

The Regional Municipality of York

Committee of the Whole
Planning and Economic Development
April 13, 2023

Report of the Commissioner of Corporate Services and Chief Planner

2020-2023 Economic Development Action Plan Update

1. Recommendation

1. The Regional Clerk forward this report to the Ministry of Economic Development, Job Creation and Trade, Workforce Planning Board, Local Chambers of Commerce, Boards of Trade, Invest Ontario, Toronto Global, ventureLAB and the local municipalities for information.

2. Summary

This report provides an update on Regional economic development activities and highlights the progress implementing the 2020-2023 Economic Development Action Plan and associated programs.

Key Points:

- Region's Economic Development Action Plan (EDAP) is progressing well under the theme of Business, Innovation and Talent
- Collective work of the Regional and local economic development teams is making a difference
- Size and diversity of York Region's business community provides a strong base for continued economic recovery
- Economic uncertainty persists due to high inflation, increasing interest rates, geopolitical conflicts and political protectionism leading to local impacts

3. Background

Economic vitality is a priority for Regional Council

York Region's Corporate Strategic Plan and Vision identify Economic Vitality as one of four focus areas for Regional Council. This focus area is centred on what is needed to encourage and sustain economic growth and vitality across the Region. Business and job growth are fundamental to economic vitality and improved quality of life. Attracting and retaining a

variety of high-quality jobs across a broad range of sectors promotes economic resilience and helps ensure that those living in York Region can work where they live.

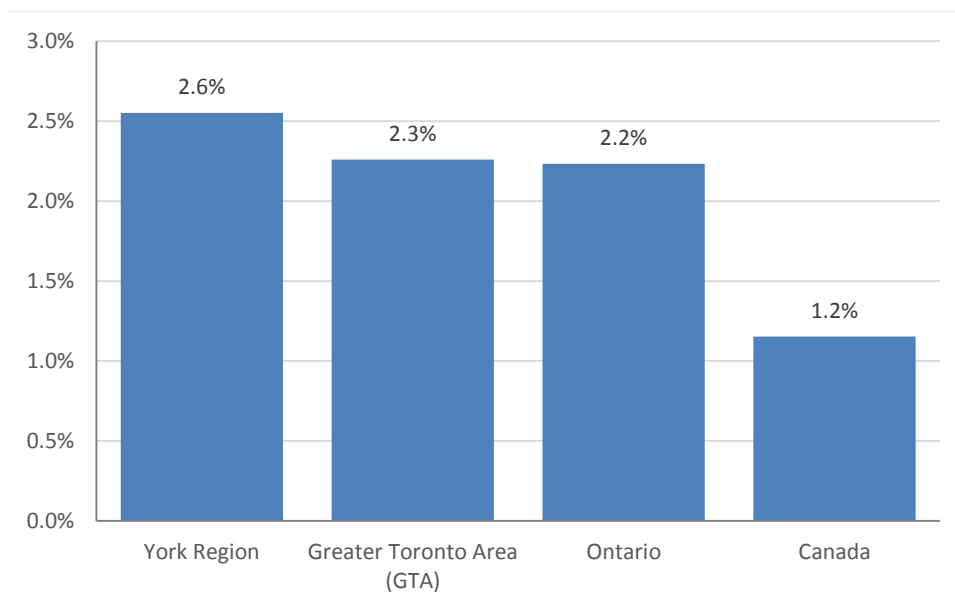
The 2020-2023 Economic Development Action Plan (EDAP) guides economic development activities of the Region. It outlines three primary pillars of program development: business, innovation and talent which supports the Region’s economy. The 2020-2023 EDAP expires on December 31, 2023 and a new action plan for 2024-2027 will be developed and presented to Council for approval in late 2023.

Statistics Canada data points to recovery of the Region’s business community and key industry sectors to a pre-pandemic level

Sectors such as accommodation and food services, retail and entertainment experienced a significant downturn during the height of the COVID-19 pandemic economic closures. Recent data suggests that York Region’s business counts have since largely recovered or even exceeded pre-pandemic levels.

According to Statistics Canada Canadian Business Counts dataset, in June 2022 there were 55,660 employer businesses in York Region, a net growth of about 1,420 businesses, or 2.6%, from 2019. As Figure 1 below highlights, while York Region’s business growth over three years has been moderate due to the pandemic impact, it exceeded metropolitan area, provincial and country-wide growth rates.

Figure 1
York Region Business Growth Benchmark, 2019-22



Source: Statistics Canada, Canadian Business Counts (locations), with employees, June 2019, 2022. Analysis by York Region Planning and Economic Development Branch

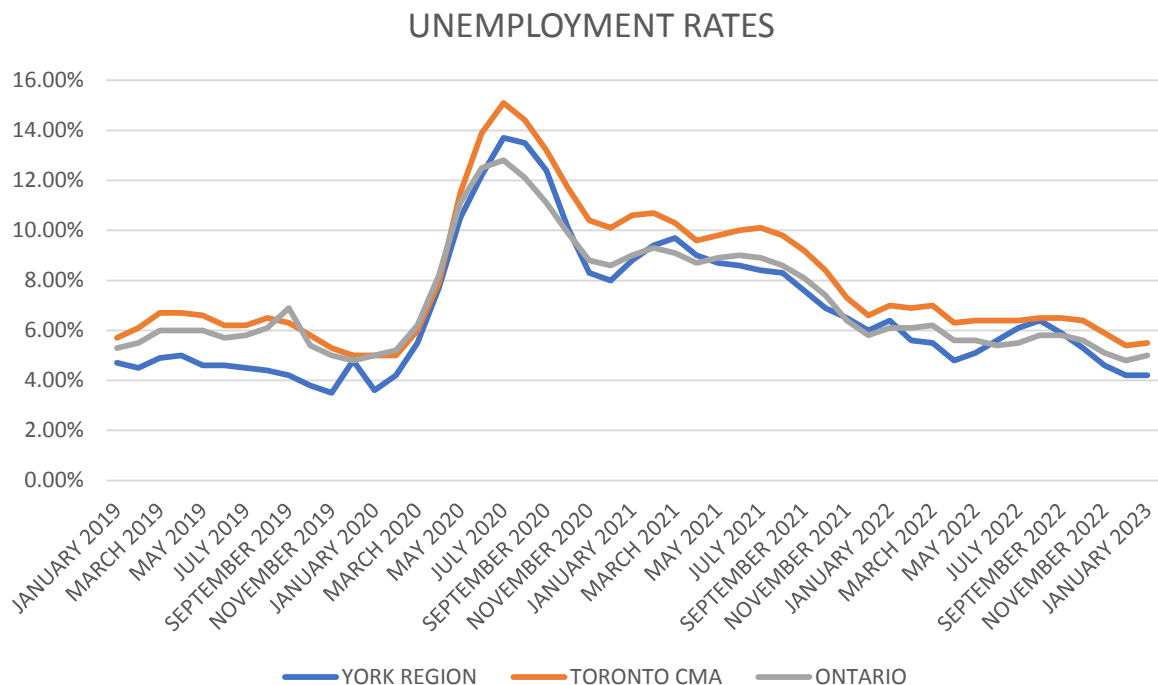
Sectors that have seen the most growth in the three-year period between 2019 and 2022 across York Region in terms of absolute employer business counts include Professional,

Scientific and Technical Services, Health Care and Social Assistance, Construction, and Transportation and Warehousing. On the other hand, sectors that posted the largest net loss of businesses include Wholesale Trade and Personal Services not classified to any other sector. Business counts in the Manufacturing sector as well as Arts, Entertainment and Recreation also posted a slight decline compared to pre-pandemic level while Retail Trade remained relatively flat. Appendix A highlights the change in the number of employer businesses in York Region 2019-22.

Small businesses with 1-19 employees represent the majority of York Region’s business community with a share of 90% of all employer establishments. The small business segment also drove the growth in business counts between 2019 and 2022.

In terms of job creation, York Region recorded employment growth of 4.7% between 2019 and 2022 according to the Region’s 2022 Employment Survey. The top sectors for job growth among surveyed businesses were Health Care and Social Assistance and Real Estate & Rental & Leasing, while the Arts, Entertainment and Recreation and Wholesale Trade sectors have seen job declines. The full results of the 2022 Employment Survey were included in the Employment & Industry Report to Council dated [March 9, 2023](#). Figure 2 shows the unemployment trends since 2020 illustrating the return to pre-pandemic levels.

Figure 2
Unemployment Rates



York Region continues to be a top destination for business, talent, and investment, and a major economic power on a provincial and national scale

Several indicators point to York Region's distinction as a destination of choice for business, talent, and investment and a major economic power in the Greater Toronto Area (GTA), Ontario and Canada. York Region is:

- The third largest business centre in Ontario, with a diverse economic base and a leadership position on a provincial or national scale in several key sectors
- Home to Canada's second largest concentration of Information and Communications Technology (ICT) companies
- Ontario's largest automotive parts and electronics manufacturing cluster and third largest manufacturing centre overall
- Canada's fourth largest food and beverage processing industry; and
- Ontario's second largest Financial, Insurance and Real Estate (FIRE) sector.

The Region is also home to the talent that fuels the knowledge-based economy. Based on 2021 census, 73% of the Region's population in the 25-64 age range has post-secondary education, the third highest rate nationally among census divisions with a population of over one million. Availability of highly skilled talent underscores the strength of the local technology sector, with York Region having the highest labour force proportion in Natural and Applied Sciences occupations of any region in the Toronto-Waterloo Corridor (13.5%).

Headlines on recent downsizing in the technology sector by large multinational corporations mask an otherwise tight labour market. With national unemployment rates hovering at 5.0%, businesses in such sectors as retail, manufacturing, warehousing and food services in need of lower-skilled labour continue to have trouble recruiting for these positions. At the same time the consistent shortage of specialized high-skilled engineering talent continues to impact companies in the Professional, Scientific and Technical sector, underscoring the need for the Federal government to maintain Temporary Foreign Worker programs such as the Global Skills Strategy.

2022 saw major business investment and expansion projects across York Region, primarily in the Information & Communications Technology and Warehousing and Distribution industry sectors by foreign-owned companies. Attachment 1 Economic Development Year in Review highlights some of the higher profile corporate investments projects referenced in the media.

Regional business advisory services, delivered in collaboration with local municipalities, shifted back from pandemic response to business growth

As employment rates and business activity across the GTA returned to pre-pandemic levels, regional business advisory services shifted back in 2022 to Business Retention, Expansion and Attraction. Services are delivered both in-person and virtually, as per client preference. These services leverage regional economies of scale, the York Link marketing platform, sector-specific expertise, and a network of external partners to augment and extend the reach of local-municipal corporate call programs.

Advisory services are delivered to established companies in growth industry sectors in the knowledge-based economy across the Region in collaboration with local municipalities. Small business in York Region's northern six municipalities benefit from advisory services, programming, and limited funding through the York Small Business Enterprise Centre (YSBEC). This enhances the service delivery capacity of the smaller communities and entrepreneurship partners. YSBEC also delivers specialized Provincial entrepreneurship support including [Starter Company Plus](#) and the [Summer Company](#) programs.

In 2022 there were over 600 engagements with businesses both within and outside York Region. About 45% of all engagements were in-depth consultations contributing to Business Retention, Expansion and Attraction across York Region.

Over the last ten years, regional business advisory and other economic development programs have facilitated an estimated 8,000 new or incremental jobs across the Region in partnership with local municipalities and service delivery partners.

Economic uncertainty persists as businesses face new challenges dominated by macroeconomic conditions with local impacts

Although steady recovery and growth in business and employment is evident in the Region, economic uncertainty persists as businesses face new challenges. Rising interest rates make it increasingly harder for businesses to secure the capital needed for growth, with the issue being particularly challenging for small businesses. Similarly, rising cost of living and high inflation have a direct impact on spending capacity and plans, as does the threat of a looming recession and uncertainty due to global geo-political events, supply chain issues disruptions and political protectionism. According to the Canadian Federation of Independent Businesses (CFIB) Business Barometer report in [December 2022](#), the 12-month indicator remains quite low. The report points to businesses in retail, agriculture and construction as having the least optimistic outlook for 2023.

The “new normal” of work from home and hybrid work arrangements, coupled with economic concerns and recent layoffs in the global technology sector continue to drive a significant weakness in the office real estate market as tenants re-assess and adjust space needs. According to Statistics Canada data, over a quarter of Canada's workforce was either working exclusively from home or had hybrid work arrangement as of December 2022. The ratio is even higher in major metropolitan areas and downtown cores. It is estimated that over 13% of all major office space in the GTA, on average, is now available for either lease or sublease.

The industrial real estate market, on the other hand, is experiencing an opposite trend with strong tenant demand for warehousing and distribution driving historically low vacancy rates and high rents, making it a very tight market for industrial tenants.

Figure 3
Greater Toronto Area Office Availability & Vacancy Rates

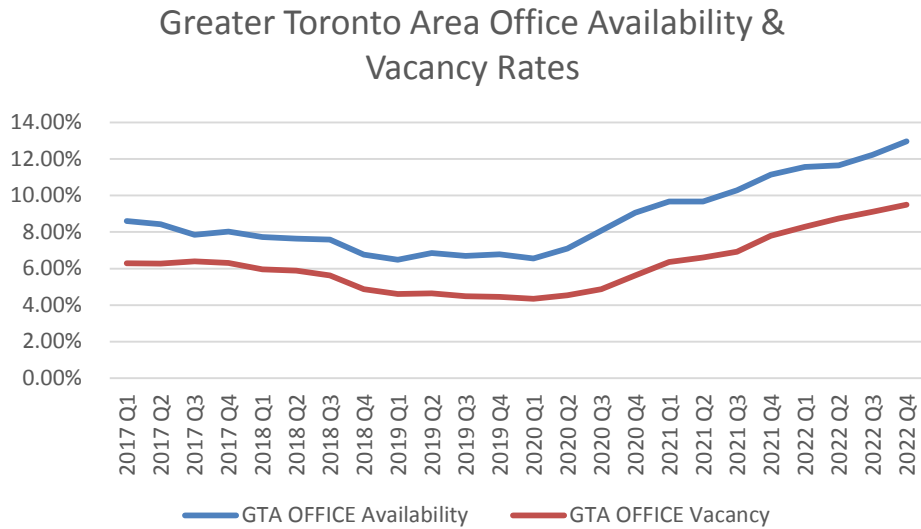
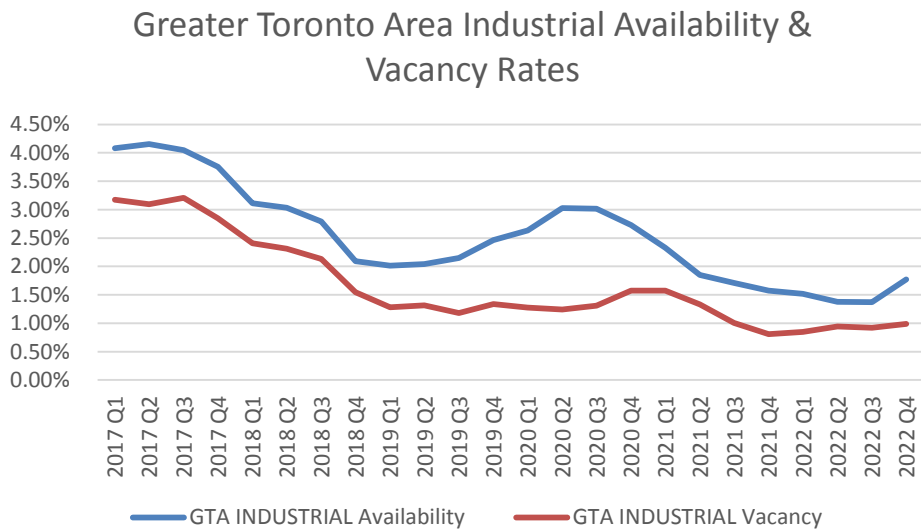


Figure 4
Greater Toronto Area Industrial Availability & Vacancy Rates



Source: CoStar data

4. Analysis

All the actions in the Economic Development Action Plan have been initiated

There are 20 action items in the Economic Development Action Plan, seven related to business advisory support, six to innovation support and seven to talent support. While

identified as separate items, actions are not mutually exclusive and activities in one will have an impact on the other two pillars. All the actions in the Economic Development Action Plan have been initiated. This is summarized in Appendix B.

Two items related to targeted marketing of Development Charge (DC) incentives, created to influence office attraction and rental housing development, have been re-envisioned due to COVID-19 and other changes in the landscape. In early 2020, there was engagement between staff from the Region and local municipalities and the development community to promote the DC office incentives provided by the Region. However, COVID-19 and the resulting shift to remote and hybrid work contributed to an increase in the GTA's office market vacancy as shown in Figure 3. Subsequently, discussions on office development incentives were put on hold. Targeted promotions of the office market continue through engaging Toronto Global on a case by case basis. This is likely to be the approach until there is more clarity in the market; based on insights from industry reports it is still too early to know where the market will settle. In addition, discussions continue with local municipal economic development offices on the wider role of municipal incentives in attracting major business investment projects of provincial and national significance.

At the same time, in 2021 Regional Council struck the Housing Affordability Taskforce in response to affordability issues in the community. A Community Housing Master Plan and an Affordable Housing Implementation Plan are being developed to tackle this challenge.

More details of outcomes of the Economic Development Action Plan are provided in the sections below. The Year in Review document included as Attachment 1 provides a broader picture of outcomes from the Action Plan and the business community.

New Foreign Direct Investment partnership program supports local-municipal investment readiness and attraction initiatives

Foreign Direct Investment (FDI) contributes substantial economic benefits to York Region's economy with over 500 foreign companies operating locally and accounting for roughly 10% of all jobs. In 2022, despite economic uncertainty, there was continued FDI investment and expansion, primarily in the technology sector.

In May 2022 Regional Council approved a recommendation to establish a new regional FDI partnership program in support of, and in collaboration with, local municipalities. The framework consists of several key pillars:

- Assisting local municipalities meet FDI attraction goals and priorities, including cost-sharing for prospecting, lead generation or investment readiness initiatives of up to \$15,000 per municipality per year
- Enhancing economies-of-scale marketing and promotion of York Region as a destination of choice for FDI business and talent attraction
- Continued support for Toronto Global - GTA's FDI attraction agency - in collaboration with the Provincial and Federal governments and other municipal partners. The York Region's \$50,000 membership guarantees access to centralized FDI lead generation and end-to-end client services

Delivery of the new FDI partnership program began in 2022 with high-profile collaborative presence at the Collision technology conference in Toronto in June, and November Web Summit conference in Europe. These activities provided opportunities for local municipalities to leverage professional support and partnerships for visibility and in-market/onsite engagement with businesses and economic development stakeholders. Additional details on these projects are included in Attachment 1 Year in Review publication.

Local municipalities were engaged to solicit participation in joint FDI activities for 2023. Those include collaborative presence at the AutoTech Conference in Detroit and Collision Conference in Toronto in June and the Anuga global food and beverage manufacturing expo in Europe in October.

York Link economic development platform is achieving the mandate of delivering benefit to local municipalities and the business community

The Award-winning economic development platform York Link, consisting of a suite of dedicated social media channels and the [YorkLink.ca](https://yorklink.ca) website, is a recognized resource in the business and economic development community within and outside York Region. In 2022 the platform was recognized again with a prestigious “Marketing Canada” award from the Economic Developers Association of Canada (EDAC), adding to past recognition by EDAC, the Economic Development Council of Ontario and the International Economic Development Council. These awards reinforce the Region’s “best-in-class” mantra for economic development.

[YorkLink.ca](https://yorklink.ca) provides regional economies of scale benefit in supporting business retention, expansion and attraction and talent attraction. It offers real-time business community news and economic development updates across the local municipalities, sectoral information and investment attraction value propositions, economic data, targeted job boards and other resources.

York Link has reached an annual average of about 2 million content views, over 26,000 followers across four social media channels and 15,000 e-newsletter subscribers. The platform is instrumental in influencing investment decisions, particularly in the technology sector. This is demonstrated by business leaders increasingly leveraging value propositions and data communicated via York Link for corporate communications and decision making.

Targeted initiatives continue to advance development of several clusters

In addition to efforts to promote the broader information and communications technology sectors, staff continued to mobilize initiatives in select sectors in 2022. Two focus areas were Agriculture and Agri-food and Auto Technology (Auto Tech).

The York Region Agriculture and Agri-Food Advisory Committee (AAAC) completed another term assisting in delivering the [York Region Agriculture and Agri-Food Sector Strategy](#). Committee members provided valuable input on raising the profile of the Agriculture and

Agri-food sector, the [2022 York Region Official Plan](#) and other initiatives. In December 2022, York Region Council appointed members for the 2023 to 2026 term of the AAAC.

Staff worked with local municipalities and neighbouring jurisdictions to develop, promote and deliver a range of activities for agri-food businesses. Details and outcomes of the York Region Agriculture and Agri-Food Sector Strategy will be shared in the annual update report to Council later this spring.

A 2022 study of York Region's AutoTech industry cluster revealed the presence of over 250 sector-related businesses, including Canada's highest concentration of independent automotive parts and electronics manufacturing companies. This makes the Region home to one of the largest and most comprehensive AutoTech clusters in North America. The study led to promotional exposure in Site Selection magazine in early 2022, subsequent industry stakeholder consultations, a promotional road show and regional representation at the 2022 Automotive Parts Manufacturing Association annual conference.

There are plans to showcase the industry cluster at the AutoTech Detroit conference in June working with the local municipalities, the Province and Canadian Consulate in Detroit.

Talent attraction and development initiatives are having positive impact

GTA, and York Region in particular, has a deep talent pool in technical, engineering, and scientific occupations. As indicated by multiple industry reports, businesses continue to face fierce competition to attract talent. Several tactics were leveraged to aid in this area including:

- Assisting local companies access the Federal Government's Global Skills Strategy (GSS) program, created to help eligible Canadian businesses access highly skilled global talent in eligible in-demand occupations. Since 2019, referrals facilitated the creation of over 1,200 new or incremental jobs with employers ranging from high-growth start-ups to major employers investing or expanding in the Region.
- Collaborating with the Workforce Planning Board of York Region to expand access to the proprietary "Work in York" labour market data and analytics toolkit through [YorkLink.ca](#). There were over 5,500 page views in 2022.
- Delivered a talent attraction activation at the [Elevate technology festival](#) in Toronto in partnership with local municipalities and business community. This opportunity provided five local technology businesses the platform to engage job seekers.

York Region continues to support the innovation network and profile business innovators

As an enabler of innovation, the Region collaborates with a variety of organizations to support entrepreneurs and business leaders. Through a presence on the Board at ventureLAB, Advisory Board at Seneca HELIX and in collaboration with York University's YSpace the Region continues to impact program development and delivery.

In 2022, the first tranche of funding through the Region's Innovation Investment Fund was provided to ventureLAB to expand the [Hardware Catalyst Initiative \(HCI\)](#). This is intended to drive job creation and secure foreign direct investment in the hardware and semiconductor space. VentureLAB was able to leverage these funds and secure additional funding from the Ontario Together Fund and Ontario Vehicle Innovation Network. Details on ventureLAB's activities are in the ventureLAB 2022 Results report also on the April Committee of the Whole agenda.

Throughout the 2022, letters of support were provided and resources committed to deliver small business programming in the Northern six communities through York University's YSpace in Georgina, which was officially opened in August. This commitment of support included the promotion and amplification of the available services and events offered by YSpace as well as in-person York Small Business Enterprise Centre staff support for its clients. Seneca HELIX also received \$30,000 funding from York Region for the Summer Institute initiative. From August 22 to 29, 2022, 37 individuals (students and community members) from York Region and the GTA, worked in groups with students from Canada, India and Brazil to deliver a six-day virtual design jam focused on two problems which impact York Region: single use plastics and urban transportation. Staff provided insight to the problems and feedback to participants on the innovative solutions developed during the exercise.

A four-part initiative to showcase business innovation was delivered in collaboration with the [Financial Post](#) leading to significant exposure for the local companies that participated. Staff also started planning the revamp of the [Innovation Portal](#) to incorporate more opportunities to showcase innovation stories, programming and initiatives. This work will continue in 2023.

A new 2024-2027 Economic Development Action Plan is being developed for Council approval

The current Economic Development Action Plan (EDAP) expires December 31, 2023 and a new EDAP for 2024-2027 will be developed for approval by Regional Council in Q4 2023. The new EDAP will consider Regional Council's vision for economic vitality, local action plans, priorities of senior levels of government, industry trends and input from the business community. A consultant has been retained to support the project which will include a literature review and stakeholder consultation.

5. Financial

Costs associated with program delivery are included in the approved 2023-24 Planning and Economic Development budget, except the Innovation Investment Fund which was approved by Council and established as a corporate reserve account. The Planning and Economic Development budget and Innovation Investment Fund will be used to leverage funding from other levels of government and other public and private partners to maximize results and economic impact.

6. Local Impact

Local municipalities are key delivery partners of the Region's Economic Strategy program. The goals and actions developed in the Economic Development Action Plan 2020-2023 are designed to complement local strategies and initiatives. The Region and local economic development offices meet regularly throughout the year and work together on program development and delivery. These meetings facilitate alignment on messaging as well as joint client servicing when appropriate.

7. Conclusion

York Region is an attractive place where Talent and Opportunity Intersect. Collaboration between the Region, local municipalities and other economic delivery partners has made a positive impact on the business community. 2022 was the third year of the 2020-2023 Economic Development Action Plan and 90% of all the actions have been completed. The attached 2022 Year in Review document highlights economic activity and the impact of York Region programs on business and job growth in the community. A new action plan will be developed and presented to Council for approval in Q4 2023.

For more information on this report, please contact Jonathan Wheatle at 1-877-464-9675 ext. 71503. Accessible formats or communication supports are available upon request.



Recommended by:

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March 23, 2023

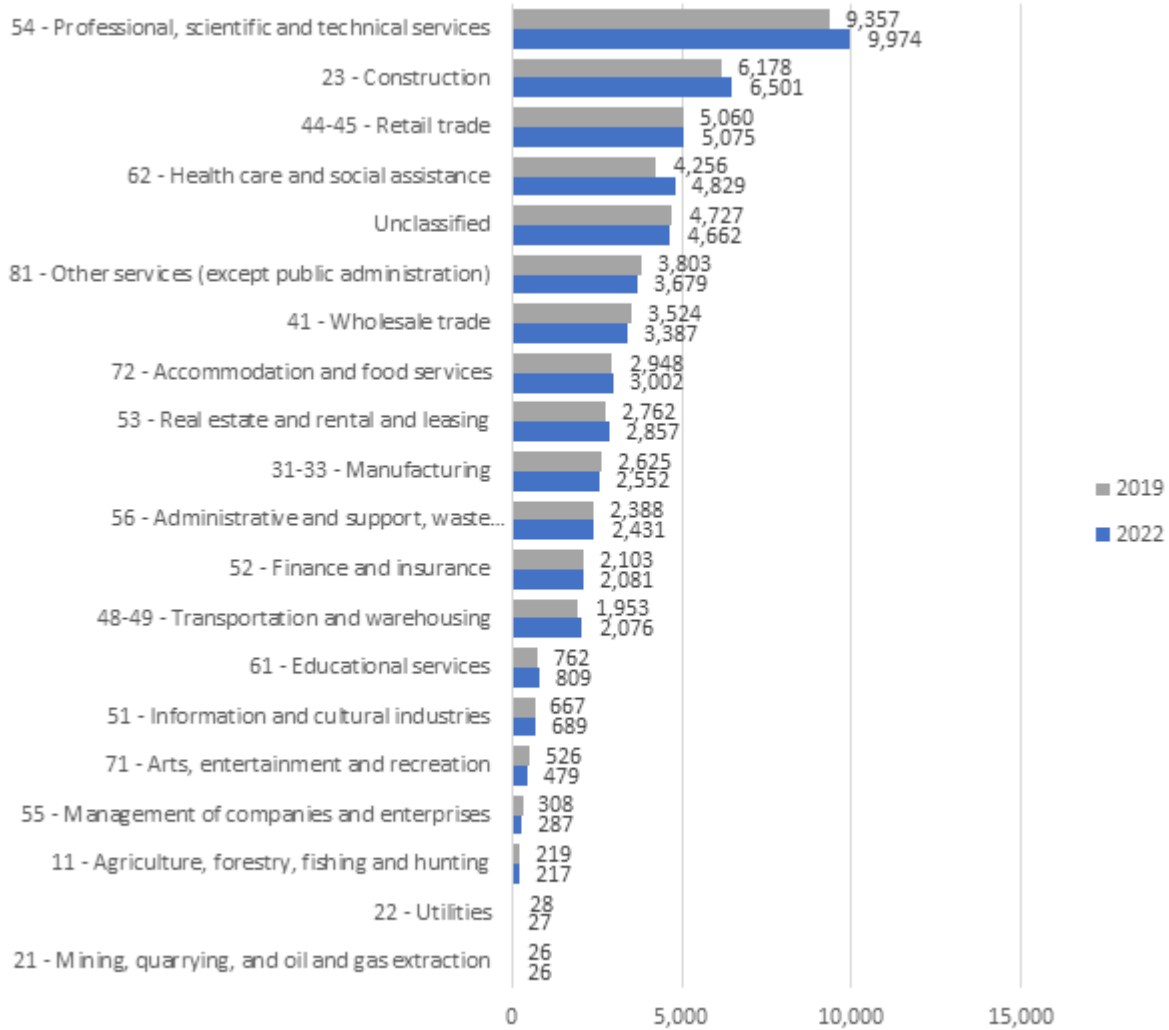
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Appendix A – Employer Business Establishments in York Region

Appendix B – Economic Development Action Plan Items

Attachment 1 – Year in Review

Employer Business Establishments in York Region



Source: Statistics Canada, Canadian Business Counts (locations), with employees, June 2019, 2022. Analysis by York Region Planning and Economic Development Branch

2020-2023 Economic Development Action Plan Items

Supporting Business

Action Item	Description	Lead Responsibility /Partners	Performance Indicators and/or Expected Outcomes	Timing	Status
1.	Continue to deliver direct-to business consultation services to companies across the Region to support business growth and sector/cluster development in the following areas: High growth knowledge-based companies Small business start-up and growth services in the Northern Six communities of the Region through the Small Business Enterprise Centre	Economic Strategy/local municipalities/Provincial government & other SBEC's in the Region	Minimum number of annual business engagements (800)	Ongoing	Implemented - over 2,100 in 3 years. There was a slight dip in consultations due to the pandemic
2.	Undertake an enhanced York Link marketing campaign to promote high value business growth and place making, particularly in the Region's Centres and Corridors and priority employment lands	Economic Strategy	Minimum % increase in York Link social media followers across channels	Ongoing	Implemented - between 2020 to 2022 - Average 65% annual increase in website visits (increased from 34,000 to 101,000) Average 4% annual increase in social media followers (from 24,000 to 27,000 followers)
3.	Undertake targeted marketing of office development opportunities in Centres and Corridors with a focus on financial incentives	Economic Strategy/Finance	Number of developers engaged; new/expanded office buildings as outcome	Through 2022	Initiated - in 2020 and replaced by targeted marketing activities on a case-by-case basis with Toronto Global
4.	Undertake a broader, marketing focused foreign direct	Economic Strategy/local municipalities & Toronto Global	Increase in York Link social media followers; York	Ongoing; Collision	Implemented - new FDI framework has

Action Item	Description	Lead Responsibility /Partners	Performance Indicators and/or Expected Outcomes	Timing	Status
	investment program , enhancing collaborative efforts of Toronto Region municipalities with York Region digital marketing and targeted selective awareness building activities, domestic and internationally (eg. Web Summit/Collision)		Region presence at Collision; foreign investments as outcome	through 2021	been developed and implemented
5.	Examine opportunities for broadening York Region's economic base through new cluster analysis and development (e.g. environmental/green technology, health technology, automation, hardware and artificial intelligence)	Economic Strategy/Planning & Environmental Services	Completion of review; recommended approach as outcome	One cluster per year	Implemented - support for Hardware and auto sector underway and other sectors being explored
6.	Delivery of the actions in the Agriculture and Agri-Food Strategy and support the administration of the Agriculture and Agri-Food Advisory Committee (AAAC) of Council	Economic Strategy/AAAC	As outlined in the Agriculture and Agri-Food Strategy	Ongoing	Implemented - Agri-food Strategy over 90% completed. Reported annually. A new AAAC was selected in December 2022
7.	Work with other industry service providers and stakeholders to examine the role of the Region in the delivery of tourism services through a tourism marketing review	Economic Strategy/Tourism stakeholders	Completion of review; recommended approach as outcome	In 2022	Implemented - review completed in 2022

Supporting Innovation

Action Item #	Description	Lead Responsibility/Partners	Performance Indicators and/or Expected Outcomes	Timing	Status
1.	Administer and promote the Innovation Investment Fund to attract and support major transformational investments and drive innovation in the community	Economic Strategy	Funds leveraged by the Entrepreneurship and Innovation fund	Ongoing	Implemented – \$500,000 to provide COVID-19 support to small businesses in 2020 First tranche of approved \$1.5M for the HCI expansion at ventureLAB provided in 2022
2.	Administer, in conjunction with ventureLAB, the Entrepreneurship and Innovation Fund to develop the Regional innovation network by supporting companies, initiatives, incubators and accelerators	Economic Strategy/ventureLAB	Distribution of \$100,000 to targeted projects and businesses	Annual	Implemented – reported annually in the ventureLAB update report
3.	Establish a Regional Smart City Working Group to guide and evaluate Intelligent Community efforts, including engaging with local partners and private sector entities, and seek senior government funding program opportunities	Economic Strategy/Regional Departments	Number of partnership and funding opportunities identified	Ongoing	Implemented –the Federal government has not launched another Smart Cities Challenge, so the group has been leveraged to support local initiatives
4.	Support business development opportunities with YorkNet , the Region-owned dark fibre service provider, to build economic and innovation capacity in all parts of the Region	Economic Strategy/YorkNet	Number of opportunities identified	Ongoing	Implemented - underway. Specific outcomes related to York Net are reported separately to the York Net board
5.	Support businesses and innovation network partners with the delivery of an annual signature technology event/summit within the Greater Toronto Area	Economic Strategy/local municipalities & innovation stakeholders	Delivery/presence at major event; number of stakeholders and businesses engaged as outcome	Annual	Implemented - the event has been incorporated into ventureLAB's signature event

Action Item #	Description	Lead Responsibility/Partners	Performance Indicators and/or Expected Outcomes	Timing	Status
6.	Support the delivery of an innovation portal with network partners to tell the story of innovation in the Region and drive community engagement	ventureLAB/Economic Strategy & innovation stakeholders	Innovation portal is launched; number of stakeholders contributing as outcome	Launch 2020	Implemented - portal has been integrated into yorklink.ca

Supporting Talent

Action Item #	Description	Lead Responsibility /Partners	Performance Indicators and/or Expected Outcomes	Timing	Status
1.	Undertake post-secondary/business connection activities to strengthen the connections between institutions and the business community to address talent development, acquisition and retention	York University & Seneca College /Economic Strategy	Support post-secondary partners with development of business community engagement strategies (and vise-versa)	Ongoing	Implemented - multiple virtual Employer Roundtables delivered by York University with the support of York Region and other stakeholders since 2020
2.	Explore new post-secondary investment opportunities to expand the Region's capacity to generate talent and skills that meet business growth needs	Economic Strategy	Number of new opportunities identified	Ongoing	Implemented - activities focused on supporting increased presence of existing institutions
3.	Undertake talent attraction placemaking marketing to facilitate growth in the local technology sector by showcasing the Region as a location that attracts and retains top professionals through social media campaigns leveraging York Link and local and global industry event activations	Economic Strategy	Increased engagement of talent on York Link digital and social media channels	Ongoing	Implemented - presence at Collision, Elevate Festival and targeted social media activities Work In York job board and Talent Map Tool on yorklink.ca in collaboration with the Workforce Planning Board of York Region (WPB)

Action Item #	Description	Lead Responsibility /Partners	Performance Indicators and/or Expected Outcomes	Timing	Status
4.	Support a tech-job board with industry partners on the innovation portal to help technology companies identify and secure talent	Economic Strategy/ventureLAB/innovati on stakeholders	Number of jobs posted	Ongoing	Implemented - expanded the Work In York tool on Yorklink.ca in collaboration with the WPB
5.	Act as a Designated Referral Partner for the Federal Global Skills Program to assist companies with accessing highly skilled international talent in occupations for which there are demonstrable shortages	Economic Strategy/Federal government	Number of referrals made	Ongoing	Implemented - hundreds of jobs supported
6.	Examine live-work in the Region in the context of talent retention and business access to appropriate labour	Economic Strategy/Long Range Planning	Completion of review	By 2021	Implemented - NOTE: this was completed by the Workforce Planning Board of York Region in 2021 and is being leveraged
7.	Undertake targeted marketing of financial incentives for purpose built rental affordable housing to support talent retention and attraction	Economic Strategy/Long Range Planning/Finance	Number of Developers engaged; new/expanded rental accommodation secured as outcome	Ongoing	Initiated - in 2020, however York Region struck a Housing Affordability Taskforce in 2021 to develop a Community Housing Master Plan and an Affordable Market Housing Implementation Plan