

2023-24

PEEL HALTON

Local Labour Market Plan Report

Background

The Peel Halton Workforce Development Group (PHWDG) is a community-based, not-for-profit corporation that serves the Peel and Halton Regions. The PHWDG 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 Ministry of Labour, Immigration, 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



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For more information, contact:

Peel Halton Workforce Development Group

Email: info@peelhaltonworkforce.com

Telephone: 905.306.9588

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Introduction

For the last two years, our Local Labour Market Plan has largely focused on one issue: the impact of COVID on employers, employees and job seekers. Our LLMP reports have chronicled this impact in terms of unemployment rates, employment figures, business openings and closings, the number of employers, the incidence of remote work, policies regarding remote work and how workplaces have addressed the COVID vaccination issue.

While COVID remains a concern this year, it may be a receding one, one tracked through the rear-view mirror. Yet in no respect have matters settled into “normal” – our local labour market, much like that for all Ontario, is beset by an array of concerns.

First and foremost, since around mid-2021, there has been a shortage of job candidates. This has expressed itself through the complaints of employers, rising job vacancy figures, and the growing efforts of employers to use multiple strategies for attracting and retaining workers. The cause for this shortage has many sources. For one, COVID did result in some industries losing employees, either because lockdowns prevented them from working or because of apprehensions about engaging in customer-facing occupations. A portion of workers for these reasons migrated to other careers. COVID may also have accelerated the decision of some workers to retire early or to seek out education and training for career changes. The Ontario and Canadian labour market is also experiencing a demographic shift, as a larger portion of the Baby Boomer generation enters its retirement phase. COVID also interrupted for a while the entry into Canada of newcomers, the primary source of labour growth in this country.

In the latter part of the COVID period, worker skills became a prominent issue among employers, particularly the notion of upskilling, that is, raising the skills of current workers, especially in the face of greater reliance on technology and the need for enhanced digital skills. These issues have

hardly disappeared, but it appears as if employers are focusing less on what workers may lack and more on how to address the concern, by seeking funding for training or by acknowledging the need to partner more with educational institutions so that graduates possess the workplace skills that employers desire.

In the post-COVID period, other worries have arisen: lingering disruptions resulted in various supply chain bottlenecks, combined with the surge in pent-up demand fed inflation, creating more pressures and uncertainties for employers and employees alike. Rising costs and the shortage of workers resulted in the level of wages becoming a topic of interest again, as employers increased their wage offers to remain competitive in their search for new employees, even as these wage increases often did not keep pace with inflation.

Rising inflation provoked central banks, the Bank of Canada included, to begin increasing interest rates, to dampen the economy, causing another reason for uncertainty, as businesses and households were faced with the potential of a recession. The ongoing growth in employment numbers has given some the solace that a recession may not emerge in 2023 or, if it does, it may be a milder one.

All these issues highlight an incredible level of uncertainty and turbulence. The anxiety-provoking pandemic period, with worries about health and the great reduction in social interaction, contributed to a decline in mental health across large portions of our population. On-going worries about the direction of the economy and about rising prices only add to everyone’s basket of concerns.

Hopefully, this report can provide some evidence of how our labour market is evolving and what appear to be some emerging trends. While we cannot predict the future, we can provide some indicators of improvement and some suggestions for how we can together address our current labour market challenges.

Profile of Population

2021 Census Population

Population changes in Peel and Halton areas

Every five years, Canada carries out a national census, the most recent being in 2021. In addition to collecting basic data regarding population counts, the Census assembles a wide range of information about demographic characteristics, including levels of educational attainment and various labour market data. Statistics Canada releases the data in phases, because it rigorously checks its numbers, and it also produces a large set of data tables for each subject field. This report presents the initial detailed data from the 2021 Census. Next year we will provide more in-depth analyses and comparisons of data.

Table 1 provides the 2021 population figures for Peel and the Halton Regions and compares the changes to the overall Ontario figures.

Both Peel and Halton experienced healthy rates of population growth, Halton growing at a higher rate (8.8%) than that for Ontario (5.8%), while Peel's growth (5.0%) was slightly lower than the provincial average.

Table 1: Population data for Peel Region, Halton Region, and Ontario, 2021

Community	2021	2016	% Change 2016-2021
ONTARIO	14,223,942	13,448,494	5.8%
PEEL REGION	1,451,022	1,381,739	5.0%
HALTON REGION	596,637	548,435	8.8%

Statistics Canada, 2021 Census

Tables 2 and 3 provide the data for the various municipalities within Peel and Halton.

Table 2: Population data for Peel and its municipalities, 2021

Community	2021	2016	% Change 2016-2021
PEEL REGION	1,451,022	1,381,739	5.0%
Brampton	656,480	593,638	10.6%
Caledon	76,581	66,502	15.2%
Mississauga	717,961	721,599	-0.5%

Statistics Canada, 2021 Census

While Brampton and Caledon continued to grow at a very high rate (both over 10%), Mississauga actually experienced a small population decline of 3,638 residents (a drop of -0.5%).

Mississauga, over the last several decades, has witnessed significant population growth, although at a rate that has been slowing down over the years.

Table 3: Rate of Mississauga population increase between Census years, 1981-1986 to 2016-2021

1981-1986	1986-1991	1991-1996	1996-2001	2001-2006	2006-2011	2011-2016	2016-2021
26.0%	47.1%	17.5%	12.6%	9.1%	6.7%	1.1%	-0.5%

Statistics Canada, 2021 Census

Table 4 provides the population data for Halton Region and its municipalities. There is a considerable variation in growth trends: Burlington and Halton Hills experienced modest growth, Oakville had high growth and Milton had very high growth

Table 4: Population data for Halton and its municipalities, 2021

Community	2021	2016	% Change 2016-2021
HALTON REGION	596,637	548,435	8.8%
Burlington	186,948	183,314	2.0%
Halton Hills	62,951	61,161	2.9%
Milton	132,979	110,128	20.7%
Oakville	213,759	193,832	10.3%

Statistics Canada, 2021 Census

Milton's growth trajectory has been quite different from that of Mississauga's, with limited or no growth in the late 1980s and throughout the 1990s, then very high growth, tapering off somewhat but still high in 2021.

Table 5: Rate of Milton population increase between Census years, 1981-1986 to 2016-2021

1981-1986	1986-1991	1991-1996	1996-2001	2001-2006	2006-2011	2011-2016	2016-2021
14.1%	0.2%	-0.1%	-1.9%	71.4%	56.4%	30.5%	20.7%

Statistics Canada, 1981 to 2021 Censuses

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2021 Census Labour Market Data

The value of a census is the size of the sample. There are a set of questions which everyone in Canada must answer, then a further set of questions (what has been called the long-form census) that approximately 25% of residents are required to answer. It is from the long-form census that we obtain information about labour market activities and levels of educational attainment, among other variables.

The other value of a census is that with its big picture, deep data view of the labour market, it can offer a perspective of broader trends in the labour market, less affected by the month-to-month noise of the Labour Force Survey, which measures changes in levels of employment and variations in the unemployment rate. The Labour Force Survey's smaller sample size means it can be susceptible to variations due to its sample.

COVID and the 2021 Census

It is unfortunate that the timing of the census (May 2021) coincided with the lingering effects of the COVID pandemic and the associated lockdowns, which not only changed our patterns of how we purchased goods and services but also affected levels of employment. In comparing the numbers between the 2016 Census and the 2021 Census, we need to bear in mind that overall employment dropped during COVID, and that some industries and occupations were more affected than others. Interpreting the data involves both comparing the numbers but also considering how the context influenced different categories.

For example, it is well-known that during COVID employment levels dropped significantly in the Accommodation & Food Services sector and stayed lower for some time afterward. As a result, the percentage share of all employment represented by this sector also dropped. This means that the percentage share of total employment increases for other industries, not because those other industries grew, but because they are making up for the shrinkage in total employment caused by the loss of jobs in Accommodation & Food Services.

Employment by industry in Ontario

All the data presented is based on where residents live, not where their jobs are located. For the Ontario data, this is not such a major issue, as only a small fraction of the Ontario population leaves the province for work. However, in smaller geographies, there can be much more commuting that crosses census division boundaries.

As a result of these trends, Health Care & Social Assistance is now the largest single industry sector by employment in Ontario, surpassing Retail Trade.

Table 6 profiles the resident employment numbers by industry for Ontario. The first column lists each major industry, the second column provides the number of employed residents by industry, and the third column indicates the percentage change for each number from the figure reported in 2016. The last four columns show the percentage distribution of all employed residents by industry over the last 20 years, to highlight how these proportions have shifted over time.

Focusing on the changes in employment between 2016 and 2021, sectors which experienced a decline in employment have their cells shaded in red. Several of these sectors are customer-facing industries that were particularly affected by COVID and the accompanying lockdowns, namely:

- Retail Trade
- Arts, Entertainment & Recreation
- Accommodation & Food Services

In all three of these industries, the percentage share of employment from 2006 to 2016 stayed relatively steady but experienced a noticeable drop in 2021. This is distinct from a sector such as Manufacturing, which has seen a steady decline in its share of total employment over the same period.

Wholesale Trade and Other Services also saw a considerable decline in their employment numbers and their share of total employment. Some of this was caused by COVID, but there has been a continuing decline since 2006 in their share of total employment, so some of this may be the continuation of a trend.

Three large sectors have seen continuing growth in employment and in their share of total employment:

- Construction
- Professional, Scientific & Technical Services
- Health care & Social Assistance

In all three of these industries, the trend had been towards increasing share of total employment. However, the larger percentage jump in their share of total employment which occurred between 2016 and 2021 is likely in part due to the decline in employment share among those industries which suffered employment losses as a result of COVID.

As a result of these trends, Health Care & Social Assistance is now the largest single industry sector by employment in Ontario, surpassing Retail Trade. With the on-going aging of our population, one can expect that this sector will continue to be the largest industry in the foreseeable future. Manufacturing, which had been the industry with the largest share of employment in 2006, has now dropped to fourth place, while Professional, Scientific & Technical Services has moved from fourth place to third place.

Table 6: Employment by Industry; Comparisons between 2006, 2011, 2016 and 2021; Ontario

	2021		Percent distribution by industry			
	Number	Change	2006	2011	2016	2021
ALL INDUSTRIES	6,492,895	-1.8%	100%	100%	100%	100%
Agriculture, forestry, fishing, farming	99,045	2.5%	1.8%	1.5%	1.5%	1.5%
Mining and oil and gas extraction	32,660	10.8%	0.4%	0.4%	0.4%	0.5%
Utilities	53,755	9.2%	0.8%	0.9%	0.7%	0.8%
Construction	487,400	11.0%	5.9%	6.1%	6.6%	7.5%
Manufacturing	601,725	-7.7%	13.9%	10.4%	9.9%	9.3%
Wholesale trade	230,275	-11.3%	4.8%	4.6%	3.9%	3.5%
Retail trade	683,150	-7.3%	11.0%	11.1%	11.1%	10.5%
Transportation and warehousing	341,025	8.1%	4.8%	4.7%	4.8%	5.3%
Information and cultural industries	156,050	-7.1%	2.7%	2.7%	2.5%	2.4%
Finance and insurance	386,250	4.5%	5.0%	5.6%	5.6%	5.9%
Real estate and rental and leasing	143,025	2.6%	2.0%	2.0%	2.1%	2.2%
Professional, scientific, technical	642,655	18.4%	7.3%	7.7%	8.2%	9.9%
Management of companies	25,260	112.4%	0.1%	0.1%	0.2%	0.4%
Administrative and support	281,860	-8.3%	4.7%	4.4%	4.7%	4.3%
Educational services	487,940	-3.2%	6.8%	7.5%	7.6%	7.5%
Health care and social assistance	817,405	11.6%	9.6%	10.6%	11.1%	12.6%
Arts, entertainment and recreation	85,955	-35.8%	2.1%	2.0%	2.0%	1.3%
Accommodation and food services	293,020	-33.3%	6.2%	6.0%	6.6%	4.5%
Other services	228,525	-19.0%	4.7%	4.4%	4.3%	3.5%
Public administration	415,925	3.5%	5.5%	7.0%	6.1%	6.4%

Statistics Canada, 2021 Census

The biggest change has been to replace skill levels associated with an occupation with a more refined expression of the training, education, experience, and responsibilities associated with an occupation.

Employment by occupation in Ontario

Occupations are organized according to the National Occupational Classification (NOC). Every ten years, this classification is revised, to accommodate changes in occupations, such as the emergence of new occupations, as well as to introduce new features to support deeper analysis of the data.

The 2021 NOC version reflects very significant changes which make comparisons between the 2021 and 2016 Census data more challenging. The biggest change has been to replace skill levels associated with an occupation with a more refined expression of the training, education, experience, and responsibilities associated with an occupation.

The data being used in this section does not reflect this level of detail. The most important change for this data refers to how Management Occupations are classified. In the previous NOC structure, all management occupations were under one heading. In the 2021 NOC, Management Occupations now only refer to legislative and senior management occupations. Specific management roles, such as Managers in Health Care or Restaurant Managers, which used to be classified under Management Occupations, are now classified under the relevant occupation category, so that Managers in Health Care are found in Health Occupations, and Restaurant Managers are found in Sales and Service Occupations.

Thus, in addition to the impact of COVID on reported levels of employment by occupation, the change in how occupations are classified makes it harder to draw conclusions from comparisons between the 2016 Census and the 2021 Census.

Nevertheless, for the sake of context, data from previous censuses are presented in Table 7, which shows the number of employed residents by occupation category in 2021, the percentage change from 2016, and the percentage distribution by occupational category for 2006, 2011, 2016, and 2021.

The dispersal of these many management occupations into their respective occupational categories is the major reason why the Management Occupations category shrunk by almost 90%. It also means that each occupation category increased because of the re-classification, so a more careful analysis is required.

It is noteworthy that certain occupational categories nevertheless lost employment. These were:

- Occupations in Art, Culture, Recreation and Sport
- Sales and Service Occupations
- Occupations in Manufacturing and Utilities

The first two occupational categories are particularly prominent among those industries especially affected by COVID: Arts, Entertainment & Recreation; Retail Trade; and Accommodation & Food Services. Thus, some portion of their loss is very likely attributable to the dip in employment caused by COVID. The third occupational category is prominent in the Manufacturing sector, where we have seen a slow decline in its share of total employment over the decades.

Table 7: Employment by occupation; Comparisons between 2006, 2011, 2016 and 2021; Ontario

	2021		Percent distribution by occupation			
	Number	Change	2006	2011	2016	2021
ALL OCCUPATIONS	6,492,895	-1.8%	100%	100%	100%	100%
Management occupations/legislative and senior management occupations	93,130	-87.9%	10.6%	11.9%	11.6%	1.4%
Business, finance, administration	1,246,220	15.9%	18.7%	17.2%	16.3%	19.2%
Natural and applied sciences	656,665	32.5%	7.1%	7.5%	7.5%	10.1%
Health occupations	523,650	19.8%	5.4%	6.1%	6.6%	8.1%
Education, law, social, government	815,710	2.0%	8.5%	12.2%	12.1%	12.6%
Art, culture, recreation and sport	195,315	-5.9%	3.0%	3.0%	3.1%	3.0%
Sales and service occupations	1,429,605	-6.1%	23.2%	22.7%	23.0%	22.0%
Trades, transport, equipment operators	1,066,190	23.0%	14.0%	12.8%	13.1%	16.4%
Primary occupations (natural resources)	135,565	33.0%	2.5%	1.5%	1.5%	2.1%
Manufacturing + utilities occupations	330,840	-1.7%	7.0%	5.1%	5.1%	5.1%

Statistics Canada, 2021 Census

While every other occupation category increased in size, two categories are prominent for the size of their increases, namely:

- Natural & Applied Sciences
- Health Occupations
- Trades, Transport and Equipment Operators and Related Occupations

All three of these occupational categories are prominent in the three industries which also had significant increases in employment during this period: Health Care & Social Assistance; Professional, Scientific & Technical Services; and Construction. Excluded from this list is Natural Resources, Agriculture and Related Production Occupations, because even though it experienced a significant employment increase (33%), it represents a very small share of total employment (2.1%).

It bears emphasizing again that this data represents the industries that residents are employed in, including jobs they may be commuting to outside these areas, not the actual jobs that are present in Peel and Halton.

Employment by industry in Peel and Halton

The preceding review of changes in employment among industries and occupations in Ontario provides a context for interpreting changes in employment in these categories in Peel and Halton.

Tables 8 and 9 provide the industry employment numbers for 2021, with comparisons to 2016, for Peel and Halton. It bears emphasizing again that this data represents the industries that residents are employed in, including jobs they may be commuting to outside these areas, not the actual jobs that are present in Peel and Halton.

In the case of Peel (Table 8), eleven of the 20 industries experienced employment losses. Of these eleven, nine were the same as the industries which experienced employment losses at the provincial level, and the percentage loss was typically in the ballpark of the provincial losses. For example, Arts, Entertainment & Recreation and Accommodation & Food Services, witnessed large employment declines (minus 43% and minus 31%). The two industries where employment shrank in Peel but not provincially were Agriculture, Forestry, Fishing & Hunting and Public Administration. Overall, total employment among Peel residents declined by 1.9% between 2016 and 2021, almost exactly the same as the provincial average.

Manufacturing had a considerable loss (minus 12.9%), knocking it out of top spot as the industry employing the largest proportion of Peel residents (now 11.1% of all employed). Manufacturing fell to second place, replaced by Transportation & Warehousing (11.7%). Retail Trade dropped from second to third (10.9% of employed), and Professional, Scientific & Technical Services, surging with an employment increase of 25.1%, was still fourth (at 10.7%), but now almost equal in size to Retail Trade. Other notable percentage increases in employment were among Transportation & Warehousing (plus 18.3%) and Health Care & Social Assistance (plus 14.0%). The only other industry to add more than 1,000 jobs was Construction, with a percentage increase of 3.9%.

Table 8: Resident employment by Industry; Comparisons between 2016 and 2021; Peel

	2021	Change between 2016 and 2021		Percent distribution by industry	
	Number	Number	Percent	2016	2021
ALL INDUSTRIES	678,660	-12,815	-1.9%	100.0%	0.3%
Agriculture, forestry, fishing, farming	1,795	-210	-10.5%	0.3%	0.3%
Mining and oil and gas extraction	785	25	3.3%	0.1%	0.1%
Utilities	2,995	85	2.9%	0.4%	0.4%
Construction	43,705	1,660	3.9%	6.1%	6.4%
Manufacturing	75,300	-11,200	-12.9%	12.5%	11.1%
Wholesale trade	34,560	-5,505	-13.7%	5.8%	5.1%
Retail trade	74,195	-5,525	-6.9%	11.5%	10.9%
Transportation and warehousing	79,595	12,340	18.3%	9.7%	11.7%
Information and cultural industries	16,070	-695	-4.1%	2.4%	2.4%
Finance and insurance	47,830	2,035	4.4%	6.6%	7.0%
Real estate and rental and leasing	15,885	970	6.5%	2.2%	2.3%
Professional, scientific, technical	72,865	14,605	25.1%	8.4%	10.7%
Management of companies	3,390	1,640	93.7%	0.3%	0.5%
Administrative and support	31,995	-5,490	-14.6%	5.4%	4.7%
Educational services	37,745	-3,090	-7.6%	5.9%	5.6%
Health care and social assistance	65,335	8,015	14.0%	8.3%	9.6%
Arts, entertainment and recreation	4,915	-3,735	-43.2%	1.3%	0.7%
Accommodation and food services	26,815	-12,010	-30.9%	5.6%	4.0%
Other services	19,895	-6,405	-24.4%	3.8%	2.9%
Public administration	22,990	-320	-1.4%	3.4%	3.4%

Statistics Canada, 2021 Census

In Halton (Table 9), ten industries saw employment declines, the same nine as the provincial figures, together with Public Administration (which declined minus 7.2%)

In Halton (Table 9), ten industries saw employment declines, the same nine as the provincial figures, together with Public Administration (which declined minus 7.2%). In most cases, the percentage declines were in the same range as the provincial losses or just slightly smaller.

There were also important increases: Professional, Scientific & Technical Services increased by 25.3%; Health Care & Social Assistance by 10.5%; Finance & Insurance by 9.9%; Construction by 8.2%; and Transportation & Warehousing by 6.3%. The result was that there was no real change in the number of employed Halton residents between 2016 and 2021 (minus 70 among a total of 284,700).

Table 9: Resident employment by Industry; Comparisons between 2016 and 2021; Halton

	2021	Change between 2016 and 2021		Percent distribution by industry	
	Number	Number	Percent	2016	2021
ALL INDUSTRIES	284,700	-70	0.0%	100.0%	100.0%
Agriculture, forestry, fishing, farming	1,465	110	8.1%	0.5%	0.5%
Mining and oil and gas extraction	940	295	45.7%	0.2%	0.3%
Utilities	2,165	355	19.6%	0.6%	0.8%
Construction	17,230	1,300	8.2%	5.6%	6.1%
Manufacturing	24,525	-2,885	-10.5%	9.6%	8.6%
Wholesale trade	16,440	-1,205	-6.8%	6.2%	5.8%
Retail trade	30,685	-1,875	-5.8%	11.4%	10.8%
Transportation and warehousing	13,855	815	6.3%	4.6%	4.9%
Information and cultural industries	7,720	-170	-2.2%	2.8%	2.7%
Finance and insurance	25,180	2,275	9.9%	8.0%	8.8%
Real estate and rental and leasing	7,415	485	7.0%	2.4%	2.6%
Professional, scientific, technical	37,250	7,515	25.3%	10.4%	13.1%
Management of companies	2,205	1,075	95.1%	0.4%	0.8%
Administrative and support	10,145	-955	-8.6%	3.9%	3.6%
Educational services	22,945	-490	-2.1%	8.2%	8.1%
Health care and social assistance	29,455	2,805	10.5%	9.4%	10.3%
Arts, entertainment and recreation	3,540	-1,755	-33.1%	1.9%	1.2%
Accommodation and food services	10,725	-5,050	-32.0%	5.5%	3.8%
Other services	8,435	-1,750	-17.2%	3.6%	3.0%
Public administration	12,390	-965	-7.2%	4.7%	4.4%

Statistics Canada, 2021 Census

Employment by occupation in Peel and Halton

Retail Trade has been displaced as the largest industry employer of Halton residents, moving into second place (10.8% of all employed) behind Professional, Scientific & Technical Services (13.1%). Health Care & Social Assistance has moved up one spot to third (10.3%), while Manufacturing has dropped down to fourth (8.6%). Employment by occupation in Peel and Halton

In both areas (Tables 10 and 11), the re-classification of management occupations resulted in a very large statistical decline in what had been Management Occupations to the more narrowly defined Legislative & Senior Management Occupations.

In terms of COVID impacts, both regions had varying degrees of employment decrease (with Halton always having a smaller decrease) in:

- Occupations in Arts, Culture, Recreation & Sport
- Natural Resources, Agriculture & Related Production Occupations
- Occupations in Manufacturing & Utilities

Peel also experienced declines in employment among Occupations in Education, Law & Social, Community and Government Services, as well as Sales & Service Occupations

On the other hand, both regions showed employment growth (often considerable) among the following occupation categories:

- Business, finance & Administration Occupations
- Natural & Applied Sciences and Related Occupations

Table 10: Resident employment by occupation; Comparisons between 2016 and 2021; Peel

	2021	Change between 2016 and 2021		Percent distribution by industry	
	Number	Number	Percent	2016	2021
ALL OCCUPATIONS	678,660	-12,810	-1.9%	100.0%	100.0%
Management occupations/legislative and senior management occupations	7,710	-65,310	-89.4%	10.6%	1.1%
Business, finance, administration	145,945	17,000	13.2%	18.6%	21.5%
Natural and applied sciences	81,805	23,300	39.8%	8.5%	12.1%
Health occupations	43,960	7,555	20.8%	5.3%	6.5%
Education, law, social, government	58,730	-1,805	-3.0%	8.8%	8.7%
Art, culture, recreation and sport	12,240	-2,385	-16.3%	2.1%	1.8%
Sales and service occupations	146,860	-12,560	-7.9%	23.1%	21.6%
Trades, transport, equipment operators	133,190	25,290	23.4%	15.6%	19.6%
Primary occupations (natural resources)	4,440	-210	-4.5%	0.7%	0.7%
Manufacturing + utilities occupations	43,780	-3,680	-7.8%	6.9%	6.5%

Statistics Canada, 2021 Census

Table 11: Resident employment by occupation; Comparisons between 2016 and 2021; Halton

	2021	Change between 2016 and 2021		Percent distribution by industry	
	Number	Number	Percent	2016	2021
ALL OCCUPATIONS	284,700	-70	0.0%	100.0%	100.0%
Management occupations/legislative and senior management occupations	7,580	-39,100	-83.8%	16.4%	2.7%
Business, finance, administration	66,160	15,325	30.1%	17.9%	23.2%
Natural and applied sciences	35,775	10,465	41.3%	8.9%	12.6%
Health occupations	20,035	3,795	23.4%	5.7%	7.0%
Education, law, social, government	35,015	115	0.3%	12.3%	12.3%
Art, culture, recreation and sport	8,730	-615	-6.6%	3.3%	3.1%
Sales and service occupations	63,805	2,050	3.3%	21.7%	22.4%
Trades, transport, equipment operators	35,050	8,180	30.4%	9.4%	12.3%
Primary occupations (natural resources)	3,265	-20	-0.6%	1.2%	1.1%
Manufacturing + utilities occupations	9,285	-270	-2.8%	3.4%	3.3%

Statistics Canada, 2021 Census

Employment by industry and occupation in Peel and Halton

Tables 12 and 13 combine the data from Tables 4 and 6 for Peel and Table 5 and 7 for Halton to present composite tables, with the industry and occupation data cross tabulated. Because the data is divided by geography, industry and occupation, a few cells do fall below the threshold for reporting, resulting in a “0” entry. Nevertheless, in terms of the larger categories, this data does provide useful information on which to draw comparisons.

A few observations regarding the data:

- Some occupations span most industries, notably Business, Finance & Administration Occupations, Natural & Applied Sciences and Related Occupations, and Sales & Service Occupations
- Similarly, many industries have workers in a very broad range of occupations: Utilities; Manufacturing; Information & Cultural Industries; Other Services
- It is striking what a range of occupations are involved in the Manufacturing industry – Manufacturing Occupations make up less than half of all employment in the Manufacturing sector

Table 12: Resident employment, Industry cross-tabulated by occupation, Peel, 2021

	TOTAL NUMBER	Management occupations	Business, finance, administration	Natural and applied sciences	Health occupations	Education, law, social, government	Art, culture, recreation and sport	Sales and service occupations	Trades, transport, equipment operators	Primary occupations (natural resources)	Manufacturing + utilities occupations	% OF ALL INDUSTRIES
% OF ALL OCCUPATIONS	100%	1.1%	21.5%	12.1%	6.5%	8.7%	1.8%	21.6%	19.6%	0.7%	6.5%	
ALL INDUSTRIES	678660	7710	145945	81805	43960	58730	12240	146860	133190	4440	43780	100%
Agriculture, forestry	1795	10	195	65	0	20	20	305	185	840	145	0.3%
Mining, oil and gas	785	60	245	235	0	30	0	40	85	55	25	0.1%
Utilities	2995	30	780	970	0	40	10	185	460	0	510	0.4%
Construction	43705	610	4955	3725	10	175	180	1595	31065	120	1265	6.4%
Manufacturing	75300	860	11615	10220	450	425	675	6070	13495	195	31295	11.1%
Wholesale trade	34560	755	10250	3695	330	600	305	10925	4995	70	2645	5.1%
Retail trade	74195	300	10195	2895	3975	440	695	45120	8235	95	2250	10.9%
Transportation/warehousing	79595	430	14400	2140	95	460	70	5550	55110	35	1310	11.7%
Information and cultural	16070	280	3680	5740	20	225	2510	2315	1185	10	105	2.4%
Finance and insurance	47830	820	24930	7640	80	1090	205	12835	155	0	75	7.0%
Real estate and rental	15885	275	4700	445	30	175	90	7930	2175	15	55	2.3%
Prof, scientific, technical	72865	1510	22915	33135	900	5035	3020	3280	2325	80	680	10.7%
Management of companies	3390	115	1655	1120	0	135	30	230	85	10	20	0.5%
Administrative and support	31995	340	6425	2015	325	495	240	13915	3890	2030	2310	4.7%
Educational services	37745	180	3860	1185	310	27865	1230	2300	695	80	40	5.6%
Health and social assist	65335	385	10985	1830	36260	10875	400	3685	730	35	145	9.6%
Art, entertain & recreation	4915	65	735	205	40	255	1985	845	390	340	45	0.7%
Accommodation and food	26815	130	1235	230	85	120	50	23925	795	15	245	4.0%
Other services	19895	310	3775	1070	620	2505	330	4590	6120	75	505	2.9%
Public administration	22990	235	8420	3240	415	7775	195	1225	1025	340	120	3.4%

Statistics Canada, 2021 Census

Table 13: Resident employment, Industry cross-tabulated by occupation, Halton, 2021

	TOTAL NUMBER	Legislative and senior management	Business, finance, administration	Natural and applied sciences	Health occupations	Education, law, social, government	Art, culture, recreation and sport	Sales and service occupations	Trades, transport, equipment operators	Primary occupations (natural resources)	Manufacturing + utilities occupations	% OF ALL INDUSTRIES
% OF ALL OCCUPATIONS	100%	1.1%	21.5%	12.1%	6.5%	8.7%	1.8%	21.6%	19.6%	0.7%	6.5%	
ALL INDUSTRIES	284700	7580	66160	35775	20035	35015	8730	63805	35050	3265	9285	100%
Agriculture, forestry	1465	25	165	95	0	20	10	245	95	745	55	0.5%
Mining, oil and gas	940	75	265	260	0	65	0	30	105	85	45	0.3%
Utilities	2165	60	495	750	0	100	10	75	310	0	365	0.8%
Construction	17230	515	1995	1525	25	140	150	750	11815	70	245	6.1%
Manufacturing	24525	805	4665	4200	165	255	460	3010	4000	45	6915	8.6%
Wholesale trade	16440	845	4625	1790	145	265	205	6590	1470	30	465	5.8%
Retail trade	30685	365	3660	1000	1585	230	450	21045	2010	60	270	10.8%
Transportation/warehousing	13855	300	2700	770	25	185	65	1480	8240	0	85	4.9%
Information and cultural	7720	260	1765	2155	10	120	1635	1195	500	10	55	2.7%
Finance and insurance	25180	930	14120	3575	30	945	135	5355	85	0	15	8.8%
Real estate and rental	7415	215	2270	180	10	60	75	3805	775	15	15	2.6%
Prof, scientific, technical	37250	1505	12225	14565	655	2865	2135	1890	1190	45	180	13.1%
Management of companies	2205	205	1105	585	10	120	15	95	40	10	15	0.8%
Administrative and support	10145	295	2625	860	65	170	110	3170	1105	1455	280	3.6%
Educational services	22945	150	1980	575	180	17980	1130	645	235	55	30	8.1%
Health and social assist	29455	345	4770	710	16655	4820	215	1645	270	10	20	10.3%
Art, entertain & recreation	3540	85	500	180	30	155	1470	560	275	265	10	1.2%
Accommodation and food	10725	115	560	60	25	30	55	9650	200	15	10	3.8%
Other services	8435	290	1735	360	270	1415	230	2160	1760	95	130	3.0%
Public administration	12390	195	3935	1580	130	5080	175	425	570	240	50	4.4%

Statistics Canada, 2021 Census

Place of Work

The degree to which the lingering effects of COVID affected the census is especially apparent in the Place of Work data. There are four options for place of work:

- Worked at home
- Worked outside Canada
- No fixed workplace address (for example, a Construction worker who moves from one construction site to another)
- Usual place of work (a regular workplace location outside the home)

Table 14 provides place of work data for Peel and Halton, presenting the numbers and percentage distribution by various categories, and compares that distribution to the averages for Ontario, as well as to the results from 2016. Overall, all areas have a similar proportion of employees with no fixed workplace (9-14%) or working outside of Canada (1%) for both censuses. The big difference between the two years is in the proportion of employed residents working from home: in Peel, that share increased from 6% to 28%; in Halton, from 9% to 39% (in Ontario, the increase was from 7% to 30%). One can assume that these proportions have declined somewhat, although the option of working from home, even if only for some part of the work week, has increased for more workers.

Table 14: Place of work status for residents of Peel, Halton, and Ontario, 2016 and 2021

	Total, place of work status	Worked at home	Worked outside Canada	No fixed workplace address	Usual place of work
2021 NUMBER					
Peel	691,470	38,225	4,610	83,895	564,745
Halton	284,770	25,670	1,620	26,710	230,775
2021 PERCENT					
Peel	100%	28%	1%	14%	58%
Halton	100%	39%	1%	9%	52%
ONTARIO	100%	30%	1%	12%	58%
2016 PERCENT					
Peel	100%	6%	1%	12%	82%
Halton	100%	9%	1%	9%	81%
ONTARIO	100%	7%	1%	11%	81%

Statistics Canada, 2016 and 2021 Census

In Halton, these higher proportions of employees working from home were especially pronounced in certain industries: among employees in Finance & Insurance, 70% were working from home at the time of the census (in Peel, 63%); among Professional, Scientific & Technical Services employees, in Halton – 68% (in Peel – 61%).

In Ontario, the trend between 2016 and 2021 has been towards an increase in university-level education, at the expense of all other categories of educational attainment.

Educational Attainment

Table 15 presents the educational attainment data for select age groups for 2021 and compares it to the 2016 numbers, for Ontario, Peel and Halton.

In Ontario, the trend between 2016 and 2021 has been towards an increase in university-level education, at the expense of all other categories of educational attainment. This has been especially pronounced among those aged 25 to 44 years old (an increase of six percentage points in the proportion of residents with a university education), followed by those aged 45 to 64 years old. Among those aged 15 to 24 years old, there has been less change, simply because within that age bracket, there will be a relatively constant proportion of educational attainment up to 18 years of age, and after that only a certain percentage will obtain their post-secondary certificate before the age of 24 years old. In short, there is a limit to how much educational achievement can be obtained for youth aged 15 to 24 years old.

For Peel and Halton, among those aged 15 to 24 years old, Peel has a higher proportion of older youth (20 to 24 years old), and as a result, their educational attainment levels are higher than for the youth in Halton, only because they are slightly older on average. For the two adult age categories, the pattern is the same: both Peel and Halton residents have higher proportions of university degrees holders than the Ontario average, and those proportions have increased since 2016. Among the 49 census divisions in Ontario, Halton has the third highest proportion of residents with a university education and Peel is fifth (Ottawa is first; Toronto is second; York is fourth).

Table 15: Level of educational attainment, all residents, Peel, Halton, and Ontario, 2016 and 2021

2016				2021		
Ontario	Peel	Halton		Ontario	Peel	Halton
15 to 24 years old						
33%	30%	35%	No certificate, diploma or degree	32%	26%	35%
42%	44%	42%	High school certificate or equivalent	43%	44%	43%
2%	1%	1%	Apprenticeship certificate or equivalent	1%	1%	1%
10%	10%	8%	College certificate or diploma	10%	12%	7%
12%	14%	13%	University certificate, diploma or degree	14%	17%	14%
25 to 44 years old						
8%	7%	4%	No certificate, diploma or degree	7%	6%	3%
22%	23%	17%	High school certificate or equivalent	21%	20%	15%
5%	4%	4%	Apprenticeship certificate or equivalent	4%	3%	3%
25%	22%	24%	College certificate or diploma	23%	19%	20%
40%	44%	52%	University certificate, diploma or degree	46%	52%	59%
45 to 64 years old						
13%	14%	6%	No certificate, diploma or degree	11%	12%	5%
27%	26%	23%	High school certificate or equivalent	26%	25%	20%
7%	6%	5%	Apprenticeship certificate or equivalent	6%	5%	4%
24%	21%	25%	College certificate or diploma	24%	20%	23%
29%	34%	41%	University certificate, diploma or degree	33%	39%	48%

Statistics Canada, 2016 and 2021 Census

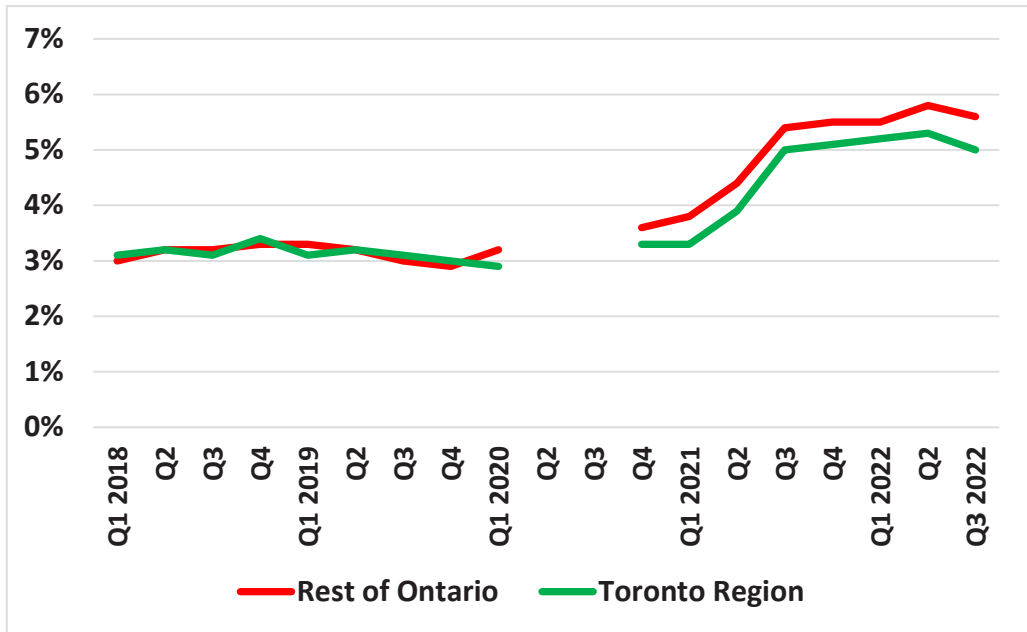
Job Vacancy Data

For much of 2022, employers have been complaining of shortages of applicants for job openings. One way to measure this phenomenon is through job vacancy data, which shows the percentage of jobs (both filled and unfilled) which are vacant. A higher job vacancy rate implies that there are not enough job candidates available to meet the demand for workers.

Chart 1 illustrates job vacancy data from StatCan’s Job Vacancy and Wage Survey, for the period January 1, 2018, to September 30, 2022. In terms of time frames, the data is reported by quarters and, in terms of geography, by economic region. All of Peel and most of Halton falls within the Toronto economic region. The chart shows the results for the Toronto region and for Ontario minus the Toronto region. (Data collection was suspended for the second and third quarters of 2020 on account of COVID.)

Through 2018 and 2019, the job vacancy rate for Toronto and the rest of Ontario stayed within a narrow band, between 2.9% and 3.4%. Following the interruption caused by COVID, the job vacancy rate started climbing, reaching a peak of 5.8% in Q2 2022 in the rest of Ontario and 5.3% in the Toronto Region. The increase in the job vacancy rate rose sharply from Q1 2021 and only in Q3 2022 did it did slightly. Throughout this period, the job vacancy rate in Toronto was always slightly lower than that for the rest of Ontario.

Chart 1: Job vacancy rate, Toronto Region and Rest of Ontario, Q1 2018 to Q3 2022



Statistics Canada, Table 14-10-0398-01

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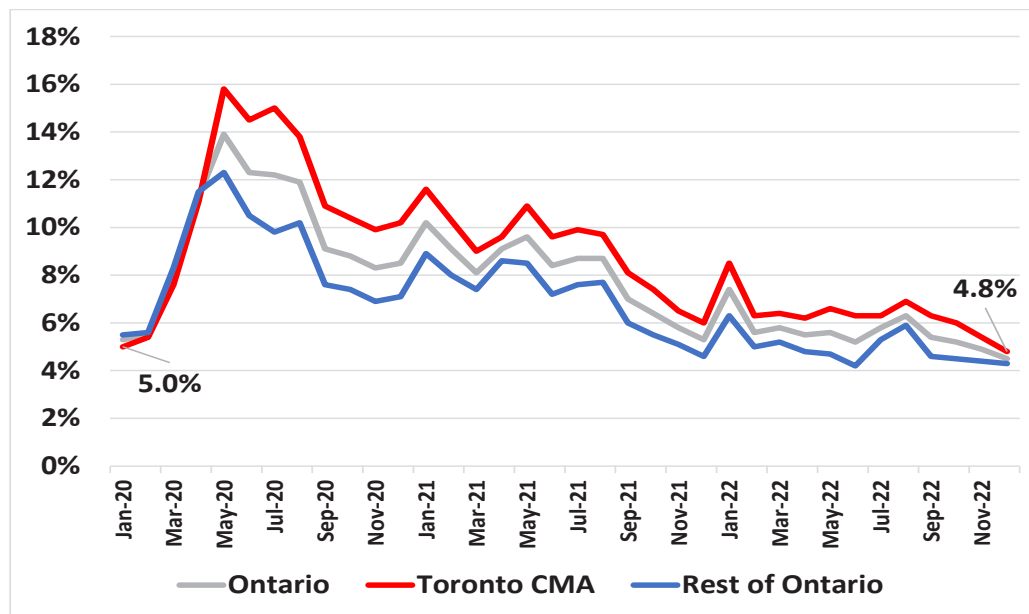
Overview of Labour Market

The most pronounced impact of COVID on the labour market was the sharp increase in unemployment precipitated by the lockdowns. COVID also had an impact on participation rates (the proportion of the adult population who are either employed or actively looking for work). While COVID's immediate impact on the labour market has receded, there remain lingering effects.

Provincial unemployment rate

Chart 2 provides the monthly unemployment rates for the Toronto Census Metropolitan Area (CMA) and for the rest of Ontario minus the Toronto CMA numbers, illustrating the broad provincial unemployment trends since just before COVID struck in March 2020.¹ There is less point comparing the Toronto CMA data to that of all of Ontario because the Toronto CMA accounts for almost half (48%) of Ontario. It makes for a far more accurate contrast to compare the Toronto CMA to the rest of Ontario after the Toronto CMA numbers have been taken out. Indeed, on many labour market issues, the Toronto CMA is distinct from the rest of Ontario, as was the case with COVID, when restrictions were in place longer in the City of Toronto and Peel Region than in most other parts of the province.

Chart 2: Monthly unemployment rates, Toronto CMA and the rest of Ontario, Jan 2020 to Dec 2022



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

1. 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).

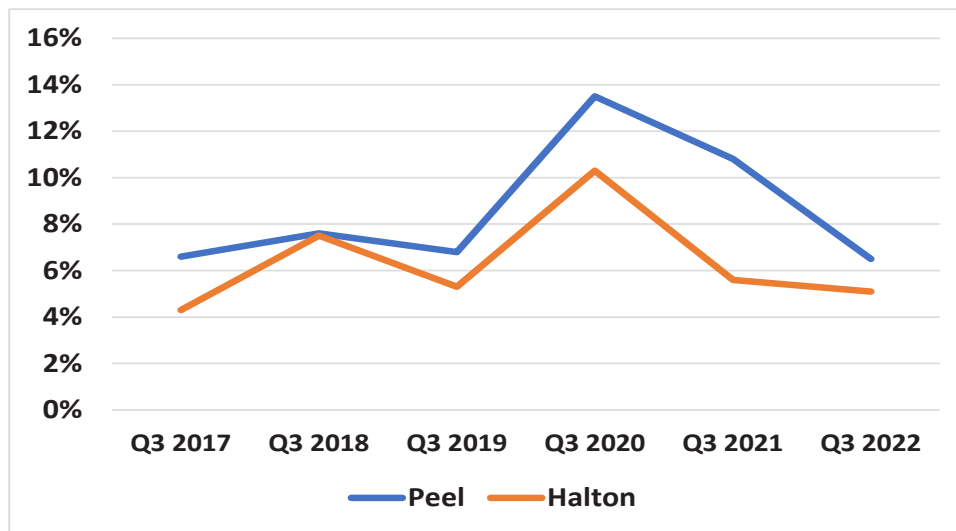
In January 2020, the unemployment rates for the Toronto CMA and for the Rest of Ontario were almost equal: 5.0% in the Toronto CMA, 5.5% in the Rest of Ontario. With the onset of COVID, the unemployment rates shot up, much more so for the Toronto CMA, where in May 2020 it peaked at 15.8%, compared to 12.3% in the Rest of Ontario. The gap between the two unemployment rates even widened: in July 2020, the unemployment rate in the Toronto CMA was still at a very high 15.0%, whereas in the Rest of Ontario, it had fallen to 9.8%.

Over time, the rate continued to fall, periodically increasing with new lockdowns or restrictions. By December 2022, the unemployment rates stood below where they were in January 2020: in the Toronto CMA, the unemployment rate was 4.8% and in the Rest of Ontario it was 4.3%.

Local unemployment rates

The Labour Force Survey relies on a sample, meaning that as one makes the geography smaller, the sample gets smaller and possibly less reliable. To provide a more robust reading, Statistics Canada averages the monthly figures across three months, called a three-month moving average. To compare unemployment trends in Peel and Halton Regions, Chart 3 profiles the unemployment rate for the third quarter (July, August, September) for both regions comparing the last six years.

Chart 3: Unemployment rate, Peel and Halton Regions, Q3 2017 to Q3 2022



Customized Labour Force Survey data provided by Peel and Halton Regions

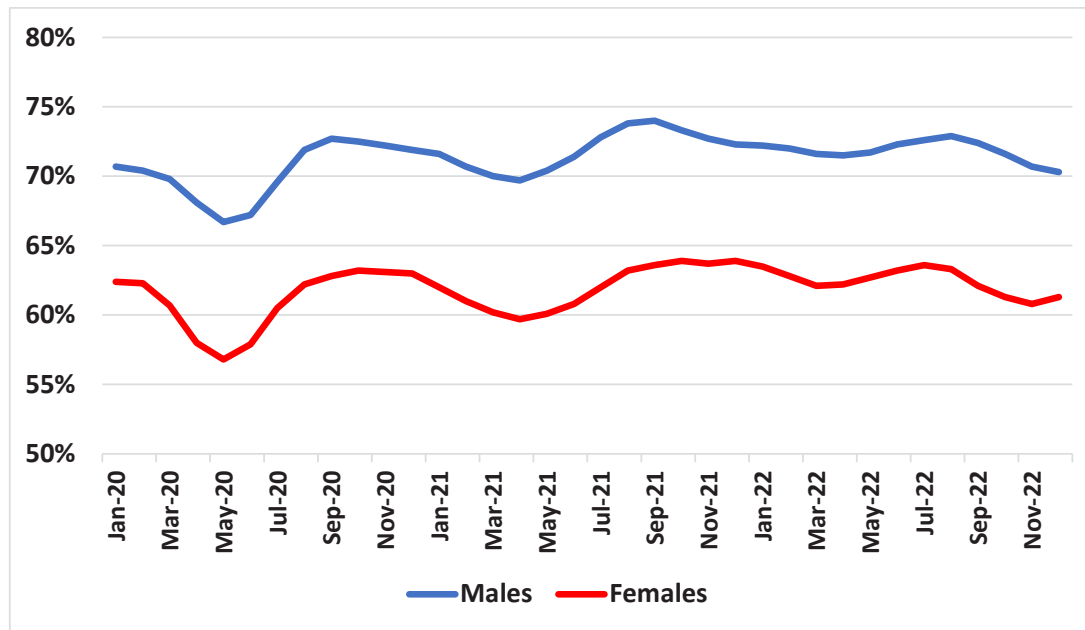
The unemployment rate for Peel residents is typically somewhat higher than that for Halton residents. As a consequence of COVID, the unemployment rate shot up more sharply and higher in Peel Region, and took longer to drop, in large part because the lockdown extended for a longer period in Peel. By the third quarter of 2022, the unemployment rate had returned to where it had been in 2017, at 6.5%, while the rate in Halton stood at 5.1% (somewhat higher than the 2017 figure).

COVID also had an impact on participation rates. This was particularly noticeable in the case of women, on whom the burden usually fell for taking care of younger children when lockdowns closed schools and child care centres.

Participation rate by gender

COVID also had an impact on participation rates. This was particularly noticeable in the case of women, on whom the burden usually fell for taking care of younger children when lockdowns closed schools and child care centres. Chart 4 illustrates the changes in participation rates for Toronto CMA residents aged 15 years and older (the figures are three-month moving averages).

Chart 4: Participation rates, 15-24 years old, 25-54 years old and 55 years and older, Toronto CMA, January 2020 to December 2022 (three-month moving average)



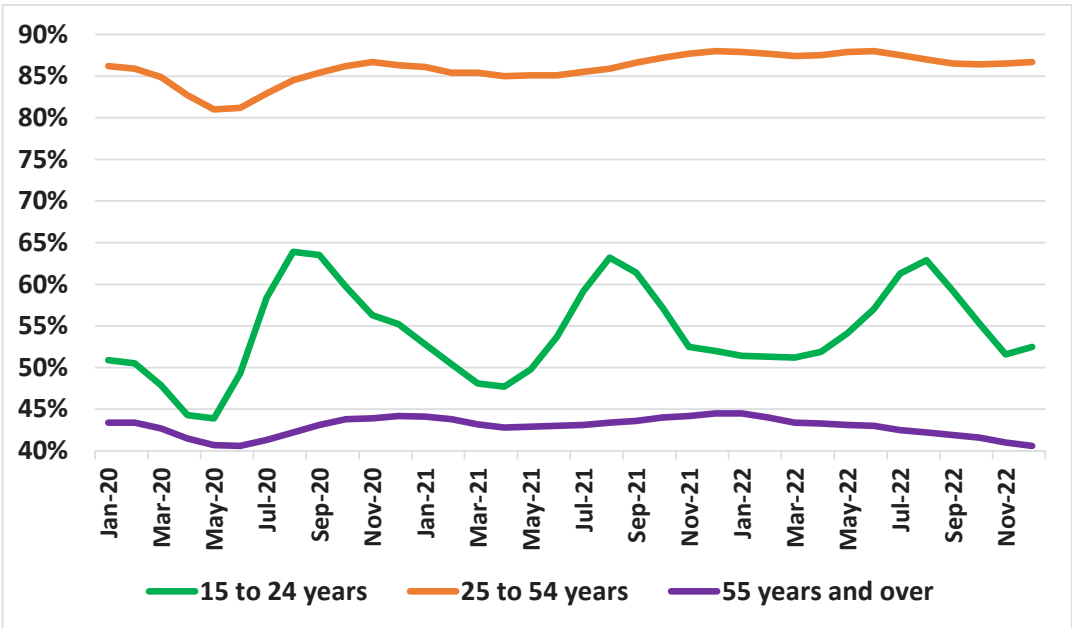
Statistics Canada, Table 14-10-0378-01

Women typically participate in the labour market in a slightly lower proportion than men. In January 2020, the male participation rate stood at 70.7%, while the female participation rate was 62.4%. When the participation rate dropped because of the onset of COVID, the rates dropped in tandem: in April 2020, the male rate had fallen to 68.1%, while the female rate dropped to 58.0%. Even as the participation rate rose and fell in the subsequent two years, the gap between the two rates would sometimes widen.

Participation rate by age

Participation rates vary greatly by age. Youth (15-24 years old) have been staying in school longer, such that their participation rate is lower, climbing during the summer months. Older adults (aged 55 years and older) are approaching retirement age, older a greater proportion had been working longer than before. The core working age population (25-54 years old) participates in the labour force at a very high level (around 80% for females and around 90% for males). Chart 5 illustrates the trends in the participation rates for these three age categories in the Toronto CMA.

Chart 5: Participation rates, 15-24 years old, 25-54 years old and 55 years and older, Toronto CMA, January 2020 to December 2022 (three-month moving average)



Statistics Canada, Table 14-10-0378-01

In all age groups, the participation rate dipped following the start of COVID. Because of the three-month moving average, the low point is May 2020 (for those aged 55 years and older), the low point was actually June 2020). Over the course of the recovery, the participation rate not only recovered but actually went up slightly for the two younger age categories, but it declined for those aged 55 years and older.

What does this all mean over the longer term? Table 16 shows the annual participation rate for the Toronto CMA, broken down by gender and by age. The last column summarizes the long-term trend across 2017 to 2022.

Table 16: Annual participation rate, by gender and by age, Toronto CMA, 2017-2022

	2017	2018	2019	2020	2021	2022	TREND
15-24	55.5%	54.2%	56.3%	52.5%	53.4%	53.3%	DOWN
25-54	90.9%	90.2%	90.7%	89.7%	91.0%	92.1%	UP
55+	47.2%	46.9%	49.7%	49.6%	50.7%	49.1%	UP
15-24	56.5%	54.1%	56.1%	55.6%	54.2%	56.6%	STEADY
25-54	79.7%	79.7%	80.7%	79.4%	81.6%	82.3%	UP
55+	35.9%	35.0%	35.1%	36.2%	37.1%	36.0%	STEADY

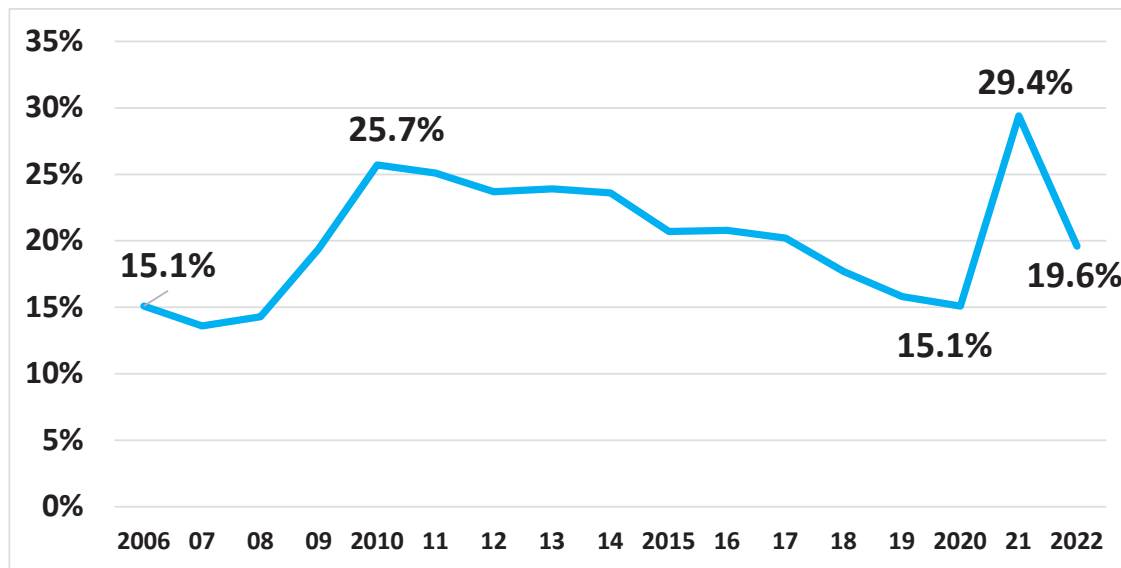
Statistics Canada, Table 14-10-0385-01

It is noteworthy that by and large, the participation rates across gender and age categories have either been steady or increasing, except in the case of male youth (15-24 years old). It would appear that the decline in unemployment rates toward the end of COVID had the consequence of drawing more individuals into the labour market. The tight labour market may have made the prospect of employment more attractive. It is also likely that rising inflation and increasing prices caused some individuals to seek out additional income. At the same time, it is striking that the rising participation rate of older adults (55 years and older) between 2017 and 2021 stalled and declined between 2021 and 2022.

Long-term unemployment, Ontario

A set of data that is only available at the provincial level measures the length of time during which individuals stay unemployed. Chart 6 shows the percentage of unemployed individuals who are unemployed for six months or more.

Chart 6: Percent of long-term unemployed (unemployed for six months or more), Ontario, 2006-2022



Statistics Canada, Table 14-10-0057-01

As a result of the 2008 recession, the proportion of long-term unemployed increased significantly, rising to 25.7% in 2010. It also took a considerable number of years before that rate declined to its pre-recession level. With the onset of COVID, the long-term unemployed rate rose even higher, to 29.4% in 2021. Yet the nature of this recession appears somewhat different: the long-term unemployed rate declined to 19.6% in 2022, evidence of a healthier labour market. The difference was that the underlying cause of the unemployment in 2020 was not economic factors, but restrictions introduced for the sake of public health. Once those restrictions were lifted, the economy was able to bounce back more quickly. It remains to be seen if this rapid decline in the proportion of the long-term unemployed continues.

5

Highlights from Employer Survey 2022

Last year, the Peel Halton employer survey explored factors emerging from the lockdowns and the overview of labour market issues during the period of economic recovery. This year, the focus of the survey was on recruitment challenges faced by employers, skill gaps, and remote work.

This 12th annual survey of employers carried out by the Peel Halton Workforce Development Group attracted 623 employers, with an average response of 471 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 September 7 and October 15, 2022.

In the six months preceding the survey, respondents reported a high level of job recruitment activity:

- 69% had recruited for entry-level occupations
- 74% had recruited for mid-level skill occupations
- 47% had recruited for senior-level skill occupations

When it came to hiring across all three levels of occupations, both Manufacturing and Transportation & Warehousing firms were about twice as likely as all other firms to have been hiring in all three categories (around 40% of firms in both industries).

When it comes to recruitment challenges, around half (52%) of the respondents said it was very challenging in relation to entry-level occupations, and an even higher 61% to 62% said it was very challenging for mid-level and senior-level occupations.

This degree of the challenge was even more pronounced in the following categories:

- For entry-level occupations: employers in Halton and employers with 1-4 employees
- For mid-level occupations: Construction sector employers
- For senior-level occupations: employers with 1-4 employees

By far, the most frequent challenge which arose for employers when recruiting for each level of occupation was the lack of job candidates, with almost two-thirds (63%) stating that this challenge arose very often.

Otherwise, the next two challenges by the level of occupation were as follows:

Entry-Level	Mid-level	Senior-level
The job candidate did not appear job ready	Lacked the experience qualifications we were looking for	Lacked the experience qualifications we were looking for
Lacked the experience qualifications we were looking for	Wage expectations are higher than what we were offering	Wage expectations are higher than what we were offering

Low levels of commitment to a job on the part of many job candidates, being ghosted for a job interview or having new hires quit work after a few days were other areas of concern that came up.

Employers used the same strategies whether recruiting for entry-level, mid-level, or senior positions. Only the order of importance assigned to each strategy varied slightly:

Entry-Level	Mid-level	Senior-level
<ol style="list-style-type: none"> 1. Ensuring wages are competitive 2. Posting jobs with on-line sites 3. Seeking referrals from current employees 	<ol style="list-style-type: none"> 1. Posting jobs with on-line sites 2. Ensuring wages are competitive 3. Seeking referrals from current employees 	<ol style="list-style-type: none"> 1. Posting jobs with on-line sites 2. Ensuring wages are competitive 3. Seeking referrals from current employees

The two least likely recruitment strategies used across all three levels of occupations were:

- Placing advertisements in traditional media
- Offering a signing bonus

When asked to volunteer the most important soft skills for entry-level occupations, Communication Skills were by far the most frequently cited by employers. Coming in second was a Positive Attitude. Other soft skills commonly cited by employers were - Teamwork; Willingness to Learn; Interpersonal Skills; Punctuality; and Self-starter.

Employers were equally divided between the following two options when asked how they would respond to difficulty in finding the right job candidate for a mid-skilled or high-skilled position:

- Hire someone with the right soft skills who is a good fit with your organization and then provide them with the necessary training (45% of employers said they would be very likely to follow this approach)
- Keep searching until you find someone with the right technical skills (41% were very likely to choose this option)

Employers with 100 or more employees are much more likely to make use of hybrid work arrangements for non-essential employees.

Only 17% said they would be very likely to adjust the offered wage (although 58% said they would be somewhat likely to adjust the wage). A larger proportion was not likely to adjust either the experience or the education requirements.

Employers were more likely to select the following approaches from a list of possible responses for addressing the skill shortages:

- Employers should partner more with educational institutions, to inform curriculum and help prepare students for employment
- Job candidates should do more to better prepare themselves for the labour force
- Employers should provide more training to new or existing employees

There had been a shift towards remote work during the pandemic as 61% of the non-essential employees primarily worked in the office space as compared to 92% prior to COVID. It appears that a significant minority of employers now rely on either hybrid work (27% of employers say their non-essential employees work 30% to 70% of their time from home) or largely remote work (18% of employers say their non-essential employees work 80% to 100% of their time from home).

Employers with 100 or more employees are much more likely to make use of hybrid work arrangements for non-essential employees.

As a follow-up to the survey, 13 employers were interviewed to obtain further qualitative insights. All interviewees described the impact of a tighter labour market and in many cases, each had their own circumstances which made their predicament that much worse. These circumstances may include jobs that had to be performed at weekends or on overnight shifts, or enterprises that relied on occupations that had become depleted during COVID, as incumbent workers sought alternative employment during lockdowns while others retired early. Healthcare occupations faced additional recruitment challenges as the number of new trainees declined when there were limitations placed on classroom education, workplace training and certification exams. Finally, some employers were dealing with the longer-term consequences of a depleted talent pipeline, primarily among the skilled trades.

Employment Ontario Services and Support in Peel and Halton

This section provides information and analysis of client data released by the Ministry of Labour, Immigration, Training and Skills Development in 2022 and offers insights into client demographics and outcomes between April 2021 and March 2022. The data elements capture client and program information for the 2021-22 fiscal year and cover the following:

- Canada Ontario Job Grant (COJG)
- Employment Service (ES)
- Literacy and Basic Skills (LBS)
- Ontario Employment Assistance Services (OEAS)
- Second Career (SC) – now known as Better Jobs Ontario
- Youth Job Connection (YJC)
- Youth Job Connection: Summer (YJC-S)
- Apprenticeship (APPR)
- Integrated Employment Services (IES)

It is important for users to understand the limitations of this data. Under the Employment Services Transformation (EST) framework, some data for service providers that fall within the prototype Service System Manager (SSM) catchment areas (Peel) are not included in the report. Therefore, client data and analysis is provided at Halton region level and where available at both Peel and Halton regional levels.

Employment Services

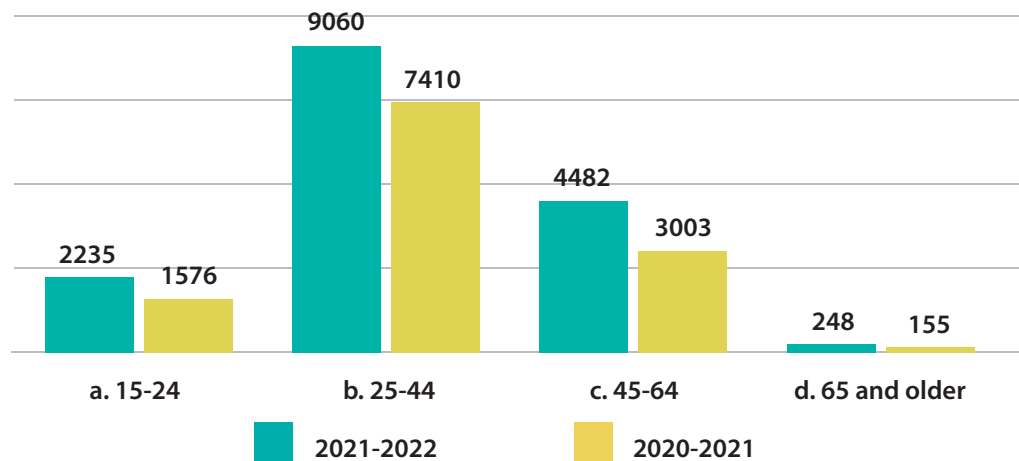
Highlights

- 28,687 Peel and Halton residents were serviced by EO Employment Services and Integrated Employment Services providers in 2021-2022.
- 12,417 residents of Halton were identified as unassisted clients and 2909 as assisted clients.
- 82% of Halton clients were unemployed, 4% were underemployed and 7% were employed part time. The rest were either self-employed, employed full time or were full and part-time students.
- 35% of Peel and Halton clients had no source of income, 13% were receiving Employment Insurance (EI) benefits and 25% were Ontario Works recipients.
- 9,060 or 56% of assisted clients were 25-44 years old, 4,482 or 28% were in the 45-64 age range, while another 2,235 or 14% were 15-24 years old. The remainder 2% were 65 years of age or older.

The largest share of clients served was among the Visible minorities group and Newcomers at 53% and 23% respectively.

Profile of Halton Employment Services (ES) and Peel Integrated Employment Services (IES) Clients

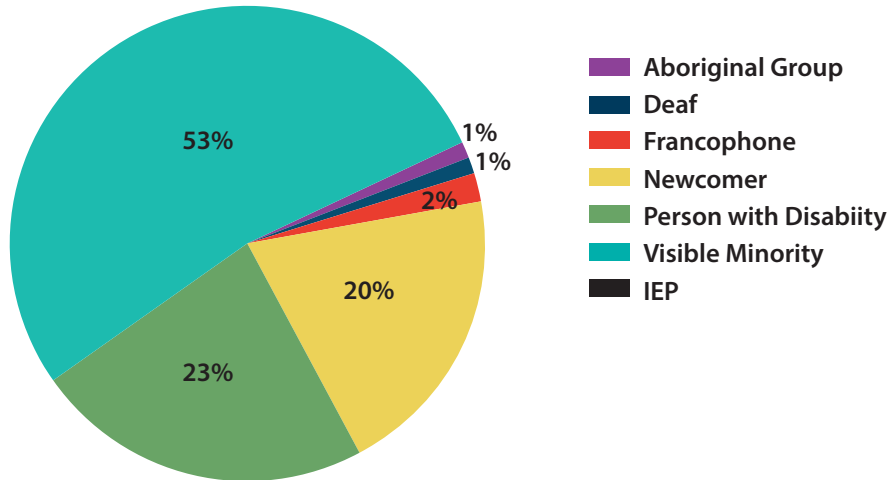
Clients by age group



- Compared to the previous reference period the number of clients in the prime working age has increased significantly. It should be noted that the number of youth clients also increased by almost 42%, indicating that youth used employment services more. Simultaneously, the percentage of older workers entering as ES and IES clients has slightly increased since the last reporting period.
- The share of female clients using the services was higher than males. 57% of the clients were females and 43% males.
- Substantial increase in the use of services was recorded among some Designated Groups year over year. Compared to the previous reporting period more clients from the following groups have accessed assisted services:
 - Visible minorities
 - Persons with Disabilities
 - Aboriginals

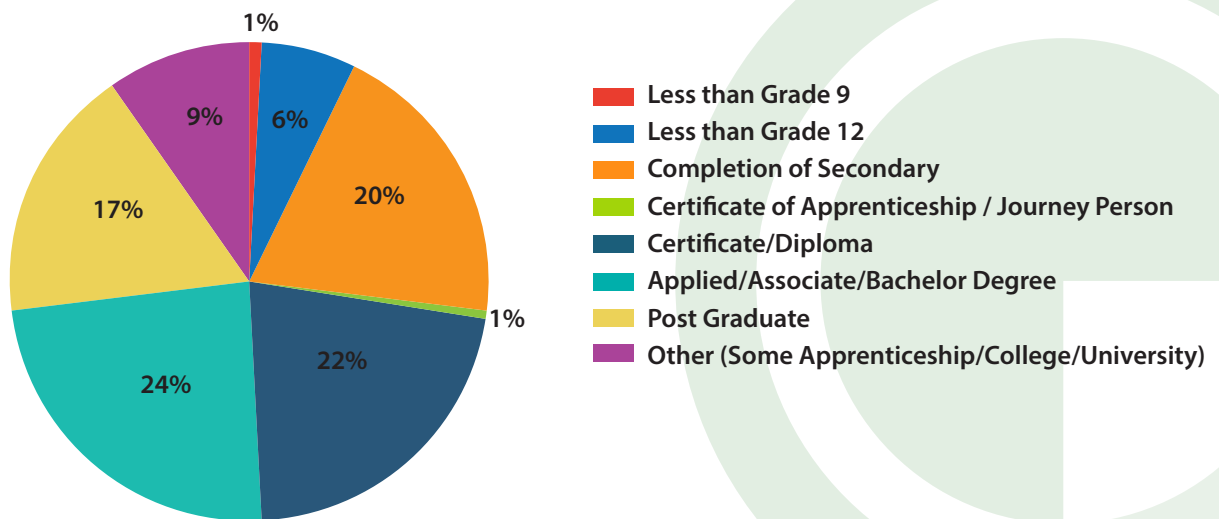
The largest share of clients served was among the Visible minorities group and Newcomers at 53% and 23% respectively. This can be seen in the chart below. (It should be noted that the data for Racialized Groups relies on self-identification)

Clients by designated groups



The data also profiles the educational attainment of clients at intake. The majority of ES and IES clients or 24% had completed an Applied/Associate or Bachelor’s degree, 17% had a Post Graduate Degree, 22% had a Certificate Diploma and 20% had completed Secondary Education” to “The data also profiles the educational attainment of clients at intake. The majority of ES and IES clients which is 24% of the total intake had completed an Applied/Associate or Bachelor’s degree, 17% had a Post Graduate Degree, 22% had a Certificate Diploma and 20% 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.

Education levels of clients at intake

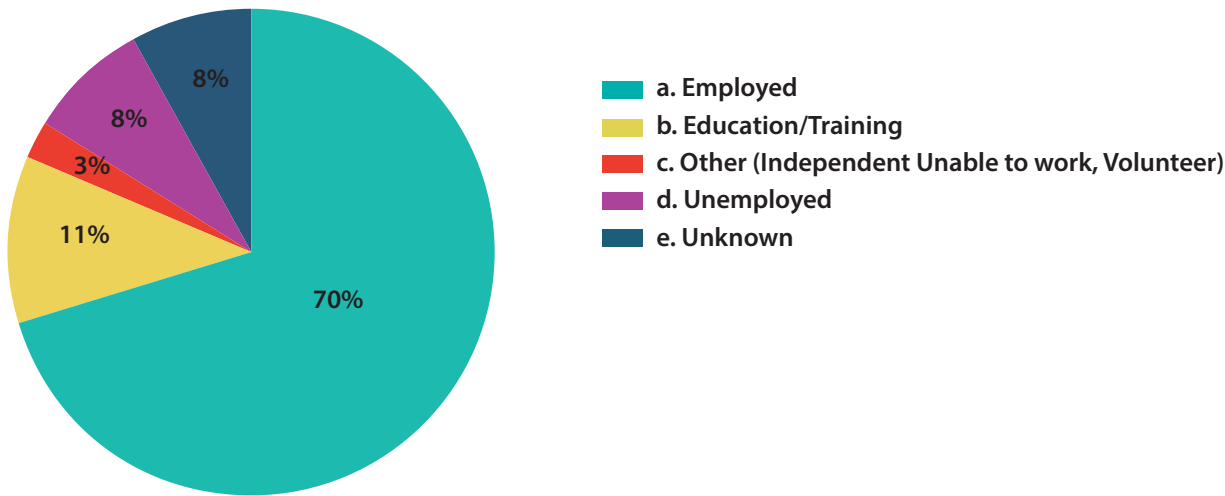


PEEL HALTON WORKFORCE DEVELOPMENT GROUP

Employment Outcomes of Halton 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 increased by 13% on average compared to 2020-2021. About 2,048 or 70% of Halton clients secured a job and 11% pursued further training or education. Although the share of those that secured a full-time job was 34% it should be noted that this category of clients increased by 44% compared to the previous period. Meanwhile the number of clients that remained unemployed after intake remained at the same levels compared to 2020-21 cohort.

Employment Outcomes



- Employment Ontario has made available data about the occupations and the industry these clients were 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- Halton	(2 digit NOC) Employed Occupation Top 10—Halton
65: Service representatives and other customer and personal services occupations	42: Paraprofessional occupations in legal, social, community and education services
12: Administrative and financial supervisors and administrative occupations	72: Industrial, electrical and construction trades
22: Technical Occupations Related to natural and applied sciences	14: Office support occupations
64: Sales representatives and salespersons - wholesale and retail trade	66: Sales support occupations
14: Office support occupations	67: Service support and other service occupations
11: Professional occupations in business and finance	22: Technical Occupations Related to natural and applied sciences
74: Other installers, repairers and servicers and material handlers	11: Professional occupations in business and finance
67: Service support and other service occupations	64: Sales representatives and salespersons - wholesale and retail trade
01: Specialized middle managers occupations	65: Service representatives and other customer and personal services occupations
21: Professional occupations in natural and applied sciences	12: Administrative and financial supervisors and administrative occupations

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

The highest proportion of LBS learners among the designated groups was made by Newcomers (41%) and by Visible Minorities (32%) followed by Persons with Disabilities (21%).

Literacy Basic Skills Services

- A total of **2657** clients used Literacy and Basic Skills services (LBS) in the Peel and Halton areas during 2021-2022. 54% of all Literacy Basic Skills learners were of prime working age 25-44 years old, 26% were youth, 19% 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 (41%) and by Visible Minorities (32%) followed by Persons with Disabilities (21%). Compared to the previous period 2% less newcomers used the LBS services.
- 24% of the total number of LBS learners had completed Secondary Education and 17% had Less than Grade 12 level of education and an additional 20% had an Applied/Associate/Bachelor Degree. About 56% of LBS learners were unemployed and 30% had no source of income. Almost 57% of those clients employed full time and participated in these programs identified post-secondary education as a goal, while 87% of full time students identified Apprenticeship. About 57% of underemployed clients identified employment as a goal. The majority of clients heard about the services provided through word of mouth or were referred by Employment/Other Service providers.

Second Career Services

- Employment Ontario data indicates that the number of Second Career participants in 2021-2022 increased significantly, by 156 participants. Social and Community Service Workers topped the list as the most common Second Career training option followed by Medical Administrative Assistants. At the end of the program, 27 participants were employed (13 in full-time jobs), while 17 clients pursued further training. After 12 months about 49 clients were employed and 20 were unemployed. The share of clients for which outcome data is provided (including “Unknown” outcome) was 34%.

Second Career Top 3 Skills Training Programs in Peel & Halton	
2020-2021	2021-2022
Transport Truck Drivers	Social and Community Service Workers
Medical Administrative Assistants	Medical Administrative Assistants
Computer Network technicians	Administrative Officers

Youth Services

- The Youth Job Connection program served 210 youth, of which 78% were aged 15 to 24. About 174 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

- 524 employers received the Canada-Ontario Job Grant (the Job Grant). This grant provided direct financial support to individual employers to train a total of 1231 employees. 73% of employers were small businesses employing less than 50 employees, 21% employed 50-150 employees and only 6% were large businesses. The outcomes were quite positive and 96% of employers reported that training met their workforce needs.

Apprenticeship

- There were 7,518 Active Apprentices during 2021-2022, a slight decrease of 1% compared to 2020-2021. Meanwhile 34% more Certificates of Apprenticeship were issued as compared to the previous period and the number of New Registrations increased by almost 20%. The number of registrants for modular training also increased by 34%. The average age of apprentices at registration was 26 years old, down from 27 years old in the previous period. The number of apprentices 15-24 years old increased by almost 25%. An increase was also recorded for the 25-44 and 45-64 years old apprentices.
- Apprenticeship continues to be dominated by males that made up 91% of the total number of apprentices.
- 90 % 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.

Top ten new registrations in trades 2020-2021	Top ten new registrations in trades 2021-2022
Electrician - Construction and Maintenance	Electrician - Construction and Maintenance
Automotive Service Technician	Automotive Service Technician
Truck and Coach Technician	Refrigeration and Air Conditioning Systems Mechanic
Refrigeration and Air Conditioning Systems Mechanic	Truck and Coach Technician
Hairstylist	Plumber
Construction Boilermaker	Hairstylist
Industrial Mechanic Millwright	Industrial Mechanic Millwright
Plumber	Construction Boilermaker
Pressure Systems Welder	Residential Air Conditioning Systems Mechanic
Heavy Duty Equipment Technician	Industrial Electrician

7

By far, the most significant concern identified by stakeholders by way of an open-ended question was the lack of sufficient qualified candidates for available job opportunities.

Consultation Process

The Action Items cited later in this report are part of the Peel Halton Local Labour Market Plan (2021-2024), which had been developed following a comprehensive review of available data and were refined through a consultation process with a wide range of local stakeholders.

This year, further work was undertaken to lay the groundwork for the Action Items which should follow these present activities. A major part of this work has been consultations with stakeholders and discussions with employers.

An important aspect of this consultation was a survey of stakeholders, asking them to identify the most important labour market issues facing Peel and Halton, as well as seeking input regarding potential solutions to these challenges. Twenty stakeholders provided their opinions on these questions.

By far, the most significant concern identified by stakeholders by way of an open-ended question was the lack of sufficient qualified candidates for available job opportunities. Nine stakeholders raised this issue. This response very much aligned with the findings of the employer survey, where a high proportion of employers found it very challenging to recruit across all levels of occupations.

Only two other issues received more than one comment from stakeholders, namely, job retention among incumbent workers and the labour market integration challenges faced by newcomers.

Respondents were asked to rate their level of concern regarding a series of specific labour market issues. The items receiving the five highest levels of concern were:

- The degree to which the wage levels being offered by some employers contribute to the shortage of job candidates
- The availability of candidates for entry-level or low-skilled jobs
- The availability of candidates for mid-skill level jobs
- The availability or suitability of employment programs for newcomers to Canada
- The employability or job readiness of candidates for entry-level or low-skilled jobs

Clearly, the issue of sufficient job candidates was prominent in this ranking, but other concerns also attracted high ratings: the wages being offered, the adequacy of employment programs for newcomers, and the job readiness of candidates for entry-level positions.

... there is a considerable level of interest on the part of stakeholders to be part of a group developing and implementing solutions

Respondents were further asked to suggest initiatives which could address the labour market issues which had been identified. The various responses could be clustered into five broad categories:

- Workforce development/training: Promoting more upskilling, reliance on apprenticeship, more employer investment in incumbent training, and training to overcome skills mismatches
- Collaboration: Developing partnerships, with the goal of exposing more job seekers, in particular youth and newcomers, to employers; or coordinating support for post-graduate international students
- Better matching: Doing a better job of connecting newcomers to higher quality jobs, or assisting employers to access more diverse talent pools
- Research: Investigating the specific skill needs of employers, identifying the specific barriers faced by women and marginalized populations in the labour market, or assessing the impact of technological change on the labour market
- Other: There were a number of single items mentioned, such as paid internships, wage enhancements, supporting hybrid work, promoting better employee engagement and better job on-boarding

Respondents were then asked to rate a specific set of potential initiatives. The five top items receiving the highest level of support were:

- Developing a job training and job placement project for a key industry sector
- Developing more effective job retention strategies for employers
- Increasing recruitment and completion rates for skilled trades apprenticeship programs
- Enhancing the ability of employment services to support diversity and inclusion outcomes
- Creating stronger partnerships between high schools and employers to advance student career and employment goals

When asked regarding what role they could imagine playing in any proposed initiative, close to half of the respondents indicated they would wish to be part of a group leading such an activity or a partner of such an activity, and around three-quarters of them would like to be part of an advisory committee or to be kept informed of any such initiative.

In short, there is a wide range of initiatives which can be put forward for the following year and, based on this sample, there is a considerable level of interest on the part of stakeholders to be part of a group developing and implementing such solutions.

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Actions Plan Underway, or updated

You will find below some action items that are being taken by Peel Halton stakeholders to address the challenges that are highlighted as barriers to local workforce development. It has to be noted that it is very difficult to capture all the important work being undertaken in our communities by educators, economic development, employment service providers, settlement agencies, business associations, sector councils and others. Peel Halton Workforce Development Group is planning to develop a more comprehensive list of workforce development initiatives for the next LLMP report in 2024.

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 career awareness / hiring events to be hosted virtually for Peel and Halton job seekers. Halton Region will explore opportunities to collaborate with Service Providers to manage the existing limitations of technology. Halton Region anticipates planning to be underway in Q2 to connect job seekers with in-demand healthcare entry-level opportunities.	Ongoing between 2023 and 2024
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
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

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
<p>HireNext: supporting the development of youth-inclusive employers in Peel and Halton.</p> <p>The HireNext’s free suite of tools and resources has expanded to include a job posting assessment that provides employers with recommendations on how to make job postings more attractive to young, diverse candidates. Addressing barriers that may be preventing youth from applying to job postings will broaden the pool of applicants, and help employers fill their entry-level talent needs.</p>	CivicAction	PHWDG; Boards of Trade; Employers; EO Providers; Economic Development	Over 200 employers have access to the HireNext Job Posting. Assessment. Approximately 2000 recommendations to improve entry-level job postings have been shared across employers. Over 90 business and HR professionals have been trained on youth-inclusive hiring practices through webinars and interactive meetings.	<p>Ongoing between 2021 and March 2023</p> <p>2021-2023: local promotion campaigns and workshops on youth inclusive hiring practices.</p>

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
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: 2023-24
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 2023 and 2024
Action	Lead	Potential Partners	Outcome	Timeframe
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

Peel Halton



Workforce
Development
Group

2023-24

PEEL HALTON

Local Labour Market Plan Report

Peel Halton Workforce Development Group

P. O. Box 60039
5636 Glen Erin Drive
Mississauga, ON
L5M 6B0

(905) 306-9588
info@peelhaltonworkforce.com

peelhaltonworkforce.com