Peel Halton

Local Labour Market Plan

2022 - 2023 Report

Peel Halton Workforce Development Group

Background

The Peel Halton Workforce Development Group (PHWDG) is a community based, not-for-profit corporation that serves the Peel and Halton Regions. The PHDWG functions as a neutral broker of research, disseminator of information and facilitator of collaborative partnership development. The PHWDG works with the community to identify trends and opportunities in the labour market environment which impact our workforce. We then nurture the ideas which emerge from our consultations and seek to develop partnerships to address these issues, to further help our community to thrive in our local economy. Operating as part of the Local Boards Network of Ontario, PHWDG is one of 25 local planning board areas funded by the Ontario Ministry of Labour, Training, and Skills Development to conduct and distribute local labour market research and engage community stakeholders in a planning process that supports local solutions to local issues.

In order for us to continue to provide you with valuable labour market information, please give us feedback by completing the 2022 Local Labour Market Plan Report Survey

Peel Halton Workforce Development Group

Workforce Planning Ontario

Ontario

This project is funded by the Government of Ontario.

"The Government of Ontario and its agencies are in no way bound by the recommendations contained in this document."

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Introduction

For the second year in a row, the impact of the COVID pandemic is the primary focus of the Peel Halton Local Labor Market Plan. However, while last year's report profiled the ways in which one could quantify the damage, in terms of unemployment and business closures, this year the theme is turning the corner: based on the data we have, how can we best anticipate what the recovery will look like and where should additional efforts be placed to assist those who will likely need more support.

This report draws out a number of insights from the data and from consultations with stakeholders:

> At the start of the pandemic, there was a sharp rise in unemployment, and subsequent lockdowns would result in renewed increases in unemployment
>
> While these disruptions were felt across the entire province, the impact varied by geography, by population categories, by industry, by occupation and by type of work
>
> The consequences were especially difficult for individuals working in lower-skilled occupations and/or in precarious work (for example, temporary employees or part-time employees)
>
> On the other hand, individuals working in jobs that typically require a university degree experienced far less unemployment, particularly since many of these jobs could often be carried out remotely from home
>
> As we experienced a slow recovery, employment levels rose unevenly across industries, with some industries surpassing their pre-COVID levels, while others lagged behind; the emergence of the Omicron variant resulted in a temporary set-back, and after Omicron one can expect a return to the recovery trajectory
>
> According to the Canadian Business Count data, it would appear that there has been a notable decline in the number of businesses with 20 or more employees in both Peel and Halton over the last year
>
> Long-term unemployment has increased significantly, and this will be a continuing challenge for the next while

In the post-pandemic period, employers appear poised to increase hiring new workers. Employers also feel that their own workers would benefit from upskilling, although they have greater concerns regarding the skills which job candidates possess. But the biggest worry expressed by employers is the difficulty they have in recruiting job candidates.

As the recovery takes hold, it will be important to target assistance and resources to those categories of individuals and to those businesses which have been hardest hit by the events of the last two years. As well, in a tight labour market, employers would benefit from assistance in recruitment and retention activities. This would need to include putting in place those employment practices which can help distinguish a business as an employer of choice.

This report is organized as follows:

Population

The most recent census data from 2021 is available; this section highlights the population numbers for Peel and Halton municipalities and the change in population since 2016.

Profile of Employers

An overview of establishments in each of Peel and Halton, tabulated by the number of employees and by industry sector, and illustrates the changes that have taken place since last year; this section also shares some data on business openings and closings for the Toronto Census Metropolitan Area and for the rest of Ontario, illustrating the impact of the pandemic on the number of active businesses.

Labour Market Data Analysis

Review of Labour Force Survey data and the impact of the pandemic on unemployment rates and employment levels among various categories of the population.

Highlights From The Employer Survey

A summary of the main findings of PHWDG's 11th annual survey of employers, which focused on the responses of employers to labour market challenges during the pandemic and their forecasts for the recovery, including their views on recruitment needs, skill expectations and reliance on remote work

Employment Ontario Client Data

An overview of client numbers and profiles served by various Employment Ontario programs, such as Employment Services, Literacy and Basic Skills, Second Career, Youth Job Connection, Canada Ontario Job Grant and Apprenticeship.

This information and local intelligence collected on the ground provided the backdrop for the consultation process that led to the development of action items for the upcoming year. That process and its outcomes are described in the section on Consultation and Action Plan. These outcomes describe specific actions which are being proposed, together with lead proponents and potential partners.

We hope you find the information provided in this report both timely and useful. We encourage you to provide any feedback you may have and would welcome your participation in any of the initiatives being proposed as action items for the coming year.

Profile Of Employers In Peel & Halton

Introduction

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. With the impact of COVID, there has been an increased interest in how the number of business establishments has been affected. As a general rule, Statistics Canada recommends against using its semi-annual count of businesses as a longitudinal barometer of whether the number of businesses is growing or shrinking in a given community. With respect to the impact of COVID, Statistics Canada has issued the following qualification:

> *"Please note that the June 2021 counts cannot be used to measure the impacts of the COVID-19 pandemic. These figures continue to include most businesses that closed in the months since the crisis began. Those that close permanently will eventually cease to be included, once business wind-down and closeout procedures are completed and confirmed, which can take several months."*

The analysis this year will continue to profile the Canadian Business Counts numbers, however, we are also including data from another Statistics Canada program, the Experimental Estimates for Business Openings and Closures, as this provides another perspective regarding how businesses (and, by inference, employment) were affected as a result of the pandemic.

Experimental Estimates for Business Openings and Closures

These estimates are derived from the Business Register which Statistics Canada maintains and are supplemented by payroll deduction files from the Canada Revenue Agency. This data provides the following information:

Business Openings:	An establishment that had no employee in the previous month but has an employee in the current month
Business Closures:	An establishment that had an employee in the previous month but has no employee in the current month
Active Businesses:	An establishment that has an employee in the current month
Continuing Businesses:	An establishment that had an employee in the previous month and has an employee in the current month

This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period of time, but then re-opened.

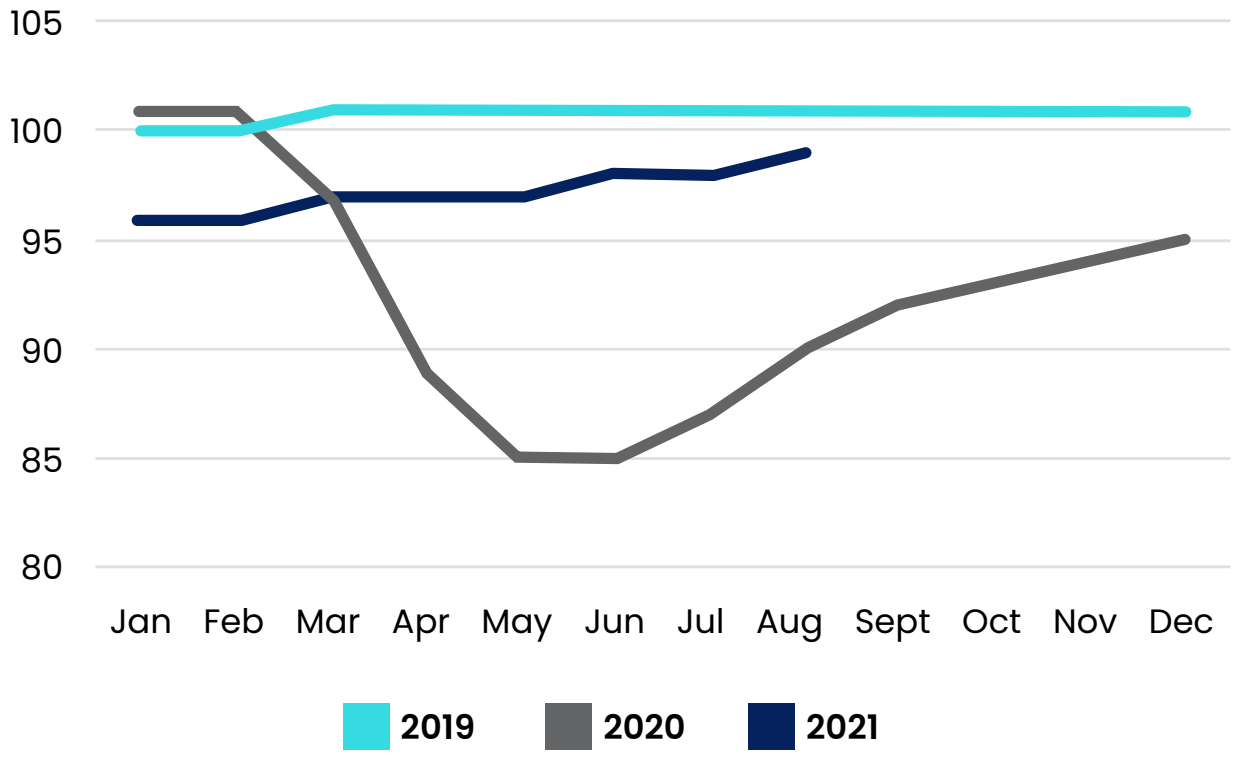
The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and census metropolitan areas. Even for smaller census metropolitan areas, the data is not available for all industries, because the data groups become quite small and the numbers cannot be released due to confidentiality requirements. As a result, the analysis by industry is only shown for the Toronto Census Metropolitan Area and for Ontario minus these Toronto figures, because the business dynamics were often different between these two areas.

Active businesses. The first set of charts profiles active businesses in the Toronto CMA as well as the Rest of Ontario. Monthly data is provided for three years, to show the typical pattern in 2019, the impact of the pandemic in 2020, continuing with the hesitant recovery into 2021. Data is available up to August 2021 and the data is seasonally adjusted, which means that the data has been adjusted to avoid changes due entirely to seasonal fluctuations. All data in the charts are expressed in relation to the number of businesses active in January 2019; that figure is given a value of 100 and all subsequent months are a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2019.

Chart 1 illustrates the trends experienced in the Toronto CMA. The 2019 figures show a slight increase during the year, while the 2020 numbers illustrate the significant drop in the number of active businesses which occurred as a result of the start of the pandemic and the lockdown which ensued. The number bottoms out at 85, meaning a 15% drop from January 2019. There is a recovery, with the 2021 figures rising steadily but slowly, in August 2021 reaching the 99 level, still 1% below the number of active businesses present in January 2019, but considerably higher than August 2020.

Chart 1:

Active businesses, Toronto CMA, 2019, 2020 and 2021 (to August) (January 2019 = 100)

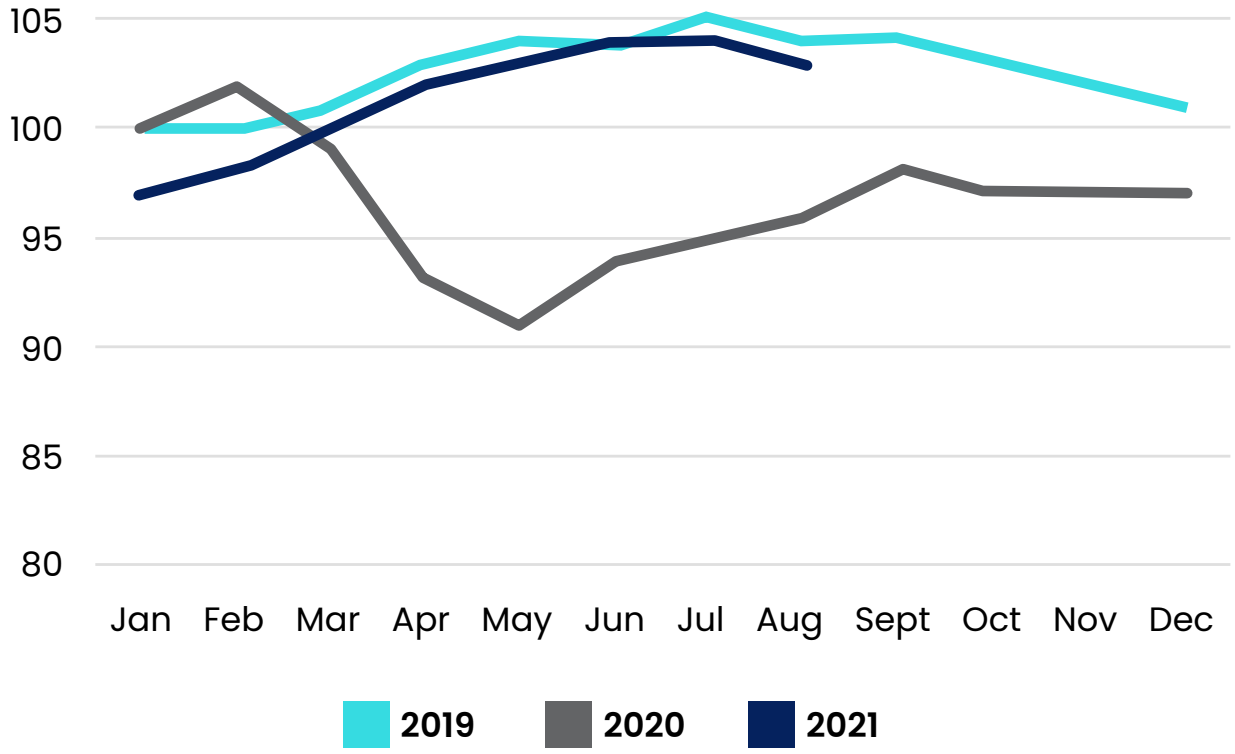


Statistics Canada, Table 33-10-0270-01

Chart 2 provides the data for the rest of Ontario (i.e., minus the Toronto CMA figures). The 2019 count of active businesses increased slowly during the year and then declined by December to just above its January starting point. In 2020, there is an initial increase followed by the impact of the pandemic, bottoming out at 91 (a 9% drop) and a slow return, by December to 97. In 2021, the rebound continued, following closely the trajectory of 2019, so that by June 2021 the number of businesses is almost exactly the same as it was in June 2019. The 2021 figures dip below figures in 2019 for the months of July and August.

Chart 2:

Active businesses, Rest of Ontario, 2019, 2020 and 2021 (to August) (January 2019 = 100)



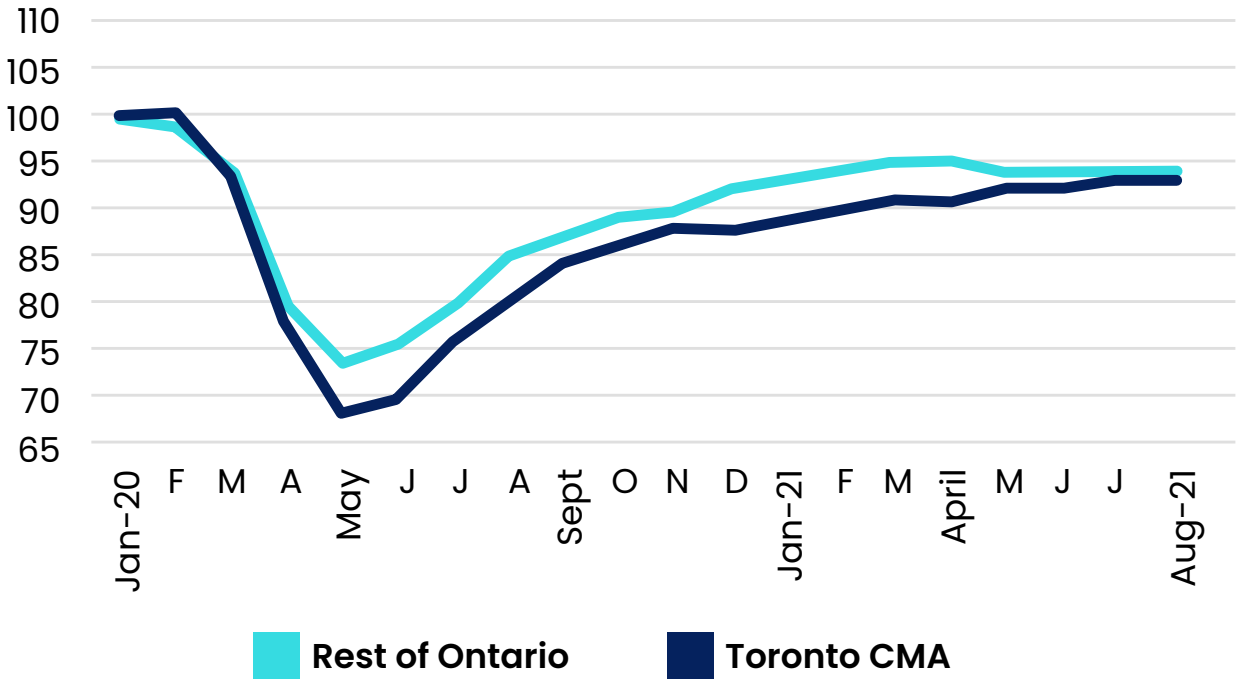
Statistics Canada, Table 33-10-0270-01

Industries. Several select industries are presented, to highlight not only different impacts caused by the pandemic depending on the industry, but also somewhat different impacts by geography (rest of Ontario versus Toronto CMA).

Chart 3 presents the data for Food and Beverage Services, one of several customized categories available through this dataset (it consists of: Full-service Restaurants; Limited-service Eating Places; and Drinking Places). This was an industry sub-sector which was particularly hard hit by the pandemic. The chart presents monthly data from January 2020. In both areas, the drop in the number of active businesses was very severe, in May 2020 reaching 69 in the Toronto CMA and 74 in the rest of Ontario, a drop of 31% and 26% from January. Both areas experienced a similar recovery trajectory, with the Toronto figures always slightly lower than the rest of Ontario, although the Toronto figures have continued a slow rise, up to 93 in August, while the figures in the rest of Ontario have been stuck at the same plateau of 94 from May until August.

Chart 3:

Active businesses, Food & Beverage Services, Toronto CMA and Rest of Ontario, January 2020 to August 2021 (January 2020 = 100)

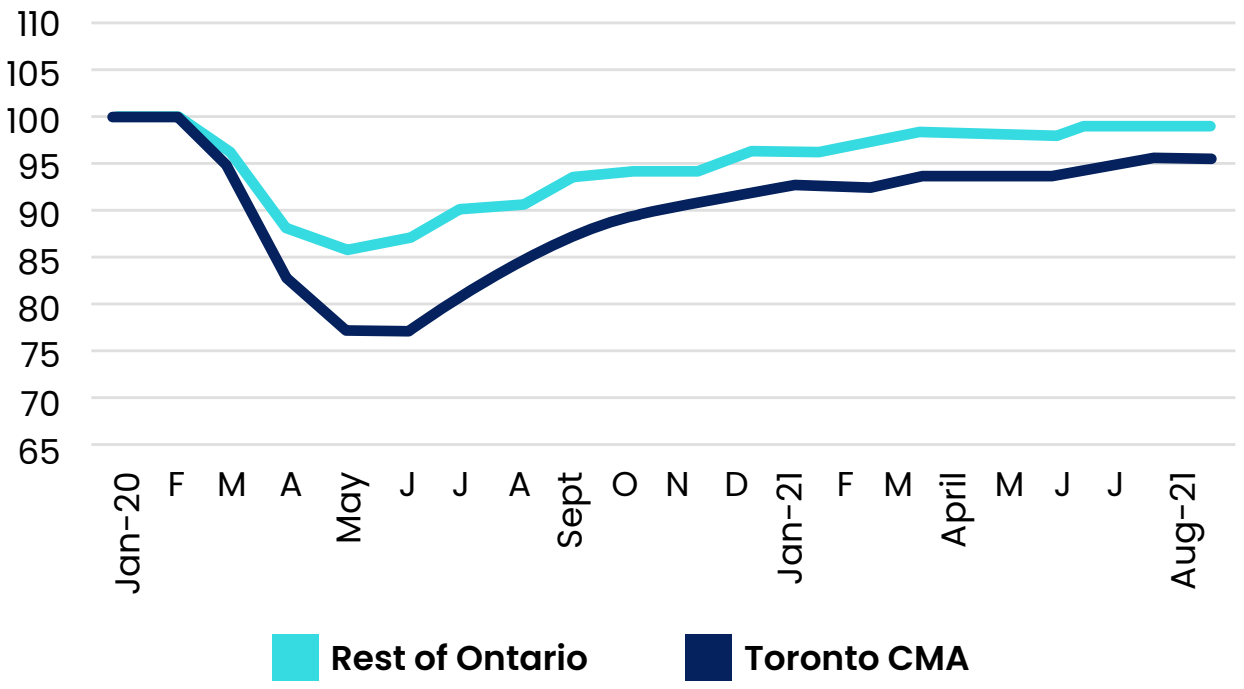


Statistics Canada, Table 33-10-0270-01

Chart 4 illustrates the figures for the Retail Trade sector, where two subsectors performed well (food and beverage stores, and general merchandise stores, that is, department stores and warehouse clubs), while the broad range of non-essential retailers did poorly. The cumulative effect was a noticeable decline when the pandemic hit and then a slow recovery. In the case of the rest of Ontario, the decline was not as severe, bottoming out at 86 in May 2020, whereas in the Toronto CMA it plunged down to 78 in May. The recovery has been steady and slow, in the rest of Ontario reaching 99 in August 2021, and in the CMA reaching 96.

Chart 4:

Active businesses, Retail Trade, Toronto CMA and Rest of Ontario, January 2020 to June 2021 (January 2020 = 100)

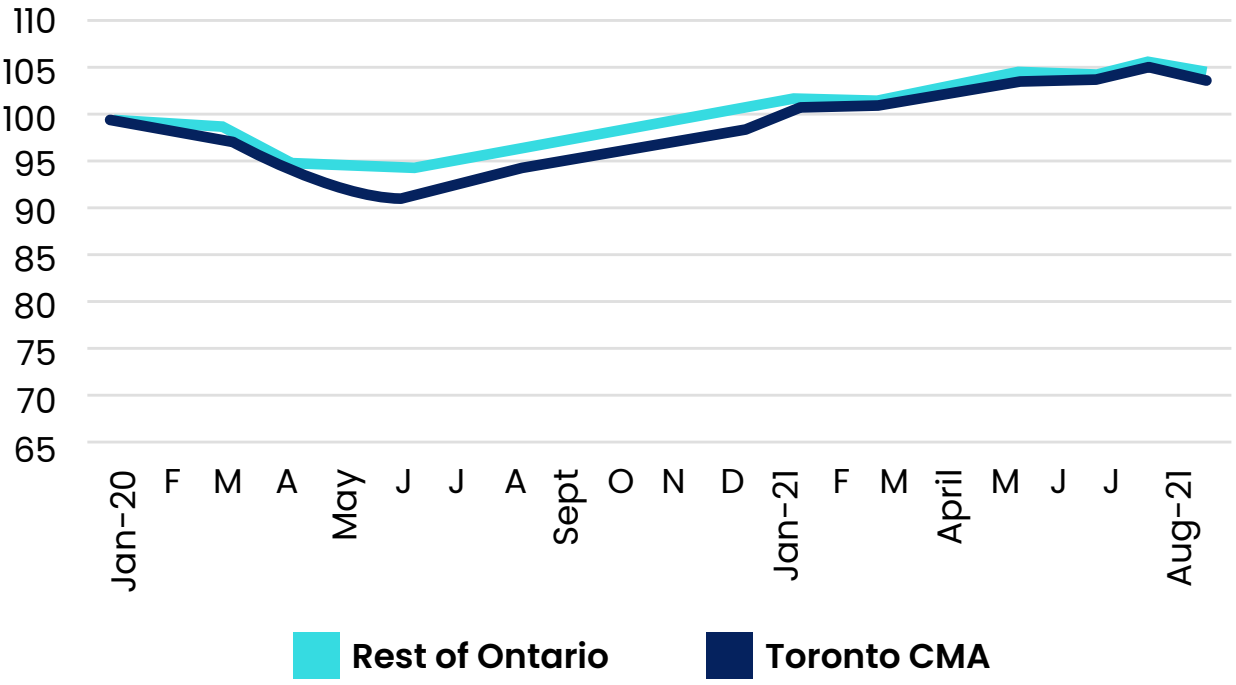


Statistics Canada, Table 33-10-0270-01

Some sectors were much less affected by the pandemic. One such industry was Professional, Scientific & Technical Services, made up of professional firms such as lawyers, accountants, engineers, management consultants or IT specialists. Chart 5 presents the data.

Chart 5:

Active businesses, Professional, Scientific & Technical Services, Rest of Ontario and Toronto CMA, January 2020 to June 2021 (January 2020 = 100)



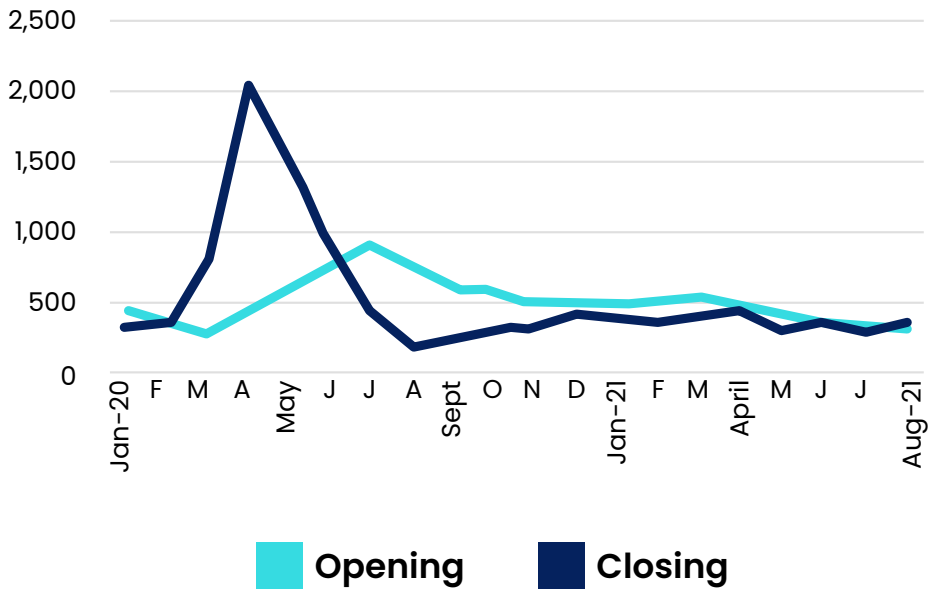
Statistics Canada, Table 33-10-0270-01

In both the Toronto CMA and the rest of Ontario, the decline in the number of these professional firms was much more limited, dropping to 92 in the Toronto CMA in June 2020 and 95 in the rest of Ontario in May 2020. In both areas there was a steady recovery, so that by August 2021, employment stood at 104 in the Toronto CMA and 105 in the rest of Ontario, that is, 4% and 5% higher than the January 2020 level in each area.

The three charts use the same scale (from 65 to 110), so the trends are exactly comparable. The trajectories of these three industries are quite distinct, both in the degree to which they lost active businesses at the height of the start of the pandemic and then the varying rates of recovery. Accommodation & Food Services in August 2021 were still more than 5% short of the number of active establishments present in January 2020, Retail Trade in the rest of Ontario had almost returned to its January 2020 level, whereas Professional, Scientific & Technical Services surged ahead with an increase in active businesses beyond what was present in January 2020.

Business openings and closings. The number of active businesses is a reflection of the number of businesses which continue their operations, subtracting the number which close and adding the number which open. The total number of businesses is therefore the net outcome of a fair amount of fluctuation. To illustrate this point and how it manifested itself during the pandemic, the next charts map the actual number of business openings and closures in the Food & Beverage Services sector, in each of the Toronto CMA and the rest of Ontario.

Chart 6 presents these figures for the Toronto CMA. Before the onset of the pandemic, the number of openings was just slightly above the number of closures. When the pandemic hit, there was a huge increase in the number of closures, rising from 327 in January 2020 to 2,031 in April 2020. The number of openings, meanwhile, only declined slightly, from 406 in January 2020 to 278 in March 2020. The number of closures eventually declined, while the number of openings rose above their usual levels. However, by August 2021, the net difference between all the openings and all the closures in this sector since January 2020 was minus 622, that is, 622 more Food & Beverage Services operations closed in comparison to the number that opened during this period in the Toronto CMA. August 2021 was also the first time in over a year when the number of closings exceeded the number of openings.



Statistics Canada, Table 33-10-0270-01

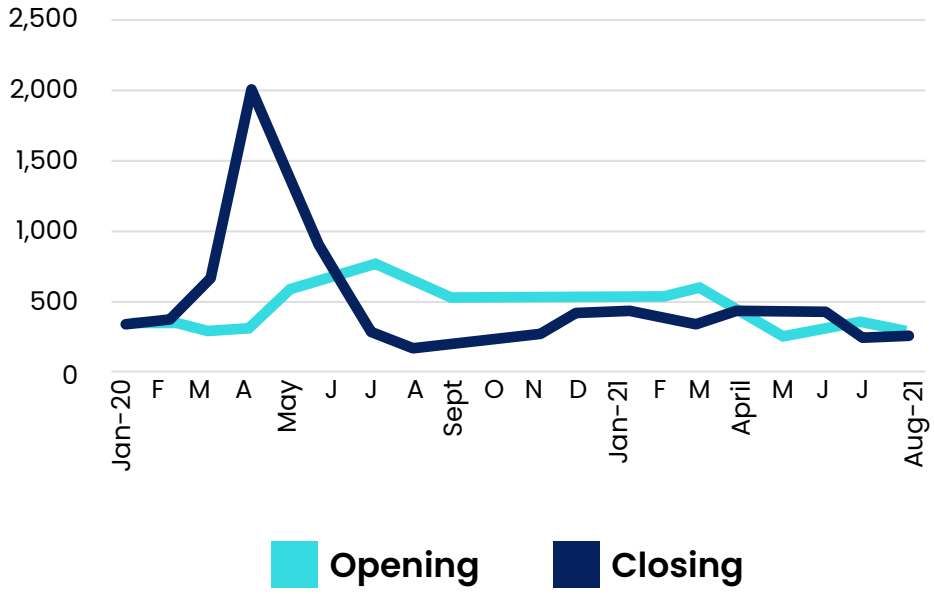
Chart 6:

Number of business openings and closures, Food & Beverage Services, Toronto CMA, January 2020 to August 2021

The pattern in the Toronto CMA was exactly replicated in the rest of Ontario *(Chart 7)*.

Chart 7:

Number of business openings and closures, Food & Beverage Services, rest of Ontario, January 2020 to August 2021



Statistics Canada, Table 33-10-0270-01

The number of closures rose from 327 in January 2020 to 1,975 in April 2020, while the number of openings only declined slightly, from 350 in January 2020 to 284 in March 2020. By August 2021, the net difference between all the openings and all the closures in this sector since January 2020 was minus 452. Through April, May and June, there were more closures than openings.

In short, after the first lockdown, there has been a higher number of businesses in this sector opening (or more likely, re-opening); however, the number of openings has not yet been able to make up for the much larger number of businesses which closed since January 2020.

The rest of this report relies on the familiar Canadian Business Count data which we have focused on for the past several years.

Number of Businesses, by Size of Establishment and by Industry

Tables 1 and 2 provide the summary data for all businesses located in Peel and Halton Regions for June 2021. Each table provides two different counts:

1) Classified Businesses: The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;

2) All businesses, classified and unclassified: The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 11% of the total count in Peel and 12% of the total count in Halton represent businesses that are unclassified (that is, Statistics Canada was unable to ascertain the industry of the establishment), in both instances slightly higher than the provincial average of 10%, which simply means that these two areas have a little less information on their businesses than the provincial average.

Explanation for specific columns in the tables:

> The second-to-last column in each table shows the percentage distribution of all classified businesses by industry;
>
> The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most classified businesses have their ranking numbers bolded in red;
>
> The highlighted cells identify the three industries with the largest number of firms for each employee size category (that is, for each column);
>
> Where under the percentage distribution a cell has 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.

Table 1 - PEEL	Number Of Businesses By Employee Size Range (June 2021)									
Industry Sector 2-Digit Naics	**Number Of Employees**									
	0	**1-4**	**5-9**	**10-19**	**20-49**	**50-99**	**100+**	**Total**	**%**	**Rank**
11 Agriculture	419	69	22	11	9	2	0	532	0	17
21 Mining	28	7	3	1	2	0	0	41	0	19
22 Utilities	103	11	2	0	3	2	2	123	0	18
23 Construction	9924	3088	674	369	224	87	65	14431	8	**4**
31-33 Manufacturing	2140	943	507	414	404	189	201	4798	3	11
41 Wholesale Trade	2530	1299	682	602	490	208	156	5967	3	10
44-45 Retail Trade	5001	2239	1042	652	344	199	127	9604	6	6
48-49 Transportation/Warehousing	24454	13491	433	298	242	112	133	39163	23	**1**
51 Information and Cultural	1085	342	86	44	31	17	19	1624	1	14
52 Finance and Insurance	6382	862	176	186	155	30	38	7829	5	8
53 Real Estate, Rental, Leasing	26426	1391	186	111	72	19	11	28216	16	**2**
54 Professional Scientific Tech	16362	7110	659	339	221	80	65	24836	14	**3**
55 Management of Companies	942	53	36	34	71	38	101	1275	1	16
56 Administrative Support	5004	1154	367	224	191	101	125	7166	4	9
61 Educational Services	1173	286	135	104	68	12	9	1787	1	13
62 Health Care & Social Assist	4849	2232	972	452	183	54	69	8811	5	7
71 Arts, Entertainment & Rec	1037	173	52	32	47	16	13	1370	1	15
72 Accommodation & Food	1487	787	769	531	486	84	39	4183	2	12
81 Other Services	5807	2756	606	291	132	28	15	9635	6	**5**
91 Public Administration	6	1	0	0	4	4	17	32	0	20
Classified Businesses	115159	38294	7409	4695	3379	1282	1205	171423		
Percentage of all classified and unclassified businesses	69%	22%	4%	3%	2%	1%	1%	100%		
Cumulative percentage	69%	90%	94%	97%	99%	99%	100%			
ONTARIO percentage of classified and unclassified businesses	71%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2021

Table 2 - HALTON	Number Of Businesses By Employee Size Range (June 2021)									
Industry Sector 2-Digit Naics	**Number Of Employees**									
	0	**1-4**	**5-9**	**10-19**	**20-49**	**50-99**	**100+**	**Total**	**%**	**Rank**
11 Agriculture	362	47	18	13	6	6	0	452	1	17
21 Mining	44	8	3	1	2	2	0	60	0	19
22 Utilities	76	12	3	3	2	1	2	99	0	18
23 Construction	3757	1164	338	165	99	29	17	5569	8	**4**
31-33 Manufacturing	739	317	160	134	117	74	72	1613	2	12
41 Wholesale Trade	1067	573	244	163	149	53	36	2285	3	10
44-45 Retail Trade	2034	898	570	388	204	110	66	4270	6	6
48-49 Transportation/Warehousing	2486	789	80	53	49	32	32	3521	5	8
51 Information and Cultural	612	183	54	26	21	8	4	908	1	15
52 Finance and Insurance	3733	512	130	126	93	15	18	4627	7	**5**
53 Real Estate, Rental, Leasing	12547	620	83	56	29	4	4	13343	20	**1**
54 Professional Scientific Tech	9050	3349	305	191	108	40	19	13062	20	**2**
55 Management of Companies	723	42	13	21	20	14	18	851	1	16
56 Administrative Support	1883	485	197	107	64	22	29	2787	4	9
61 Educational Services	670	141	44	48	41	12	8	964	1	14
62 Health Care & Social Assist	3082	1576	438	269	143	48	42	5598	8	**3**
71 Arts, Entertainment & Rec	729	142	57	42	32	11	6	1019	2	13
72 Accommodation & Food	541	273	247	234	265	39	18	1617	2	11
81 Other Services	2235	988	322	146	56	16	6	3769	6	7
91 Public Administration	4	2	1	0	0	0	9	16	0	20
Classified Businesses	46374	12121	3307	2186	1500	536	406	66430		
Percentage of all classified and unclassified businesses	71%	18%	5%	3%	2%	1%	1%	100%		
Cumulative percentage	71%	89%	94%	97%	99%	100%	100%			
ONTARIO percentage of classified and unclassified businesses	71%	17%	5%	4%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2021

Some observations:

Number of small firms:

Businesses are by far made up of small establishments. 69-71% of the classified and unclassified firms in Peel and Halton have no employees,[1] in line with the provincial average of 71%; among firms with 1-4 employees, Peel has 22%, a higher proportion than Halton at 18% and the provincial average of 17%;

Highest number of firms by industry:

The second to last column provides the percentage distribution of all firms by industry. The three industries with the largest number of firms in Peel are Transportation & Warehousing (accounting for 22.8% of all establishments), followed by Real Estate and Rental & Leasing (16.5%), then in third place, Professional, Scientific & Technical Services (14.5%); in Halton the configuration is different: Estate and Rental & Leasing has the largest number of firms (20.1%), followed closely by Professional, Scientific & Technical Services (19.7%), with Construction a distant third (8.4%); by way of context, the five largest industries by number of firms in Ontario are: Real Estate and Rental & Leasing (21.5%); Professional, Scientific and Technical Services (13.8%); Construction (9.6%); Transportation & Warehousing (7.4%) and Health Care & Social Assistance (7.3%);

Highest number of firms by size and industry:

The three largest industries by each employee size category have also been highlighted. The tables demonstrate how the very large number of firms in the no employee size category drives the total numbers (that is, in both Peel and Halton, for Real Estate and Rental & Leasing and Professional, Scientific & Technical Services, and for Transportation & Warehousing in Peel and for Construction in Halton). In the mid-size ranges (10-49 employees), the industries with higher number of firms include: Wholesale Trade; Retail Trade; Health Care & Social Assistance; and Accommodation & Food Services. Among the largest firms (100+ employees), the two areas diverge: while they both have Manufacturing as one of the largest sectors, in Peel the other sectors are Wholesale Trade and Transportation & Warehousing (with Administrative & Support a close fourth – this latter industry includes temporary employment firms), whereas in Halton the other two sectors are Retail Trade and Health Care & Social Assistance.

[1] This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Count database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than $30,000 in a given year.

Change in Number of Businesses by Municipality

While Statistics Canada discourages using the Canadian Business Count data to compare changes in the number of businesses over time, it is noteworthy to examine how the number of businesses changed by municipality in Peel and Halton between June 2020 and June 2021. *Tables 3 and 4* illustrate the percentage change in the number of businesses by different employee-size categories for the municipalities in each region.

In general, declines in the number of establishments occurred among firms with five or more employees, while they increased among firms with either zero employees or 1-4 employees. One could speculate that not all these represent firms ending their business; rather, firms were be more likely to shed some staff during this period, even rely more on temp workers, resulting in their drifting down from one employee size category to the next lower one, resulting in a cascade of firms moving from the right of the table to the left of the table. Overall, the number of firms did not decline (except in Halton Hills); instead, the number of firms increased, but this was entirely due to the increase in the number of firms in zero and 1-4 employee categories. With the majority of firms in this category, it caused a net increase in the total number of firms in most municipalities.

Table 3
Percent change in number of classified establishments, by number of employees and by municipality, Peel, June 2020 to June 2021

	Number of Employees					
Municipality	**None**	**1-4**	**5-19**	**20-99**	**100+**	**Total**
Peel	7.6%	1.1%	-1.6%	-8.7%	-7.6%	4.8%
Mississauga	4.5%	-0.6%	-2.1%	-9.1%	-8.1%	2.3%
Brampton	11.7%	1.7%	-0.2%	-7.6%	-6.0%	7.8%
Caledon	7.3%	7.9%	-3.7%	-8.0%	-7.0%	6.0%

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

Table 4

Percent change in the number of classified establishments, by number of employees and by municipality, Halton, June 2020 to June 2021

	Number of Employees					
Municipality	**None**	**1-4**	**5-19**	**20-99**	**100+**	**Total**
Halton	4.7%	3.3%	-2.9%	-9.3%	-12.6%	3.2%
Oakville	6.6%	4.9%	-3.8%	-6.6%	-15.6%	5.0%
Burlington	1.6%	3.0%	-3.6%	-10.3%	-10.5%	0.7%
Milton	7.6%	1.9%	3.0%	-11.3%	-12.5%	5.5%
Halton Hills	0.5%	-0.4%	-5.0%	-12.5%	-7.5%	-0.7%

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

Change in the Number of Firms by Industry, June 2020 to June 2021

Changes in the number of employers are experienced differently across the various industries. *Tables 5 AND 6* highlight the changes in the number of firms by industry and by employee size between June 2020 and June 2021 for Peel and Halton Regions. Each table also lists the total number of firms in each industry in June 2021, to provide a context. The colour-coding in the tables (green where there is an increase, orange where there is a decrease) helps to illustrate any pattern.

It should be repeated that StatCan discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

A comparison between this year's net changes by employee size and those of the previous year is included at the bottom of each table, to illustrate what have been the overall changes in the number of businesses over this time period.

Peel. Across the 20 industries in *Table 5*, there are 40 cells with 20 or more employees. Twenty-six of those cells show a decline in the number of firms. Eight industries experienced declines in all three categories of establishments with employees. Accommodation & Food Services witnessed a decline of 187 firms with 20 or more employees. There were also large losses among firms in Manufacturing, Wholesale Trade, Retail Trade, Administrative & Support Services and Other Services.

Table 5 Next Page

Table 5	Change In The Number Of Employers, By Industry And By Firm Size, June 2020 To June 2021					
Industry	Firm Size					Total number of firms June-21
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	-1	-26	0	0	-27	532
Mining and oil and gas extraction	-5	0	0	0	-5	41
Utilities	8	-3	0	0	5	123
Construction	89	-4	-26	-1	58	14431
Manufacturing	146	-94	-34	-9	9	4798
Wholesale trade	29	-21	-42	-13	-47	5967
Retail trade	335	-47	-69	-10	209	9604
Transportation and warehousing	3102	125	17	-7	3237	39163
Information and cultural industries	36	-6	-11	-9	10	1624
Finance and insurance	-95	3	-6	-1	-99	7829
Real estate and rental and leasing	2531	9	2	-1	2541	28216
Professional, scientific and technical services	984	183	10	-3	1174	24836
Management of companies and enterprises	-51	3	-13	10	-51	1275
Administrative and support	214	-75	-11	-19	109	7166
Educational services	52	29	-15	-2	64	1787
Health care and social assistance	257	248	-48	0	457	8811
Arts, entertainment and recreation	78	-15	-8	-9	46	1370
Accommodation and food services	267	101	-171	-16	181	4183
Other services	173	-83	-33	-5	52	9635
Public administration	-1	-1	1	1	0	32
NET TOTAL CHANGES, 2020-21	8148	326	-457	-94	7923	171423
NET TOTAL CHANGES, 2019-20	1929	899	52	-1	2879	

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

Amidst this gloom, there were some industries which saw large increases in the number of firms, led by increases in firms with zero employees, but often also in the 1-4 employee category. Three industries stand out: Transportation & Warehousing; Real Estate & Rental and Leasing; and Professional, Scientific & Technical Services. In each of these industries, one sub-sector was responsible for a major portion of the gain. These subsectors are highlighted in *Table 6*, which shows the increase for each of these subsectors, showing the figures for firms with zero employees over 2019, 2020 and 2021, so that the baseline is pre-COVID 2019 figures. Those subsectors were:

- General long-distance freight trucking
- Landlords of residential dwellings
- Computer system design and related services

Table 6

Increases in the number of firms with zero employees, select subsectors, Peel, June 2019, June 2020 and June 2021
(the number for each industry represents its NAICS code)

Industry	2019	2020	2021
484121 - General freight trucking, long distance, truck-load	5483	5879	7048
531111 - Lessors of residential buildings and dwellings (except social housing projects)	11616	13441	15504
541514 - Computer systems design and related services (except video game design and development)	5039	5038	5455

Statistics Canada, Canadian Business Counts, June 2019, June 2020 and June 2021

There were also notable increases among zero and 1-4 employee establishments in the Health Care & Social Assistance sector, partly off-set by a decline among firms with 20-99 firms.

Halton. Similar to Peel, across the 40 cells with 20 or more employees, 28 of those cells show a decline in the number of firms. Three industries experienced declines across all employee size categories: Construction; Manufacturing; and Administrative & Support Services. Finance & Insurance more or less falls into this category as well, with no increases in any category. Large declines among firms with 20 or more employees occurred in Accommodation & Food Services, as well as Retail Trade, although these were partly off set by large increases in the zero and 1-4 employee categories.

As with Peel, there were also industries which experienced large increases in the total number of firms, driven primarily by significant growth among firms with zero or 1-4 employees. These included:

> Real Estate & Rental and Leasing (almost entirely as a result in the increase of solo operator landlords of residential dwellings)
>
> Professional, Scientific & Technical Services (largely as a result of increases among solo firms in computer system design and related services)
>
> Transportation & Warehousing (moderate increases among zero employees firms in several categories, including local freight trucking, long-distance freight trucking, taxi services, other transit and ground passenger transportation, and local messengers and local delivery; as well, there was an increase of seven firms with 100 or more employees)
>
> Health Care & Social Assistance (entirely due to increases in the number of ambulatory health care services, especially physicians' offices)

Table 7 Next Page

Table 7	Change In The Number Of Employers, By Industry And By Firm Size, June 2020 To June 2021					
Industry	Firm Size					Total number of firms June-21
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	2	-10	3	-3	-8	452
Mining and oil and gas extraction	7	-1	1	0	7	60
Utilities	10	2	-1	1	12	99
Construction	-55	-10	-9	-1	-75	5569
Manufacturing	-5	-6	-8	-7	-26	1613
Wholesale trade	24	-16	-10	-6	-8	2285
Retail trade	130	32	-43	-12	107	4270
Transportation and warehousing	244	-25	-4	7	222	3521
Information and cultural industries	-21	-1	3	-3	-22	908
Finance and insurance	-86	0	-7	-1	-94	4627
Real estate and rental and leasing	1076	4	-1	0	1079	13343
Professional, scientific and technical services	464	150	4	-1	617	13062
Management of companies and enterprises	-25	7	-1	0	-19	851
Administrative and support	-1	-28	-1	-6	-36	2787
Educational services	82	-8	-7	-1	66	964
Health care and social assistance	121	125	-14	-3	229	5598
Arts, entertainment and recreation	-20	5	-18	-8	-41	1019
Accommodation and food services	101	42	-97	-10	36	1617
Other services	28	-60	-2	-3	-37	3769
Public administration	-1	2	0	0	1	16
NET TOTAL CHANGES, 2020-21	2075	204	-212	-57	2010	66430
NET TOTAL CHANGES, 2019-20	337	308	30	8	683	

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

Overall, both Peel and Halton registered significant declines in the number of businesses with 20 or more employees between June 2020 and June 2021, and in each instance the biggest decline was within the Accommodation & Food Services sector, as would have been expected, given which industries were most affected by the pandemic. This also corresponds to the earlier analysis profiling the business openings and closures data in the Toronto CMA and the rest of Ontario.

Profile Of Peel & Halton Population

Population

Every five years, Statistics Canada administers a census for the entire country, collecting a vast array of data regarding our population and its demographic characteristics. The most recent census was carried out in 2021 and the first set of data has been released, just in time for our Local Labour Market Report. This initial release provides information on population counts.

Between 2016 and 2021, the Ontario population grew by 5.8%, a larger increase than that experienced between the previous censuses (4.6% increase between 2011 and 2016). Halton grew at a faster pace than the Ontario average, while Peel's growth was just slightly below the Ontario average. Both Peel and Halton grew at a slightly lower rate compared to the growth which took place between 2011 and 2016 *(Table 1)*.

Table 1
Population count and change, Peel, Halton and Ontario, 2016-2021 and 2011-2016

	Population			Percent Change	
	2021	2016	Change	2016-2021	2011-2016
Ontario	14,223,942	13,448,494	775,448	5.8%	4.6%
Peel	1,451,022	1,381,739	69,283	5.0%	6.5%
Halton	596,637	548,435	48,202	8.8%	9.3%

Statistics Canada, Table 98-10-0004-01

Tables 2 and 3 present the population data for each of the municipalities in Peel and Halton. In Peel *(Table 2)*, the population in Mississauga actually shrank by a very small percentage (minus 0.5%). Brampton's growth between 2016-2021 was 10.6%, very close to its growth rate of 11.4% between 2011-2016, while Caledon's recent growth of 15.2% was higher than that between 2011-2016 (11.8%).

Table 2

Population count and change, Peel municipalities, 2016-2021 and 2011-2016

	Population			Percent Change	
	2021	2016	Change	2016-2021	2011-2016
Mississauga	717,961	721,599	-3,638	-0.5%	1.1%
Brampton	656,480	593,638	62,842	10.6%	11.4%
Caledon	76,581	66,502	10,079	15.2%	11.8%

Statistics Canada, Table 98-10-0004-01

In Halton *(Table 3)*, Milton continued its rapid growth rate at 20.7%, adding over 22,000 more residents, though this was a smaller percentage growth rate than the 30.5% registered between 2011-2016. Oakville also had a large population increase, adding almost 20,000 more residents for a growth rate of 10.3%, a much larger increase compared to the 6.2% rate between 2011-2016. Both Burlington and Halton Hills had much more modest increases, and in both municipalities their recent growth rate was lower than what took place between 2011-2016.

Table 3

Population count and change, Halton municipalities, 2016-2021 and 2011-2016

	Population			Percent Change	
	2021	2016	Change	2016-2021	2011-2016
Oakville	213,759	193,832	19,927	10.3%	6.2%
Burlington	186,948	183,314	3,634	2.0%	4.3%
Milton	132,979	110,128	22,851	20.7%	30.5%
Halton Hills	62,951	61,161	1,790	2.9%	3.6%

Statistics Canada, Table 98-10-0004-01

Overview Of Labour Market

Last year, when we produced our analysis of the local labour market, we noted how the impact of the COVID pandemic and the resulting lockdowns represented an unprecedented event, for individuals, for businesses and for the economy as a whole. A year later, we are still dealing with the aftermath of this upheaval. This overview of the labour market data aims to describe what has happened, to provide some perspective on employment and how individuals, industries and occupations have been affected.

For basic unemployment data, there is Statistics Canada monthly Labour Force Survey data. For more detailed labour force characteristics and employment data by gender, age, industry or occupation at a regional or local level, the data which is available relies on three-month moving averages. Because it is a survey and has a limited sample size, for smaller geographies Statistics Canada makes the Labour Force Survey sample more robust by averaging the results across three months. With a three-month moving average, the reported figure for May is the average of the data for March, April and May. A three-month moving average will therefore have a time delay in terms of the impact of changes in any given month and it will also dampen the impact of any given month because that month's numbers are averaged with two other months. These are caveats to keep in mind when reviewing the following data, some of which relies on three-month moving averages.

The data in this report includes Labour Force Survey data for January 2022. The Labour Force Survey data for December 2021 would have been collected between December 5 and 11, 2021, which is before the point when the impact of the Omicron variant would have been felt in the labour market. Thus, the January 2022 data is the first evidence of the impact of Omicron on the labour market.

The first part of this analysis presents provincial data, including variables which are only available at a provincial level. The next set of data provides data at a regional and local level, where it is available.

Provincial Data: Monthly Unemployment Rate

Table 1 provides the monthly unemployment rates for the Toronto Census Metropolitan Area (CMA)[2] and for the Rest of Ontario minus the Toronto CMA numbers, illustrating the broad provincial unemployment trends over the last 25 months. On many labour market issues, the Toronto CMA is distinct from the Rest of Ontario, and this was certainly the case during the COVID period, when restrictions were in place longer in the City of Toronto and Peel Region than in most other parts of the province.

[2] The Toronto CMA encompasses the City of Toronto, York Region, Peel Region, all of Halton Region except Burlington, a portion of Durham Region (Pickering, Ajax and Uxbridge), together with New Tecumseth and Bradford West Gwillimbury (Simcoe County) and Mono (Dufferin County). The Toronto CMA accounts for almost half (47%) of Ontario's labour force.

Chart 1 illustrates the *Table 1* data and includes the Ontario unemployment rates as well. If one were only to focus on the Ontario data, one would miss the dynamics that played out somewhat differently between the Toronto CMA and the Rest of Ontario. Before the pandemic, the unemployment rate in the Toronto CMA was slightly lower than that in the Rest of Ontario. When the pandemic hit, the unemployment rate climbed considerably higher in the Toronto CMA, and while the unemployment rates in the two areas usually moved along the same trend, the gap between the Toronto CMA and the rest of the province increased to as much as five percentage points. In the last five months or so, the difference in the rates has remained between 1.4 and 2.1 percentage points higher in the Toronto CMA.

Table 1

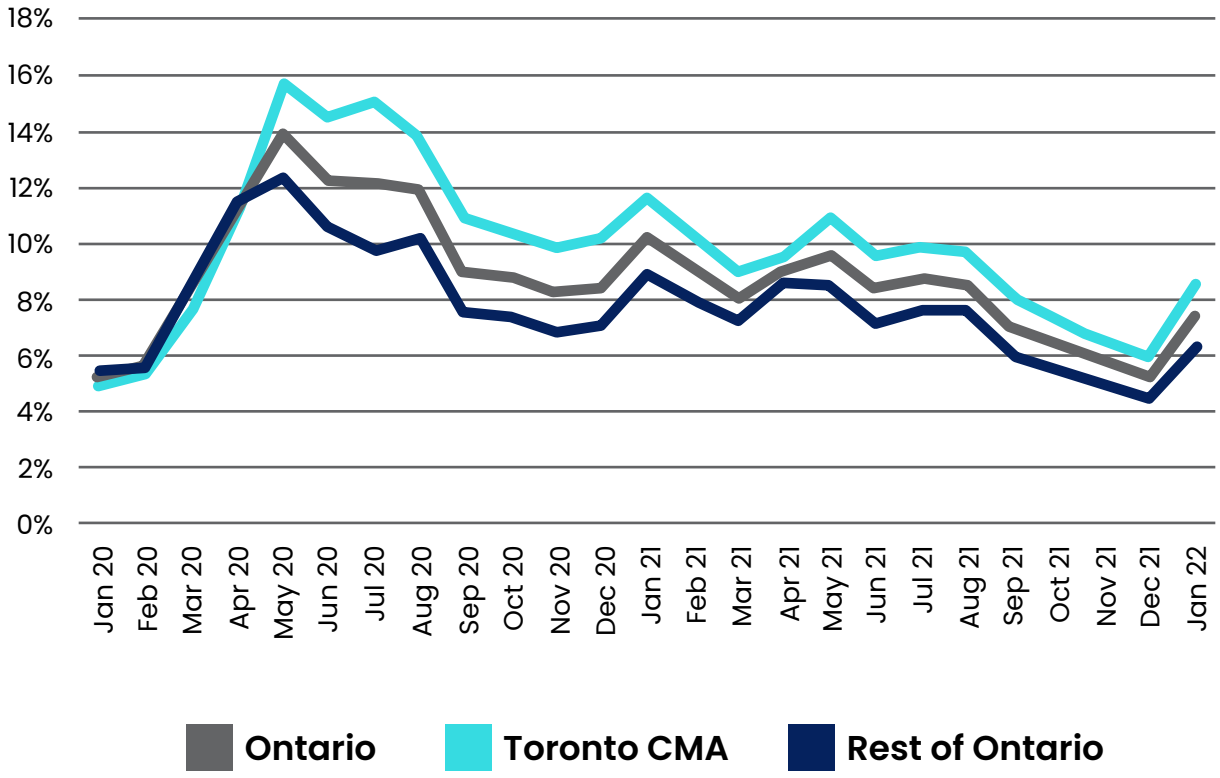
Monthly unemployment rates, Toronto CMA and the Rest of Ontario, 2020, 2021 and January 2022 (seasonally unadjusted)

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
2020	**Rest of Ontario**											
	5.5%	5.6%	8.3%	11.5%	12.3%	10.5%	9.8%	10.2%	7.6%	7.4%	6.9%	7.1%
	Toronto CMA											
	5.0%	5.4%	7.6%	11.1%	15.8%	14.5%	15.0%	13.8%	10.9%	10.4%	9.9%	10.2%
2021	**Rest of Ontario**											
	8.9%	8.0%	7.4%	8.6%	8.5%	7.2%	7.6%	7.7%	6.0%	5.5%	5.1%	4.6%
	Toronto CMA											
	11.6%	10.3%	9.0%	9.6%	10.9%	9.6%	9.9%	9.7%	8.1%	7.4%	6.5%	6.0%
2022	**Rest of Ontario**											
	6.3%											
	Toronto CMA											
	8.5%											

Statistics Canada, Table 14-10-0017-01 and Table 14-10-0383-01

Chart 1

Monthly unemployment rates, Ontario, Toronto CMA and the rest of Ontario, 2020, 2021 and 2022



Statistics Canada, Table 14-10-0017-01 and Table 14-10-0383-01

In January 2022, the unemployment rate shot up again in all areas, because of the lockdowns resulting from Omicron.

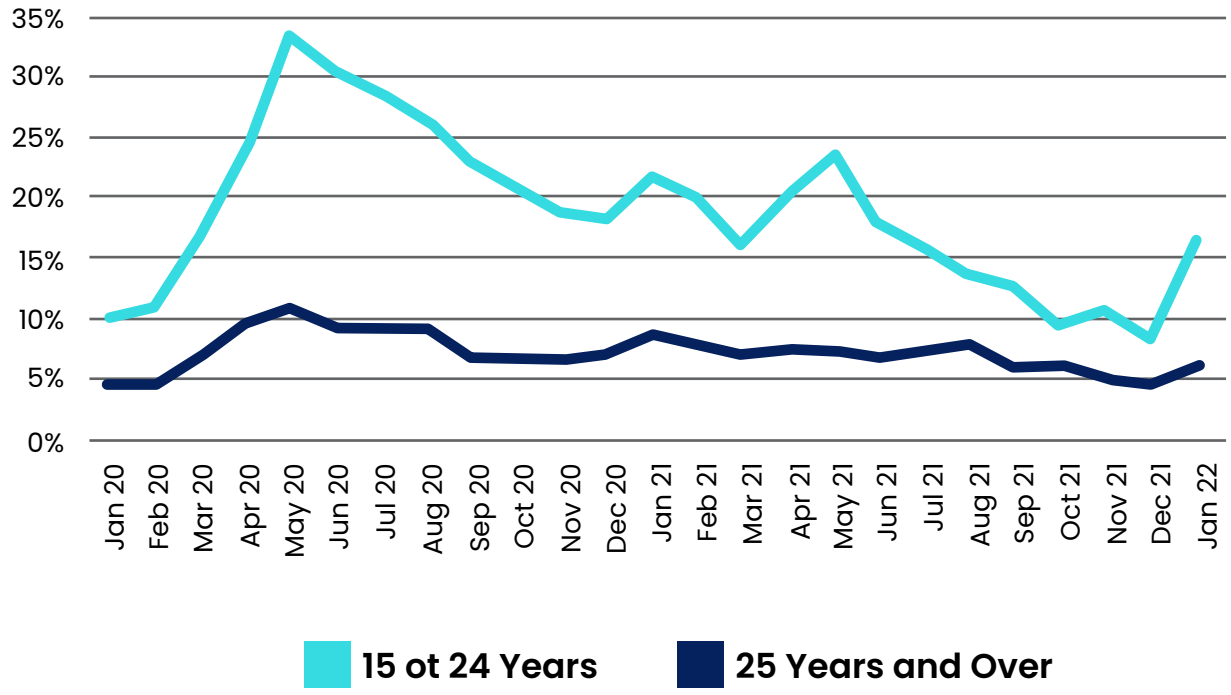
The grey line in *Chart 1* shows the Ontario data, whereas the two areas (the rest of Ontario and the Toronto CMA) had quite different levels of unemployment through much of this period.

Provincial Data: Unemployment Rate by Age

Chart 2 shows the unemployment rate for youth (15-24 years old) and adults (25 years and older) for Ontario over the last 25 months. As is very evident, youth experienced far higher unemployment rates during the initial stage of the pandemic. While historically the youth unemployment rate is usually twice that of adults, there were several months during the pandemic when the youth unemployment rate was three times that of adults. The youth unemployment rate peaked at 33.2% in May 2020. Over time, the unemployment rate for both youth and adults had been steady dropping and, in December 2021, the youth unemployment rate was 8.4%, lower than it was in January 2020 (10.2%). Then, with the impact of Omicron, the youth unemployment rate shot up again to 16.4% in January 2022, 2.7 times the adult unemployment rate of 6.0%.

Chart 2

Monthly unemployment rate for youth and adults, Ontario, January 2020-January 2022



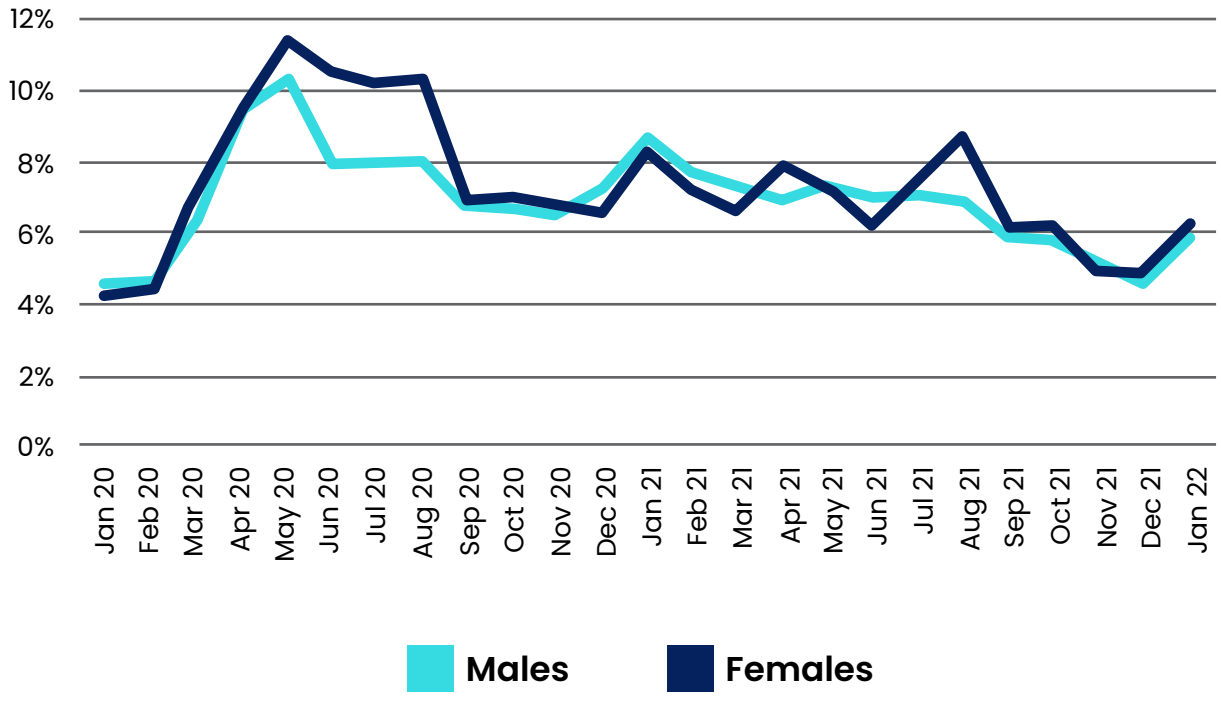
Statistics Canada, Table 14-10-0017-01

Provincial Data: Unemployment Rate by Gender

The unemployment rate was also experienced differently by gender, but not nearly in as stark a contrast as by age. *Chart 3* illustrates the monthly unemployment rate for adults (25 years and older) by gender. In the early stages of the pandemic, females had an unemployment rate that was around two percentage points higher than that for males, but then the two unemployment rates more or less trended in tandem. It was also the case that the participation rate dropped more sharply for females than for males, but this also was more pronounced at the beginning of the pandemic, although the gap between the male and female participation rates is still slightly wider in January 2022 than it was in January 2020. (The participation rate is the proportion of the population over 15 years of age who are in the labour force, that is, either employed or actively looking for employment.)

Chart 3

Monthly unemployment rate for adult males and females (aged 25 years and older), Ontario, January 2020-january 2022



Statistics Canada, Table 14-10-0017-01

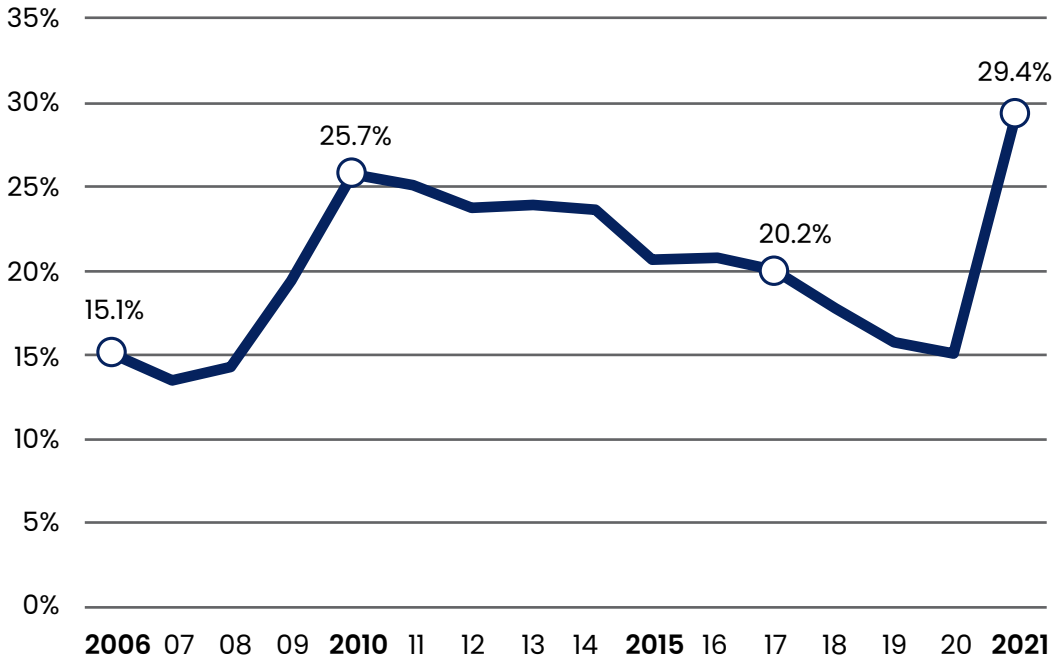
Provincial Data: Long-Term Unemployment (More Than Six Months)

Any recession will not only increase unemployment, but it will also enlarge the proportion of the unemployed who stay unemployed for a longer period. This certainly has been the case with this current pandemic. *Chart 4* illustrates the percentage of unemployed residents in Ontario who have been unemployed for more than six months. The data goes back to 2006, when the proportion of long-term unemployed was 15.1%, before the previous 2008 recession. After the 2008 recession, the proportion of the unemployed who had been without a job for more than six months rose to 25.7% in 2010, and then declined very slowly, still at very high 20.2% even seven years later in 2017.

During the current pandemic, long-term unemployment has also risen, reaching 29.4% in 2021. *Chart 5* shows the dynamics of that rise, month by month. The blue columns show the total number of unemployed for each month, measured by the scale on the left. Unemployment peaked in May 2020, affecting almost one million Ontario residents (971,000). The number of long-term unemployed (the orange column) was initially rising slowly, because the pandemic struck so suddenly. As a result, the percentage of long-term unemployed at first dropped (the red line, measured by the scale on the right), falling to 6.4% in May 2020. But as the number of long-term unemployed increased and the total number of unemployed started decreasing, the percentage of long-term unemployed shot up dramatically, reaching 33.9% in March 2021, finishing off the year at 25.63% in December. When Omicron hit, the number of total unemployed increased suddenly again, and so the percentage of long-term unemployed declined to 19.4% in January 2022. But we know from the previous trend that as the total number of unemployed starts declining, the percentage of long-term unemployed will increase again.

Chart 4

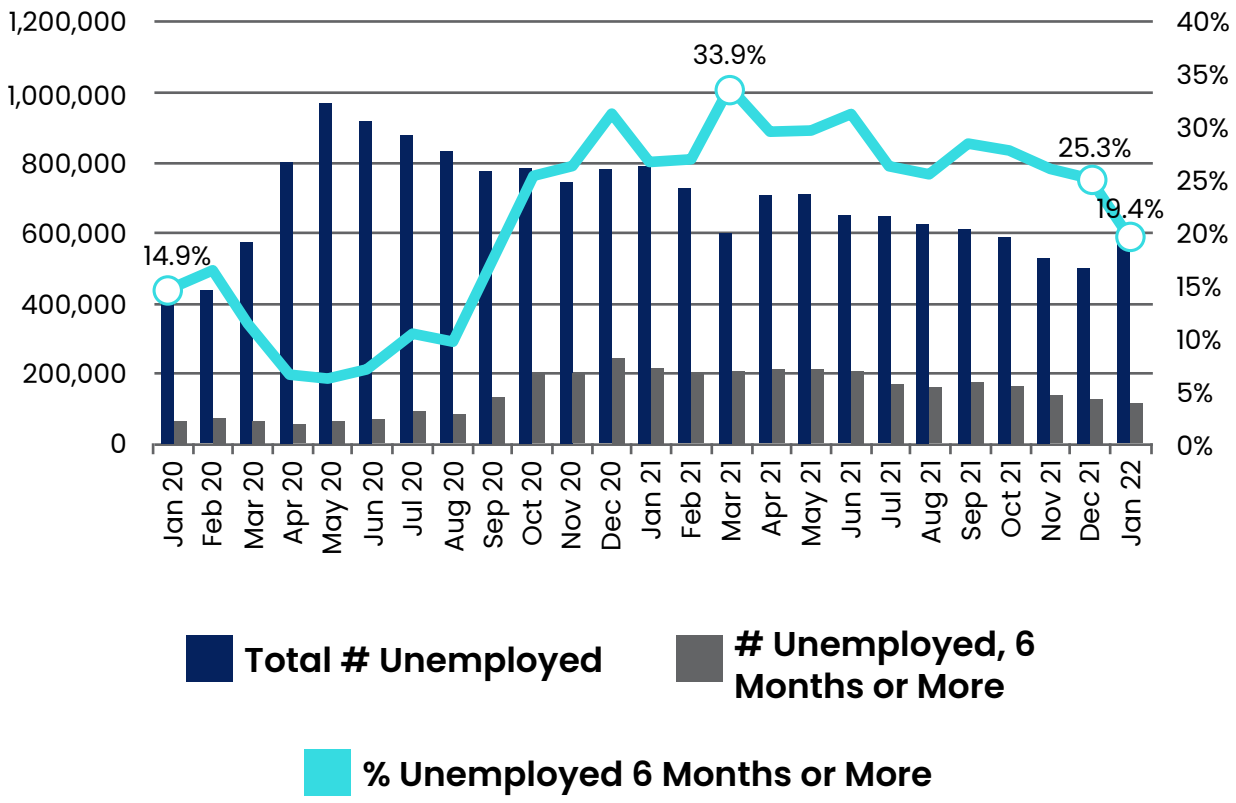
Annual proportion of unemployed who are unemployed for more than six months, Ontario,2006-2021



Statistics Canada, Table 14-10-0017-01

Chart 5

Monthly proportion of unemployed who are unemployed for more than six months, Ontario, January 2020 – December 2021



Statistics Canada, Table 14-10-0017-01

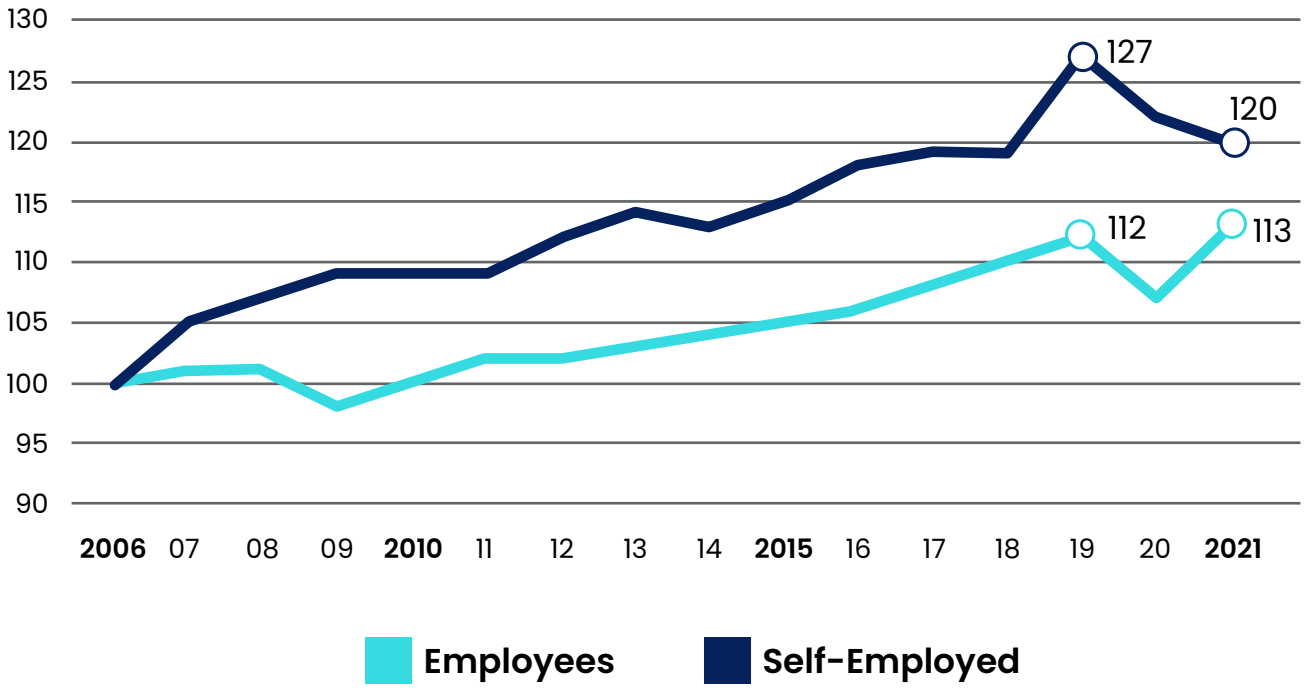
Those who are unemployed for a longer period of time have a harder time getting hired, in part because their skills fall out of use and in part because employers sometimes assume that this longer period of unemployment is a reflection of a job candidate's employability. It is important that special attention be paid to the longer-term unemployed by employment services providers, including convincing employers that their circumstances are in most cases the unlucky consequence of a recession.

Provincial Data: Self-Employed

Over the last 15 years, self-employment has been growing at a greater rate than the number of persons who are employees. In 2006, self-employed individuals represented 14.3% of all employment in Ontario, while by 2019 that share was 15.9%. *Chart 6* compares the changing levels of employment among the self-employed and employees using the following approach: the employment number in 2006 for each category is given a value of 100 and each subsequent year's data is expressed in relation to that 2006 number. Thus, a figure of 105 indicates the number is 5% larger than what was present in 2006, while a figure of 93 indicates that the figure is 7% lower than the 2006 number. In this way, *Chart 6* shows the relative change in employment for each of the self-employed and employees.

Chart 6

Relative growth of self-employed and employees, Ontario, 2006-2021



Statistics Canada, Table 14-10-0027-01

By 2019, the number of self-employed workers was 27% higher than it had been in 2006, whereas the number of employed workers had only risen by 12%. With the onset of the pandemic, employment fell in both categories, but in 2021, something curious happened: the number of employees rebounded to slightly above the level in 2019, whereas the number of self-employed continued to drop.

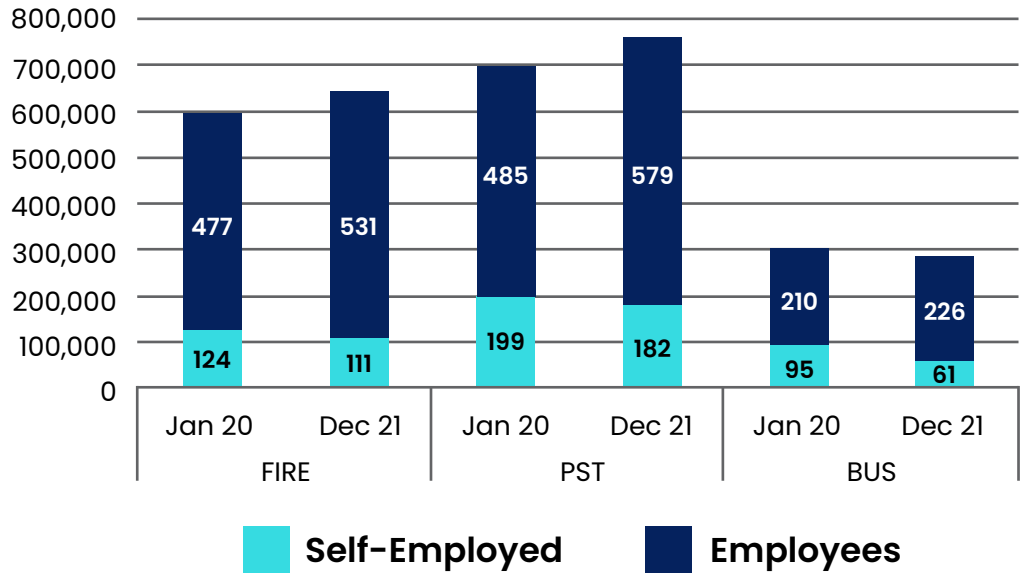
When the data is examined further, one finds that this phenomenon was primarily the consequence of dynamics taking place within three industry sectors. *Chart 7* illustrates the changes, using the following abbreviations for these industries:

FIRE	Finance, Insurance, Real Estate, Rental and Leasing
PST	Professional, Scientific and Technical Services
BUS	Business, Building and Other Support Services

Between January 2020 and December 2021, the net decline in the number of self-employed workers in Ontario was 70,100, and these three industries had a combined loss during that period of 64,800, almost as large as the entire net loss. Yet all three industries experienced healthy growth in the number of employees during this same period. It is plausible that some portion of the self-employed shifted into employee roles in the same industry, however, the available data does not provide us with an ability to examine this possibility.

Chart 7

Number of employees and self-employed by select industries, Ontario January 2020 and December 2021



Statistics Canada, Table 14-10-0026-01

Provincial Data: Full-Time & Part-Time Employment

Occupations requiring a high school diploma or less often involve a higher proportion of part-time jobs. Comparing the employment levels between full-time and part-time jobs highlights just how much greater was the impact of the pandemic on part-time jobs. *Chart 8* compares levels of employment in these categories; the number of jobs in each category in January 2020 is given a value of 100.

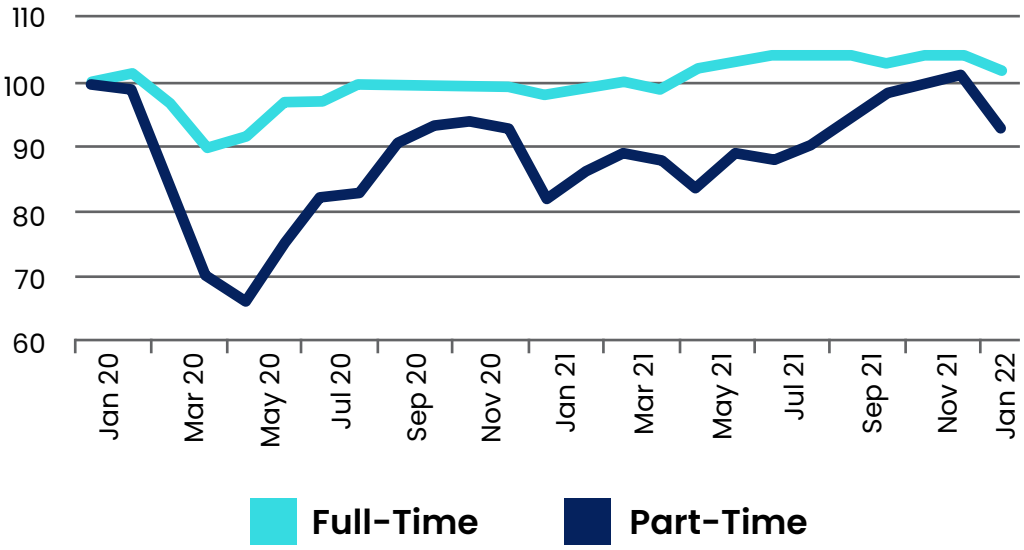


Chart 8

Monthly number of part-time and full-time jobs, Ontario, January 2020 to January 2022 (January 2020 = 100)

Statistics Canada, Table 14-10-0050-01

In April 2020, the number of full-time jobs dropped to 90% of their January 2020 level, while in May 2020, part-time jobs bottomed out at 66% of their January 2020 number. Full-time jobs recovered relatively quickly, by December 2021 climbing to 4% above the level before the pandemic. Part-time jobs took much longer to recover, experiencing another drop in employment in January 2021, and only in December 2021 finally surpassing by 1% the January 2020 figures. Then, when Omicron hit, the drop was much greater for part-time jobs, falling to 93 in January 2022, a much greater drop than the slide to 102 for full-time jobs.

Local Data: Unemployment Rate

Both Peel and Halton Regions purchase customized Labour Force Survey data for their areas and this section relies on data which they have provided for the purpose of this report. This data will profile the unemployment rate for two age categories:

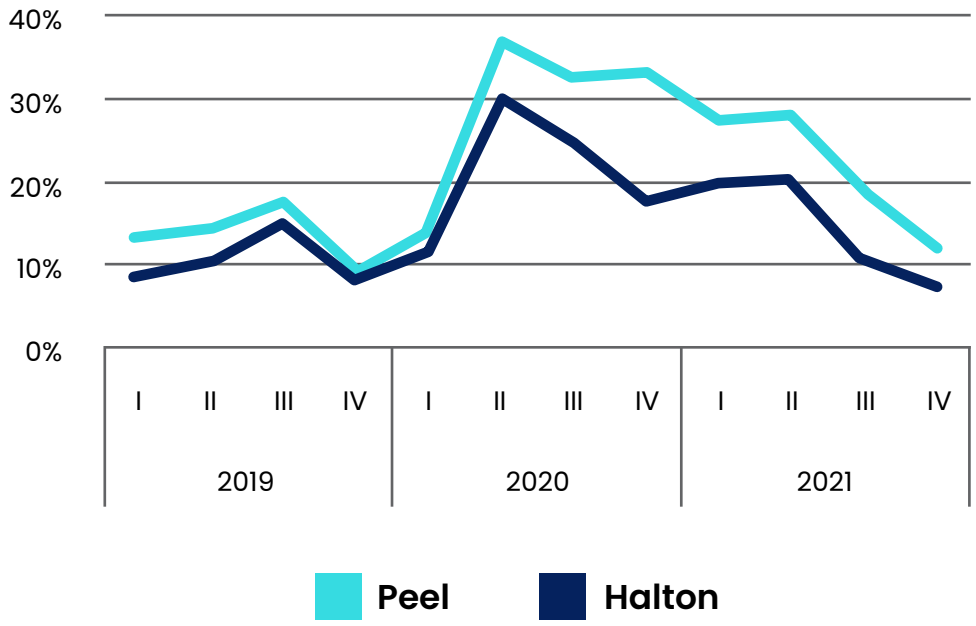
- Youth (agreed 15-24 years old) *(Chart 9)*
- Core working age adults (25-64 years old) *(Chart 10)*

This data is provided by quarter (I: January to March; II: April to June; III: July to September; IV: October to December).

The unemployment rate for Peel residents is typically somewhat higher than that for Halton residents. In the case of youth, that gap is relatively small in the second half of 2019 and stays small during the initial stage of the pandemic. In the second quarter of 2020, the youth unemployment rates shot up dramatically, to 36.5% in Peel and to 29.7% in Halton. In the latter part of the year, however, the gap between Peel and Halton was very wide: in the fourth quarter, the youth unemployment rate stood at 33.1% while in Halton it had fallen to 17.9%. By the fourth quarter of 2021, the unemployment rates in both area fell back to levels similar to where they had been in the fourth quarter in 2019: Peel (12.1%) and Halton (7.5).

Chart 9

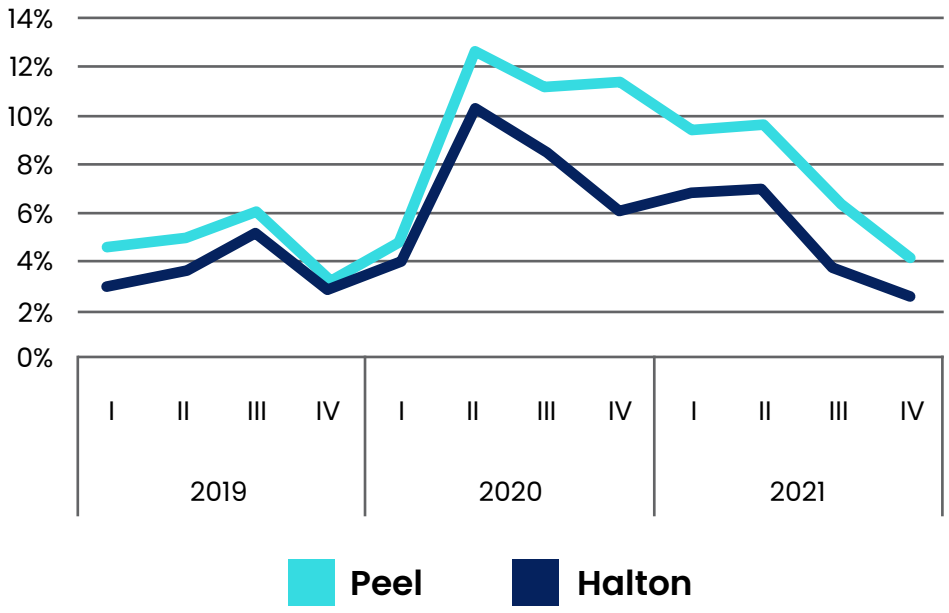
Unemployment rate for youth aged 15-24 years old, by quarter, 2019 to 2021



Customized Labour Force Survey data provided by Peel and Halton Regions

Chart 10

Unemployment rate for core working age adults aged 25-64 years old, by quarter, 2019 to 2021



Customized Labour Force Survey data provided by Peel and Halton Regions

The difference between the unemployment rate for core working age adults in Peel and Halton also narrowed significantly at the start of the pandemic (Note that the vertical scale for *Charts 9 and 10* are much different because of how high the youth unemployment rate reached). The comparative difference between the two rates stayed lower through much of the pandemic, but in the last two quarters that gap widened to previous ratios. In the fourth quarter of 2021, the Peel rate stood at 6.5%, more than double to rate of 2.5% in Halton. One possible explanation is that more Peel residents worked in essential occupations which did not incur as high a level of unemployment and so the unemployment rate gap narrowed with Halton residents, but as the recovery took hold, and as more employment was added among jobs with a university degree, Halton residents benefited more.

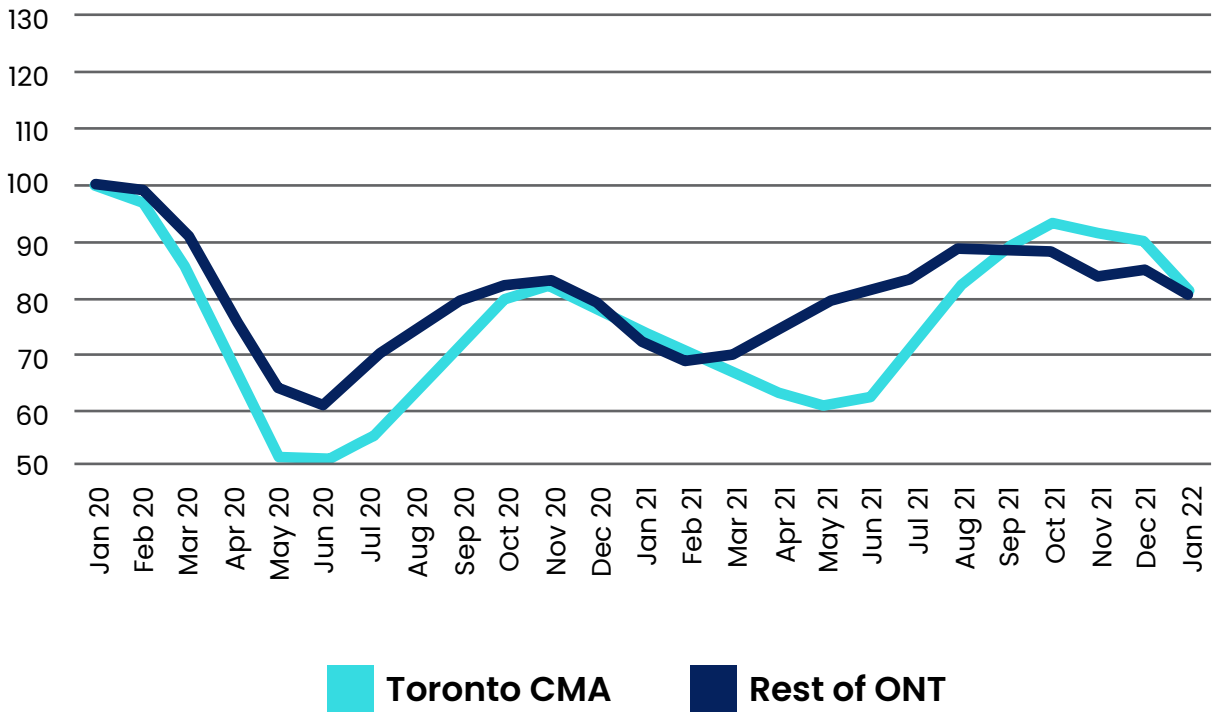
Regional Data: Employment by Industry

Statistics Canada also provides employment data by industry in the three-month moving average format. This data is only available at the level of the Toronto CMA, not at the level of either Peel or Halton Regions. The Peel and Halton labour force represents approximately 30% of the labour force in the Toronto CMA.

Each of the following charts examines a specific industry and shows its employment trend since the pandemic began. Two areas will be presented, the Toronto CMA and the Rest of Ontario (the Ontario figures minus the Toronto CMA numbers). The employment level at January 2020 is given a value of 100 and each subsequent month is given a value in relation to that 100. The data being relied upon is three-month moving average data.

Chart 11

Change in employment, Accommodation and Food Services, three-month moving average, Toronto CMA and Rest of Ontario, January 2020 to January 2022 (January 2020 = 100)



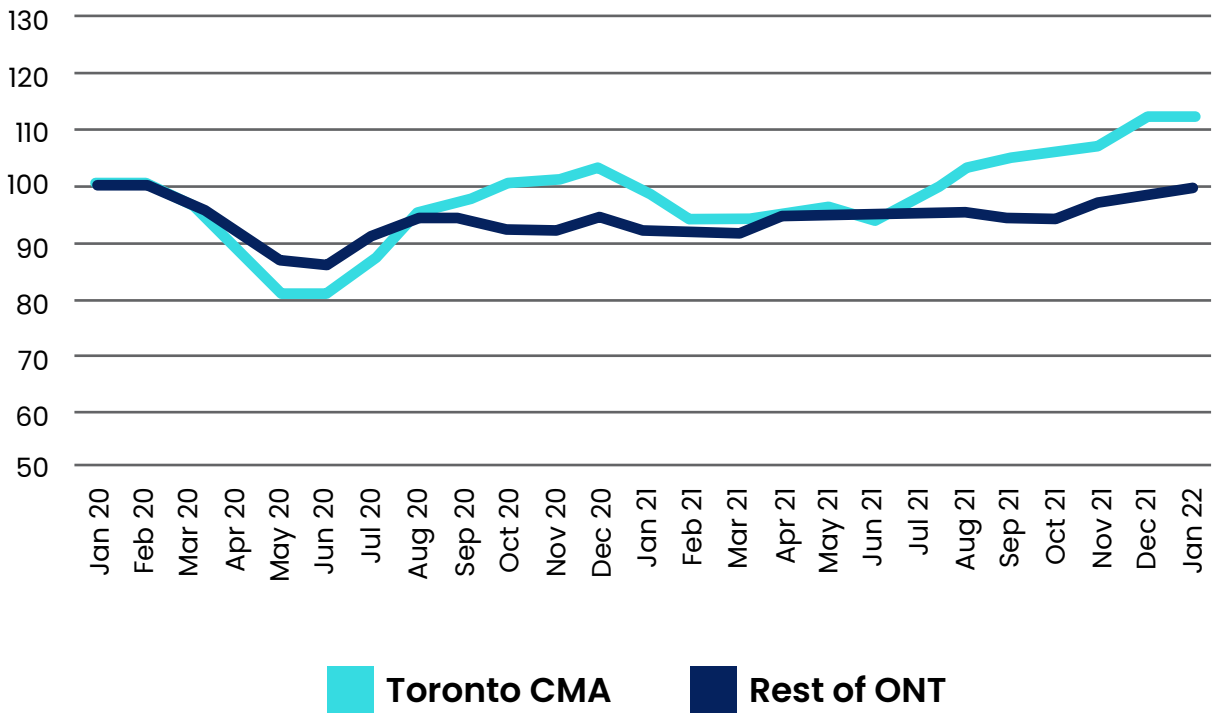
Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

Chart 11 focuses on the industry which was generally hardest hit during the pandemic, Accommodation and Food Services. The decline in this industry was more severe in the Toronto CMA, dropping to 50 in June 2020 (that is, employment in this industry was cut by half). In the Rest of Ontario, the figure dropped to 61 in June 2020, a 39% decline in the employment level. There was only a slight recovery (reaching 82-83 in November 2020), then another decline with the second lockdown, once again deeper and longer in the Toronto CMA. The recovery after this was only slightly better, then Omicron pushed employment back down to 81 in January 2022, 19% below where employment had stood in January 2020. The pandemic has had a sustained, devastating impact on employment in this sector.

Chart 12 illustrates the Wholesale and Retail Trade sector: Retail Trade had non-essential stores closed during lockdowns while essential stores thrived, while Wholesale Trade represented the logistics of managing the supply chain.

Chart 12

Change in employment, Wholesale and Retail Trade, three-month moving average, Toronto CMA and Rest of Ontario, January 2020 to January 2022 (January 2020 = 100)



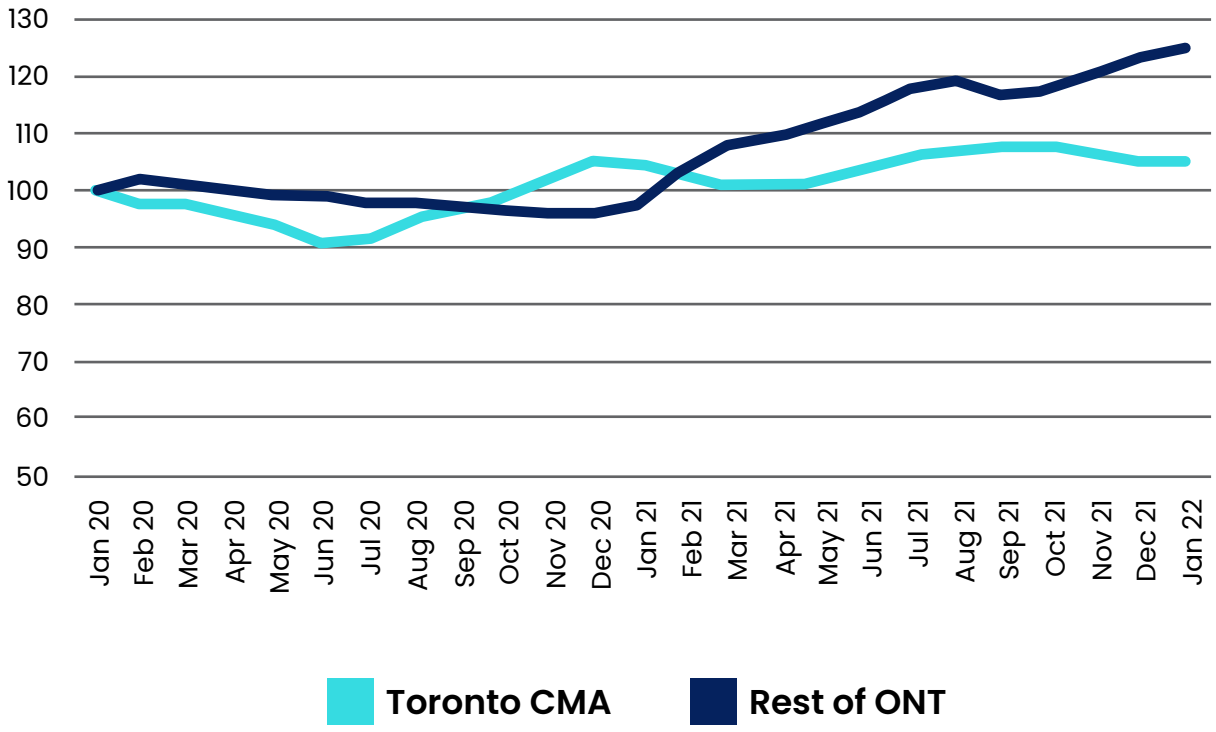
Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

The Wholesale and Retail Trade sector in the Toronto CMA had a considerable drop in employment at the start of the pandemic (down to 81 in May and June 2020), but it recovered in the fall, then experienced a smaller decline during the second lockdown. By late summer of 2021, the recovery resumed and employment climbed to 112 in December 2021 and January 2022, 12% higher employment levels than what was present in January 2020. In the Rest of Ontario, the initial decline was not as severe, but employment afterwards plateaued for over a year at the 92 to 94 level, only recently starting to rise again, reaching 99 in January 2022 (that is, almost at the level where it stood in January 2020). In short, the Wholesale and Retail Trade sector had a stronger recovery in the Toronto CMA than in the Rest of Ontario.

Chart 13 profiles the Professional, Scientific and Technical Services, which largely representing various professional firms such as law offices, accounting firms, engineering firms, IT consulting companies and management consulting firms. A large portion of jobs in these firms require a university degree and it should not be surprising to find that this sector performed relatively well through the pandemic.

Chart 13

Change in employment, Professional, Scientific & Technical Services, three-month moving average, Toronto CMA and Rest of Ontario, January 2020 to January 2022 (January 2020 = 100)



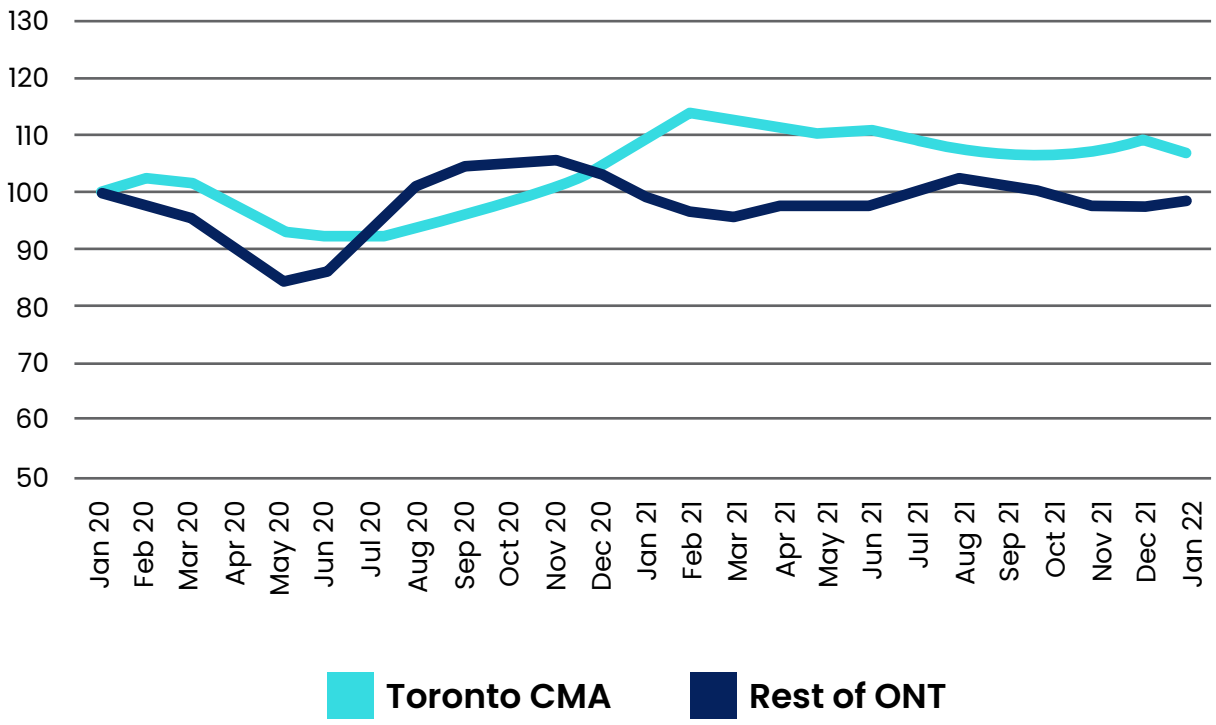
Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

The Professional, Scientific and Technical Services sector in the Toronto CMA declined to 91 in June 2020, a 9% decline in employment, whereas in the Rest of Ontario it bottomed out at 96 in November and December 2020, a very shallow dip. Both areas saw employment recover and in the Rest of Ontario, the employment ratio rose to 125 by January 2022, a 25% increase in employment. In the Toronto CMA, the increase was not as stark but still positive, at 105 in January 2022.

It was not only sectors with a larger proportion of university jobs that performed well in the Toronto CMA during the pandemic. *Chart 14* illustrates the employment trend in Manufacturing. The employment trend for Manufacturing in the Toronto CMA as illustrated in *Chart 14* is not that dissimilar to the trendline for Professional, Scientific and Technical Services in *Chart 13*: an initial dip, then recovery and settling into a band between 107 and 111 for the last eight months or so, in proportionate terms doing better than Manufacturing in the Rest of Ontario.

Chart 14

Change in employment, Manufacturing, three-month moving average, Toronto CMA and Rest of Ontario, January 2020 to January 2022 (January 2020 = 100)



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

The purpose of these several charts is to highlight that different industries were affected by the pandemic in different ways, and those impacts were also felt differently depending on the location of the industry.

Highlights From Employer Survey 2021

Last year, the Peel Halton employer survey explored how businesses and organizations were coping with the lockdowns and the shift to remote work. This year, the major focus of the employer survey has been about emerging from the lockdowns and the view of labour market issues during this period of recovery, tentative as it may seem at times.
This 11th annual survey of employers carried out by the Peel Halton Workforce Development Group attracted 700 employers, with an average response of 490 answers per question, from a cross-section of employers in Peel and Halton Regions, as well as from the surrounding Greater Toronto Area. The survey sample of employers was skewed toward larger employers, with approximately 7% of Peel and Halton employers with 100 or more employees responding to the survey. The survey was carried out between the end of August and the beginning of October 2021.

During the lockdown periods, almost half of employers experienced some decrease in their employment levels; slightly more than a third held employment steady, and almost a fifth increased employment. The smaller the firm, the more likely they were to experience a decrease in employment. The largest decreases by industry were among Accommodation & Food Services/ Retail Trade, Other Services and Educational Services. Among sectors where 20% or more of employers reported employment increases were:

Construction
Health Care & Social Assistance
Manufacturing
Professional, Scientific & Technical Services
Transportation & Warehousing

Since the lifting of the lockdowns, most employers indicated there has been no change in their levels of employment, but for those reporting a change, the balance tilts towards an increase in employment, particularly among low-skilled occupations. When asked about their hiring intentions for the coming three months, almost half of employers expect an increased number of hires among all skill-level occupations, but especially among low-skilled and mid-skilled. Almost one fifth of employers say they do not know or cannot predict what their hiring intentions will be in the coming three months.

On the issue of skills, employers generally feel that their current employees require upskilling (that is, raising the level of their skills), whereas job candidates require both upskilling and reskilling (new skills). While employers may feel that their current employees also require reskilling, this sentiment is not as pronounced as for the other categories mentioned.

When it comes to specific skill expectations in relation to current job candidates, employers are particularly concerned with the following:

- Employability skills (punctuality, taking direction, reliability)
- Technical/vocational skills that are specific to the occupation they are being hired for
- Working independently (problem-solving, taking the initiative, self-directed)
- Leadership skills (the ability to supervise, manage and motivate workers in the post-pandemic environment)

On the topic of digital skills, a large proportion of employers expect job candidates to be adept in using basic office software (59% of employers said this was an absolutely requirement), while a third of employers felt that a facility with mobile apps and handheld devices, as well as skills relating to virtual meeting platforms, were an absolute requirement.

The most common workforce strategy that employers relied upon in response to the lockdown was to have employees work from home (also known as remote work). Prior to the pandemic, the vast majority of employers said that their employees usually did not work from home. During the pandemic, almost half of employers said that their non-essential employees worked from home 80% or more of the time. Looking to a post-pandemic future, around one third of employers expect that employees will work from home 30% to 70% of the time.

The experience of the pandemic and its impact on future expectations for working from home play out very differently depending on the size of the establishment and on the industry. Among employers with over 100 employees, a significant majority expect a hybrid model for location of work in the future, with 59% expecting that their employees will be working 30% to 70% of the time from home. Similarly, employers in Professional, Scientific & Technical Services and the Wholesale Trade sectors are more likely to predict a hybrid model for location of work for their employees.

That being said, employers were more likely to express concerns about remote work, as opposed to identifying benefits. Their biggest concern was maintaining a team spirit and a corporate culture and, to a slightly lesser extent, the ability to properly on-board a new employee.

On the topic of hiring youth, most employers indicate that they expect to go back to the same pattern of hiring of youth as they had before the pandemic hit. The only decline registered was in relation to summer or other seasonal employment, but this may be a reflection of their hiring for the summer just passed, as opposed to the summer of 2022.

With regards to vaccinations and the workplace, one-third of employers are mandating that employers be vaccinated. Another third is either encouraging them to vaccinate or are providing an incentive. Less than a third have either no policy or are leaving the decision to their employees.

Employers generally felt that micro-credentials could be a great help in closing the gap among a range of skills, especially in relation to employability skills.

Most employers gave a positive assessment of their organization's diversity and inclusion policies; the areas which are rated lower are in relation to:

- Tracking progress in implementation of diversity and inclusion goals
- Tracking the contribution of diversity and inclusion to corporate performance

Additional comments added by employers, either via the survey or by way of interviews that were conducted as a follow-up to the survey, emphasized the challenge employers are currently facing in recruiting new workers, a difficulty which has increased since the pandemic.

Employment Ontario Support Services

Employment Ontario Services Data

This section provides information and analysis of client data released by Employment Ontario in 2021 and offers insights into client demographics and outcomes between April 2020 and March 2021. Please note that the client data and analysis is provided at the Peel and Halton regions level.

Employment Services Highlights

54,089 residents were serviced by EO Employment Services providers in 2020-2021, a decrease of about 34% from the previous period.

12,151 residents received one-on-one assistance (Assisted Clients) regarding their job search, a decrease of about 34%

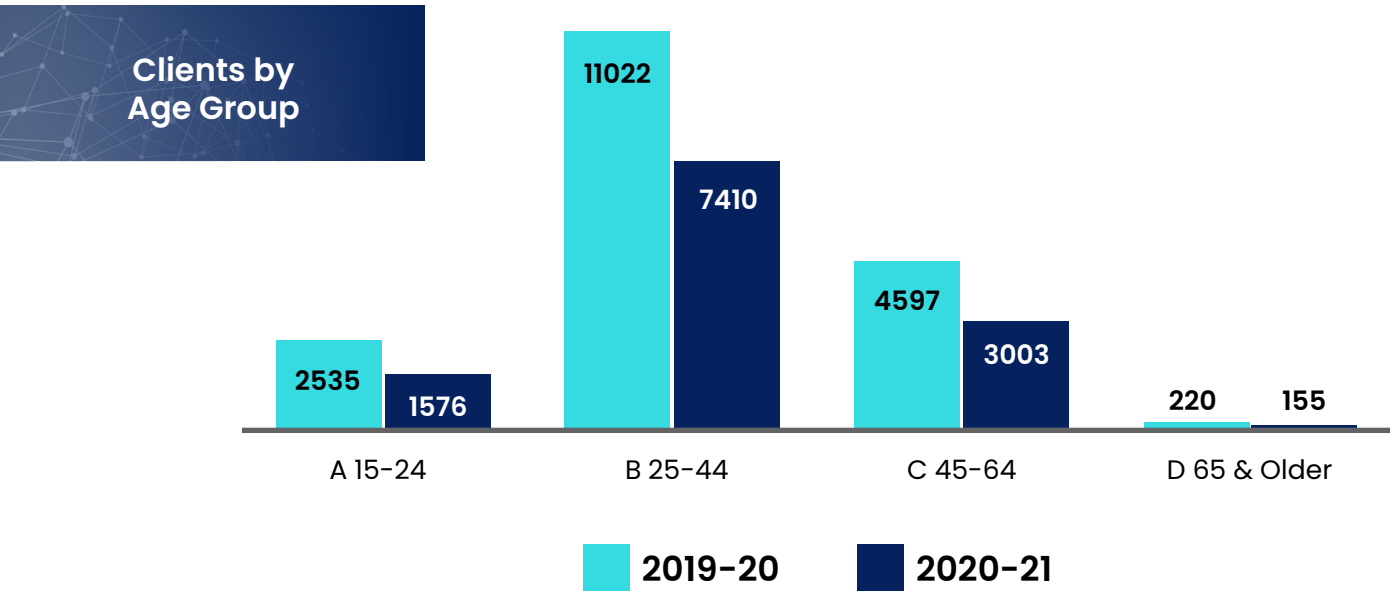
41,938 residents were identified as unassisted clients. **29,637** of these clients were Peel residents.

90% of the clients were unemployed, **4%** were underemployed and **3%** were employed part time. The rest were either self-employed, employed full time or were full and part-time students.

52% of clients had no source of income, **17%** were receiving Employment Insurance (EI) benefits and **8%** were Ontario Works recipients.

7,410 or 61% of assisted clients were 25-44 years old, **3,003** or 25% were in the 45-64 age range, while another **1,576** or 13% were 15-24 years old. The remainder 1% were 65 years of age or older.

Profile of Employment Ontario Clients



Compared to the previous reference period the number of clients in the prime working age has decreased significantly. It should be noted that the number of youth clients decreased by almost 38%, indicating that youth used Employment Ontario (EO) services less. Meanwhile, the percentage of older workers entering as EO clients has slightly decreased since the last reporting period.

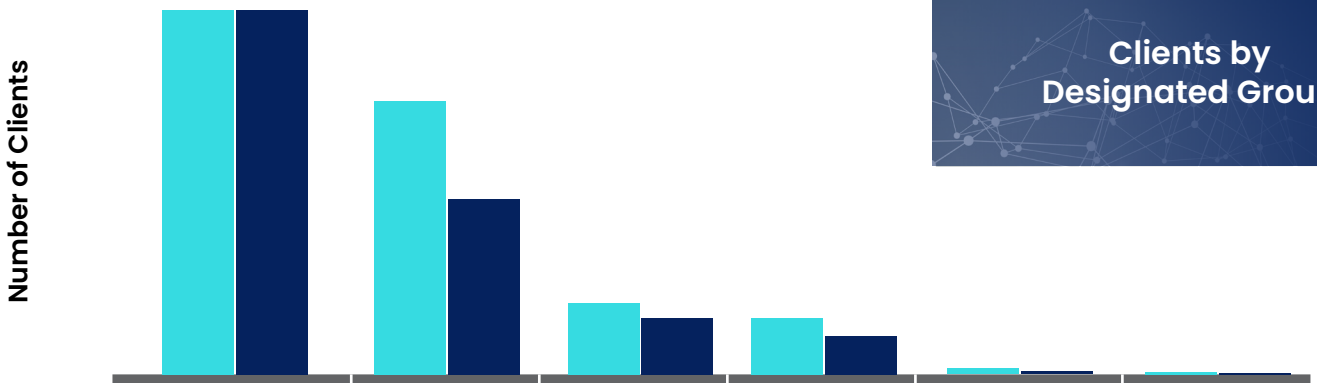
The share of female clients using the services was higher than males. 54% of the clients were females and 46% males.

Substantial decrease in the use of services is recorded among some Designated Groups year over year. Compared to the previous reporting period less clients from the following groups have accessed assisted services:

- 47% less Francophones
- 35% less Newcomers
- 33% less Persons with Disabilities
- 32% less Internationally Trained Professionals

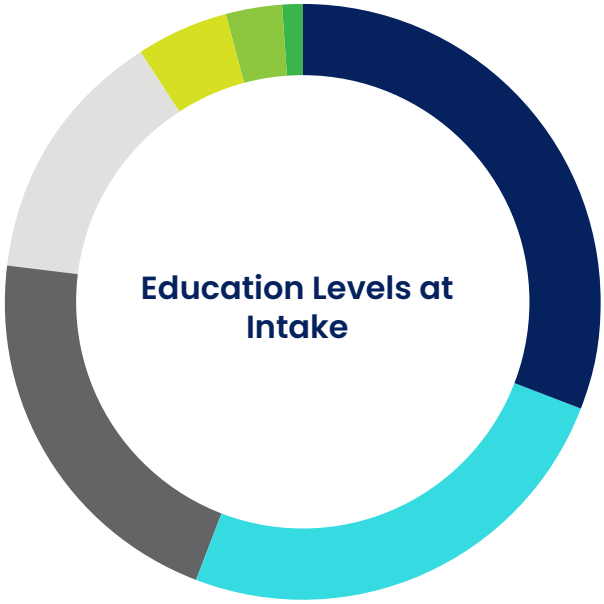
Meanwhile, 19% less Racialized Groups used these services. These changes can be seen in the chart below. (It should be noted that the figures for Racialized Groups under-represent the actual numbers, as the data relies on self-identification.)

Clients by Designated Group



	Internationally Trained Professionals	Newcomer	Racialized	Person with Disability	Francophone	Indigenous Group
2019-20	8908	6724	1831	1505	289	92
2020-21	6016	4356	1475	1004	152	44

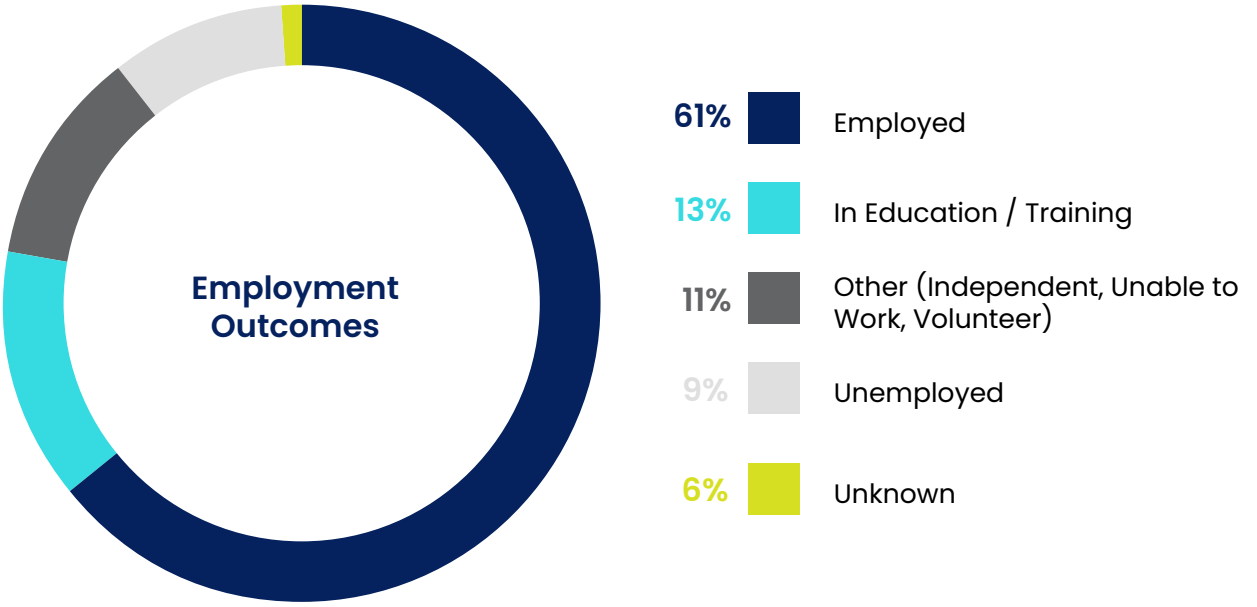
The Employment Ontario data also profiles the educational attainment of clients at intake. The majority of clients or 31% had completed an Applied/Associate or Bachelor degree, 25% had a Post Graduate Degree, 21% had a Certificate Diploma and 14% had completed Secondary Education. The high number of clients with a degree can be related to a high number of Newcomers that are using the employment services to enter the labour market.



- 31% Applied / Associate / Bachelor Degree
- 25% Post Graduate
- 21% Certificate / Diploma
- 14% Completion of Secondary
- 5% Other (Some Apprenticeship / College / University)
- 3% Less than Grade 12
- 1% Certificate of Apprenticeship / Journey Person

Employment Outcomes of Serviced Clients

The employment outcomes of clients during the reporting period indicate that the proportion of individuals finding a job in their field of choice or pursuing education or training decreased by 34% on average compared to 2019-2020. About 7,400 or 61% of clients secured a job and 13% pursued further training or education. Although the share of those that secured a full-time job was 30% it should be noted that this category of clients decreased by 45% compared to the previous period. Meanwhile the number of clients that remained unemployed after intake decreased by 6% compared to 2019-20.



Employment Ontario has made available data about the occupations and the industry the client was previously employed in, together with the occupation and industry employed at a detailed 2-digit NOC and NAICS level respectively. The following tables highlight the top 10 occupations and industries for both.

(2 Digit NOC) Lay – Off Occupation Top 10 - Peel & Halton	**(2 digit NOC) Employed Occupation** Top 10 - Peel & Halton
12: Administrative and financial supervisors and administrative occupations	**65:** Service representatives and other customer and personal services occupations
65: Service representatives and other customer and personal services occupations	**12:** Administrative and financial supervisors and administrative occupations
21: Professional occupations in natural and applied sciences	**14:** Office support occupations
14: Office support occupations	**21:** Professional occupations in natural and applied sciences
11: Professional occupations in business and finance	**11:** Professional occupations in business and finance
96: Labourers in Processing, Manufacturing and Utilities	**96:** Labourers in Processing, Manufacturing and Utilities
01: Specialized middle managers occupations	**74:** Other installers, repairers and servicers and material handlers
22: Technical Occupations Related to natural and applied sciences	**22:** Technical Occupations Related to natural and applied sciences
64: Sales representatives and salespersons - wholesale and retail trade	**64:** Sales representatives and salespersons - wholesale and retail trade
67: Service support and other service occupations	**66:** Sales support occupations

Lay – Off Industry (2 digit NAICS) Top 10 - Peel & Halton	**Employed Industry (2 digit NAICS)** Top 10 - Peel & Halton
54: Professional, Scientific, and Technical Services	**54:** Professional, Scientific, and Technical Services
56: Administrative and Support and Waste Management and Remediation Services	**56:** Administrative and Support and Waste Management and Remediation Services
81: Other Services (except Public Administration)	**62:** Health Care and Social Assistance
44: Retail Trade	**44:** Retail Trade
72: Accommodation and Food Services	**33:** Manufacturing
33: Manufacturing	**45:** Retail Trade
62: Health Care and Social Assistance	**52:** Finance and Insurance
61: Educational Services	**49:** Transportation and Warehousing
52: Finance and Insurance	**61:** Educational Services
48: Transportation and Warehousing	**23:** Construction

Literacy Basic Skills Services

A total of **2660** clients used Literacy and Basic Skills services (LBS) in the Peel and Halton areas during 2020-2021. 56% of all Literacy Basic Skills learners were of prime working age 25-44 years old, 25% were youth, 18% were 45-64 years old and the rest were 65 years and older. The highest proportion of LBS learners among the designated groups was made by Newcomers (50%) and by Visible Minorities (23%) followed by Persons with Disabilities (19.8%). Compared to the previous period more newcomers used the LBS services.

25% of the total number of LBS learners had completed Secondary Education and 20% had Less than Grade 12 level of education and an additional 19% had an Applied/Associate/ Bachelor Degree. About 58% of LBS learners were unemployed and 32% had no source of income. Almost 45 % of those clients that participated in these programs identified post-secondary education as a goal, 29% identified Employment as a goal while only 6% identified Apprenticeship. About 44% of the clients learned about the services through word of mouth or some sort of media referral, while 23% were referred by Other Structured/ Formal Referrals and 11% by Employment Service providers.

Second Career Services

Employment Ontario data indicates that the number of Second Career participants in 2020-2021 decreased by 21% over the previous reporting period, down to 211 participants. Transport Truck Driver and Social and Computer Network Technicians topped the list as the most common Second Career training option followed by Medical Administrative Assistants. At the end of the program, 30 participants were employed (11 in full-time jobs), while 13 clients pursued further training. After 12 months about 73 clients were employed and 51 were unemployed. The share of clients for which outcome data is provided (including "Unknown" outcome) was 77%.

Second Career
Top 30 Skills Training Programs in Peel & Halton

2019-2020	2020-2021
Transport Truck Drivers	Transport Truck Drivers
Social and Community Service Workers	Medical Administrative Assistants
Medical Administrative Assistants	Computer Network technicians

Youth Services

The Youth Job Connection program served 525 youth, of which 77% were aged 15 to 24. About 389 of these young people, who had no source of income had experienced multiple and/or complex barriers to employment and were provided with more intensive supports beyond traditional job search and placement opportunities.

Canada Ontario Job Grant

466 employers received the Canada-Ontario Job Grant (the Job Grant). This grant provided direct financial support to individual employers to train a total of **1,224 employees.** 75% of employers were small businesses employing less than 50 employees, 19% employed 50-150 employees and only 6% were large businesses. The outcomes were quite positive and all employers reported that training met their workforce needs.

Apprenticeship

There were **7,578 Active Apprentices** during 2020-2021, a slight increase of 1.3% compared to 2020-2021. Meanwhile 31% less Certificates of Apprenticeship were issued as compared to the previous period and the number of New Registrations dropped by almost 3%. The number of registrants for modular training also decreased by 46%. The average age of apprentices at registration was 27 years old, the same as that in the previous period. The number of apprentices 45-64 years old decreased by almost 67%. A 47% decrease was also recorded for the 15-24 and 25-44 years old apprentices.

Apprenticeship continues to be dominated by males that made up 90% of the total number of apprentices.

91 % of the apprentices had completed Secondary Education.

Below is a list of Top 10 New Registrations in Trades. It becomes evident that the list of trades that got the highest number of new registrants remained almost the same compared to the previous period.

2019-2020	2020-2021
Electrician - Construction and Maintenance	Electrician - Construction and Maintenance
Automotive Service Technician	Automotive Service Technician
Truck and Coach Technician	Truck and Coach Technician
Refrigeration and Air Conditioning Systems Mechanic	Refrigeration and Air Conditioning Systems Mechanic
Hairstylist	Hairstylist
Plumber	Construction Boilermaker
Industrial Mechanic Millwright	Industrial Mechanic Millwright
Residential Air Conditioning Systems Mechanic	Plumber
Child Development Practitioner	Pressure Systems Welder
Industrial Electrician	Heavy Duty Equipment Technician

Consultation Process

The Peel Halton Local Labour Market Plan (2021 - 2024) has been developed through a comprehensive review and consultation process. In the middle of December 2021, PHWDG sent out a short survey to local stakeholders to ask them what they felt would be the most challenging labour market issues in Peel and Halton Regions in 2022. The survey was open-ended and respondents could list up to three items. Twenty-four respondents answered the survey.

By far, the biggest issue cited was the recruitment and retention of workers, particularly for lower-skilled, entry-level occupations. This item was mentioned by 14 respondents. In second place, eight stakeholders made reference to COVID and the possibility of further disruptions or the lingering effects of the pandemic on the health of businesses and the economy. There was a tie for the third most-frequently mentioned issue (four stakeholders each citing one of these concerns): quality of jobs (precarious work, the gig economy, low-paid employment) and pressures to raise wages (in particular, whether smaller employers would be able to match the wage increases being offered by large employers).

The survey also invited respondents to suggest responses to these challenges. There was less consensus regarding possible solutions. The most prominent was more government assistance to businesses (mentioned by eight respondents), followed by encouraging more training, especially in the workplace, for job candidates and employees (six respondents). Four respondents suggested changing Human Resources approaches, such as highlighting career advancement to job candidates, offering longer-term contracts and benefits, providing sick days off for COVID-related problems and offering job trials to job candidates to test their suitability.

One side issue which was explored in the survey was the challenges faced by international students while studying and working in Canada. Half of the respondents agreed that this was an issue which they felt should receive greater attention. Additional comments provided by respondents indicated that these students were sometimes vulnerable to exploitation, whereas employers could benefit from this potential source of employees, and that efforts to educate employers regarding this opportunity and the regulations which govern their employment would be useful. Some respondents noted that these individuals were enticed to enrol in Canadian educational institutions, that they represented a potential asset to Canada, and that efforts should be made to facilitate their integration into Canada and the local labour market.

A comprehensive review of current local labour market information and data, and a review of completed research and analysis undertaken by the PHWDG over the last year, was completed. From this analysis, seven strategic priorities for local employers, the labour force, economic development, industry and education were identified, including:

1. Raising digital skills
2. Challenges relating to recruiting entry-level workers
3. Mental health challenges for employers and employees arising from the pandemic
4. Youth who are and will be affected by the disruption caused by the pandemic
5. Forecasting labour market trends in the post pandemic period
6. Re-skilling
7. Skilled trades

Actions Plan, Underway Or Updated

Raising Digital Skills

Employers have an increasing expectation that workers will have a basic level of digital literacy and skill set to support their engagement and success in the contemporary workplace. Employers in Peel and Halton have expressed concern that not all segments of the available labour force possess the immediate basic digital skills required for the positions that they have available.

Action	Lead	Potential Partners	Outcome	Timeframe
The Elevate Program: providing digital upskilling and critical support to newcomer women seeking employment and career growth	Achev	PHWDG EO/ES Providers Settlement Services Employers Employer Groups Boards of Trade Education Inst.	Newcomers that work in Peel and Halton are able to access new opportunities and reach their career goals	Ongoing between 2021 and 2023

Challenges Relating to Recruiting Entry-Level Workers

Employers in Peel and Halton have increasingly expressed concern with their ability to recruit and retain entry-level workers. This is particularly the case for employers in manufacturing, warehousing, logistics & supply chain sectors.

Action	Lead	Potential Partners	Outcome	Timeframe
Virtual job fair for entry level healthcare job opportunities in Halton	Halton Region - Employment Services	Job Skills, PHWDG, EO/ES Providers Employers Settlement Service Providers Youth Serving Agencies	Halton Region continues to explore potential for Career awareness events to be held across Peel and Halton, connecting job seekers with in demand entry level opportunities	Ongoing between 2021 and 2023
Youth Engagement in Advanced Manufacturing: Provided information sessions in order to connect members of the autism community to employers in advanced manufacturing	Spero Careers Canada	Work based learning consortium	Youth who are on the autism spectrum are provided with career training and pathways in local manufacturing. Candidates move successfully into full training program and gain equal opportunity for employment in advanced manufacturing.	Ongoing between 2021 and 2023

Action	Lead	Potential Partners	Outcome	Timeframe
Logistics & Supply Chain Employers are facing unprecedented recruitment and retention challenges that are hampering productivity. Innovative, industry-specific new solutions are urgently needed. Brampton Economic Development and PHWDG will convene an Employer Solutions Table that will steward multiple parallel pilots and produce industry-specific solutions to these critical issues.	PHWDG	Brampton Economic Development Employers Employment Services Purpose Co Settlement Agencies	The identify and simultaneously test a series of potential solutions to the pressing recruitment and retention challenges facing the sector. Solutions will endeavor to resolve critical recruitment and retention challenges within the Brampton logistics/ supply chain sector by leveraging the newcomer talent pool	2022-2024
A collaboration to support employers in Peel (Brampton, Mississauga, and Caledon) and Halton (Burlington, Oakville, Milton, and Halton Hills) who are interested in designing and developing practical solutions related to talent supply, retention, up-skilling and advancement, and other issues across the trucking, logistics, and supply chain sectors. Facilitate an Employer Workforce Practices Lab.	PHWDG	Brampton Economic Development Economic Development Town of Caledon Milton Chamber of Commerce Mississauga Board of Trade Purpose Co	The Employer Workforce Practices Lab approach would bring together a group of up to thirty (30) employers in the specified regions (Peel Halton) and sectors to participate in specific training related to workforce best practices in order to increase attraction, productivity, and retention of their workforce	2022-2023

Mental Health Challenges for Employers and Employees Arising From the Pandemic

The pandemic has placed an increasing strain on employers and their employees, creating challenges for mental well-being of the workforce.

Action	Lead	Potential Partners	Outcome	Timeframe
A webinar series to educate and support employers / employees on how to understand and deal with workplace mental health. Outreached and created awareness amongst EO providers and employers about these webinars	Mandi Buckner Consulting	Sheridan College; PHWDG; Boards of Trade; Community Health Organizations; Ryerson University; EO Providers	Enhancing the current practices of employers by equipping both with the skills, knowledge and awareness that will improve productivity and engagement in a healthy workplace. Several stakeholders committed to delivering customized mental health webinars to help build resilient employees by helping them achieve their goals for wellbeing	April 1, 2021 to March 31, 2022

Youth Who Are and Will Be Affected by the Disruption Caused by the Pandemic

The disruptions to the labour market caused by the pandemic have been particularly hard on youth who are new to the labour market, and this will have a lasting impact on their career and future financial prospects.

Action	Lead	Potential Partners	Outcome	Timeframe
HireNext: Supporting the development of youth-inclusive employers in Peel and Halton Introduction of the HireNext offering with a tech-enabled job posting assessment (JPA) that will provide employers with recommendations on how to make their job postings more attractive to young, diverse candidates. HireNext's JPA will help employers address these barriers and create job postings that will better attract the young, diverse talent they are looking for.	CivicAction	PHWDG; Boards of Trade; Employers; EO Providers; Economic Development	Over 740 employer users across the country have accessed the HireNext HR assessment and received over 1,000 recommendations on how to attract, onboard, and retain young, diverse talent.	Ongoing between 2021 and 2023 2021-2022: local promotion campaign launched with partners

Forecasting Labour Market Trends in the Post Pandemic Period

There is an ongoing need for on time, locally relevant labour market data and information, especially in the rapidly changing pandemic environment.

Action	Lead	Potential Partners	Outcome	Timeframe
Best Practices in Workforce Development Roundtable: To support the sharing of program and service models to support those furthest from the labour market.	PHWDG and EO Providers	EO/ES providers Employers PHWDG	Improved, cross organization information and resource sharing to improve outcomes for individuals who are furthest from the labour market	Ongoing
Employer Survey: To understand employer needs in the context of COVID-19 and the recovery	PHWDG	Employers; Employer Associations/Groups; local HRPAOs; municipal Economic Development offices; Peel SSM; ES partners; community colleges (Sheridan, Humber); local School Boards	Increased understanding of local labour market trends and issues from the perspective of local employers and industry groups in the post-pandemic context.	Annual: 2021-22 impacts of pandemic and post pandemic planning 2022-23 post pandemic outcomes and employment trends

Action	Lead	Potential Partners	Outcome	Timeframe
Working in Peel Halton: Online portal and social media	PHWDG	Region of Halton, Economic Development Region of Peel, Economic Development Local Chambers of Commerce/Boards of Trade Employment Service Providers Local Employers	Enhanced understanding of local labour market trends by municipality for economic development, employment service providers, employers and job seekers	Ongoing between 2021 and 2023
Peel Halton Workforce Hub: Developed a series of "Sector Spotlight" reports for Peel and Halton that outline the trends and conditions in key employment sectors of the local economy. • Manufacturing • Health care and Social Assistance • Transportation & Warehousing • Information, Culture and Recreation.	PHWDG	Region of Halton, Economic Development Region of Peel, Economic Development Local Chambers of Commerce/Boards of Trade Employment Service Providers Local Employers Service Providers, Local employers	Increased access to real time industry and local economic and labour market information through the delivery of 4 comprehensive, industry reports	2021-2022: complete
In Demand Jobs Skills Matrix resource	PHWDG	Local Employers Region of Halton, Economic Development Region of Peel, Economic Development Local Chambers of Commerce/Boards of Trade Employment Service Providers	Increased access to real time local labour market information to further foster understanding of the types of skills needed by local employers for in-demand occupations	2022-2023

Re-Skilling

There is a growing demand in Peel and Halton for the re-skilling of workers who may be made available to employers from one industry to the next, if upgrading and reskilling can be undertaken.

Action	Lead	Potential Partners	Outcome	Timeframe
International Student Workforce Preparation: Webinar/ workshop series for international students studying at local institutions	BMG Group	EO Providers, Settlement Services, Education Institutions	International students in Peel and Halton have improved labour market access, opportunities and outcomes	Ongoing 2021-2022: Marketing and initial program enrollment
Micro Credentialing Development of locally relevant, industry led activities	Conestoga College	Local employers EO/ES providers	Additional learning opportunities are provided for underemployed and unemployed individuals in Peel and Halton.	Ongoing 2021-2022 Continue to develop and build on micro-credentials after consultation with employers and industry experts

Skilled Trades

There is an ongoing need in Peel and Halton for the attraction, training, and retention of skilled trades workers, especially in the manufacturing sectors.

Action	Lead	Potential Partners	Outcome	Timeframe
Skilled Trades Video Series: Showcasing local career opportunities, directed toward secondary school students	Sheridan College	PHWDG Trade Unions Employer Post secondary and secondary education	Secondary school students are provided with detailed information on career pathways in the skilled trades.	2021 - funding proposal submitted
Best Practices in Co-operative Education for Manufacturing: Conducted meetings with local employers and created an outline for the document that will assist them navigate the process to approach schools for co-op programs Create final document that provides the best practices to the manufacturing employers on school experiential learning and co-op programs	Gord Nicholls (BMP Metals Inc.)	PHWDG Secondary Education Manufacturing Employers	Secondary school students build understanding, gain experience, and create connections to career paths in manufacturing and the skilled trades.	2021-22 identification of participating employers; documentation of guidelines completed; 2022- 2023 development of peer support process

The program curriculum for this approach can be customized to the needs of participating employers, and can be adapted to allow for employer participation in teams with distinct cohorts for managers and supervisors with tailored content.

As part of the development work for this approach PHWDG, supported by Purpose Co, would engage employers in the target demographic in order to surface and validate specific pain points and challenges that could be addressed. Depending on the specific feedback from employers in these early conversations, the project approach could also be expanded to include elements of an Employer Collaborative to co-design specific solutions to some of the workforce challenges identified, as well as potentially include programming components related to talent acquisition and incumbent training.

PHWDG would leverage its expertise and network of employers across Peel.