



“When searching for a director of finance, about 140 people applied for the role. This was the first validation that there’s a lot of people in this area, skilled people to hire.”

Jason Atkins
CEO and Founder
360incentives.com,
a Whitby company



Community of Choice...for Competitive Labour Costs

Labour costs in Ontario are globally competitive. Advantages such as Ontario’s publicly-funded health care system result in greatly reduced employer-sponsored benefits (for example, health care costs are three times higher for US employers compared to Ontario).

Benefit Costs for Ontario’s Employers:

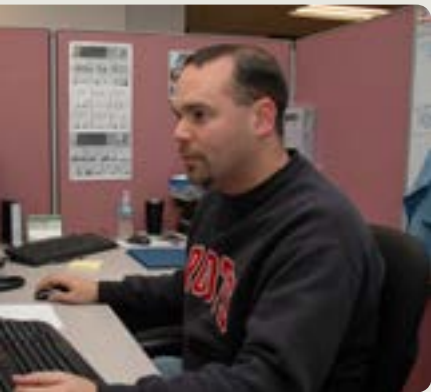
Benefits	Mandatory Paid by Employer
Canada Pension Plan (CPP)	
To maximum premium of CAD \$2,425.50/year (2014)	4.95%
Employment Insurance (EI)	
To maximum premium of CAD \$1,279.15/year (2014) unless a reduced premium rate applies	2.632%
Workplace Safety and Insurance Board	
Varies (depends on industry and number of employees)	
Rate for Motor Vehicle Assembly Operations (2015)	3.59%
Rate for Electric Power Generation (2015)	0.78%
Rate for Pharmaceuticals and Medicines (2015)	0.96%
Employer Health Tax (EHT)	
Applied to eligible payroll over CAD \$400,000	1.95%
Vacation	
(2 weeks)	4.00%
Paid Public Holidays	
(9 days)	3.60%
Pension Contribution	N/A
Group Insurance	
Life, Health, Sickness, Dental, Vision, Physical/Mental Fitness	N/A

Source: Town of Whitby Human Resources Department, 2014

Information on average wages paid for over 450 occupations in the Toronto region is listed in the Government of Canada’s Wage and Outlook Report. **Web: www.workingincanada.gc.ca**

Community of Choice...for Business

Fast Fact Employers locating in Whitby may find more reasonable wage expectations for workers wishing to work closer to home.



Tax Credits for Training

Apprenticeship Training Tax Credit Program can generate up to \$40,000 in tax credits per apprentice and the **Co-operative Education Tax Credit** program can provide up to \$3,000 in tax credits per student.

Lowest Total Labour Costs in the G7

In KPMG's 2014 survey, *The Competitive Alternatives*, Canada was ranked the second most cost-effective location among 10 established industrial countries. Of the G7 countries, Canada had the lowest total labour costs:

- Total costs per employee are lowest in the United Kingdom, Canada and France. This result reflects in part the weakness of the euro and the British pound.
- 7% advantage over the US.

Lower Employer Health Costs

All citizens and permanent residents in Ontario can access universal health care services under the Ontario Health Insurance Plan, which covers the full cost of doctor examinations, medical testing, emergency care and hospital care.

On average, Ontario employers enjoy health costs at half the cost of their counterparts in the United States.

Location	Thousands US\$
U.S.	939
Ontario	452

Typical firm defined as having approximately 93 employees

Source: MMK Consulting, 2012

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