

2025

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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For more information, contact:

Peel Halton Workforce Development Group

Email: [info@peelhaltonworkforce.com](mailto:info@peelhaltonworkforce.com)

Telephone: 905.306.9588

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2025

# 1

## Executive Summary

### Introduction

For several years now, our labour market has experienced a series of tumultuous events, from the COVID lockdowns to the increase in remote work, from rising job vacancy rates and rising inflation to the dampening effect of increases in the interest rate. Each year offers up a new challenge, upending or reversing what had happened the previous year.

The year-end economic forecasts of the major banks offer a glimmer of optimism for 2025: inflation has been going down, allowing interest rates to decline, which will stimulate consumer spending, business investment and housing investment, all of which will contribute to a rising Gross Domestic Product, as well as reduce unemployment. Given the past few years, it would be foolhardy not to expect the unexpected, with elections looming provincially and federally, and the prospects of the United States imposing tariffs on Canadian goods, which could have a shattering effect on the Ontario economy. One can only hope for the best and prepare for the worst.

### Labour market data

Annual unemployment rates went down in 2021 and 2022, stayed relatively stable in 2023, then increased in 2024 in Ontario, the Toronto Census Metropolitan Region, and the Rest of Ontario (Ontario minus the Toronto CMA figures).

The local quarterly unemployment rates over the last two years have shown a consistent increasing trend, for Halton Region, Brampton, Mississauga and the Toronto CMA. The most recent unemployment rate data for Quarter 4 2024 is available for only a limited number of geographies, as follows:

- Toronto CMA – 8.0%
- Mississauga – 9.3%
- Brampton – 10.0%
- Halton – 8.1% (Quarter 3 data)

The participation rate, 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), tends to go up when unemployment goes down, as more individuals feel there is a greater chance of finding suitable employment. The annual participation rate in Ontario and in the Toronto CMA declined in 2020 (COVID), recovered in 2021, held steady through 2022 and 2023, and has slipped somewhat in 2024.

The local quarterly participation rates over the last two years show different trends:

- In the Toronto CMA, the participation rate has been dropping slowly and the general trend for Mississauga is also a declining rate
- Brampton's rate also dipped, but in 2024 recovered and returned to the level it had been in Q1 2023
- The participation rate in Halton has been experiencing a slow increase

After dropping for two years, the annual proportion of the Ontario unemployed who have been unemployed for 26 weeks or more has increased. The monthly data shows that this proportion started increasing in the fall of 2023 and jumped higher in the fall of 2024.

Job vacancy rates have been dropping since the end of 2021 and the beginning of 2022, after the large surge in job vacancy rates in 2021. Declining job vacancy rates are inversely related to increasing unemployment rates. The job vacancy rates in the Toronto CMA have typically been a little lower, than those in the Rest of Ontario.

The average offered wage for job openings shows a less pronounced increase over the last five years when the figures are expressed in constant dollars, removing the effect of inflation. It explains why the increase in the dollar figure on one's pay stub resulted in lower purchasing power

**In constant dollar terms, median employment income stayed relatively flat between 2017 and 2020, increased slightly in 2021, but dropped in 2022, for both males and females in Peel and Halton regions.**

at the store. This was especially the case in the Toronto CMA, where the offered wage increased at a much lower rate compared to the Rest of Ontario.

The same applies to median employment income, especially in the case of 2022 income, a year when inflation rose considerably. In constant dollar terms, median employment income stayed relatively flat between 2017 and 2020, increased slightly in 2021, but dropped in 2022, for both males and females in Peel and Halton regions.

Both Peel and Halton have had high net in-migration over a five year period between 2017-18 and 2021-22, 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 aged 25-44 years old.

In terms of where people are coming from and where they are going:

- **In Peel**, a significant net number of residents leave Peel for other parts of Ontario and this number has been growing. An even larger number arrive from overseas, and this number has also been growing. The number moving to or from other provinces is quite small and has in the last four years become a net out-migration. These intra-provincial and international numbers were growing each year but declined in 2020-21 for net international migration
- **Halton** has been experiencing growing net in-migration from international migrants, as well as net in-migration from intra-provincial migration, although that number has decreased in the last two years. Halton had also had net in-migration from inter-provincial migration, although that source has now flipped to a net out-migration result. While total net migration in 2021-22 was a bit lower than that experienced in 2018-19 and 2019-20, it is still higher than the figures for 2016-17 and 2017-18

## Canadian Business Counts

Statistics Canada's Estimates for Business Openings and Closures show how the number of active businesses (an establishment that has an employee in the month in question) declined sharply in Ontario when COVID hit, and how the Tourism sector was hit the hardest and took the longest to recover. Some four years after the start of COVID there has finally been a convergence in the business growth trends across the tourism sector and all the other business sectors.

Statistics Canada's Canadian Business Counts data track the number of establishments in Peel and Halton, measured in June and December of each year.

The table below shows the relatively small number of industries, which, account for almost 60% or more of all establishments in each of these two employee-size categories:

PEEL		HALTON	
0-4 employees 63% of all establishments	50+ employees 66% of all establishments	0-4 employees 64% of all establishments	50+ employees 59% of all establishments
<ul style="list-style-type: none"> <li>• Transportation &amp; Warehousing</li> <li>• Real Estate &amp; Rental and Leasing</li> <li>• Professional, Scientific &amp; Technical Services</li> </ul>	<ul style="list-style-type: none"> <li>• Manufacturing</li> <li>• Wholesale Trade</li> <li>• Retail Trade</li> <li>• Transportation &amp; Warehousing</li> <li>• Administrative &amp; Support</li> <li>• Accommodation &amp; Food Services</li> </ul>	<ul style="list-style-type: none"> <li>• Construction</li> <li>• Real Estate &amp; Rental and Leasing</li> <li>• Professional, Scientific &amp; Technical Services</li> <li>• Health Care &amp; Social Assistance</li> </ul>	<ul style="list-style-type: none"> <li>• Manufacturing</li> <li>• Wholesale Trade</li> <li>• Retail Trade</li> <li>• Health Care &amp; Social Assistance</li> <li>• Accommodation &amp; Food Services</li> </ul>

Since 2020-21, when there was a decline in the number of firms with 20 or more employees in both Peel and Halton, there was a rebound in 2021-22, followed by robust growth in the number of establishments in both regions in 2022-23 and 2023-24. In those two years, the increase in number of firms with 20 or more employees was 436 firms in Peel (an increase of 7%) and 243 firms in Halton (an increase of 9%).

In Peel and Halton, the Core Service Sectors (Retail Trade; Arts, Entertainment & Recreation; and Accommodation & Food Services), experienced a decline in the number of firms with employees in 2021, whereas all other industries paused their growth that year. Since then, there has been robust growth in both regions across both of these employer categories, but the Core Service Sectors have still not returned to the same level of growth as all the other industries.

High costs and pressures of time impeding the ability to train were one of the reasons for employers to, not engage in training and workforce development.

## Views of employers - Highlights from Employer Survey 2024

**This survey marks the 14th year of the Peel Halton Workforce Development Group (PHWDG) annual employer survey.** The key focus areas of the survey are the recruitment challenges faced by different skill categories, hiring intentions, job recruitment targeting under-represented groups, use and assessment of government-funded employment and training programs, and trends relating to remote work. The survey is not a random sample, but its respondents generally represent employers' characteristics in Peel and Halton.

There has been a decline in the number of participating employers in the last two years despite no changes in the length and distribution of the survey. This itself can be indicative of the employers being fatigued with the surveys or they have been taken up with their day-to-day demands that they feel they do not have the time to complete a survey.

A larger group of firms employ entry-level or low-skilled workers, wherein number of hires has been about the same over the last year. To add further, the number of more recruitments exceeds the number of lower recruitments in most of the firms. When it comes to hiring intentions in entry-level or low-skilled occupations over the next six months, the trend slightly favored increased hiring, especially among smaller firms.

A larger section of employers also hired workers in mid- to higher-wage and mid- to higher-skilled occupations, although the proportion was slightly lower in the small firms having 1 to 4 employees. The educational background for these occupations varied, where Knowledge sector firms were more likely to employ people with a university degree or some combination certificates, and Manufacturing and Service sectors employed higher proportions of mid- to higher-skilled workers with trade certificates. Like entry-level jobs, the hiring intentions for mid to higher-skilled occupations over the next six months were also slightly leaning toward more hiring.

When it comes to training, workforce development or recruitment activities related to these mid- to higher-skilled occupations, the vast majority (87%) of employers conduct their own on-the-job training, a high proportion (almost two-thirds, at 63%) host interns or co-op students, and around half send job postings to actual or virtual job boards located at training bodies or educational institutions. High costs and pressures of time impeding the ability to train were one of the reasons for employers to, not engage in training and workforce development.

Slightly more than a third (37%) of respondents said they track statistics regarding the demographic composition of their workforce. Around half of the respondents felt the proportion of newcomers and women in their workforce generally matched that found in the resident population. The respondents also indicated not being sure about the inclusion as well as underrepresentation of three demographic groups in their workforce: Indigenous persons, persons with disabilities, and refugees. When it came to identifying an under-represented demographic group that requires special recruitment efforts over the next six months, almost half of employers identified women, youth, and newcomers.

The major barriers identified by most respondents when it comes to hiring under-represented demographic groups were recruitment challenges (how best to find and recruit these individuals), followed by skill and accreditation assessment.

In terms of recruitment strategies, most employers do not make use of targeted approaches for different population groups; rather, they assume they will attract such candidates by the same means they use to attract all job candidates.

When it comes to hiring youth, almost a quarter of the respondents said they did not hire youth. Half expected the number of youths hires to be about the same as the previous year, while the rest of the respondents who expected to hire more youth slightly exceeded the proportion who expected to hire fewer youth.

The incidence of working most of the time in the workplace has continued to decline (a trend apparent each year since 2021), while the proportion of working hybrid has steadily increased.

Around one-half of employers say they are aware of government-funded training and employment programs, a third say they are not, and one out of six say they are unsure.

When employers were asked to provide additional comments as part of the survey or through interviews conducted as a follow-up to the survey, a number mentioned specific recruitment challenges, either about entry-level service sector jobs, or more specialized skilled jobs, such as trades occupations or jobs requiring specific technical skills. The job readiness and/or the soft skills of job candidates were also cited. Several employers specifically raised concerns regarding the increasing difficulty in making use of the temporary foreign worker program.





# 2

## Peel and Halton Labour market Update

This section reviews various labour market indicators, including unemployment rates, participation rates, job vacancy rates, employment income data and migration data, to provide insight into the current state of the labour market in Peel and Halton.

### 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, up until 2024. Chart 1 illustrates the comparison. These rates are reported for Ontario, for the Toronto Census Metropolitan Area (CMA)<sup>1</sup>, and for the Rest of Ontario (Ontario figures minus the Toronto CMA).

**Table 1: Annual unemployment rates, Ontario, Toronto CMA and Rest of Ontario, 2018-2024**

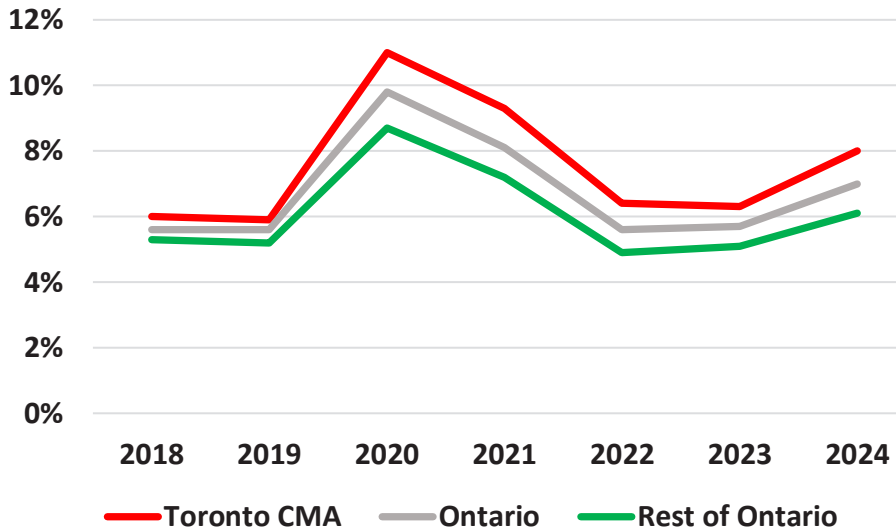
	2018	2019	2020	2021	2022	2023	2024
Toronto CMA	6.0%	5.9%	11.0%	9.3%	6.4%	6.3%	8.0%
Ontario	5.6%	5.6%	9.8%	8.1%	5.6%	5.7%	7.0%
Rest of Ontario	5.3%	5.2%	8.7%	7.2%	4.9%	5.1%	6.1%

Statistics Canada, tables 14-10-0385-01 and 14-10-0327-01

<sup>1</sup> 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.

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.

**Chart 1: Annual unemployment rates, Ontario, Toronto CMA and Rest of Ontario, 2018-2024**



Statistics Canada, tables 14-10-0385-01 and 14-10-0327-01

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 went down in tandem for two years, stayed stable in 2023, but in 2024 the rates increased, more so in the Toronto CMA, such that the difference between the rate in the Toronto CMA and the Rest of Ontario widened again to almost 2%.

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 2023 to Quarter 4 2024 (Halton data is only available up until Q3 2024).

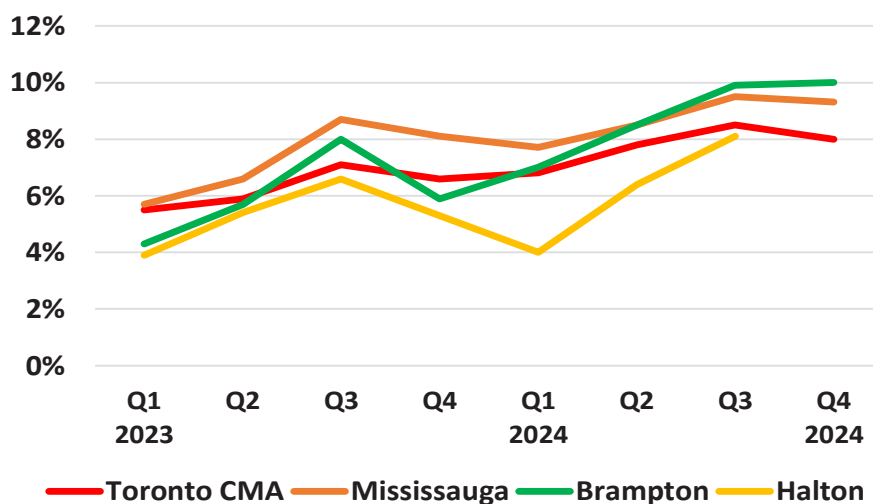
**Table 2: Unemployment rates by quarter, Mississauga, Brampton, Halton and Toronto CMA Q1 2023 to Q4 2024**

2023				
	Q1	Q2	Q3	Q4
Halton	3.9%	5.4%	6.6%	5.3%
Mississauga	5.7%	6.6%	8.7%	8.1%
Brampton	4.3%	5.7%	8.0%	5.9%
Toronto CMA	5.5%	5.9%	7.1%	6.6%
2024				
	Q1	Q2	Q3	Q4
Halton	4.0%	6.4%	8.1%	
Mississauga	7.7%	8.5%	9.5%	9.3%
Brampton	7.0%	8.5%	9.9%	10.0%
Toronto CMA	6.8%	7.8%	8.5%	8.0%

Statistics Canada, tables 14-10-0378-01 and 14-10-0445-01, and Halton Region data

Halton has a lower unemployment rate, while Mississauga and Brampton have generally had higher unemployment rates, higher than those for the Toronto CMA. The unemployment rate has been increasing, apart from declines in Q4 2023 and Q1 2024. In Q3 and Q4 2024, the unemployment rates have been at 8.0% or higher across the four areas profiled.

**Chart 2: Unemployment rates by quarter, Mississauga, Brampton, Halton and Toronto CMA Q1 2023 to Q4 2024**



Statistics Canada, tables 14-10-0378-01 and 14-10-0445-01, and Halton Region data

## Participation rates

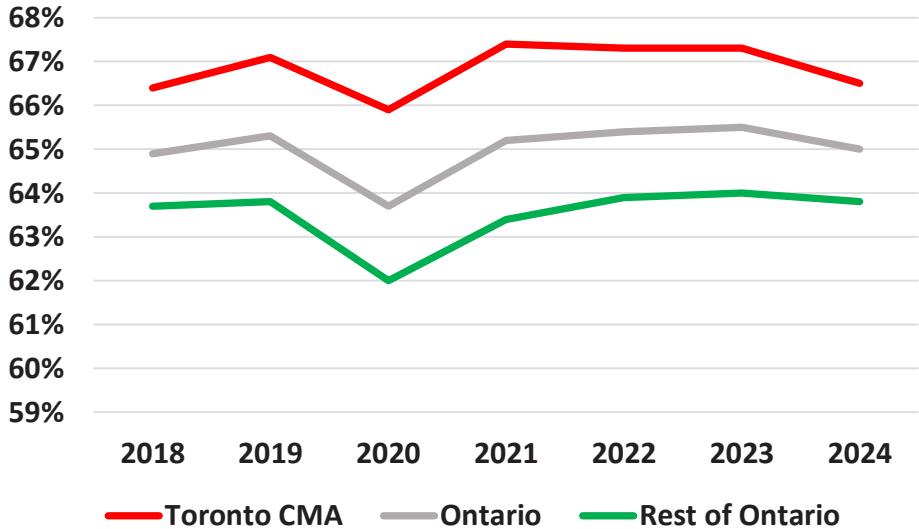
The participation rate measures the proportion of the working-age population (15 years and older) who are in the labour force, that is, either employed or actively looking for work. Table 3 and Chart 3 show the annual participation rates for Ontario, Toronto CMA, and the Rest of Ontario.

**Table 3: Annual participation rates, Ontario, Toronto CMA and Rest of Ontario, 2018-2024**

	2018	2019	2020	2021	2022	2023	2024
Toronto CMA	66.4%	67.1%	65.9%	67.4%	67.3%	67.3%	66.5%
Ontario	64.9%	65.3%	63.7%	65.2%	65.4%	65.5%	65.0%
Rest of Ontario	63.7%	63.8%	62.0%	63.4%	63.9%	64.0%	63.8%

Statistics Canada, tables 14-10-0385-01 and 14-10-0327-01

**Chart 3: Annual participation rates, Ontario, Toronto CMA and Rest of Ontario, 2018-2024**



Statistics Canada, tables 14-10-0385-01 and 14-10-0327-01

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 because 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. In 2024, the participation rate dipped as unemployment increased; individuals looking for work and finding it more challenging to secure a job may become discouraged and drop out of the labour market.

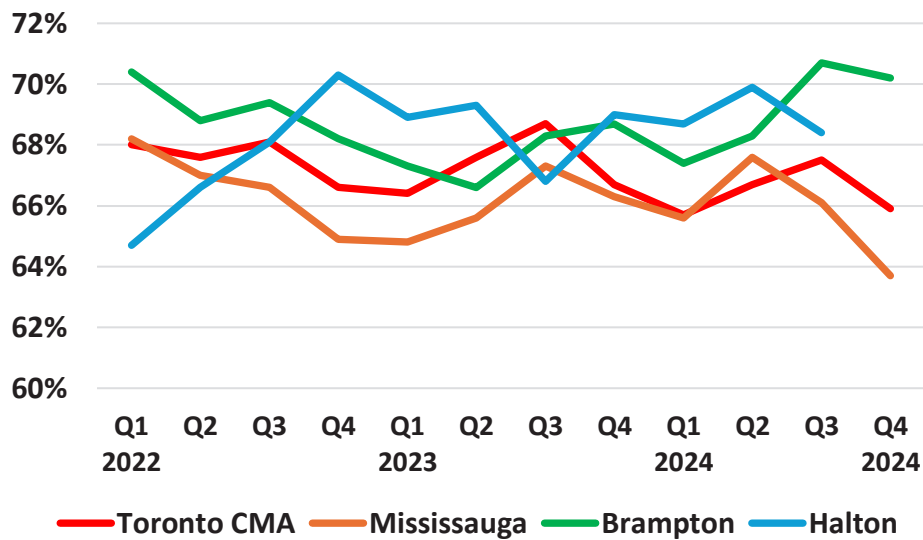
Table 4 and Chart 4 present the participation rates for the local area by quarter, for each of Mississauga, Brampton and Halton, with a comparison to the figures for the Toronto CMA, from Quarter 1 2023 to Quarter 4 2024.

**Table 4: Participation rates by quarter, Mississauga, Brampton, Halton and Toronto CMA Q1 2023 to Q4 2024**

2023				
	Q1	Q2	Q3	Q4
Halton	68.9%	69.3%	66.8%	69.0%
Mississauga	64.8%	65.6%	67.3%	66.3%
Brampton	67.3%	66.6%	68.3%	68.7%
Toronto CMA	66.4%	67.6%	68.7%	66.7%
2024				
	Q1	Q2	Q3	Q4
Halton	68.7%	69.9%	68.4%	
Mississauga	65.6%	67.6%	66.1%	63.7%
Brampton	67.4%	68.3%	70.7%	70.2%
Toronto CMA	65.7%	66.7%	67.5%	65.9%

Statistics Canada, tables 14-10-0378-01 and 14-10-0445-01, and Halton Region data

**Chart 4: Participation rates by quarter, Mississauga, Brampton, Halton and Toronto CMA Q1 2023 to Q1 2024**



Statistics Canada, tables 14-10-0378-01 and 14-10-0445-01, and Halton Region data

Anyone reading this graph would be forgiven for thinking it is an unfathomable mess. Even with three-month moving averages, there is a great amount of volatility in the data. To get beyond the noise of the changes quarter by quarter, one has to view the overall trends:

- In the Toronto CMA, the participation rate has been dropping slowly and the general trend for Mississauga is also a declining rate
- Brampton’s rate also dipped, but in 2024 recovered and returned to the level it had been in Q1 2023
- The participation rate in Halton has been experiencing a slow increase

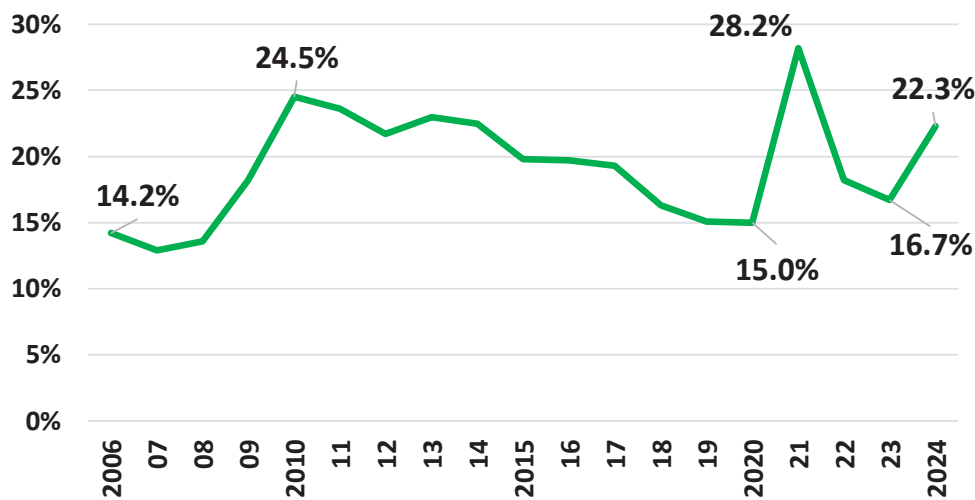
There is not one trend that applies to all four areas.

... the incidence of long-term unemployment has increased to 22.3%, which signals significant difficulties for some in the labour market.

## Long-term unemployment

Long-term unemployment is usually defined as being unemployed for six months or more (26 weeks or more).<sup>2</sup> Chart 5 presents the annual data for those unemployed 27 weeks or more; this data is only available at the provincial level.

**Chart 5:** Annual proportion of unemployed who are unemployed for more than 27 weeks, Ontario, 2006-2024



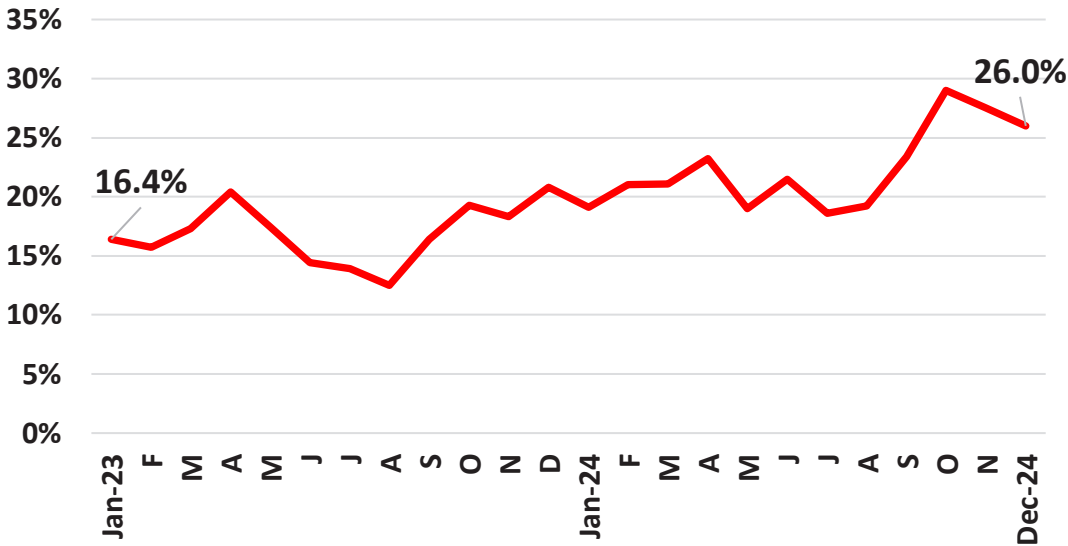
Statistics Canada, tables 14-10-0385-01 and 14-10-0327-01

In 2006, the proportion of the unemployed who were long-term unemployed (more than 27 weeks) stood at 14.2% and was still falling. When the recession hit in late 2008, that proportion started increasing, rising to 24.5% 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 28.2%, 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 2023 the long-term unemployed had already dropped to 16.7%. However, since then, the incidence of long-term unemployment has increased to 22.3%, which signals significant difficulties for some in the labour market.

<sup>2</sup> In this section, both annual and monthly data will be presented, to illustrate current trends. While the annual data is available for those unemployed 26 weeks or more, the monthly data is only available for those unemployed 27 weeks or more. Fortunately, the annual data also provides figures for those unemployed 27 weeks or more. Thus, the 27-week data will be presented; while it does not precisely measure long-term unemployment, the proportions of those unemployed more than 26 or 27 weeks are relatively close; more importantly the trends which are revealed, whether long-term unemployment is increasing or decreasing.

Chart 6 shows the same measurement, this time month by month. While the incidence of long-term unemployment had dropped in the early part of 2023, it started increasing in fall 2023, stayed at a plateau for many months, but then rose significantly starting in fall 2024, reaching 27.5% in November before falling slightly to 26.0% in December.

**Chart 6: Monthly proportion of unemployed who are unemployed for more than 27 weeks, Ontario, January 2023 to December 2024 (seasonally unadjusted)**



Statistics Canada, tables 14-10-0385-01 and 14-10-0327-01 to Statistics Canada, Table 14-10-0342-01



By Q3 2024, the job vacancy rate had dropped in both the Toronto Economic Region and the Rest of Ontario to a level lower than it had been in the five quarters before COVID.

## 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 2024, 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 Region<sup>3</sup> and the Rest of Ontario (Ontario minus the Toronto Region). Chart 7 illustrates the data.

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. By Q3 2024, the job vacancy rate had dropped in both the Toronto Economic Region and the Rest of Ontario to a level lower than it had been in the five quarters before COVID. Through the entire post-COVID period, the job vacancy rate in the Toronto Economic Region has been lower than that for the Rest of Ontario, although the gap has narrowed considerably in the last two months.

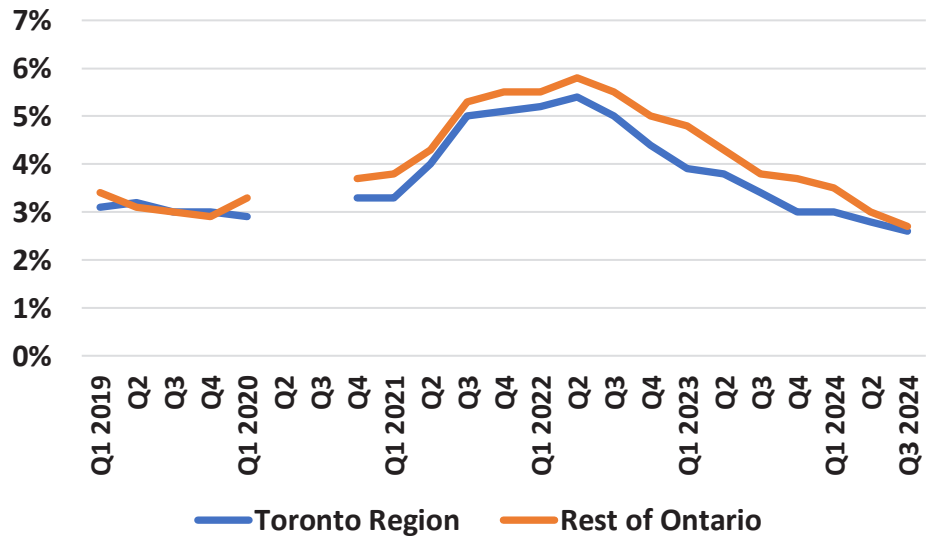
**Table 5: Job vacancy rates, Toronto Region and Rest of Ontario, Q1 2019 to Q3 2024**

	Q1	Q2	Q3	Q4
<b>2019</b>				
Toronto Region	3.1%	3.2%	3.0%	3.0%
Rest of Ontario	3.4%	3.1%	3.0%	2.9%
<b>2020</b>				
Toronto Region	2.9%	---	---	3.3%
Rest of Ontario	3.3%	---	---	3.7%
<b>2021</b>				
Toronto Region	3.3%	4.0%	5.0%	5.1%
Rest of Ontario	3.8%	4.3%	5.3%	5.5%
<b>2022</b>				
Toronto Region	5.2%	5.4%	5.0%	4.4%
Rest of Ontario	5.5%	5.8%	5.5%	5.0%
<b>2023</b>				
Toronto Region	3.9%	3.8%	3.4%	3.0%
Rest of Ontario	4.8%	4.3%	3.8%	3.7%
<b>2024</b>				
Toronto Region	3.0%	2.8%	2.6%	
Rest of Ontario	3.5%	3.0%	2.7%	

Statistics Canada, Table 14-10-0057-01

<sup>3</sup> 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 Economic Region.

**Chart 7: Job vacancy rates, Toronto Region and Rest of Ontario, Q1 2019 to Q3 2024**



Statistics Canada, Table 14-10-0398-01

Another insight into the recent dynamics in the local labour market is provided by examining trends in job vacancy rates by occupations. Chart 8 shows the number of job vacancies in the Toronto Economic Region for the following three occupational categories:

- Health occupations
- Sales and service occupations
- Trades, transport and equipment operators and related occupations

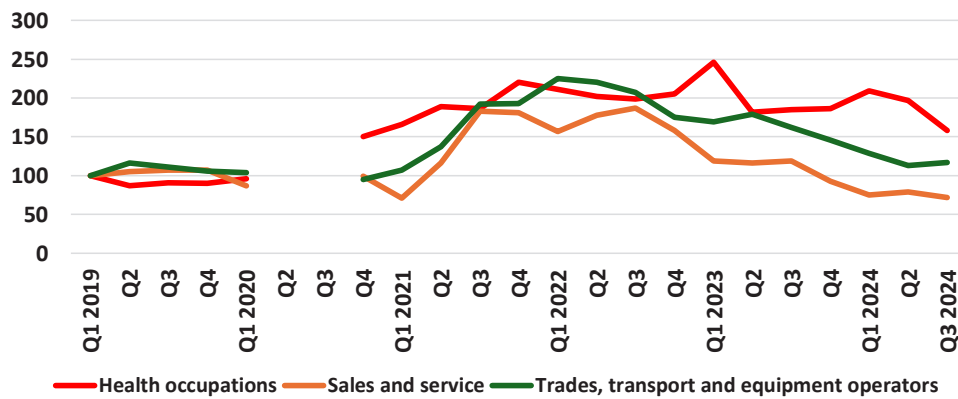
The number of job vacancies in each of these categories varies considerably. In order to illustrate the trends over time and compare them, the number of job vacancies in Q1 2019 for each occupation is given a value of 100, and each subsequent quarter is expressed in relation to that Q1 2019 number. Thus, a value of 105 means that the number of job vacancies in that quarter was 5% higher than the number for Q1 2019.

**After COVID, the job vacancy levels rose sharply, doubling in most instances by the end of 2021.**

For each of these three occupations, the level of job vacancies stayed stable during the five quarters before COVID. After COVID, the job vacancy levels rose sharply, doubling in most instances by the end of 2021. What is noteworthy is how the job vacancy level for Sales and Service Occupations fell off much more rapidly, until by 2024 the job vacancy number was lower than it had been before COVID, whereas for Health Occupations, the number of job vacancies in Q3 2024 were still one and half times higher than they had been in Q1 2019.

Sales and Service Occupations make up a larger portion of job vacancies: in Q1 2019, they made up 34% of all job vacancies in the Toronto Economic Region; in Q3 2021, they made up 39%; yet by Q3 2024, Sales and Services Occupations made up only 26% of all job vacancies, meaning that there were far fewer of these entry-level jobs available for job seekers.

**Chart 8: Ratio of job vacancies for select occupations, Toronto Economic Region, Q1 2019 to Q3 2024 (Q1 2019 = 100)**



Statistics Canada, Table 14-10-0444-01

The Job Vacancy and Wage Survey also collects data on the hourly wage being offered and provides an average offered hourly wage for each quarter. During this period, the rate of inflation increased, especially in 2022. For this reason, the data is presented in two formats: the actual average hourly wage (that is, the wage as reported for each quarter) and the constant average hourly wage (the wage expressed in terms of Quarter 3 2024 dollars, that is, a constant wage). To illustrate the stark difference, Table 6 shows the actual and constant offered hourly wage for the Toronto Economic Region and the Rest of Ontario, for Q1 2019 and Q1 2024.

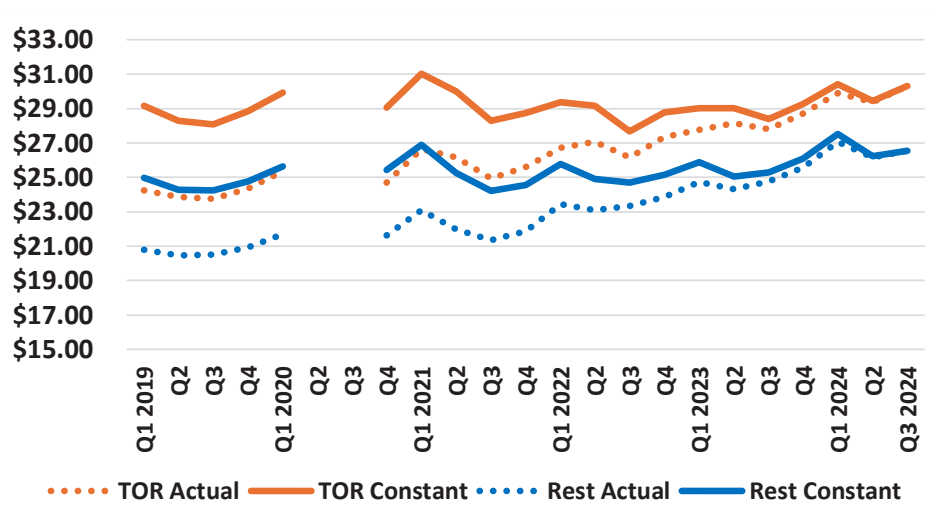
**Table 6: Actual and Constant (Q3 2024 dollars) hourly wage, Toronto Economic Region and Rest of Ontario, Q1 2019 and Q1 2024**

	Q1 2019	Q1 2024	% change
<b>TORONTO REGION</b>			
Actual	\$ 24.25	\$ 29.90	23.3%
Constant	\$ 29.15	\$ 30.41	4.3%
<b>REST OF ONTARIO</b>			
Actual	\$ 20.79	\$ 27.06	30.2%
Constant	\$ 24.99	\$ 27.52	10.1%

Statistics Canada, Table 14-10-0057-01

The trends in actual and constant dollars for the Toronto Economic Region (TOR) and the Rest of Ontario (Rest) are illustrated in Chart 9.

**Chart 9: Average offered hourly wage, actual and constant (Q3 2024) dollars, Toronto Economic Region and Rest of Ontario, Q1 2019 to Q3 2024**



Statistics Canada, Table 14-10-0057-01

The actual wage was certainly increasing, but the purchasing power of that wage is more properly measured by the constant dollar value, because as the price of goods and services increased, what one could purchase with that increased wage was restricted by the fact that everything was increasing in price. From that perspective, the average offered wage increased only slightly over that five-year period and much less in the Toronto Economic Region compared to the Rest of Ontario (expressed in the last column of Table 6, the percentage change between Q1 2019 and Q1 2024). For example, in the Toronto Economic Region, the change in actual dollars between those two quarters was 23.3%, whereas in constant dollars it was only 4.3%.

**The general trend was for incomes to stay in a relatively narrow range between 2017 and 2020**

## 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 7 shows the total number of tax filers with reported employment income<sup>4</sup> for 2017 to 2022 (the most recent year for which there is data)

**Table 7: Total number of tax filers with employment income, Peel and Halton, 2017-2022**

	2017	2018	2019	2020	2021	2022
Peel	723,360	759,930	765,130	777,520	782,770	846,210
Halton	282,530	290,740	290,190	296,260	297,610	310,790

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

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 was higher between 2017 and 2018, but in the next three years, the change was in the range of a 1% to 2% increase. In 2022, there was a much larger increase, 8.1% in Peel and 4.4% in Halton; one has to assume that as COVID receded, many more residents resumed work that resulted in this increase in reported employment income.

Tables 8 and 9 provide the data for median employment income, for each of males and females, for Peel, Halton, Toronto CMA and the Rest of Ontario to Tables 8 and 9 provide the data for median employment income,<sup>5</sup> for each of males and females, for Peel, Halton, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2022 dollars, to remove the effect of inflation. The general trend was for incomes to stay in a relatively narrow range between 2017 and 2020. In 2021, there was a slight increase in the median employment income figure; this is likely due to the fact that in this COVID period, individuals in lower-paid occupations, such as customer-facing roles, were not working (and more likely receiving the COVID Canada Emergency Response Benefit – CERB), while workers in higher-paid occupations were able to continue working remotely. In 2022, the median employment income dropped in all areas, in part because lower-paid workers returned to work, but also because inflation actually reduced the real income of individuals.

**Table 8: Median employment income, males, Peel, Halton, Toronto CMA and Rest of Ontario, 2017-2022 (2022 dollars)**

MALES	2017	2018	2019	2020	2021	2022
Peel	\$ 48,418	\$ 48,266	\$ 47,260	\$ 47,240	\$ 48,776	\$ 45,860
Halton	\$ 66,352	\$ 66,870	\$ 66,431	\$ 67,631	\$ 69,420	\$ 67,640
Toronto CMA	\$ 51,771	\$ 52,209	\$ 51,875	\$ 52,815	\$ 54,607	\$ 52,550
Rest of ONT	\$ 51,072	\$ 51,663	\$ 51,275	\$ 51,510	\$ 53,428	\$ 52,046

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

<sup>4</sup> Includes wages, salaries, commissions, tips and gratuities.

<sup>5</sup> 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 9: Median employment income, females, Peel, Halton, Toronto CMA and Rest of Ontario, 2017-2022 (2022 dollars)**

FEMALES	2017	2018	2019	2020	2021	2022
Peel	\$ 36,679	\$ 37,400	\$ 37,085	\$ 35,670	\$ 38,384	\$ 37,530
Halton	\$ 45,646	\$ 46,079	\$ 45,870	\$ 46,224	\$ 48,711	\$ 48,000
Toronto CMA	\$ 39,452	\$ 40,244	\$ 40,032	\$ 39,490	\$ 42,453	\$ 41,500
Rest of ONT	\$ 36,817	\$ 37,922	\$ 38,028	\$ 37,791	\$ 39,768	\$ 39,160

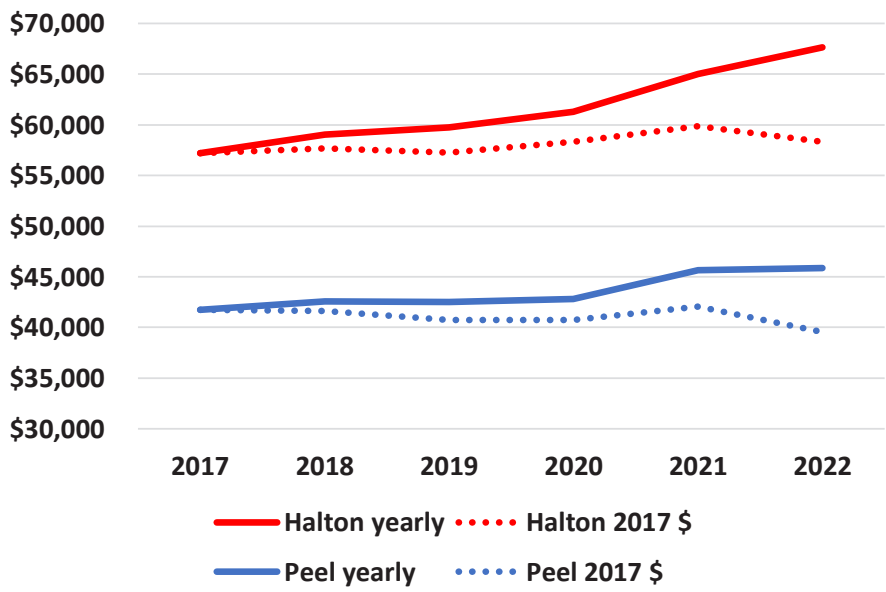
Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

To visualize the impact that inflation has had on incomes, Charts 10 and 11 show the trajectory of median employment income for males and females in Peel and Halton, highlighting two different measures. In both charts, the red lines represent the incomes for Halton residents and the blue lines show the incomes for Peel residents. The solid lines show the median employment income as expressed in current dollars, that is, for each year, that is the dollar amount for that year, the figure that one would see on one's pay stub or that one would report for tax purposes. The dotted lines show the figures adjusted for inflation, that is, in constant dollars using 2017 as the baseline. Each other year is expressed in the value of 2017 dollars (this is unlike the data presented in Tables 8 and 9, where the constant dollar reference is 2022 dollars).

#### A few observations about this data:

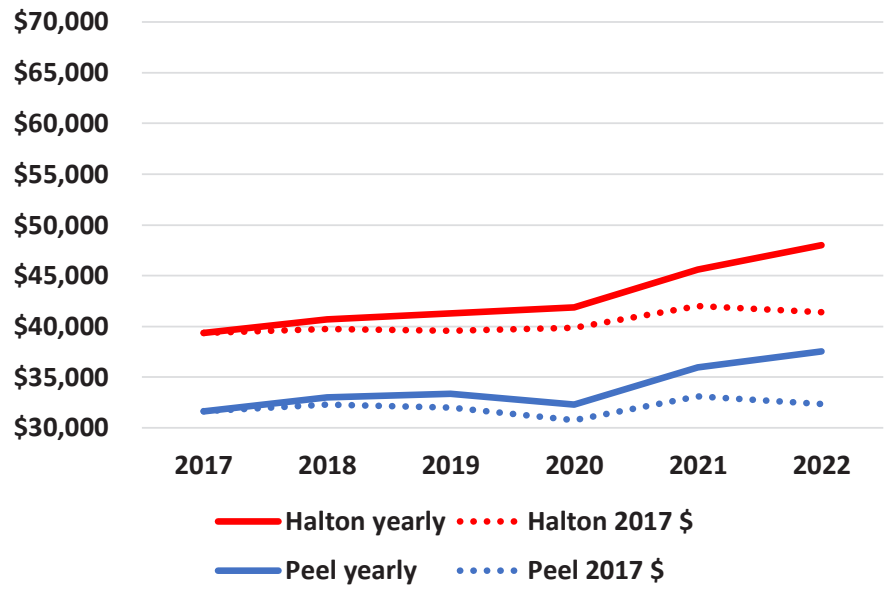
- The current dollar value for median employment income stayed within a narrow band but generally increased between 2017 and 2020, although it did decline for Peel females, and in all instances, it increased in 2021 and in 2022
- However, the data adjusted for inflation shows a different story; in general, median employment income stayed relatively flat between 2017 and 2020, increased slightly in 2021, but dropped in 2022
- Moreover, the gap between the current value and the constant value increased each year and especially increased in 2022
- Essentially, the story can be expressed as follows: what workers "saw" was their pay cheque increasing (the solid line – current dollars), but what workers "felt" was that their pay cheque was flat or, as in 2022, decreasing (the dotted line – constant dollars)

**Chart 10:** Median employment income, males, Peel and Halton, 2017-2022 (2017 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

**Chart 11:** Median employment income, females, Peel and Halton, 2017-2022 (2017 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

## 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 for six two-year periods, from 2016-2017 to 2021-2022.

Tables 10 and 11 show the net migration figures by age group for each year between 2016/17 and 2021/22, as well as the net total for those six 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 10: Net Migration by Age Groups, Peel, 2016-17 to 2021-22**

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
2021-22	-3,953	14,237	21,360	-6,795	-2,833	22,016
2016-17 to 2021-22	-4,649	29,101	88,281	-22,573	-6,713	83,447

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22

**Table 11: Net Migration by Age Groups, Halton, 2016-17 to 2021-22**

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
2021-22	2,743	35	7,154	-968	439	9,403
2017-18 to 2021-22	16,555	-562	33,675	-1,989	3,135	50,814

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22

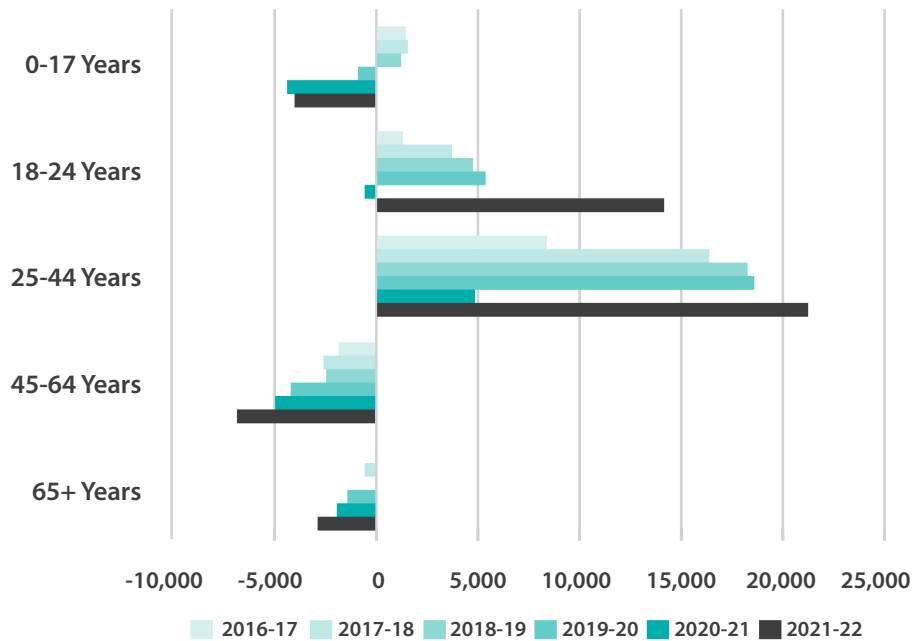
Both Peel and Halton have had high net in-migration, except for 2020-21 for Peel, when there was a significant reversal of large net inflows, resulting in a substantial outflow in that year, registered across every age category except those aged 25-44 years old.



... for both those aged 45 to 64 years old and those aged 65 years and older, there has been a net out-migration over this period, which has been growing.

In Peel, across these six two-year periods, there has consistently been a large net in-flow of net migration among those aged 25-44 years old, which has been generally growing each year. The same can be said about a net in-migration of those aged 18 to 24 years old, which had represented a smaller number, but in 2021-22 was much larger. For both those aged 45 to 64 years old and those aged 65 years and older, there has been a net out-migration over this period, which has been growing. And finally, among those aged 0 to 17 years old, which there had been a net in-migration for the first three two-year periods, over the last three it has become a net out-migration, which also has been growing. Chart 12 illustrates these trends.

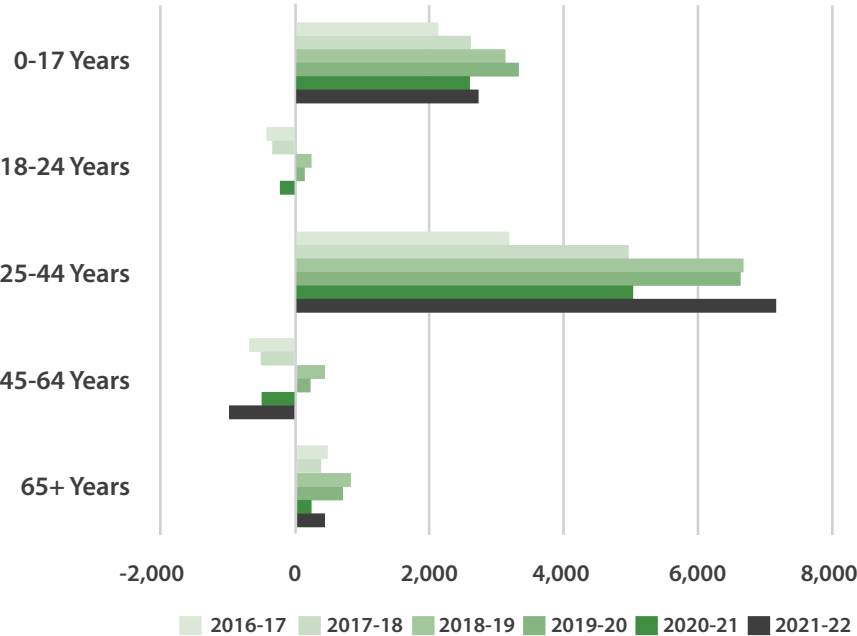
**Chart 12: Net Migration by Age Groups, Peel, 2016-17 to 2021-22**



Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22

In the case of Halton, there has also been a large net in-flow of net migration among those aged 25-44 years old, which has also been generally growing each year. The other age group which consistently contributes to the net increase in population from migration is among those aged 0 to 17 years old, followed by a much smaller net addition from those aged 65 years and older. Among the two remaining age categories, those aged 18 to 24 years old and those aged 45 to 64 years old, their impact is far less and has fluctuated between net in-migration and net out-migration, although over the six two-year period, the net total impact has been a loss of population. Chart 13 illustrates the figures.

**Chart 13: Net Migration by Age Groups, Halton, 2016-17 to 2021-22**



Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22

... a significant net number of residents leave Peel for other parts of Ontario and this number has been growing.

Profiling the data by where migrants were coming from and going to provides further insight into migration patterns. Tables 12 and 13 show that data, categorized as follows:

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

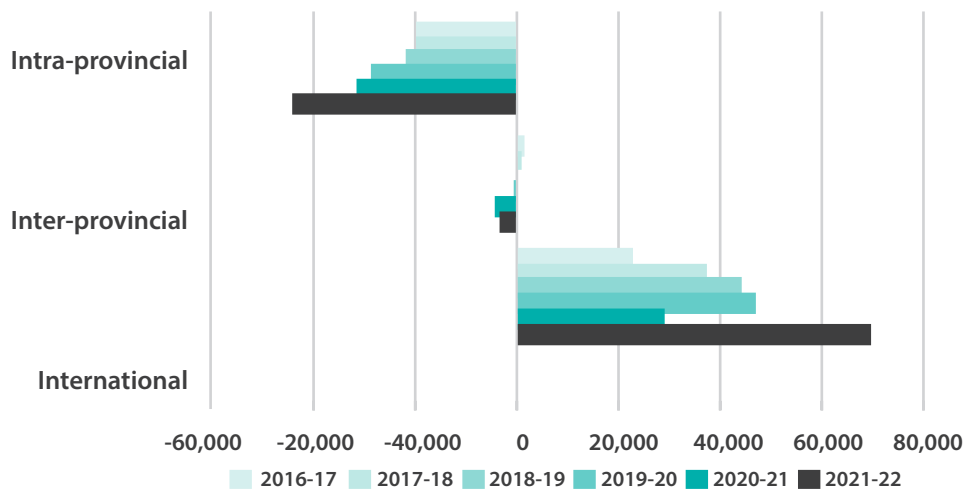
**Table 12: Net Migration by Source and Destination, Peel, 2016-17 to 2021-22**

	Intra-provincial		Inter-provincial		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
2021-22	-22,328	-22,261	-1,740	-1,886	36,185	34,046	12,117	9,899
2016-17 to 2021-22	-80,401	-81,283	-3,063	-3,724	126,910	125,008	43,446	40,001

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22

**In the case of Peel (Table 12), the pattern is as follows:** a significant net number of residents leave Peel for other parts of Ontario and this number has been growing. An even larger number arrive from overseas, and this number has also been growing. The number moving to or from other provinces is quite small and has in the last four years become a net out-migration. 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 in Table 9 not because more people were moving out of Peel, but because considerably fewer individuals came from overseas into Peel. In 2021-22, the net international migration figures not only increased but shot past the net figures for previous years. Chart 14 combines the male and female numbers into a single figure for the sake of comparison over the years.

**Chart 14: Net Migration by Source and Destination, Peel, 2016-17 to 2021-22**



Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22

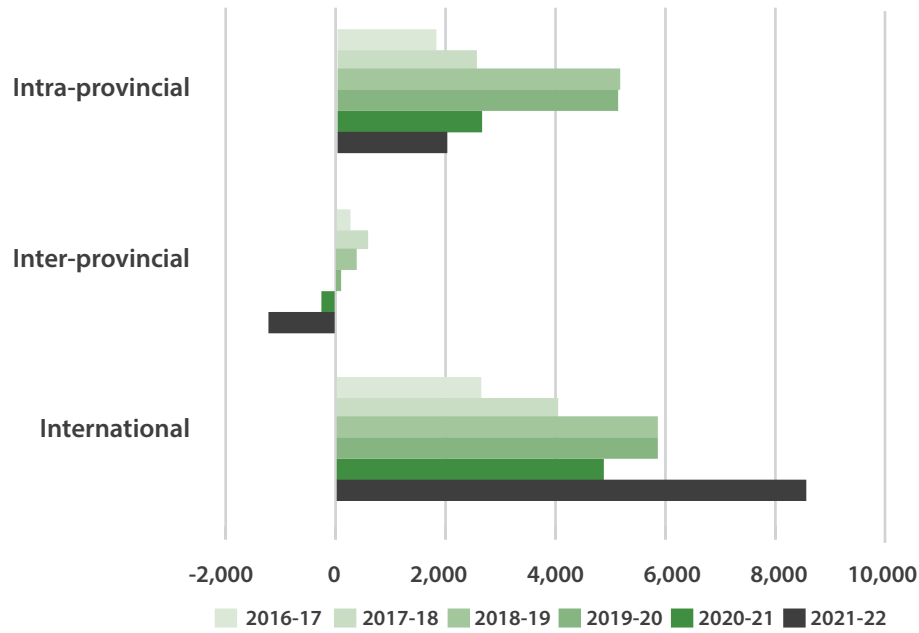
**Table 13: Net Migration by Source and Destination, Halton, 2016-2021**

	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
2021-22	777	1,291	-591	-646	4,499	4,073	4,685	4,718
2016-17 to 2021-22	8,935	10,262	-53	-209	15,743	16,136	24,625	26,189

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22

In Table 13, Halton has been experiencing growing net in-migration from international migrants, as well as net in-migration from intra-provincial migration, although that number has decreased in the last two years. Halton had also had net in-migration from inter-provincial migration, although that source has now flipped

**Chart 15: Net Migration by Source and Destination, Halton, 2016-17 to 2021-22**



Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22

# 3

## 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 Monthly Business Openings and Closures data, as this provides another perspective regarding how businesses (and, by inference, employment) were affected during and after the pandemic.

### Monthly Business Openings and Closures

These figures 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

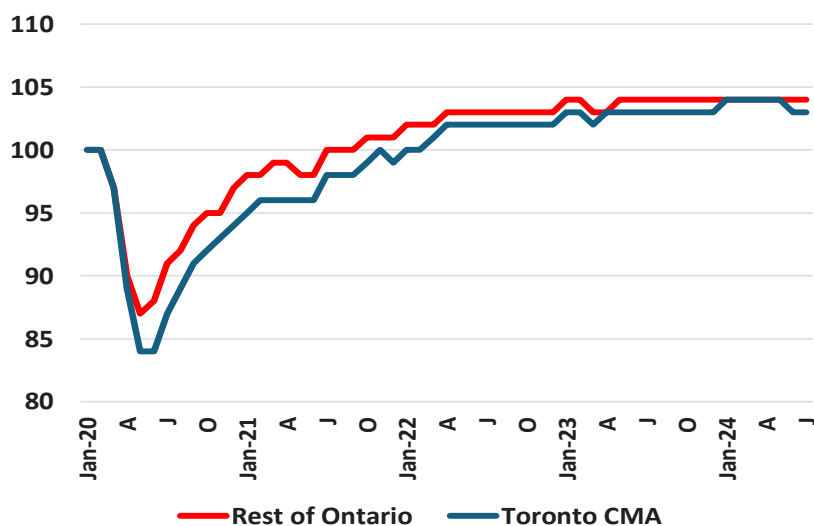
This data was particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses, which closed for a limited period, but then re-opened.

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.

**in May 2020, the number of active businesses were 13% below what they had been in January 2020**

**Active Businesses:** Chart 16 profiles active businesses in the Toronto Census Metropolitan Area (or CMA; this area includes Peel and all of Halton except Burlington) and the Rest of Ontario (that is, excluding the CMA). Monthly data is provided from January 2020, to show the number just before COVID hit (March 2020), up to the most recent available figures (July 2024). 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 a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2020.

**Chart 16: Ratio of active businesses, Toronto CMA and Rest of Ontario, January 2020 to July 2024 (January 2020 = 100) (seasonally adjusted)**



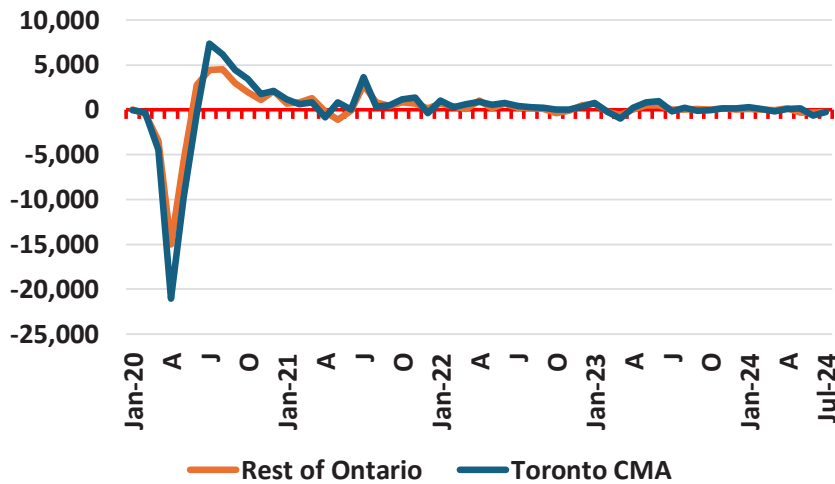
Statistics Canada, Table 33-10-0270-01

The broad trend for both areas was much the same: a sharp drop right after COVID hit and then a recovery which took 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 has continued to grow since then, but it has reached a plateau; in July 2024, the number of active businesses in the Toronto CMA was around 3% higher than it had been in January 2020, a slight drop from where it had been between January and May 2024
- 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 October 2021; as in the Toronto CMA, the number of active businesses continued to grow, then it reach a plateau; in July 2024, the number of active businesses in the Rest of Ontario was also around 4% higher than it had been in January 2020, a level which has been virtually unchanged since May 2023

**Business openings versus closings.** Another way to look at these numbers is to focus on the difference between the number of business openings and the number of business closures per month. Chart 17 tracks this number for the Toronto CMA and the Rest of Ontario, from January 2020 to July 2024. A positive number means there were more openings than closures and a negative number means there were more closures than openings.

**Chart 17: Net difference between business openings and business closures, Toronto CMA and Rest of Ontario, January 2020 to July 2024**



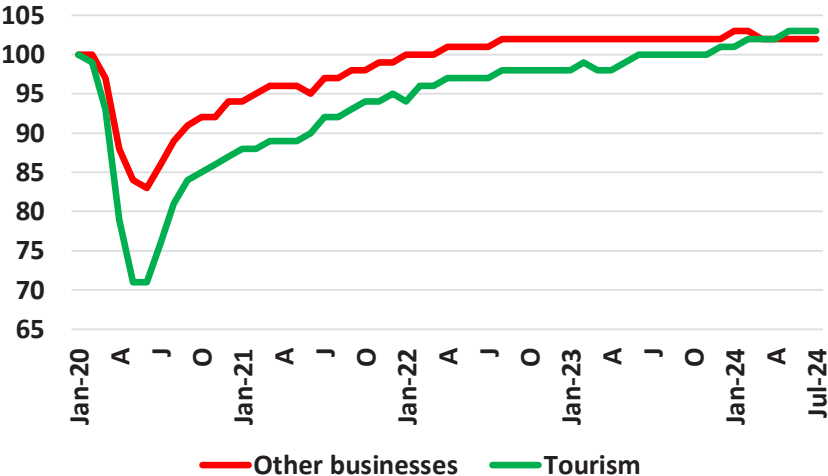
Statistics Canada, Table 33-10-0270-01

The immediate net loss between business openings and closures in the Toronto CMA was massive at the onset of COVID: minus 4,400 in March 2020, minus 21,000 in April and minus 9,800 in May. There were 11,000 more net business closures during that three-month period in the Toronto CMA than in the Rest of Ontario. The number started rebounding already in July 2020, but those initial losses were only made up by February 2022, five months after the Rest of Ontario had recovered its losses. However, the trend line of net change slopes downward and there were a few months in 2022 and 2023 where there was a net decline in both the Toronto CMA and the Rest of Ontario. Most recently in the Toronto CMA, June and July 2024 have each registered a net loss in the range of 250 to 640 establishments, suggesting a possible weakening of the economy.



**Industries.** It is well-established that the tourism sector was particularly hard hit by the COVID lockdowns. Industry subsectors that make up the tourism sector are tourism transportation, travel services, recreation and entertainment, accommodation, and food and beverage services. The active business data is only available for larger geographies, so to illustrate the impact of COVID and the trajectory of the subsequent recovery, Chart 18 illustrates the trends for the Toronto CMA, profiling the tourism sector and all other business sector industries (excluding tourism industries, as well as excluding industries in educational services and health care and social assistance).

**Chart 18: Active businesses, tourism industries and all other business sector industries, Toronto CMA, January 2020 to July 2024 (January 2020 = 100)**



Statistics Canada, Table 33-10-0270-01

By May 2020, soon after COVID struck, the number of tourism sector businesses had declined by 29%, whereas the drop among all other business sector industries was less severe at 17%. While both sectors rebounded relatively quickly, the recovery for business sector industries was more robust, returning by March 2022 to the number of businesses which had been present in January 2020. The tourism recovery took much longer and was more likely to suffer greater setbacks with subsequent lockdowns, such that this sector only returned in September 2023 to its January 2020 level of establishments. Through 2023 and early 2024, the number of business sector establishments reached a plateau, whereas the number of tourism establishments continued to grow slowly. In the three months of May, June and July 2024, the number of tourism sector establishments stood at 3% above the January 2020 level, while the other businesses sector stayed at 2%.

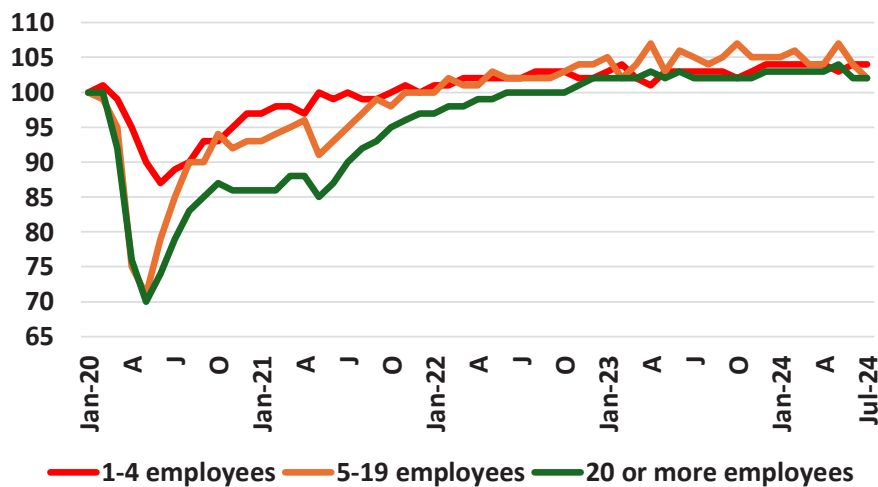
Thus, while the tourism sector did suffer much more than other industries on account of COVID, and their recovery has taken a longer time, some four years after the start of COVID there has finally been a convergence in the business growth trends across the tourism sector and all other business service sectors, with the tourism sector doing slightly better.

By July 2024, the number of firms with 1 to 4 employees was 4% higher than January 2020

**Employment size of establishment.** The changes in the number of establishments can also be examined by the employment size of the establishment. Chart 19 shows the results for the Toronto CMA for all businesses, profiling three categories of employee sizes:

- 1-4 employees
- 5-19 employees
- 20 or more employees

**Chart 19: Active businesses by number of employees, Toronto CMA, January 2020 to July 2024 (January 2020 = 100)**

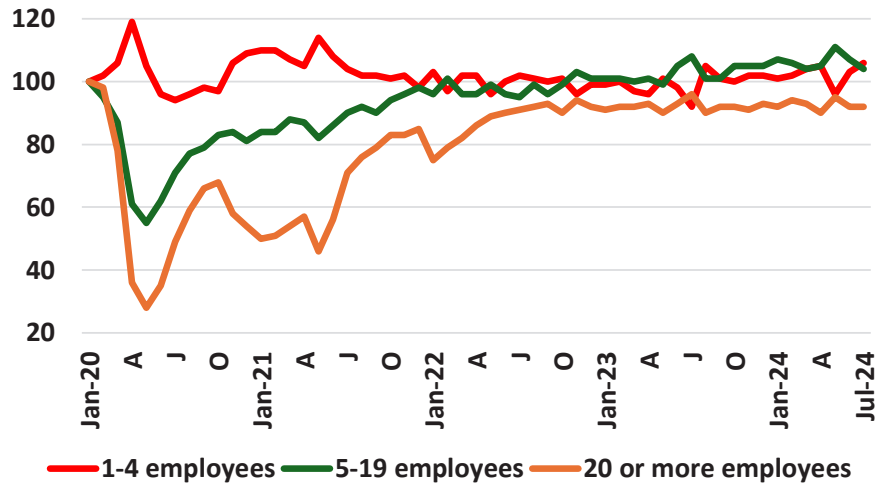


Statistics Canada, Table 33-10-0722-01

The greatest proportional decline as a result of COVID was among establishments with 20 or more employees (in May 2020, a 30% drop from January), followed closely by firms with 5 to 19 employees (29% drop), whereas firms with 1 to 4 employees declined much less (minus 10%), no doubt because as firms laid off workers but continued operating, they shifted from a larger employee size category to a smaller one. The two smaller categories, 1 to 4 and 5 to 19 employees, recovered faster, whereas the recovering for larger firms took place in two stages, a recovery in the fall of 2020, then a further increase in the number of establishments in the fall of 2021. By September 2022, all three categories had grown beyond the number of firms that had been present in January 2020. By July 2024, the number of firms with 1 to 4 employees was 4% higher than January 2020, while among firms with 5 to 19 employees and 20 or more employees the number was 2% higher.

The trajectory in the change in the number of firms in the tourism sector during this period was quite different. Chart 20 shows these results for the Toronto CMA. There was an extremely large decline because of COVID among tourism firms with 20 or more employees, dropping 72% by May 2020 from the January 2020 level. The decline among firms with 5 to 19 employees was also considerable, at 39%, whereas the number of firms with 1 to 4 employees reached a level in April 2020 that was 19% higher than what it had been in January 2020, which meant these larger firms shrank in size to much smaller operations. While all category sizes recovered to some extent, the recovery for firms with 20 or more employees was sluggish and even by July 2024, their number was 8% below what it had been in January 2020, while firms with 5 to 19 employees had grown by 4% and those with 1 to 4 employees grew by 6%. Thus, not only were the largest tourism establishments most affected in terms of their number, but one can likely also conclude that the impacts on employment were considerable.

**Chart 20: Active businesses in the tourism sector by number of employees, Toronto CMA, January 2020 to July 2024 (January 2020 = 100)**



Statistics Canada, Table 33-10-0722-01

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

# Number of businesses, by size of establishment and by industry

Tables 1 and 2 provide the summary data for all businesses located in Peel and Halton Regions for June 2024. 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 10% of the total count in Peel and 12% of the total count in Halton represent businesses that are unclassified (that is, Statistics Canada was unable to ascertain the industry of the establishment); the provincial average is 10%, 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 14: Peel - Number of Businesses by Employee Size Range, June 2024**

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	483	67	26	11	6	4	0	597	0	17
21 Mining	35	7	7	4	2	0	0	55	0	19
22 Utilities	99	6	5	2	2	1	5	120	0	18
23 Construction	11354	3579	780	393	256	95	79	16536	8	4
31-33 Manufacturing	2292	1006	559	428	411	198	207	5101	2	11
41 Wholesale Trade	2526	1265	622	582	498	211	174	5878	3	10
44-45 Retail Trade	5956	2306	1228	668	417	201	122	10898	5	5
48-49 Transportation/Warehousing	36000	14930	534	348	272	140	153	52377	25	1
51 Information and Cultural	1293	331	123	52	35	13	19	1866	1	14
52 Finance and Insurance	6846	928	183	187	195	53	34	8426	4	8
53 Real Estate, Rental, Leasing	40237	1990	235	124	72	18	17	42693	20	2
54 Professional Scientific Tech	20273	7864	758	382	237	95	90	29699	14	3
55 Management of Companies	865	54	28	29	67	42	85	1170	1	16
56 Administrative Support	5716	1234	414	274	214	111	142	8105	4	9
61 Educational Services	1402	337	125	123	74	28	13	2102	1	13
62 Health Care & Social Assist	5999	2772	825	572	247	64	69	10548	5	7
71 Arts, Entertainment & Rec	1197	148	51	42	43	21	25	1527	1	15
72 Accommodation & Food	1761	801	936	694	607	173	44	5016	2	12
81 Other Services	6532	2799	764	301	160	42	21	10619	5	6
91 Public Administration	3	4	0	0	4	5	31	47	0	20
<b>CLASSIFIED BUSINESSES</b>	150869	42428	8203	5216	3819	1515	1330	213380		
<b>Percentage of all classified and unclassified businesses</b>	72%	19%	4%	2%	2%	1%	1%	100%		
<b>Cumulative percentage</b>	72%	91%	95%	97%	99%	99%	100%			
<b>ONTARIO percentage of classified and unclassified businesses</b>	73%	16%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2024

**Table 15: Halton - Number of Businesses by Employee Size Range, June 2024**

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	415	55	12	17	10	7	1	517	1	17
21 Mining	32	15	2	2	0	1	0	52	0	19
22 Utilities	79	6	3	1	3	2	2	96	0	18
23 Construction	4163	1229	376	198	136	35	21	6158	8	4
31-33 Manufacturing	791	348	172	143	127	84	68	1733	2	12
41 Wholesale Trade	1118	549	239	176	157	61	44	2344	3	10
44-45 Retail Trade	2420	922	630	420	241	108	75	4816	6	5
48-49 Transportation/Warehousing	3080	903	98	66	60	32	36	4275	5	7
51 Information and Cultural	679	177	51	27	17	4	8	963	1	15
52 Finance and Insurance	3865	471	142	111	122	16	25	4752	6	6
53 Real Estate, Rental, Leasing	18185	896	99	68	29	9	6	19292	24	1
54 Professional Scientific Tech	10642	3876	372	222	147	46	24	15329	19	2
55 Management of Companies	713	49	14	13	27	13	18	847	1	16
56 Administrative Support	2257	513	189	112	93	25	28	3217	4	9
61 Educational Services	777	160	47	53	60	16	9	1122	1	14
62 Health Care & Social Assist	3642	1912	497	344	199	50	50	6694	9	3
71 Arts, Entertainment & Rec	801	158	42	49	52	15	12	1129	1	13
72 Accommodation & Food	611	272	289	268	303	85	17	1845	2	11
81 Other Services	2416	957	377	163	83	16	6	4018	5	8
91 Public Administration	4	1	0	3	0	1	10	19	0	20
<b>CLASSIFIED BUSINESSES</b>	56690	13469	3651	2456	1866	626	460	79218		
<b>Percentage of all classified and unclassified businesses</b>	72%	18%	4%	3%	2%	1%	1%	100%		
<b>Cumulative percentage</b>	72%	89%	94%	97%	99%	100%	100%			
<b>ONTARIO percentage of classified and unclassified businesses</b>	73%	16%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2024

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

### **Some observations:**

- **Number of small firms:** Businesses are by far made up of small establishments. 72% of the classified and unclassified firms in Peel and Halton have no employees,<sup>6</sup> very close to the provincial average of 73%; among firms with 1-4 employees, Peel has 19% and Halton 18%, both just slightly higher than the provincial average of 16%
- **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 percentage of firms in Peel are Transportation & Warehousing (accounting for 24.5%, up from 23.8% last year and 22.9% the year before; clearly this continues to be a growing sector), followed by Real Estate and Rental & Leasing at 20.0%, also showing steady growth (last year, 18.7%, the year before 17.9%), then in third place, Professional, Scientific & Technical Services (13.9%, a slightly proportional drop from 14.4% last year and 14.5% the year before)
  - In Halton the configuration is different: Real Estate and Rental & Leasing has the largest number of firms at 24.4% (also growing steadily from 22.9% last year and 21.9% the year before), followed by Professional, Scientific & Technical Services at 19.4% (very slightly down from 19.6% over the previous two years), with Construction a distant third at 7.8%, slightly down from 8.1% last year and 8.3% the previous year); it would appear that for the last three years, the rental market has attracted more landlords into this business, which has caused these other sectors to lose some of their percentage share of the total, even though these other industries increased their total number
  - By way of context, the five largest industries by number of firms in Ontario are: Real Estate and Rental & Leasing (24.1%); Professional, Scientific and Technical Services (13.7%); Construction (9.3%); Transportation & Warehousing (8.1%); and Health Care & Social Assistance (7.4%)
- **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); where Peel and Halton differ is in the large number of solo operators in Transportation & Warehousing in Peel, whereas in Halton, the large numbers are found in Construction, Finance & Insurance, and Health Care & Social Assistance
  - 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 Transportation & Warehousing (jumping ahead of Administrative & Support, which had had the third biggest number of large firms last year), whereas in Halton the other two sectors are Retail Trade and Health Care & Social Assistance.

<sup>6</sup> 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.

The pattern by which various industries are concentrated in different employee-size categories is illustrated in another way in Table 16, which shows the percentage distribution of industries among firms with zero to four employees and firms with 50 or more employees, for each of Peel and Halton.

**Table 16: Percentage distribution of businesses with 0 to 4 employees and 50 or more employees, by industry, Peel and Halton, June 2024**

	PEEL		HALTON	
	0-4 employees	50+ employees	0-4 employees	50+ 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%	6%	8%	5%
Manufacturing	2%	14%	2%	14%
Wholesale trade	2%	14%	2%	10%
Retail trade	4%	11%	5%	17%
Transportation and warehousing	26%	10%	6%	6%
Information and cultural industries	1%	1%	1%	1%
Finance and insurance	4%	3%	6%	4%
Real estate and rental and leasing	22%	1%	27%	1%
Professional, scientific & technical services	15%	7%	21%	6%
Management of companies & enterprises	1%	5%	1%	3%
Administrative and support	4%	9%	4%	5%
Educational services	1%	1%	1%	2%
Health care and social assistance	5%	5%	8%	9%
Arts, entertainment and recreation	1%	2%	1%	3%
Accommodation and food services	1%	8%	1%	9%
Other services	5%	2%	5%	2%
Public administration	0%	1%	0%	1%

Statistics Canada, Canadian Business Counts, June 2024



The table below shows the relatively small number of industries which account for almost 60% or more of all establishments in each of these two employee-size categories:

PEEL		HALTON	
0-4 employees 63% of all establishments	50+ employees 66% of all establishments	0-4 employees 64% of all establishments	50+ employees 59% of all establishments
<ul style="list-style-type: none"> <li>• Transportation &amp; Warehousing</li> <li>• Real Estate &amp; Rental and Leasing</li> <li>• Professional, Scientific &amp; Technical Services</li> </ul>	<ul style="list-style-type: none"> <li>• Manufacturing</li> <li>• Wholesale Trade</li> <li>• Retail Trade</li> <li>• Transportation &amp; Warehousing</li> <li>• Administrative &amp; Support</li> <li>• Accommodation &amp; Food Services</li> </ul>	<ul style="list-style-type: none"> <li>• Construction</li> <li>• Real Estate &amp; Rental and Leasing</li> <li>• Professional, Scientific &amp; Technical Services</li> <li>• Health Care &amp; Social Assistance</li> </ul>	<ul style="list-style-type: none"> <li>• Manufacturing</li> <li>• Wholesale Trade</li> <li>• Retail Trade</li> <li>• Health Care &amp; Social Assistance Accommodation &amp; Food Services</li> </ul>

There are several industries common to both areas in this list. The main difference is that in Peel, Transportation & Warehousing represents a large proportion of employers in both employee-size categories, whereas Health Care & Social Assistance establishments are prominent in both categories in Halton. Otherwise, Administrative & Support also represents a large proportion of employers in the 50 or more employees category in Peel, while Construction has a large number of employers in the zero to four employees category in Halton.

Drilling deeper into the Professional, Scientific & Technical Services sector, it is interesting to compare the number of firms by each category and by the two employee-size categories, not only between Peel and Halton, but also the City of Toronto (Table 17).

Clearly, Toronto, as an area with a larger population and a large concentration of employers, has considerably more firms in this category than Peel or Halton. Among firms with zero to four employees, Toronto has over twice as many firms in this category as Peel and over four times as many as Halton. That difference is magnified among firms with 50 or more employees, where Toronto has four times as many such firms as Peel and 16 times as many as Halton.

**Toronto has 35 law firms with over 50 employees; Peel has one and Halton has none. . .**

In some categories, Toronto is clearly a hub for certain professional industry subsectors: Toronto has 35 law firms with over 50 employees; Peel has one and Halton has none. Yet, in other categories, the differences are much smaller, showing that Peel and Halton have their own significant clusters. Among firms with 0 to 4 employees, Peel has a high concentration of such firms in Computer Systems Design and Related Services, and to a lesser extent so does Halton. Another category where Peel has a higher proportion of these small firms is Accounting, Tax Preparation, Bookkeeping and Payroll Services, while Halton has a larger concentration among Architectural, Engineering and Related Services.

**Table 17: Number of firms among 0 to 4 employees and 50 or more employees, Peel, Halton and Toronto, June 2024**

	PEEL		HALTON		TORONTO	
	0-4	50+	0-4	50+	0-4	50+
5411 - Legal services	2502	1	749	0	7930	35
5412 - Accounting, tax preparation, bookkeeping and payroll services	2668	3	1246	0	4650	20
5413 - Architectural, engineering and related services	1665	19	1027	10	3554	46
5414 - Specialized design services	907	2	633	0	3682	2
5415 - Computer systems design and related services	11310	36	4793	6	14893	123
5416 - Management, scientific and technical consulting services	5810	6	4155	1	15783	36
5417 - Scientific research and development services	131	5	126	1	700	21
5418 - Advertising, public relations, and related services	823	6	524	1	3056	56
5419 - Other professional, scientific and technical services	2310	7	1259	3	6415	21
<b>TOTAL</b>	<b>28126</b>	<b>85</b>	<b>14512</b>	<b>22</b>	<b>60663</b>	<b>360</b>

At the large end of employee size spectrum, Peel has 174 firms with 500 or more employees and Halton has 58. Drilling down further:

- **In Peel**, the larger clusters are: 29 firms in Transportation & Warehousing; 26 firms in Management of Companies and Enterprises (these are head or regional corporate offices or holding companies); 20 firms in Administrative & Support Services; 17 firms in Manufacturing; 17 firms in Professional, Scientific & Technical Services; 16 firms in Wholesale Trade; and 12 firms in Retail Trade
- **In Halton**, the larger clusters are: 9 firms in Manufacturing; 8 firms in Public Administration; 6 firms in Wholesale Trade; and 6 firms in Health Care & Social Assistance

A comparison between this year's net changes by employee size and those of the previous five years is also included at the bottom of each table

## Change in the number of firms by industry, June 2023 to June 2024

Changes in the number of employers are experienced differently across the various industries. Tables 5 and 6 highlight the changes in the number of firms by industry and by employee size between June 2023 and June 2024 for Peel and Halton. The tables also list the total number of firms in each industry in June 2024, 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 five 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. 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 18 shows the changes in the number of establishments for Peel between June 2023 and June 2024. A few observations to highlight:

- Starting with the two rows from the bottom – in these 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 large 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, with large gains among firms with 100 or more employees and very large increases in the number of firms with zero employees (as well as firms with 1 to 4 employees); between June 2023 and June 2024, the increase in number among firms with employees has slowed but it is still positive; there continued to be very large increases in the number of firms with zero employees (and in the 1-4 employee category as well)
- Given the distribution of gains (green cells) and losses (red cells), it would appear that most industries gained employment, with some exceptions: Wholesale Trade as well as Management of Companies experienced net declines in the total number of firms, with a likely loss in employment (these two industries also had declines last year); Retail Trade as well as Real Estate & Rental and Leasing experienced larger declines among firms with 20 or more employees; Arts, Entertainment & Recreation also had declines among firms with employees; but given the size of these three sectors, these declines represent a small proportion of all firms; perhaps the most accurate assessment for these sectors is that they are holding steady, not growing

**Table 18: Peel - Change in the Number of Employers by Industry and by Firm Size, June 2023 to June 2024**

INDUSTRY	Firm size (number of employees)					Total number of firms June-23
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	7	-7	1	-1	0	597
Mining and oil and gas extraction	1	2	0	0	3	55
Utilities	-6	0	-1	1	-6	120
Construction	804	214	17	5	1040	16536
Manufacturing	76	49	4	7	136	5101
Wholesale trade	27	-67	-18	11	-47	5878
Retail trade	403	93	-11	-7	478	10898
Transportation and warehousing	5737	342	-1	11	6089	52377
Information and cultural industries	127	14	-4	4	141	1866
Finance and insurance	229	-5	25	-4	245	8426
Real estate and rental and leasing	6300	87	-11	-1	6375	42693
Professional, scientific and technical services	1583	82	10	10	1685	29699
Management of companies and enterprises	-43	-11	2	-5	-57	1170
Administrative and support	573	42	3	-6	612	8105
Educational services	126	40	-3	3	166	2102
Health care and social assistance	854	182	17	3	1056	10548
Arts, entertainment and recreation	181	-6	-5	0	170	1527
Accommodation and food services	240	191	41	-2	470	5016
Other services	518	90	1	1	610	10619
Public administration	-1	0	0	11	10	47
<b>NET TOTAL CHANGES, 2023-24</b>	17736	1332	67	41	19176	213380
<b>NET TOTAL CHANGES, 2022-23</b>	15636	1792	272	56	17756	
<b>NET TOTAL CHANGES, 2021-22</b>	2338	2325	334	28	5025	
<b>NET TOTAL CHANGES, 2020-21</b>	8148	326	-457	-94	7923	
<b>NET TOTAL CHANGES, 2019-20</b>	1929	899	52	-1	2879	
<b>NET TOTAL CHANGES, 2018-19</b>	7163	2694	206	73	10136	

Statistics Canada, Canadian Business Counts, June 2023 and June 2024

### Halton. Table 19 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, as well as in the 1 to 4 employee category; between June 2023 and June 2024, a healthy growth among firms with 100 or more employees almost brings this category back to the level it was in 2019-20, while firms with zero employees continue to increase at a brisk pace
- The net impact on employment by industry was generally positive; there were only three industries which had a net decline in the total number of firms, and only two sectors (Retail Trade and Accommodation & Food Services which had a larger number of losses in the 100 or more employee category
- Healthy increases in the number of firms were registered in Transportation & Warehousing, Real Estate & Rental and Leasing; Professional, Scientific & Technical Services

**Table 19:** Halton - Change in the Number of Employers by Industry and by Firm Size, June 2023 to June 2024

INDUSTRY	Firm size (number of employees)					Total number of firms June-23
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	-53	-2	2	-2	-55	517
Mining and oil and gas extraction	4	1	-2	0	3	52
Utilities	3	-1	0	0	2	96
Construction	123	-22	9	0	110	6158
Manufacturing	43	5	3	2	53	1733
Wholesale trade	22	-3	0	4	23	2344
Retail trade	146	0	9	-6	149	4816
Transportation and warehousing	469	23	-1	11	502	4275
Information and cultural industries	55	-2	-10	3	46	963
Finance and insurance	-28	-28	-6	3	-59	4752
Real estate and rental and leasing	2242	41	2	2	2287	19292
Professional, scientific and technical services	695	77	4	0	776	15329
Management of companies and enterprises	-20	6	-3	2	-15	847
Administrative and support	271	3	2	2	278	3217
Educational services	43	-2	8	-1	48	1122
Health care and social assistance	277	187	3	4	471	6694
Arts, entertainment and recreation	109	-7	8	1	111	1129
Accommodation and food services	57	46	8	-9	102	1845
Other services	152	10	12	0	174	4018
Public administration	1	-1	0	0	0	19
<b>NET TOTAL CHANGES, 2023-24</b>	<b>4611</b>	<b>331</b>	<b>48</b>	<b>16</b>	<b>5006</b>	<b>79218</b>
<b>NET TOTAL CHANGES, 2022-23</b>	<b>4775</b>	<b>658</b>	<b>180</b>	<b>-1</b>	<b>5612</b>	
<b>NET TOTAL CHANGES, 2021-22</b>	<b>930</b>	<b>973</b>	<b>228</b>	<b>39</b>	<b>2170</b>	
<b>NET TOTAL CHANGES, 2020-21</b>	<b>2075</b>	<b>204</b>	<b>-212</b>	<b>-57</b>	<b>2010</b>	
<b>NET TOTAL CHANGES, 2019-20</b>	<b>337</b>	<b>308</b>	<b>30</b>	<b>8</b>	<b>683</b>	
<b>NET TOTAL CHANGES, 2018-19</b>	<b>2069</b>	<b>464</b>	<b>133</b>	<b>12</b>	<b>2678</b>	

Statistics Canada, Canadian Business Counts, June 2023 and June 2024

## Time series from June 2019 to June 2024

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, the kind of measurement error which Statistics Canada is worried about when making comparisons in the number of firms between one year and the next.

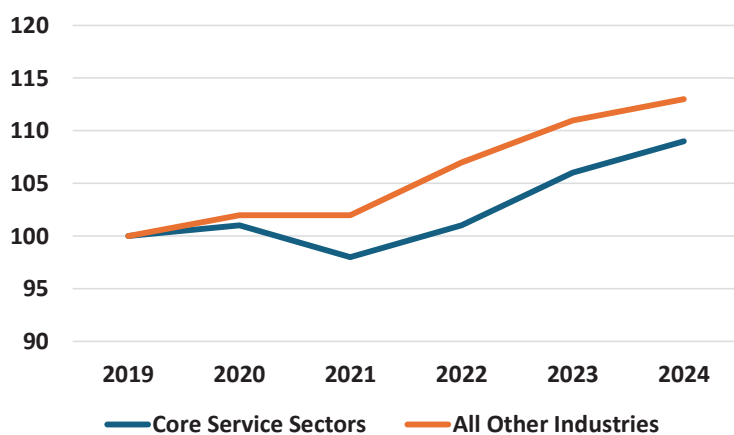
What can be more revealing is the longer pattern of changes among larger aggregates of firms. The following charts track these changes for all firms with employees, comparing the following clusters of industries between June 2019 and June 2024:

- Core Service Sectors (Retail Trade; Arts, Entertainment & Recreation; and Accommodation & Food Services)
- All Other Industries

This core set of service sector industries has been selected because they were significantly affected by the COVID lockdowns and experienced not only temporary shutdowns but also longer-term declines in the total number of establishments. The zero-employee category of firms has been excluded because their numbers are greatly distorted by a large proportion of solo operators, such as landlords of rental units, individual professional consultants, solo construction contractors and tradespersons, and self-employed truck drivers.

The number of firms present in each category in June 2019 is assigned a value of 100 and for 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 proportional change when the actual number of firms in each category is vastly different.

**Chart 21: Ratio of number of firms with employees, Core Service Sectors and All Other Industries, Peel, June 2019 to June 2024 (June 2019 = 100)**

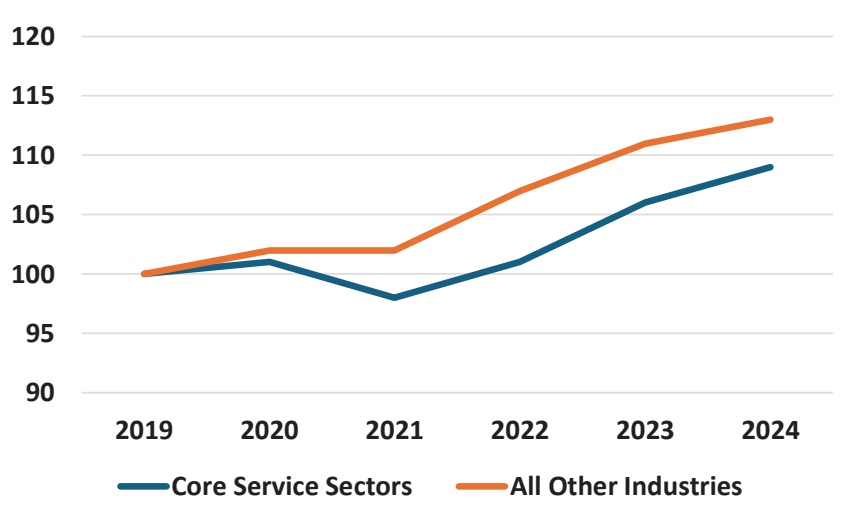


Statistics Canada, Canadian Business Counts, June 2019 to June 2024

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

In Peel (Chart 21), COVID appears to have its biggest impact of the number of establishments with employees in 2021, when the number of these firms among the Core Service Sectors was around 2% lower than it had been in June 2019. That figure recovered and grew to a strong 9% higher level in June 2024. Among All Other Industries, there was not a decline as much as a holding steady, as the number of establishments among these industries stayed about the same between June 2020 and June 2021, then resumed growing, until by June 2024 the number was 13% higher than what it had been in June 2019. Essentially, these Core Service Sectors took a hit during COVID, and it affected their subsequent levels, as they stayed proportionately slightly below the growth experienced in other industries.

**Chart 22: Ratio of number of firms with employees, Core Service Sectors and All Other Industries, Halton, June 2019 to June 2024 (June 2019 = 100)**



Statistics Canada, Canadian Business Counts, June 2019 to June 2024

The data for Halton (Chart 22), shows a similar pattern as Peel, with a decline in the Core Service Sectors in 2021 while All Other Industries held steady. Both categories resumed their growth afterwards, although in Halton the Core Services Sector grew less, in 2024 reaching a level 7% higher than what it had been in June 2019, while All Other Industries grew at a greater rate than Peel, ending up 16% higher than the June 2019 figures. The Core Services Sector declined slightly more than that in Peel because of COVID and there was a larger gap in the growth rates of these two categories.



# 4

## Views of employers - Highlights from Employer Survey 2024

This survey represents the 14th year that the Peel Halton Workforce Development Group (PHWDG) has administered an employer survey. This year's survey focused on recruitment challenges by different skill categories, hiring intentions, job recruitment targeting under-represented groups, use and assessment of government-funded employment and training programs, and trends relating to remote work.

The survey was administered between September 4 and October 6, 2024. This survey was distributed electronically through various channels such as social media (e.g., LinkedIn, Twitter), the PHWDG website, e-mail campaigns, and PHWDG's community partners. The average number of respondents per question was 165.

**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:**

- 32% 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 much 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, Health Care and Social Assistance, and Retail Trade
- There are slightly more firms completing the survey from Burlington, and fewer firms from Brampton, compared to their share of all firms across Peel and Halton

Overall, the number of employers participating in this annual survey has been declining over the last two years, even though there have been no changes, in either, the length of the survey or how it is distributed. This in itself can be considered as a finding of the survey, that employers have become fatigued with surveys or that they may feel so taken up with their day-to-day demands that they feel they do not have the time to complete a survey. That being said, the proportion of respondents who requested a copy of the survey results was higher this year (almost half of those who started the survey), compared to previous years.

The vast majority of firms employ entry-level or low-skilled workers and for most of them, the number they have hired has stayed about the same over the last year, while the number of more recruitments exceeds the number of fewer recruitments. Manufacturing firms are a little more likely to report having hired more workers in the last year. There is little change in the degree of difficulty when recruiting these workers compared to last year, although larger firms are slightly more likely to say it has become easier.

The biggest difference between the categories of employers was that those who felt it was easier to recruit currently felt strongly that more job candidates were applying, while those who found it more difficult to recruit were somewhat more likely to feel fewer candidates were applying, which suggests that some employers had more attractive occupations or conditions of work (wage, hours and/or schedule) that drew more candidates than other employers who had the opposite.

Hiring intentions for entry-level or low-skilled occupations over the next six months were slightly in favor of more hiring, particularly among smaller firms.

Most employers also employed workers in mid- to higher-wage, mid- to higher-skilled occupations, although the proportion was slightly lower among employers having 1 to 4 employees. The post-secondary education requirements for these occupations varied, with Knowledge sector firms more likely to employ persons with a university degree or some combination certificates; Manufacturing and Service sectors employed higher proportions of mid- to higher-skilled workers with trades certificates, but Services had more college diploma holders and Manufacturing has more workers with a university degree or some combination of these certificates.

When it comes to training, workforce development, or recruitment activities related to these mid- to higher-skilled occupations, the vast majority (87%) of employers conduct their own on-the-job training, a high proportion (almost two-thirds, at 63%) host interns or co-op students, and around half send job postings to actual or virtual job boards located at training bodies or educational institutions.

Service sector firms were far more likely to host interns or co-op students, and so were very large firms (100 or more employees) and very small firms (1-4 employees). Very large firms were far more likely to attend job fairs, and firms in Peel were twice as likely to attend job fairs as firms in Halton. Service sector firms, very small and very large firms, and firms in Peel were more likely to make use of community-based employment services to meet their recruitment, retention, or training needs.

Three reasons for not engaging in training or workforce development were more prominent; essentially, it cost too much or the pressures of time (either concerned about lost productivity or managers were too busy to arrange for training).

As was the case for entry-level jobs, the hiring intentions for mid- to higher-skilled occupations over the next six months were also slightly leaning toward more hiring, with firms with 1 to 4 employees and Knowledge sector firms having stronger hiring intentions for these occupations than other categories of firms.

Slightly more than a third (37%) of respondents said they track statistics regarding the demographic composition of their workforce. The significant variation arises by the size of the establishment: half of all firms with 100 or more employees track this data, while around a third of firms with 5 to 19 or 20 to 99 employees do so.

There is considerable variation by under-represented groups in the degree to which employers feel the proportion of these groups in their workforce, matches, that of the local or regional resident population.

**When it comes to hiring youth, almost a quarter of the respondents said they did not hire youth.**

Around half of respondents felt the proportion of newcomers and women in their workforce generally matched that found in the resident population. Three groups were identified as, either unrepresented or employers were not sure: Indigenous persons, persons with disabilities, and refugees. When it came to identifying an under-represented group that would attract special recruitment efforts over the next six months, almost half of employers named women, youth, and newcomers.

It is worth noting that a small minority of employers asserted that they did not have representativeness as a criterion for hiring, but rather that they hired based on skills, experience, and/or credentials. (The survey maintained that the purpose of these questions was to identify strategies for addressing staffing shortages.)

The challenge when recruiting from under-represented cited by the largest proportion (almost six out of ten) of respondents was recruitment challenges, which is how best to find and recruit these individuals. A more distant second challenge was education and accreditation, assessing their skills or their certification/education, cited by four out of ten.

In terms of recruitment strategies, it appears as if most employers do not make use of targeted approaches for different population groups, rather, they assume they will attract such candidates by the same means they use to attract all job candidates.

When it comes to hiring youth, almost a quarter of the respondents said they did not hire youth. Half expected the number of youth hires to be about the same as the previous year, while the proportion of respondents who expected to hire more youth slightly exceeded the proportion who expected to hire fewer youth.

There appears to be a decline in the proportion of employers who say they have employees who can work remotely; however, among those who do have employees who work remotely, the incidence of working most of the time in the workplace has continued to decline (a trend apparent each year since 2021), while the proportion working hybrid has steadily increased.

Around one-half of employers say they are aware of government-funded training and employment programs, a third say they are not, and one out of six say they are unsure. There is a considerable range in the level of awareness of these programs, from six out of ten knowing about Employment Ontario employment services, apprenticeship programs, and the Canada Ontario Job Grant, to only two or three out of ten knowing about the Ontario Bridge Training Program, the Ontario Job Creation Partnership or the Skills Development Fund training stream. When asked about either their use of or whether they would recommend any of these programs to other employers, a large proportion (30% to 45%) said they were unsure, though they were somewhat likely to do so for two programs in particular, the Canada Ontario Job Grant and wage subsidies for new hires.

When employers were asked to provide additional comments as part of the survey or through interviews conducted as a follow-up to the survey, a number mentioned specific recruitment challenges. This was either, in relation to entry-level service sector jobs, or more specialized skilled jobs, such as trades occupations or jobs requiring specific technical skills. The job readiness and/or the soft skills of job candidates were also cited. Several employers specifically raised concerns regarding the increasing difficulty in making use of the temporary foreign worker program.

2024

PEEL HALTON EMPLOYER SURVEY

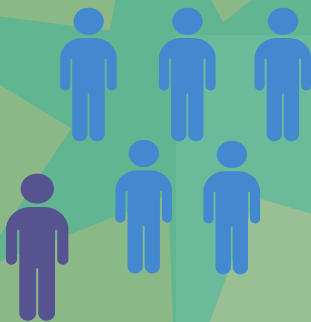
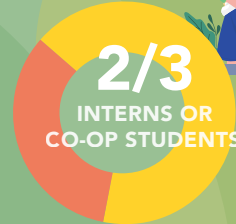
# Meeting the Need for Skills & Recruitment



The labour market has cooled somewhat, with **hiring steady or slightly increasing**, and many employers feel there are more job candidates available for entry-level occupations



The vast majority of employers conduct their own on-the-job training and **almost two-thirds host interns or co-op students**



Around one-half of employers say they are aware of government-funded training and employment programs, a third say they are not, and **one out of six say they are unsure**; two programs they are somewhat more likely to use or recommend are the Canada Ontario Job Grant and wage subsidies for new hires

2024

# PEEL HALTON EMPLOYER SURVEY

## Meeting the Need for Skills & Recruitment

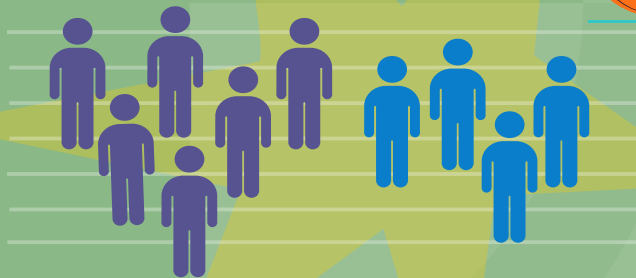
The incidence of working most of the time in the workplace has continued to decline slightly, while the proportion working hybrid has steadily increased



HYBRID



Slightly more than a third of employers track the demographic composition of their workforce; under-represented populations that employers are more likely to target are women, youth and newcomers; **six of ten employers say the biggest challenge in recruiting from under-represented populations is knowing how best to find them**



# 5

## Employment Ontario Services Data

This section provides information and analysis of client data released by the Ministry of Labour, Immigration, Training and Skills Development (MLTSD) in 2024 and offers insights into client demographics and outcomes between April 2023 and March 2024. The data elements capture client and program information for the 2022-23 fiscal year and cover the following:

- Integrated Employment Services (IES)
- Literacy and Basic Skills (LBS)
- Better Jobs Ontario (BJO)
- Canada Ontario Job Grant (COJG)
- Apprenticeship (APPR)

### Integrated Employment Services

#### 1. Overall Number of Clients

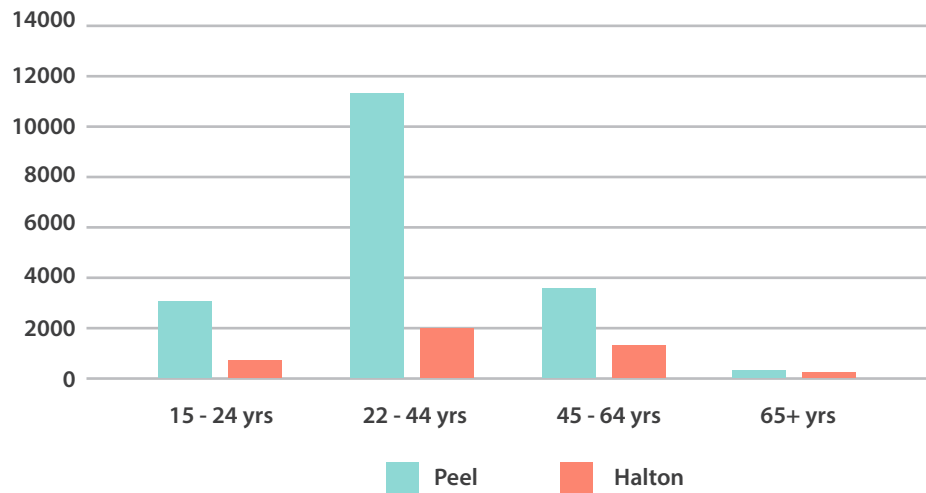
- Total Clients: 22,646 (Peel: 18,453, Halton: 4,193) were assisted by Employment Ontario Services
- Peel accounted for 81.5% of total clients, while Halton made up 18.5%.
- Peel has a significantly higher number of clients, reflecting a larger population and possibly greater demand for employment services.

#### 2. Clients by Age Group

- Largest Age Group: 25-44 (60.1%) – This age group makes up the majority of clients, indicating that mid-career workers and young professionals are the most active in seeking employment services.
- 15-24 Age Group (16.3%) – Represents youth and early-career job seekers, a key demographic for employment programs.
- Older Workers, 45-64 (22.2%) – A significant number of middle-aged workers are also accessing services, likely for career transitions or re-employment.
- Senior Job Seekers, 65+ (1.4%) – Minimal engagement, which aligns with expected retirement trends.
- Regional Comparison: The proportion of age groups is similar in both Peel and Halton, but Peel has higher absolute numbers due to its larger population.

## Profile of Peel & Halton (IES) Clients

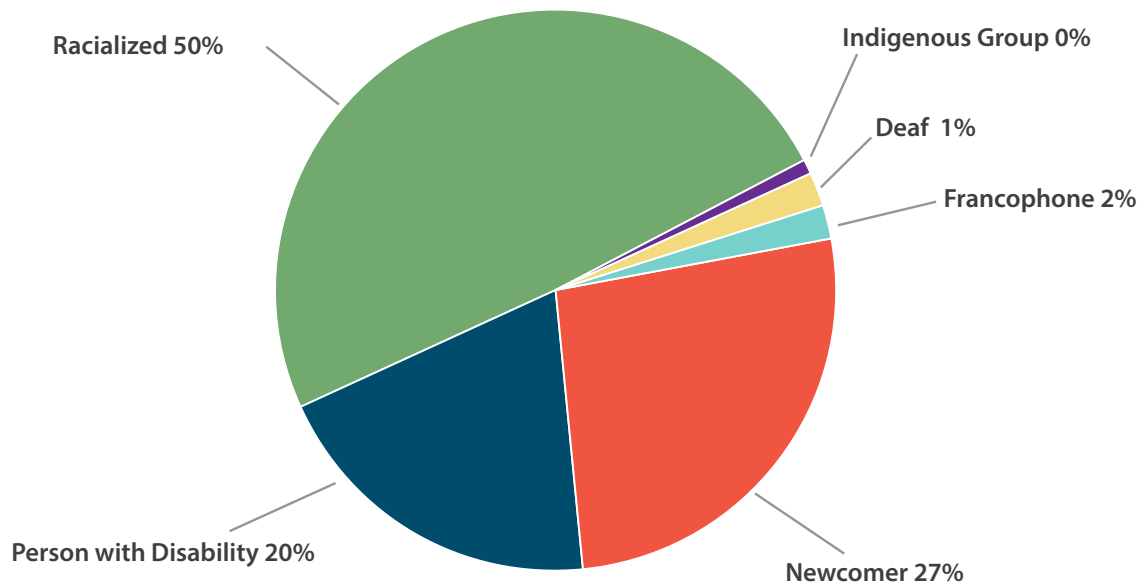
Clients by Age Group (Peel vs Halton) 2023-2024



Source: Ministry of Labour, Immigration, Training and Skills Development

- The male-female split was nearly equal, with men clients (50%) slightly outnumbering women (48.9%). This balance suggests employment services cater to both genders relatively evenly. Other & Prefer Not to Disclose clients accounted for about 1.1% of total clients, showing some diversity in gender identity but a relatively small proportion.
- The majority of clients using employment services were from the racialized group, constituting approximately 49.63% of the total. Newcomers make up the second largest group, with around 27.21%. Clients who are persons with disabilities represent about 20.02% of the total. Francophone clients account for around 1.82%. Deaf clients make up approximately 0.81%. The Indigenous group represents around 0.51% of the total.
- The high percentage of racialized and newcomer clients suggests a strong need for employment services within these communities. There is also a significant demand among persons with disabilities, highlighting the importance of inclusive employment programs. The relatively lower percentages for Indigenous, Deaf, and Francophone groups might suggest a need for more targeted outreach or support for these populations.

## Clients by Designated Groups 2023-2024

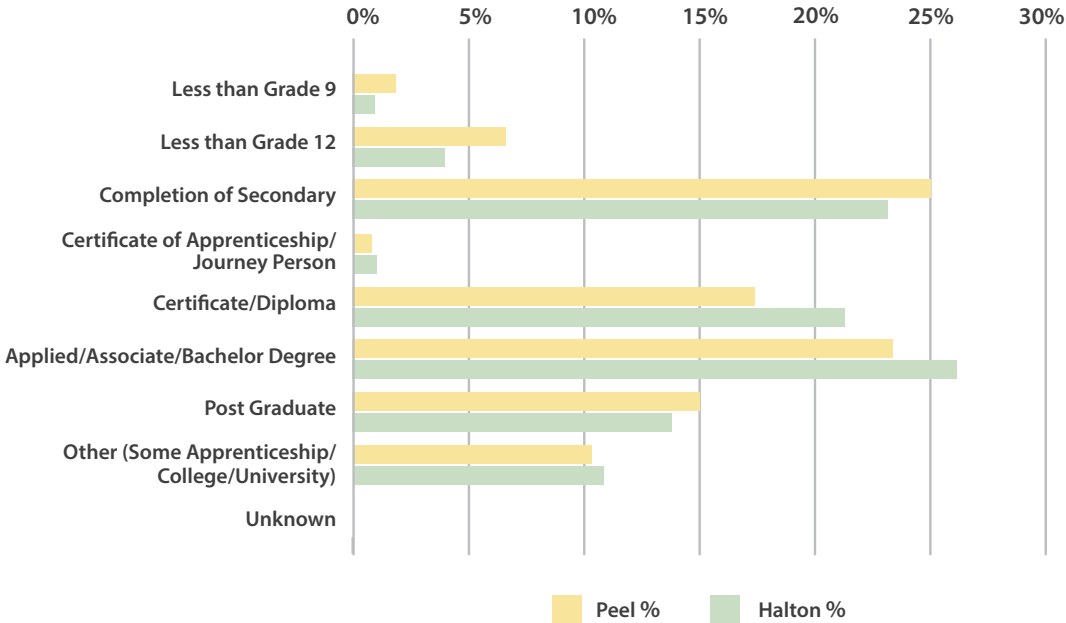


Source: Ministry of Labour, Immigration, Training and Skills Development



## Educational Levels of Peel & Halton (IES) Clients

The following chart profiles the educational attainment of both Peel & Halton clients at intake.



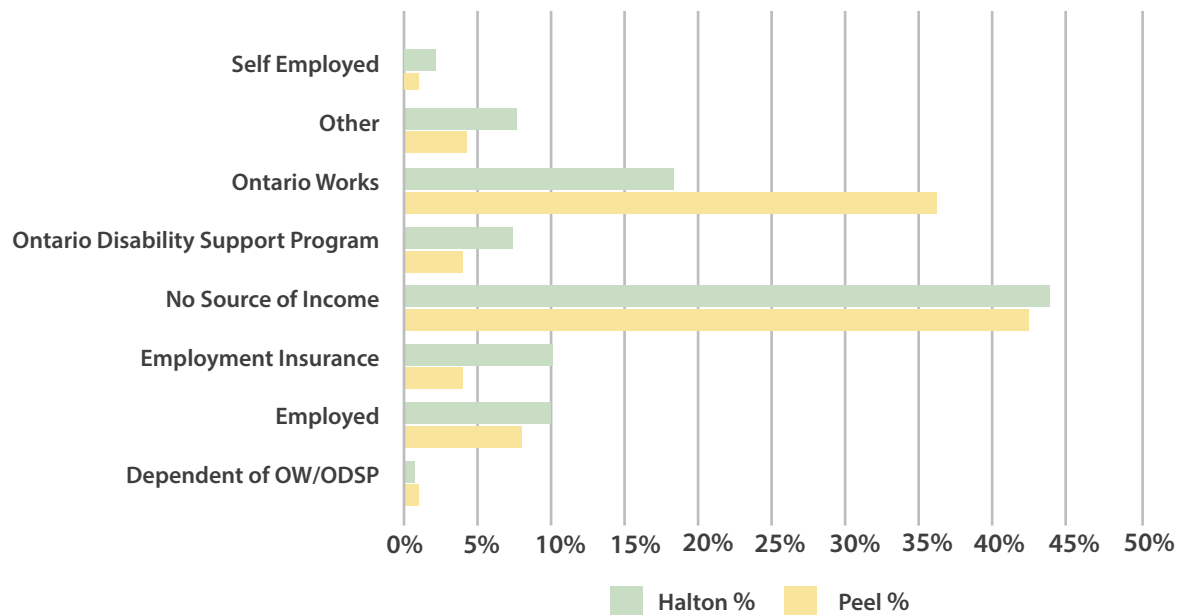
Source: Ministry of Labour, Immigration, Training and Skills Development

### Key Insights

- Higher Education:** Halton has a slightly higher percentage of clients with post-secondary education (Certificates, Diplomas, Degrees) compared to Peel. The presence of well-educated clients suggests the need for employment services that connect them with higher-level job opportunities and further training programs.
- Secondary Education:** Halton shows a significantly higher percentage of clients that completed secondary education, indicating a greater readiness for employment.
- Basic Education:** Peel has a slightly higher percentage of clients with less than Grade 9 education, highlighting a need for foundational educational support. There is a significant need for adult education and skills training programs for clients with less than Grade 12 education.

## Sources of Income for Peel & Halton (IES) Clients

The following chart profiles the share of clients by income source accessing Integrated Employment Services both in Peel & Halton.



### Key Insights

- No Source of Income:** Both regions have a very high and almost equal percentage of clients with no source of income, highlighting a significant challenge for employment services.
- High Reliance on Ontario Works in Peel:** Peel has a much higher percentage of clients receiving Ontario Works (36%) compared to Halton (18%). This suggests that many clients are experiencing severe financial hardship.
- Higher Employment and Employment Insurance in Halton:** Halton shows a higher percentage of clients who are either employed (10%) or on Employment Insurance (10%) compared to Peel. This indicates that there may be more short-term unemployment or underemployment in this region. Workforce development efforts in Halton could focus on upskilling and reskilling programs to help these individuals find more stable, long-term employment opportunities.
- Significant Proportion of Clients on ODSP in Halton:** The higher percentage of clients on ODSP in Halton suggests that there is a considerable number of individuals with disabilities or health issues accessing employment services. Workforce development programs should include targeted initiatives for people with disabilities, ensuring they have access to suitable job opportunities and necessary accommodations.

About 49% of all Literacy Basic Skills learners were of prime working age 25-44 years old, 24% were youth, 24% were 45-64 years old and the rest were 65 years and older.

## Trends to Monitor

- 1. Rising Need for Basic Employment Services:** The high percentage of clients without income and those on social assistance indicates a growing need for basic employment services. Trends such as economic downturns or changes in industry demands could further affect these numbers.
- 2. Shift Toward Higher Skill Requirements:** As industries evolve and technology advances, there may be a growing need for higher-skilled workers. Workforce development programs should stay ahead of these trends by offering training in in-demand skills and emerging industries.
- 3. Focus on Inclusive Employment:** With a significant proportion of clients on ODSP, there is a need for inclusive employment initiatives that cater to individuals with disabilities. Employers may need to be educated on the benefits of hiring diverse talent, and how to, provide necessary accommodations.

## Literacy Basic Skills Services for Peel & Halton Clients

- A total of, 2110 clients used Literacy and Basic Skills services (LBS) in the Peel and Halton areas during 2023-2024. About 49% of all Literacy Basic Skills learners were of prime working age 25-44 years old, 24% were youth, 24% 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 of Newcomers (36%); Racialized (35%), followed by Persons with Disabilities (24%).
- Twenty five percent (25%) of the total number of LBS learners had completed Secondary Education; 15% had less than Grade 12 level of education and an additional 19% had an Applied/Associate/ Bachelor's Degree. About 57% of LBS learners were unemployed and 37% had no source of income. Around 48 % of those clients employed full time, identified post-secondary education as a goal through participation in the LBS program. While 67% of full-time students identified Apprenticeship as their goal.
- About 39% of unemployed clients identified employment as a goal. The majority of clients heard about the services provided through word of mouth or were referred to by Other Structured Referral Forms.

## Better Jobs Ontario Services for Peel & Halton Clients

- Employment Ontario data indicates that 224 participants were registered for the Better Jobs Ontario program in 2023-2024. A 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. At the end of the program, 14 participants were unemployed and the employment status of 37 clients was unknown. After 12 months about 28 clients were employed of which 18 were Peel clients.

Better Jobs Ontario Services Top Skills Training Programs in Peel & Halton	
2023-2024	2022-2023
Transport Truck Drivers	Transport Truck Drivers
Social and Community Service Workers	Social and Community Service Workers
Estheticians, electrologists and related occupations.	N/A

## Canada Ontario Job Grant for Peel & Halton Clients

- Two hundred and eighteen (218) employers received the Canada-Ontario Job Grant (the Job Grant). This grant provided direct financial support to individual employers to train, a total of, 1025 employees. Seventy (70%) of employers were small businesses employing less than 50 employees and 21% employed 50-150 employees. The outcomes were quite positive and 98% of employers reported that training met their workforce needs.

The number of apprentices 45-64 years old increased by almost 32%.

## Apprenticeship for Peel & Halton Clients

- There were 8,284 Active Apprentices during 2023-2024, an increase by 6.5% compared to 2022-2023. Meanwhile, 10.1% more, Certificates of Apprenticeship were issued as compared to the previous period and the number of New Registrations increased by almost 7.6%. The number of registrants for modular training also increased by 4.2%. The average age of apprentices at registration was 26 years old, remaining the same as in the previous period. The number of apprentices 45-64 years old increased by almost 32%. An increase of 14% was recorded for the 15-24 years old apprentices.
- Apprenticeship continues to be dominated by males, which made up 90%, of the total number of apprentices.
- Eighty seven percent (87 %) of the apprentices had completed Secondary Education and 13% had less than Grade 9.

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

### Top 10 new registrations in trades (2023-2024)

PEEL	HALTON
Electrician - Construction and Maintenance	Electrician - Construction and Maintenance
Refrigeration and Air Conditioning Systems Mechanic	Automotive Service Technician
Automotive Service Technician	Construction Boilermaker
Truck and Coach Technician	Hairstylist
Plumber	Industrial Mechanic Millwright
Hairstylist	Pressure Systems Welder
Auto Body and Collision Damage Repairer	Truck and Coach Technician
Industrial Mechanic Millwright	Plumber
Painter and Decorator - Commercial and Residential	Industrial Electrician
General Carpenter	Refrigeration and Air Conditioning Systems Mechanic

# 6

## Consultation with stakeholders

In January 2025, a survey was administered to Peel and Halton Region labour market stakeholders regarding some current workforce issues. In total, 27 stakeholders responded to the survey; the stakeholders primarily represented employment service providers, settlement providers and economic development offices, as well as a community college and a multi-service community agency.

### Mental health issues in the workplace

- Respondents were asked whether they felt that the incidence and/or severity of mental health issues in the workplace had changed in the last few years. By far, a large majority believe it has increased: 59% felt it had increased significantly and another 19% thought it had increased somewhat. Not a single respondent felt that the incidence and/or severity of mental health issues in the workplace had decreased, while 11% felt that it had stayed about the same. A further 11% were unsure. It is indeed striking that over 75% of respondents felt that mental health issues have gotten worse in the workplace in the last few years.
- It is not surprising, then, that respondents felt that mental health concerns should be considered a workforce development or labour market issue. Two-thirds (67%) felt that it was a high priority and a further 30% felt it was a medium priority. Only 3% felt it was a low priority. No one said that it was not a priority or was unsure.

### Employer engagement

**Stakeholders were asked to assess the dynamic in successfully engaging employers, by responding to the following questions:**

*Do you feel that your organization's ability to engage with employers on workforce issues (for example, for placement of interns, placement of job candidates, promotion of training, or promotion of under-represented populations) or on any other issues has changed in the last few years?*

More than half of the respondents felt that it had become more difficult to engage with employers. Almost a quarter (24%) felt that it had become much more difficult, while another third (33%) felt that it had become somewhat more difficult. Slightly less than a third (29%) felt that the degree of difficulty in engaging with employers had stayed the same. Not one respondent felt that employer engagement had become easier, while 14% were unsure.

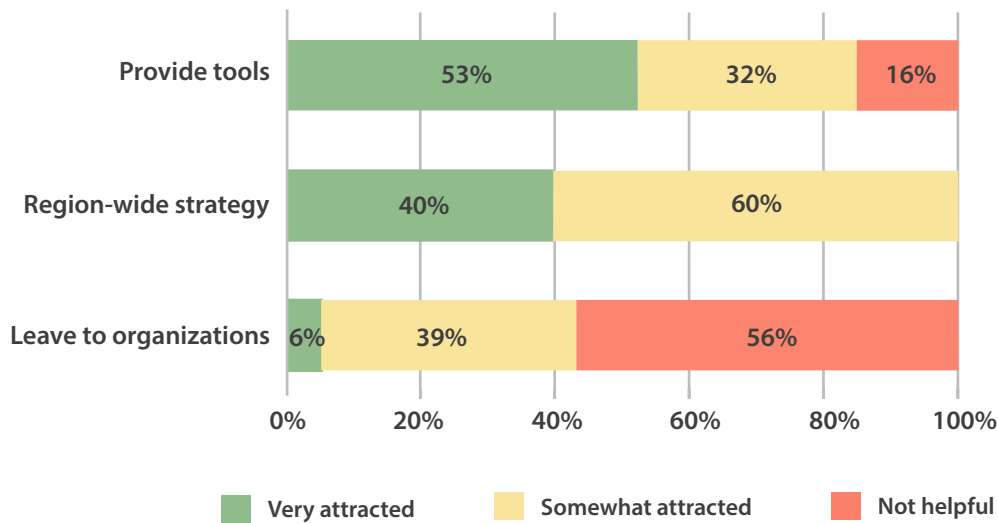
Stakeholders were then asked how best to improve the capacity of their organization, to better engage with employers. Three options were presented:

- Development of tools that your organization could adopt to improve your engagement with employers
- Establishment of a region-wide employer engagement strategy, to collectively draw more employers into workforce development activities
- Leaving organizations to continue to pursue their own employer engagement activities

The responses are provided in Chart 23 by far, the least preferred option is to leave things as they are and have organizations carry on employer engagement as they have been doing. Over half felt that this was not a helpful option and only 6% felt it was a very attractive option.

The options of providing tools that organizations could adopt or of developing a region-wide employer engagement strategy received about the same rating: while around half felt that providing tools was a very attractive option and another third felt it was somewhat attractive, a small minority (16%) felt it was not helpful. In terms of developing a region-wide employer engagement strategy, 40% found that very attractive and 60% found it somewhat attractive, with no one feeling that it was not a helpful approach.

**Chart 23: Stakeholder assessment of how best to enhance employment engagement**



... In terms of these, two messages (business case and DEI), it is worth noting that the DEI message appears to take second place.

## Messaging for better labour market outcomes for under-represented populations

Stakeholders were asked their views on messaging in relation to hiring of under-represented populations by way of the following question:

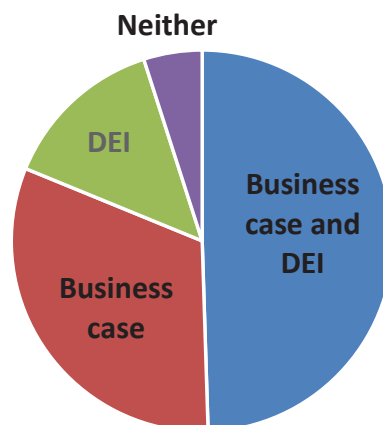
When it comes to promoting better labour market outcomes for under-represented populations (for example, persons with disabilities or Indigenous persons), what approach do you feel is more effective in advancing their outcomes?

Respondents were asked to choose one of the following statements:

- Making a business case to employers regarding the value of hiring from under-represented populations
- Appealing to an employer's social conscience and promoting the values of diversity, equity and inclusion
- A combination of both of these messages
- Do not feel that either of these messages are effective

Chart 24 illustrates the responses.

**Chart 24:** Preferred messaging for advancing labour market outcomes for under-represented populations



Half of the respondents felt that a two-prong message, making the business case and advocating for diversity, equity and inclusion, was the preferred approach. In terms of those who chose a single message, only making the business case (32%) received much more support than only promoting DEI (14%). Only 5% felt that neither message was effective.

In terms of these, two messages (business case and DEI), it is worth noting that the DEI message appears to take second place. One wonders how the strong pushback against DEI in the United States by both candidate Trump and President Trump has affected the efficacy of the DEI message.



## Additional issues

Stakeholders were asked if there were additional trends or issues in the local labour market that caused them concern, or if there were areas, where a specific policy or support would make it easier for them to achieve their workforce development objectives.

The responses were highly diverse and can be clustered as follows:

- **State of the economy:** A number of respondents noted the poor economic climate – high unemployment, uncertainty caused by Trump’s tariff talk, difficulties caused by high cost of living
- **Businesses are struggling:** The state of the economy is affecting businesses as well, who are less likely to hire or are finding it hard to recruit job candidates with the right skills and attitude
- **Public transit:** A few respondents mentioned how, inadequate public transit, can have a negative impact on the availability of job candidates and on job retention
- **Specific groups:** Several respondents mentioned an issue specific to a particular population group:
  - there appear to be more lay-offs among those with a high school diploma or less;
  - multi-barriered youth in particular are facing challenges in this labour market;
  - there are more refugees, who need help to improve their communications skills;
  - older clients do not appear ready to retire and are working longer
- **Other issues:** Other items which were mentioned at least once:
  - concern about the impact of AI on the availability of jobs;
  - the growing proportion of jobs in manufacturing, transportation and warehousing and the associated lower-wage jobs brings down employment earning opportunities;
  - more effort needs to be put into influencing the mindset of job seekers (flexibility, understanding the nature of the job market and job expectations), not just providing them with technical skills, soft skills and job search skills;
  - removing requirement of a driver’s license so that more newcomers could access PSW jobs;
  - generally, more incentives for employers to hire newcomers;
  - more local labour market information, especially regarding current job vacancies

# 7

## Looking Ahead: 2025-2026 Action Plan

### Many factors are influencing the workforce and the workplace in Peel & Halton.

- Firstly, of real concern is the influence of AI on jobs across sectors and across entry level to management roles.
- Secondly, the political decisions made in the USA may have a considerable impact on jobs, the workforce and employers. The imminent threat of tariff imposition may have a negative impact on our workforce.
- Thirdly, the continual changes in the last few years (during the pandemic & post-pandemic), have led to a new normal in the form of increasing hybrid workplaces as employers balance productivity with employee retention. The tide, however, seems to be turning towards more employers requiring employees to resume fulltime work from their workplaces.

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 2025-2026 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	2024-25 Activities	2025-2026 Activities	Proposed Actions
<p>Sharing labour market data with all stakeholders.</p> <p>Data includes:</p> <ul style="list-style-type: none"> <li>• Peel/Halton labour market data;</li> <li>• Profile of population;</li> <li>• Canadian business counts</li> <li>• Employer survey</li> <li>• Employment Ontario services outcome</li> </ul>	<ul style="list-style-type: none"> <li>• Using a highly interactive process, consulted with key stakeholders to understand priorities;</li> <li>• Analyzed and presented the data in the 2024-2025 LLMP report</li> <li>• Shared report extensively</li> </ul>	<ul style="list-style-type: none"> <li>• Consult &amp; engage with a variety of stakeholders to understand and prioritize key labour market challenges/priorities;</li> <li>• Analyze most recent data from census; Canadian business counts; EO services data etc.</li> <li>• Prepare the 2025-2026 LLMP Report</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to seek year long input from partners to strengthen the LLMP as a relevant document all local stakeholders</li> </ul>
<p>Commuting patterns plays a crucial role in workforce development &amp; economic development. Understanding commuting patterns, helps identify areas where transportation infrastructure can be improved, so workers can reach job locations.</p> <p>Commuting data can highlight regions with high levels of under or unemployment. This allows for the creation of targeted programs to equip the local workforce with the skills needed for available jobs.</p>	<ul style="list-style-type: none"> <li>• Researched &amp; profiled commuting patterns for the 7 Peel Halton municipalities</li> <li>• Promoted the profiles using social channels to diverse audiences, including economic development offices</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to promote the profiles</li> </ul>	<ul style="list-style-type: none"> <li>• Target different stakeholders and share the profiles</li> </ul>

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

Action	2024-25 Actions	2025-2026 Activities	Proposed Actions
<p>Providing current, local, reliable labour market intelligence to all stakeholders on an ongoing basis using social platforms;</p> <ul style="list-style-type: none"> <li>- The Working in Peel Halton(WIPH) social platforms span Facebook; Twitter; LinkedIn; YouTube</li> <li>- Provide employment data; no cost training opportunities; jobs &amp; job fair; employer information sessions etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Shared LMI daily across all platforms</li> <li>• Stakeholder numbers that view WIPH as the logical place to share GTA LMI continued to grow</li> <li>• Municipal, employment services, educator, business</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to build on the strong following we have across social platforms</li> <li>• Continue to attract more employers &amp; partners that can see the central integral role that WIPH plays for workforce development players in Peel/Halton</li> </ul>	<ul style="list-style-type: none"> <li>• Showcase WIPH as the “go to” platform for sharing and disseminating data and information related to the labour market</li> <li>• Survey followers on all platforms to understand how platforms can be relevant to their needs</li> </ul>
<p>Compile a weekly newsletter, “The LMI Roundup” that summarizes the weekly labour market information shared with all stakeholders.</p>	<ul style="list-style-type: none"> <li>• Compiled &amp; shared The LMI Roundup every week with PHWDG’s membership on email &amp; socials</li> <li>• Subscribers to the newsletter grew over the year</li> </ul>	<ul style="list-style-type: none"> <li>• Prepare &amp; disseminate this weekly newsletter</li> </ul>	<ul style="list-style-type: none"> <li>• Run a marketing campaign to steadily grow email membership</li> </ul>
<p>Provide a summary of labour market activity for the month by using job ads posted by employers &amp; agencies on over 50 publicly accessible websites</p>	<ul style="list-style-type: none"> <li>• Shared the PHWDG’s monthly Labour Market Insights report</li> <li>• Introduced the interactive report to all stakeholders allowing them to filter data using various parameters that include municipality; occupations; sectors; skills; wages etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Prepare and share monthly Labour Market Insights report to empower our stakeholders with current job market data</li> <li>• Continue to showcase the strength of this report as a key indicator of job market activity</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to market this report as a “one stop shop” for valuable insights of the job market</li> </ul>

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

Action	2024-25 Actions	2025-2026 Activities	Proposed Actions
<p>Investigate the degree to which mental health issues are a significant and/or growing issue among local employers</p> <p>Research how these mental health issues:</p> <ul style="list-style-type: none"> <li>• manifest themselves</li> <li>• what resources employers feel they need to address these challenges</li> <li>• recommendations to take steps to support employers and help them alleviate some of challenges they face.</li> </ul>	n/a	<p>This project will rely on several activities:</p> <ul style="list-style-type: none"> <li>• A literature review regarding the incidence and impact of mental health issues on the workplace</li> <li>• A review of data (primarily the 2022 Survey on Disability), which provides cross-tabulation by province, gender, age, and disability characteristics</li> <li>• Consultations with mental health stakeholders in Peel and Halton Regions</li> <li>• Engagement with employment service providers, employers &amp; employer associations</li> <li>• A report summarizing the findings and offering recommendations</li> </ul>	<p>PHWDG's wide assortment of stakeholders will receive an evidence-based overview of the current state of mental health issues in the workplace, together with insights regarding different kinds of responses.</p> <p>The report may also recommend further action, which, could be taken locally, for example by way of a further project in 2026-27, implemented by either PHWDG as one of its own action items or undertaken by a collection of local stakeholders.</p>
<p>Organize a workforce development event "Preparing Today for Tomorrow" to bring together employment service providers, employers, boards of trade, and economic development to address pressing challenges and opportunities in the evolving workforce landscape.</p>	n/a	<p>Share insights into global workforce trends, emphasizing the importance of adaptability and innovation.</p> <p>Highlight promising practices and proven strategies from best-in-class organizations to future-proof their workforce development approaches.</p> <p>Explore critical and pressing topics such as the impact of Artificial Intelligence and automation on workforce demands.</p>	<p>Increase awareness &amp; understanding of workforce 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"> <li>- new legislation governing HR practices;</li> <li>- understanding mental health in the workplace</li> <li>- new threats to businesses that include cyber attacks, scammers etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Held quarterly webinars to support SME's</li> <li>• Industry leaders (HR Lawyers; DEI experts; mental health educator (CMHA)) delivered the webinars</li> <li>• Wide range of employers participated on these webinars, representing different sectors</li> </ul>	<ul style="list-style-type: none"> <li>• Engage employers on a survey to understand their top needs to support them understand the ever changing workforce landscape</li> <li>• Organize industry leaders to respond to SME needs through quarterly webinars</li> <li>• Deliver webinars on workforce development topics</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to work on marketing these campaigns to maximize participation from SME's</li> </ul>
<p>Given the current conditions of Canada's labour market, promoting the federal work-sharing (WS) programs is crucial to support employers to have economic stability and employee retention. The WorkSharing (WS) program is a win-win program for employers and employees alike.</p> <p>Employers may, at some point in the future, be affected by the activities proposed by the new administration, south of the border.</p>	n/a	<ul style="list-style-type: none"> <li>• Organize workshops/ seminars where federal representatives can explain the requirements &amp; benefits of the WS program.</li> <li>• Host online webinar to reach a wider audience</li> <li>• Conduct informational campaigns on socials, emails</li> <li>• Introduce the program to economic development and other business groups</li> </ul>	<ul style="list-style-type: none"> <li>• Highlight the federal Worksharing (WS) as an alternative to layoffs.</li> </ul>

**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	2024-25 Activities	2025-2026 Activities	Outcomes
Promote Peel Halton Workforce Hub (PHWH) Tools	<ul style="list-style-type: none"> <li>Presented the tools with their additional enhancements (customized cover letters; customized resume builder) to our employment services providers and other partners</li> </ul>	<ul style="list-style-type: none"> <li>Continue promotion of the PHWH tools and job finding and career development tools to job seekers/ clients of community partners</li> <li>Work with WCG &amp; Fedcap to promote PHWH across EO service providers</li> </ul>	Increase awareness of PHWH tools and resources that will support job seeker's employment goals and career pathways.
Continue to promote/update 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.	<ul style="list-style-type: none"> <li>Promotion of Peel &amp; Halton youth guides across social channels to increase awareness.</li> <li>Connect with youth serving organizations; school boards to share this valuable resource</li> </ul>	<ul style="list-style-type: none"> <li>Engage summer interns to update content to reflect any changes</li> <li>Promote the youth booklet</li> </ul>	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.

**Priority 5: Showcase careers in skilled trades as viable options for a successful career**

Action	2024-25 Activities	2025-2026 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>Organize an “Apprenticeship Career Connections (ACC)” event to support Provincial priorities in the skilled trades.</p> <p>The ACC event, if funding is received, will showcase &amp; promote career pathways to the trades for youth.</p>	<p>Increasing awareness of PHWH tools and resources that will support job seeker’s employment goals and career pathways.</p>

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

Action	2024-25 Activities	2025-2026 Activities	Proposed Actions
<p>It is important to highlight the range of programs/ services that can support newcomer integration</p> <p>Newcomers to Canada continue to face challenges in securing meaningful employment despite having high educational levels. There is a robust network of newcomer organizations in place with innovative programming within each agency.</p> <p>Reinitiate PHWDG’s “NewComer Organization Network” (NCON) quarterly meetings.</p>	n/a	<ul style="list-style-type: none"> <li>• Convene a small group of committed stakeholders to plan quarterly networking meetings for the NCON membership.</li> <li>• Hold 4 quarterly meetings</li> <li>• Identify relevant speakers &amp; organizational hosts for each meeting</li> </ul>	<p>Market the NCON network as an avenue for all newcomer agencies to convene and share best practices</p> <p>Professional development and a cohesive settlement sector that builds bridges amongst settlement agencies.</p> <p>Increase NCON membership through outreach activities.</p>



Peel Halton



Workforce  
Development  
Group

2025

PEEL HALTON

# Local Labour Market Plan Report

**Peel Halton Workforce Development Group**

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

(905) 306-9588  
[info@peelhaltonworkforce.com](mailto:info@peelhaltonworkforce.com)

**[peelhaltonworkforce.com](http://peelhaltonworkforce.com)**