



Toronto Labour Market Bulletin

Toronto/York Human Resource Centres of Canada

~ An Analysis of the Toronto, York & Greater Toronto Area Labour Market ~ April to June 2004 ~

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Note: *In preparing this bulletin, HRSDC has taken care to provide clients with labour market information from reliable sources that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since the bulletin was published. Readers are encouraged to refer to other sources for additional information on the local economy and labour market. Information contained in this bulletin does not necessarily reflect official policies of HRSDC.*

OVERVIEW

The Greater Toronto Region labour market is showing signs of recovery in 2004. Employment grew strongly over the second quarter of 2004 in contrast to the second quarter of 2003, when the Toronto regional economy was adversely affected by the SARS (Severe Acute Respiratory Syndrome) virus.

Employment increased by about 87,000 jobs from the second quarter of 2003 to the second quarter of 2004. The unemployment rate has fallen from 8.0% to 7.2% over this period.

Interest rates and inflation are relatively low. This environment is favourable for the Construction and Real Estate industries, where employment remains buoyant.

The Manufacturing industry added workers in the second quarter of 2004. In May, Canada had a fourth monthly increase in exports. According to Statistics Canada, exports in the automotive sector have risen since January. However, Greater Toronto manufacturing employment still remains below its peak of the third quarter of 2002.

Employment in most service industries has increased over the past year. The exceptions are Professional, Scientific and Technical Services; Accommodation and Food Services; Public Administration; and Other Services. Employment prospects in these industries have been weak over this period.

Highlights

- Hotel occupancy is improving in Toronto
- The horticultural industry is growing rapidly
- The renovation industry created an estimated 76,000 jobs last year and is still strong
- The Toronto District School Board is hiring 160 teachers for September
- Strong housing sales encourage an increase in real estate agents
- Long-term care facilities received funding to hire additional staff



Labour Market News

Highlights of industry activities that have an impact on the local labour market are derived from several sources including local newspapers, newsletters and various other publications.

Accommodation and Food Services

In 2003 this industry employed, on an annual average basis, about 155,000 people in the Greater Toronto Region. (Statistics Canada, Labour Force Survey, annual averages)

No Smoking By-law

On June 1, 2004 the last phase of the No Smoking By-law took effect in Toronto, York, Durham and Peel. Bars, night clubs, casinos, race tracks and bingo halls in the GTA must now be smoke-free. (City of Toronto, Media Release: May 21/04)

Accommodation

Tourism Toronto projects hotel occupancy in the Greater Toronto Area (GTA) will improve to 62% this year, up from last year's 57%. Normal hotel occupancy rates are 65% to 70%. Eight large conventions requiring 1,500 or more hotel rooms are booked for this year. Forty-one smaller conventions are also booked requiring 500 to 1,499 rooms. (Toronto Star: May 28, June 8/04) <http://www.toronto.com>

Food Services

Boston Pizza plans to open 50 new stores in Ontario during the next 6 years. Eight of these stores are already under construction in various locations in Ontario, including Toronto. (Ontario Restaurant News: April 2004) <http://www.bostonpizza.com>

A new culinary centre, **UBF Foodsolutions**, opened in Oakville. UBF provides products to distributors and food service businesses under the labels *Knorr*, *Becel*, *Liptons* and *Hellmann's*. It also develops customized menus. (Ontario Restaurant News: May 2004) <http://www.foodservice.bestfoods.ca>

Training

The **Peel District School Board**, in partnership with **Cara Operations Limited** and local business, will offer a *Hospitality/Chef Program*. Turner Fenton Secondary School in Brampton will offer the program in fall 2004. (Toronto Sun, Career Connection: May 19/04) http://www.canoe.ca/CareerConnectionNews/040519_youthforce.html

Centennial College offers a full-time *Food and Nutrition Management Program*. The course is limited to 50 students. Most graduates find work in long-term or acute-care facilities. (The Toronto Sun-Career Connection: June 2/04) <http://www.centennialcollege.ca/applied/hospitality/fnmt>

Arts, Entertainment and Recreation

Theatres

Mirvish Productions is closing its Toronto run of *The Producers* on July 4, due to declining ticket sales. (Toronto Star: May 27, June 1/04; Globe & Mail: June 19, 22/04) <http://www.mirvish.com>

The historic **Eglinton Grand** theatre, at Eglinton Avenue West and Avenue Road, has re-opened as an events facility. (National Post: June 5/04; Toronto Construction News: June 2004)

Business, Building and Other Support Services

In 2003 the Business, Building and Other Support Services industry employed about 134,000 people in the Greater Toronto Region on an annual average basis. (Statistics Canada, Labour Force Survey, annual averages)

Horticultural Technicians

According to the horticultural trade association, **Landscape Ontario**, the industry is growing by 14% per year and is expected to double in the next five years. The industry employs around 100,000 people in Ontario and about 2,500 of these workers retire each year. The association offers courses and certification programs for horticultural technicians, landscape designers or irrigation technicians. (Toronto Sun, Career Connections: June 2/04; Vicky Saunderson, Toronto Star: June 3/04) <http://www.landscapeontario.com/>
<http://www.horttrades.com/education/>



Administrative Support

Temporary office workers are needed during busy periods such as year-end, as well as to work on long-term projects. They work as receptionists, data entry clerks, customer service representatives, accounts receivable and payable clerks and as controllers. **Accountemps** has more than 2,000 software and soft skills training modules available to their employees. (National Post: May 31/04) <http://www.accountemps.com>

Construction

In 2003, the Construction industry employed about 163,000 people in the Greater Toronto Region on an annual average basis. (Statistics Canada, Labour Force Survey, annual averages)

Housing starts in the Toronto Census Metropolitan Area (CMA) strengthened in the second quarter of 2004, rising 9.4% from the second quarter of 2003. Low interest rates and housing affordability underlay the increase. However, starts were down 7% in the first six months of 2004, compared to the same period in 2003. This was largely due to weakness in condominium construction. (Canada Mortgage and Housing Corporation, July 9, 2004) <http://www.cmhc.ca>

Despite lower sales this June compared to last year, new home sales in the GTA increased 8% in the first six months of 2004 compared to the first half of 2003. (Monthly Housing Statistics, Greater Toronto Home Builders' Association: July 16/04) <http://www.newhomes.org>

Non-residential building construction investment in the Toronto CMA rose slightly in the second quarter of 2004 compared to the first quarter, but was up substantially from the second quarter of 2003. (Statistics Canada, The Daily: July 12/04)

Trends

In the Toronto region, the housing affordability index in the first quarter of 2004 was lower compared to the previous quarter. This meant housing was more affordable. (Toronto Star: May 29/04)

During the last two years the price of land has increased dramatically in the GTA, particularly in Mississauga and Richmond Hill. (Toronto Star: May 15/04)

Renovations

During 2003, the amount spent on renovations in the GTA exceeded \$4 billion. It is estimated that renovations created 76,000 jobs. The main reason for the increase in renovations is low interest rates. (Globe & Mail: Apr. 24/04; Toronto Star: June 12/04)

Construction Projects

Diamante Development and **Hon Kwok** began construction on the One City Hall project in May. The 16-storey, 526-unit condominium building at Bay and Dundas Streets is expected to be completed in 18 months. (Toronto Star: May 15/04)

More than 20,000 condominium units are under construction in the GTA. In June, construction started on a backlog of high-rise projects in Toronto. Townhome construction was strong according to the Canada Mortgage and Housing Corporation. (Toronto Star: May 5/04; Canada Mortgage and Housing Corporation, press release: July /04)

Educational Services

In 2003 the Educational Services industry employed about 162,000 people in the Greater Toronto Region on an annual average basis. (Statistics Canada, Labour Force Survey, annual averages)

Toronto District School Board will hire 160 new teachers by September. (Globe & Mail; Toronto Star: June 2/04) <http://www.tdsb.on.ca>

The provincial government will reduce class size in junior kindergarten through grade three. School boards are expected to hire 1,200 new primary teachers by September. The newly formed literacy and numeracy secretariat at Queens Park will hire 22 individuals to work with the 72 school boards across the province. (Toronto Star: Apr. 22, May 19, June 22/04; Globe & Mail: Apr. 22, May 19/04; National Post: Apr. 23/04)

Universities and Colleges

Enrolment at the **University of Ontario Institute of Technology** in Oshawa increased by 19 % this year compared to 2003. (Toronto Star: May 3, June 24/04) <http://www.uoit.ca>



The **University of Toronto at Mississauga** opened a multi-disciplinary research centre and a student residence. The Centre for Applied Biosciences and Biotechnology and Erindale Hall were built to support growing enrolment and services on campus. The Communication, Culture and Information Technology building will open in September 2004 and the Wellness, Recreation and Athletics Centre will open in 2006. (*Globe & Mail, Insert Brampton 2004: Apr. 13/04*)
<http://www.utm.utoronto.ca>

Sheridan College will open the Centre for Advanced Manufacturing and Design Technologies in September 2005. It will host new full and part-time academic programs in response to emerging needs of employers. (*Globe & Mail, Insert Brampton 2004: Apr. 13/04*)
<http://www.sheridanc.on.ca>

Applications to Ontario universities decreased by about 30% this year compared to 2003. According to the **Council of Ontario Universities**, 26% of 18-to-24 year-olds attend university. Universities are lowering entrance marks or offering increased scholarship funding to attract first year students. (*Globe & Mail: June 12/04; Toronto Star: June 26/04*) <http://www.cou.on.ca>

Apprenticeship

The provincial government will offer employers a tax credit of up to \$15,000 over three years as an incentive to hire apprentices. The goal is to have 26,000 young people enter an apprenticeship program by 2007. The province has committed \$21-million to update classrooms and equipment as well as to develop new training materials, pre-apprenticeship training and to promote distance education. (*Globe & Mail: Apr. 21/04; Toronto Star: May 19/04*)
<http://www.edu.gov.on.ca/eng/training/apprenticeship/appren.html>

Finance, Insurance, Real Estate and Leasing

In 2003 this industry employed, on an annual average basis, almost 259,000 people in the Greater Toronto Region. (*Statistics Canada, Labour Force Survey, annual averages*)

Banking

The **Canadian Bankers Association** reports that jobs in banking are focused on knowledge and customer relations rather than on making transactions. Due to the increased use of technology, banks are recruiting employees with higher education and skill levels. (*Canadian Bankers Association, Fast Facts - Banks As Employers in Canada*)
<http://www.cba.ca>

Insurance

Toronto-based **Manulife Financial Corp.** purchased Boston-based **John Hancock Financial Services Incorporated**, including its Canadian subsidiary, **Maritime Life Assurance Company**. To minimize job reductions, a hiring freeze has been in place since last autumn. A controlled hiring policy will remain in effect while the firms are integrated. (*Globe & Mail; National Post; Toronto Star: Apr. 30/04*)
<http://www.manulife.com>

The title insurance industry has grown rapidly in Canada. Title insurance covers real estate purchasers and lenders against possession and ownership disputes. (*Albert Warson, Globe & Mail: June 15/04*)

Property and casualty insurance companies cut costs, including salaries and bonuses, in the period 1999-2002. The industry had lower investment income and higher claims costs, resulting in weak earnings and increased premiums. Financial results improved in 2003 and in the first quarter of 2004. The provincial government has taken steps to reduce auto claim costs, and to cut premiums by an average of 10%. The **Insurance Bureau of Canada** estimates that the private property and casualty insurance industry employs more than 42,000 people in Ontario. (*Toronto Star: Mar. 11, June 2/04*)
<http://www.ibc.ca>

Securities Industry

Total employment in the Canadian securities industry changed little in the first quarter of 2004. However, employment at retail firms was up by 9% from a year earlier. (*Globe & Mail; National Post: June 10/04*) **Investment Dealers Association of Canada**, <http://www.ida.ca/>

Residential Real Estate

The Toronto area existing home market set new sales records in March, April, May and June with more than 9,000 homes sold each month. The average price in June was \$316,500, up 7% from a year earlier. (*Real Estate News, June 11-17, July 9-15/04; Toronto Star: Apr. 7, May 7, June 9, July 7/04*)

Strong housing sales attracted more people to work as real estate agents. About 400 new agents register with the industry regulator each month in Ontario. In 2003, twice as many people applied for the first phase of mandatory real estate training compared to 2001. (*Globe & Mail: May 21/04*)

Demand for home inspectors has increased. In the Toronto area, home inspection certificate programs are offered at George Brown College, Humber College and Seneca College. (*National Post: May 28/04*) **Ontario Association of Home Inspectors**, <http://www.oahi.com>



The rental apartment vacancy rate continues to rise. **Altus Group**'s survey reports a vacancy rate of 4.77% in the Toronto Census Metropolitan Area. Landlords are offering incentives and renovating to attract and keep tenants. Low interest rates have allowed many tenants to purchase houses and condominiums. (*Globe & Mail: May 7, 13, 14/04; Toronto Star: May 5, June 5/04*)
<http://www.thealtusgroup.ca> Click on Research

Health Care and Social Services

In 2003, the Health Care and Social Services industry employed about 226,000 people in the Greater Toronto Region on an annual average basis. (*Statistics Canada, Labour Force Survey, annual averages*)

Nurses

Clinidata, a telehealth service company, operates call centres in Toronto, London, North Bay and Sudbury. They employ 250 nurses and handle 3 million calls per year. (*Globe & Mail: May 10/04*)
<http://www.clinidata.com>

The nursing profession is attracting more men. About 5% or 11,500 nurses in Canada are male. (*Toronto Star: May 8/04*)

Doctors

The provincial government plans to increase the number of residencies for international medical graduates to 150 from 50. Qualifications are assessed by the College of Physicians and Surgeons in Ontario. To obtain a license to practice in Ontario, a successfully residency must be completed. The College of Physicians and Surgeons 2004 paper, *Tackling the Doctor Shortage*, recommended assessing and training more international medical graduates. (*Globe & Mail; Toronto Star: May 7/04*)
http://www.cpso.on.ca/Whats_New/What.new.htm

Pharmacists

Pharmacists are needed in Ontario due to an ageing population, the growth in Internet and 24-hour pharmacies and private sector consulting and research. Currently, the University of Toronto is the only university in Ontario offering a pharmacy program. (*Magda Konieczna, Globe & Mail: May 21/04*)
<http://www.utoronto.ca/pharmacy>

Hygienists

Regency Dental Hygiene Academy Inc., a new private school, opened in Toronto to train dental hygienists. (*Metro Toronto News: June 1/04*)
<http://www.regencydha.com>

Other Toronto area schools offering dental hygiene programs:

- Durham College, <http://www.durhamc.on.ca>
- George Brown College, <http://www.gbrownc.on.ca>
- Georgian College, <http://www.georgianc.on.ca>
- Canadian Information Centre for International Credentials, Information for foreign-trained dental hygienists, <http://www.cicic.ca/professions/3222en.asp>

Hospitals

The **Kingsway Financial Spine Institute** will open at Trillium Health Centre at Queensway hospital. It will offer diagnostic and assessment services as well as provide information and support to people with neck and back problems. (*Globe & Mail: May 19/04*)
<http://www.trilliumhealthcentre.org>

The **Toronto Rehabilitation Institute** in the former Mount Sinai Hospital has received funding to expand the **University Centre**. It will include a 12-story tower, new research facilities, testing labs, and education rooms for health-care professionals. (*Globe & Mail: May 11/04*)
<http://www.torontorehab.on.ca/media>

Small and medium-sized hospitals in Ontario will receive provincial funding to reduce part-time nurse positions and create full-time jobs. These funds are in addition to money given to large hospitals to hire full-time nurses. (*Globe & Mail: Apr. 23/04*)

An additional \$531-million in funding will be given to long-term care homes in Ontario. About 1,400 workers such as dietitians, personal support workers, therapists, nurse practitioners and 600 nurses will be hired. New regulations require a registered nurse on duty at all times. (*Globe & Mail: May 12/04*)

Social Assistance

Community Mental Health services will receive new funding to hire more staff to treat the mentally ill. A telephone registry and Internet listing of treatments and services will be developed for people with mental illness and their caregivers. (*Toronto Star: June 16/04*)



Information and Cultural Industries

Toronto Film Studios and its parent the **Rose Corporation** will build a film studio and complex on a 30-acre port lands property east of Cherry Street by 2006. (*Toronto Star*: May 16, June 30/04; *Globe & Mail*: May 18, 20, June 18/04) <http://rosecorp.com/index.htm> - Click on Press Release

The Hollywood production, *3000 Degrees*, set to film in Toronto, was cancelled. It is estimated the cancellation will result in millions of dollars in lost revenue for the local economy and job losses for actors, caterers, talent agents and more than 100 film technicians. (*Toronto Star*: Apr. 8, 9/04) A list of on-going productions in the GTA is available from On-Location, <http://www.to-ontfilm.com>

A study of workforce trends in the Canadian film, television and new-media industry was commissioned by **Women in Film & Television**. *Frame Work: Employment in Canadian Screen-Based Media - A National Profile* found that there is a significant skill shortage in key technical, financial and business occupations, specifically business development, marketing and financial management. Women are under-represented in senior management, top creative jobs and in the growth area of new-media related technical positions. Visible minority and Aboriginal peoples are also under-represented. (*Globe & Mail*: June 15/04) <http://www.wift.com>

Craig Media Inc. cancelled two local shows and laid off 28 production, sales and marketing staff at its 8-month old **Toronto 1** television station. (*Toronto Star*, *National Post*: May 19/04) <http://www.toronto1.ca>

Toronto ranks as the third largest centre in the Information and Communications Technology (ICT) sector in North America. According to a study by **E&B Data**, the ICT sector has over 3,300 companies and more than 180,000 workers in the GTA. The GTA is strong in ICT manufacturing, software and systems development and services. It is also innovative in new media, graphics and in the area of communications equipment. Some of the major employers listed in the study are; **Allstream, Bell Canada, Celestica, Hewlett-Packard, Oracle, Sony, Telus National Systems and Xerox**. (*City of Toronto*, *News Release*: May 13/04) <http://www.gtma.on.ca/new-sectors/ict/index.html>

As part of an effort to reduce costs by one billion dollars, **Bell Canada** is offering early retirement to 4,500 workers, about 10% of its workforce, as well as buyouts to other workers. (*Globe and Mail Report on Business on-line* June 25/04) <http://www.bell.ca>

Cossette Communications Group Inc. laid off 25 people from its Toronto operations after losing Bell Canada's English-language advertising account. (*Globe & Mail*: May 21/04) <http://www.cossette.com>

Manufacturing

In 2003 this industry employed, on an annual average basis, about 496,000 people in the Greater Toronto Region. (*Statistics Canada, Labour Force Survey, annual averages*)

Manufacturing shipments increased for the fifth consecutive month in April despite a stronger Canadian dollar, according to **Statistics Canada's** *Monthly Survey of Manufacturing*. They were 7% higher than last year.

According to Statistics Canada's *Canadian Economic Accounts for the first quarter of 2004*, production in the first three months of 2004 increased for the second consecutive quarter. These increases follow a four-quarter downturn. (*Toronto Star*: June 16/04; *Globe & Mail*: June 1/04) <http://www.statcan.ca/Daily/English/040615/d040615.pdf>
<http://www.statcan.ca/Daily/English/040531/d040531.pdf>

The **Canadian Manufacturers and Exporters** 2003 survey showed the most needed manufacturing workers are: managers, engineers, machinists, marketers, business developers and designers. (*Ann Eby, Toronto Star*: May 15/04) <http://www.cme-mec.ca>

Motor vehicles

Intier Automotive Inc., a division of **Magna International**, opened new interior car manufacturing plants in Etobicoke and Mississauga last year. They plan to open more in Toronto this year. (*Toronto Star*: May 6/04) <http://intier.com>

Daimler-Chrysler A.G.'s Brampton plant will recall 1,000 workers laid off in 2001 when one shift was eliminated. The workers are needed due to increased demand for new rear-wheel drive sedans. (*Globe & Mail*: June 22/04) <http://www.daimlerchrysler.ca>

Ford Motor Company of Canada Ltd. laid off workers at its Freestar mini-van plant in Oakville for the fifth week in 2004. Sales of the Freestar were 12% lower than its predecessor, the Windstar, for the first five months of 2004. (*Toronto Star*: May 29/04; *Globe & Mail*: June 3/04)



Ford closed its Oakville pickup truck plant after 39 years of operation. More than 1,300 workers were affected – 500 assembly workers moved to the minivan plant; 700 took retirement packages; and 100 salaried staff retired or were transferred. The Oakville plant was one of five North American plants which closed. (*Toronto Star: June 26/04*) <http://www.ford.ca>

Both the federal and provincial governments are providing subsidies to the auto industry. **Ford** and **General Motors of Canada** will use the subsidies toward the cost of developing flexible assembly plants in Oakville and Oshawa. (*Toronto Star: June 14/04; Globe & Mail, National Post: June 15/04*) <http://www.gmcanada.com>

Aerospace

Pratt & Whitney Canada advertised for quality control engineers and technicians, as well as manufacturing and supply chain management personnel. (*Toronto Star: June 12/04*) <http://www.pwc.ca>

Pharmaceuticals

Novopharm advertised for production and packaging supervisors, electricians and millwrights for its Markham penicillin plant. (*Toronto Star: Apr. 17/04*) <http://www.novopharm.com>

Sanofi-Synthelabo SA will take over **Aventis SA**. Sanofi's Canadian office in Markham employs 270 marketing, research and salespeople. **Aventis Pasteur**, the Canadian division of Aventis SA, employs 1,000 vaccine manufacturing and research people at its Connaught Campus in Toronto. (*Toronto Star: Apr. 27/04*) <http://www.aventispasteur.ca>

Chemicals

According to a **Mohawk College** survey, chemical companies in Ontario will need to fill 13,000 jobs due to retirements over the next 10 years. Chemical engineering technologists work in a variety of areas such as drug testing and analysis, monitoring of pollution levels, processing and quality control and technical sales. Most manufactured products require chemical testing or analysis at some stage of their development. Anticipated stricter pollution controls and environmental requirements may increase the demand for technicians in the future. The **Canadian Chemical Producers Association** Web site lists member companies, almost half of which are located in the GTA. (*Toronto Star: June 26/04*) <http://www.ccpa.ca>

Clothing

Import quotas on clothing made in India, China and Bangladesh will be removed in January 2005. A study by the **Apparel Human Resources Council** found Canadian clothing manufacturers will have to specialize in design, marketing, sales or distribution to remain competitive. **Incredible Clothing Ltd.**, in North York, a maker of t-shirts and sweatshirts, reduced its workforce from 450 to 250 people over the past two years. (*National Post: Apr. 23/04; Toronto Star: May 30/04*) <http://www.apparel-hrc.org>

Other Services

In 2003, the Other Services industry employed about 120,000 people in the Greater Toronto Region on an annual average basis. (*Statistics Canada, Labour Force Survey, annual averages*)

The increasing use of digital technology is changing the photo finishing industry. After 98 years in the film processing business, Toronto based **Chas Abel Photo Service**, closed its film processing and developing lab in early June. Five employees were affected. International photography companies, such as **Eastman Kodak Co.** and **Fuji Photo Film Co. Ltd.**, are shifting their focus from film to digital imaging technology. Kodak plans to focus future spending on health imaging and commercial printing. (*Toronto Star: June 3/04; Globe & Mail: June 14/04; National Post: June 15/04*) <http://www.wca.kodak.com>
<http://www.fujifilm.ca>

Professional, Scientific and Technical Services

In 2003, the Professional, Scientific and Technical Services industry in the Greater Toronto Region employed about 266,000 people on an annual average basis. (*Statistics Canada, Labour Force Survey, annual averages*)

Biotechnology

A report by **Ernst and Young**, *Canada's Biotechnology Industry: Haves and Have Nots*, states Canada's public biotechnology companies face cash constraints that will further reduce research and development. (*Globe & Mail; National Post: May 13/04*) For the full report, <http://www.ey.com/global/content.nsf/Canada/Home> Click on Media



Engineers

A 2002 **Canadian Council of Professional Engineers** study released in June 2003 found:

- 86% of engineers surveyed are satisfied with their careers
- the median salary was \$78,000 per year
- 30% earn more than \$90,000 per year
- 18% of engineers are women
- environmental engineering had the highest concentration of female engineers

(*Globe & Mail: June 14/04*)

http://www.ccpe.ca/e/pub_studies_1_2.cfm

Public Administration

In 2003 this industry employed, on an annual average basis, almost 96,000 people in the Greater Toronto Region.

(*Statistics Canada, Labour Force Survey, annual averages*)

The **Toronto Police Service** recruiting team would like to create a police force which is reflective of the city's diverse population. (*Globe & Mail: Apr. 10/04*)

<http://www.torontopolice.on.ca/careers>

Trade, Wholesale and Retail

In 2003 the Wholesale and Retail Trade industry employed almost 422,000 people in the Greater Toronto Region on an annual average basis. (*Statistics Canada, Labour Force Survey, annual averages*)

Canadian wholesale sales grew in March and April after 12 months of slow motor vehicle sales. April's growth was largely because of 4% growth in vehicle sales.

<http://www.statcan.ca/Daily/English/040623/d040623a.htm>

Canadian retail sales fell slightly in April. They grew at least 1% in each of the first three months of 2004. Sales increased in general merchandise, furniture and miscellaneous sectors. They were down for the month in the automotive, food, building supplies, clothing and pharmaceutical sectors. Sales in building and outdoor home supplies remain at record levels. Sales at clothing stores, pharmacies and general merchandise stores have been strong since early 2003. Furniture, home furnishings and home electronics sales have been flat since the fall of 2003. Computer and software sales have fallen since autumn of 2003.

<http://www.statcan.ca/Daily/English/040625/d040625a.htm>

New motor vehicle sales in Canada increased for the fourth consecutive month in April. They improved after dropping in the last six months of 2003.

<http://www.statcan.ca/Daily/English/040614/d040614a.htm>

The **Toronto Automobile Dealers Association** has a variety of job postings available on their Web site. The job categories include positions in sales, service, parts, clerical, body shop, general help and co-op possibilities. (*Toronto Star: April/04*)

<http://www.tada.ca>

The **Canadian Food Industry Council** says the grocery industry faces a lack of meat cutters, pharmacists and bakers.

(*Globe & Mail: June 28/04*)

Openings and Expansions

Forzani Group Ltd. will open five **SportChek** and 15 **Sport Mart** stores in the next year. Most will be located in the GTA.

(*National Post: June 3/04*)

http://www.forzanigroup.com/home_forzani_group.aspx

Zimmermans Freshmart will open a 5,000 square-foot grocery store in Kensington Market near the end of June.

Loblaws Co. Ltd. will open a **Real Canadian Superstore** in Toronto in July at Dufferin Street and Steeles Avenue.

Another superstore at Dundas Street and Trafalgar Road in Oakville will replace a nearby traditional store. (*Toronto Star: May 6, 25/04; Globe & Mail: May 29/04; National Post: May 6/04*)

Retailers are competing for the high-end cosmetics market.

Zellers will open a new beauty and wellness centre combined with a pharmacy in Toronto in the fall. **Hudson's Bay**

Company (HBC) will stock high-end cosmetics. **Sephora** will open its first Canadian high-end cosmetics store in the Toronto Eaton Centre in the fall. (*Globe & Mail: May 16/04*)

<http://www.hbc.ca>

<http://www.sephora.com>

HBC will open discount designer brand shops called **Designer Depot** in two of its GTA department stores. They will also open a stand alone Designer Depot at **Vaughan Mills** in November. (*National Post: May 27/04; Toronto Star: June 15/04*)

Vaughan Mills shopping mall will open in November at Highways 400 and 7. The mall will have 12 to 15 anchor tenants, 140 to 200 speciality stores, restaurants, indoor and outdoor Go Kart tracks and a mini-golf course. It is the first enclosed regional shopping mall being built in Canada in 14 years. The mall will employ about 3,500 full and part-time workers. (*Toronto Star: June 15/04*)

http://www.ivenhoecambridge.com/Properties/vaughan_mills/vaughanmills_main.asp



Construction started on the **Olde Oakville Market** plaza at the corner of Cornwall and Trafalgar Roads. A **Whole Foods Market**, a natural and organic foods store, will be the plaza's anchor. (*Trafalgar-Chartwell Residents' Association Newsletter: April 2004*)

In December, **Home Depot Canada** will convert the **Sears** store at Gerrard Street East near Pape Avenue. This smaller Home Depot store will focus on home décor. Seventy-five Sears employees will be affected by the conversion. (*Toronto Star: May 27, June 8/04*) <http://www.homedepot.com>

Transportation and Warehousing

In 2003, the Transportation and Warehousing industry employed almost 143,000 people in the Greater Toronto Region on an annual average basis. (*Statistics Canada, Labour Force Survey, annual averages*)

Transit & Rail

GO Transit plans to expand after receiving funding from three levels of government. The expansion includes the addition of new tracks along the following lines: Lakeshore, Georgetown, Milton and Barrie. Most of the improvements are not expected to be completed until 2011 and will increase capacity from the current 60,000 passenger rush-hour limit to 78,000. (*Toronto Star: May 7/04*) <http://www.gotransit.com>

York Region Transit is expanding its rapid transit network throughout the region. The expansion will include 77 new buses and terminals. It will connect with the TTC at Downsview and Don Mills stations. The first phase of this expansion is expected to be completed by 2006. (*Canada Newswire release: May 7/04; Toronto Star: May 8/04*) <http://www.yorkregiontransit.com>

Work Trends

The government of Ontario introduced legislation which will eliminate the 60-hour work week. Changes to the Employment Standards Act require employers to apply to the Ministry of Labour and to obtain the employee's written agreement to work more than a 48-hour week. (*National Post: Apr. 26/04; Ministry of Labour press release: Apr. 26/04*)

Newcomers

The *Career Bridge* program helps foreign-trained professionals with high-level English skills gain Canadian work experience in their field. Forty-one companies will provide 153 internships in the areas of computers, education, finance and management. (*Globe & Mail: June 19; Toronto Star: June 22/04*) <http://www.careerbridge.ca>

Free resume writing, job search workshops and information sessions for internationally-trained professionals are listed on the following Internet sites:
<http://www.poss.ca>
<http://www.settlement.org>
<http://aa.metastrategies.com/actew/settlement/events.shtml>

Reports, Studies and Surveys

Entrepreneurs

- The **Canadian Imperial Bank of Canada** study, *Small Business: Today and Tomorrow*, <http://cibc.com/ca/small-business/index.html>
- The **CIBC** survey, *Start Me Up: A Look at New Entrepreneurs in Canada*, <http://www.cibc.com/ca/pdf/sb-startup-report.pdf>
- The **TD Bank Financial Group**, *Canadian Business Goes Global for Growth*,: <http://www.td.com/economics/special/special.jsp>
- A recent survey by **Canadian Federation of Independent Business**, http://www.cfib.ca/default_E.asp?I=E

(*Roger Pierce, Toronto Business Times: May 2004; Globe & Mail: Apr. 27, June 15, 18, 23/04*)

Visible Minorities

The **Conference Board of Canada** released a report, *Making a Visible Difference: The Contribution of Visible Minorities to Canadian Economic Growth* in April 2004. The report states that by 2016 almost one to five workers will be in a visible minority group. The contribution of visible minorities would be stronger if it were not for a widening wage gap. <http://www.triec.ca/docs/MakingAVisibleDifferenceConfBoardCan.pdf>



Workplace Trends

E-learning is on the increase with companies, educational institutions and employers. According to the **Conference Board of Canada**, 77% of employers offer some form of on-line learning. (*Globe & Mail: June 12/04*)
<http://www.conference-board.org>

Youth and Older Workers

Youth

JVS Toronto Youth Services and **SportChek** offer an on-the-job *Retail Training Program* for youth. (*Toronto Sun, Career Connections: May 13/04*)
<http://www.youthinctoronto.org>

Horticultural Technicians

Bendale Collegiate Institute and **Humber College** offer a joint program for Grade 12 students. The program enables students to earn high school credits while completing the first year of the horticulture apprenticeship program. (*Toronto Sun, Career Connections: June 2; Toronto Star: June 3/04*)
<http://www.edu.gov.on.ca/eng/training/apprenticeship/skills/oyap.html>

Older workers

A new Toronto-based Web site, retiredworker.ca, helps retired seniors find part-time, casual, seasonal or project-based employment. The site posts jobs located throughout Canada. Web sites catering to older or retired workers are gaining popularity as many seniors find traditional job search Web sites do not suit their needs. (*Globe & Mail: June 9/04; Toronto Sun, Career Connection: June 9/04*)
<http://www.retiredworker.ca> or for additional job posting for seniors including volunteer positions visit,
<http://www.seniorsforjobs.com/ontario.ht>

This Bulletin and other Labour Market Information products may also be found on the Internet at:

<http://www.labourmarketinformation.ca>

Click left side of the page on "About the Local Labour Market" and Select Area

