector (NAIC 72)

This sector comprises establishments primarily engaged in providing short-term lodging and complementary services to travelers, vacationers and others, in facilities such as hotels, motor hotels, resorts, motels, casino hotels, bed and breakfast accommodations, housekeeping cottages and cabins, recreational vehicle parks and campgrounds, hunting and fishing camps, and various types of recreational and adventure camps. This sector also comprises establishments primarily engaged in preparing meals, snacks and beverages, to customer orders, for immediate consumption on and off the premises.

APPENDIX B: SECTOR DEFINITIONS

SERVICES-PRODUCING SECTORS (continued)



Other Services Sector (except public administration) (NAIC 81)

This sector comprises establishments primarily engaged in repairing or performing general or routine maintenance. (e.g., Automotive repair, machinery repair, reupholsters); providing personal care services (e.g., hair care, funeral homes, laundry services, pet care services, photofinishing); religious organizations and other civic and professional organizations.



Public Administration Sector (NAIC 91)

This sector comprises establishments primarily engaged in activities of a governmental nature (e. g., federal, provincial, regional, and municipal protective services such as fire, police, courts and correctional facilities, regulatory and administrative services.

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