



**WORKFORCE DIVERSITY
IN TORONTO**

SELECTED PROFILES

WORKFORCE DIVERSITY IN TORONTO SELECTED PROFILES

2024

Because of the richness of the data, the 2021 Census of Canada provided TWIG with the opportunity to examine the workforce characteristics of groups who have faced collective and individual barriers in Toronto's labour market.

In particular, we looked at:

- Older Job Seekers
- Workers with Disability
- Black Workforce
- Visible Minority Workforce
- Newcomers (2011-2021)

The profiles contain elements of intersectionality although there were limitations on the analysis due to the depth of data made available from the 2021 Census. The profiles, do however, yield considerable information on the income, education, occupations, and sectors for each of the above groups. Some highlights from the profiles include:

- The average income for workers with a disability is \$15,000 less than for the population as whole.
- Among visible minorities and for Blacks specifically, women earn a higher average income than men. Additionally, visible minority women have a higher average income than that of non-visible minority women.
- The average income of Black Torontonians is significantly lower than that for the total workforce. Black Torontonians are far more likely to work in the Health Care Sector and Transportation and Warehousing Sector. Blacks are substantially under-represented in both the Finance and Insurance Sector and in the Professional, Scientific and Technical Service Sector.
- Educational levels and types of occupations held by immigrants admitted to Canada and living in Toronto changed between 2011 and 2021.
- The percentage of older job seekers reporting a disability is significantly higher than for the workforce as a whole. 41% of all older job seekers in Toronto report a disability.

Taken together, the profiles yield important information that has implications for workforce policymakers and practitioners who want to design better employment supports for groups facing barriers to employment and higher income in the City of Toronto. These are discussed within each profile.

OLDER JOB SEEKERS

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WORKERS WITH DISABILITY

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BLACK WORKFORCE

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VISIBLE MINORITY WORKFORCE

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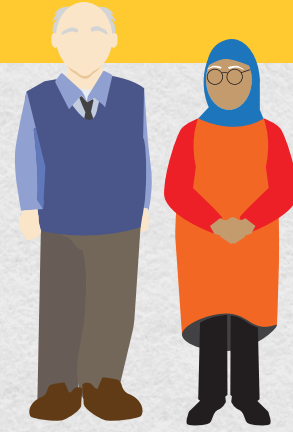
NEWCOMERS (2011-2021)

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WORKFORCE DIVERSITY PROFILES OLDER JOB SEEKERS

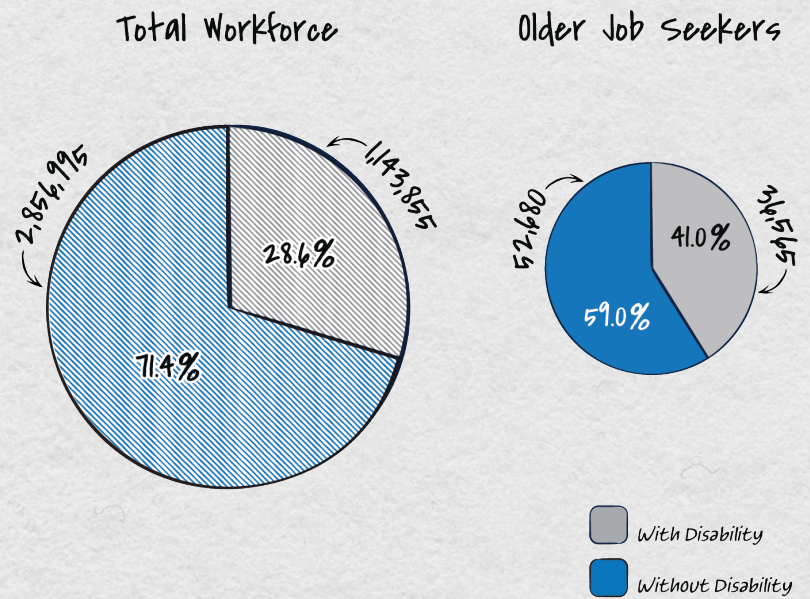
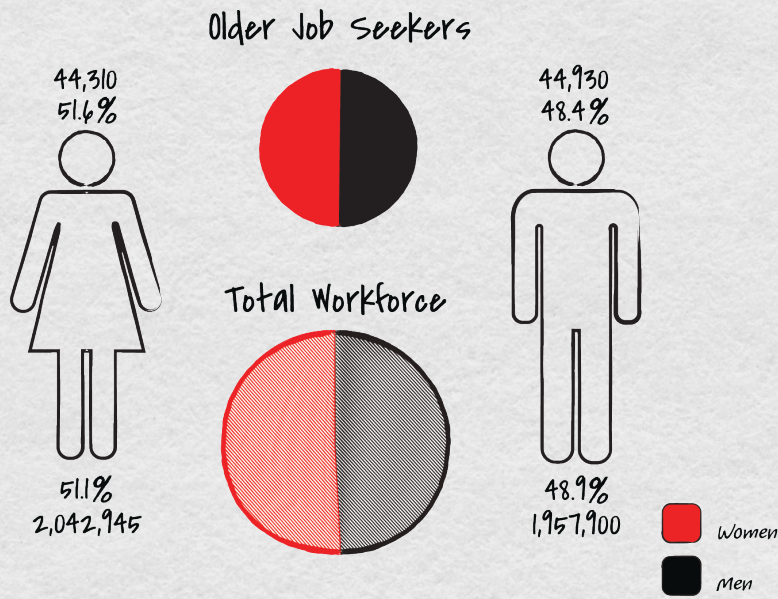
The aging of Canada's workforce is well documented. While one of the youngest regions in the country, Toronto has not been immune from the impacts of a graying workforce with residents aged 55 and over increasing by almost 10% from 2016 to 2021. More older persons are also continuing to participate in the labour force (either employed or looking for work).

Older job seekers and workers remain in the workforce for a number of reasons, with a recent Stat Can report indicating that 43% were working by necessity and 57% working by choice. This inclusion profile looks at Toronto's unemployed aged 55-64 and those actively looking for work aged 65-74.



GENDER

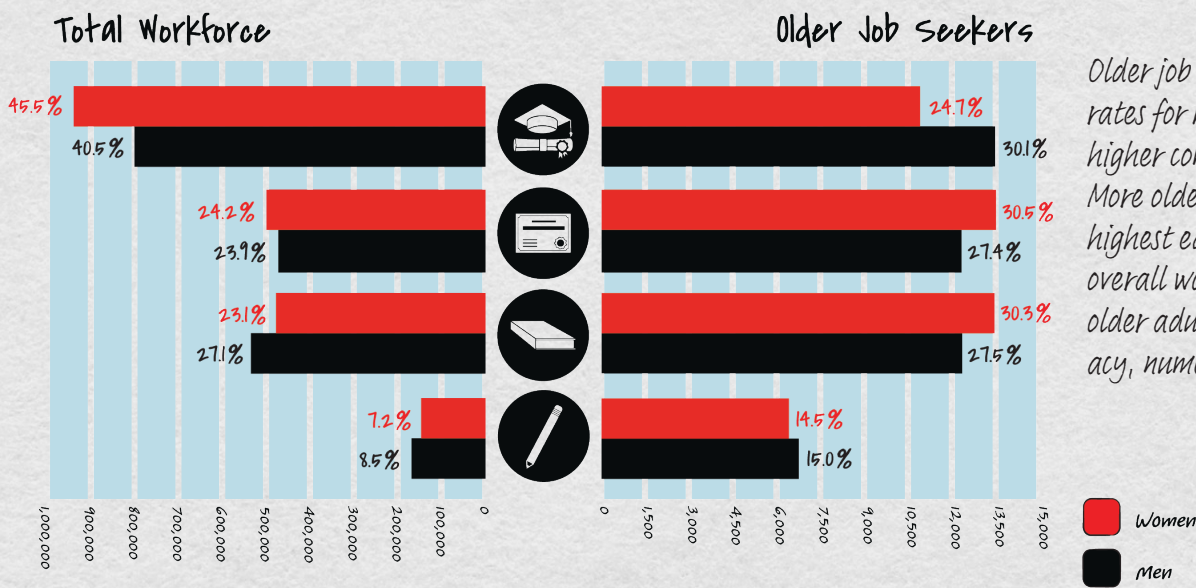
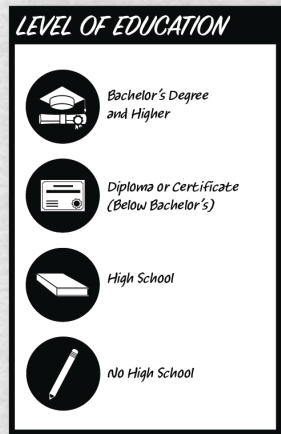
DISABILITY



Older job seekers are almost evenly split between women and men. However, their reasons for remaining in the workforce could be different.

Not surprisingly, the percentage of older job seekers reporting a disability is significantly higher than for the workforce as a whole. The incidence of disability increases with age. It is also worth noting that early life disabilities can worsen with age. Stats Can data shows the same share with disability among the entire population 65+, so older job seekers are looking for work despite any disability.

EDUCATION

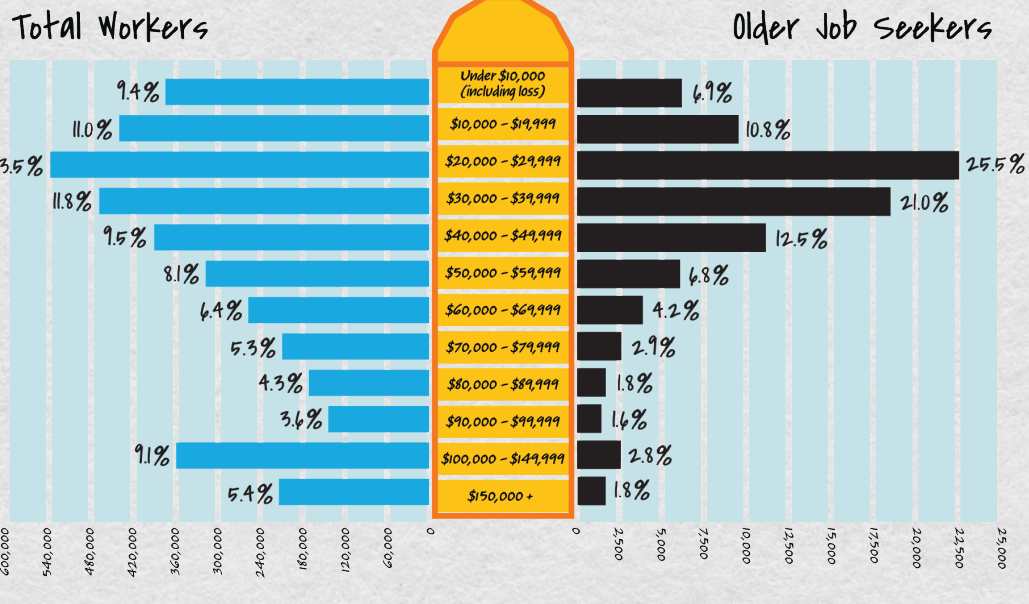


Older job seekers show lower completion rates for higher education levels but higher completion rates for lower levels. More older male job seekers attain the highest education levels compared to the overall workforce. Other studies suggest older adults generally have lower literacy, numeracy, and digital skills.

INCOME

Average Income

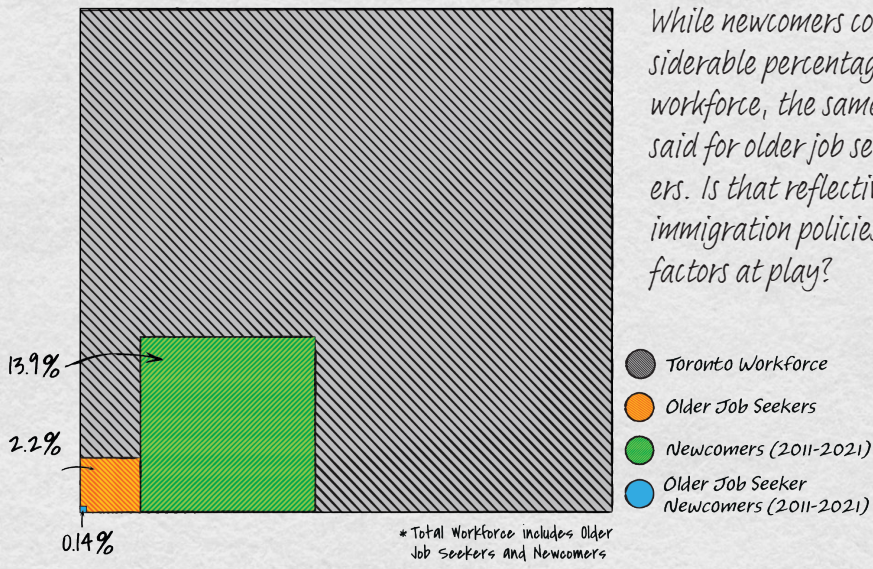
Total Workforce: \$53,500
Older Job Seekers: \$37,640



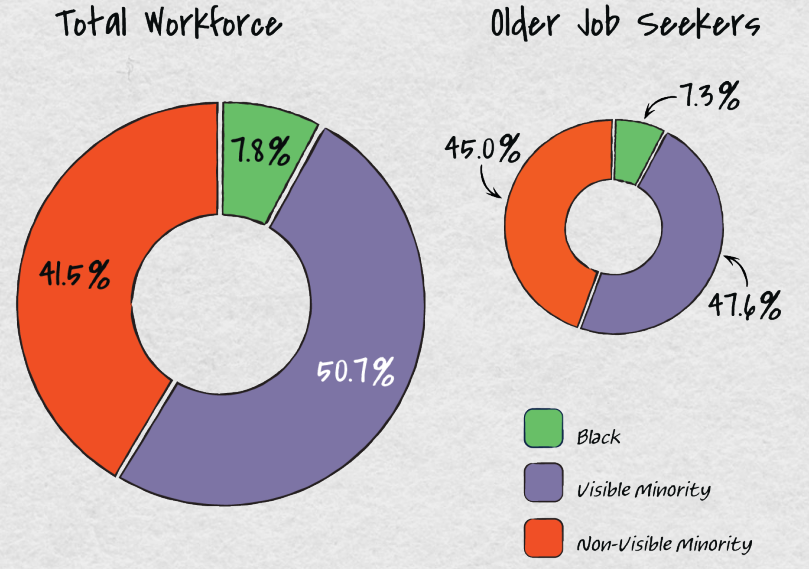
The annual income in 2020 for Toronto's older job seekers is substantially lower than for younger demographics. In many cases, older job seekers may have a pension and/or have other financial assets (e.g. home ownership). A further

exploration of those who need to work out of necessity and those who work out of choice could help to inform the design of services for older job seekers.

NEWCOMERS

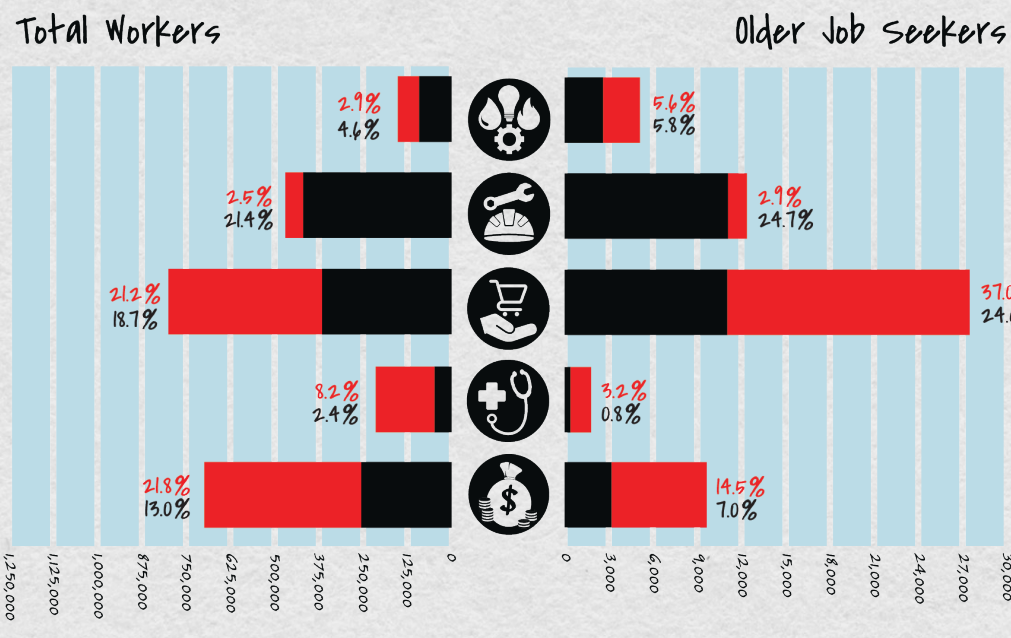


DIVERSITY



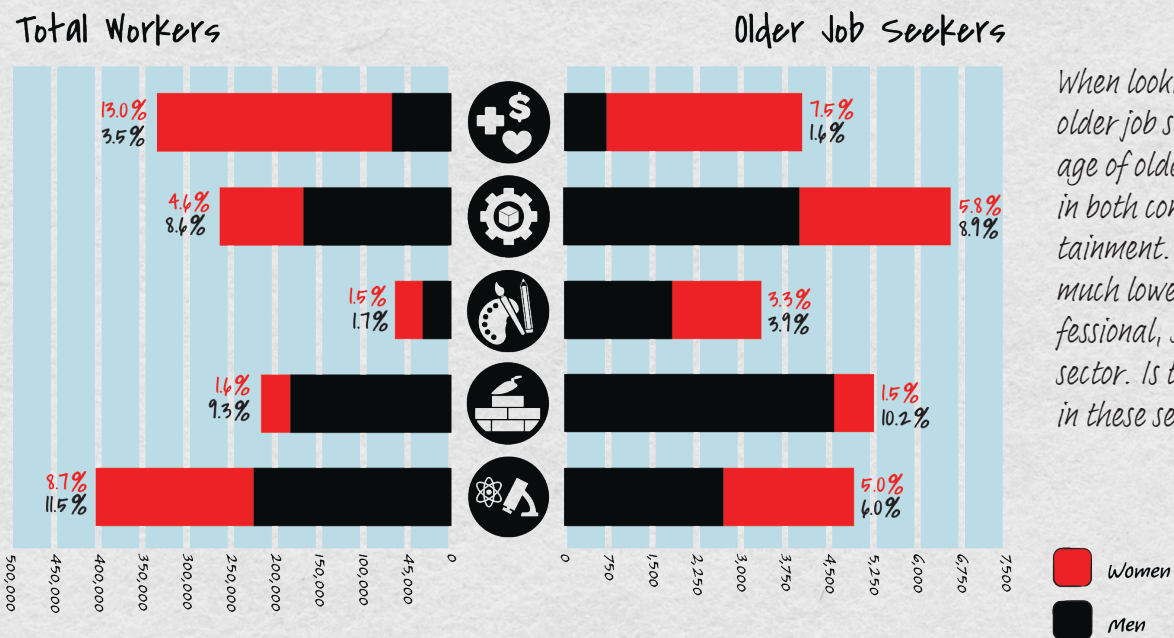
A significant share of Toronto's older job seekers are visible minorities. This is slightly lower than for Toronto's workforce as a whole.

JOB BY OCCUPATION (Selected NOCs)



The last job of older job seekers were much more likely to be sales and service, manufacturing and the trades. However the percentages are much lower in health and business, finance and administration. Why is this? Does it relate to lower levels of education?

JOB BY INDUSTRY (Selected NAICS)



When looking at the last industry that older job seekers worked in, the percentage of older job seekers is much higher in both construction and arts and entertainment. Meanwhile, percentages are much lower in the health care and professional, scientific and technical services sector. Is this because of better pensions in these sectors?

FINAL THOUGHTS

Many individuals work past their mid-60s for various reasons. Some find it necessary to keep working because of inadequate retirement savings, mortgage payments, unforeseen expenses, or the responsibility to support children and other family members. There is also evidence that working later in life is associated with better well being and less social isolation. Unfortunately, there isn't a lot of research or evidence about the most effective approaches towards supporting older job seekers to find good employment. Given Canada's aging population, we believe that further research is warranted.

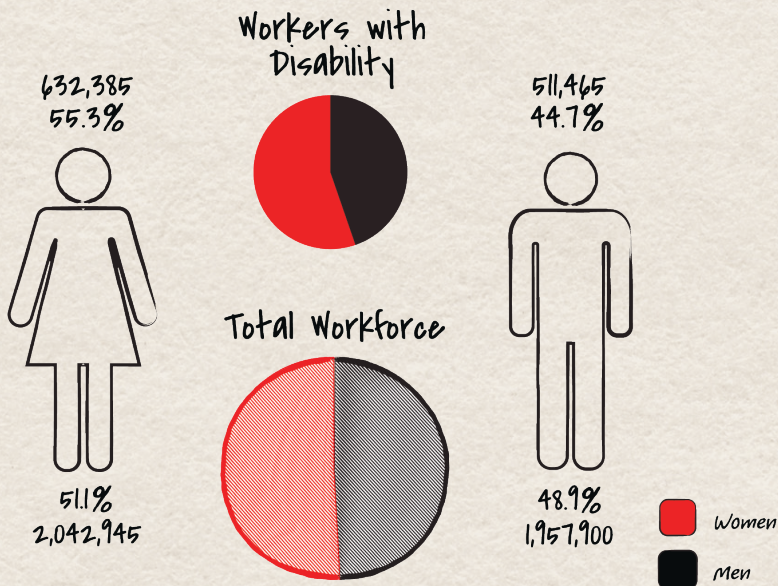
WORKFORCE DIVERSITY PROFILES WORKERS WITH DISABILITY

The Accessible Canada Act defines a disability as any physical, mental, intellectual, cognitive, learning, communication, or sensory impairment—or functional limitation—whether permanent, temporary, episodic, visible, or hidden, that, when interacting with a barrier, hinders full and equal participation in society. People experience disabilities uniquely and face diverse barriers, even among those with similar disabilities.

Employment rates remain low; 62% of working-age Canadian adults with disabilities were employed, compared to 78% of those without disabilities. In 2022, the employment rate for persons with disabilities aged 25 to 64 was up 3 percentage points from 2017, narrowing the gap by 5 percentage points.

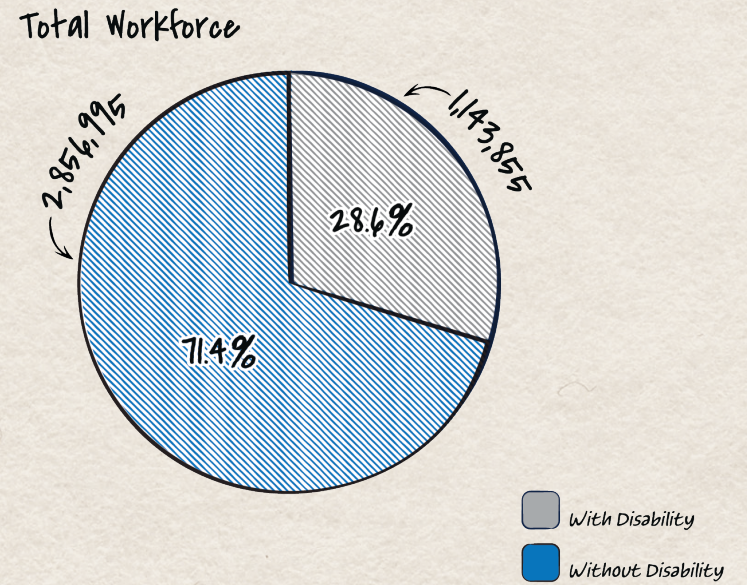


GENDER



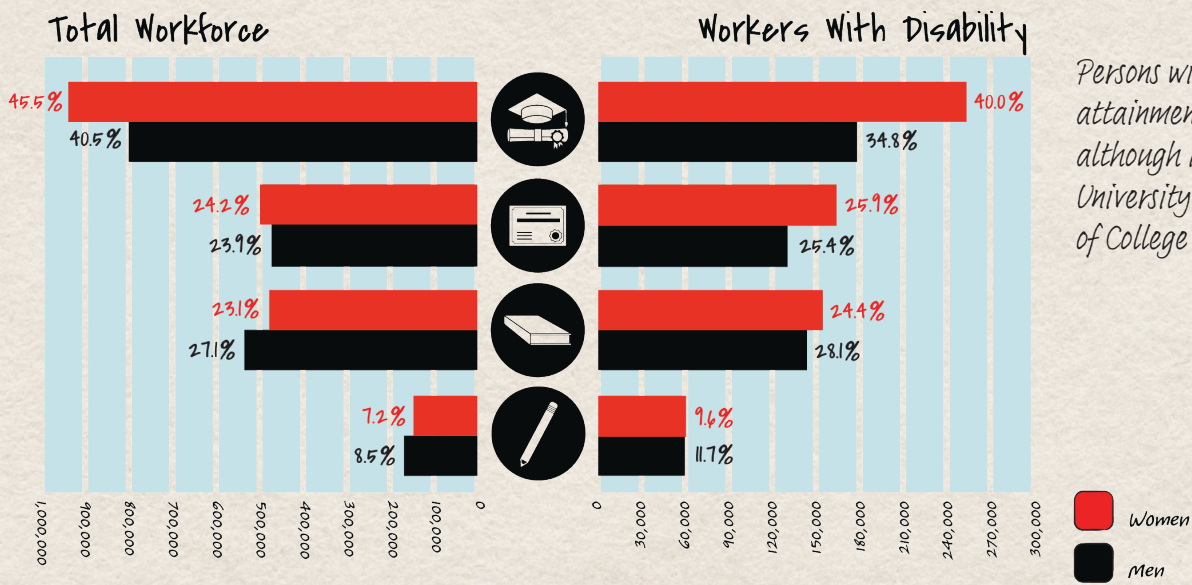
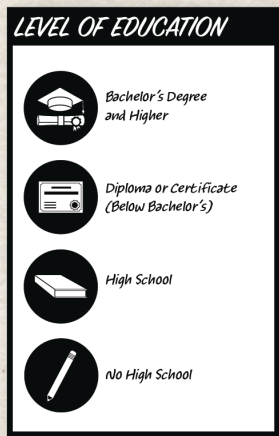
In Toronto, women in the workforce were more likely than men to have a disability. Additionally, as noted in the Census, women were more likely than men to have a more severe disability.

DISABILITY



Toronto's rate of disability among those working is 28.6%, slightly higher than Canada's rate of disability at 27%.

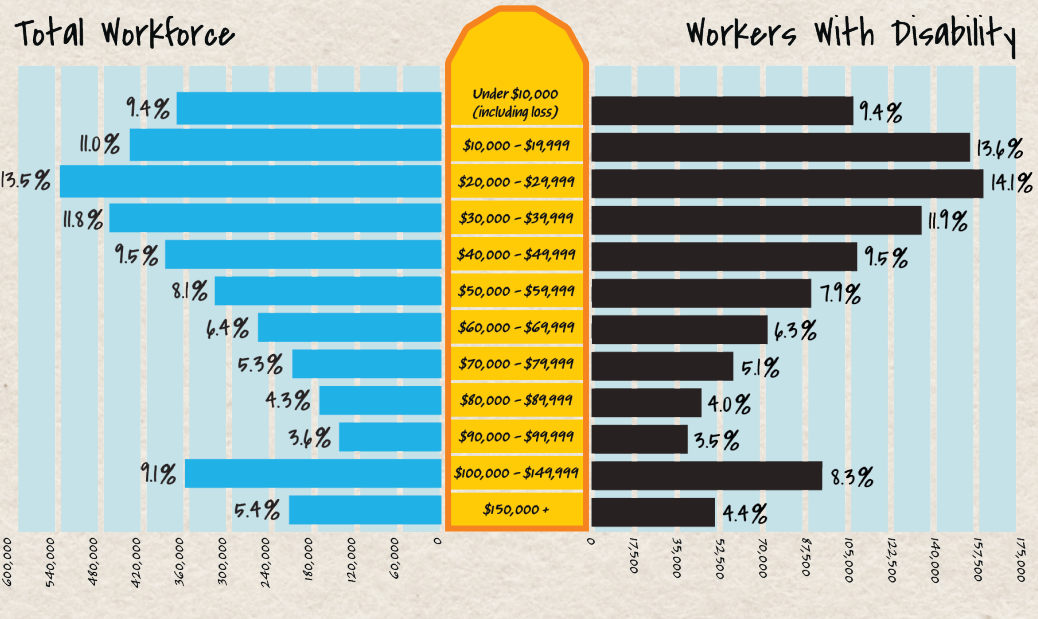
EDUCATION



Persons with a disability's educational attainment is lower than their peers, although it is worth noting that while University degrees are lower, attainment of College diplomas is higher.

INCOME

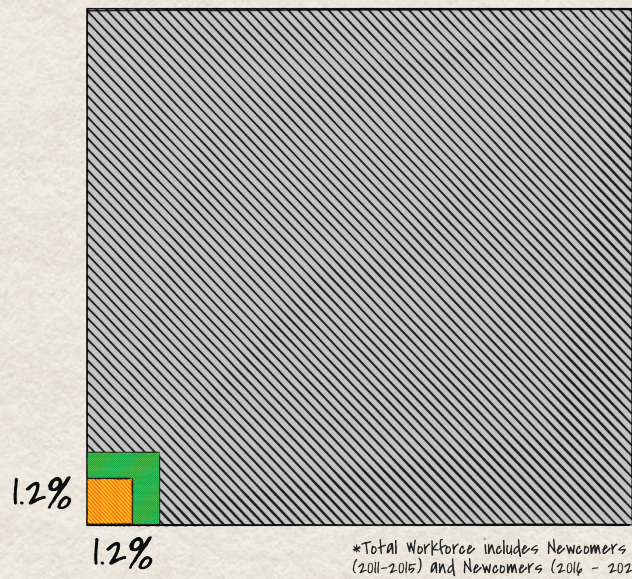
Average Income



The average income for Persons with a disability is \$15,000 less than for the population as whole. 4.9% of all Persons with a disability on average make less than \$40,000 per year. This share is 3.3% higher than for the overall workforce

showing the average is being dragged down with more people at the lower end and fewer at the higher end.

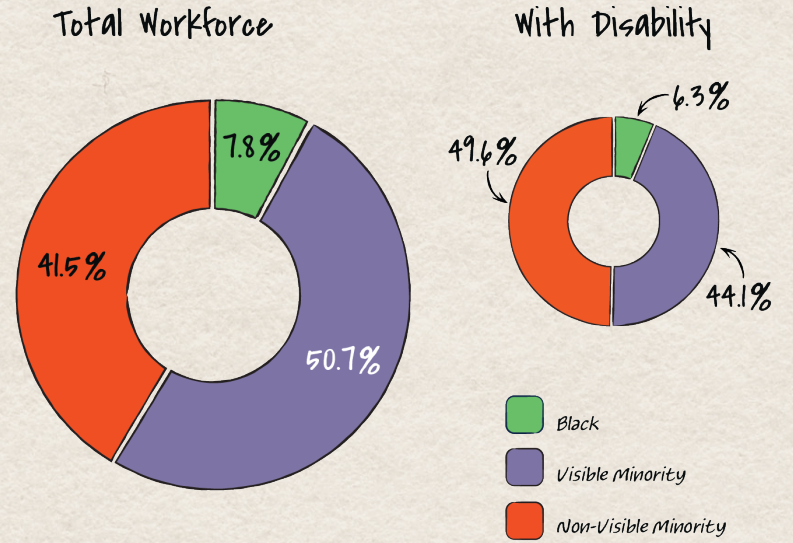
NEWCOMERS



The percentage of newcomers with a disability make up a fairly small percentage of the overall workforce. This is a direct result of immigration policies which include a health evaluation.

- Toronto Workforce
- Newcomers (2016-2021)
- Newcomers (2011-2015)

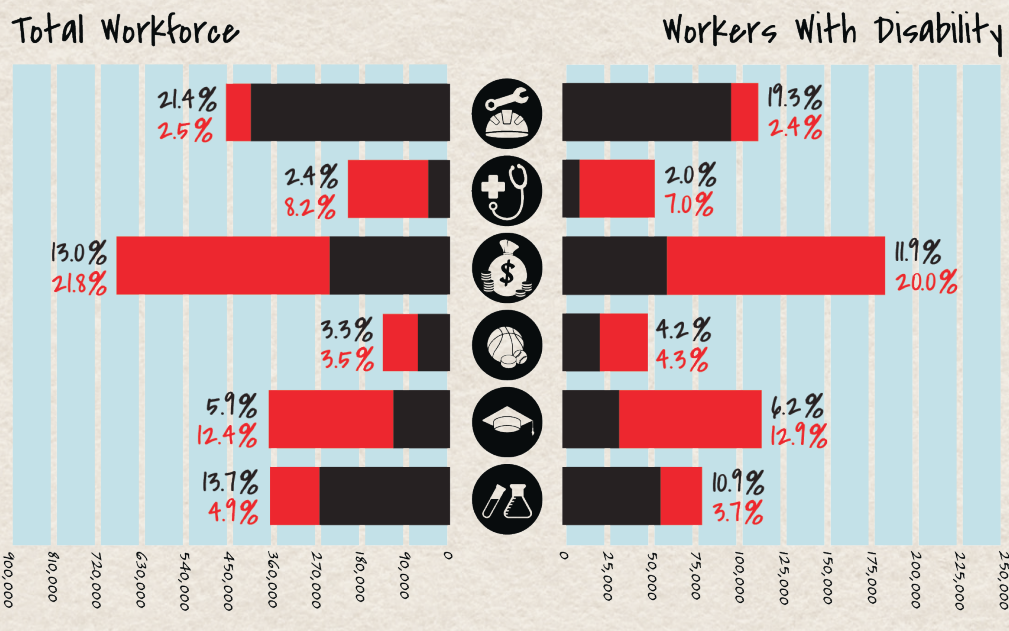
DIVERSITY



When compare to the population as a whole, the proportion of those reporting a disability is higher among Non-Visible minorities while it is lower for Black and Visible minorities.

JOB BY OCCUPATION (Selected NOCs)

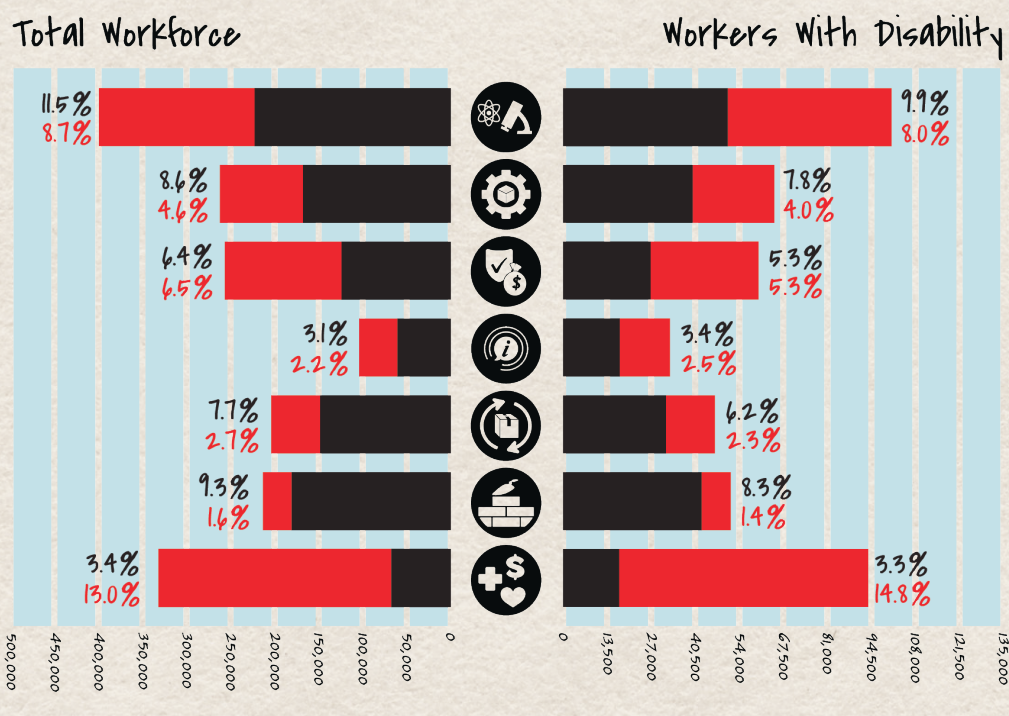
- OCCUPATIONS
- Trades, Transport, Equipment Operators and Related
 - Healthcare
 - Business, Finance and Administration
 - Arts, Culture, Recreation and Sport
 - Education, Law and Social, Community & Government
 - Natural and Applied Sciences



Persons with a disability were less likely to have occupations in the trades, healthcare, business and finance, and natural and applied sciences than their peers. Conversely, a higher percentage of persons with a disability work in arts and culture and education, law and social community.

JOB BY INDUSTRY (Selected NAICS)

- INDUSTRY
- Professional, Scientific and Technical Services
 - Manufacturing
 - Finance & Insurance
 - Information & Culture
 - Transportation & Warehousing
 - Construction
 - Healthcare & Social Assistance



Persons with a disability are less likely to work in every industry sector with the notable exception of healthcare and social assistance.

FINAL THOUGHTS

In Toronto, Ontario, and across Canada, employers are in a fierce competition to secure the best talent. One way that businesses can do this is by prioritizing accessibility and inclusion in their hiring practices.

Inclusive businesses that hire people with disabilities grow profits up to three times faster than their competitors. According to the Ontario Disability Employment Network (ODEN), businesses also experience a 72% increase in productivity.

TWIG | TORONTO WORKFORCE INNOVATION GROUP

EMPLOYMENT ONTARIO

WORKFORCE DIVERSITY PROFILES

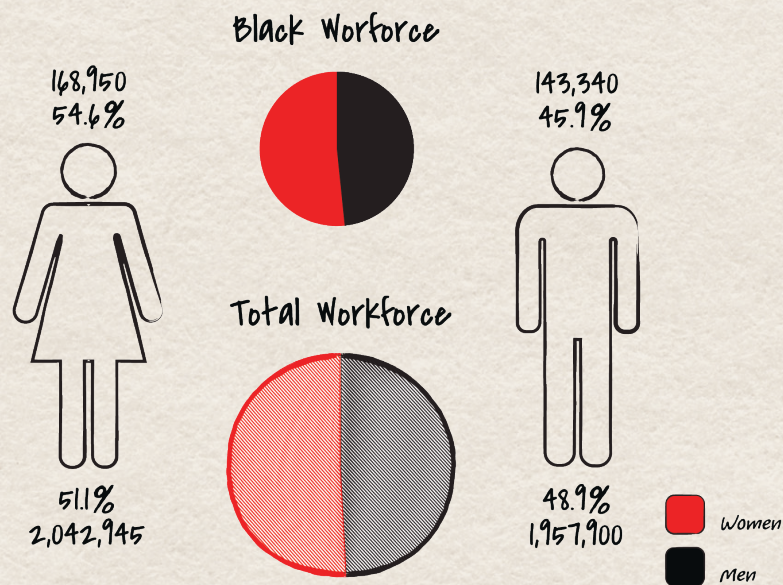
BLACK WORKFORCE

Toronto has a thriving Black community, with people of African and Caribbean descent contributing to the city's cultural fabric and economy. The 2021 Census indicated that over 442,015 people representing 36.9% of Canada's Black population reported living in Toronto. Black people predominantly live in the western (old city of York) portion of the city, as well as the northwestern

corners including Etobicoke, North York, and Scarborough to the east. While Toronto's Black communities are adding their talents and assets to make the city stronger, more vibrant, and more successful; studies continue to show that anti-Black racism still has detrimental impacts on the life and work of Black people in our city.

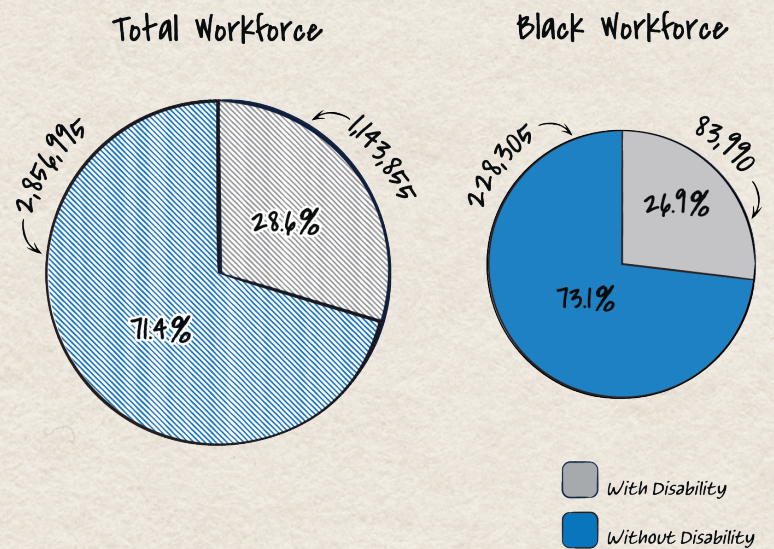


GENDER



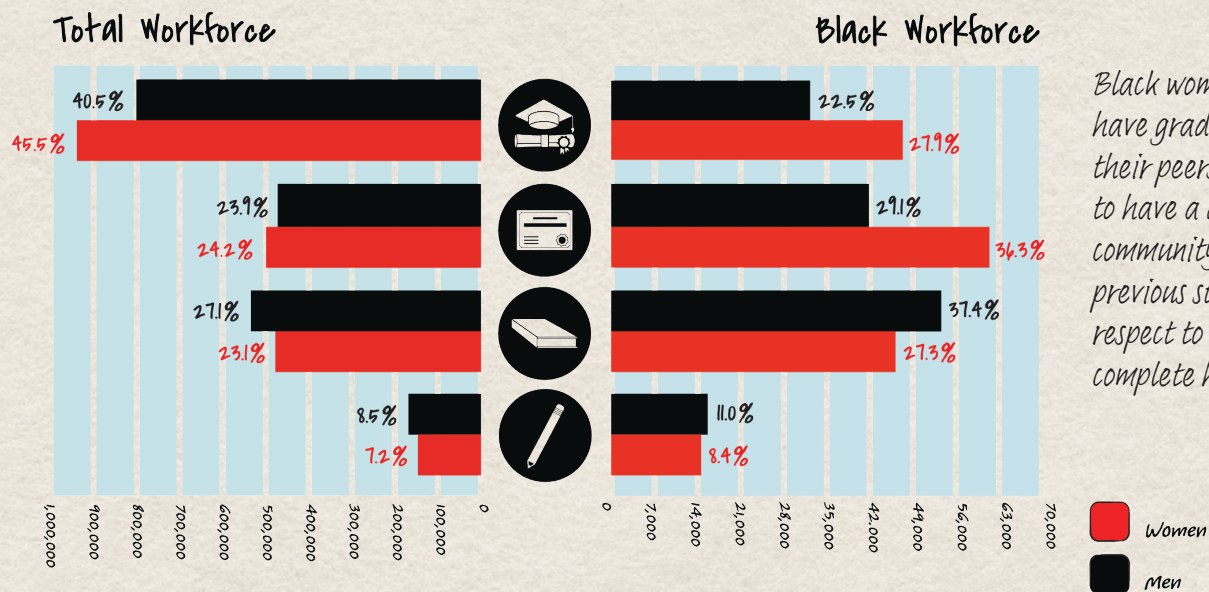
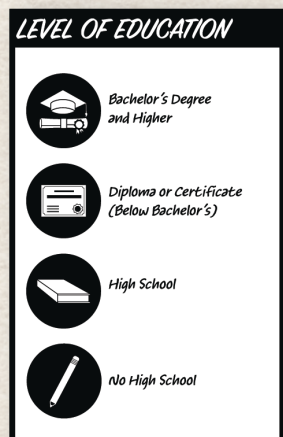
A higher percentage of Black women are more likely to be part of Toronto's workforce than their male counterparts.

DISABILITY



Toronto's Black population was 1.7% less likely to report a disability than the total workforce.

EDUCATION



Black women and men are less likely to have graduated from university than their peers. In turn they are more likely to have a diploma or certificate from a community or private college. Echoing previous studies, challenges persist in respect to supporting Black males to complete high school.

INCOME

Average Income

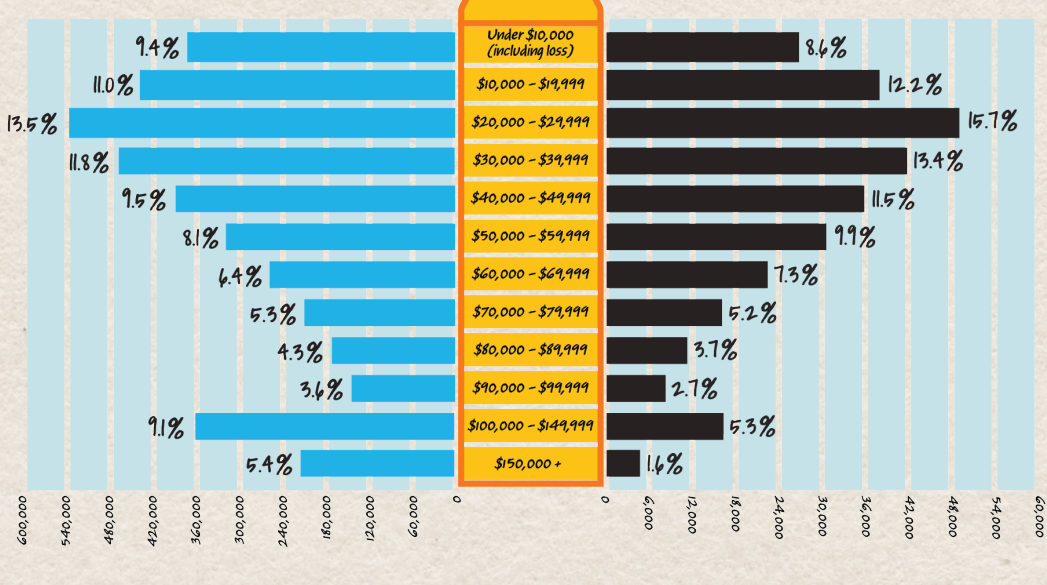
Total Workforce



Black Workforce



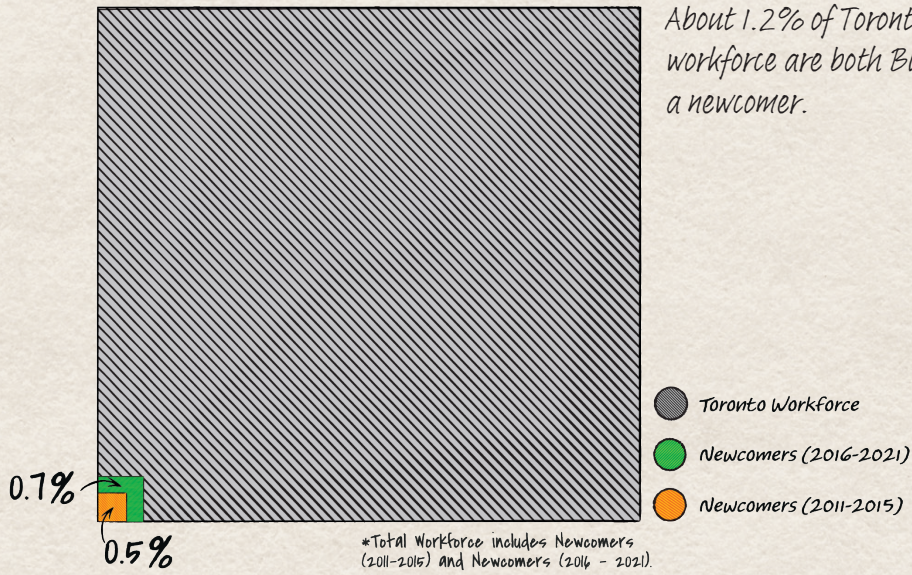
Total Workforce



The average income of Black Torontonians is significantly lower than that for the total workforce. Nearly half (49.9%) of Black Torontonians make less than

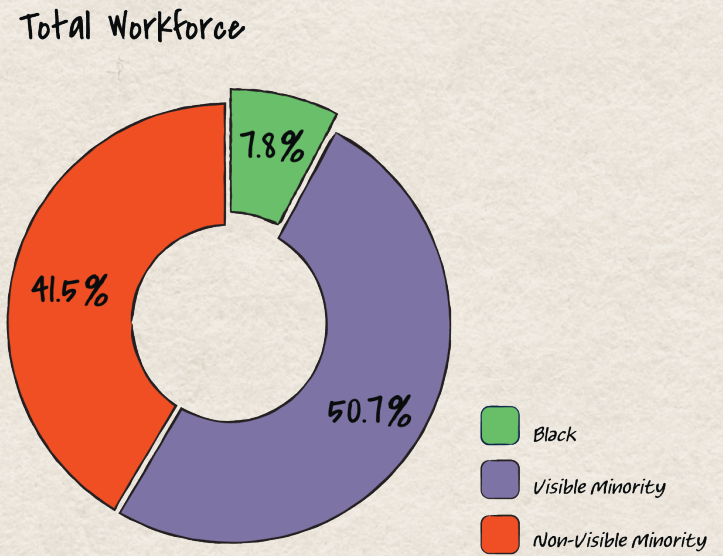
\$40,000 per year (45.7% for workforce as a whole). This disparity highlights the challenges faced by Black families in terms of economic well-being.

NEWCOMERS



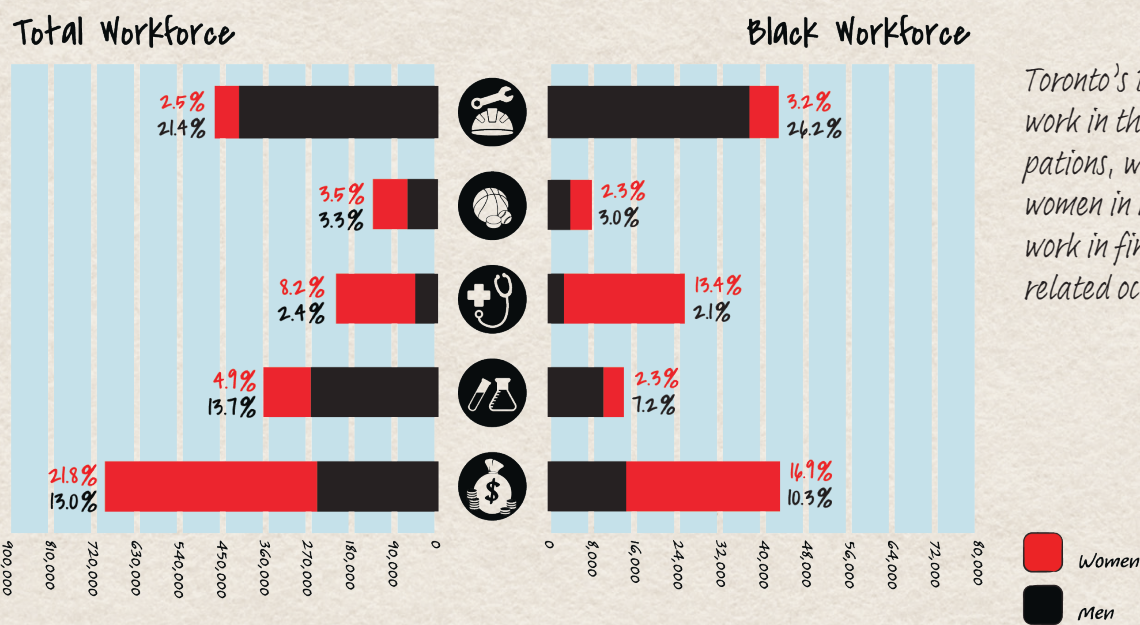
About 1.2% of Toronto's workforce are both Black and a newcomer.

DIVERSITY



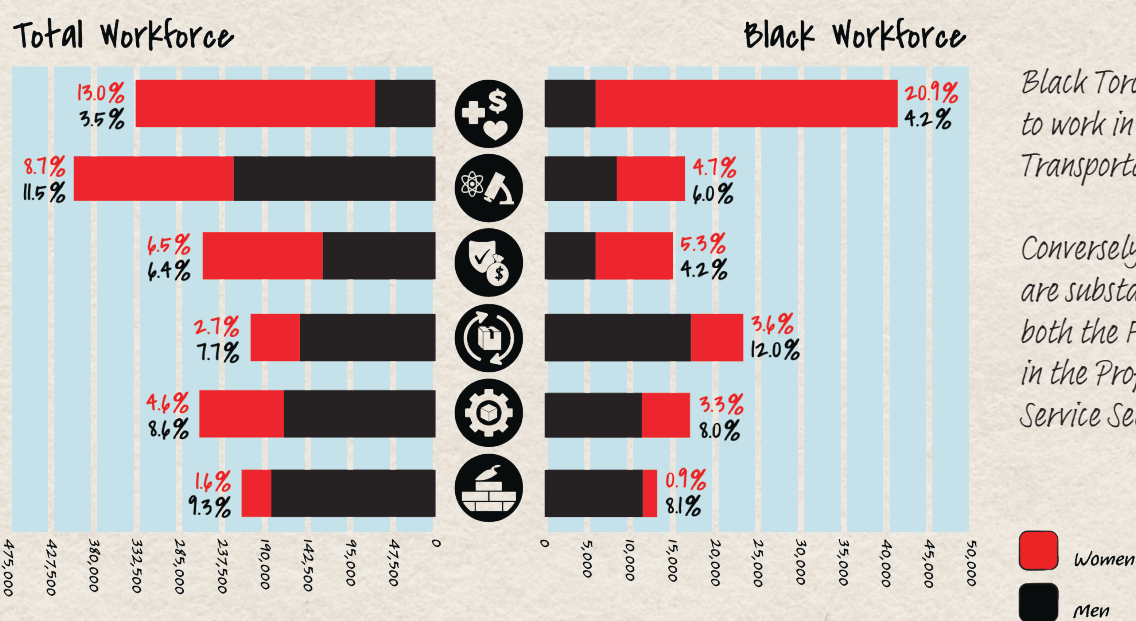
As a percentage of the overall workforce, 7.8 percent are Black Torontonians, which is a slight decline from the 2016 Census.

JOB BY OCCUPATION (Selected NOCs)



Toronto's Black workforce is more likely to work in the trades and health care occupations, with mainly men in the trades and women in healthcare, and less likely to work in finance, science and arts & culture related occupations.

JOB BY INDUSTRY (Selected NAICS)



Black Torontonians are far more likely to work in the Health Care Sector and Transportation and Warehousing Sector.

Conversely, Blacks (both men and women) are substantially under-represented in both the Finance and Insurance Sector and in the Professional, Scientific and Technical Service Sector.

FINAL THOUGHTS

Despite the persistent challenges the Black population encounters, the Black population in both Toronto and Canada demonstrates resilience. While there has been an upward trend in education, employment, and income – more needs to be done.

As noted by the City of Toronto, "Confronting and removing barriers caused by anti-Black racism benefits all Torontonians, especially other Toronto communities experiencing racism and marginalization."

TWIG | TORONTO WORKFORCE
INNOVATION GROUP

**EMPLOYMENT
ONTARIO**

WORKFORCE DIVERSITY PROFILES

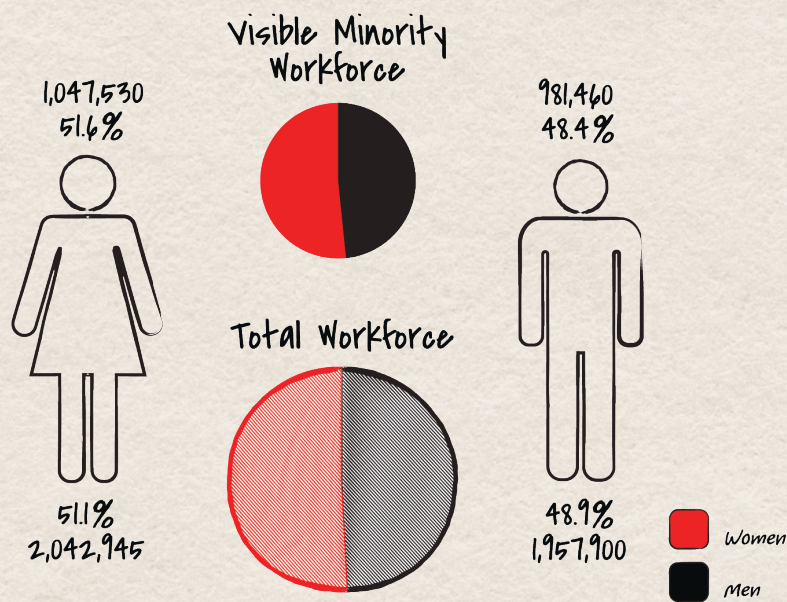
VISIBLE MINORITY WORKFORCE

According to the 2021 Canadian census, Toronto's total visible minority population was 1.54 million people, accounting for 55.7% of the city's total population. The visible minority population in the city of Toronto accounts for more than one-quarter of Ontario's total visible minority population (4.82 million people). The Employment Equity Act defines visible minorities as "persons, other than Aborig-

inal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese. For the purposes of our inclusion profiles, we have done a separate profile for Black workers who are not included in the numbers for this profile.

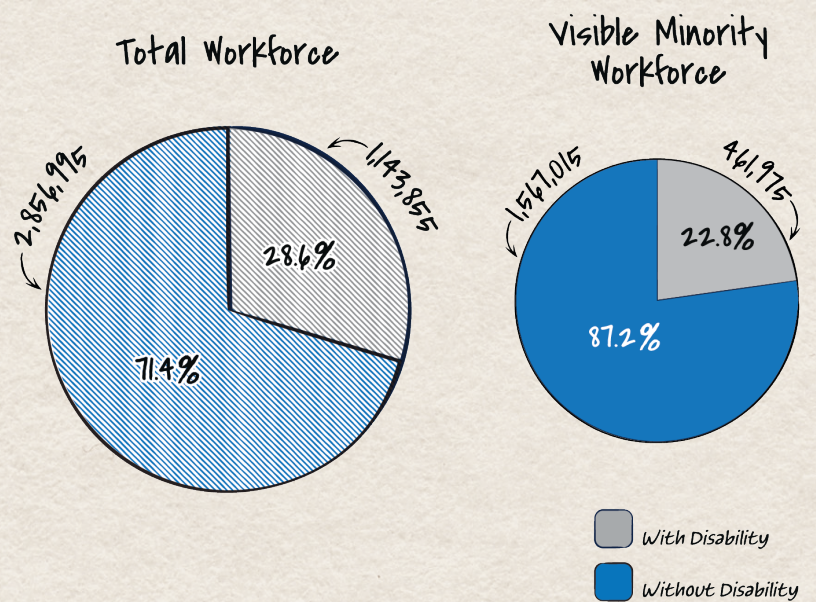


GENDER



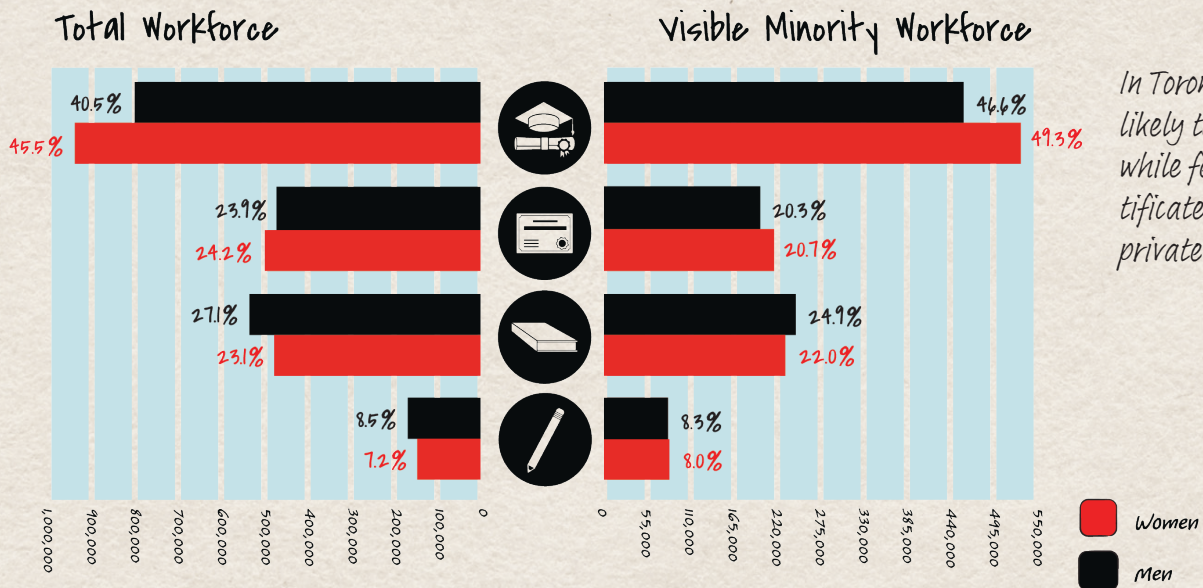
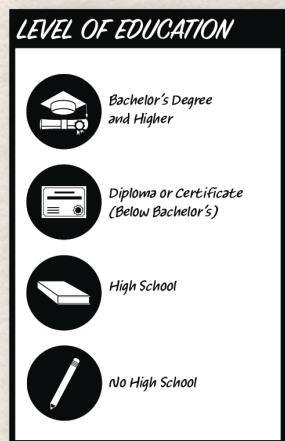
A slightly higher percentage of visible minority women are in the workforce when compared to the workforce as a whole.

DISABILITY



Significantly fewer visible minorities report having a disability than for the Toronto workforce as a whole.

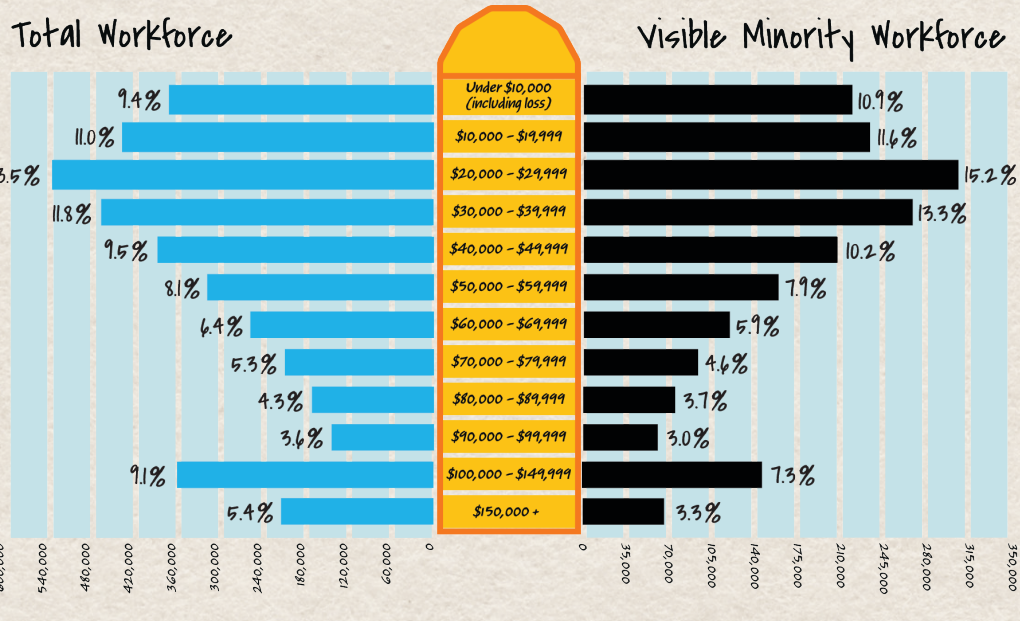
EDUCATION



In Toronto, visible minorities are more likely to have a University Education while fewer have diploma or certificate granted by a community or private career college.

INCOME

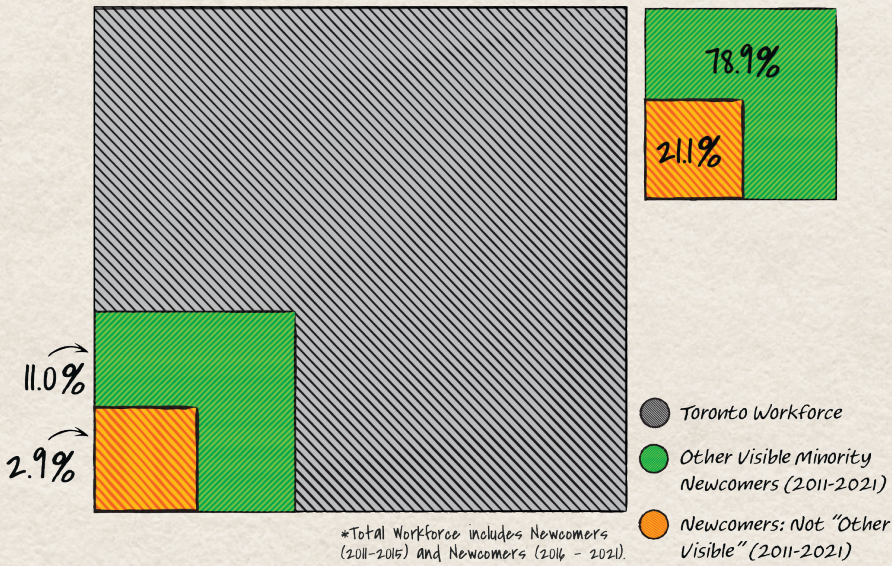
Average Income



Despite having higher educational attainment levels, Toronto's visible minority workforce earn less than the non-visible minority workforce. Interestingly, there is a significant gender divide. Visible minority women actually

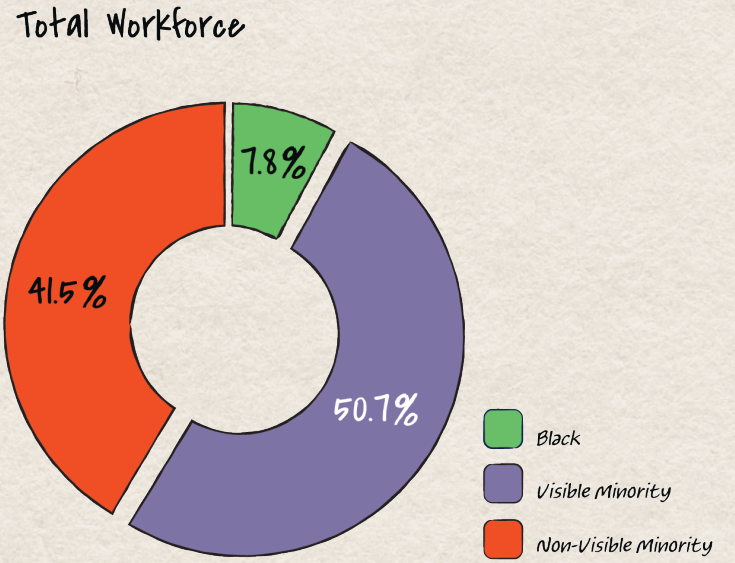
had a higher income than non-visible minority women, while visible minority males make, on average, \$25,000 less than their non-visible minority peers. Finding an explanation for this phenomena warrants further research.

NEWCOMERS



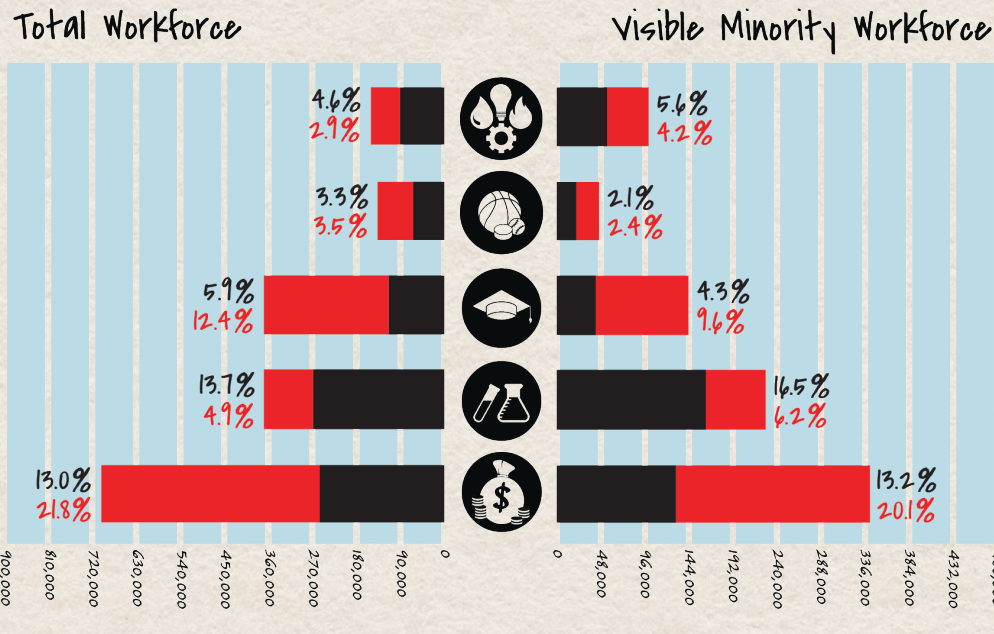
13.9% of Toronto's workforce is comprised of newcomers from a visible minority.

DIVERSITY



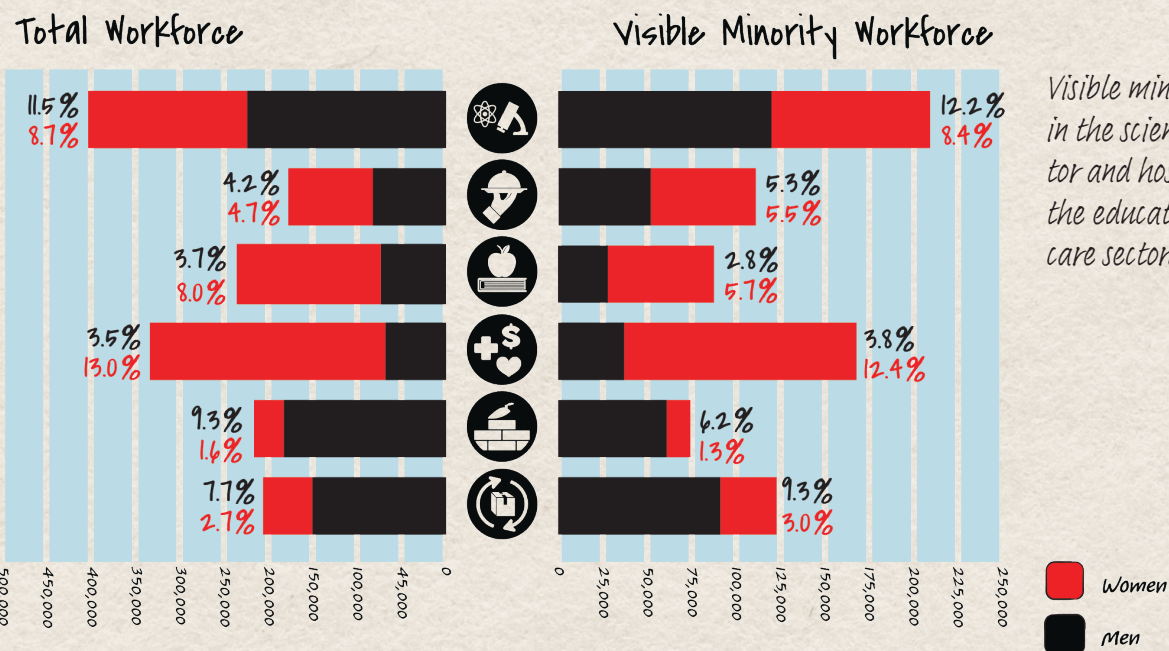
Over half of Toronto's working population is a visible minority.

JOB BY OCCUPATION (Selected NOCs)



Visible minorities are more likely to work in occupations in manufacturing, and natural and applied sciences. They are less likely to hold an occupation in Arts & Culture and Education and Law.

JOB BY INDUSTRY (Selected NAICS)



Visible minorities are more likely to work in the science sector, transportation sector and hospitality sector. Fewer work in the education, construction and health-care sectors.

FINAL THOUGHTS

Toronto often boasts about our multiculturalism. It's enshrined in the City of Toronto's official motto – "Diversity Our Strength" – and observers from across the world have highlighted Toronto's unique advantage in having so many people here from diverse cultures and backgrounds.

Results from the 2021 Census confirms that this is no idle boast! As noted by Toronto Global "It makes this one of the most interesting places to live and it helps our businesses grow and thrive. Our region is able to hold onto more of our talent because, simply put, they're able to find themselves here."

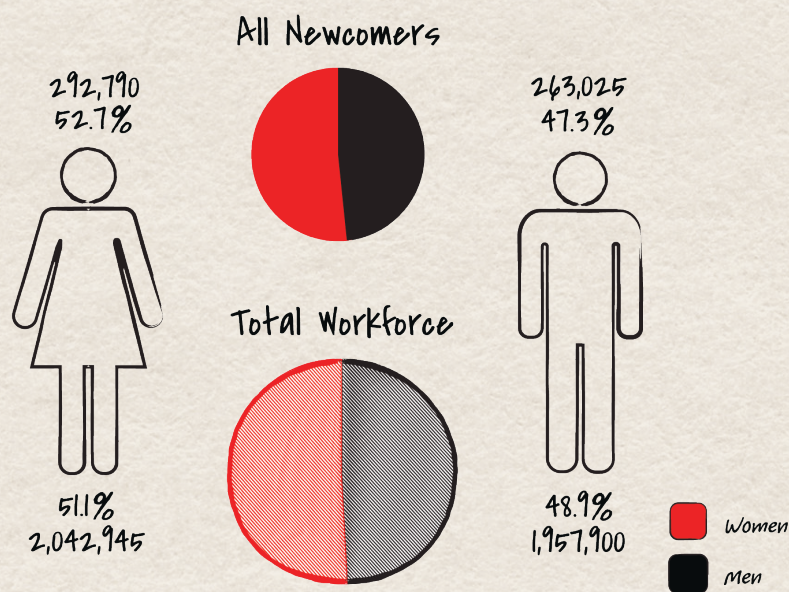
WORKFORCE DIVERSITY PROFILES NEWCOMERS (2011-2021)

Toronto has a long history of immigration. People from all over the world have chosen and continue to choose Toronto as their new home. The term “newcomer” refers to someone who has been in Canada for a short time, usually less than 5 years. A newcomer can be an immigrant or a refugee who moved from their

country of origin to another country. For the purposes of this profile, we examine two cohorts of newcomers, those immigrating to Toronto from another country between 2011–2015 and for the period of 2016–2021.

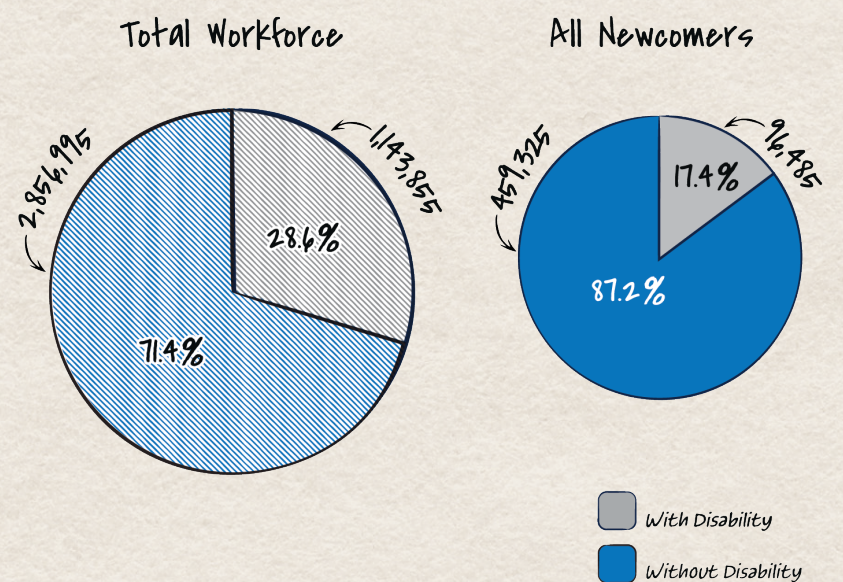


GENDER



More newcomer women are part of Toronto’s workforce than their male counterparts. The gender divide is slightly higher than for the workforce as a whole.

DISABILITY



Fewer newcomers have a disability than the overall workforce in Toronto. Past immigration requirements and processes may have made it more difficult for persons with a disability to immigrate to Canada.

INCOME

Average Income

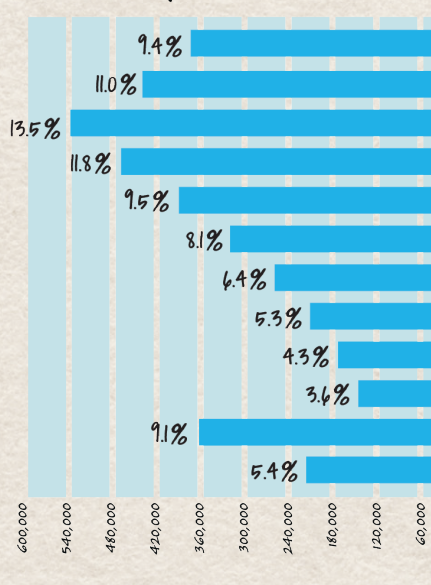
Total Workforce



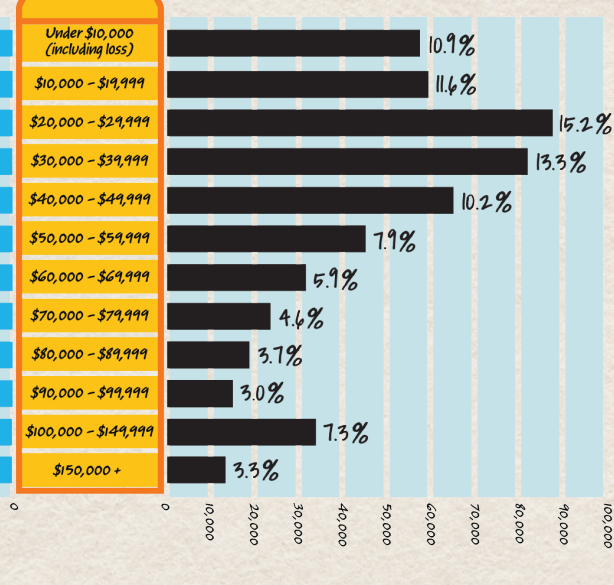
Newcomers



Total Workforce



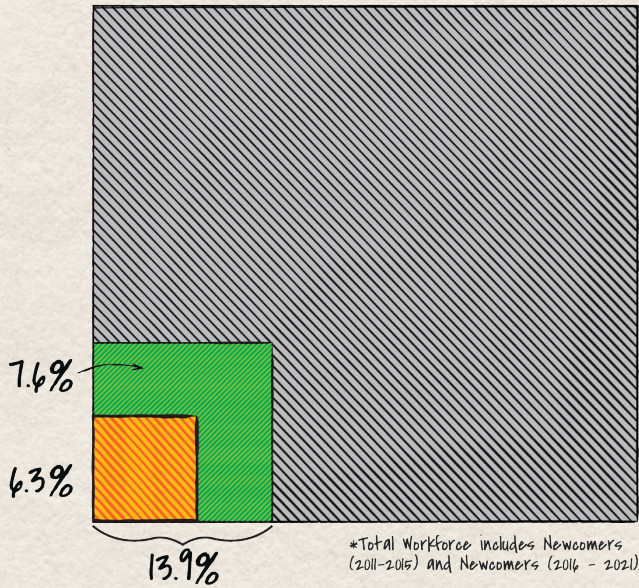
All Newcomers



Despite having higher levels of educational attainment (see chart below), both newcomer women and men earn significantly less than the rest of Toronto’s workforce. This issue has been well documented although, as noted by Statistics Canada, there has been some improvement in the earnings gaps for immigrant men and women over the past two decades. The easing of the

gap is attributed to immigrant selection criteria and favourable economic conditions. A recent report from the Parliamentary Budget Officer notes that the gain in relative median income occurred disproportionately in a few broad occupational categories including engineers, applied scientists, teachers, accountants, and physicians.

NEWCOMERS

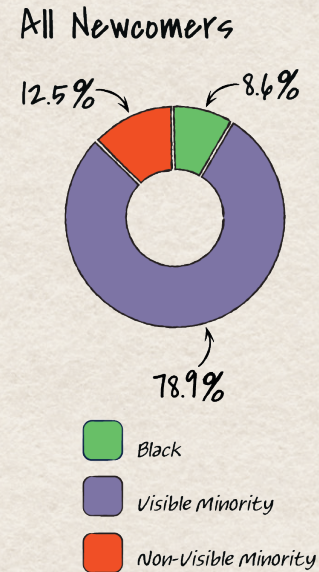
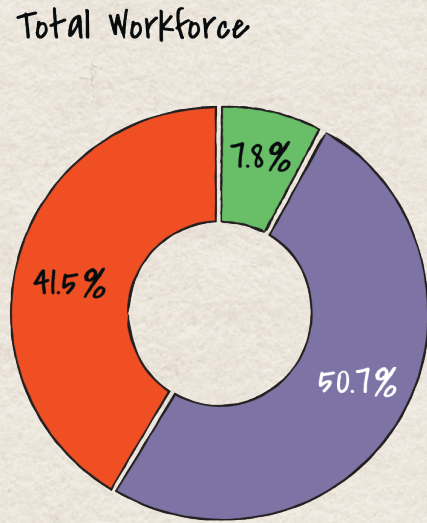


Newcomers make up a sizeable portion of Toronto's overall workforce. A slightly higher percentage of those immigrating from 2016 - 2021 are part of the labour force than for the 2011 - 2015 immigrant cohort.

● Toronto Workforce
● Newcomers (2016-2021)
● Newcomers (2011-2015)

*Total Workforce includes Newcomers (2011-2015) and Newcomers (2016 - 2021).

DIVERSITY

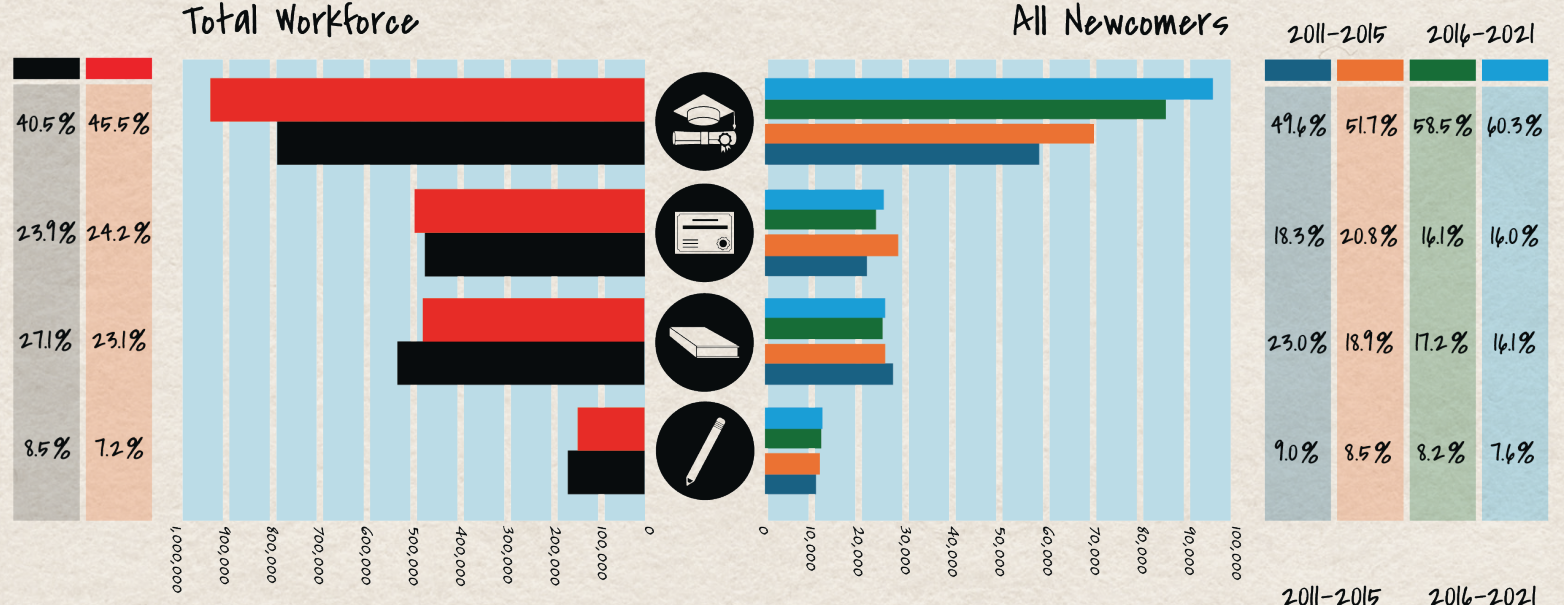


A much higher proportion of newcomers (2011-2021) are visible minorities. The top three places of birth among recent immigrants living in Toronto are India, China and the Philippines.

EDUCATION

LEVEL OF EDUCATION

- Bachelor's Degree and Higher
- Diploma or Certificate (Below Bachelor's)
- High School
- No High School



Women (Red)
Men (Black)

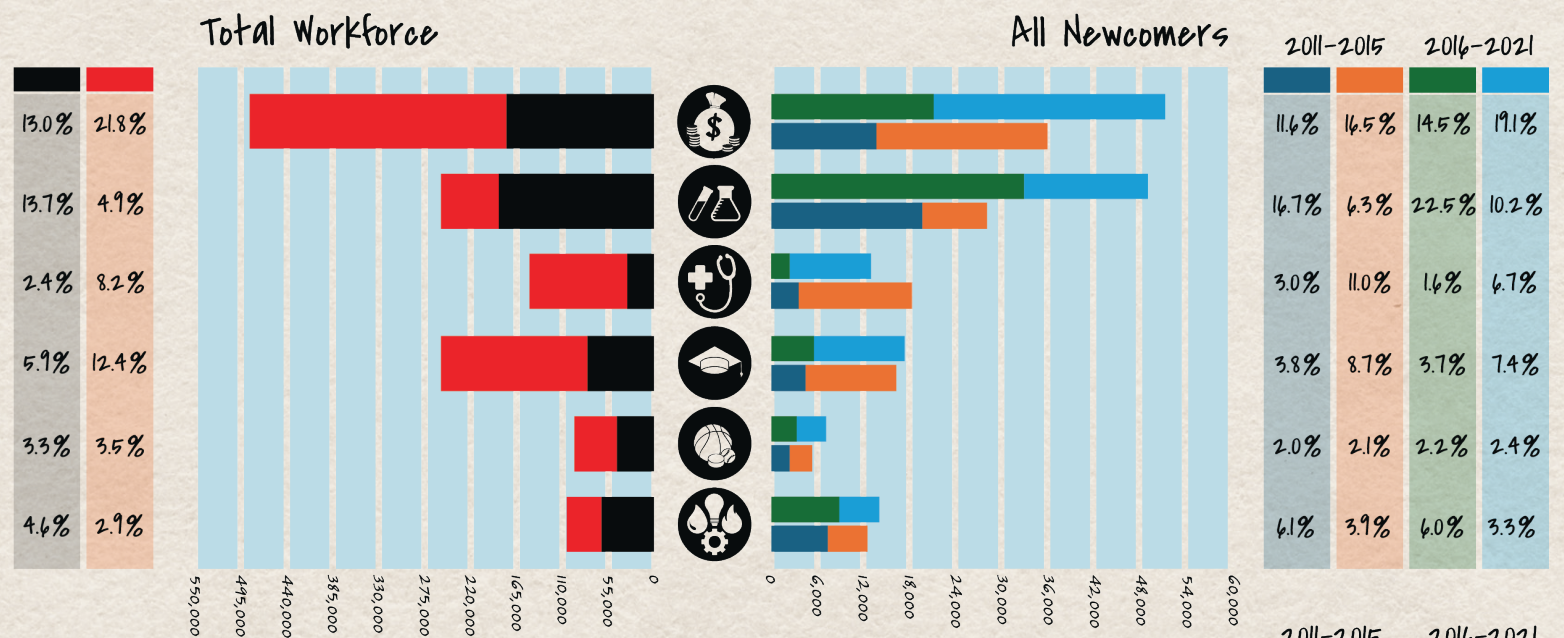
Newcomers have significantly higher levels of university education than for the workforce as a whole. As with the general workforce, newcomer women are more highly educated than men. It is worth

noting that more recent newcomers (2016-2021) have a university degree than for those part of the 2011-2015 cohort reflecting Canada's policy changes to immigration in 2015.

JOB BY OCCUPATION (Selected NOCs)

OCCUPATIONS

- Business, Finance & Administration
- Natural & Applied Sciences
- Health
- Education
- Arts, Culture, Recreation & Sport
- Manufacturing & Utilities



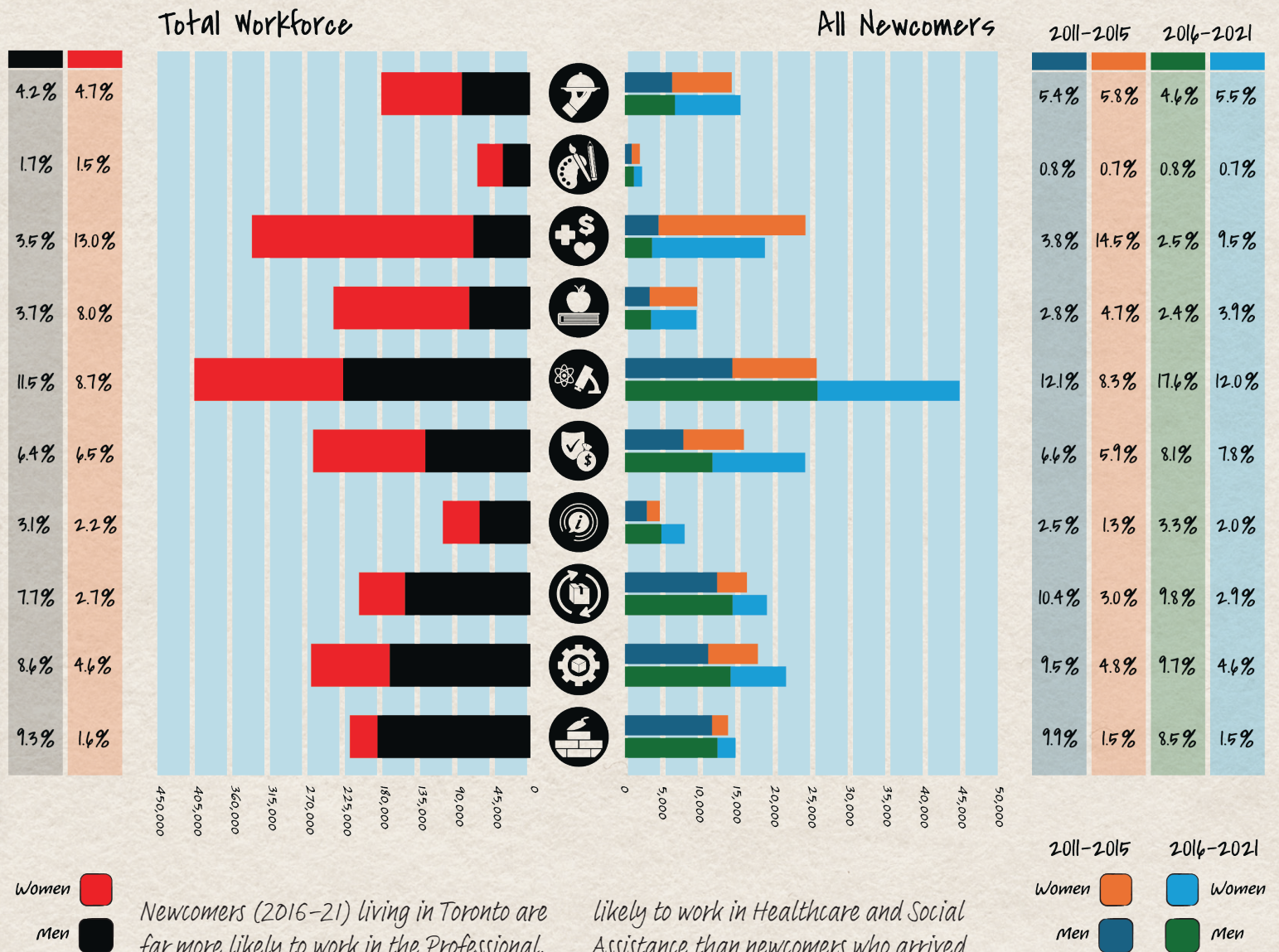
Women (Red)
Men (Black)

Newcomers to Canada are far more likely to have an occupation in natural and applied science than the workforce as a whole. Indeed, the percentage of newcomers working in these occupations increased between the two cohorts. Curiously, there was a significant shift in the percentage of women

newcomers working in health care occupations. While 11% of newcomer women immigrating to Canada between 2011-15 were in health care occupations, only 6.7% of women immigrating to Canada from 2016 to 2021 held a health care occupation.

JOB BY INDUSTRY

(Selected NAICS)



Women ■
Men ■

Newcomers (2016-21) living in Toronto are far more likely to work in the Professional, Scientific and Technical Sector than for the workforce as a whole and for newcomers who immigrated from 2011-15. This dynamic can also be seen in the Finance and Insurance Sector. More recent newcomers are less

likely to work in Healthcare and Social Assistance than newcomers who arrived earlier.

As a whole, newcomers are less likely to work in Education and Arts and Entertainment than for Toronto's overall workforce.

2011-2015 ■ ■ Women
2016-2021 ■ ■ Men

FINAL THOUGHTS

Immigrants to Toronto face a number of barriers to full labour market integration including the lack of recognition of foreign credentials and experience, the need for language and communication skills specific to the workplace, and employers' desire for Canadian work experience.

While inroads towards reducing income gaps have been made, it is incumbent upon Toronto's business community to do better since immigrants have long been a central pillar of Toronto's economic and cultural fabric. They are well-educated. Newcomers can help to fill labour market and skills shortages and contribute to innovation and workplace diversity.

As stated by Canadian Senator Ratna Omidvar - "If you want to sell for a diverse market, you need to hire for it."



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Toronto Workforce Innovation Group (TWIG) is a non-profit and independent research organization devoted to finding and promoting solutions to employment-related problems in the Toronto Region. Our Board of Directors is comprised of passionate leaders from Toronto's business, industry, and non-profit communities. Our staff are committed to action-based research and data analysis that can be used by the workforce development system to support Toronto's vibrant and diverse economy.

Learn more about TWIG at: www.workforceinnovation.ca

EMPLOYMENT ONTARIO

Employment Ontario, a service of the Ministry of Labour, Immigration, Training and Skills Development, offers a comprehensive employment and training network across Ontario. The organization provides job search assistance, training and skills development, resume and interview preparation, and employment supports. The network helps individuals find and retain jobs, upgrade their skills, and overcome employment barriers.

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