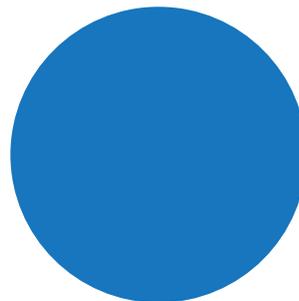
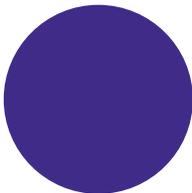


# Partnering to Develop a Highly Skilled Workforce

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Supplementary Report  
February 2022

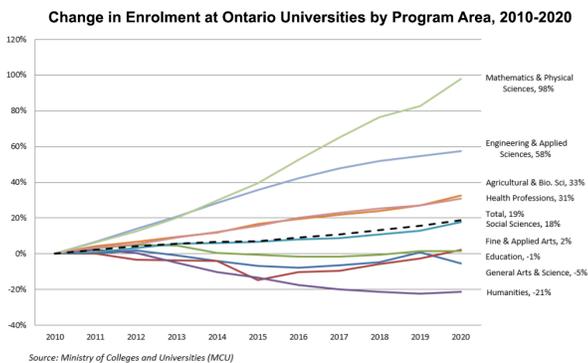


As Ontario's economy continues to rebuild from the impacts of COVID-19, the province will need a strong workforce to fill the jobs of today and adaptable talent that can navigate the shifting economies of tomorrow. Ontario's universities are partnering with government, business and community stakeholders to help Ontario rebuild.

As outlined in our flagship report, [Partnering to Drive Ontario's Recovery through Talent and Innovation](#), universities are playing a vital role in supporting our province through COVID-19 and accelerating the recovery of Ontario's communities. In particular, universities will continue to work to ensure the province has highly skilled talent that is ready for jobs in high-growth fields.

### Meeting Labour Market Needs

Ontario's universities have been responding and will continue to respond to changing labour market needs. Over the last 10 years, universities have increased STEM enrolment by 52 per cent and 31 per cent in Health programs.



Expanded capacity to deliver these types of programs and courses will ensure universities are better positioned to meet the demand for these highly skilled workers.

### Increasing Demand for Talent in High-Demand Programs

Ontario is already seeing an increase of job openings in high-demand fields that require a university education. A recent report conducted by [Stokes Economics](#) found that, between now and 2030, Ontario will see a total of 928,700 job openings that will require a university education in occupations across sectors, such as:

- Nearly 148,000 in health care
- More than 233,000 in STEM, including 44,589 engineers and 56,786 computer programmers, software engineers and designers
- More than 127,700 in business, finance and administration; and
- More than 178,500 in education, law and social, community and government services

It is vital that universities and government continue to work together to help ensure our economy has the highly skilled university graduates needed to drive innovation, rebuild our health-care system, attract investment and compete globally.

### Meeting Growing Demand by Ontario High School Students

Ontario's universities are adapting and pivoting courses to meet the growing student demand for programs in high-growth fields and ensuring students graduate with the adaptable and technical skills they need to succeed.

Student interest remains high, as universities continue to see record applications for these programs.

The latest applications data indicates that Ontario secondary school applications have increased by more than 11% over the last two years, including nearly 23% in nursing, nearly 19% in biological and biomedical sciences, more than 13% in engineering and more than 41% in computer and informational science.

As student interest continues to shift, Ontario's universities are responding to these trends with new approaches to teaching, to programing and to the overall student experience.

## Ontario Universities Graduating Job-Ready and Resilient Students

Not only are universities meeting student demand, but the success of graduates also indicates that universities are meeting student needs. Students are graduating job-ready and resilient.

The Ministry of Colleges and Universities' Ontario's Universities Graduate Survey of 2017 graduates found:

- Undergraduates have an employment rate of 95.6% two years after graduation
- 89.6% of graduates find full-time work that is either closely or somewhat related to the skills they developed at university

The success of university graduates has become all the more important during a pandemic that has caused unexpected shocks to the labour market. For example, Statistics Canada found that during the last four economic recessions, university graduates were typically less than half as likely to experience job loss, demonstrating their resiliency.

Ontario's universities will continue to support the development of a workforce that has the skills and adaptability to power the province's economy.

## Five-Year Plan to Increase Talent in High-Demand Programs

Vibrant universities are critical to developing highly skilled and adaptable talent ready to meet the needs of a rapidly changing labour market, fuel economic growth, drive innovation and rebuild Ontario's health-care system.

In order to meet growing demand and ensure universities can continue to support the province as it rebuilds, Ontario's universities are asking the province to:

- Make critical investments in the sector by increasing university revenue sources
- Increase new funded university spaces by more than 53,500 over the next five years in high-demand programs, such as health care, STEM and more, at an annual cost of \$486 million when fully phased in (see Appendix A for further details). These additional spaces include:
  - Nearly 25,000 spaces in STEM programs at a cost of \$230 million
  - More than 18,000 spaces in health care programs at a cost of \$179 million
  - More than 10,000 spaces in business, commerce and teaching education programs at a cost of \$77 million
- Work with the sector in developing a multi-year framework with financial flexibility to allow for effective, long-term financial planning

By building on the province's high-quality talent, Ontario will be better positioned to respond to the changing needs of the job market with the adaptable and resilient workforce it needs.

## Appendix: Five-Year Plan to Increase Talent in High-Demand Programs

### Ontario's Universities Building the Province's Labour Force with High-Demand Talent: 2021-22 to 2026-27

This table illustrates the preliminary number of funded domestic spaces in high-demand programs that universities could fill, along with required funding, over the next five years.

The estimated increase represents an approximate increase of three per cent per year in total domestic enrolment. The estimated annual full-year provincial operating grant costs when total funded spaces are fully phased-in.

| Major University Programs   | Undergraduate Programs |                 | Master's Programs |                 | Five-Year Total |                 |
|---|------------------------|-----------------|-------------------|-----------------|-----------------|-----------------|
|   | Spaces                 | Full-Year (M\$) | Spaces            | Full-Year (M\$) | Spaces          | Full Year (M\$) |
| <b>Health</b><br>e.g., nurses, doctors and residents, physician assistants, public, veterinary doctors, healthcare management, other allied healthcare.   | 16,286                 | \$146           | 1,777             | \$33            | 18,063          | \$179           |
| <b>STEM</b><br>e.g., computer science (AI, cybersecurity, data science/analytics, information science and technology), engineering, biology and biomedical science, agriculture, environmental science. | 22,549                 | \$184           | 2,427             | \$46            | 24,976          | \$230           |
| <b>Professionals</b><br>e.g., business, commerce and teacher education  | 8,632                  | \$50            | 1,874             | \$28            | 10,506          | \$77            |
| <b>Five-Year Program Total</b>  | <b>47,467</b>          | <b>\$380</b>    | <b>6,078</b>      | <b>\$106</b>    | <b>53,546</b>   | <b>\$486</b>    |

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