

## 2.3 Work with industry and post-secondary institutions to ensure that program offerings remain responsive to the changing labour market dynamics and the regional and sectoral needs of Ontario's business community

### HIGHLIGHTS:

- The OCC is calling on the newly elected government to collaborate with industry and post-secondary institutions to ensure education program offerings remain responsive to the changing labour market, as well as regional and sectoral employment needs.
- The skills mismatch is the top concern cited by Ontario businesses, with 60 percent of employers who had attempted to hire struggling to find an individual with the proper qualifications.

Both independent research and consultation with industry has revealed that the “skills mismatch” is a pervasive and growing challenge in Ontario. Of those Ontario businesses that attempted to recruit staff in the last six months of 2016, 82 percent experienced at least one challenge in doing so. The top challenge cited—by 60 percent of businesses—was finding an individual with the proper qualifications.<sup>1</sup>

Several key sectors are experiencing particularly acute labour challenges. The Canadian mining industry will require 106,000 new workers over the next decade.<sup>2</sup> In agriculture, the largest share of workers is over 55 years of age, indicating a massive labour shortage on the horizon.<sup>3</sup> Labour shortages are also forecasted for the Ontario tourism sector as well as the food and beverage services sector. Specifically, an absence of 50,200 full-year jobs by 2025 is anticipated in the

tourism sector, while the accommodation sector is projected to experience a shortage of 2,080 jobs by 2025.<sup>4</sup> Furthermore, in Ontario the transportation services sector could see a shortage of 7,010 jobs, while the recreation and entertainment sector could experience a shortage of almost 10,660 jobs.<sup>5</sup>

To address this, we encourage more effective collaboration between government and industry and academic associations, such as Colleges Ontario and the Council of Ontario Universities, to ensure that post-secondary program offerings remain responsive to the needs of employers – and the opportunities for employees – in many of Ontario's key sectors. This could be accomplished through an updated assessment of human resources needs in each sector and improved labour market data collection, analysis and sharing protocols between the public and private sectors.

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1 Survey of n=773 OCC members conducted online by Fresh Intelligence between October 25th 2016 and November 30th 2016.

2 Mining Industry Human Resources Council. *Canadian Mining Labour Market Outlook*. [https://www.mihrc.ca/pdf/publications/National-Report-2017\\_EN\\_WEB.pdf](https://www.mihrc.ca/pdf/publications/National-Report-2017_EN_WEB.pdf)

3 Labour Task Force. *Addressing Labour Shortages in the Agriculture and Agri-Food Industry Through a National Workforce Action Plan*. <https://cahrc-cerha.ca/sites/default/files/LTF%20Labour%20Action%20Plan%20-%20Oct%2011%202013.pdf>

4 Preliminary Data from 2012 Update to the Future of Canada's Tourism Sector Report, CTHRC and Conference Board of Canada, 2012. [http://cthrc.ca/en/research\\_publications/~/\\_media/Files/CTHRC/Home/research\\_publications/labour\\_market\\_information/Supply\\_Demand/SupplyDemand\\_Report\\_Current\\_EN.ashx](http://cthrc.ca/en/research_publications/~/_media/Files/CTHRC/Home/research_publications/labour_market_information/Supply_Demand/SupplyDemand_Report_Current_EN.ashx)

5 Ontario Tourism Workforce Development Strategy Project: Audit Report. 2012. <http://www.otec.org/CMSPages/GetFile.aspx?guid=30d822c2-6a6b-4b41-a0d4-244b3fcbd773>