



2024 YORK REGION

EMPLOYMENT and INDUSTRY REPORT

A detailed overview of employment and industry trends in York Region

MARCH 2025



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INTRODUCTION and 2024 HIGHLIGHTS



2024 EMPLOYMENT SURVEY

This report summarizes the **2024 York Region Employment Survey** results and provides an overview of the Region's business and employment characteristics and trends.

Since 1998, York Region has conducted a survey of businesses 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.

Employment and business analysis throughout this report uses Statistics Canada's North American Industrial Classification (NAIC) system. NAIC sectors are separated into two categories of goods-producing and services-producing sectors. A comprehensive list of the NAIC 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.

2024 SURVEY HIGHLIGHTS

2024 YORK REGION JOBS

623,680 Jobs¹

ESTIMATED YORK REGION EMPLOYMENT

7,920 Jobs NET JOB GROWTH since 2022

Management of Companies and Enterprises (12% increase)

FASTEST ANNUAL GROWTH SECTOR since 2014

Arts, Entertainment and Recreation (+4,205 Jobs)

LARGEST JOB INCREASE since 2022

Manufacturing (14%)

HIGHEST EMPLOYMENT SHARE

2024 YORK REGION BUSINESSES

32,470 Businesses

SURVEYED in 2024

3,215 NEW Businesses

Since 2022

3,860 Business CLOSURES²

Since 2022

81% of York Region Businesses are SMALL BUSINESSES with ONE to 19 EMPLOYEES

Retail Trade (16%)

TOP SECTOR by BUSINESS COUNT

Notes: ¹Excludes home-based employment. ²Business verified as closed, moved out of York, Missing and out of reach since 2022



DATA DISCLAIMER

EMPLOYMENT SURVEY DATA

The 2024 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 2024 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 2024 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 2024, 67% of the 32,470 businesses surveyed (21,620) through the employment survey successfully provided their information recording a 3% increase in the overall response rate compared to 2022. Notwithstanding this growth, the response rate remains lower than pre-pandemic levels, which averaged around 80% between 2014 to 2019. Of the **33% of businesses (10,850 businesses)** that could not be reached, approximately 1,190 directly refused to participate in-person, over the phone or via email. This represented a significant increase, marking a nearly **240% increase** (500 businesses) compared to 2022 and **250%** more (470 businesses) than 2019.

The detailed breakdown of the survey response rate by sector is provided in Table 1.

DATA DISCLAIMER

TABLE 1: EMPLOYMENT SURVEY RESPONSE RATES by SECTOR, 2024

EMPLOYMENT SECTOR	Response Rate
Utilities	85%
Public Administration	76%
Accommodation and Food Services	71%
Retail Trade	71%
Manufacturing	71%
Wholesale Trade	70%
Health Care and Social Assistance	68%
Other Services (except Public Administration)	67%
Finance and Insurance	64%
Arts, Entertainment and Recreation	64%
Professional, Scientific and Technical Services	63%
Transportation and Warehousing	62%
Construction	60%
Administrative and Support Services (including Waste Management)	58%
Real Estate and Rental and Leasing	58%
Educational Services	57%
Information and Cultural Industries	56%
Management of Companies and Enterprises	55%
Mining and Oil and Gas Extraction	50%
2024 OVERALL RESPONSE RATE	67%

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, 2024

BUSINESS SIZE	Response Rate
Small (1 to 19 Employees)	65%
Medium (20 to 99 Employees)	72%
Large (100 to 499 Employees)	68%
Very Large (500+ Employees)	64%
2024 OVERALL RESPONSE RATE	67%

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 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, higher 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 can be used to compare the impacts of the recent economic challenges for York Region, Ontario and Canada.

TABLE 3: ANNUAL EMPLOYMENT GROWTH RATES in CANADA, ONTARIO and YORK REGION, 2019 to 2024

ECONOMIC REGION	2019 to 2020	2020 to 2021	2021 to 2022	2022 to 2023	2023 to 2024
Canada	-9%	8%	5%	2%	1.5%
Ontario	-10%	8%	6%	3%	1.5%
York Region¹	-4%	6%	3%	0.6%	0.6%

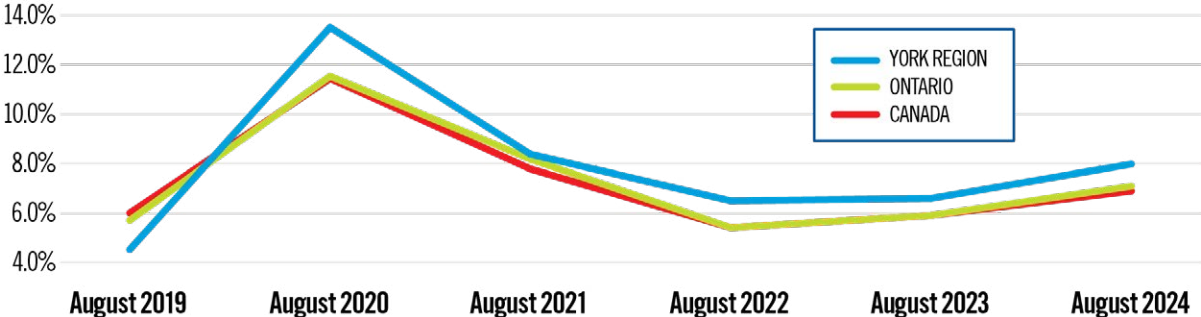
Source: Statistics Canada Employment by Industry, monthly, seasonally unadjusted (x1,000), the Conference Board of Canada and York Region Economic and Development Services Branch, 2024 Employment Survey. **Note**¹: 2020 and 2021 employment growth rates based on Conference Board of Canada data.

NATIONAL, PROVINCIAL and YORK REGION OVERVIEW

CANADA, ONTARIO and YORK REGION UNEMPLOYMENT RATES

Based on Statistics Canada data, unemployment rates in Canada, Ontario and the Region reached their lowest in early 2023 since 2019 (Figure 2) but trended upward in August 2024 recording **6.8%** in Canada, **7%** in Ontario and **7.9%** in York Region.

FIGURE 1: UNEMPLOYMENT RATES in CANADA, ONTARIO and YORK REGION, 2019 to 2024

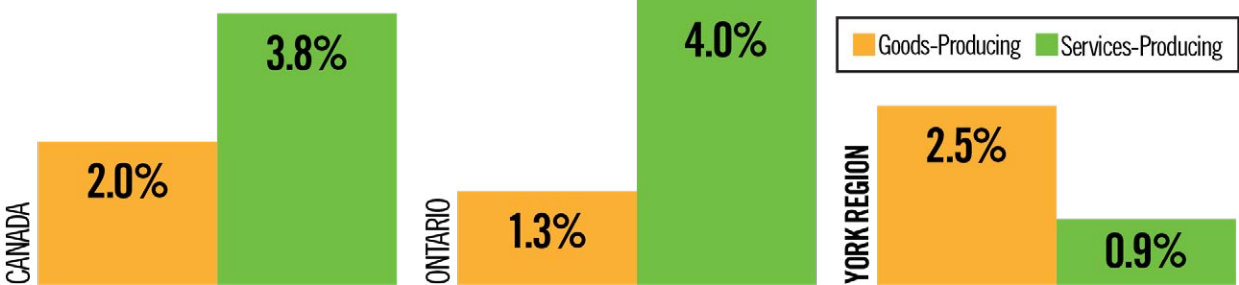


Source: Statistics Canada, Labour Force Characteristics, 3-month moving average, unadjusted for seasonality.

GOODS vs. SERVICES-PRODUCING SECTORS

Since 2022, while the Canadian and Ontario economies have been driven by growth in services-producing sectors, York Region has seen faster growth in goods-producing sectors compared to services-producing sectors (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).

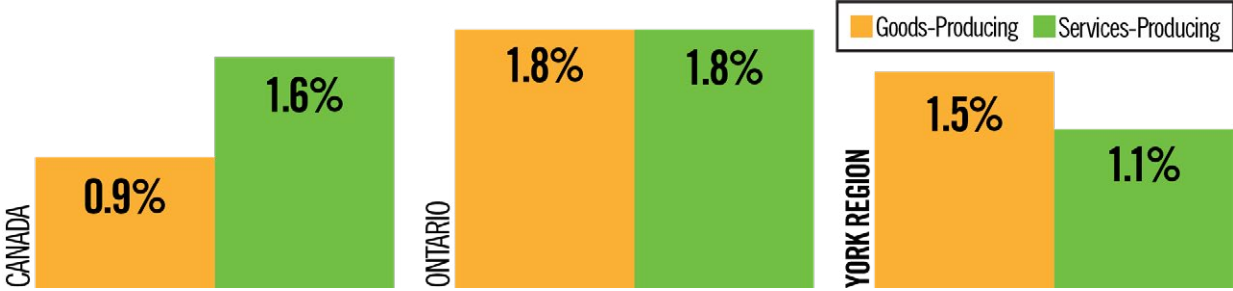
FIGURE 2: GOODS and SERVICES-PRODUCING SECTOR EMPLOYMENT GROWTH RATES, 2004 to 2024



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

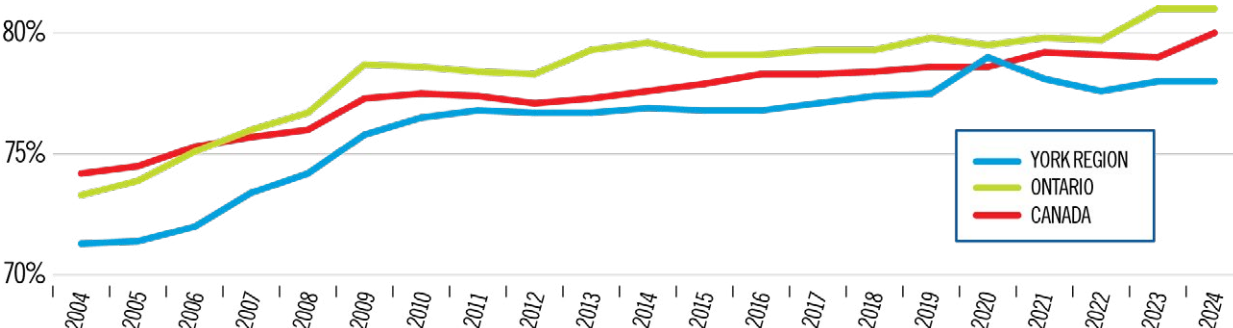
FIGURE 3: AVERAGE ANNUAL EMPLOYMENT GROWTH RATES, 2019 to 2024



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

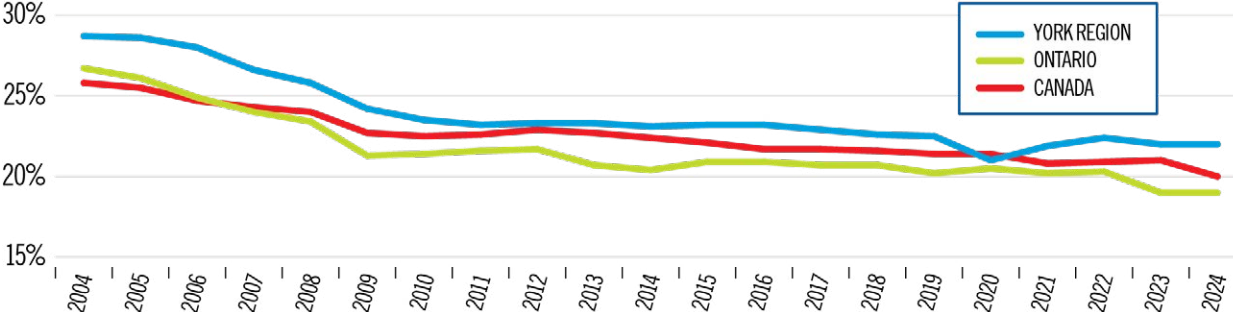
The distribution of jobs between goods-producing and services-producing sectors has remained relatively steady since 2014 hovering around **22%** and **78%** respectively. In the last 20 years, the share of jobs in the Region has favoured services-producing sectors increasing from **70%** of the Region’s employment to **78%** (Figure 4) while the share of goods-producing jobs has **decreased 30% to 22%** (Figure 5).

FIGURE 4: SHARE of SERVICES-PRODUCING EMPLOYMENT, 2004 to 2024



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

FIGURE 5: SHARE of GOODS-PRODUCING EMPLOYMENT, 2004 to 2024



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

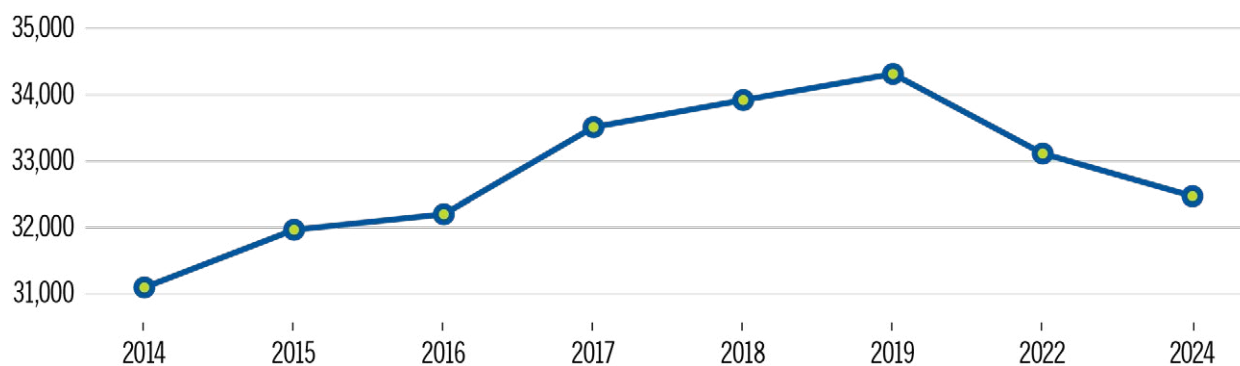
2024 YORK REGION EMPLOYMENT SURVEY RESULTS

OVER **32,470** YORK REGION
BUSINESSES were SURVEYED

YORK REGION BUSINESSES

York Region surveyed over **32,470 businesses** with a physical non-residential location in 2024, an **increase of 1,370 businesses** from the 2014 survey, yet a **decline of 640 business establishments** from the 2022 survey (Figure 6). Map 1 displays the spatial distribution of businesses across York Region.

FIGURE 6: YORK REGION SURVEYED BUSINESSES, 2014 to 2024















Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

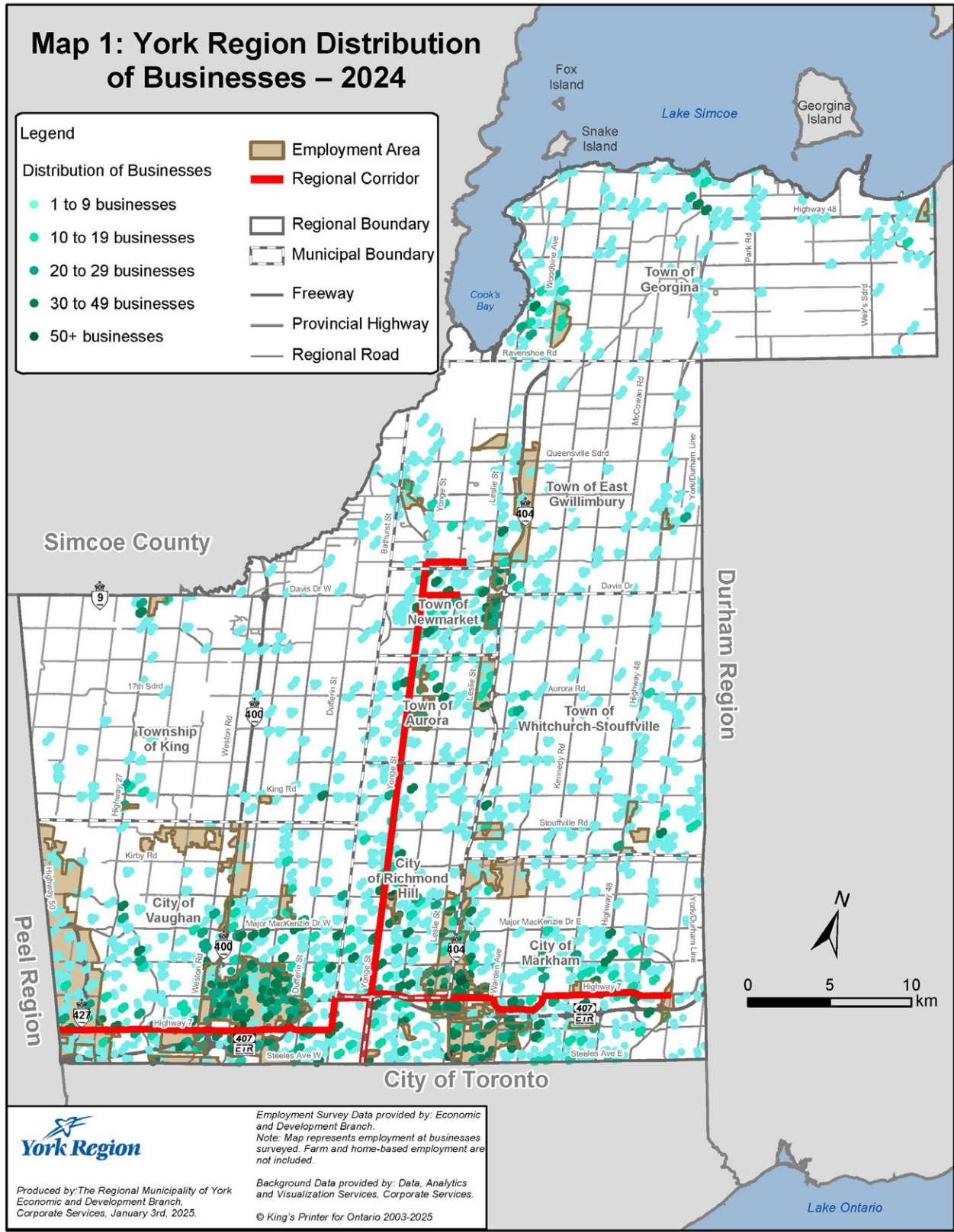


According to the Statistics Canada's Canadian Business Counts (CBC) database, York Region is home to over 57,460 business establishments. The CBC database includes home-based and household employers that have filed a federal income tax within the past three years.

Map 1: York Region Distribution of Businesses – 2024

Legend

	1 to 9 businesses		Employment Area
	10 to 19 businesses		Regional Corridor
	20 to 29 businesses		Regional Boundary
	30 to 49 businesses		Municipal Boundary
	50+ businesses		Freeway
			Provincial Highway
			Regional Road



Employment Survey Data provided by: Economic and Development Branch.
 Note: Map represents employment at businesses surveyed. Farm and home-based employment are not included.

Produced by: The Regional Municipality of York Economic and Development Branch, Corporate Services, January 3rd, 2025.

Background Data provided by: Data, Analytics and Visualization Services, Corporate Services.
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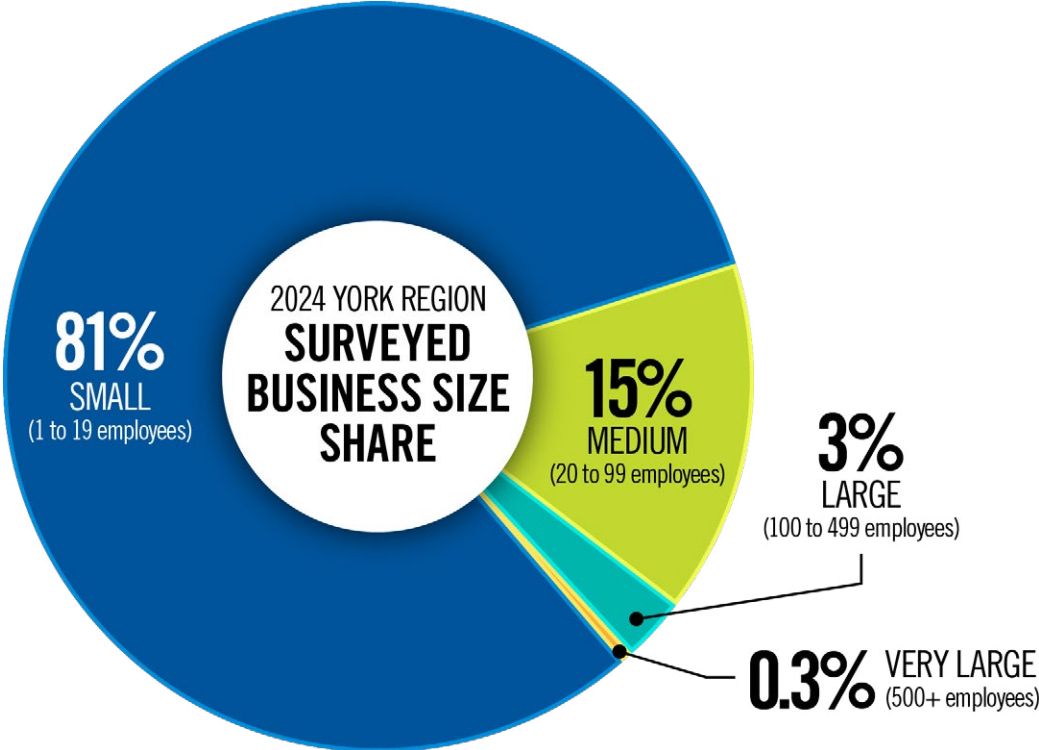
YORK REGION BUSINESSES

BUSINESSES by SIZE

York Region’s business community continues to be dominated by small businesses (1-19 employees), accounting for **81%** (26,460 businesses) of surveyed businesses in 2024 (Figure 7). The share of small businesses is indicative of the important role they play in York Region’s economy, accounting for **25%** (153,685 jobs) of York Region’s total employment in 2024.

While the share of very large businesses (500+ employees) is relatively small at **0.3%** of the Region’s surveyed establishments, it has **grown by 7%** since 2022 (from 82 to 88 businesses) and provides jobs for almost **16% of total jobs** (102,000 jobs).

FIGURE 7: YORK REGION SURVEYED BUSINESS SIZE SHARE, 2024



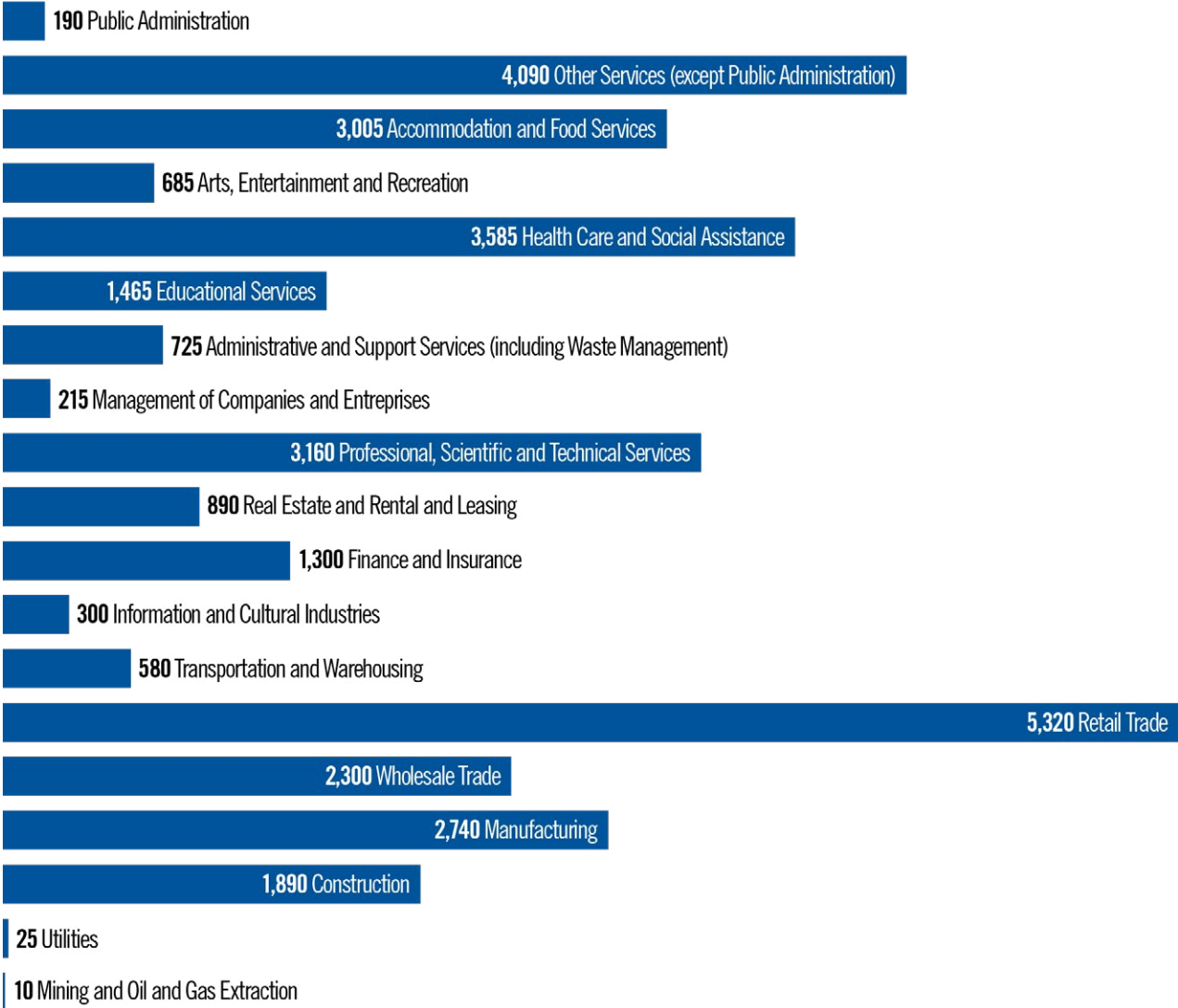
Source: York Region Economic and Development Services Branch, 2024. May not add up to 100% due to rounding.

YORK REGION BUSINESSES

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%** (5,320 businesses).

FIGURE 8: SHARE of YORK REGION SURVEYED BUSINESSES, 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

YORK REGION BUSINESSES

NEW SURVEYED BUSINESSES 2022 to 2024

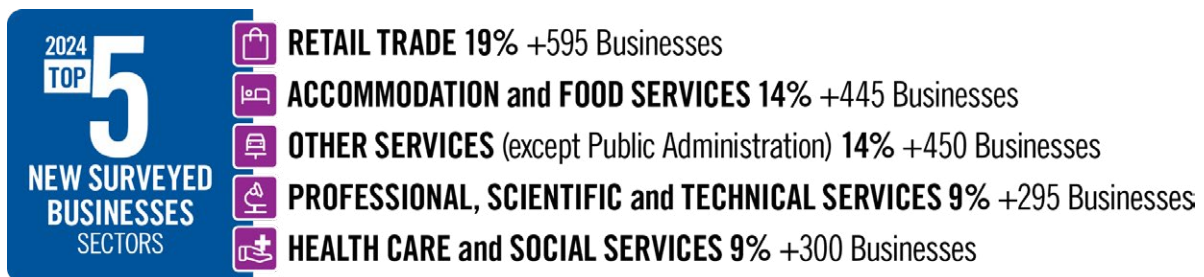
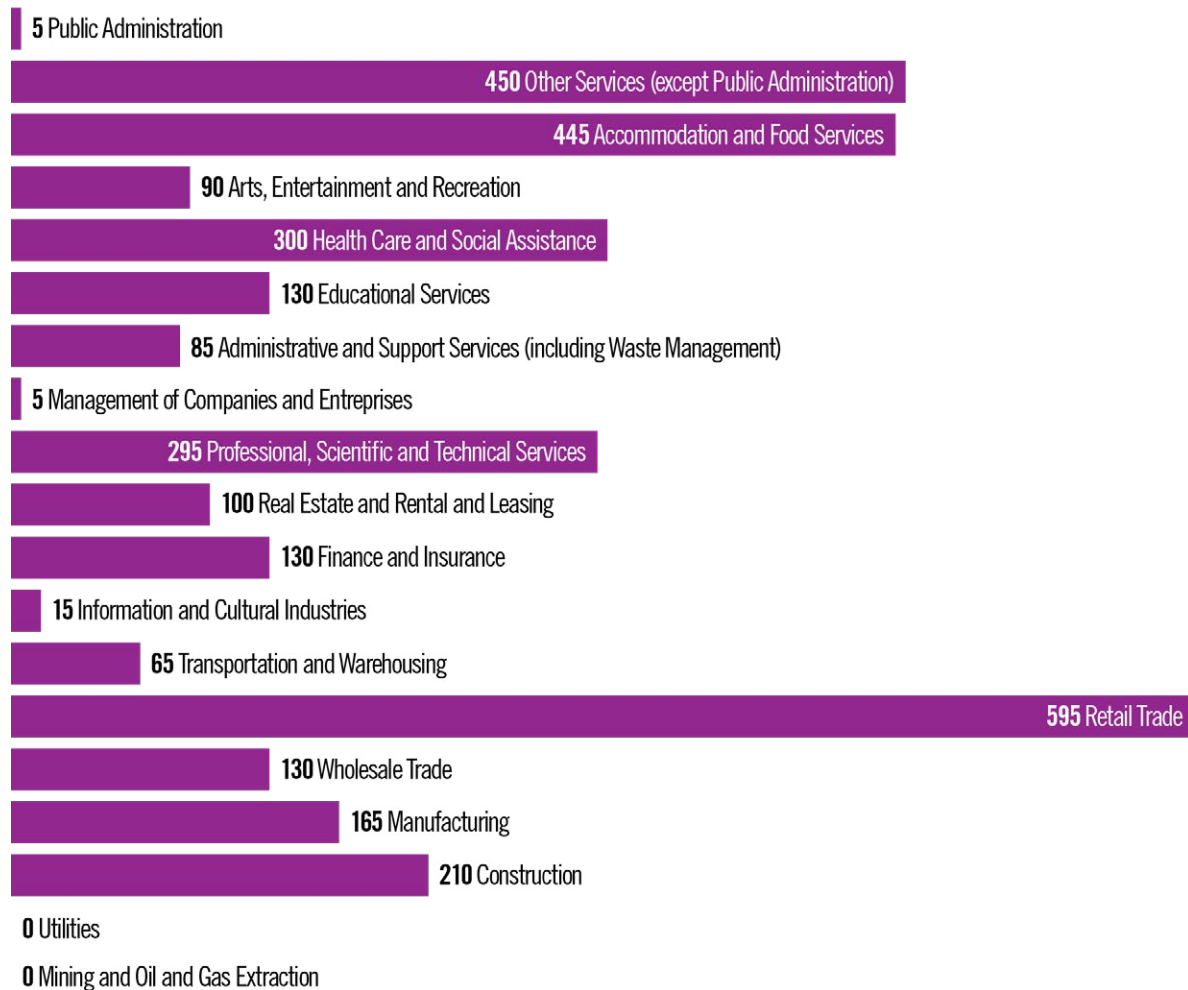


FIGURE 9: YORK REGION NEW SURVEYED BUSINESSES by SECTOR, 2024



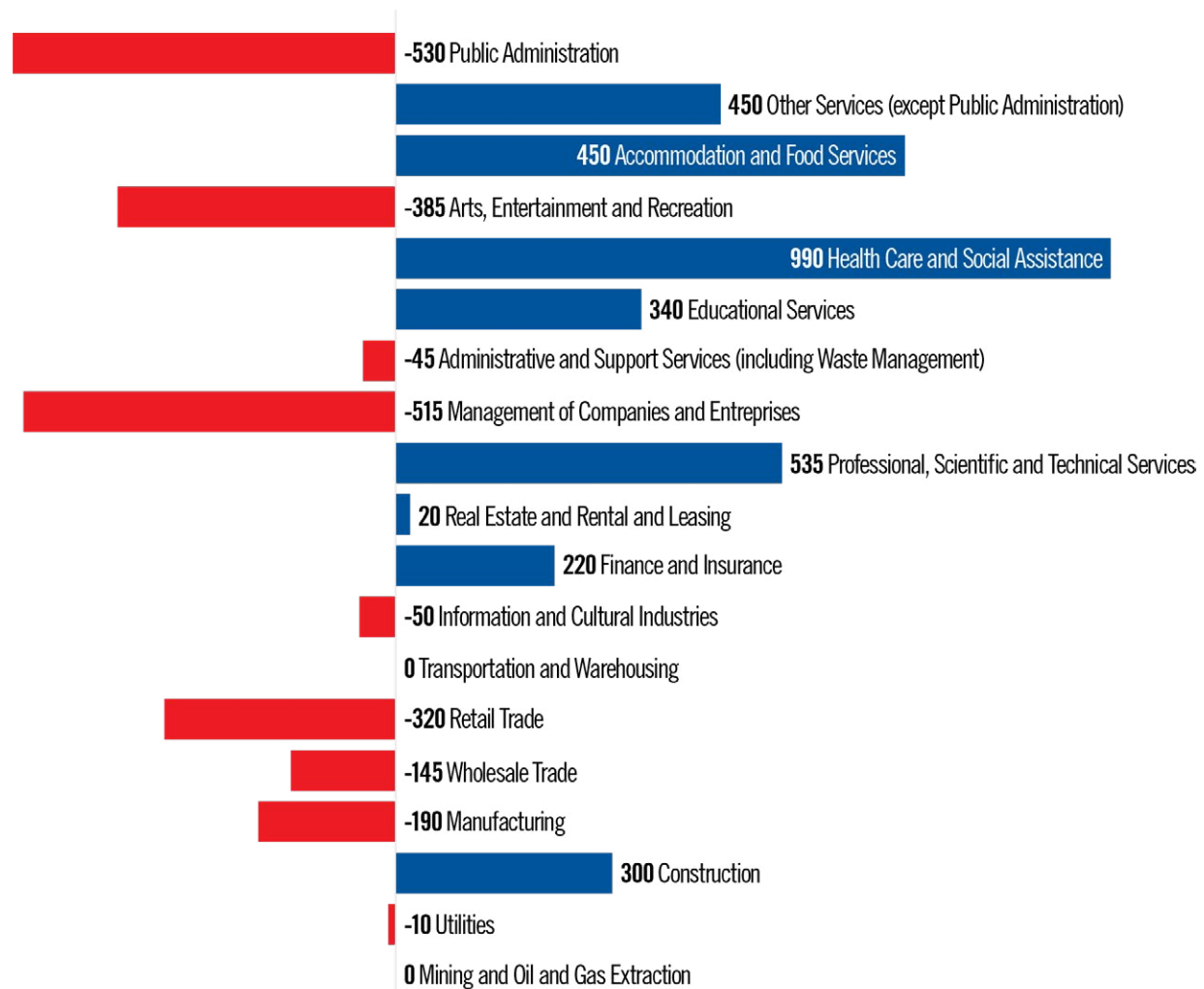
Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

YORK REGION BUSINESSES

10-YEAR SECTOR TRENDS 2014 to 2024

York Region continues to be an attractive destination for businesses to reside and grow. Since 2014, the number of York Region business establishments have grown approximately **4.2%** (1,375 businesses) at an **average annual rate of 1.4%**. Over the last 10 years, key knowledge-based sectors including Health Care and Social Assistance, Accommodation and Food Services and Professional, Scientific and Technical Services have experienced the largest business growth in the Region (Figure 10).

FIGURE 10: YORK REGION BUSINESS GROWTH and DECLINE, 2014 to 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

Sectors including Public Administration, Management of Companies and Enterprises, and Arts, Entertainment and Recreation have recorded the largest decline in the number of business establishments since 2014.

YORK REGION EMPLOYMENT



623,680 ESTIMATED JOBS in
YORK REGION for 2024

As of mid-year 2024, York Region’s employment count was estimated to be 623,680 jobs, excluding home-based employment. Table 4 outlines a detailed breakdown of 2024 employment estimates. Map 2 illustrates the spatial distribution of employment across York Region.

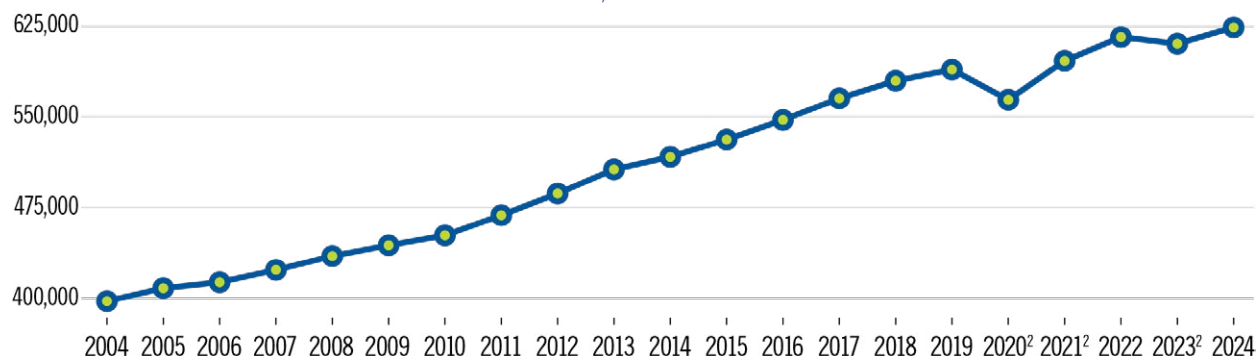
TABLE 4: YORK REGION EMPLOYMENT ESTIMATE, 2024

EMPLOYMENT ESTIMATE TYPE	EMPLOYMENT ESTIMATE ¹
Surveyed Employment	411,840
No Contact Estimate	209,325
Agriculture Employment	2,515
Total	623,680

Source: York Region Economic and Development Services Branch, 2024. **Note** ¹: Employment estimate excludes home-based businesses.

The average annual growth rate of employment between 2022 and 2024 was **0.6%**, approximately one third of the **1.8% annual growth rate** observed during the previous five-year period (2017-2022). Despite slower short-term growth, York Region has demonstrated remarkable long-term resilience. Since 2004, employment in York Region has grown by **over 226,230 jobs** (Figure 11) representing an average annual growth rate of **2.8%**. This rate of growth continues to align with the population growth rate for the same period (3%) and provides job opportunities for existing and future York Region residents.













FIGURE 11: YORK REGION ESTIMATED EMPLOYMENT GROWTH, 2004 to 2024

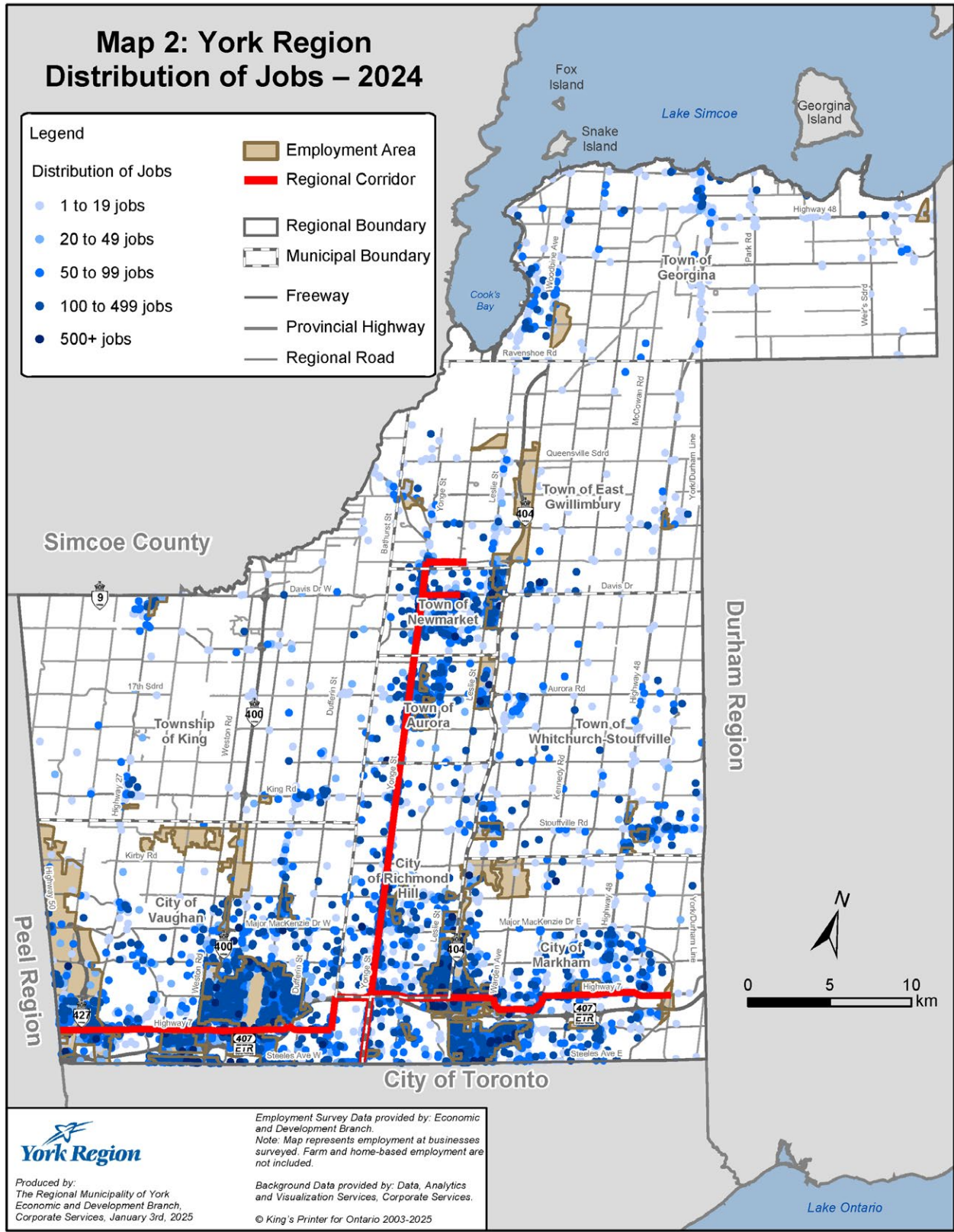


Source: York Region Economic and Development Services Branch, 2024 and the Conference Board of Canada. **Notes:** ²Employment estimates based on York Region Employment survey data except 2020, 2021 and 2023, which are based on Conference Board of Canada employment growth rates for York Region. Employment for all years excludes work at home estimates.

Map 2: York Region Distribution of Jobs – 2024

Legend

 Employment Area
 Regional Corridor
 1 to 19 jobs
 20 to 49 jobs
 50 to 99 jobs
 100 to 499 jobs
 500+ jobs
 Regional Boundary
 Municipal Boundary
 Freeway
 Provincial Highway
 Regional Road



Produced by:
The Regional Municipality of York
Economic and Development Branch,
Corporate Services, January 3rd, 2025

Employment Survey Data provided by: Economic and Development Branch.
Note: Map represents employment at businesses surveyed. Farm and home-based employment are not included.

Background Data provided by: Data, Analytics and Visualization Services, Corporate Services.
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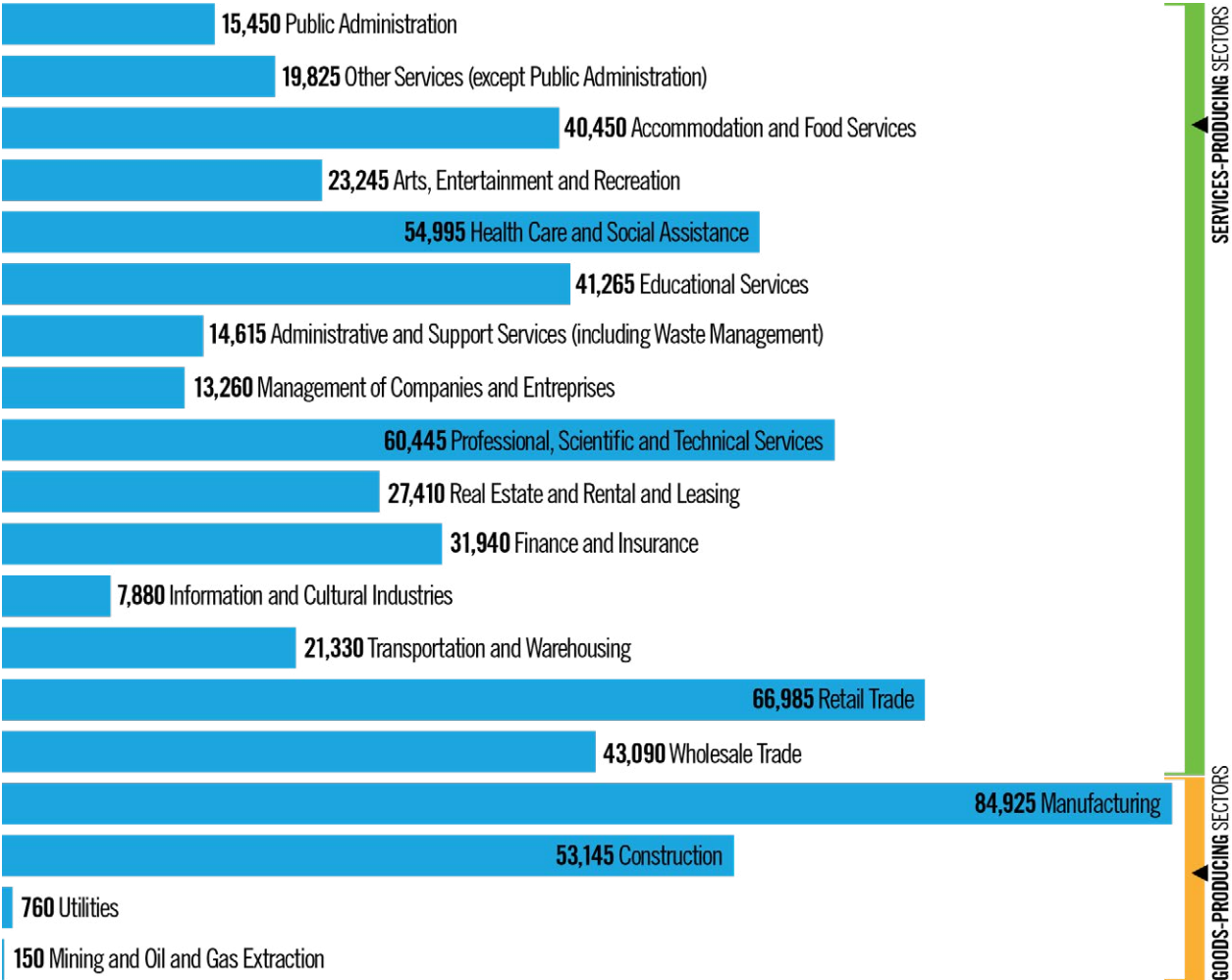
YORK REGION EMPLOYMENT

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 12, in 2024, York Region’s top five sectors by surveyed employment include Manufacturing (14% or 84,930 jobs), Retail Trade (11% or 66,990 jobs), Professional, Scientific and Technical Services (10% or 60,450 jobs), Health Care and Social Assistance (9% or 54,990 jobs), and Construction (9% or 53,140 jobs).

FIGURE 12: YORK REGION DISTRIBUTION of SURVEYED EMPLOYMENT by INDUSTRY, 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

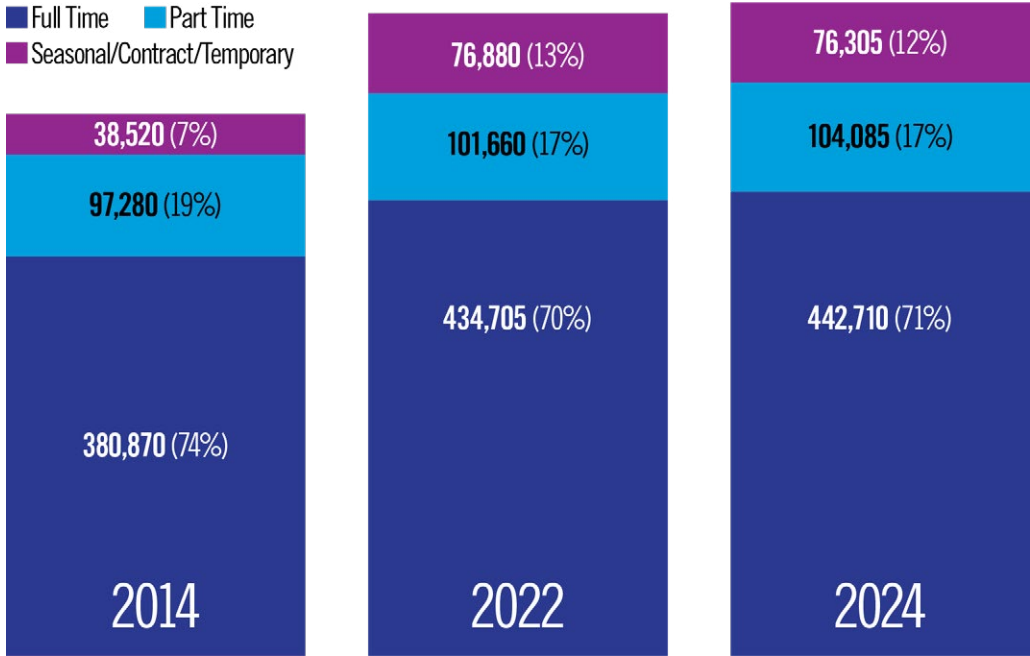
YORK REGION EMPLOYMENT

EMPLOYMENT by TYPE of WORKER

Over the past 10-years, Seasonal/Contract/Temporary employment has been the fastest growing type of work increasing from a **7%** share in 2014 to **12%** in 2024. Since 2014, Seasonal/Contract/Temporary employment **increased by 50%**, or **37,790 jobs**. In 2022, in response to the COVID-19 pandemic, there was an increase in Seasonal/Contract/Temporary roles as employers adapted to economic uncertainty and market volatility. Since then, the share of Seasonal/Contract/Temporary employment slightly declined by about 1% (1,100 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 2014 to **17%** in 2024, impacted by the rise in Seasonal/Contract/Temporary employment. The share of Full-Time employment also decreased from 74% in 2014 to 71% in 2024. Despite this shift, since 2022, York Region’s employment base has added about 6,950 Full-Time and 2,090 Part-Time jobs demonstrating a gradual adjustment by employers to balance short-term flexibility and long-term stability (Figure 13).

FIGURE 13: YORK REGION EMPLOYMENT by TYPE of WORKER, 2014 to 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

YORK REGION EMPLOYMENT

EMPLOYMENT by TYPE of WORK ARRANGEMENT

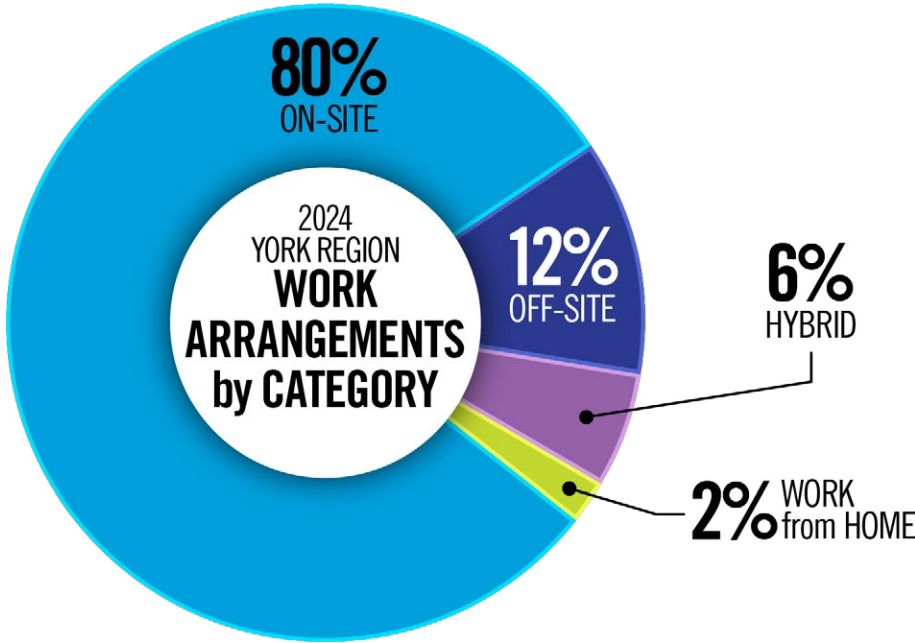
To gain insight on work arrangement changes across the Region since the COVID-19 pandemic, a new survey question was added to the 2024 Employment Survey. Respondents were asked to provide an estimated percentage of their employees working under the following work arrangements: work from home, on-site,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

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

- Hybrid: Employees that work a combination of on-site and from home and are on-site less than 75% of the time
- Work From Home: Employees that work from home more than 75% of the time
- On-site: Employees that work on-site 100% of the time
- Offsite: Employees that work off-site 100% of the time (i.e. drivers, construction workers, real estate agents, etc.).

Figure 14 shows the Region-wide percentage breakdown of work arrangements by category. In 2024, most employees worked On-site (80%), while Off-site employees made up a 12% share. Hybrid and Work from Home employees made up 6% and 2% of total employees, respectively.

FIGURE 14: YORK REGION SHARE of EMPLOYMENT by WORK ARRANGEMENT, 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

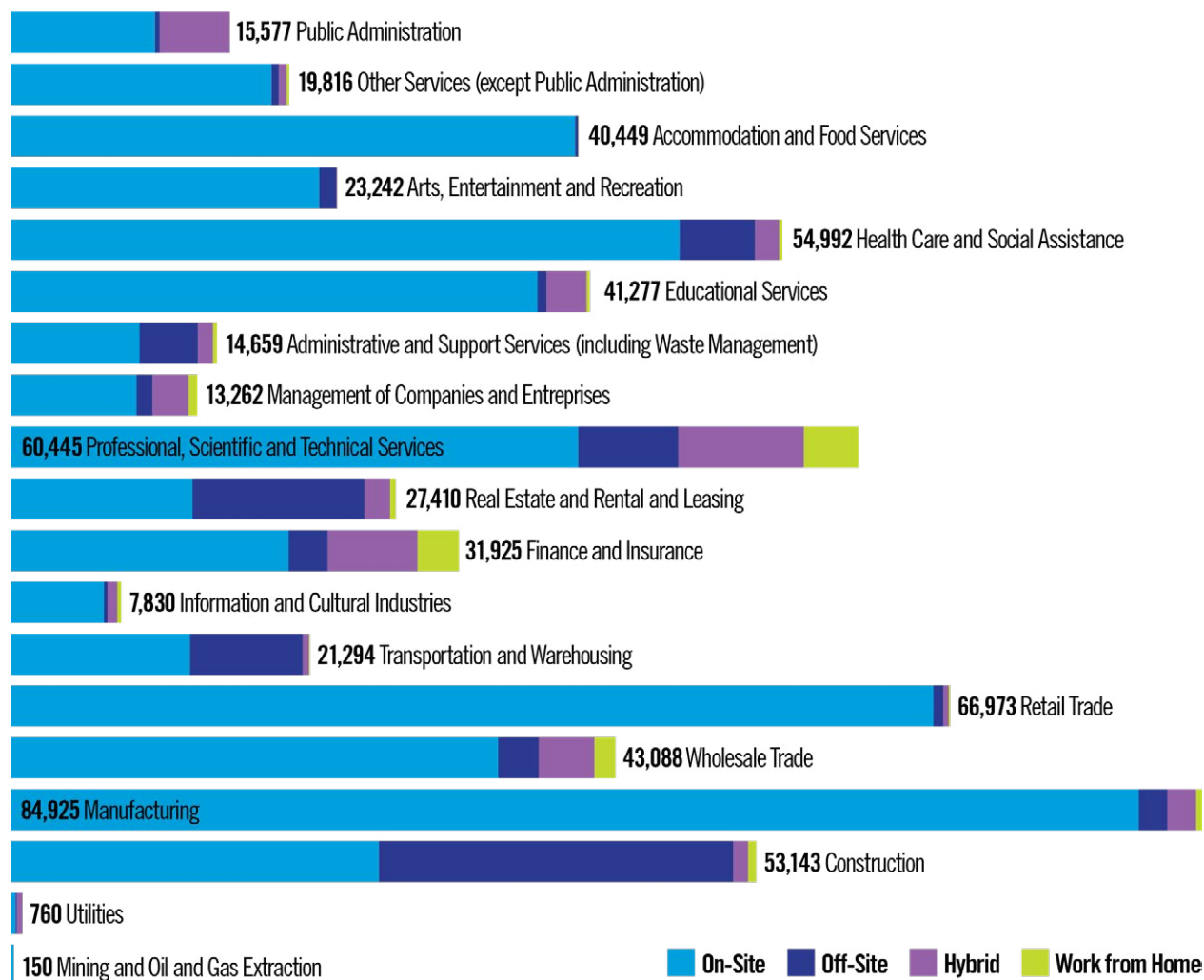
Although these percentages may not cover all Work from Home employment in York Region, they help develop an understanding of the overall place of work trends. Constraints in collecting more comprehensive work arrangement data were as follows:

1. Many employers were not able to provide the breakdown of their employment by place of work
2. Only businesses with a physical non-residential location are surveyed through the York Region Employment Survey.

YORK REGION EMPLOYMENT

Figure 15 shows the breakdown of work arrangement categories within every sector. Due to the nature of their business activities, Construction, Transportation and Warehousing, and Real Estate and Rental and Leasing sectors have larger shares of Off-site employees while the Retail Trade, Manufacturing, and Accommodation and Food Service, and Public Administration sectors have larger shares of On-site employees. The Finance and Insurance, and Professional, Scientific and Technical Service, and Public Administration sectors have more significant shares of Hybrid and Work from Home employees compared to other sectors.

FIGURE 15: YORK REGION WORK ARRANGEMENTS by SECTOR, 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

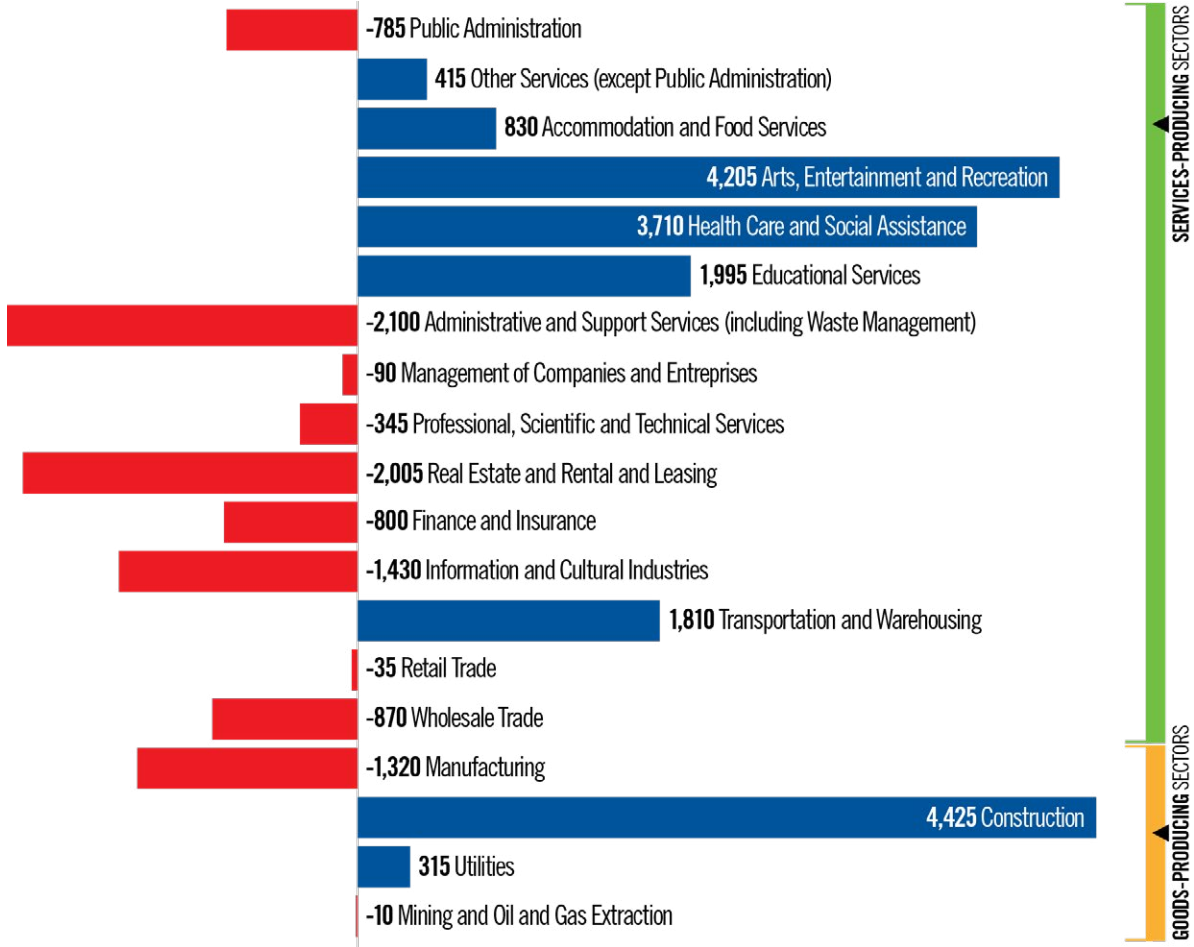
EMPLOYMENT CHANGE by SECTOR - 2022 to 2024

Sectors with the strongest job growth between 2022 and 2024 included Construction (4,430 jobs added), Arts, Entertainment and Recreation (4,205 jobs added), Health Care and Social Assistance (3,710 jobs added), Educational Services (1,995 jobs added), and Transportation and Warehousing (1,810 jobs added).

YORK REGION EMPLOYMENT

Administrative and Support Services (2,100 jobs lost), Real Estate and Rental and Leasing (2,005 jobs lost), Information and Cultural Industries (1,430 jobs lost), Manufacturing (1,320 jobs lost) and Wholesale Trade (870 jobs lost), experienced the largest decreases in employment between 2022 to 2024. Notably, some industries that recorded significant declines in employment between 2019-2022 due to the COVID-19 pandemic including Entertainment and Recreation, and Transportation and Warehousing recovered over the following two years and were in the top 5 sectors with the strongest job growth in 2024. Figure 16 displays employment changes in York Region by sector since 2022.

FIGURE 16: YORK REGION EMPLOYMENT CHANGE by SECTOR, 2022 to 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

Fluctuation in employment numbers since 2022 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 2022 and 2024, and the impacts that new and closed business establishments had on the Region’s employment.

YORK REGION EMPLOYMENT

EMPLOYMENT GROWTH from NEW BUSINESSES - 2022 to 2024

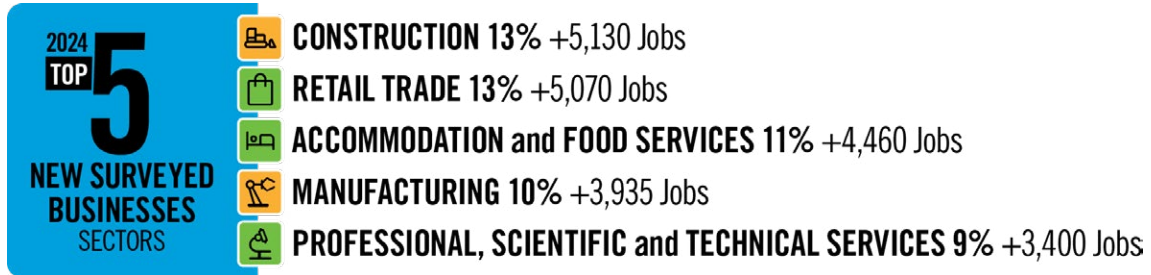
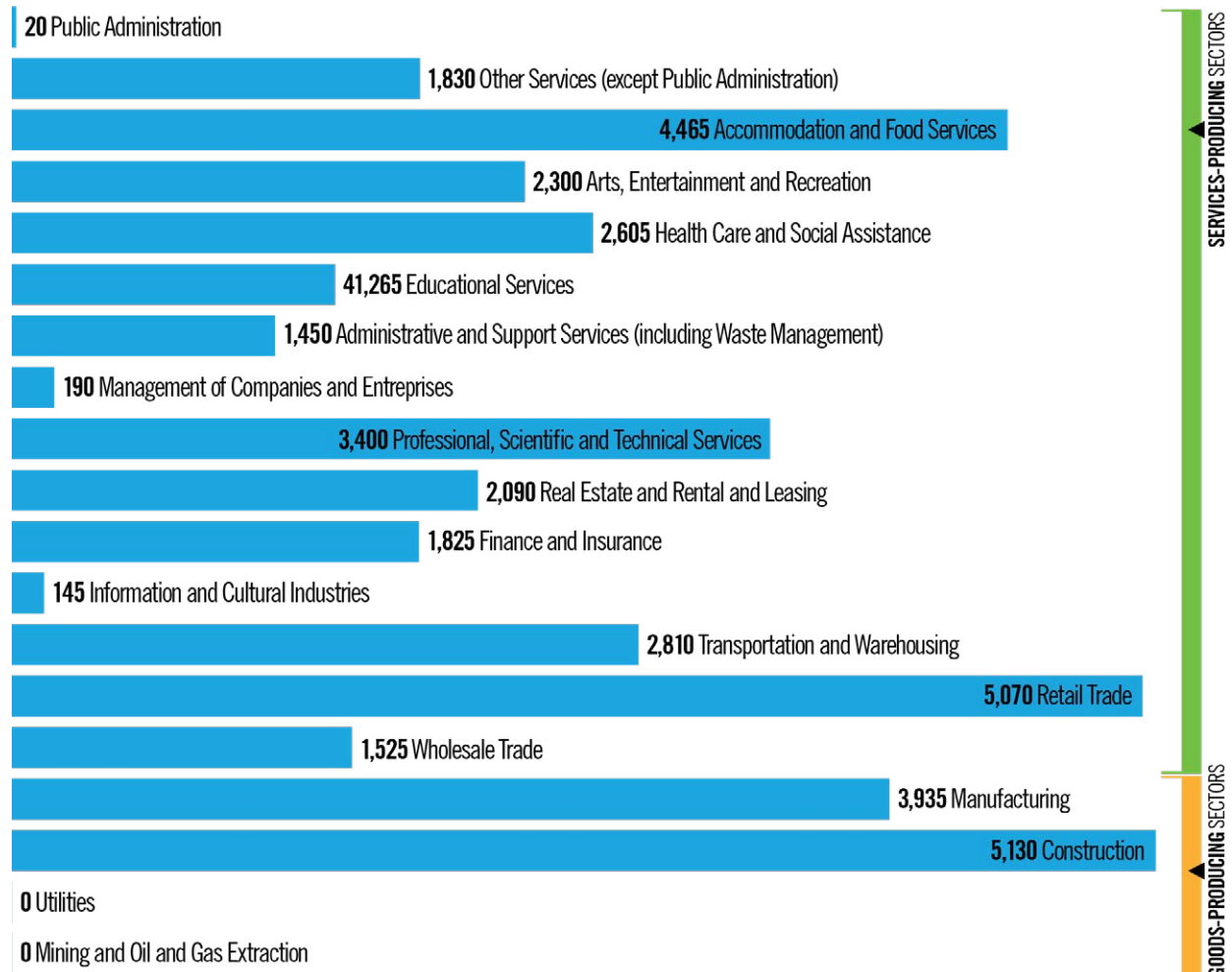


FIGURE 17: YORK REGION JOB GROWTH from NEW BUSINESSES by SECTOR, 2022 to 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

YORK REGION EMPLOYMENT

GOODS-PRODUCING SECTORS - 2022 to 2024 KEY TRENDS

CONSTRUCTION



- › **+4,420 jobs** since 2022, representing an average annual **increase of 4.5%**
- › **55% of employment growth** can be attributed to net job growth from new businesses, mainly in the construction of buildings sub-sector (48% of new business employment) and specialty trade contractors (44% of new business employment).
- › **45% of employment growth** can be attributed to employment from the expansion of existing businesses.
- › **9% increase in overall employment growth** within the Construction sector since 2022

UTILITIES



- › **+320 jobs** since 2022, representing an average annual **increase of 36%**.
- › **100% of employment growth** can be attributed to employment from the expansion of existing businesses after the COVID-19 pandemic.
- › **9% increase in overall employment growth** within the Utilities sector since 2022.

MANUFACTURING



- › **-1,320 jobs** since 2022, representing an average annual **decrease of 1%**.
- › **2% decrease in overall employment growth** within the manufacturing sector since 2022, mainly from confirmed business closures.



YORK REGION EMPLOYMENT

SERVICES-PRODUCING SECTORS - 2022 to 2024 KEY TRENDS

ARTS, ENTERTAINMENT and RECREATION



- › **+4,205 jobs** since 2022, representing an **average annual increase of 11%**.
- › **44% of employment growth** can be attributed to net job growth from new businesses, mainly under the fitness and recreational sports centres
- › **56% of employment growth** can be attributed to employment from the expansion of existing businesses
- › **22% increase in overall employment growth** within the sector since 2022

HEALTH CARE AND SOCIAL SERVICES



- › **+3,710 jobs** since 2022, representing an **average annual increase of 3.3%**
- › **43% of employment growth** can be attributed to net job growth from new businesses
- › **57% of employment growth** can be attributed to employment from the expansion of existing businesses mainly of expansion of existing hospitals and home health care services
- › **7% increase in overall employment growth** within the sector since 2022

EDUCATIONAL SERVICES



- › **+1,995 jobs** since 2022, representing an **average annual increase of 2.4%**
- › **42% of employment growth** can be attributed to net job growth from new businesses
- › **58% of employment growth** can be attributed to employment from the expansion of existing businesses
- › **5% increase** in overall employment growth within the sector since 2022

TRANSPORTATION and WAREHOUSING



- › **+1,810 jobs** since 2022, representing an **average annual increase of 4.2%**
- › **95% of employment growth** can be attributed to net job growth from new businesses, mainly from warehousing and storage establishments
- › **5% of employment growth** can be attributed to employment from the expansion of existing businesses
- › **9% increase** in overall employment growth within the sector since 2022

ACCOMMODATION and FOOD SERVICES



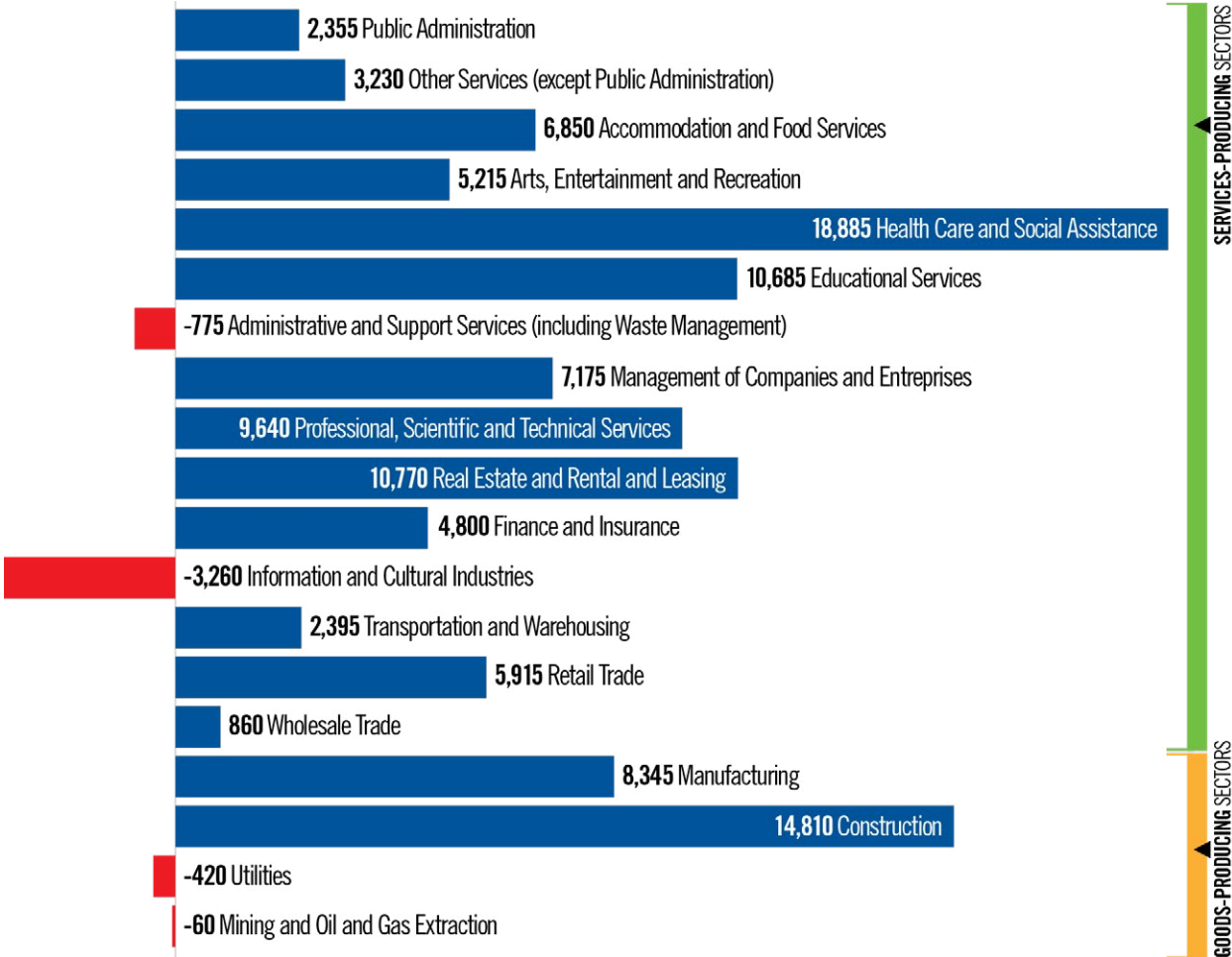
- › **+830 jobs** since 2022, representing an **average annual increase of 1.0%**
- › **100% of employment growth** can be attributed to net job growth from new businesses, mainly from the restaurant subsector
- › **2% increase in overall employment growth** within the sector since 2022

YORK REGION EMPLOYMENT

10-YEAR SECTOR TRENDS - 2014 to 2024

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 2014, the Region has added approximately **107,420 jobs** growing at an annual rate of **2.1%** (excluding jobs farm-based and home-based businesses).

FIGURE 18: YORK REGION EMPLOYMENT CHANGE by SECTOR, 2014 to 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

Growth in key knowledge-based sectors including Health Care and Social Assistance, Professional, Scientific and Technical Services, and Educational Services collectively account for approximately **36%** of all employment growth in the Region since 2014. These industries continue to be a driving force for York Region’s economy and show the employment landscape shifting towards knowledge-based jobs.

YORK REGION EMPLOYMENT

GOODS-PRODUCING SECTORS - 10-YEAR KEY TRENDS

CONSTRUCTION



The Construction sector has added **14,810 jobs** since 2014 and is growing at an **average annual rate of 3.9%** or about 1,480 jobs per year. The Construction sector is York Region's fastest growing goods-producing sector. Similarly, Canada and Ontario recorded significant employment growth in the Construction sector over the past 5 years.

MANUFACTURING



The Manufacturing sector has added **8,345 jobs** since 2014 and despite fluctuations in employment, it has grown at an **average annual rate of 1.1%** or about 835 jobs. Manufacturing continues to hold one of the largest shares of employment in York Region at 14%.

TOP MANUFACTURING SUB-SECTORS:

- › Transportation and equipment manufacturing: 13,490 jobs (16%)
- › Fabricated metal product manufacturing: 10,945 jobs (13%)
- › Plastics and rubber products manufacturing: 6,670 jobs (8%)

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 5.2%** or about **1,890 jobs** since 2014. Since 2014, the Health Care and Social Assistance sector has seen growth by **18,880 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 6.5%** or **1,080 jobs** since 2014. Since 2014, this sector has added **10,770 jobs**.

EDUCATIONAL SERVICES



The Educational Services sector in York Region has grown at an **average annual rate of 3.5%** or **1,070 jobs** per year since 2014. This sector has added the total of **10,670 jobs** and about 210 business establishments since 2014.

BUSINESS CLOSURES ANALYSIS

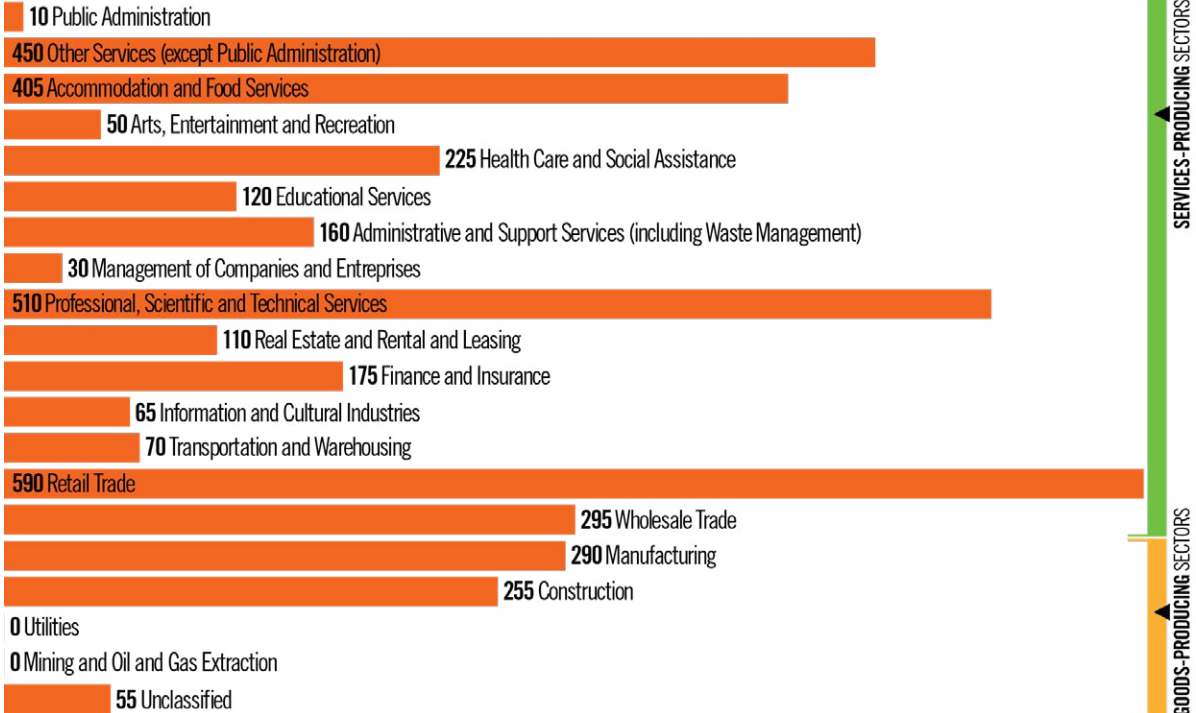


3,860 BUSINESS CLOSURES
between 2022 and 2024

BUSINESS CLOSURES by SECTOR - 2022 to 2024



FIGURE 19: YORK REGION BUSINESS CLOSURES by SECTOR, 2014 to 2024



Source: York Region Economic and Development Services Branch, 2024. Note: ¹ Includes business closures (2,565 businesses), Historical Clean Up (901 businesses), and businesses that have moved out of York Region (394 businesses).

BUSINESS CLOSURES ANALYSIS

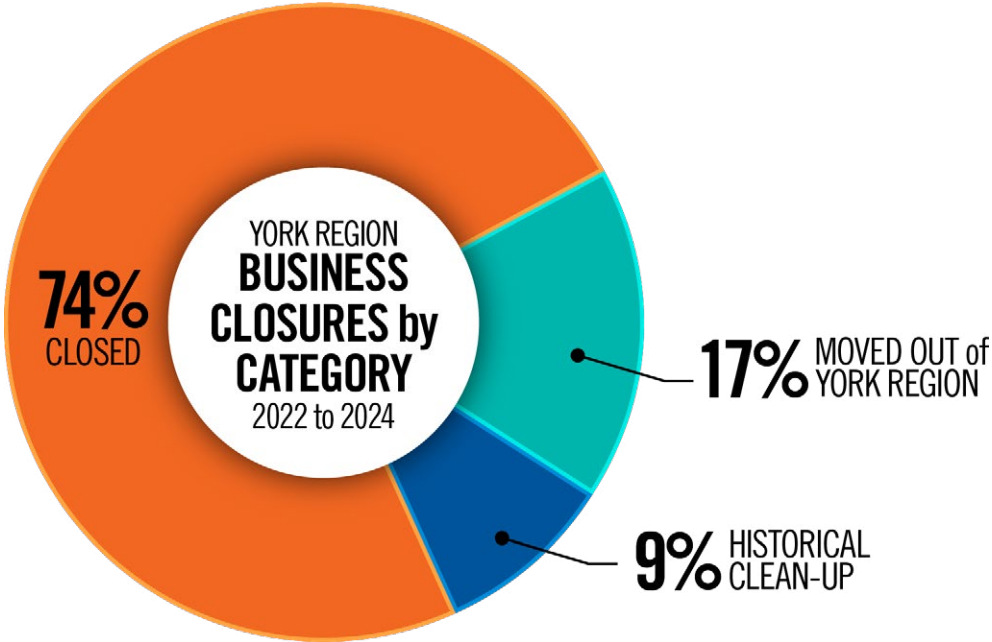
CATEGORIZING BUSINESS CLOSURES

Closed businesses between 2022 and 2024 were identified under three main categories:

- 1. **Business Closures:** businesses that have been confirmed as closed between 2022 and 2024
- 2. **Moved out of York Region:** businesses that have relocated to a new location outside of York Region
- 3. **Historical Clean-Up:** businesses that were not found at location and out of reach with no online presence since 2022 and were identified as closed as part of our data clean up in 2024.

The shares of business closure by type are presented in Figure 20.

FIGURE 20: YORK REGION SHARE of BUSINESS CLOSURES by CATEGORY, 2022 to 2024



Source: York Region Economic and Development Services Branch, 2024. **Note:** Excludes farm-based businesses and home-based businesses.

BUSINESS CLOSURES ANALYSIS

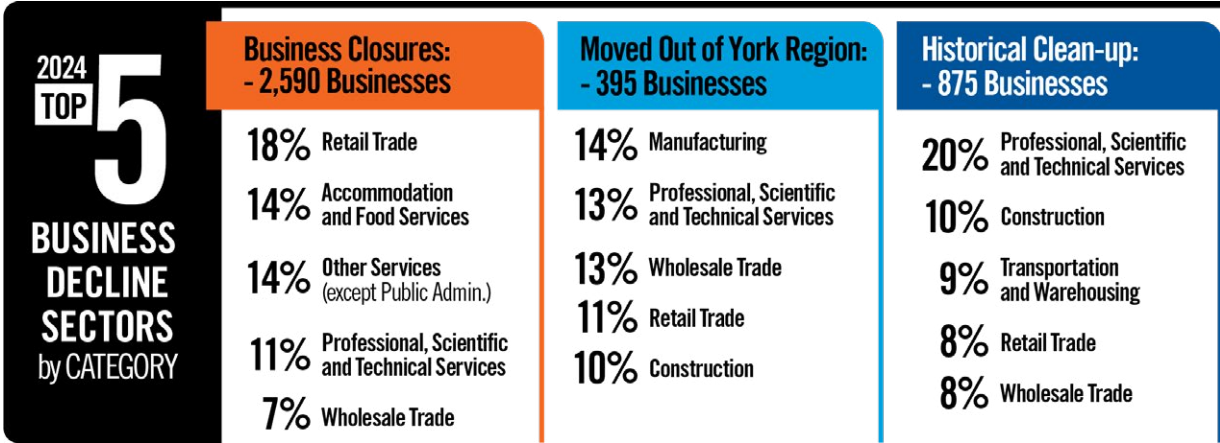
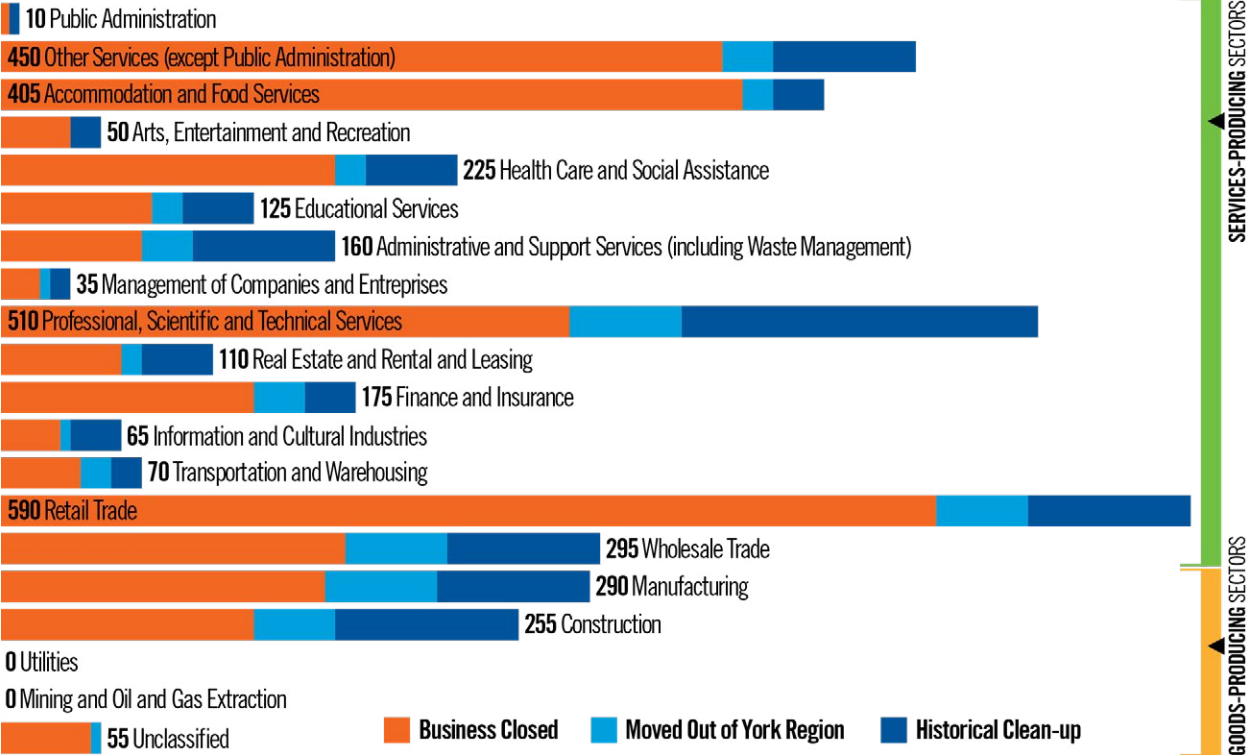


Figure 21 shows the business decline from business closures, businesses that have moved out of York Region, and businesses that were closed due to historical clean data up in each sector.

FIGURE 21: YORK REGION BUSINESS CLOSURES by SECTOR and CATEGORY, 2022 to 2024



Source: York Region Economic and Development Services Branch, 2024. Note: Excludes farm-based businesses and home-based businesses.

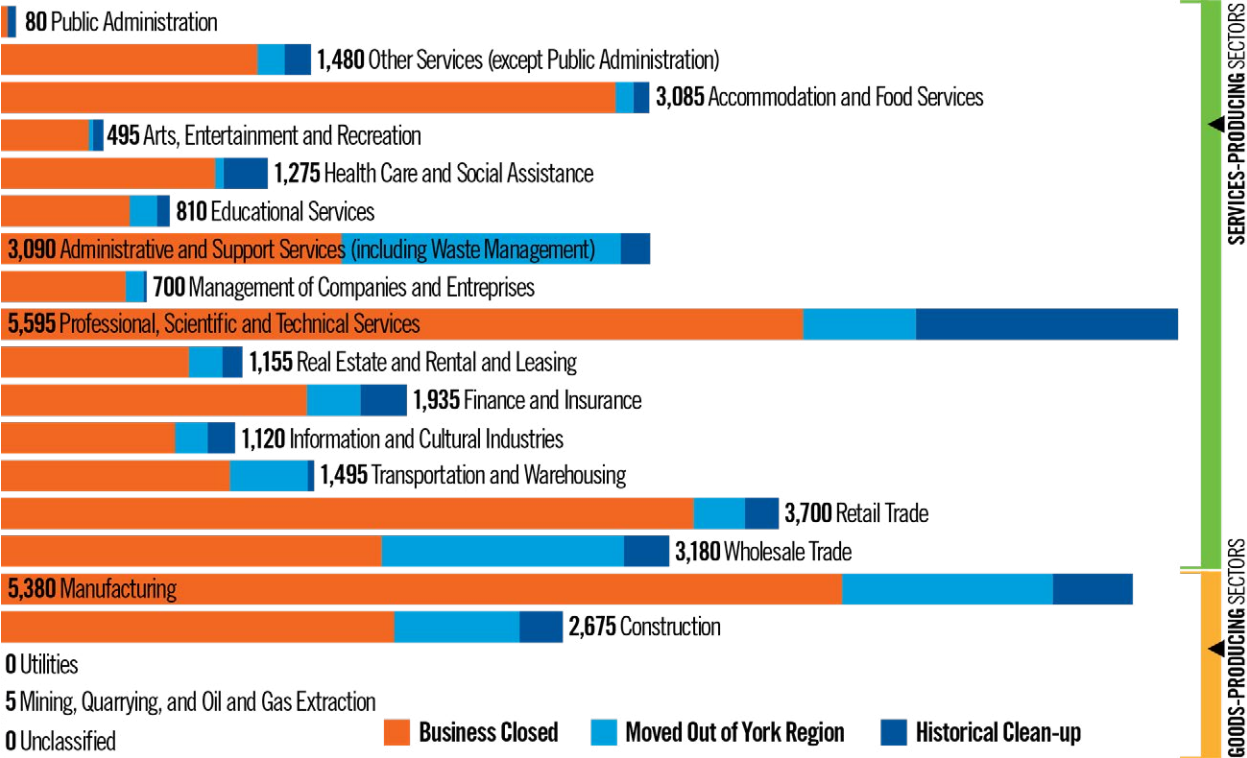
BUSINESS CLOSURES ANALYSIS

EMPLOYMENT DECLINE from BUSINESS CLOSURES, 2022 to 2024



Figure 22 shows the number of jobs lost from business closures, businesses that have moved out of York Region, and businesses that were removed as part of the historical data clean up since 2022 in every sector.

FIGURE 22: YORK REGION EMPLOYMENT DECLINE from BUSINESS CLOSURES by SECTOR, 2022 to 2024



Source: York Region Economic and Development Services Branch, 2024. Note: Excludes farm-based businesses and home-based businesses.

CONCLUSIONS

The Employment and Industry report summarizes the 2024 York Region Employment Survey results and identifies key trends in business and employment growth in the Region. As of mid-year 2024, employment in York Region increased to an estimated 623,680 jobs (1.3% growth since 2022) within 32,470 surveyed businesses with a physical non-residential location. Despite slow short-term growth since 2022, the Region’s employment base has sustained a robust average annual growth rate of 2.8% over the past 20 years. This aligns closely with the Region’s annual population growth (3%) during the same period, ensuring steady job supply opportunities for its residents. Sustained employment growth continues to diversify the Region’s economy and promote economic resilience, vitality, and livability.

York Region’s economy, along with Ontario and Canada, faced significant challenges in recent years, including the lingering impacts of the COVID-19 pandemic, high interest rates and financing costs, inflation, housing affordability issues and global economic pressures (i.e., war in Ukraine, possible recession, increased tariffs on trades) resulting in slower economic growth across the board. The economic uncertainty is anticipated to impact the rate of employment growth over the next few years. As these challenges impact York Region and broader Canadian landscape, these trends will continue to be closely monitored.

APPENDIX A: METHODOLOGY and DATA SOURCES

BACKGROUND

The 2024 employment survey was a comprehensive Region-wide survey of all businesses with a physical location (excluding farm and home-based businesses). Survey data is aggregated throughout the Region by small geographic areas allowing for a detailed examination of local trends and information about local employment areas. York Region's first Region-wide employment survey occurred in 1998, when 21,000 businesses were recorded. Subsequently, an annual survey targeted key employment areas up to 2006, consisting of high-growth areas, designated employment areas, and Regional centres. With the assistance of local municipalities, York Region has completed Region-wide surveys of all businesses with a physical location between 2007 to 2019 and 2022. A Region-wide employment survey was not conducted in 2020, 2021 or 2023 due to the COVID-19 pandemic and 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 2025.

DATA COLLECTION

Data collection for the 2024 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 (for businesses surveyors were unable to contact in person); and
- 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 2024 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 2022, 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 2024, the Region was able to survey 32,470 businesses with a physical location. Approximately 67% of businesses surveyed were successfully contacted. This is slightly higher than the 67% recorded in 2022 yet compares to an average of 81% successfully contacted businesses from 2014 to 2019.

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; monitoring major office growth. The data is also used for vacant employment land inventories; development charges studies; a tool for identifying economic trends and emerging sectors; economic development initiatives and producing regional and local business directories.

DATA ACCURACY

A number of factors limit the accuracy of the data collected within this report. Data collected was based on responses received from businesses. In certain instances, businesses refused to participate, had a language barrier, were potentially missed in previous survey years, moved to an unknown location or were temporarily closed. 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 study analyzes employment patterns in York Region, it does not examine all possible factors that can influence employment rates in a particular location, such as land prices, property tax rates, development charges, and existing space inventories and vacancies. These factors can impact the level of overall economic health in a given area and can promote or discourage employment growth in one area over another. The data collected is time-sensitive, in that the information is only as accurate as the date collected. For certain industries undergoing rapid change, the analysis within this report may no longer reflect current circumstances. 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 33% (10,850 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 2022 and new businesses found in 2024. Using trends observed in corresponding NAIC 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 2024

- 820 businesses (7% of UTC’s) were identified as not found at location (NFAL) for the first time in 2024, meaning the surveyor could not physically find the business while surveying out in the field
- These businesses were individually investigated (i. e., using online research, 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 has closed, relocated, or was conducting operations remotely
- Each business was assigned an employment estimate of 1 job
- NFAL businesses will be closed as part of the next employment survey (scheduled for 2025) if the status of the business remains the same.

APPENDIX A: METHODOLOGY and DATA SOURCES

BUSINESSES EXISTING in PREVIOUS SURVEY YEARS with MULTIPLE LOCATIONS (i.e., franchises)

1. Every business that surveyors were unable to contact in 2024 was assigned a NAIC code based on the details found on their business activity in previous years. These businesses were also assigned an employment range in 2022
2. The corresponding NAIC code, employment range and business name were used to extract similar business within the 2024 employment survey database, and an employment average was calculated
3. The calculated average was applied as the employment estimate for the business.

INDEPENDENT BUSINESSES EXISTING in PREVIOUS SURVEY YEARS

1. Each independent business surveyors were unable to contact in 2024 has an assigned NAIC code based on business activity and employment figure from the 2022 employment survey.
2. The average 2024 employment figure for all businesses that are within the corresponding NAIC code¹ was calculated. The 2024 employee figure for each independent business was adjusted upward or downward based on the overall trend observed between 2022 and 2024 for the corresponding NAIC sector.
3. For large (100-499 employees) and very large (500+ employees) businesses, if the calculated 2024 estimate was greater than 50 employees compared to the 2022 employment figure, no adjustment was made, and the same 2022 employment figure was used as the 2024 employment estimate.

NEW INDEPENDENT BUSINESSES with a SINGLE LOCATION in 2024

1. A weighted average (number of businesses by employee range²) was calculated for the new businesses' corresponding NAIC 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 NAIC code averages were used if the number of businesses successfully surveyed in the corresponding NAIC code was greater than or equal to five. 4-digit NAIC code averages were used if the number of businesses successfully surveyed in the corresponding NAIC 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. The data is also used for vacant employment land inventories; development charges studies; a tool for identifying economic trends and emerging sectors; economic development initiatives and producing regional and local business directories.

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.

2024 YORK REGION
EMPLOYMENT and
INDUSTRY REPORT

For more information on businesses in York Region please contact:
York Region Economic and Development Services Branch
1-877-464-9675 Extension 71508 or visit
york.ca/employmentsurvey

