

Peel Halton



Workforce
Development
Group

2024

PEEL HALTON

Local Labour Market Plan Report

Background

The Peel Halton Workforce Development Group (PHWDG) is a community-based, not-for-profit organization 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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Contents

1. Introduction **4**
2. Profile of population **9**
3. Peel and Halton - Labour Market Update **25**
4. 2021 Census – Labour Market Data **28**
5. Overview of Labour Market **32**
6. Views of employers - Highlights from Employer Survey 2021 **51**
7. Employment Ontario services and support in Peel and Halton **56**
8. Consultation process **64**
9. Actions plan **66**

2024

Introduction

The COVID pandemic caused an immediate and drastic impact on our labour market, as unemployment increased significantly, and many other workers had to transition to working from home. For the last two years, our Local Labour Market Planning report has documented the after-effects of the restrictions on face-to-face contact and of the lockdowns. In many respects, 2023 has witnessed a return to normal, as unemployment rates in the province have settled back into the range of where they had been just prior to COVID. On the other hand, there is a new “normal” that has emerged, partly a reflection of a tighter labour market, where job seekers have more choices and more ability to negotiate their working arrangements. In this report, we present the data and insights which describe our current local labour market environment.

Labour market data

After spiking in 2020, the unemployment rate in the Greater Toronto Area and the rest of the province returned to pre-COVID levels in 2022 and remained there through much of 2023. However, in the second half of 2023, the unemployment rate started increasing again. In Quarter 3 2023, it reached 6.6% in Halton, 8.0% in Brampton and 8.7% in Mississauga.¹

The participation rate, the proportion of the population aged 15 years and older who are either employed or actively looking for work, had dropped at the height of COVID, but has since recovered, and across the Greater Toronto Area and the rest of the province, is now slightly higher than it had been before COVID. That pattern was also present in Halton, although in Brampton and Mississauga the participation rates have been slightly lower.

The provincial long-term unemployment rate (the percentage of the unemployed who have been unemployed for six months or more), increased dramatically in 2021, even exceeding the high set in 2010 during the previous recession. However, that rate fell much more quickly and in 2023, it was only slightly higher than what it had been just before COVID.

The job vacancy rate in the Greater Toronto Area, which had been relatively stable before COVID, increased significantly after COVID receded, going from around 3% in 2019 to around 5% in late 2021 and early 2022. Since then, the rate has dropped, however through 2023, it has remained between 3.5% and 3.8%, still higher than the 2019 figures.

Median employment income in Peel and Halton, which had hardly risen between 2017 and 2020, increased in 2021, more so for females. In general, median employment income for females is considerably lower than that for males, and the Halton figures are much higher in Halton than in Peel, especially for Halton males.

A significant net number of residents leave Peel for other parts of Ontario, but an even larger number arrive from overseas, while the number moving to or from other provinces is small, although it increased in 2020-21. These intra-provincial and international numbers were growing each year but declined in 2020-21 for net international migration. The net out-migration that was evident in 2020-21 was less not because more people were moving out of Peel, but because considerably fewer individuals came from overseas into Peel.

Halton experiences new in-migration in all categories across the years, except in 2020-21, when there was a very slight net out-migration to other provinces. For several years, the total net migration into Halton was increasing, except that it stayed steady in 2019-20 and then declined in 2020-21, more so because fewer net residents were moving from the rest of Ontario into Halton.

¹ Starting in January 2022, Statistics Canada has begun reporting three-month moving average Labour Force Survey data for larger census subdivisions, including Mississauga and Brampton, but not for any municipality in Halton Region. This report makes use of this data to profile labour force dynamics in Peel and compares it to the available data for Halton.

Profile of Population

2021 Census data

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.

Employment changes by occupation in Peel and Halton between 2016 Census and 2021 Census were as follows:

Considerable employment decline:

- Sales and Service Occupations
- Occupations in Art, Culture, Recreation and Sport
- Natural Resources, Agriculture and Related Production Occupations
- Occupations in Manufacturing and Utilities

Little change in employment:

- Trades, Transport and Equipment Operators and Related Occupations
- Business, Finance and Administration Occupations
- Occupations in Education, Law and Social, Community and Government Services

Considerable employment increase:

- Natural and Applied Sciences Occupations
- Health Occupations
- Management Occupations

In terms of the 2021 Census demographic characteristics of the population aged 15 years and older in Peel and Halton:

Peel:

- There was a considerable increase in the number of Peel residents aged 15 years and older between 2016 and 2021
- Two-thirds of this Peel population is racialized, and this category grew by almost 20%
- There were modest increases in the number of residents aged 15-24 years old and 25-44 years old, almost no change among those aged 45-64 years old, and a large increase among those aged 65 years and older

There was a considerable increase in the number of Peel and Halton residents aged 15 years and older between 2016 and 2021.

Halton:

- There was a considerable increase in the number of Halton residents aged 15 years and older between 2016 and 2021
- One-third of this Halton population is racialized, while this population grew by over 50%, as did the population of newcomers
- There were increases in the number of residents across all age categories, but the largest increase was among those aged 65 years and older (18.5%)

Canadian Business Counts

The change in the number of establishments in Peel and Halton between June 2022 and June 2023, when combined with the increases in the previous year, have made up for the loss of establishments which occurred after COVID. Comparing June 2018 and June 2023, across all employee size categories, there have been large percentage increases in the number of firms, especially among those with zero employees and 1-19 employees, except in the case of Halton firms with 100 or more employees, where the number of these firms has not changed (it had increased through 2019 and 2020, declined in 2021, then recovered to 2018 levels in 2022 and 2023).

Given the distribution of gains and losses among firms by industry between June 2022 and June 2023, it would appear that most industries gained in employment, with the following exceptions:

Peel:

- Wholesale Trade
- Information & Cultural Industries
- Management of Companies

Halton:

- Information & Cultural Industries
- Administrative & Support

Employer survey

The employer survey was administered through September and October 2023. There was an average of 292 respondents per question.

In terms of significant issues or challenges affecting businesses which have grown in prominence in the last year, by far inflation is top of mind: rising costs and pressures to increase wages lead the way in terms of impacts employers have been experiencing, and the high ratings for these two items were consistent across all categories of employers.

Around half of respondents indicated that they experienced labour shortages, slightly more so among mid-level or mid-skilled occupations. Employers are most likely to rely on having management and staff work more hours to make up for the shortfall in staff. In terms of actual recruitment strategies, around half of employers have been diversifying their workforce as a way to reach more job candidates.

In order to attract job candidates and retain employees, each of the following strategies are being applied by at least 40% of all employers:

- Flexible scheduling
- Increasing wages for current employees
- Offering hybrid or remote work
- Increasing wages for new employees

In terms of training and advancement, two-thirds of employers currently encourage their employees to participate in on-the-job training, over half also offer training, and almost half say they work with educational institutions to offer co-ops, internships, or apprenticeships.

When asked about their level of satisfaction with the skill levels of their current employees, employers are generally somewhat satisfied; they give the highest ratings for their teamwork and interpersonal skills, as well as their customer service skills. They give the lowest ratings for their leadership skills and their adaptability, resilience and stress management skills.

When asked to make the same skills assessment of job candidates, employer ratings were much lower. Overall, job candidates scored better on digital skills and teamwork and interpersonal skills, and scored poorly on critical thinking and problem-solving skills, potential leadership skills, and level of commitment and reliability.

Three out of ten employers are studying or intend to study the potential use of artificial intelligence in their operations, whereas the rest are roughly equally divided between already adopting it, feeling that the technology is not yet ready, not believing that it will apply to their work, or say it is not applicable or they don't know.

To date, AI is hardly in use in the recruitment process, but more than one-quarter of employers expect to start applying this technology in the next 12 months.

There is a large level of agreement among employers that it is possible to make suitable hybrid work arrangements that satisfy their employees' desires and the needs of their organization . . .

In terms of how advancing technology is changing skill requirements in the workplace, knowledge of basic computer skills (word processing, spreadsheets, email) is virtually an absolute necessity in the eyes of employers.

While around half of employees spend most of their time at the workplace, around a third of employers have their typical employees working in a hybrid arrangement (roughly splitting their time between the workplace and operating remotely).

There is a large level of agreement among employers that it is possible to make suitable hybrid work arrangements that satisfy their employees' desires and the needs of their organization, and that the COVID experience showed that remote work could be just as productive as at work attendance.

2

Peel and Halton Labour Market Update

This section reviews various labour market indicators, such as unemployment rates, participation rates, job vacancy rates, and other variables, as well as probes further some of the insights available via the 2021 Census, such as the demographic mix of the workforce in Peel and Halton, and some additional insights comparing changes in employment by occupations.

Unemployment rates

As has been regularly documented in past Local Labour Market Plan reports, COVID caused a large increase in the unemployment rates across Ontario. Table 1 compares unemployment rates by year, for two years before COVID (2018 and 2019), when COVID hit in 2020 and its aftermath in 2021, and the trajectory since then (2022 and 2023). Chart 1 illustrates the comparison. These rates are reported for Ontario, for the Toronto Census Metropolitan Area (CMA),² and for the Rest of Ontario (Ontario figures minus the Toronto CMA).

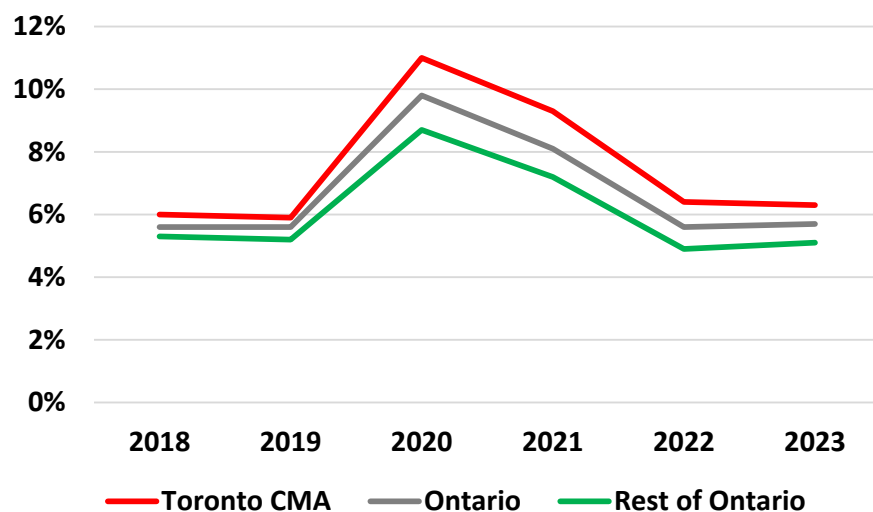
Table 1: Annual unemployment rates, Ontario, Toronto CMA and Rest of Ontario, 2018-2023

	2018	2019	2020	2021	2022	2023
Toronto CMA	6.0%	5.9%	11.0%	9.3%	6.4%	6.3%
Ontario	5.6%	5.6%	9.8%	8.1%	5.6%	5.7%
Rest of Ontario	5.3%	5.2%	8.7%	7.2%	4.9%	5.1%

Statistics Canada, tables 14-10-0385-01 and 14-10-0393-01

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: Annual unemployment rates, Ontario, Toronto CMA and Rest of Ontario, 2018-2023



Statistics Canada, tables 14-10-0385-01 and 14-10-0393-01

If one were to display only the Ontario data, one would miss the fact that COVID had a more significant impact on the Greater Toronto Area than the Rest of Ontario. In 2020, the annual unemployment rate in the Toronto CMA reached 11.0%, more than two percentage points higher than the 8.7% in the Rest of Ontario. Since then, the rates have all gone down in tandem, although the unemployment rate in the Toronto CMA has remained over one percentage point higher than what has been experienced in the rest of the province.

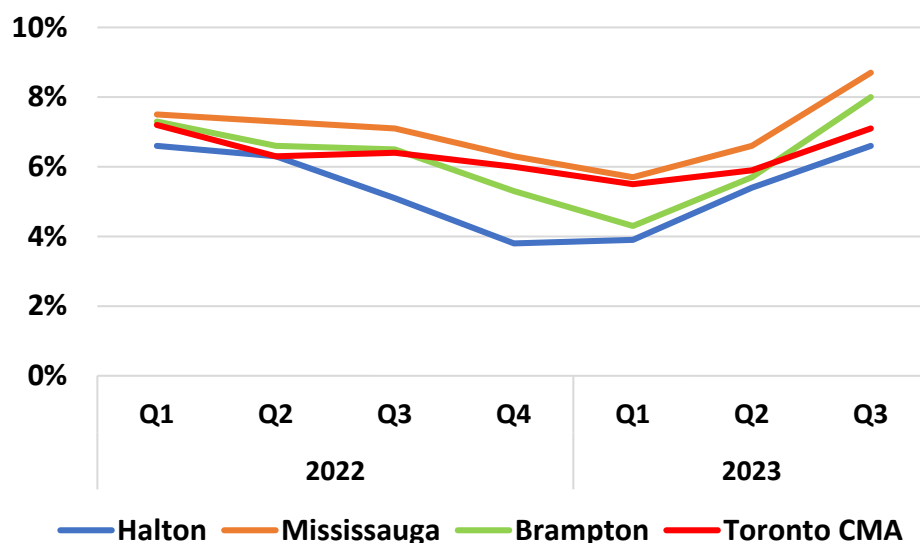
Table 2 presents unemployment rates for the local area by quarter, for each of Mississauga, Brampton and Halton, with a comparison to the figures for the Toronto CMA, from Quarter 1 2022 to Quarter 3 2023.

Table 2: Unemployment rates by quarter, Mississauga, Brampton, Halton and Toronto CMA Q1 2022 to Q3 2023

	2022				2023		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3
Halton	6.6%	6.3%	5.1%	3.8%	3.9%	5.4%	6.6%
Mississauga	7.5%	7.3%	7.1%	6.3%	5.7%	6.6%	8.7%
Brampton	7.3%	6.6%	6.5%	5.3%	4.3%	5.7%	8.0%
Toronto CMA	7.2%	6.3%	6.4%	6.0%	5.5%	5.9%	7.1%

Statistics Canada, tables 14-10-0378-01 and 14-10-0445-01

Chart 2: Unemployment rates by quarter, Mississauga, Brampton, Halton and Toronto CMA Q1 2022 to Q3 2023



Statistics Canada, tables 14-10-0378-01 and 14-10-0445-01

Typically, Halton has a lower unemployment rate, while Mississauga has the highest, with the difference being one to two percentage points. The overall trend had been a declining unemployment rate through 2022, then the start of an increase in the unemployment rate in the second quarter of 2023, continuing through the third quarter.

The participation rate measures the proportion of the working-age population (15 years and older) who are in the labour force, that is, either employed or actively looking for work.

Participation rates

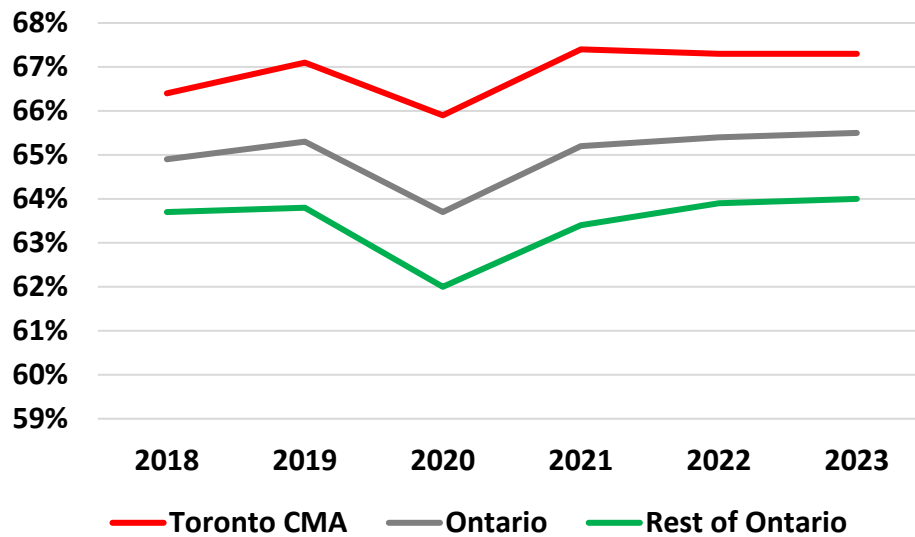
The participation rate measures the proportion of the working-age population (15 years and older) who are in the labour force, that is, either employed or actively looking for work. Table 3 and Chart 3 show the annual participation rates for Ontario, Toronto CMA, and the Rest of Ontario.

Table 3: Annual participation rates, Ontario, Toronto CMA and Rest of Ontario, 2018-2023

	2018	2019	2020	2021	2022	2023
Toronto CMA	66.4%	67.1%	65.9%	67.4%	67.3%	67.3%
Ontario	64.9%	65.3%	63.7%	65.2%	65.4%	65.5%
Rest of Ontario	63.7%	63.8%	62.0%	63.4%	63.9%	64.0%

Statistics Canada, tables 14-10-0385-01 and 14-10-0393-01

Chart 3: Annual participation rates, Ontario, Toronto CMA and Rest of Ontario, 2018-2023



Statistics Canada, tables 14-10-0385-01 and 14-10-0393-01

The Toronto CMA consistently has a higher participation rate compared to the Rest of Ontario, a function of having a younger population, which is largely as a result of the many newcomers who settle in the Toronto CMA. The trend in the participation rate has followed the same trajectory: when COVID hit, the participation rate dropped as people sheltered at home during the lockdowns. As COVID receded, the participation rate rose and exceeded its levels before COVID, particularly in the Toronto CMA.

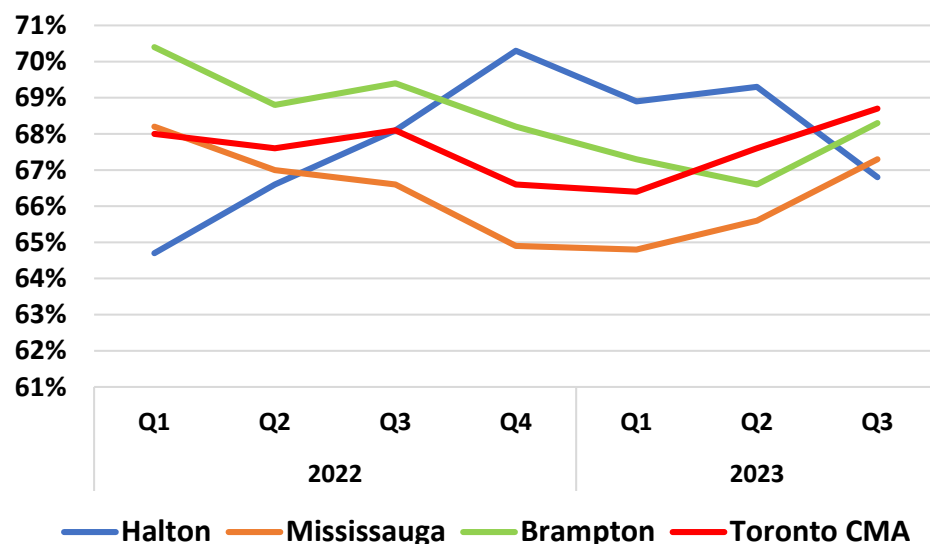
Table 4 and Chart 4 present the participation rates for the local area by quarter, for each of Mississauga, Brampton and Halton, with a comparison to the figures for the Toronto CMA, from Quarter 1 2022 to Quarter 3 2023.

**Table 4: Participation rates by quarter, Mississauga, Brampton, Halton and Toronto CMA
Q1 2022 to Q3 2023**

	2022				2023		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3
Halton	64.7%	66.6%	68.1%	70.3%	68.9%	69.3%	66.8%
Mississauga	68.2%	67.0%	66.6%	64.9%	64.8%	65.6%	67.3%
Brampton	70.4%	68.8%	69.4%	68.2%	67.3%	66.6%	68.3%
Toronto CMA	68.0%	67.6%	68.1%	66.6%	66.4%	67.6%	68.7%

Statistics Canada, tables 14-10-0378-01 and 14-10-0445-01

Chart 4: Participation rates by quarter, Mississauga, Brampton, Halton and Toronto CMA Q1 2022 to Q3 2023



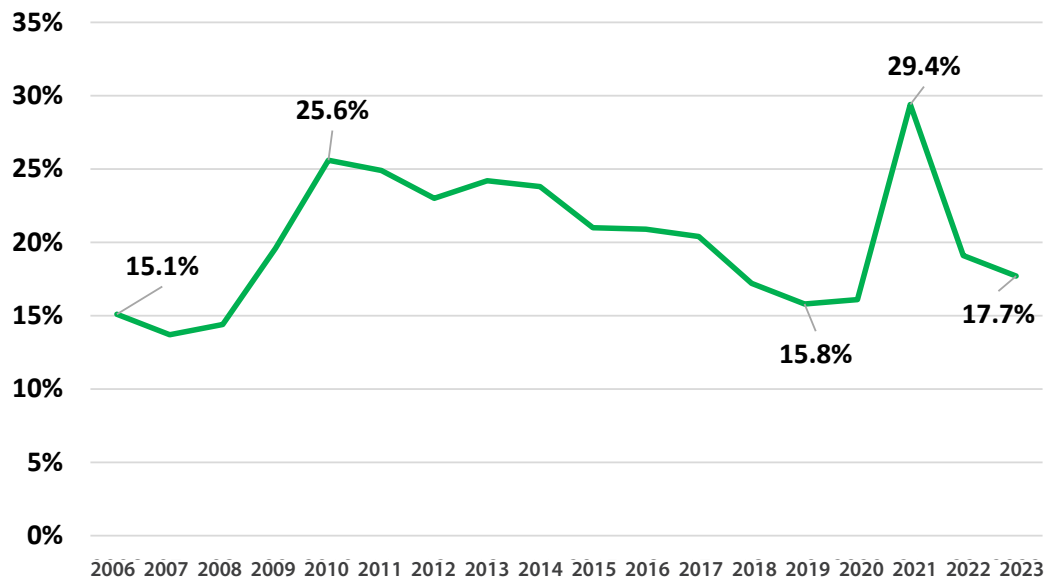
Statistics Canada, tables 14-10-0378-01 and 14-10-0445-01

The trend for Mississauga, Brampton and the Toronto CMA was a slowly declining participation rate through 2022, then an increase starting in mid-2023. The reverse was the case in Halton, as the participation rate there rose throughout 2022, and then started dropping in 2023. Usually, the participation rate goes up as the unemployment rate goes down, as individuals who are out of the labour force begin to feel that it might be easier to find a job when there are fewer job candidates available. In the case of the data for Mississauga, Brampton, and the Toronto CMA, this does not appear to reflect that pattern. It may be that as immigration started rising after the end of COVID, a larger number of recent newcomers, who are still settling in, are not yet in the labour market, which may be the reason why the participation rate fell in Mississauga, Brampton, and Toronto CMA during 2022.

Long-term unemployment

In 2006, the proportion of the unemployed who were long-term unemployed (more than six months) stood at 15.1% and was still falling. When the recession hit in late 2008, that proportion started increasing, rising to 25.6% in 2010. As the recession receded, the proportion of long-term unemployed fell, but slowly. When COVID hit and many individuals became unemployed, the percentage share of long-term unemployed fell further, because so many had just recently become unemployed all at once. By 2021, the proportion of long-term unemployed had jumped to 29.4%, higher than the share caused by the 2008 recession. Yet the recovery from the COVID-induced recession was much quicker because the economic slowdown was not a result of business conditions but instead caused by shutdowns of businesses as a health precaution. As the shutdowns lifted, by 2022 the long-term unemployed had already dropped to 19.1% and, in 2023, it fell further to 17.7%. Chart 5 illustrates these figures and trends.

Chart 5: Annual proportion of unemployed who are unemployed for more than six months, Ontario, 2006-2023



Statistics Canada, Table 14-10-0057-01

Job vacancy rates

The job vacancy rate is calculated by adding up all job vacancies reported by employers and dividing by the total number of filled jobs plus the total number of vacant jobs.

Table 5 provides the job vacancy rate by quarter, starting in Quarter One 2019, to establish the trend before COVID, until Quarter 3 2023, the last quarter for which there is data. During Quarters 2 and 3 of 2020, Statistics Canada did not administer the Job Vacancy and Wage Survey, as the pandemic lockdowns across the country essentially shut down a major portion of the labour market. The job vacancy rates are provided for the Toronto Region³ and the Rest of Ontario (Ontario minus the Toronto Region). Chart 6 illustrates the data.

Table 5: Job vacancy rates, Toronto Region and Rest of Ontario, Q1 2019 to Q3 2023

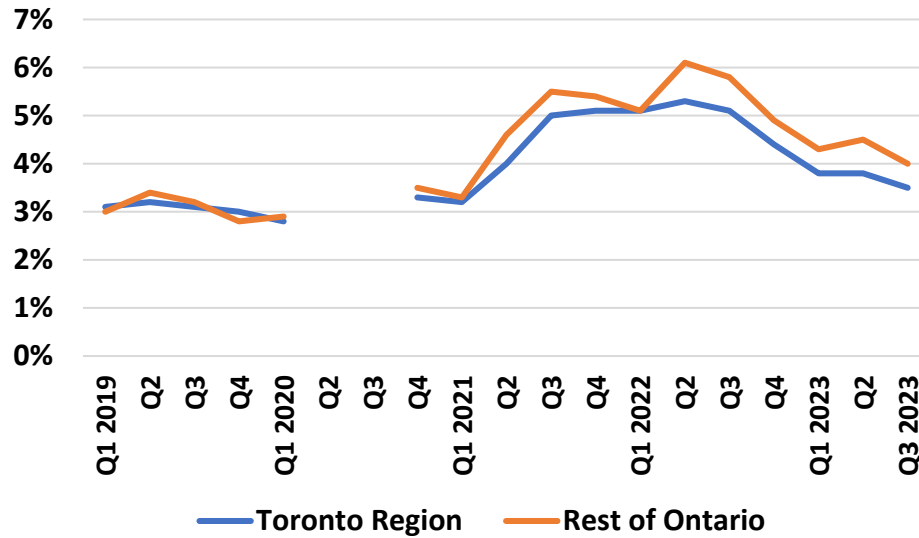
	Q1	Q2	Q3	Q4
2019				
Toronto Region	3.1%	3.2%	3.1%	3.0%
Rest of Ontario	3.0%	3.4%	3.2%	2.8%
2020				
Toronto Region	2.8%	---	---	3.3%
Rest of Ontario	2.9%	---	---	3.5%
2021				
Toronto Region	3.2%	4.0%	5.0%	5.1%
Rest of Ontario	3.3%	4.6%	5.5%	5.4%
2022				
Toronto Region	5.1%	5.3%	5.1%	4.4%
Rest of Ontario	5.1%	6.1%	5.8%	4.9%
2023				
Toronto Region	3.8%	3.8%	3.5%	
Rest of Ontario	4.3%	4.5%	4.0%	

Statistics Canada, Table 14-10-0325-01

³. The job vacancy rate is reported by economic region, not census metropolitan areas. There are only minor geographic differences between the Toronto CMA and the Toronto Region.

Right after COVID, the job vacancy rate increased considerably, almost doubling by Q2 2022, before starting a slow and steady decline.

Chart 6: Job vacancy rates, Toronto Region and Rest of Ontario, Q1 2019 to Q3 2023

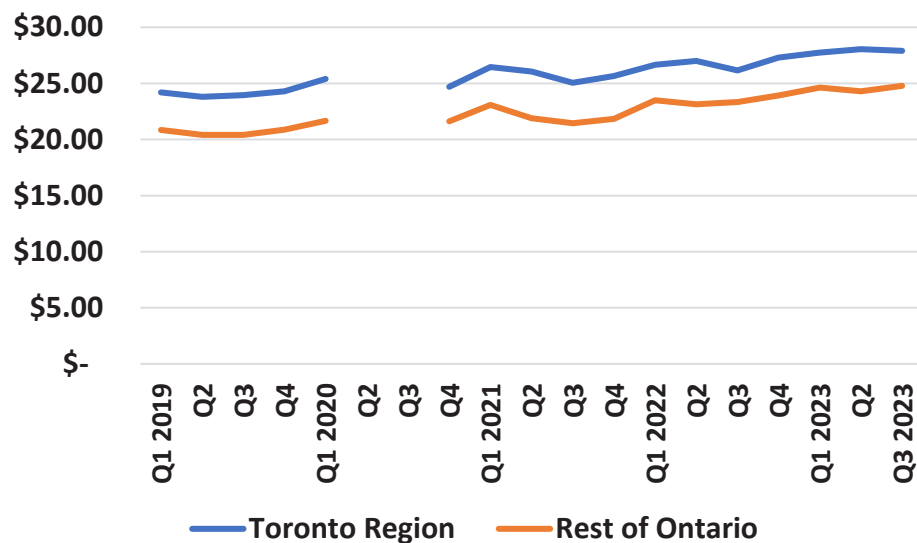


Statistics Canada, Table 14-10-0325-01

Before COVID, the job vacancy rate fluctuated within a relatively narrow band throughout 2019 and Q1 2020. Right after COVID, the job vacancy rate increased considerably, almost doubling by Q2 2022, before starting a slow and steady decline. Nevertheless, by Q3 2023, the job vacancy rate was still higher in the Toronto Region and the Rest of Ontario than it had been during any quarter in 2019.

Throughout this period, the average offered hourly wage rose, although at a steady pace, with little difference in the rate of increase between the pre-COVID and post-COVID periods (Chart 7).

Chart 7: Average offered hourly wage, Toronto Region and Rest of Ontario, Q1 2019 to Q3 2023



Statistics Canada, Table 14-10-0325-01

Tax filer data

Tax filer data is derived from T1 income tax returns, where income tax forms filled out in the spring provide data on employment income in the previous calendar year. The tax filer data represents over 70% of the total population aged 15 years and older.

Table 6 shows the total number of tax filers with reported employment income⁴ for 2017 to 2021 (the most recent year for which there is data).

Table 6: Total number of tax filers with employment income, Peel and Halton, 2017-2021

	2017	2018	2019	2020	2021
Peel	723,360	759,930	765,130	777,520	782,770
Halton	282,530	290,740	290,190	296,260	297,610

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

In general, the number of tax filers in Peel and Halton increased each year, except for Halton in 2019, when it declined slightly. The rate of increase varies for each year, higher in 2018 and 2020, and lower in 2019 and 2021.

Tables 7 and 8 provide the data for median employment income,⁵ for each of males and females, for Peel, Halton, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2021 dollars, to remove the effect of inflation. The changes in median employment income and the comparisons between areas are easier to visualize when expressed in a chart. Charts 8 and 9 illustrate the trend in median employment income profiled in Tables 7 and 8. (The income range for both charts has been made the same so that it is easier to make visual comparisons between the two.)

Table 7: Median employment income, males, Peel, Halton, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)

MALES	2017	2018	2019	2020	2021
Peel	\$ 45,330	\$ 45,199	\$ 44,243	\$ 44,245	\$ 45,670
Halton	\$ 62,119	\$ 62,620	\$ 62,189	\$ 63,343	\$ 65,000
Toronto CMA	\$ 48,468	\$ 48,891	\$ 48,563	\$ 49,467	\$ 51,130
Rest of ONT	\$ 47,814	\$ 48,379	\$ 48,002	\$ 48,244	\$ 50,026

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

⁴ Includes wages, salaries, commissions, tips and gratuities.

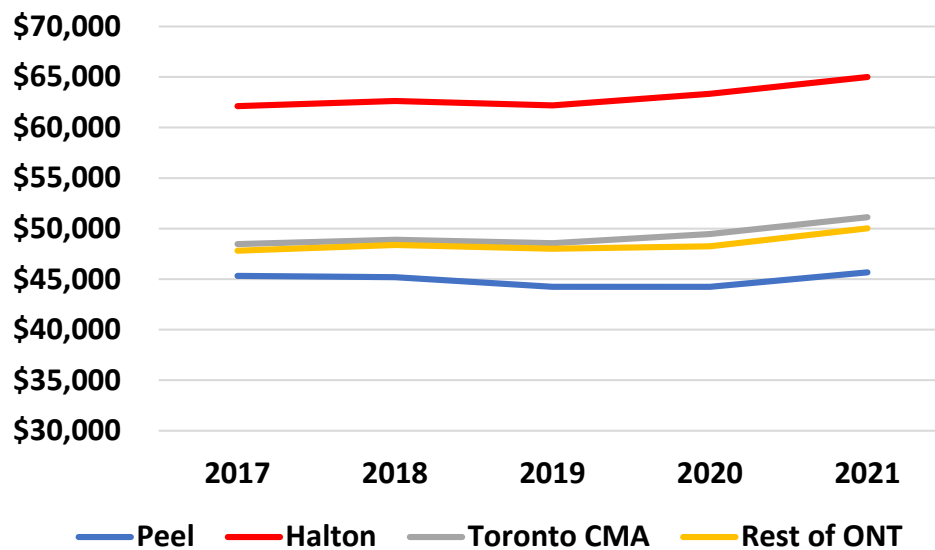
⁵ Median employment income represents the wage of that individual whose earnings are at the mid-point of the wages of all individuals; 50% of the wage earners earn less than that amount and 50% of the wage earners earn more than that amount.

Table 8: Median employment income, females, Peel, Halton, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)

FEMALES	2017	2018	2019	2020	2021
Peel	\$ 34,339	\$ 35,024	\$ 34,717	\$ 33,409	\$ 35,940
Halton	\$ 42,734	\$ 43,151	\$ 42,941	\$ 43,294	\$ 45,610
Toronto CMA	\$ 36,935	\$ 37,687	\$ 37,476	\$ 36,986	\$ 39,750
Rest of ONT	\$ 34,469	\$ 35,512	\$ 35,600	\$ 35,395	\$ 37,236

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

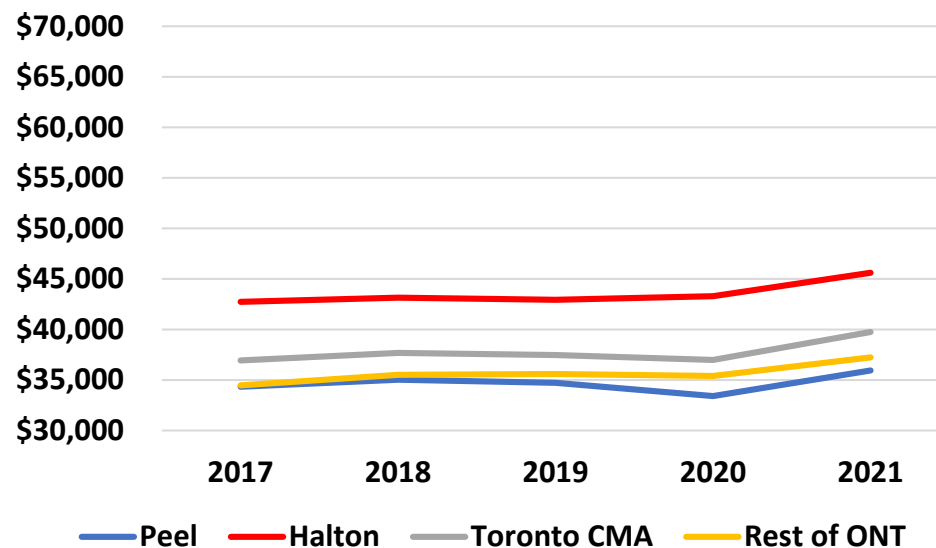
Chart 8: Median employment income, males, Peel, Halton, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

Female median employment income is considerably lower than male median employment income

Chart 9: Median employment income, females, Peel, Halton, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

A few observations about this data:

- Female median employment income is considerably lower than male median employment income
- The ranking of median employment income is the same for males and females: by a considerable margin, Halton median income ranks highest, followed by the Toronto CMA, the Rest of Ontario, and then Peel
- There is a far wider band of median employment income for males compared to females, and the median employment income for Halton males is on average around 28% higher than that for the Toronto CMA, whereas the median employment income for Halton females is on average around 16% higher than that for the Toronto CMA
- Median employment income was rather flat between 2017 and 2020, increasing in some years and sometimes declining (in 2019, median income declined in all these areas for both males and females); however, in 2021, median employment income increased considerably, by around 2.6% to 3.7% for males, and by 5.2% to 7.6% for females

Migration data

The migration data is derived from a dataset compiled by Statistics Canada using a comparison of addresses from individual income tax returns for two consecutive years. The data in this report covers the tax year comparisons from 2016-2017 to 2020-2021.

Tables 9 and 10 show the net migration figures by age group for each year between 2016/17 and 2020/21, as well as the net total for the five years, for each of Peel and Halton. Net is the difference between the number of individuals migrating into an area minus the number of individuals migrating out of an area. A positive net figure means more individuals migrated in than migrated out.

Table 9: Net Migration by Age Groups, Peel, 2016-17 to 2020-21

PEEL	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	1,533	1,358	8,439	-1,720	-32	9,578
2017-18	1,609	3,762	16,478	-2,555	-521	18,773
2018-19	1,288	4,832	18,374	-2,413	-57	22,024
2019-20	-802	5,419	18,702	-4,162	-1,353	17,804
2020-21	-4,324	-507	4,928	-4,928	-1,917	-6,748
2016-17 to 2020-21	-696	14,864	66,921	-15,778	-3,880	61,431

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

Table 10: Net Migration by Age Groups, Halton, 2016-17 to 2020-21

HALTON	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	2,137	-429	3,195	-682	483	4,704
2017-18	2,631	-339	4,971	-510	391	7,144
2018-19	3,154	257	6,676	439	843	11,369
2019-20	3,288	147	6,644	226	719	11,024
2020-21	2,602	-233	5,035	-494	260	7,170
2016-17 to 2020-21	13,812	-597	26,521	-1,021	2,696	41,411

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

Both Peel and Halton have tended to have high net in-migration, except for 2020-21 for Peel, when there was a significant reversal of large net inflows, resulting in a substantial outflow in that year, registered across every age category except those ages 25-44 years old.

Usually, Peel has experienced net in-flow of those aged 0-17, 18-24 and 25-44 years of age, and net outflows of those aged 45-64 and 65 years and older. Essentially, younger adults and their families, and presumably single youth, move into Peel, while older adults and seniors move out.

Halton tends to experience net increases in all age categories, except the record is more mixed for those aged 18-24 and 45-64 years old, when some years there has been a net out-flow and some years there has been a net inflow. Over the five years, this has resulted in a net out-flow for those age groups.

Profiling the data by where migrants were coming from and going to provides further insight into migration patterns. Tables 11 and 12 show that data, categorized as follows:

- Intra-provincial: movement to and from Ontario
- Interprovincial: movement to and from Canada, excluding Ontario
- International: movement to and from outside Canada

Table 11: Net Migration by Source and Destination, Peel, 2016-2021

	Intra-provincial		Interprovincial		International		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	-7,415	-7,479	662	794	10,692	12,324	3,939	5,639
2017-18	-9,744	-9,623	228	346	18,581	18,985	9,065	9,708
2018-19	-10,946	-11,093	-1	-347	22,299	22,112	11,352	10,672
2019-20	-14,189	-14,644	-131	-549	24,126	23,191	9,806	7,998
2020-21	-15,779	-16,183	-2,081	-2,082	15,027	14,350	-2,833	-3,915
2016-17 to 2020-21	-58,073	-59,022	-1,323	-1,838	90,725	90,962	31,329	30,102

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

In the case of Peel (Table 11), the pattern is as follows: a significant net number of residents leave Peel for other parts of Ontario, but an even larger number arrive from overseas, while the number moving to or from other provinces is small, although it increased in 2020-21. These intra-provincial and

international numbers were growing each year but declined in 2020-21 for net international migration.

The net out-migration that was evident in 2020-21 was less not because more people were moving out of Peel, but because considerably fewer individuals came from overseas into Peel.

Table 12: Net Migration by Source and Destination, Halton, 2016-2021

	Intra-provincial		Interprovincial		International		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	744	1,041	203	61	1,176	1,479	2,123	2,581
2017-18	1,210	1,316	281	275	1,938	2,124	3,429	3,715
2018-19	2,427	2,725	126	224	2,842	3,025	5,395	5,974
2019-20	2,496	2,592	28	49	2,913	2,946	5,437	5,587
2020-21	1,281	1,297	-100	-172	2,375	2,489	3,556	3,614
2016-17 to 2020-21	8,158	8,971	538	437	11,244	12,063	19,940	21,471

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

Halton experiences new in-migration in all categories across the years in question, except in 2020-21, when there was a very slight net out-migration to other provinces (Table 12). For several years, the total net migration into Halton was increasing, except that it stayed steady in 2019-20 and then declined in 2020-21, more so because fewer net residents were moving from the rest of Ontario into Halton.

3

2021 Census: Change in Occupations

With the 2021 Census, occupations were assigned following the National Occupation Classification, which had been revised in 2021. The most important change for this data related to how Management Occupations were 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, and so on.

The dispersal of these many management occupations into their respective occupational categories is the major reason why the Management Occupations category would appear to have shrunk considerably, and each occupation category also grew with the addition of these management occupations.

Consequently, the Ontario Ministry of Labour, Immigration, Training and Skills Development included in its custom purchase of 2021 Census data for the workforce planning boards a table which catalogued the 2021 count of occupations based on the older NOC 2016 version, so that a straight comparison could be made in terms of changing levels of employment. This data is presented in Table 13 for Ontario.

Table 13: Employment by occupation; Comparison between 2016 and 2021 based on 2016 NOC, Ontario

	2021 Number	2016-2021 Change	2021 % share
ALL OCCUPATIONS	6,492,895	-1.8%	100%
Management occupations	849,685	10.4%	13.1%
Business, finance, administration	1,074,185	-0.1%	16.5%
Natural and applied sciences	595,970	20.3%	9.2%
Health occupations	505,135	15.6%	7.8%
Education, law, social, government	794,640	-0.7%	12.2%
Art, culture, recreation and sport	187,860	-9.5%	2.9%
Sales and service occupations	1,223,535	-19.6%	18.8%
Trades, transport, equipment operators	873,535	0.8%	13.5%
Primary occupations (natural resources)	92,450	-9.3%	1.4%
Manufacturing + utilities occupations	295,905	-12.1%	4.6%

Statistics Canada, 2021 Census

The total change in employment between 2016 and 2021 was minus 1.8% (regardless of which occupation classification one uses). However, there are very clear differences between growth and decline rates of the broad occupation categories:

Significant declines in employment

- Sales and Service Occupations (minus 19.6%)
- Occupations in Manufacturing and Utilities (minus 12.1%)
- Occupations in Art, Culture, Recreation and Sport (minus 9.5%)

Significant increases in employment

- Natural and Applied Sciences Occupations (plus 20.3%)
- Health Occupations (plus 15.6%)
- Management Occupations (plus 10.4%)

Little change

- Trades, Transport and Equipment Operators and Related Occupations (plus 0.8%)
- Business, Finance and Administration Occupations (minus 0.1%)
- Occupations in Education, Law and Social, Community and Government Services (minus 0.7%)

Two of the occupational categories with significant employment losses (Sales and Service Occupations; Occupations in Art, Culture, Recreation and Sport) have a large proportion of their jobs in industries that were negatively affected by COVID: Arts, Entertainment and Recreation; Retail Trade; Accommodation and Food Services; and Other Services. The third occupational category with considerable losses was Occupations in Manufacturing and Utilities, where we have seen a slow decline in its share of total employment in the province over the decades.

Table 14 shows this same data for Peel and Halton (the data is only available for the workforce planning board area, not for each separate census division). As reported in last year's LLMP, the overall change in employment between 2016 and 2021 in Peel was a decline of 1.9%, whereas in Halton there was no change (0.0%) in employment levels. The calculation based on the combined area of Peel and Halton shows a decline of 1.3%, compared to the provincial decline of 1.8%.

Among some categories, the employment declines in Peel and Halton are comparable to those experienced province-wide:

- Sales and Service Occupations (minus 19.4%, compared to minus 19.6% provincially)
- Occupations in Art, Culture, Recreation and Sport (minus 15.3%, somewhat higher than Ontario's minus 9.5%)
- Natural Resources, Agriculture and Related Production Occupations (minus 13.8%, compared to minus 9.3% provincially)
- Occupations in Manufacturing and Utilities (minus 17.7%, also somewhat higher than Ontario's minus 12.1%)

**Natural and Applied Sciences
Occupations, which registered
a large increase of 25.3%**

There were several occupations in Peel and Halton which registered little change:

- Trades, Transport and Equipment Operators and Related Occupations (a small increase of 1.8%)
- Business, Finance and Administration Occupations (a slight increase of 0.9%)
- Occupations in Education, Law and Social, Community and Government Services (a slight decrease of minus 1.9%)

There were a few bright spots:

- Natural and Applied Sciences Occupations, which registered a large increase of 25.3%
- Health Occupations, with a considerable increase of 16.6%
- Management Occupations, which grew by 10.7%

The five largest occupational categories were:

- Business, Finance and Administration Occupations (18.8% of all occupations, compared to 16.5% provincially)
- Sales and Service Occupations (18.5%, compared to 18.8% provincially)
- Trades, Transport and Equipment Operators and Related Occupations (14.2%, compared to 13.5% provincially)
- Management Occupations (13.8%, compared to 13.1% provincially)
- Natural and Applied Sciences Occupations (10.9%, compared to 9.2% provincially)

**Table 14: Employment by occupation; Comparison between 2016 and 2021 based on 2016
NOC, PHWDG area**

	2021 Number	2016-2021 Change	2021 % share
ALL OCCUPATIONS	963,360	-1.3%	100%
Management occupations	132,465	10.7%	13.8%
Business, finance, administration	181,470	0.9%	18.8%
Natural and applied sciences	104,985	25.3%	10.9%
Health occupations	61,410	16.6%	6.4%
Education, law, social, government	93,580	-1.9%	9.7%
Art, culture, recreation and sport	20,315	-15.3%	2.1%
Sales and service occupations	178,170	-19.4%	18.5%
Trades, transport, equipment operators	137,225	1.8%	14.2%
Primary occupations (natural resources)	6,835	-13.8%	0.7%
Manufacturing + utilities occupations	46,905	-17.7%	4.9%

Statistics Canada, 2021 Census

4

2021 Census: Population Categories of Residents aged 15 years and older

The following tables highlight various population groups among the resident population aged 15 years and older, representing the potential labour force in each of Peel and Halton. Some of these proportions may differ slightly from those for the entire population, which would include persons aged under 15 years old.

Table 15: Population categories of residents aged 15 years and older, by age, gender, Indigenous identity, racialized person, and newcomer (arrived in Canada in the last five years), 2021 and 2016, Peel

	2021	% SHARE	2016	% CHANGE 2016-21
Total	1,199,070	100.0%	1,119,405	7.1%
Indigenous	6,140	0.5%	6,895	-10.9%
Racialized	805,775	67.2%	673,640	19.6%
Newcomer	86,725	7.2%	76,565	13.3%
GENDER				
Males	589,850	49.2%	544,800	8.3%
Females	609,225	50.8%	574,605	6.0%
AGE				
15-24 years old	206,435	17.2%	197,315	4.6%
25-44 years old	405,700	33.8%	371,415	9.2%
45-64 years old	380,855	31.8%	380,450	0.1%
65 years and older	206,075	17.2%	170,220	21.1%

Statistics Canada, 2016 and 2021 Census

There was a considerable increase in the number of Peel residents aged 15 years and older between 2016 and 2021

Peel highlights from Table 15:

- There was a considerable increase in the number of Peel residents aged 15 years and older between 2016 and 2021
- Two-thirds of this Peel population is racialized, and this category grew by almost 20%
- Indigenous persons make up a very small proportion of the Peel population (0.5%) and their number shrank between 2016 and 2021
- There are slightly more females than males, although the male population grew at a slightly faster rate
- There were modest increases in the number of those aged 15-24 years old and 25-44 years old, almost no change among those aged 45-64 years old, and a large increase among those aged 65 years and older

Table 16: Population categories of residents aged 15 years and older, by age, gender, Indigenous identity, racialized person, and newcomer (arrived in Canada in the last five years), 2021 and 2016, Halton

	2021	% SHARE	2016	% CHANGE 2016-21
Total	478,785	100.0%	433,845	10.4%
Indigenous	4,685	1.0%	4,090	14.5%
Racialized	158,630	33.1%	102,675	54.5%
Newcomer	24,195	5.1%	15,990	51.3%
GENDER				
Males	230,820	48.2%	208,570	10.7%
Females	247,965	51.8%	225,275	10.1%
AGE				
15-24 years old	75,600	15.8%	68,040	11.1%
25-44 years old	146,870	30.7%	137,235	7.0%
45-64 years old	165,635	34.6%	152,095	8.9%
65 years and older	90,665	18.9%	76,480	18.5%

Statistics Canada, 2016 and 2021 Census

Halton highlights from Table 16:

- There was a considerable increase in the number of Halton residents aged 15 years and older between 2016 and 2021
- One-third of this Halton population is racialized, while this population grew by over 50%, as did the population of newcomers

- Indigenous persons make up a very small proportion of the Halton population (1.0%), but their number increased by almost 15%
- There are slightly more females than males, and the rate of growth for both genders was more or less the same
- There were increases in numbers across all age categories, but the largest increase was among those aged 65 years and older (18.5%)

The next two tables provide more detailed breakdowns by Indigenous and racialized populations for each of Peel and Halton. In Peel, the South Asian population makes up over a third (36.5%) of the total population aged 15 years and older, just slightly larger than those not identified with a racialized group (32.8%). In Halton, those not identified with a racialized group make up two-thirds (66.9%) of the population aged 15 years and older, with the next largest group being South Asians, representing one-eighth (12.8%) of the population aged 15 years and older.

Table 17: Total population aged 15 years and older, by BIPOC categories, Peel, 2021

TOTAL	1,199,070	100.0%			
Indigenous population	6,140	0.5%	Filipino	51,385	4.3%
First Nations (North American Indian)	3,345	0.3%	Arab	37,965	3.2%
Métis	2,280	0.2%	Latin American	27,890	2.3%
Inuk (Inuit)	100	0.0%	Southeast Asian	22,890	1.9%
Multiple Indigenous responses	410	0.0%	West Asian	12,740	1.1%
Racialized population	805,775	67.2%	Korean	5,815	0.5%
South Asian	437,315	36.5%	Japanese	2,250	0.2%
Chinese	52,480	4.4%	Other racialized	46,865	3.9%
Black	108,175	9.0%	Not identified with a racialized group	393,295	32.8%

Statistics Canada, 2021 Census

In Halton, those not identified with a racialized group make up two-thirds (66.9%) of the population aged 15 years and older, with the next largest group being South Asians, representing one-eighth (12.8%) of the population aged 15 years and older

Table 18: Total population aged 15 years and older, by BIPOC categories, Halton, 2021

TOTAL	478,785	100.0%			
Indigenous population	4,685	1.0%	Filipino	10,640	2.2%
First Nations (North American Indian)	2,680	0.6%	Arab	15,825	3.3%
Métis	1,675	0.3%	Latin American	9,655	2.0%
Inuk (Inuit)	40	0.0%	Southeast Asian	3,435	0.7%
Multiple Indigenous responses	285	0.1%	West Asian	4,715	1.0%
Racialized population	158,630	33.1%	Korean	4,740	1.0%
South Asian	61,150	12.8%	Japanese	1,350	0.3%
Chinese	24,650	5.1%	Other racialized	7,610	1.6%
Black	14,875	3.1%	Not identified with a racialized group	320,155	66.9%

Statistics Canada, 2021 Census

5

Canadian Business Counts Labour Market Indicators

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. We also profile how these numbers have changed, by size of establishment and by industry. 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, and they particularly cautioned against using this data as a way to measure the impact that COVID had on the number of businesses. We note this caution but continue to use comparisons as an additional piece of evidence that contributes to our understanding of local business and employment patterns. 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 during and after 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

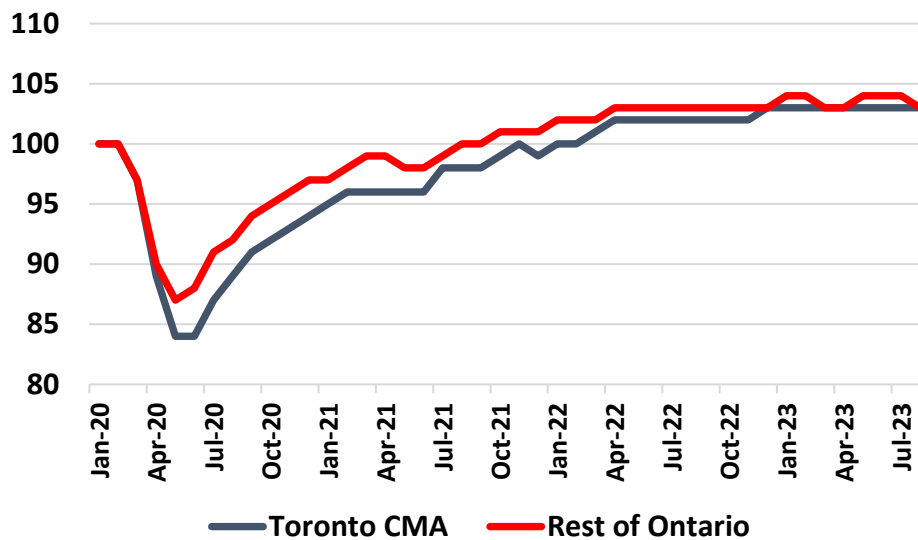
This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period, but then re-opened.

The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and larger census metropolitan areas. Even for the census metropolitan areas, the data is not available for all industries, because the data groups become quite small and cannot be released due to confidentiality requirements.

The data being profiled is up to August 2023, which is relatively close to the June 2023 date for the Canadian Business Counts figures which are reviewed in the remaining part of this analysis.

Active businesses. The first chart profiles active businesses in the Toronto Census Metropolitan Area (CMA) and the Rest of Ontario (that is, excluding the Toronto CMA). Monthly data is provided from January 2020, to show the pattern just before COVID hit (March 2020), up to the most recent available figures (August 2023). All data in the chart is expressed in relation to the number of businesses active in January 2020; that figure is given a value of 100 and all subsequent months are in relation to that figure of 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2020.

Chart 10: Ratio of active businesses, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100) (seasonally adjusted)



Statistics Canada, Table 33-10-0270-01

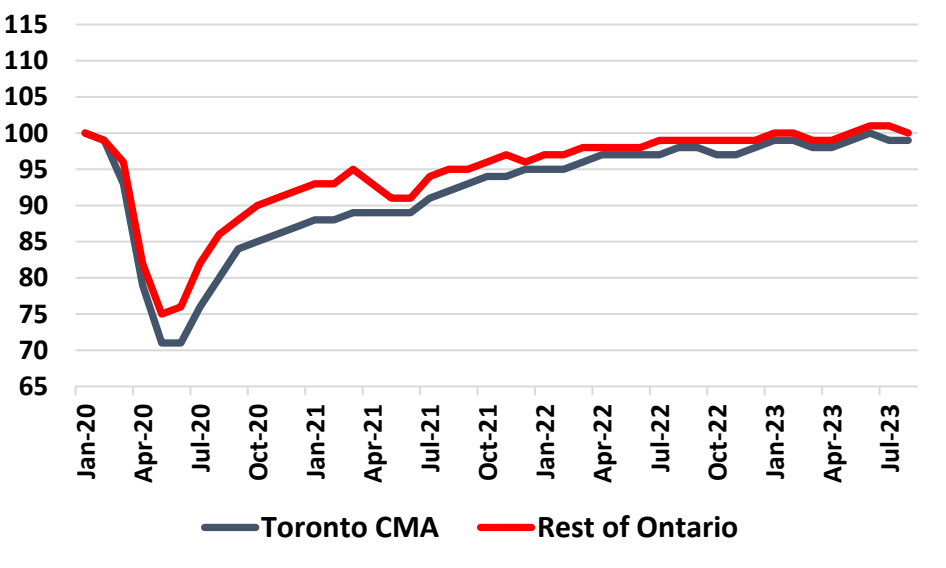
Overall, the broad trend for both areas is much the same: a sharp drop right after COVID hits and then a recovery which takes over a year. However, the details are slightly different:

- The Toronto CMA was more severely affected by COVID (in May 2020, the number of active businesses was 16% below what it had been in January 2020), and the recovery took a longer time (it took until January 2022 to return to the number of active businesses present in January 2020); the number of active businesses continued to grow, such that by August 2023, the number of active businesses in the Toronto CMA was around 3% higher than it had been in January 2020
- In the Rest of Ontario, the COVID impact was slightly less severe (in May 2020, the number of active businesses were 13% below what they had been in January 2020), and the recovery was more robust, reaching the January 2020 number of active businesses by September 2021 and since then exceeding that number; in August 2023, the number of active businesses in the Rest of Ontario was also around 3% higher than it had been in January 2020

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

Chart 11 presents the data for the Tourism industry, a special category created by StatCan, which includes Food and Beverage Services, portions of Accommodation Services and Recreation and Entertainment, and Travel Services. This was a sector especially hard hit because of COVID, as restrictions on gatherings and on travel shut down many tourism activities. To make comparisons easier, the number of active businesses present in January 2020 is given a value of 100 and all subsequent months are expressed in relation to that 100.

Chart 11: Ratio of active businesses, Tourism industry, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)



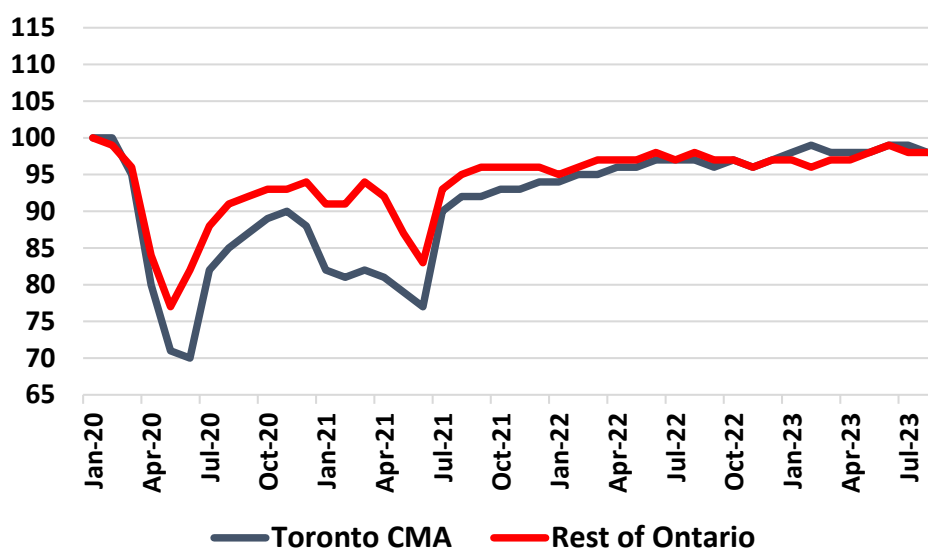
Statistics Canada, Table 33-10-0270-01

Chart 11 shows how COVID had a greater impact on the Tourism industry in the Toronto CMA, where the number of active businesses declined by 29% in May 2020, compared to January 2020, while in the Rest of Ontario, the decline was 23%. The recovery was more rapid in the Rest of Ontario, although it took until January 2023 to reach the same number of active businesses as had been present in January 2020; in the Toronto CMA, this moment was achieved in June 2023 (although since then the ratio has declined to 99).

The Tourism industry in the Toronto CMA experienced a larger proportional decline among active businesses during both lockdown periods

Chart 12 illustrates the same figures, but for Other Services, which includes Repair and Maintenance establishments (includes all kinds of repair services, including auto repair), Personal and Laundry Services (hair care, esthetic services, funeral services, dry cleaning, tattoo parlours), Religious, Grant-making, Civic, Professional and Similar Organizations (places of worship, philanthropic foundations, advocacy groups, ethnic associations, chambers of commerce, professional associations, labour unions, political parties, sports leagues) and Private Households employing workers.

Chart 12: Ratio of active businesses, Other Services, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)

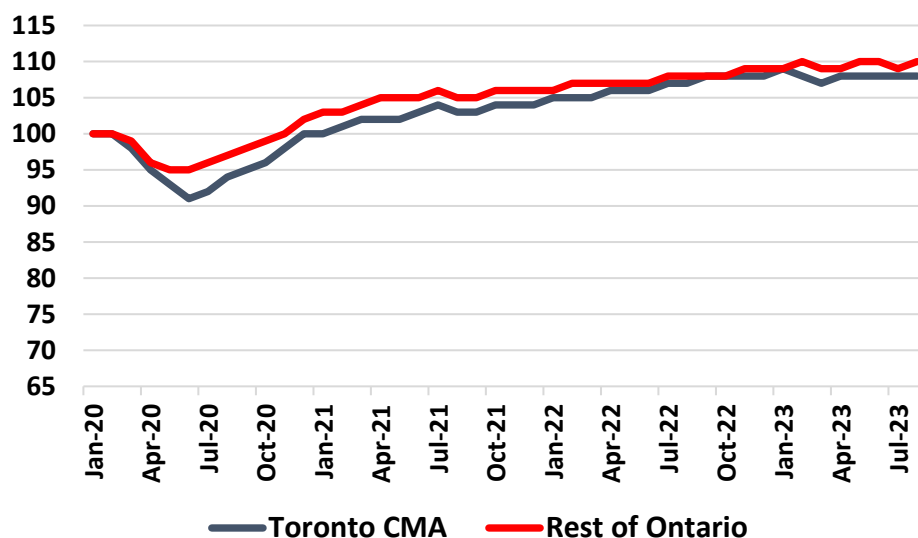


Statistics Canada, Table 33-10-0270-01

Other Services experienced a decline in active businesses right after COVID struck, but also a second round of declines that stretched between January to June 2021, around the time of the second lockdown. The Tourism industry in the Toronto CMA experienced a larger proportional decline among active businesses during both lockdown periods. Even though by the spring of 2022 both areas were reaching over 95% of their active business number in January 2020, even by August 2023 the number of active businesses had not yet returned to the January 2020.

Chart 13 illustrates the figures for the Professional, Scientific and Technical Services sector, made up of professional firms such as lawyers, accountants, engineers, management consultants or IT specialists. Overall, this sector was only partly affected by COVID, in large measure because many of these professionals were able to carry on business by working remotely from home. Their lowest level of active businesses occurred in June 2020, when the Rest of Ontario fell to 95 (a decline of 5%) and the Toronto CMA numbers fell to 91 (a decline of 9%), compared to the January 2020 level. By the end of 2020, both areas had already returned to the level of active businesses present in January 2020, and by the end of 2022, the number of active businesses in both areas were around 8% higher than January 2020. Through 2023, Toronto CMA has stayed at this level, while in the Rest of Ontario, it has reached at various times 9% and 10% higher.

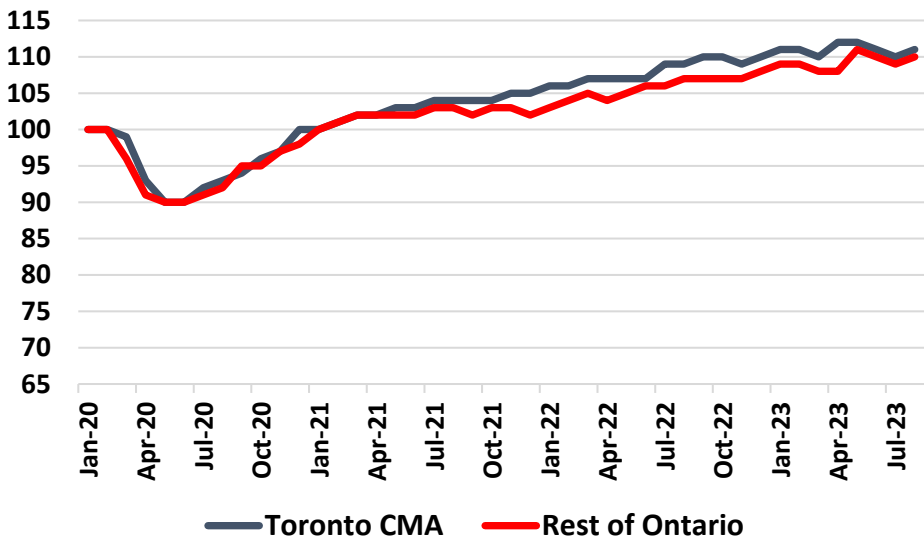
Chart 13: Ratio of active businesses, Professional, Scientific & Technical Services, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01

Chart 14 presents the trends for the Food Manufacturing sector. Through May and June 2020, the index for both areas fell to 90, which meant that the number of active businesses in this sector were 10% below what they had been in January 2020. But there was quite a rapid recovery: by January 2021, the ratio stood at 100 for both areas. By end of 2021, the ratio for both areas was around 105, and by the end of 2022, around 108 to 109, with the numbers levelling off around that level through 2023. In this sector, the level for the Toronto CMA has generally been slightly higher than that for the Rest of Ontario.

Chart 14: Ratio of active businesses, Food Manufacturing, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01

Looking in rapid succession through each of these four charts, one can see there is a different trajectory for each of these four sectors, illustrating how the impact of COVID varied on the number of active businesses. As the numbers recovered, there has tended to be a flat-lining of the ratios through 2023, which may be a consequence of a slowing economy, brought on by rising interest rates.

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 19 and 20 provide the summary data for all businesses located in Peel and Halton Regions for June 2022. 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 13% of the total count in Halton represent businesses that are unclassified (that is, Statistics Canada was unable to ascertain the industry of the establishment); the provincial average is 11%, which simply means that Halton has a little less information about their businesses than the provincial average, whereas Peel is the same as the province.

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 19: Peel number of businesses by employee size range, June 2023

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	476	73	22	16	8	1	1	597	0	17
21 Mining	34	6	7	3	2	0	0	52	0	19
22 Utilities	105	8	2	3	3	1	4	126	0	18
23 Construction	10550	3373	761	404	236	98	74	15496	8	4
31-33 Manufacturing	2216	959	535	450	403	202	200	4965	3	11
41 Wholesale Trade	2499	1282	662	592	487	240	163	5925	3	10
44-45 Retail Trade	5553	2283	1201	625	440	189	129	10420	5	5
48-49 Transportation/ Warehousing	30263	14630	510	330	276	137	142	46288	24	1
51 Information and Cultural	1166	331	105	56	32	20	15	1725	1	14
52 Finance and Insurance	6617	931	197	175	183	40	38	8181	4	8
53 Real Estate, Rental, Leasing	33937	1924	221	117	78	23	18	36318	19	2
54 Professional Scientific Tech	18690	7786	723	413	221	101	80	28014	14	3
55 Management of Companies	908	54	31	37	60	47	90	1227	1	15
56 Administrative Support	5143	1203	411	266	214	108	148	7493	4	9
61 Educational Services	1276	311	121	113	82	23	10	1936	1	13
62 Health Care & Social Assist	5145	2432	998	557	232	62	66	9492	5	7
71 Arts, Entertainment & Rec	1016	152	55	40	51	18	25	1357	1	16
72 Accommodation & Food	1521	722	857	661	589	150	46	4546	2	12
81 Other Services	6014	2766	715	293	164	37	20	10009	5	6
91 Public Administration	4	4	0	0	4	5	20	37	0	20
CLASSIFIED BUSINESSES	133133	41230	8134	5151	3765	1502	1289	194204		
Percentage of all classified and unclassified businesses	70%	21%	4%	3%	2%	1%	1%	100%		
Cumulative percentage	70%	91%	95%	97%	99%	100%	100%			
ONTARIO percentage of classified and unclassified businesses	72%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2023

Table 20: Halton number of businesses by employee size range, June 2023

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	468	56	14	16	11	4	3	572	1	17
21 Mining	28	11	6	1	1	2	0	49	0	19
22 Utilities	76	9	2	0	3	2	2	94	0	18
23 Construction	4040	1255	382	188	124	38	21	6048	8	4
31-33 Manufacturing	748	335	167	156	125	83	66	1680	2	12
41 Wholesale Trade	1096	548	261	158	158	60	40	2321	3	10
44-45 Retail Trade	2274	939	625	408	236	104	81	4667	6	6
48-49 Transportation/ Warehousing	2611	886	85	73	59	34	25	3773	5	8
51 Information and Cultural	624	181	55	21	25	6	5	917	1	15
52 Finance and Insurance	3893	512	138	102	128	16	22	4811	7	5
53 Real Estate, Rental, Leasing	15943	853	106	63	24	12	4	17005	23	1
54 Professional Scientific Tech	9947	3805	380	208	142	47	24	14553	20	2
55 Management of Companies	733	44	11	15	26	17	16	862	1	16
56 Administrative Support	1986	506	193	112	85	31	26	2939	4	9
61 Educational Services	734	152	57	53	50	18	10	1074	1	13
62 Health Care & Social Assist	3365	1793	435	338	193	53	46	6223	8	3
71 Arts, Entertainment & Rec	692	154	50	52	41	18	11	1018	1	14
72 Accommodation & Food	554	248	271	264	306	74	26	1743	2	11
81 Other Services	2264	978	341	168	70	17	6	3844	5	7
91 Public Administration	3	2	0	3	0	1	10	19	0	20
CLASSIFIED BUSINESSES	52079	13267	3579	2399	1807	637	444	74212		
Percentage of all classified and unclassified businesses	72%	18%	4%	3%	2%	1%	1%	100%		
Cumulative percentage	72%	89%	94%	97%	99%	100%	100%			
ONTARIO percentage of classified and unclassified businesses	72%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2023

The industries with the largest number of firms in Peel are Transportation & Warehousing . . . in Halton, . . . Estate and Rental & Leasing has the largest number of firms.

Some observations:

- Number of small firms: Businesses are by far made up of small establishments. 70-72% of the classified and unclassified firms in Peel and Halton have no employees⁶ in line with the provincial average of 72%; among firms with 1-4 employees, Peel has 21%, 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 23.8%; last year it was 22.9%; the previous year, 22.8%), followed by Real Estate and Rental & Leasing at 18.7% (last year: 17.9%; previous year, 16.5%), then in third place, Professional, Scientific & Technical Services (14.4%; the two previous years: 14.5%); in Halton the configuration is different: Estate and Rental & Leasing has the largest number of firms at 22.9% (last year: 21.9%; previous year: 20.1%), followed closely by Professional, Scientific & Technical Services at 19.6% (same as last year's 19.6%; previous year: 19.7%), with Construction a distant third with 8.1% (last year: 8.3%; previous year: 8.4%); it would appear that for the last two years, the rental market has attracted more landlords into this business; by way of context, the five largest industries by number of firms in Ontario are: Estate and Rental & Leasing (23.3%); Professional, Scientific and Technical Services (14.0%); Construction (9.5%); Transportation & Warehousing (7.6%); 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 Finance & Insurance, as well as Construction in Halton). In the mid-size ranges (10-49 employees), the industries with higher number of firms include: Retail Trade and Accommodation & Food Services in both Peel and Halton, as well as Wholesale Trade in Peel and Health Care & Social Assistance in Halton; 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 Administrative & Support, followed closely by Transportation & Warehousing, whereas in Halton the other two sectors are Retail Trade and Health Care & Social Assistance.

⁶ 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.

This pattern of different industries being concentrated in different employee-size categories is well illustrated in Table 21, which shows the percentage distribution of industries among firms with no employees and firms with employees, for each of Peel and Halton.

Table 21: Percentage distribution of businesses with no employees and with employees, by industry, Peel and Halton, June 2023

	PEEL		HALTON	
	No employees	With employees	No employees	With employees
Agriculture, forestry, fishing and farming	0%	0%	1%	1%
Mining and oil and gas extraction	0%	0%	0%	0%
Utilities	0%	0%	0%	0%
Construction	8%	8%	8%	9%
Manufacturing	2%	5%	1%	4%
Wholesale trade	2%	6%	2%	6%
Retail trade	4%	8%	4%	11%
Transportation and warehousing	23%	26%	5%	5%
Information and cultural industries	1%	1%	1%	1%
Finance and insurance	5%	3%	8%	4%
Real estate and rental and leasing	26%	4%	31%	5%
Professional, scientific & technical services	14%	15%	19%	21%
Management of companies & enterprises	1%	1%	1%	1%
Administrative and support	4%	4%	4%	4%
Educational services	1%	1%	1%	2%
Health care and social assistance	4%	7%	7%	13%
Arts, entertainment and recreation	1%	1%	1%	2%
Accommodation and food services	1%	5%	1%	5%
Other services	5%	7%	4%	7%
Public administration	0%	0%	0%	0%

Statistics Canada, Canadian Business Counts, June 2023

In Peel, 70% of all establishments with zero employees belong to one of four industries: Real Estate & Rental and Leasing; Transportation & Warehousing; Professional, Scientific & Technical Services; and Construction. In Halton, 72% of all establishments with zero employees belong to one of five industries: Real Estate & Rental and Leasing; Professional, Scientific & Technical Services; Construction; Finance & Insurance; and Health Care & Social Assistance. By and large, the presence of a large proportion of zero employee establishments usually means that there will also be a significant proportion of establishments with employees in that same area, the one exception being Real Estate & Rental and Leasing.

... almost 60% of the industry's zero employee establishments are in general freight trucking, most of whom are engaged in long-distance trucking.

The huge numbers for Transportation & Warehousing deserve some elaboration; these figures are highly concentrated in a limited number of categories, as displayed in Table 22.

Table 22: Number of establishments by select categories in Transportation & Warehousing, Peel, June 2023

	Without employees	With employees	1-4 employees
TRANSPORTATION & WAREHOUSING	30,255	15,870	14,569
General freight trucking, local	5,560	3,299	3,161
General freight trucking, long-distance, truck-load	10,298	7,057	6,813
General freight trucking, long-distance, less than truck-load	2,000	958	908

Statistics Canada, Canadian Business Counts, June 2023

Essentially, almost 60% of the industry's zero employee establishments are in general freight trucking, most of whom are engaged in long-distance trucking. Over 70% of the industry's firms with employees are also in general freight trucking, the vast majority of which have 1-4 employees. In Peel, there are six establishments in general freight trucking that have over 200 employees, but for the most part, this is a zero employee or very small company sector.

Among the other industries with large proportions of zero employee establishments, their profile looks as follows:

- In Real Estate & Rental and Leasing, of zero employee establishments, 58% in Peel and 61% in Halton are landlords of residential buildings; the next largest category is real estate agents, accounting for 24% in Peel and 21% in Halton
- Professional, Scientific & Technical Services also has a high proportion of establishments with zero employees; in Peel, 37% of this category are in computer systems design and related services (except video game design and development), while in Halton that proportion is 27%; Halton also has 14% of these firms in administrative management and general management consulting services, compared to 10% in Peel, and another 11% in other management consulting services, compared to 7% in Peel
- In the Construction sector, roughly a third of these zero employee firms are in residential building construction (30% in Peel and 32% in Halton), and another quarter are in building finishing contractors (26% in Peel and 24% in Halton)

At the other end of employee size spectrum, Peel has 166 firms with 500 or more employees and Halton has 54. Drilling down further:

- In Peel, there are: 24 firms in management of companies and enterprises; 24 firms in administrative and support services; 14 firms in professional, scientific and technical services; 11 firms in warehousing and storage; five firms in machinery, equipment and supplies merchant wholesalers; five firms in local public administration; four firms in couriers and messengers; four firms in insurance carriers and related activities; four hospitals
- In Halton, there are seven firms in local public administration and four firms in each of: transportation equipment manufacturing; professional, scientific and technical services; administrative and support services; and educational services

Change in the number of firms by industry, June 2022 to June 2023

Changes in the number of employers are experienced differently across the various industries. Tables 23 and 24 highlight the changes in the number of firms by industry and by employee size between June 2022 and June 2023 for Peel and Halton. The tables also list the total number of firms in each industry in June 2023, to provide a context. The colour-coding of the tables (green where there is an increase, orange where there is a decrease) helps to illustrate any pattern.

A comparison between this year's net changes by employee size and those of the previous four years is also included at the bottom of each table, to illustrate what have been the overall changes in the number of businesses over this period. In the next section, the changes over six years are illustrated in two charts.

It should be noted that Statistics Canada 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.

Peel. Table 23 shows the changes in the number of establishments for Peel between June 2022 and June 2023. A few observations to highlight:

- Starting with the bottom two rows – in the two years before COVID, there was broad growth across all employee size categories, except for a decline of one firm among firms with 100 or more employees; between June 2020 and June 2021, there were sharp declines among firms with 20-99 employees and 100 or more employees; in the following year, there were significant increases across all categories, although not enough to make up for the losses experienced the previous year; between June 2022 and June 2023, the positive growth in all categories continued, although the gains among all firms with employees were lower than the previous year, while there were huge increases among firms with zero employees
- Given the distribution of gains (green cells) and losses (red cells), it would appear that most industries gained employment, with only a few exceptions, namely Wholesale Trade; Information & Cultural Industries; and Management of Companies; indeed, many industries would have experienced considerable employment increases

Table 23: Peel change in number of employers by industry and by firm size, June 2022 to June 2023

INDUSTRY	Firm size (number of employees)					Total number of firms June-23
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	39	14	-2	1	52	597
Mining and oil and gas extraction	5	2	0	0	7	52
Utilities	9	-5	0	2	6	126
Construction	853	190	9	1	1053	15496
Manufacturing	116	37	5	5	163	4965
Wholesale trade	8	-65	-12	11	-58	5925
Retail trade	339	81	74	-6	488	10420
Transportation and warehousing	5379	518	21	9	5927	46288
Information and cultural industries	109	-5	-2	0	102	1725
Finance and insurance	257	14	6	1	278	8181
Real estate and rental and leasing	4451	313	-4	6	4766	36318
Professional, scientific and technical services	2080	330	5	9	2424	28014
Management of companies and enterprises	-30	-5	-5	-3	-43	1227
Administrative and support	463	49	6	6	524	7493
Educational services	189	1	22	-1	211	1936
Health care and social assistance	693	150	34	-4	873	9492
Arts, entertainment and recreation	153	-14	0	7	146	1357
Accommodation and food services	46	129	100	7	282	4546
Other services	479	55	13	2	549	10009
Public administration	-2	3	2	3	6	37
NET TOTAL CHANGES, 2022-23	15636	1792	272	56	17756	
NET TOTAL CHANGES, 2021-22	2338	2325	334	28	5025	
NET TOTAL CHANGES, 2020-21	8148	326	-457	-94	7923	
NET TOTAL CHANGES, 2019-20	1929	899	52	-1	2879	
NET TOTAL CHANGES, 2018-19	7163	2694	206	73	10136	

Statistics Canada, Canadian Business Counts, June 2022 and June 2023

Halton. Table 24 shows the pattern for Halton:

- The bottom two rows show the healthy increases across all categories in the two years before COVID; as in Peel, between June 2020 and June 2021, there were large losses among firms with 20-99 employees and 100 or more employees; in the following year, there were large increases, although the increase in the number of firms with 100 or more employees fell short of the decline in that category the year before; between June 2022 and June 2023, the rebound continued, except that increases in the 1-19 and 20-99 employee categories were lower than the previous year, and there actually was a decline of one establishment in the 100 or more employee category; meanwhile, as in Peel, there was a very large increase in the number of zero employee establishments

Table 24: Halton change in number of employers by industry and by firm size, June 2022 to June 2023

INDUSTRY	Firm size (number of employees)					Total number of firms June-23
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	73	3	0	1	77	572
Mining and oil and gas extraction	1	5	0	0	6	49
Utilities	4	2	0	0	6	94
Construction	305	58	15	1	379	6048
Manufacturing	24	29	1	3	57	1680
Wholesale trade	-1	0	10	-2	7	2321
Retail trade	150	46	17	5	218	4667
Transportation and warehousing	334	62	-1	-5	390	3773
Information and cultural industries	46	2	-1	-1	46	917
Finance and insurance	126	-11	15	4	134	4811
Real estate and rental and leasing	1823	132	3	0	1958	17005
Professional, scientific and technical services	884	202	19	-1	1104	14553
Management of companies and enterprises	4	-9	5	-1	-1	862
Administrative and support	179	-16	20	-8	175	2939
Educational services	91	4	7	1	103	1074
Health care and social assistance	432	122	39	-1	592	6223
Arts, entertainment and recreation	66	11	2	-2	77	1018
Accommodation and food services	27	27	19	4	77	1743
Other services	207	-13	9	0	203	3844
Public administration	0	2	1	1	4	19
NET TOTAL CHANGES, 2022-23	4775	658	180	-1	5612	
NET TOTAL CHANGES, 2021-22	930	973	228	39	2170	
NET TOTAL CHANGES, 2020-21	2075	204	-212	-57	2010	
NET TOTAL CHANGES, 2019-20	337	308	30	8	683	
NET TOTAL CHANGES, 2018-19	2069	464	133	12	2678	

Statistics Canada, Canadian Business Counts, June 2022 and June 2023

- The net impact on employment by industry was generally positive, even though there were eight industries which saw a net decline in the number of firms with 100 or more employees; sectors which likely had larger employment growth because of the distribution of gains and losses and the magnitude of the gains were: Construction; Manufacturing; Retail Trade; Real Estate & Rental and Leasing; Professional, Scientific & Technical Services; Health Care & Social Assistance ; Accommodation & Food Services

Time series from June 2018 to June 2023

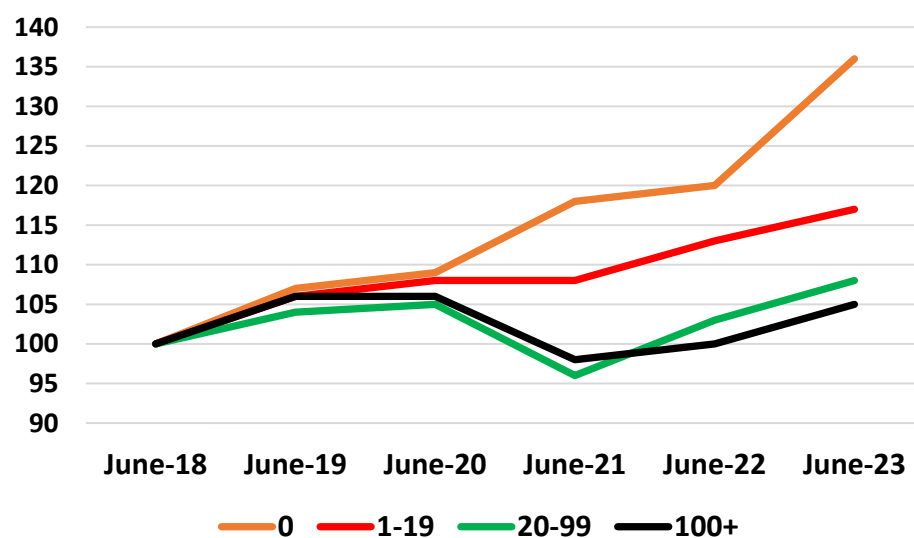
Changes which occur from year to year can sometimes be the consequence of a change in how a firm is classified or a small increase or decrease in employment resulting in a shift from one employee size category to another.

What can be more revealing is the longer-term pattern of changes by size of firm. The following chart tracks these changes for four employee size categories across six years (June 2018 to June 2023):

- Zero employees (0)
- 1-19 employees
- 20-99 employees
- 100 or more employees

The number of firms present in each category in June 2018 is assigned a value of 100 and each subsequent year the number of firms is expressed in relation to that value of 100. For example, if the value is 105, it means that the number of firms rose by 5%. In this way, one can compare the trend when the actual number of firms in each category is vastly different. Charts 15 and 16 show the patterns for Peel and Halton.

Chart 15: Ratio of number of all firms by employee size categories, Peel, June 2018 to June 2023

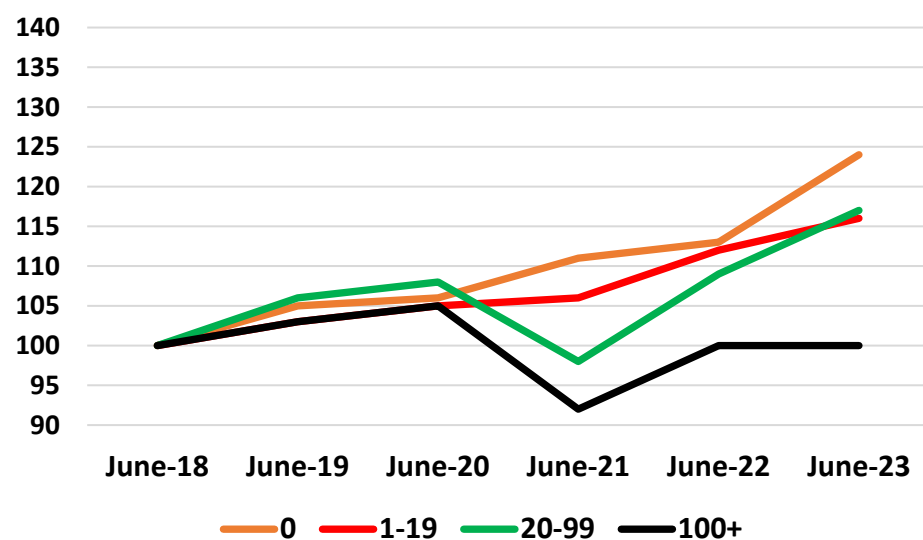


Statistics Canada, Canadian Business Counts, June 2018 to June 2023

In Peel (Chart 15), there was consistent growth across all employee-size categories between 2018 and 2019, which then flattened in 2020. With the impact of COVID in 2021, the number of firms with 20 to 99 employees and 100 or more employees dropped, while firms with zero employees increased by a significant amount. By 2022, all categories had rebounded, if not always to the 2020 level, at least to the level which was present in 2018, whereas by June 2023, growth had exceeded the June 2018 levels in all categories, due to health growth across the board, but especially among firms with zero employees.

In Halton (Chart 16), the pattern was like that of Peel, except that the decline in the number of firms with 100 or more employees was more severe in 2021 and the recovery has more tepid. The Halton pattern for firms with 1-19 employees is very similar to Peel, while in Halton firms with 20-99 employees have grown more rapidly than in Peel, while firms with zero employees in Peel grew at a faster rate than Halton.

Chart 16: Ratio of number of all firms by employee size categories, Halton, June 2018 to June 2023 (June 2018 = 100)



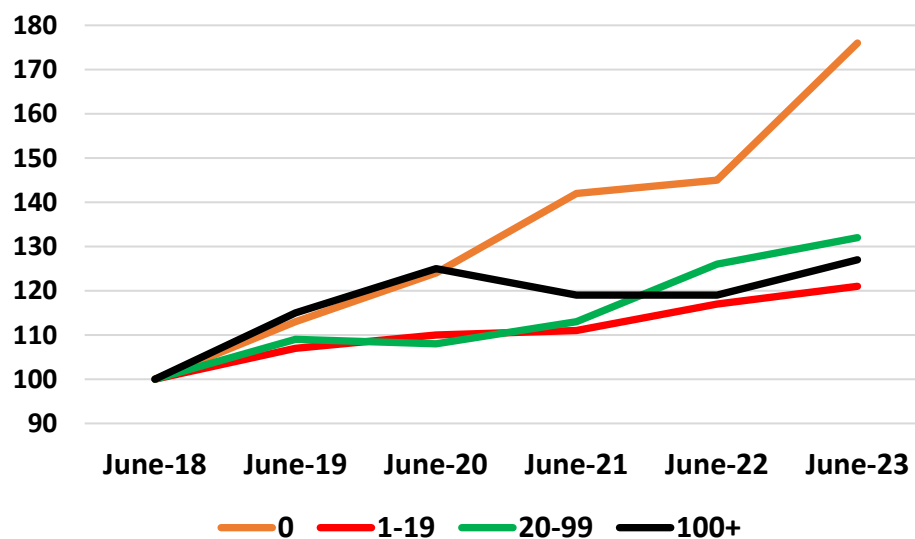
Statistics Canada, Canadian Business Counts, June 2018 to June 2023

Transportation & Warehousing in Peel was not as deeply affected by COVID, with only firms with 100 or more employees declining from 125 in June 2020 to 119 in June 2021

By way of contrast, this same time-series profile will be presented for a specific industry, for Transportation & Warehousing in Peel (Chart 17) and Professional, Scientific & Technical Services in Halton (Chart 18).

Transportation & Warehousing in Peel was not as deeply affected by COVID, with only firms with 100 or more employees declining from 125 in June 2020 to 119 in June 2021, eventually recovering to 127 in June 2023. While the number of firms across those categories with employees rose 20% to 30% between June 2018 and June 2023, the number of firms with zero employees rose by 76%.

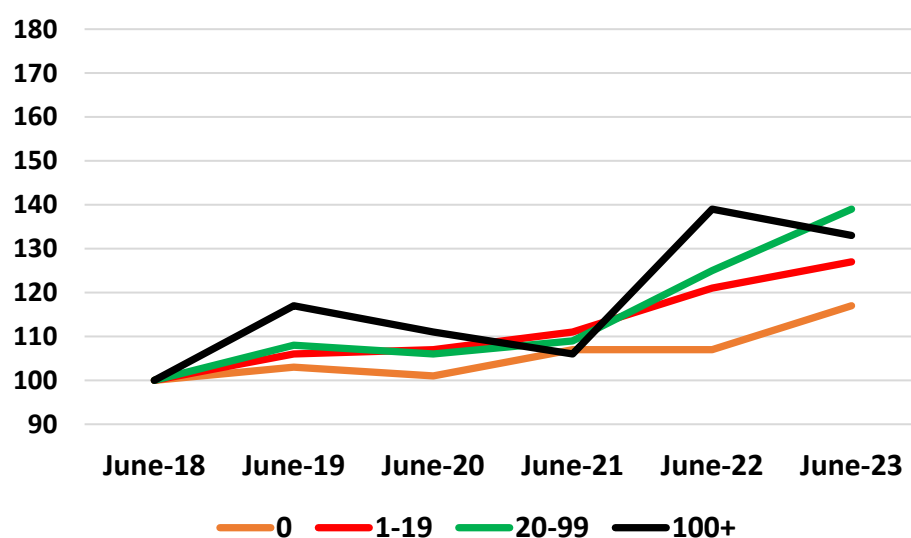
Chart 17: Ratio of number of firms by employee size categories in Transportation & Warehousing, Peel, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

Halton firms with 100 employees or more in Professional, Scientific & Technical Services also declined between June 2020 and June 2021, continuing a decline since June 2019, but there was also a significant recovery (the number of firms in this category is low: in June 2018, 18 firms; in June 2021, 19 firms; in June 2023, 24 firms). Since June 2018, firms with zero employees increased by 17%, with 1-19 firms by 27%, and with 20-99 firms by 39%.

Chart 18: Ratio of number of firms by employee size categories in Professional, Scientific & Technical Services, Halton, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

Views of employers - Highlights from Employer Survey 2021

It is the 13th year that the Peel Halton Workforce Development Group (PHWDG) has administered an employer survey. In recent years, the survey has chosen specific workforce issues for its theme. This year, the focus of the survey was on identifying workforce or business trends experienced by employers, assessing labour shortages and skills gaps, learning about strategies used for recruitment, retention, and training, exploring views regarding new technologies, especially artificial intelligence, and probing further about policies related to remote work.

The survey was administered between September 7 and October 30, 2023, and primarily completed by employers from Peel and Halton, although a fair number of employers also came from other parts of the Greater Toronto Area. The survey was distributed electronically through email and social media outreach carried out by PHWDG and over 40 community partners, from chambers of commerce to community colleges to employment service providers. The average number of respondents per question was 292.

The survey is not a random sample, but its respondents are generally representative of the characteristics of employers in Peel and Halton, except in the case of a few categories:

- 36% of the survey respondents have 100 or more employees, compared to 2% of all establishments in Peel and Halton; similarly, firms with 1-4 employees make up a smaller proportion of the survey compared to their share of all establishments
- By industry, the survey share of Manufacturing firms is far higher, while the share of Transportation and Warehousing is far lower; the only other industries where there is a larger discrepancy are Educational Services, Professional, Scientific & Technical Services, and Retail Trade
- There are slightly more firms completing the survey from Oakville and Burlington, and fewer firms from Brampton, compared to their share of all firms across Peel and Halton

In terms of significant issues or challenges affecting businesses that have grown in prominence in the last year, by far inflation is top of mind for most employers, reflected by rising costs and pressures to increase wages. The high ratings for these two items were consistent across all categories of employers.

The item with the third highest score was recruiting for mid-level or senior-level occupations, and this was especially pronounced for firms with 20 or more employees, as well as for firms in the Professional, Scientific & Technical Services sector. Commuting challenges affecting employee attendance and/or transportation challenges affecting timely deliveries ranked fourth among increasing challenges.

Around half of the respondents indicated that they experienced labour shortages, slightly more among mid-level or mid-skilled occupations (54%) than among entry-level or low-skilled occupations (46%), while exactly half (50%) said so for senior-level or high-skilled occupations.

When asked what strategies they use to offset the impact of labour shortages, the most common answer involves having management and staff work more hours to make up for the shortfall. The third most

frequently relied upon strategy is to recruit student interns or co-ops as a source of labour. From an economic development point of view, it is noteworthy that the fourth most frequent strategy is to postpone business expansion or take on new business.

Among recruitment strategies, the most common is diversifying one's workforce, with half currently applying this approach, and nearly one-fifth considering it. One-quarter of respondents indicate that they currently hire international students, although a third also say they are not considering this option. One-fifth say they are outsourcing work, but over a third say that this is not applicable/don't know, and a quarter say that they are not considering this option.

In terms of how employers modify the conditions of work to attract or retain employees, four strategies are already being implemented by 40% or more employers: flexible scheduling; increasing wages for current employees; offering hybrid or remote work; and increasing wages for new employees. While the option of a four-day week was not commonly offered, it was more likely to be currently offered or being considered the smaller the firm.

Two-thirds of employers currently encourage their employees to participate in on-the-job training and over half also offer training. Almost half say they work with educational institutions to offer co-ops, internships, or apprenticeships. Slightly more than a third offer tuition support to employees, provide paid time for engaging in learning programs, or encourage employees to acquire work-relevant micro-credentials.

When asked about their degree of satisfaction with the skill level of their current employees, the responses clustered into two categories:

Slightly higher level of satisfaction

- Teamwork and interpersonal skills
- Customer service skills
- Technical skills related to the occupation
- Ability to work independently

Slightly lower level of satisfaction

- Digital skills
- Critical thinking and problem-solving skills
- Leadership skills
- Adaptability, resilience, and stress management skills

The following skills attracted the lowest levels of satisfaction when it comes to job candidates:

- Adaptability, resilience, and stress management skills
- Critical thinking and problem-solving skills
- Potential leadership skills
- Level of commitment and reliability

Several questions explored the topic of changing technology, especially artificial intelligence. When asked about the timing of their adoption of new technology, a small number of firms are among the first to adopt. Around a third are early adopters (meaning adopting relatively early) and another third are in the early

To date, AI is hardly in use in the recruitment process (5%), but more than one-quarter (27%) of employers expect to start applying this technology in the next 12 months.

majority (more cautious), while smaller proportions wait for the technology to become mainstream or are very late adopters (if at all).

Three out of ten employers are studying or intend to study the potential use of artificial intelligence, whereas the rest are roughly equally divided between already adopting it (17%), feeling that the technology is not yet ready (17%), not believing that it will apply to their work (16%), or say it is not applicable or they don't know (21%).

To date, AI is hardly in use in the recruitment process (5%), but more than one-quarter (27%) of employers expect to start applying this technology in the next 12 months. One-third do not feel that AI can assist in screening job candidates, and another third (34%) think it is not applicable or do not know.

In comparison to a similar survey question asked in 2017, the proportion of employers who feel that technological change will not affect employment has stayed the same (around two-thirds saying either disruption but no change, or no impact), however, there has been a shift of around 13% from those predicting there will be more jobs to those predicted there will be fewer jobs.

In terms of how advancing technology is changing skill requirements in the workplace, knowledge of basic computer skills (word processing, spreadsheets, email) is virtually an absolute necessity in the eyes of employers. There is a second tier of skills which ranks between very important and somewhat important, which includes the following:

- Creativity and innovation
- Advanced computer skills (e.g., working with operating systems, databases and file management)
- Finance and accounting
- Business and marketing

On the topic of remote work, slightly over a quarter of employers say their typical employee does not ever work remotely, which means almost 75% do some work remotely, with more than one-quarter spending half or more of their time working remotely. Having tracked the incidence of remote work over several years, the trend appears to be that while around half of employees spend most of their time at the workplace, around a third of employers have their typical employees working a hybrid arrangement (roughly splitting their time between the workplace and operating remotely).

In terms of their views about remote work policies, there is a larger level of agreement among employers that it is possible to make suitable hybrid work arrangements that satisfy their employee desires and the needs of their organization and that the COVID experience showed that remote work could be just as productive as at work attendance.

Employers prefer in-person work as a way to develop and maintain a common corporate culture, to better onboard a new employee, and to achieve higher quality employee engagement and customer engagement. Employers on the other hand recognize that hybrid work is better for retaining current employees and recruiting new employees, as well as for providing a better work-life balance.

Through additional comments and follow-up interviews, employers acknowledged that it was very much a job seeker's market. Faced with that reality, these employers maintained the need for an overall human resources approach, whereby employees could feel appreciated and where they have opportunities to advance in their development and careers if they so choose.

2023

PEEL HALTON EMPLOYER SURVEY

Locating the New Normal in the Workplace

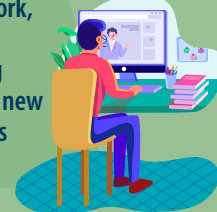
After years when labour shortages were the biggest concern of employers, this year by far inflation is top of mind, due to rising costs and pressures to increase wages



Around half of employers say they experience labour shortages, slightly more so among mid-level or mid-skilled occupations than other occupations

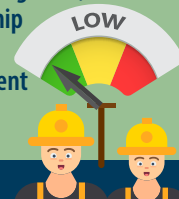


In order to attract job candidates and retain employees, employers are offering flexible scheduling, increasing wages for current employees, offering hybrid or remote work, and/or increasing wages for new employees



Two-thirds of employers currently encourage their employees to participate in on-the-job training, over half also offer training, and almost half say they work with educational institutions to offer co-ops, internships, or apprenticeships

Employers give low ratings for job candidates on critical thinking and problem-solving skills, potential leadership skills, and their level of commitment and reliability

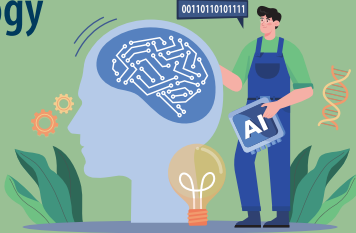


2023

PEEL HALTON EMPLOYER SURVEY

Rapidly Advancing Technology

Locating the New Normal in the Workplace



Around one out of six employers have or are currently adopting AI technology as part of their operations **and three out of ten** are studying or intend to study the potential use of these technologies



To date, **AI is hardly in use in the recruitment process**, but more than one-quarter of employers expect to start applying this technology in the next 12 months

In terms of how advancing technology is changing skill requirements in the workplace, knowledge of basic computer skills (word processing, spreadsheets, email) is virtually an absolute necessity in the eyes of employers



While around half of employees spend most of their time at the workplace, **around a third of employers have their typical employees working a hybrid arrangement** (roughly splitting their time between the workplace and operating remotely)



Most employers feel that it is possible to make suitable hybrid work arrangements that satisfy their employees' desires and the needs of their organization



Most employers feel that the COVID experience showed that remote work could be just as productive as at work attendance



Employment Ontario Services Data

This section provides information and analysis of client data released by the Ministry of Labour, Immigration, Training and Skills Development in 2023 and offers insights into client demographics and outcomes between April 2022 and March 2023. The data elements capture client and program information for the 2022-23 fiscal year and cover the following:

- Canada Ontario Job Grant (COJG)
- Employment Service (ES)
- Literacy and Basic Skills (LBS)
- Ontario Employment Assistance Services (OEAS)
- 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.

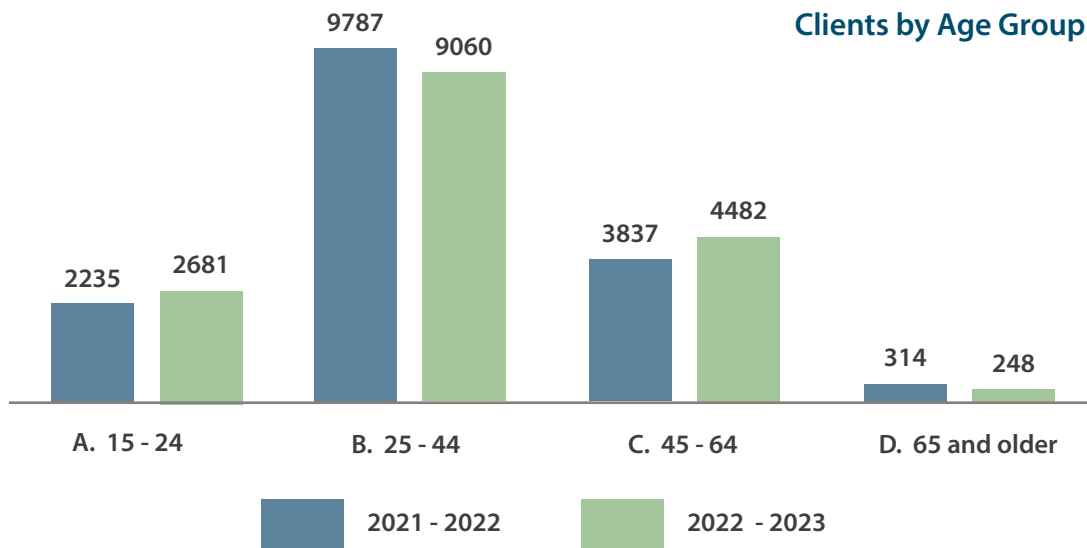
Employment Services

Highlights

- **27,675 Peel and Halton** residents were serviced by EO Employment Services and Integrated Employment Services providers in 2022-2023.
- **11, 047** residents of Halton were identified as unassisted clients and **3129** as assisted clients.
- **81%** 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.
- **49%** of Peel and Halton clients had no source of income, **5%** were receiving Employment Insurance (EI) benefits and **21%** were Ontario Works recipients.
- **9,787** or 59% of Peel Halton assisted clients were 25-44 years old, **3,837** or 23% were in the 45-64 age range, while another **2,681** or 16% were 15-24 years old. The remainder 2% were 65 years of age or older.

It should be noted that the number of youth clients also decreased by almost 17%, indicating that youth used employment services less.

Chart 19: Profile of Halton Employment Services (ES) and Peel Integrated Employment Services (IES) Clients

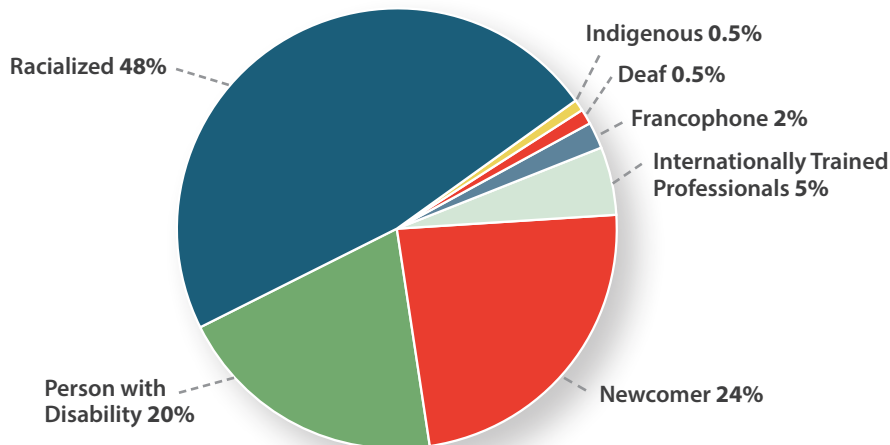


Source: Ministry of Labour, Training and Skills Development

- 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 also decreased by almost 17%, indicating that youth used employment services less. Meanwhile, the percentage of workers 45-64 years old entering as ES and IES clients has increased since the last reporting period.
- The number of female clients (1,567) was slightly higher than that of males clients (1,543) using the services.
- An 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:
 - Newcomers
 - International Educated Professionals

The largest share of clients served was among the Racialized group and Newcomers at 48% and 24% respectively. This can be seen in the chart below. (It should be noted that the data for Racialized Groups relies on self-identification)

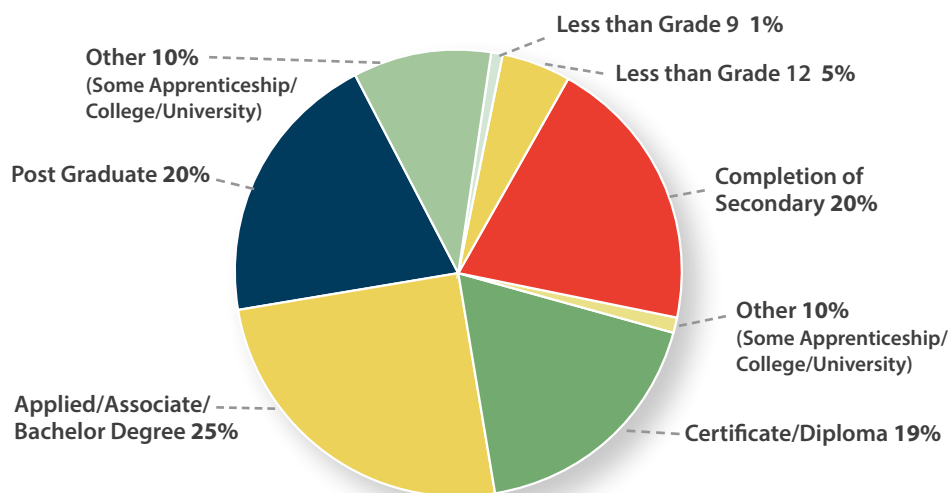
Chart 20: Clients by Designated Groups



Source: Ministry of Labour, Training and Skills Development

The data also profiles the educational attainment of clients at intake. 25% of ES and IES clients had completed an Applied/Associate or Bachelor's Degree, 20% had a Post Graduate Degree, 19% 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.

Chart 21: Education levels of clients at intake



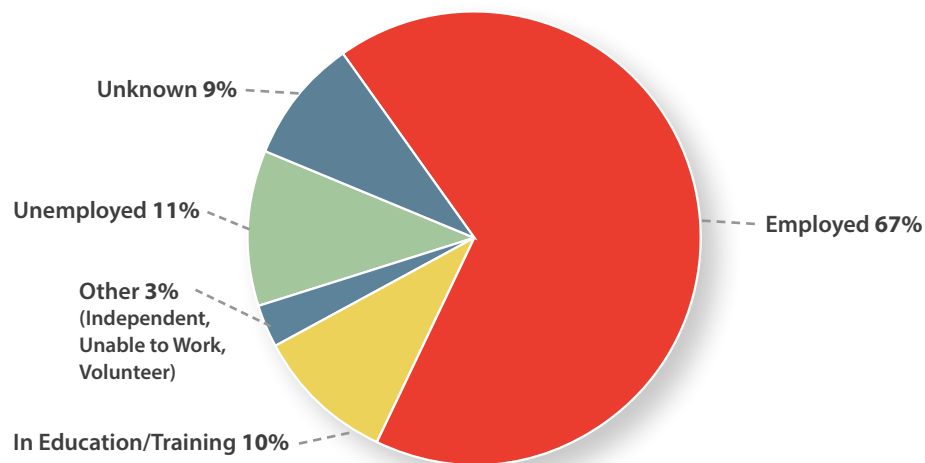
Source: Ministry of Labour, Training and Skills Development

... the number of clients that remained unemployed after intake slightly increased compared to 2021-22 cohort

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 2021-2022. About 2,102 or 68% of Halton assisted clients secured a job and 10% pursued further training or education. Although the share of those that secured a full-time job was 24% it should be noted that this category of clients decreased compared to the previous period. Meanwhile the number of clients that remained unemployed after intake slightly increased compared to 2021-22 cohort.

Chart 22: Employment Outcomes



Source: Ministry of Labour, Training and Skills Development

- 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 occupations and industries for both.

Table 25: Lay-Off & Employed Occupation for Halton Clients

(2 Digit NOC) Lay – Off Occupation Top 5 - Halton	(2 digit NOC) Employed Occupation Top 5 - Halton
12: Administrative and financial supervisors and administrative occupations	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
67: Service support and other service occupations	64: Sales representatives and salespersons - wholesale and retail trade
74: Other installers, repairers and servicers and material handlers	22: Technical Occupations Related to natural and applied sciences
21: Professional occupations in natural and applied sciences	72: Industrial, electrical and construction trades

Source: Ministry of Labour, Training and Skills Development

Table 26: Lay-Off & Employed Industry for Halton Clients

Lay – Off Industry (2 digit NAICS) Top 10 – Halton	Employed Industry (2 digit NAICS) Top 10 – 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
44: Retail Trade	62: Health Care and Social Assistance
72: Accommodation and Food Services	33: Manufacturing
62: Health Care and Social Assistance	72: Accommodation and Food Services
33: Manufacturing	44: Retail Trade
23: Construction	49: Transportation and Warehousing
61: Educational Services	45: Retail Trade
81: Other Services (except Public Administration)	No data available
45: Retail Trade	No data available

Source: Ministry of Labour, Training and Skills Development

After 12 months about
56 clients were employed
and 24 were unemployed.

Literacy Basic Skills Services for Peel & Halton Clients

- A total of 2721 clients used Literacy and Basic Skills services (LBS) in the Peel and Halton areas during 2022-2023. 51% of all Literacy Basic Skills learners were of prime working age 25-44 years old, 25% were youth, 21% 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 (38%) and by Visible Minorities (32%) followed by Persons with Disabilities (23%). Compared to the previous period 3% less newcomers used the LBS services.
- 23% of the total number of LBS learners had completed Secondary Education, 18% had Less than Grade 12 level of education and an additional 18% had an Applied/Associate/Bachelor's Degree. About 54% of LBS learners were unemployed and 36% had no source of income. Almost 58 % of those clients employed full time and had participated in these programs identified post-secondary education as a goal, while 67% of full-time students identified Apprenticeship. About 60% 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.

Better Jobs Ontario Services for Peel & Halton Clients

- Employment Ontario data indicates that 243 participants were registered for the Better Jobs Ontario program in 2022-2023. The majority of them were racialized, of prime working age and had no source of income. Transport Truck Driver topped the list as the most common skills training program followed by Social and Community Service Workers program. At the end of the program, 23 participants were employed. After 12 months about 56 clients were employed and 24 were unemployed.

Table 27: Better Jobs Ontario Services - Top Skills Training Programs in Peel & Halton

2022-2023	2021-2022
Transport Truck Drivers	Social and Community Service Workers
Social and Community Service Workers	Medical Administrative Assistants

Source: Ministry of Labour, Training and Skills Development

Youth Services for Peel & Halton Clients

- The Youth Job Connection program served 161 youth, of which 74% were aged 15 to 24. About 132 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 support beyond traditional job search and placement opportunities.

Canada Ontario Job Grant for Peel & Halton Clients

- 200 employers received the Canada-Ontario Job Grant (the Job Grant). This grant provided direct financial support to individual employers to train a total of 1002 employees. 73% of employers were small businesses employing less than 50 employees and 27% employed 50-150 employees. The outcomes were quite positive and 97% of employers reported that training met their workforce needs.

Apprenticeship for Peel & Halton Clients

- There were 7,775 Active Apprentices during 2022-2023, an increase by 257 apprentices compared to 2021-2022. Meanwhile 16% more Certificates of Apprenticeship were issued as compared to the previous period and the number of New Registrations increased by almost 35%. The number of registrants for modular training also increased by 53%. The average age of apprentices at registration was 26 years old, remaining the same as in the previous period. The number of apprentices 25-44 years old increased by almost 44%. An increase was also recorded for the 15-24 and 45-64 years old apprentices.
- Apprenticeship continues to be dominated by males that made up 90% 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.

Table 28: Registration in Trades 2021-2023

Top 10 new registrations in trades 2022-2023	Top 10 new registrations in trades 2021-2022
Plumber	Electrician - Construction and Maintenance
Sheet Metal Worker	Automotive Service Technician
Electrician - Construction and Maintenance	Refrigeration and Air Conditioning Systems Mechanic
Auto Body and Collision Damage Repairer	Truck and Coach Technician
Automotive Service Technician	Plumber
Truck and Coach Technician	Hairstylist
Refrigeration and Air Conditioning Systems Mechanic	Industrial Mechanic Millwright
Residential Air Conditioning Systems Mechanic	Construction Boilermaker
Hairstylist	Residential Air Conditioning Systems Mechanic
General Carpenter	Industrial Electrician

Source: Ministry of Labour, Training and Skills Development

8

Consultation Process

The Action Items cited later in this report are part of the Peel Halton Local Labour Market Plan (2024-2025), 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 engagement included business associations, economic development offices, employment service providers, settlement service providers, educational institutions and individual 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-four stakeholders provided their opinions on these questions, which were further supplemented by interviews.

The main thrust of this engagement with stakeholders was to identify a medium-term initiative that would investigate a priority labour market issue for Peel and Halton, one which might span several years and would involve research, consultation and the design of interventions. Such an initiative might include establishing an advisory committee, which would frame and analyze the issue, potentially develop a proposal for funding to allow more in-depth examination and consultation, and then implementing such a project, resulting in findings and recommendations.

Two topics were equally rated as high priority items by the stakeholders:

- 1) Developing new strategies which could improve the transition to employment of individuals who have barriers to employment or who have low attachment to the labour market
- 2) Investigating what are the characteristics of a job which make it more likely to attract and retain employees, including what dimensions need to be considered (such as wages, benefits, health and safety, work-life balance, workplace culture and atmosphere, HR practices, training and advancement opportunities)

Three other topics received rankings between medium and high priority:

- 1) A study examining the cost to employers of not being able to find sufficient employees for their operations; such an analysis would explore the extent to which labour shortages result in more overtime, more supervisors having to take on front-line functions, greater reliance on temp workers, delaying delivery of goods or services, delaying business expansion, or other impacts
- 2) An examination of how local residents perceive the quality of their work life; such an inquiry would identify the elements of employment which are positive or negative and how these factors affect an employee's engagement with their job and the likelihood that they will stay in their job; the results of such a study could provide employers with strategies to help them attract and retain employees

medium and high priority . . . an identification of specific initiatives the local community could undertake to support international students, in terms of addressing the issues they face in adjusting to life in Canada.

3) An identification of specific initiatives the local community could undertake to support international students, in terms of addressing the issues they face in adjusting to life in Canada (access to housing and mental health issues in particular), as well as strategies to support their ability to access part-time work while in school, as well as assistance to increase their success rate in applying for permanent residency, in particular, in relation to securing employment in their field of study

Several other potential initiatives were raised, which are clustered as follows:

- Developing activities to support employers with respect to hiring persons with disabilities; advancing diversity and equity policies; ensuring transfer of institutional knowledge from retiring workers to newly employed workers; strategies for onboarding and retaining individuals with barriers to employment
- Devising training for specific populations: digital and IT skills for lower-skilled, lower-wage workers; supporting older adults remaining in the labour force to adjust to changing skill needs

When asked regarding what role they could imagine playing in any proposed initiative, almost two-thirds of the stakeholders indicated they would wish to be part of a group shaping such an activity; one-third said they would wish to be part of a group leading such an initiative, and one-third would be interested in being a partner to such an initiative.

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

9

Looking Ahead: 2024-2025 Action Plan

The last few years have changed the workforce and the landscape surrounding the workplace in many ways. It is now more important than ever to have our ear to the ground and truly grasp the ever-changing workplace and the policies that govern it. A new workplace “norm” is still evolving as employers grapple with balancing their productivity while balancing employee retention by providing work environments that employees demand.

The Peel Halton Workforce Development Group continues to engage all key workforce stakeholders (employers, educators, funders, employment services, economic development, human resource organizations, municipal/provincial/federal levels of government, employer associations etc.) to understand emerging trends and opportunities.

Find below our proposed 2024-2025 activities that will support the above key themes as a way to support our local stakeholders.

Priority 1: Mobilizing reliable labour market data to our community

Action	2023-2024 Activities	2024-2025 Activities	Proposed Actions
Sharing labour market data with all stakeholders. Data includes: <ul style="list-style-type: none"> • Peel/Halton labour market data; • Profile of population; • Canadian business counts • Employer survey • Employment Ontario services outcome 	Using a highly interactive process, consulted with key stakeholders to understand priorities Analyzed and presented the data in the 2023-2024 LLMP report Shared report extensively	Consult & engage with a variety of stakeholders to understand and prioritize key labour market challenges/priorities; Analyze most recent data from census; Canadian business counts; EO services data etc. Prepare the 2024-2025 LLMP Report	Continue to seek year long input from partners to strengthen the LLMP as a relevant document to the local municipalities

Priority 2: Dissemination of labour market information & intelligence using social platforms to inform partners about current data, training, jobs, evolving HR practices etc.

Action	2023-2024 Activities	2024-2025 Activities	Proposed Actions
<p>Providing current, local, reliable labour market intelligence to all stakeholders on an ongoing basis using social platforms; The Working in Peel Halton(WIPH) social platforms span Facebook; Twitter; LinkedIn; YouTube</p> <ul style="list-style-type: none"> • Provide employment data; no cost training opportunities; jobs & job fair; employer information sessions etc. 	<p>Shared LMI daily across all platforms.</p> <p>Stakeholder numbers that view WIPH as the logical place to share GTA.</p> <p>LMI continued to grow</p> <p>Municipal, employment services, educator, business etc.</p>	<p>Continue to build on the strong following we have across social platforms.</p> <p>Continue to attract more employers & partners that can see the central integral role that WIPH plays for workforce development players in Peel/Halton</p>	<p>Showcase WIPH as the “go to” platform for sharing and disseminating data and information related to the labour market</p> <p>Survey followers on all platforms to understand how platforms can be relevant to their needs</p>
<p>Compile a weekly newsletter, “The LMI Roundup” that summarizes the weekly labour market information shared with all stakeholders.</p>	<p>Compiled & shared The LMI Roundup every week with PHWDG’s membership on email.</p> <p>Subscribers to the newsletter grew over the year</p>	<p>Prepare & disseminate this weekly newsletter</p>	<p>Run a marketing campaign to steadily grow email membership</p>
<p>Provide a summary of labour market activity for the month by using job ads posted by employers & agencies on over 50 publicly accessible websites</p>	<p>Shared the PHWDG’s monthly Labour Market Insights report</p> <p>Introduced the interactive report to all stakeholders allowing them to filter data using various parameters that include municipality; occupations; sectors; skills; wages etc.</p>	<p>Prepare and share monthly Labour Market Insights report to empower our stakeholders with current job market data</p> <p>Continue to showcase the strength of this report as a key indicator of job market activity</p>	<p>Continue to market this report as a “one stop shop” for valuable insights of the job market</p>

Priority 3: Employer Engagement & Discussion to understand employer trends, priorities, gaps to mobilize timely solutions

Action	2023-2024 Activities	2024-2025 Activities	Proposed Actions
Engage employers to understand their pain points; emerging trends & opportunities, as a way to mobilize stakeholders, to address employer challenges in a timely manner.	<p>Brought together an advisory table to understand key employer challenges to investigate</p> <p>Compiled survey tool & disseminated it with the support from over 40 disseminating partners</p> <p>Key stakeholder interviews carried out</p> <p>Analyzed & wrote the findings</p> <p>Launched survey findings with stakeholders</p> <p>Disseminated survey extensively</p>	<p>Bring together key workforce stakeholders to over see the survey</p> <p>Share survey extensively to have high number of respondents</p> <p>Engage different groups to get a better understanding of survey findings</p> <p>Compile & disseminate survey</p> <p>Launch survey to share findings</p>	<p>Continue to seek disseminating partners so as to increase survey respondent numbers</p> <p>Continuously speak with employer groups, ES providers, educators, municipalities etc. to understand changes in workforce practices & emerging trends</p>
<p>Small, Medium employers (SME) are the backbone of our economy yet they struggle to stay on top of:</p> <ul style="list-style-type: none"> - new legislation governing HR practices; - understanding mental health in the workplace - new threats to businesses that include cyber attacks, scammers etc. 	<p>Held quarterly webinars to support SME's</p> <p>Industry leaders (HR Lawyers; cyber security experts; mental health consultants) delivered the webinars.</p> <p>Over 250 employers participated in these webinars</p>	<p>Engage employers on a survey to understand their top needs to support them understand the ever changing workforce landscape</p> <p>Organize industry leaders to respond to SME needs through quarterly webinars</p> <p>Deliver webinars</p>	<p>Continue to work on marketing these campaigns to maximize participation from SME's</p>

Priority 4: Support job seekers to find work using local resources (Peel Halton Workforce Hub, Peel SSM, Halton SSM, and Youth Guides) that can support their workforce journey

Action	2023-2024 Activities	2024-2025 Activities	Proposed Actions
Promote Peel Halton Workforce Hub (PHWH) Tools	Presented the tools with their additional enhancements (customized cover letters; customized resume builder) to our employment services providers and other partners	Continue promotion of the PHWH tools and job finding and career development tools to job seekers/ clients of community partners	Increase awareness of PHWH tools and resources that will support job seeker's employment goals and career pathways.
Create a Quarterly Labour Market Dynamics Report	N/A	<p>Conduct research and disseminate quarterly the Labour Market Dynamics Report to jobseekers and other community stakeholders</p> <p>Create a detailed plan outlining the promotion strategy, timeline, and objectives.</p> <p>Leverage social platforms, email newsletters, and the PHWDG's website to distribute the report.</p>	<p>Determine who the primary audiences are for the report.</p> <p>Identify the channels and methods that will be used to reach audience.</p> <p>Create engaging content and infographics to accompany the report.</p> <p>Collaborate with organizations (EO, ES) that have a similar target audience or share an interest in labor market dynamics.</p> <p>Leverage networks to promote the report.</p>
Create a youth booklet to assist youth to navigate services in the community ranging from crisis support lines; abuse support; housing; food; health services; mental health; immigrant youth services; legal; transportation; education; employment etc.	<p>With the support of young interns we created:</p> <ul style="list-style-type: none"> - A Guide of Services for Youth in Peel Region - A Guide of Services for Youth in Halton Region <p>Shared these two resources extensively</p>	<p>Promotion of Peel & Halton youth guides across social channels to increase awareness.</p> <p>Connect with youth serving organizations; school boards to share this valuable resource</p>	Connect youth to people and places in their community that will help and support them to be safe, happy, and healthy, and allow them to create goals and strive to reach them.
Create a resource to showcase all employment services of the Peel SSM (WCG) & Halton SSM (Fedcap)	N/A	<p>Research, collect and compile the information for the Peel & Halton SSM's</p> <p>Share the document with employers, employer associations & other groups to showcase the robust ES services that support employers in their recruitment & hiring needs</p>	Creating awareness of the range of services that employment service partners provide to job seekers & employers as a way to build a stronger workforce.

Priority 5: Showcasing careers in skilled trades as viable options for a successful career.

Action	2023-2024 Activities	2024-2025 Activities	Proposed Actions
<p>With 140+ skilled trades it is often challenging to showcase trades as a viable career option. Barriers to entry into skilled trades is leading to a huge shortage of tradespeople.</p> <p>Greater awareness of skilled trades is a priority for the Ontario government.</p>	N/A	<p>Outreach to funders to support an “Apprenticeship Career Connections (ACC)” event to support Provincial priorities in the skilled trades.</p> <p>The ACC event, if funding is received, will interactively showcase the opportunities in trades as a lucrative careers.</p> <p>Skilled trades employers, associations, colleges, unions will participate.</p> <p>Peel & Halton school boards will be invited to bring their students to learn about trades.</p> <p>Newcomer agencies & EO providers will participate.</p>	<p>Convene workforce development players to support a proposal to showcase this opportunity to shed a light on the trades to diverse audiences.</p>



Priority 6: Strengthening the settlement landscape to enable better outcomes for newcomers to Peel & Halton

Action	2023-2024 Activities	2024-2025 Activities	Proposed Actions
<p>Newcomers to Canada continue to face challenges in securing meaningful employment despite having high educational levels. There is a robust newcomer organization in place with innovative programming within each agency.</p> <p>It is important to showcase the range of programs/ services that can support newcomer integration.</p> <p>Reinitiate PHWDG's "NewComer Organization Network" (NCON) quarterly meetings.</p>	<p>In collaboration with Fedcap & the Centre for Skills Development & Training, a highly successful NCON meeting was held to bring together newcomer serving agencies.</p>	<p>Convene a small group of committed stakeholders to plan quarterly networking meetings for the NCON membership.</p> <p>Hold 4 quarterly meetings</p> <p>Identify relevant speakers & organizational hosts for each meeting</p>	<p>Market the NCON network as an avenue for all newcomer agencies to convene and share best practices.</p> <p>Increase NCON membership through outreach activities</p>

Peel Halton



Workforce
Development
Group

2024

PEEL HALTON

Local Labour Market Plan Report

Peel Halton Workforce Development Group

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