Peel Halton Workforce Development Group

TRENDS
OPPORTUNITIES
PRIORITIES

TOP REPORT

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Local Boards Network

Champions of Ontario's Local Labour Market Solutions

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ACKNOWLEDGEMENTS

The Peel-Halton-Dufferin Training Board wishes to express its sincere gratitude to the many community stakeholders and partners who participated in the key informant interviews, personal discussions and the community consultation meetings. The Board looks forward to working with these community partners in the coming year to implement local solutions to the key labour market issues identified.

This report has been prepared by Tom Zizys under the direction of the Peel-Halton-Dufferin Training Board.

OUR NAME CHANGE

We are happy to inform you that the **Peel Halton Dufferin Training Board** has recently changed its name to the **Peel Halton Workforce Development Group**. In an effort to align all MTCU funded program regional boundaries, Dufferin will no longer be part of our mandated area. As of April 1, 2009 we are responsible for Peel and Halton. Our name change is in response to this change.

References to the Peel Halton Dufferin Training Board in this TOP report will refer to our past work that we have undertaken with that name. All future work in the action items will be done using our new name. Please note that the two names used in this report refer to the same organization.

Overview

This report seeks to provide insights into labour market dynamics in Peel and Halton Regions, as well as outline proposed initiatives arising out of the most recent community consultations undertaken by the Peel-Halton-Dufferin Training Board, involving a vast array of community stakeholders.

In this current climate of economic turmoil around the world, it is foolhardy to make predictions when so many financial and economic indicators are experiencing such flux. Rather, this report highlights recent trends in Peel and Halton relating to resident demographics, employer profiles and labour force characteristics. As the current recession plays itself out, Peel and Halton will continue to be defined by its present residents and existing industry profile – these features frame its future opportunities and challenges.

Peel and Halton have experienced high population growth between 2001 and 2006 (these years are Census years, which underpin much of our quantitative analysis). Employment in these two regions experienced healthy growth of over 11% during this period, the number of employers increased as well, and overall both regions contain considerable industry diversification. Both Peel and Halton have significant concentrations of manufacturing employment, which declined during this period and very likely have shrunk further since then. Wholesale Trade in Peel and Halton, and Transportation and Warehousing in Peel, show notable industry concentration as well as significant employment growth.

Employment in Public Administration, Health Care and Social Assistance, and Educational Services should likely still grow in the future, if Peel and Halton are to match the share of employment these sectors have across the province as a whole.

Being such growth magnets, both Peel and Halton attracted in-migrants from across Canada in all age categories. These regions also drew immigrants from outside Canada, and Mississauga and Brampton in Peel Region are now home to not only very large immigrant populations, but now also newcomers (in Canada for less than five years).

When it comes to commuting, Mississauga is the magnet for both Peel and Halton. Of those Halton residents who do not work in their municipality of residence, more travel for work to Peel (namely Mississauga) than to Toronto.

Peel and Halton have a higher proportion of residents with a university education than the provincial average, and while Halton typically outperforms Peel in terms of the educational attainment profile of its residents, the one exception is among youth (ages 15-24 years old) where Peel holds a slight edge.

In terms of occupations, Peel has a higher proportion of blue collar and pink collar workers, typically at the lower scale of the occupation ladder: truck drivers, material handlers, construction labourers, factory labourers and office clerks. Halton has a higher proportion of white collar workers: senior and mid-level managers, auditors, accountants, investment dealers, insurance agents and real estate agents.

Overall, the population and employment dynamism of Peel and Halton should stand these regions in good stead as Ontario climbs its way out of the recession. One area of concern has to be the large proportion of manufacturing jobs and how those have been affected since 2006, including as a consequence of this recent downturn. An ancillary concern has to be the comparatively lower educational attainment among Peel residents (our data pinpoints Brampton residents), posing possible challenges for those workers who seek to make the transition out of manufacturing.

Introduction

Background

The Peel-Halton-Dufferin Training Board (PHDTB) is one of twenty-one local training boards in Ontario. PHDTB is an autonomous, not-for-profit community-based organization established in December 1996 to play a leadership role in local labour force development.

The training board is governed by a Board of Directors that includes representatives from Business, Labour, Education and Training, Youth, Equity Groups, as well as non-voting members from the provincial government. The Peel Halton Dufferin Training Board's mission is to create local solutions to local workforce development needs.

PHDTB contributes to the region by building a strong workforce at the community level through local planning, implementation of innovative strategies and fostering community partnerships. PHDTB is one of the few local mechanisms that bring together divergent labour market partners (labour, business, service providers, education/training and economic development, equity groups) in a constructive way to develop local solutions to local issues.

The main objectives of the PHDTB are:

- To identify the key labour market issues, trends and challenges in the local area.
- To understand the dynamic of the employment and occupational patterns of the labour force with social and demographic indicators.
- To create opportunities for partnerships and projects that respond to labour market challenges.
- To facilitate a community planning process whereby local organizations and institutions implement joint actions to address local labour market issues of common interest.

Six key labour market trends/issues were identified through the consultation process that informed the preparation of this report. These trends/issues were:

- Newcomer integration
- Skilled trades shortages
- Shift in key employer/employment sectors
- Knowledge about/use of employment services and lack of labour market information
- Marginalized/contingent workforce
- Youth employment

A Note About Geography

The Ontario Ministry of Training, Colleges and Universities will be re-aligning the boundaries of the Peel-Halton-Dufferin Training Board in order that they match the administrative areas for Employment Ontario. For that reason, this year's TOP report already reflects this adjusted geography, focusing exclusively on Peel and Halton Regions. A formal name change for our training board will soon follow.

A Note About Statistics

This year, more than in the past, a special effort has been made to include more demographic information and labour market data in the TOP Report. This reflects a joint desire on the part of the Ontario Ministry of Training, Colleges and Universities and the Peel-Halton-Dufferin Training Board to offer a more quantitatively-based analysis of labour market trends affecting Ontario and our local region.

The numbers in this report has been primarily assembled from Statistics Canada data, including the 2006 Census, Canadian Business Patterns data and Taxfiler information. Every data set has its limitations, in terms of coverage, margin of error and timeliness. Attaching numbers to economic dynamics makes them more capable of being measured and compared, but the use of concrete numbers can sometimes suggest a level of accuracy and precision that is beyond their authority. Numbers should contribute to local knowledge, not replace local knowledge.

In our view, the data presented in this report is one contributor to understanding local labour market dynamics. The data is particularly helpful when compared to other jurisdictions or when compared over time, to identify trends. It is our intention that these TOP reports will be a helpful resource to stakeholders in the fields of workforce development and labour market analysis, as we track changes in these relevant indicators in the coming years.

Your comments and reflections on this report will help further clarify the data, strengthen its analysis and contribute to the knowledge base from which our community can plan appropriate policy and program interventions.

Local Labour Market Status And Significant Changes

The following tables and commentary seek to illustrate current and evolving local statistical trends that contribute to labour market dynamics in Peel and Halton. The sections highlight findings relating to:

- Overall employment growth
- Employment trends by major industry sectors
- Employment trends among small and medium-sized enterprises in key industry sectors
- Number of employers
- Migration of residents in and out of Peel and Halton Regions
- Employment occupations of local labour force
- Educational attainment of local residents
- Immigration
- Commuting trends

Employment Growth

The following two tables summarize employment growth in both the Toronto Census Metropolitan Area and in Peel and Halton Regions.

Table A1

TOTAL EMPLOYMENT

Number and Percent Change: Toronto CMA 2002-2007

2002	2007	PERCENT CHANGE
2,590,900	2,865,500	10.6%

Statistics Canada, Table 282-0053, 55 - Labour force survey estimates, CANSIM

Toronto CMA refers to the Toronto Census Metropolitan Area which includes the City of Toronto, York Region, Peel Region, Halton Region (minus Burlington), Pickering, Ajax, Uxbridge, Bradford-West Gwillimbury, New Tecumseh and Mono.

The area covered by the Peel-Halton-Dufferin Training Board (now reduced to Peel and Halton Regions) accounts for a third of the labour force in the Toronto CMA (32%). The employment trend in the Toronto CMA is thus likely indicative of trends in Peel and Halton. The growth in employment in the Toronto CMA between 2002 and 2007 was healthy and noticeably higher than the employment growth rate for Ontario as whole during this same period (10.6% compared to 9.3%).

Table A2

TOTAL EMPLOYMENT

Number and Percent Change: Peel and Halton, 2001-2006

	2001	2006	% CHANGE
Peel	487,500	541,995	11.2%
Halton	173,940	195,930	12.6%
TOTAL	**661,440**	**737,925**	**11.6%**

Source: Statistics Canada, Industry - North American Industry Classification System for the Employed Labour Force 15 Years and Over Having a Usual Place of Work or Working at Home, Census Subdivisions of Work, 2001 and 2006 Census, Statistics Canada catalogue no. 97F0014XCB2001040 and 97-561-XCB2006007; and this data does not include the employed labour force without a usual place of work and so undercounts the total figure, however comparing the same type of data between 2001 and 2006 should be indicative of employment trends.

While not covering exactly the same period as Table A1, the census data presented in Table A2 suggests that employment growth in Peel and Halton was even more pronounced than that experienced by the broader Toronto CMA.

Employment Trends By Industry

The following two tables illustrate employment by major industry sectors in Peel and Halton, comparing 2001 and 2006 numbers, indicating both the change in the absolute numbers by industry, and comparing the share of employment by industry in 2006 to the Ontario numbers. The shaded rows highlight industries whose local share is significantly.

Table B

EMPLOYMENT TREND BY INDUSTRY

Number and Percent Change (Census) 2001-2006

PEEL	NUMBER		% CHANGE 2001-06	% OF EMPLOYMENT	
	2001	2006		PEEL	ONTARIO
Agriculture, forestry, fishing and hunting	1995	1820	-8.8	0.3	1.8
Mining and oil and gas extraction	530	1130	113.2	0.2	0.4
Utilities	1900	1985	4.5	0.4	0.8
Construction	14275	16195	13.5	3.0	3.2
Manufacturing	108215	105020	-3.0	19.4	14.8
Wholesale trade	52160	56785	8.9	10.5	4.9
Retail trade	55365	61020	10.2	11.3	11.8
Transportation and warehousing	49700	55575	11.8	10.3	4.0
Information and cultural industries	9950	11340	14.0	2.1	2.7
Finance and insurance	19490	25515	30.9	4.7	5.4
Real estate and rental and leasing	10055	11380	13.2	2.1	2.1
Professional, scientific & technical services	34840	41690	19.7	7.7	7.5
Management of companies and enterprises	485	895	84.5	0.2	0.1
Administrative & support, waste management	18750	23905	27.5	4.4	3.9
Educational services	24140	28080	16.3	5.2	7.0
Health care and social assistance	26955	32890	22.0	6.1	10.1
Arts, entertainment and recreation	4300	4975	15.7	0.9	2.1
Accommodation and food services	23215	25625	10.4	4.7	6.6
Other services (not public administration)	17945	20760	15.7	3.8	4.8
Public administration	13250	15400	16.2	2.8	6.0
TOTAL	**487500**	**541995**	**11.2**	**100.0**	**100.0**

HALTON	NUMBER		% CHANGE	% OF EMPLOYMENT	
	2001	2006	2001-06	HALTON	ONTARIO
Agriculture, forestry, fishing and hunting	2140	1975	-7.7	1.0	1.8
Mining and oil and gas extraction	405	565	39.5	0.3	0.4
Utilities	600	995	65.8	0.5	0.8
Construction	6060	6765	11.6	3.5	3.2
Manufacturing	38135	35540	-6.8	18.1	14.8
Wholesale trade	11815	15240	29.0	7.8	4.9
Retail trade	22215	25945	16.8	13.2	11.8
Transportation and warehousing	6345	7040	11.0	3.6	4.0
Information and cultural industries	3275	4240	29.5	2.2	2.7
Finance and insurance	7685	8790	14.4	4.5	5.4
Real estate and rental and leasing	3505	4120	17.5	2.1	2.1
Professional, scientific & technical services	13235	15845	19.7	8.1	7.5
Management of companies and enterprises	240	430	79.2	0.2	0.1
Administrative & support, waste management	5215	6595	26.5	3.4	3.9
Educational services	10070	12505	24.2	6.4	7.0
Health care and social assistance	12980	15675	20.8	8.0	10.1
Arts, entertainment and recreation	3680	4380	19.0	2.2	2.1
Accommodation and food services	12205	13015	6.6	6.6	6.6
Other services (not public administration)	8430	10160	20.5	5.2	4.8
Public administration	5695	6090	6.9	3.1	6.0
TOTAL	**173940**	**195930**	**12.6**	**100.0**	**100.0**

Source: Statistics Canada, Industry - North American Industry Classification System for the Employed Labour Force 15 Years and Over Having a Usual Place of Work or Working at Home, Census Subdivisions of Work, 2001 and 2006 Census, Statistics Canada catalogue no. 97F0014XCB2001040 and 97-561-XCB2006007; and this data does not include the employed labour force without a usual place of work and so undercounts the total figure, however comparing the same type of data between 2001 and 2006 should be indicative of employment trends.

19.4% in Peel and 18.1% in Halton, its share of total employment is significantly higher than the provincial average of 14.8%, having nevertheless experienced some decline from 2001. It is important to emphasize that these employment losses mark only a portion of local jobs lost in manufacturing, as these statistics reflect figures in 2006 and thus miss the significant job losses that have occurred since then.

Manufacturing is particularly concentrated in Brampton (25.1% of all industry employment in 2006), Halton Hills (21.0%) and Milton (20.7%).

Retail Trade is also a major employer (11.3% in Peel and 13.2% in Halton) although its share is much closer to the provincial average.

Transportation and Warehousing, and Wholesale Trade are very significant industries in Peel, as is Wholesale Trade in Halton (and growing very significantly there), and show significantly higher concentrations in these regions compared to the provincial average. Some municipal highlights: compared to the provincial average of 4.0%, Mississauga has 11.2% of its employment in Transportation and Warehousing; the Wholesale Trade provincial average of 4.9% is dwarfed by 11.7% in Mississauga and 10.0% in Milton.

On the other hand, various public services make up a smaller proportion of the local workforce, noticeably Public Administration (Peel: 2.8%; Halton: 3.1%; Ontario: 6.0%); Health Care and Social Assistance (Peel: 6.1%; Halton: 8.0%; Ontario: 10.1%); and, to a lesser extent, Educational Services (Peel: 5.2%; Halton: 6.4%; Ontario: 7.0%). And apart from the Manufacturing sector, the only other major industry sector experiencing employment loss between 2001-2006 was Agriculture, Forestry, Fishing and Hunting (which of course is only comprised of Agriculture in these regions).

Estimated Employment Numbers And Trends Among Small And Medium Employers (Key Industries)

The following tables represent key employment figures for firms employing less than 200 employees. These do not reflect employment numbers for each sector as a whole, but can be indicative of that industry's share of total employment in the local area, as well as of employment trends over time in that sector locally.

TABLE 1A – PEEL

Estimated Employment of Small and Medium Employers (Key Industries) 2007

PEEL	
INDUSTRY SECTOR	EMPLOYMENT
Professional, Scientific and Technical Services	34458
Administrative and Support Services	28792
Food Services and Drinking Places	27027
Specialty Trade Contractors	22022
Machinery, Equipment and Supplies Wholesaler-Distributors	19401
Truck Transportation	16219
Management of Companies and Enterprises	13909
Fabricated Metal Product Manufacturing	13794
Real Estate	12907
Ambulatory Health Care Services	10190
Personal and Household Goods Wholesaler-Distributors	10065
Building Material and Supplies Wholesaler-Distributors	9551
Miscellaneous Wholesaler-Distributors	8728
Support Activities for Transportation	8324
Machinery Manufacturing	8246
Food and Beverage Stores	8205
Plastics and Rubber Products Manufacturing	6846
Food, Beverage and Tobacco Wholesaler-Distributors	5949
Credit Intermediation and Related Activities	4619
Transportation Equipment Manufacturing	4345

These key industries for Peel were chosen based on the 20 largest industry sub-sectors by number of employees based on estimated employment among all firms in that sector in 2007. The employment figure provided only reflects the estimated employment for firms with up to 199 employees (that is, limited to small and medium-sized employers).

Note: Several of these sub-sectors have a significant number of employers with more than 200 employees, and so their employment numbers do understate total employment in that sub-sector.

This comment particularly applies to: Professional, Scientific and Technical Services; Administrative and Support Services; Machinery, Equipment and Supplies Wholesaler-Distributors; Management of Companies and Enterprises; Transportation Equipment Manufacturing; Plastics and Rubber Products Manufacturing; and Credit Intermediation and Related Activities.

The Peel mix of key industry sectors is somewhat diversified, with notable concentrations in the Wholesaler-Distributor industry sectors (5 sub-sectors of the top 20), Manufacturing (4) and Transportation (2), with many of the other sub-sectors representing a broad professional, financial and business mix (5 sub-sectors – Professional, Scientific and Technical Services; Administrative and Support Services; Management of Companies and Enterprises; Real Estate; and Credit Intermediation and Related Activities).

TABLE 1A – HALTON

Estimated Employment of Small and Medium Employers (Key Industries) 2007

HALTON	
INDUSTRY SECTOR	EMPLOYMENT
Professional, Scientific and Technical Services	17584
Food Services and Drinking Places	14685
Administrative and Support Services	9197
Specialty Trade Contractors	8244
Management of Companies and Enterprises	5636
Machinery, Equipment and Supplies Wholesaler-Distributors	5142
Ambulatory Health Care Services	5076
Real Estate	4272
Fabricated Metal Product Manufacturing	4122
Food and Beverage Stores	3924
Building Material and Supplies Wholesaler-Distributors	3684
Construction of Buildings	3349
Machinery Manufacturing	3305
Securities, Commodity Contracts & Other Financial Related Activities	3148
Motor Vehicle and Parts Dealers	3132
Educational Services	2911
Social Assistance	2833
General Merchandise Stores	2455
Transportation Equipment Manufacturing	2254
Plastics and Rubber Products Manufacturing	2094

These key industries for Halton were chosen based on the 20 largest industry sub-sectors by number of employees based on estimated employment among all firms in that sector in 2007. The employment figure provided only reflects the estimated employment for firms with up to 199 employees (that is, limited to small and medium-sized employers).

Note: Several of these sub-sectors have a significant number of employers with more than 200 employees, and so their employment numbers do understate total employment in that sub-sector. This comment particularly applies to: Administrative and Support Services; Management of Companies and Enterprises; Transportation Equipment Manufacturing; Machinery Manufacturing; Securities, Commodity Contracts & Other Financial Related Activities; Educational Services; General Merchandise Stores; and Plastics and Rubber Products Manufacturing.

The Halton mix of key industry sectors is more diversified than that of Peel, spanning many of the same broad categories as Peel (4 sub-sectors in Manufacturing, 2 in Wholesale-Distributor, 5 in the broad professional, financial and business mix), but also including other industry sub-sector categories such as: Specialty Trade Contractors; Construction of Buildings; Educational Services; and Social Assistance.

These key 20 industries for Peel and Halton exhibited both employment increases and decreases between 2001 and 2006, as Tables 1B and 1C demonstrate.

TABLE 1B

Estimated Employment Increases for Small and Medium Enterprises (Key Industries) – PEEL 2003-2007

PEEL	
INDUSTRY SECTOR	EMPLOYMENT INCREASE
Truck Transportation	5802
Management of Companies and Enterprises	5043
Administrative and Support Services	3963
Real Estate	2165
Ambulatory Health Care Services	1876
Credit Intermediation and Related Activities	754
Food and Beverage Stores	491
Support Activities for Transportation	55

The key industries for Peel were chosen based on the 20 largest industry sectors by number of employees based on estimated employment among all firms in that sector in 2007. The employment increase figure relates to employment increases for firms with up to 199 employees only, and is offered as a way to identify sector-wide trends.

Small and medium enterprises among Peel's key industries exhibiting employment increases were primarily focused in the transportation sector (Truck Transportation and Support Activities for Transportation) and in the broad professional, financial and business mix (Management of Companies and Enterprises; Administrative and Support Services; Real Estate; and Credit Intermediation and Related Activities).

Truck Transportation, Management of Companies and Enterprises (includes holding companies and head offices) and Real Estate are industry categories with a very high proportion of firms with no employees (that is, solo operations). These categories reflect a surge of solo business start-ups in these sectors as much as an employment increase.

Administrative and Support Services consist of such businesses as back-office support services, facilities support such as janitorial, maintenance or security, employment placement and temporary help services, document preparation services, travel agencies, security system services. Employment increases in this category reflect the continuing tendency of employers to rely on out-sourcing and temporary employees.

TABLE 1B

Estimated Employment Increases for Small and Medium Enterprises (Key Industries) – HALTON 2003-2007

HALTON	
INDUSTRY SECTOR	EMPLOYMENT INCREASE
Food and Beverage Stores	964
Social Assistance	829
Educational Services	791
Food Services and Drinking Places	741
General Merchandise Stores	648
Ambulatory Health Care Services	473
Specialty Trade Contractors	423
Management of Companies and Enterprises	370
Securities, Commodity Contracts & Other Financial Related Activities	254
Real Estate	127
Administrative and Support Services	85

The key industries for Halton were chosen based on the 20 largest industry sectors by number of employees based on estimated employment among all firms in that sector in 2007. The employment increase figure relates to employment increases for firms with up to 199 employees only, and is offered as a way to identify sector-wide trends.

Employment increases among Halton's small and medium enterprises were found among a wider range of sub-sectors, including, as in the case of Peel, the broad professional, financial and business mix (Management of Companies and Enterprises; Securities, Commodity Contracts & Other Financial Related Activities; Real Estate; and Administrative and Support Services), but also touching a range of public services (Social Assistance; Educational Services; and Ambulatory Health Care Services).

TABLE 1C

Estimated Employment Decreases for Small and Medium Enterprises (Key Industries) – PEEL 2003-2007

PEEL	
INDUSTRY SECTOR	EMPLOYMENT DECREASE
Professional, Scientific and Technical Services	-3686
Plastics and Rubber Products Manufacturing	-1800
Specialty Trade Contractors	-1573
Fabricated Metal Product Manufacturing	-1555
Machinery Manufacturing	-1380
Personal and Household Goods Wholesaler-Distributors	-761
Machinery, Equipment and Supplies Wholesaler-Distributors	-696
Building Material and Supplies Wholesaler-Distributors	-636
Miscellaneous Wholesaler-Distributors	-559
Food, Beverage and Tobacco Wholesaler-Distributors	-315
Food Services and Drinking Places	-165
Transportation Equipment Manufacturing	-37

These key industries for Peel were chosen based on the 20 largest industry sectors by number of employees based on estimated employment among all firms in that sector in 2007. The employment decrease figure relates to employment decreases for firms with up to 199 employees only, and is offered as a way to identify sector-wide trends.

TABLE 1C

Estimated Employment Decreases for Small and Medium Enterprises (Key Industries) – HALTON 2003-2007

HALTON	
INDUSTRY SECTOR	EMPLOYMENT
Professional, Scientific and Technical Services	-3750
Construction of Buildings	-637
Machinery, Equipment and Supplies Wholesaler-Distributors	-616
Transportation Equipment Manufacturing	-498
Plastics and Rubber Products Manufacturing	-285
Fabricated Metal Product Manufacturing	-247
Motor Vehicle and Parts Dealers	-220
Building Material and Supplies Wholesaler-Distributors	-35
Machinery Manufacturing	-11

The key industries for Halton were chosen based on the 20 largest industry sectors by number of employees based on estimated employment among all firms in that sector in 2007. The employment decrease figure relates to employment decreases for firms with up to 199 employees only, and is offered as a way to identify sector-wide trends.

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Motor Vehicle and Parts Dealers	-220
Building Material and Supplies Wholesaler-Distributors	-35
Machinery Manufacturing	-11

The key industries for Halton were chosen based on the 20 largest industry sectors by number of employees based on estimated employment among all firms in that sector in 2007. The employment decrease figure relates to employment decreases for firms with up to 199 employees only, and is offered as a way to identify sector-wide trends.

Some care needs to be taken in interpreting Table 1C for Peel and Halton. These figures reflect employment changes among small and medium-sized firms in these sectors, based on changes in the number of small and medium-sized firms. Certainly the preponderance of manufacturing sub-sectors in this job loss category accords with the trend for manufacturing across the province. In a few of the sectors noted, the losses may be limited to the small and medium-sized firms in that sub-sector.

For example, in Peel, in the category of Professional, Scientific and Technical Services, it was certainly the case that the number of smaller firms, and thus employment among smaller firms, decreased in this category between 2003 and 2007. However, the number of firms with between 200 and 499 employees increased from 20 to 24, and the number of firms with over 500 employees increased from 4 to 7 during this same period. On the other hand, Halton also experienced a significant drop in its employment numbers for this industry sub-category and it actually witnessed a considerable drop in medium and large sized firms: among firms with 50 or more employees in this category, Halton saw the number decline from 192 firms in 2003 to 112 firms in 2007.

The other industry category that saw significant drop in estimated employment numbers among small and medium-sized firms was among Wholesale Trade. In one instance the numbers may be more suspect: in Peel the number of larger firms in the Personal and Household Goods Wholesaler-Distributor category did increase between 2003 and 2007, from 6 to 9 among firms with 200-499 employees and from 2 to 4 among firms with more than 500 employees. Among the other Wholesale Trade sub-categories for Peel and Halton there are not such counter-trends.

Number Of Employers

The following tables review changes in the number of employers between 2003 and 2007 in Peel and Halton Regions by employee size of the firm.

TABLE 2A

Number of Employers by Employee Size Range
December 2003 – December 2007

PEEL				
EMPLOYEE SIZE RANGE	NUMBER OF EMPLOYERS 2003	NUMBER OF EMPLOYERS 2007	ABSOLUTE CHANGE	PERCENT CHANGE
0	44350	53443	9093	20.50
1-4	13952	17525	3573	25.61
5-9	4907	5881	974	19.85
10-19	4012	3972	-40	-1.00
20-49	3299	3004	-295	-8.94
50-99	1402	1239	-163	-11.63
100-199	690	650	-40	-5.80
200-499	321	320	-1	-0.31
500+	85	99	14	16.47
TOTAL	**73018**	**86133**	**13115**	**17.96**

Statistics Canada, Canadian Business Patterns, December 2003 and December 2007

HALTON				
EMPLOYEE SIZE RANGE	NUMBER OF EMPLOYERS 2003	NUMBER OF EMPLOYERS 2007	ABSOLUTE CHANGE	PERCENT CHANGE
0	20203	22375	2,172	10.75
1-4	6758	8153	1,395	20.64
5-9	2389	2784	395	16.53
10-19	1821	1762	-59	-3.24
20-49	1413	1222	-191	-13.52
50-99	478	417	-61	-12.76
100-199	246	224	-22	-8.94
200-499	102	105	3	2.94
500+	20	23	3	15.00
TOTAL	**33430**	**37065**	**3,635**	**10.87**

Statistics Canada, Canadian Business Patterns, December 2003 and December 2007

TABLE 2B

Distribution of Employers by Employee Size Range
December 2003 – December 2007

PEEL				
EMPLOYEE SIZE RANGE	NUMBER OF EMPLOYERS 2003	DISTRIBUTION %	NUMBER OF EMPLOYERS 2007	DISTRIBUTION %
0	44350	60.74	53443	62.05
1-4	13952	19.11	17525	20.35
5-9	4907	6.72	5881	6.83
10-19	4012	5.49	3972	4.61
20-49	3299	4.52	3004	3.49
50-99	1402	1.92	1239	1.44
100-199	690	0.94	650	0.75
200-499	321	0.44	320	0.37
500+	85	0.12	99	0.11
TOTAL	**73018**	**100.00**	**86133**	**100.00**

Statistics Canada, Canadian Business Patterns, December 2003 and December 2007

HALTON				
EMPLOYEE SIZE RANGE	NUMBER OF EMPLOYERS 2003	DISTRIBUTION %	NUMBER OF EMPLOYERS 2007	DISTRIBUTION %
0	20203	60.43	22375	60.37
1-4	6758	20.22	8153	22.00
5-9	2389	7.15	2784	7.51
10-19	1821	5.45	1762	4.75
20-49	1413	4.23	1222	3.30
50-99	478	1.43	417	1.13
100-199	246	0.74	224	0.60
200-499	102	0.31	105	0.28
500+	20	0.06	23	0.06
TOTAL	**33430**	**100.00**	**37065**	**100.00**

Statistics Canada, Canadian Business Patterns, December 2003 and December 2007

Both Peel and Halton show a vast preponderance of enterprises with fewer than 9 employees (almost 90% of all enterprises), a figure comparable to that among other Greater Toronto Area regions. Both Halton and especially Peel have witnessed very healthy growth in the total number of firms, although in both instances, that growth has occurred at the two ends of the employee size spectrum (small firms and large firms), while the number of firms with 10-199 employees has actually shrunk for both regions. This is a trend that is largely consistent with other regions in the GTA.

TABLE 3A

Industries with Increased Number of Employers (Top 20)
2003 – 2007

PEEL					
NORTH AMERICAN INDUSTRIAL CLASSIFICATION SYSTEM (NAICS)		TOTAL NUMBER OF EMPLOYERS 2003	TOTAL NUMBER OF EMPLOYERS 2007	ABSOLUTE CHANGE	PERCENT CHANGE
484	Truck Transportation	3517	8567	5,050	143.6%
531	Real Estate	4455	6138	1,683	37.8%
541	Professional, Scientific and Technical Services	12060	13005	945	7.8%
523	Securities, Commodity Contracts, and Other Financial Investment and Related Activities	1945	2593	648	33.3%
551	Management of Companies and Enterprises	2732	3305	573	21.0%
621	Ambulatory Health Care Services	1662	2091	429	25.8%
488	Support Activities for Transportation	1015	1387	372	36.7%
238	Specialty Trade Contractors	5626	5982	356	6.3%
611	Educational Services	640	843	203	31.7%
492	Couriers and Messengers	444	639	195	43.9%
445	Food and Beverage Stores	964	1136	172	17.8%
448	Clothing and Clothing Accessories Stores	757	917	160	21.1%
561	Administrative and Support Services	4039	4193	154	3.8%
811	Repair and Maintenance	2379	2525	146	6.1%
414	Personal and Household Goods Wholesaler-Distributors	1000	1137	137	13.7%
446	Health and Personal Care Stores	529	654	125	23.6%
524	Insurance Carriers and Related Activities	392	497	105	26.8%
485	Transit and Ground Passenger Transportation	1174	1267	93	7.9%
812	Personal and Laundry Services	1350	1440	90	6.7%
813	Religious, Grant-Making, Civic, and Professional and Similar Organizations	1041	1,131	90	8.6%

Statistics Canada, Canadian Business Patterns, December 2003 and December 2007. The number preceding each industry sub-category refers to the 3-digit NAICS code for that sub-industry.

HALTON				
NORTH AMERICAN INDUSTRIAL CLASSIFICATION SYSTEM (NAICS)	TOTAL NUMBER OF EMPLOYERS 2003	TOTAL NUMBER OF EMPLOYERS 2007	ABSOLUTE CHANGE	PERCENT CHANGE
523 Securities, Commodity Contracts, and Other Financial Investment and Related Activities	1216	1773	557	45.8%
531 Real Estate	2280	2824	544	23.9%
541 Professional, Scientific and Technical Services	7334	7714	380	5.2%
484 Truck Transportation	708	1002	294	41.5%
551 Management of Companies and Enterprises	1640	1933	293	17.9%
621 Ambulatory Health Care Services	999	1285	286	28.6%
238 Specialty Trade Contractors	1956	2167	211	10.8%
611 Educational Services	417	511	94	22.5%
722 Food Services and Drinking Places	1069	1145	76	7.1%
492 Couriers and Messengers	57	127	70	122.8%
812 Personal and Laundry Services	647	712	65	10.0%
446 Health and Personal Care Stores	206	264	58	28.2%
445 Food and Beverage Stores	344	401	57	16.6%
524 Insurance Carriers and Related Activities	250	301	51	20.4%
561 Administrative and Support Services	1737	1782	45	2.6%
485 Transit and Ground Passenger Transportation	96	136	40	41.7%
237 Heavy and Civil Engineering Construction	315	354	39	12.4%
488 Support Activities for Transportation	241	278	37	15.4%
416 Building Material and Supplies Wholesaler-Distributors	338	369	31	9.2%
512 Motion Picture and Sound Recording Industries	192	223	31	16.1%

Statistics Canada, Canadian Business Patterns, December 2003 and December 2007. The number preceding each industry sub-category refers to the 3-digit NAICS code for that sub-industry.

What is particularly striking about these charts showing an increase in the number of employers is how many of these same categories are shared by Peel and Halton.

TABLE 3A COMBINED

Industries with Increased Number of Employers (Top 20), Showing Ranking by Total Employment and by Increase in Employment Among Small and Medium-Sized Firms, 2003 – 2007

PEEL AND HALTON				
	PEEL		HALTON	
	Top 20 employment numbers	Increased employment for SMEs	Top 20 employment numbers	Increased employment for SMEs
Industries with Increased Number of Employers: Peel and Halton				
Administrative and Support Services	2	3	3	11
Ambulatory Health Care Services	10	5	7	6
Couriers and Messengers				
Educational Services			16	3
Food and Beverage Stores	16	7	10	1
Health and Personal Care Stores				
Insurance Carriers and Related Activities				
Management of Companies and Enterprises		2	5	8
Personal and Laundry Services				
Professional, Scientific and Technical Services	1		1	
Real Estate	9	4	9	10
Securities, Commodity Contracts, and Other Financial Investment and Related Activities			14	9
Specialty Trade Contractors	4		4	7
Support Activities for Transportation	20	8		
Transit and Ground Passenger Transportation				
Truck Transportation	6	1		
Industries with Increased Number of Employers: Peel				
Clothing and Clothing Accessories Stores				
Personal and Household Goods Wholesaler-Distributors	11			
Repair and Maintenance				
Religious, Grant-Making, Civic, and Professional and Similar Organizations				
Industries with Increased Number of Employers: Halton				
Building Material and Supplies Wholesaler-Distributors			11	
Food Services and Drinking Places			2	4
Heavy and Civil Engineering Construction				
Motion Picture and Sound Recording Industries				

The columns for Peel and Halton show the ranking of that sub-industry among the 20 largest industries by employment (estimated) for each region for 2007, and the 20 industries showing the largest increase in employment among small and medium-sized enterprises (under 200 employees) by region in 2007.

Quite a number of these sub-sectors demonstrate an increase in the number of employers as well as an increase in employment among small- and medium-sized firms in that sector, and are sectors that generate the most employment for Peel and/or Halton (represented by the shaded rows).

TABLE 3B

Industries with Decreased Number of Employers (Top 20)
2003 – 2007

PEEL					
NORTH AMERICAN INDUSTRIAL CLASSIFICATION SYSTEM (NAICS)		TOTAL NUMBER OF EMPLOYERS 2003	TOTAL NUMBER OF EMPLOYERS 2007	ABSOLUTE CHANGE	PERCENT CHANGE
722	Food Services and Drinking Places	2963	2869	-94	-3.17
323	Printing and Related Support Activities	584	492	-92	-15.75
332	Fabricated Metal Product Manufacturing	1009	930	-79	-7.83
453	Miscellaneous Store Retailers	740	661	-79	-10.68
112	Animal Production	230	154	-76	-33.04
532	Rental and Leasing Services	647	578	-69	-10.66
526	Funds and Other Financial Vehicles	78	15	-63	-80.77
333	Machinery Manufacturing	713	664	-49	-6.87
325	Chemical Manufacturing	254	210	-44	-17.32
311	Food Manufacturing	323	293	-30	-9.29
518	Internet Service Providers, Web Search Portals and Data Processing	98	70	-28	-28.57
326	Plastics and Rubber Products Manufacturing	311	285	-26	-8.36
236	Construction of Buildings	2573	2548	-25	-0.97
419	Wholesale Agents and Brokers	665	641	-24	-3.61
315	Clothing Manufacturing	116	94	-22	-18.97
111	Crop Production	123	108	-15	-12.20
334	Computer and Electronic Product Manufacturing	240	226	-14	-5.83
415	Motor Vehicle and Parts Wholesaler-Distributors	421	407	-14	-3.33
115	Support Activities for Agriculture and Forestry	76	65	-11	-14.47
327	Non-Metallic Mineral Product Manufacturing	114	103	-11	-9.65

TABLE 3B

Industries with Decreased Number of Employers (Top 20)
2003 – 2007

HALTON				
NORTH AMERICAN INDUSTRIAL CLASSIFICATION SYSTEM (NAICS)	TOTAL NUMBER OF EMPLOYERS 2003	TOTAL NUMBER OF EMPLOYERS 2007	ABSOLUTE CHANGE	PERCENT CHANGE
112 Animal Production	279	177	-102	-36.56
532 Rental and Leasing Services	271	225	-46	-16.97
111 Crop Production	166	134	-32	-19.28
418 Miscellaneous Wholesaler-Distributors	446	415	-31	-6.95
453 Miscellaneous Store Retailers	444	415	-29	-6.53
526 Funds and Other Financial Vehicles	35	16	-19	-54.29
339 Miscellaneous Manufacturing	187	172	-15	-8.02
417 Machinery, Equipment and Supplies Wholesaler-Distributors	678	663	-15	-2.21
337 Furniture and Related Product Manufacturing	80	66	-14	-17.50
452 General Merchandise Stores	140	126	-14	-10.00
419 Wholesale Agents and Brokers	313	300	-13	-4.15
451 Sporting Goods, Hobby, Book and Music Stores	212	199	-13	-6.13
311 Food Manufacturing	97	86	-11	-11.34
321 Wood Product Manufacturing	54	43	-11	-20.37
331 Primary Metal Manufacturing	28	17	-11	-39.29
336 Transportation Equipment Manufacturing	88	77	-11	-12.50
411 Farm Product Wholesaler-Distributors	33	23	-10	-30.30
624 Social Assistance	218	209	-9	-4.13
113 Forestry and Logging	22	14	-8	-36.36
326 Plastics and Rubber Products Manufacturing	90	82	-8	-8.89

The most significant trend in reduction of employer numbers by industry sector relates to Manufacturing: among the sectors representing the 20 largest reductions, both Peel and Halton each had seven manufacturing sub-sectors. This was followed by three each in the Agriculture, Forestry, Fishing and Hunting category. Otherwise, the only other notable decrease shared by both Peel and Halton was in the category of Miscellaneous Store Retailers (florists, office supplies and stationery, gift stores, used merchandise, pet and pet supply stores).

Migration In And Out Of Peel And Halton

Peel and Halton both had significant population growth between 2001 and 2006. That is not to say that people never leave either of those regions; Canadian communities exhibit a lot of mobility, but in the case of Peel and Halton, each registered significant numbers of new migrants across all age ranges.

TABLE 4

Migration Characteristics 2001 – 2006

PEEL			
	IN-MIGRANTS 2001-2006	OUT-MIGRANTS 2001-2006	NET-MIGRANTS 2001-2006
0-17 years	112250	57116	55134
18-24 years	51669	28932	22737
25-44 years	197925	115153	82772
45-64 years	55544	40776	14768
65+ years	18873	12974	5899
TOTAL	**436261**	**254951**	**181310**

Statistics Canada, Taxfiler data, 2001 and 2006

TABLE 4

Migration Characteristics 2001 – 2006

PEEL			
	IN-MIGRANTS 2001-2006	OUT-MIGRANTS 2001-2006	NET-MIGRANTS 2001-2006
0-17 years	32089	17812	14277
18-24 years	14999	12263	2736
25-44 years	71872	40055	31817
45-64 years	20673	17066	3607
65+ years	9614	6294	3320
TOTAL	**149247**	**93490**	**55757**

Statistics Canada, Taxfiler data, 2001 and 2006

Both Peel and Halton show healthy in-migration of population between 2001 and 2006, across all age categories. Peel had a higher ratio of in-migration for individuals aged 18 to 24 years of age (see table below), while in other age categories, Peel and Halton had more or less similar ratios of in-migrants to out-migrants.

TABLE: RATIO IN IN-MIGRANTS TO OUT-MIGRANTS, 2001 AND 2006

	PEEL	HALTON
0-17 years	1.97	1.80
18-24 years	1.79	1.22
25-44 years	1.72	1.79
45-64 years	1.36	1.21
65+ years	1.45	1.53
TOTAL	**1.71**	**1.60**

Occupations

This section highlights occupations of residents in Peel and Halton. These occupation figures reflect what kind of work Peel and Halton residents perform, however, it does not mean all of these jobs are located in Peel or Halton. These statistics illustrate the occupations of all residents regardless of where they work.

Table 5 highlights those occupations where the proportion of residents in that occupation is significantly different from the average for Ontario.

TABLE 5

Select Occupations Where Distribution is Significantly Different for Peel and Halton Compared to Ontario, 2006

OCCUPATIONS OVER-REPRESENTED		
	PEEL	ONTARIO
B4 Clerical supervisors	0.91	0.6
B5 Clerical occupations	13.47	10.2
H7 Transportation equipment operators and related workers, excluding labourers	4.41	3.1
H8 Trades helpers, construction, and transportation labourers and related occupations	3.31	2.3
J3 Labourers in processing, manufacturing and utilities	2.74	1.7
	HALTON	ONTARIO
AO Senior Management Occupations	2.73	1.3
A1 Specialist managers	5.81	2.9
A3 Other managers (not elsewhere classified)	4.78	3.2
B0 Professional occupations in business and finance	4.15	2.8
G1 Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers	3.89	2.2

OCCUPATIONS UNDER-REPRESENTED		
	PEEL	ONTARIO
E0 Judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers	1.48	2.3
E1 Teachers and professors	2.89	4.0
F0 Professional occupations in art and culture	0.72	1.4
G5 Occupations in food and beverage service	0.94	1.4
G9 Sales and service occupations, n.e.c.	6.01	7.4
H6 Heavy equipment and crane operators, including drillers	0.23	0.5
I0 Occupations unique to agriculture, excluding labourers	0.35	1.5
I1 Occupations unique to forestry operations, mining, oil and gas extraction, and fishing, excluding labourers	0.02	0.2
	HALTON	ONTARIO
D3 Assisting occupations in support of health services	0.78	1.4
G9 Sales and service occupations, n.e.c.	6.00	7.4
H1 Construction trades	1.41	2.3
H6 Heavy equipment and crane operators, including drillers	0.26	0.5
I1 Occupations unique to forestry operations, mining, oil and gas extraction, and fishing, excluding labourers	0.03	0.2
J1 Machine operators in manufacturing	1.26	2.5
J2 Assemblers in manufacturing	1.60	2.5

Statistics Canada, Industry – North American Industry Classification System 2002 (23), Occupation – National Occupation Classification for Statistics 2006 (60), Class of Worker (6) and Sex (3) for the Labour Force 15 Years and Over for Canada, Provinces, Territories, Census Divisions and Census Subdivisions, 2006 Census – 20% Census Data, Cat. No. 97-559-X2006024

Significantly different: for large proportions, a difference of 1%; for smaller proportions, a difference of one third

Peel has a higher proportion of blue collar and pink collar workers, typically at the lower scale of the occupation ladder: truck drivers, material handlers, construction labourers, factory labourers and office clerks. Halton has a higher proportion of white collar workers: senior and mid-level managers, auditors, accountants, investment dealers, insurance agents and real estate agents.

In terms of occupations which are under-represented: Peel has fewer teachers and professors, which may reflect the lower employment numbers for Educational Services in Peel, as well as fewer food and beverage servers, again, which is likely related to the smaller employment base in Accommodation and Food Services. For Halton, one under-represented occupation worth noting: assisting occupation in support of health services (dental assistants and nurse aides) – one might ask what this may mean in terms of the ability to staff growing health services.

At the municipal level, some of the concentrations of specific occupations are quite pronounced.

MANAGERS IN HALTON

- Almost one in four males in Oakville and one in five males in Caledon, Burlington, Halton Hills and Milton work as managers (the Ontario average for males is 12.4%);
- One in eight women in Oakville are managers (the Ontario average for women is one in twelve);
- 6.2% of males in Oakville and 4.1% of males in Caledon are senior managers (the Ontario average for males is 1.8%).

CLERICAL WORKERS IN PEEL

- Both Mississauga and Brampton have considerably higher proportions of males and females working in clerical occupations

	TOTAL	MALES	FEMALES
ONTARIO	10.2	5.7	15.1
Mississauga	13.0	8.1	18.4
Brampton	14.6	8.7	21.3

BLUE COLLAR JOBS IN BRAMPTON

- Brampton has very high proportions of their residents working in traditional low and mid-level blue collar jobs

TRANSPORTATION EQUIPMENT OPERATORS, TRADE HELPERS AND MATERIAL HANDLERS			
	TOTAL	MALES	FEMALES
ONTARIO	5.6	9.5	1.2
Brampton	10.5	17.4	2.7
ALL MANUFACTURING OCCUPATIONS			
	TOTAL	MALES	FEMALES
ONTARIO	7.2	8.8	5.4
Brampton	12.7	12.6	12.9
TOTAL: SELECT BLUE COLLAR JOBS			
	TOTAL	MALES	FEMALES
ONTARIO	12.8	18.3	6.6
Brampton	23.2	30.0	15.6

Educational Attainment

Education is now an essential factor determining employment opportunities and income levels, as well as local employment productivity. These tables break out educational attainment for Peel and Halton by age groups.

TABLE 6

Educational Attainment 2006

	PEEL	HALTON	ONTARIO
Age cohort 15 - 24			
No certificate, diploma or degree	37%	41%	40%
High School Certificate or Equivalent	40%	38%	39%
Apprenticeship Certificate or Equivalent	2%	2%	2%
College, CEGEP or other non-university Certificate or Diploma	10%	10%	10%
University Certificate Diploma or Degree	11%	10%	9%
Age cohort 25 - 34			
No certificate, diploma or degree	8%	5%	9%
High School Certificate or Equivalent	25%	21%	24%
Apprenticeship Certificate or Equivalent	5%	5%	6%
College, CEGEP or other non-university Certificate or Diploma	21%	26%	24%
University Certificate Diploma or Degree	41%	44%	37%
Age cohort 35 - 44			
No certificate, diploma or degree	10%	5%	10%
High School Certificate or Equivalent	24%	22%	24%
Apprenticeship Certificate or Equivalent	8%	6%	9%
College, CEGEP or other non-university Certificate or Diploma	21%	25%	24%
University Certificate Diploma or Degree	38%	42%	33%
Age cohort 45 - 54			
No certificate, diploma or degree	13%	8%	14%
High School Certificate or Equivalent	26%	26%	27%
Apprenticeship Certificate or Equivalent	8%	7%	10%
College, CEGEP or other non-university Certificate or Diploma	19%	24%	21%
University Certificate Diploma or Degree	33%	36%	27%
Age cohort 55 - 64			
No certificate, diploma or degree	22%	13%	22%
High School Certificate or Equivalent	25%	26%	24%
Apprenticeship Certificate or Equivalent	10%	9%	11%
College, CEGEP or other non-university Certificate or Diploma	16%	22%	17%
University Certificate Diploma or Degree	26%	31%	25%

Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-560-X2006008

In each age category, Peel and Halton have a higher proportion of residents with a university education than the provincial average, and in most instances Halton has a particularly higher proportion. Halton regularly outperforms the province in the proportion of residents with college education, while Peel underperforms. This difference between university and college numbers may be explained by the fact that there are many more immigrants living in Peel, who are far more likely to have a university rather than college education.

Across all age categories, Peel and Halton have a smaller proportion of residents with an apprenticeship or trade certificate compared to the provincial average.

Halton typically has a smaller proportion of residents without a high school diploma, compared to the provincial average, while the Peel numbers are very similar to the provincial average.

While Halton typically outperforms Peel in terms of the educational attainment profile of its residents, the one exception is among youth (ages 15-24 years old) where Peel holds a slight edge.

Immigration

TABLE 7

Immigrant Population 2006

	BRAMPTON	CALEDON	MISSISSAUGA	PEEL	BURLINGTON	HALTON HILLS	MILTON	OAKVILLE	HALTON	TORONTO CMA	REST OF ONTARIO
% Immigrant population before 1991	21.9	17.2	23.7	22.7	15.7	12.3	13.9	19.3	16.4	22.7	10.5
% Immigrant population 1991 to 2000	15.9	2.6	16.7	15.7	4.2	2.1	7.1	7.1	5.4	14.2	3.1
% Immigrant population 2001-2006	9.9	0.9	11.2	10.2	2.5	0.8	3.4	4.1	3	8.8	1.9
% Canadian-born	52.2	79.2	48.4	51.4	77.7	84.8	75.6	69.5	75.2	54.3	84.5

Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-557-X2006020 and 97-562-XCB2006011

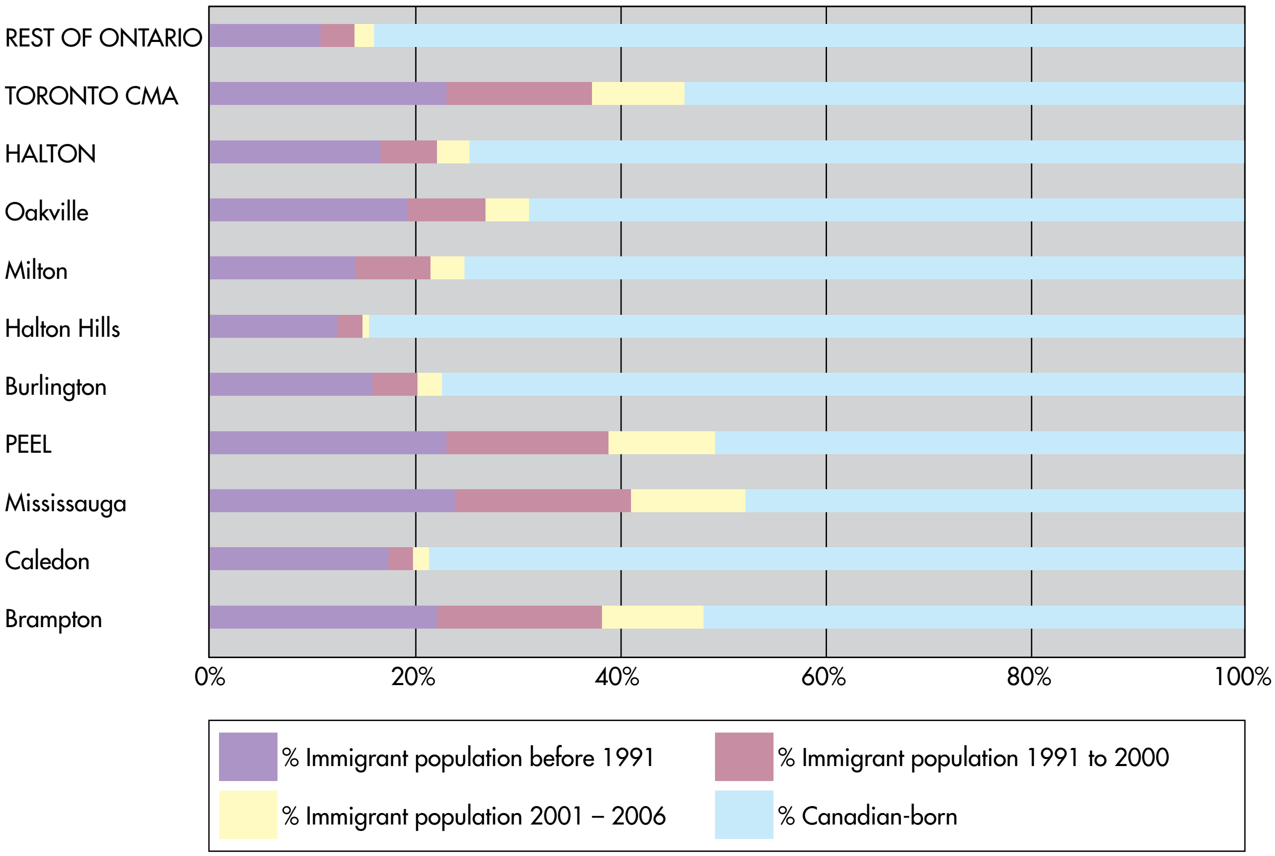
Toronto CMA refers to the Toronto Census Metropolitan Area which includes the City of Toronto, York Region, Peel Region, Halton Region (minus Burlington), Pickering, Ajax, Uxbridge, Bradford-West Gwillimbury, New Tecumseh and Mono.

Rest of Ontario refers to Ontario minus Toronto CMA.

Immigration is a very significant demographic factor across the Toronto Census Metropolitan Area. Some two-thirds of all Ontario immigrants live in the Toronto CMA (the Toronto CMA represents 42% of Ontario's total population). 77% of all newcomers to Ontario (in Canada less than five years) settle in the Toronto CMA.

The immigrant population is very pronounced in Peel Region, and Brampton and Mississauga have very high numbers of both immigrants as well as newcomers. Indeed, Mississauga outranks the City of Toronto in its proportion of immigrants and its proportion of newcomers. The fact that newcomers are choosing to go directly to Brampton and Mississauga is a significant development and has implications for employment services as well as social and settlement services.

IMMIGRANT AND CANADIAN-BORN RESIDENTS, 2006



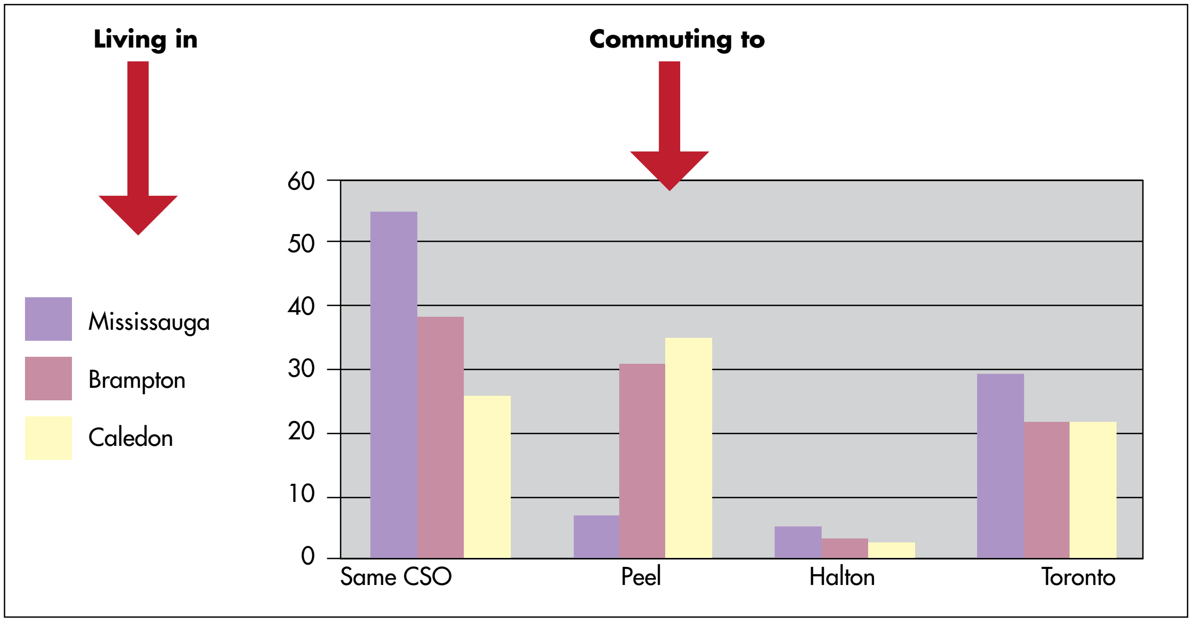
Commuting Patterns

One of the significant features of the labour market dynamics in Peel and Halton Regions is that workers who live in one community often work in another community, reflected by a high level of commuting within these regions and between these regions and other parts of the Greater Toronto Area.

The following charts seek to illustrate some of these dynamics. These figures reflect both where local residents work, as well as where employees working locally come from.

PEEL

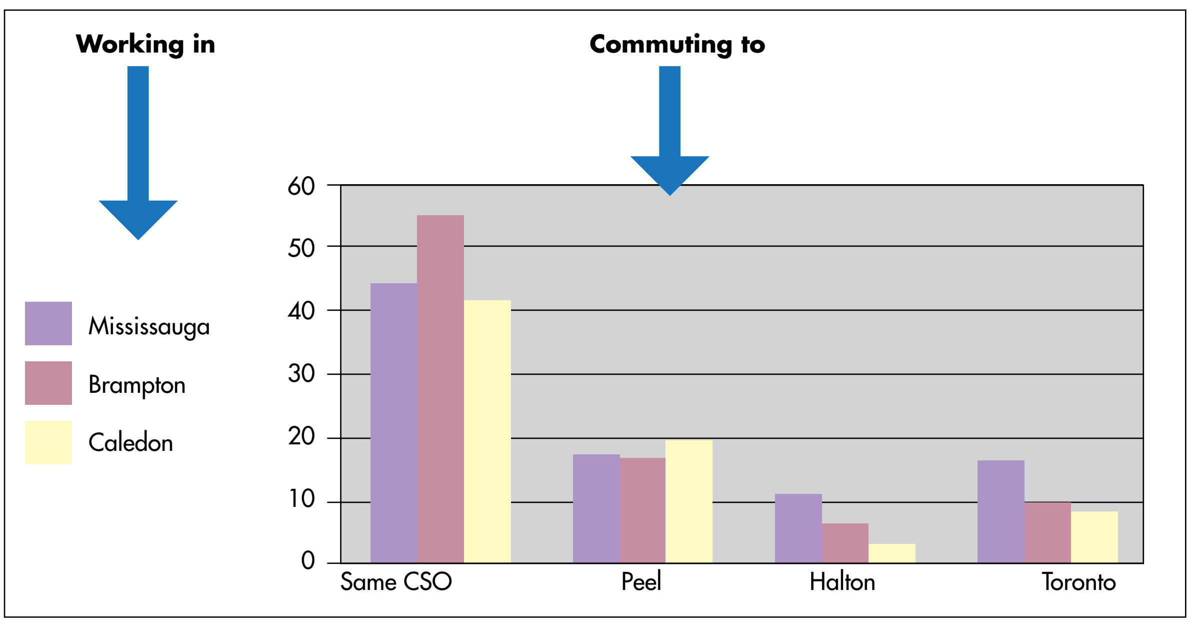
Table 8a: Commuting Flows from Peel, 2006



Statistics Canada: Commuting Flow Census Subdivisions for the Employed Labour Force 15 Years and Over Having a Usual Place of Work, 2006, Cat. No. 97-561-X2006011 (all charts in this section are from the same StatCan source)

Same CSD refers to Same Census Subdivision, which for these charts mean the same municipality

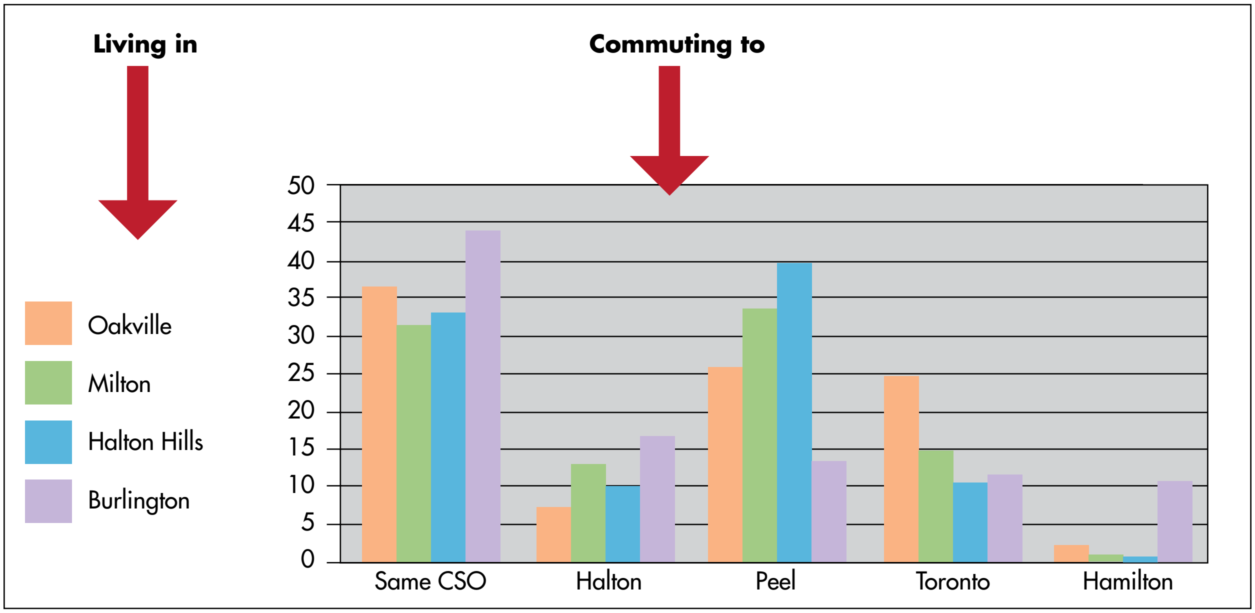
Table 8b: Commuting Flows to Peel, 2006



Over half of employees working in Brampton live in Brampton. Yet in the case of Mississauga, even though half of Mississauga residents work in Mississauga (see Chart 8a), more than half of all employees who work in Mississauga come from elsewhere.

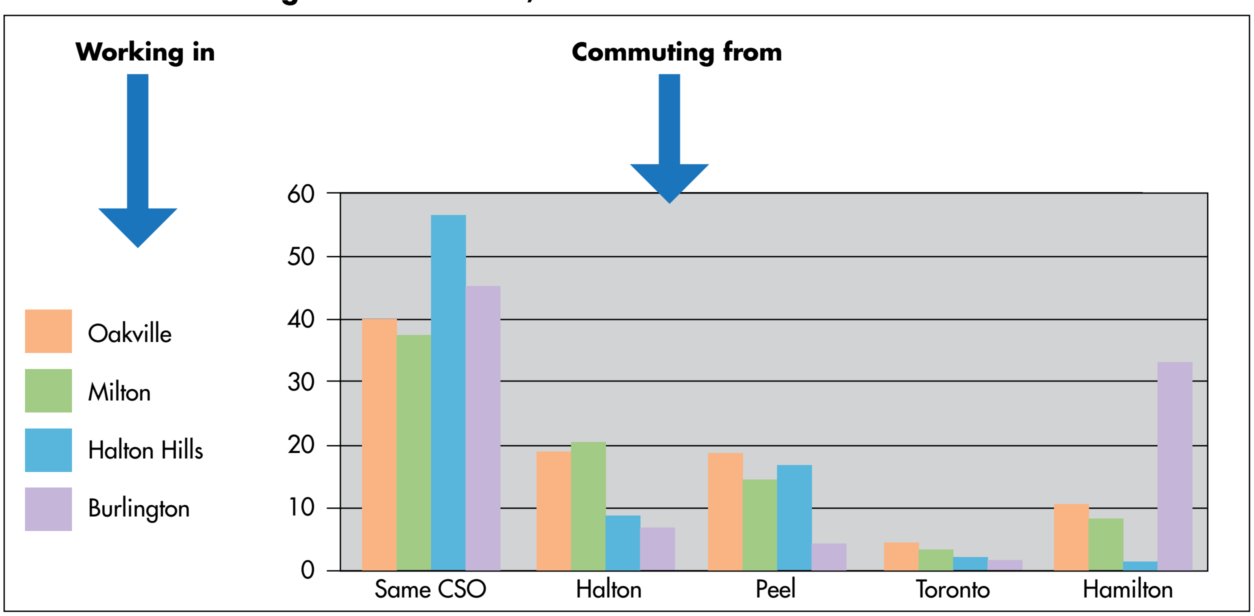
HALTON

Table 8c: Commuting Flows from Halton, 2006



Mississauga is not only an important employment destination for residents of Peel, it is also a significant destination for Halton residents. Of those Halton residents who do not work in their municipality of residence, more travel for work to Peel (namely Mississauga) than to Toronto, although in the case of Oakville residents, the spilt is almost even – this likely reflects the large number of Oakville residents employed in management occupations.

Table 8d: Commuting Flows to Halton, 2006



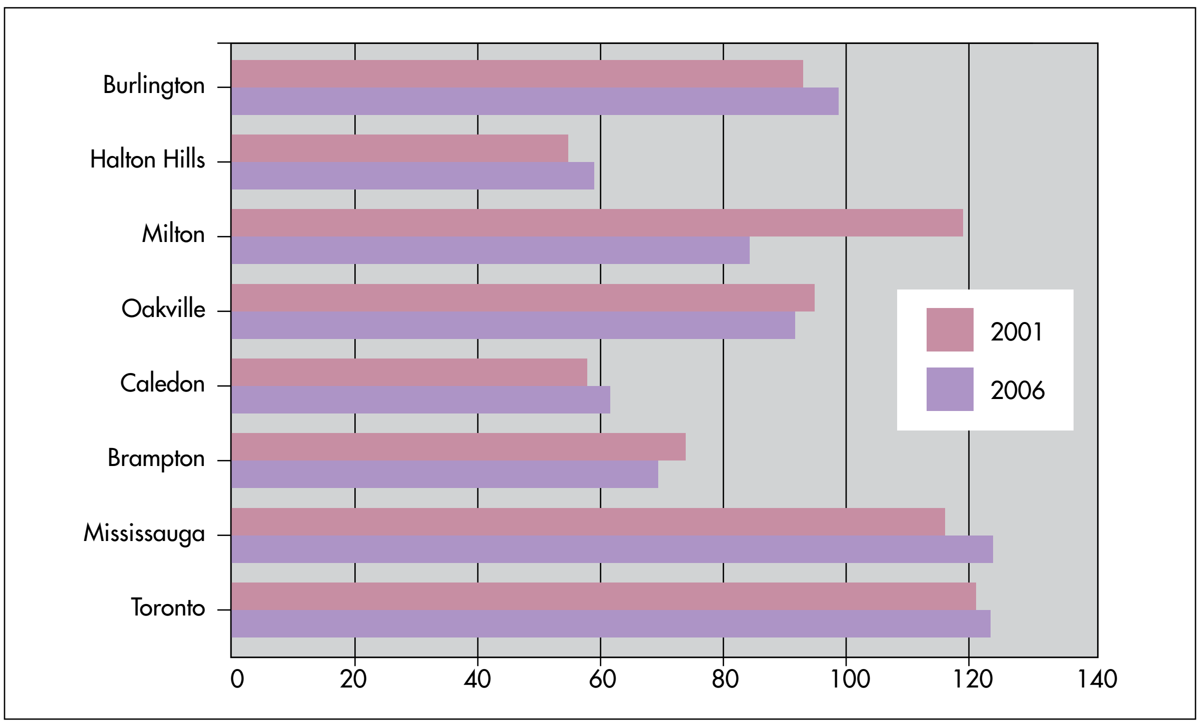
Hamilton is not a particularly important employment draw for Halton residents, apart from slightly over 10% of Burlington residents (see Chart 8c). However, over 30% of people working in Burlington come from Hamilton.

The chart below assembles the commuting data to illustrate another point: which communities have a higher proportion of employment relative to the resident working population. This chart creates a ratio between the number of jobs that individuals are commuting to in that municipality for each 100 working residents. It also compares that ratio between 2001 and 2006.

The commuting data is not perfect, but the ability to compare municipalities using the same ratio and across five years does bring forward some interesting observations. For one, it emphasizes yet again how Mississauga has emerged as an employment centre – indeed, in terms of the jobs-to-residents ratio, it has now surpassed the City of Toronto (although of course Toronto has a larger number of jobs in total).

The chart also demonstrates that Burlington and Oakville have relatively healthy ratios, although Oakville's has dropped off somewhat while Burlington's has increased. The great drop-off in Milton's ratio is due to the fact that its resident population increased by over 70% between 2001 and 2006 – it was hard to generate such an increase in local jobs in the same period.

Chart: Ratio of jobs in a community to 100 working residents in that community, 2001 and 2006



External Factors

In a very short period of time through the fall and winter of 2008, the world economy experienced a set of shocks that will have continuing reverberations throughout 2009. From a Canadian and Ontario perspective, while our economic fundamentals are comparatively sound, we will not be able to escape the fall-out from what is happening elsewhere.

It is now apparent that the US recession officially started in December 2007 and is expected to last until the middle of 2009, possibly later. The US lost 2.6 million jobs in 2008, driving its unemployment rate up to 7.2% (with some forecasting it could hit as high as 9%). The onset of a recession in the United States has global repercussions, affecting for example the demand for manufactured goods in China and consequently the demand for natural resources in Canada. The European Commission forecasts that 11 of 16 countries that are in the euro zone (use the euro as their official currency) will see negative growth in 2009.

Canada's economic fundamentals are sound, but it cannot avoid being affected when the US and much of the rest of the world experiences economic contraction. Canada's economy is expected to show negative growth in the fourth quarter of 2008 and through the first half of 2009, with GDP dropping 1.2% over 2009. National income will fall, consumer spending will drop and unemployment will increase, however, most forecasters maintain that Canada will weather the storm better than most countries, and the more optimistic forecasters predict that Canada could start witnessing more positive economic news by mid-to late 2009.

However, much will depend on how soon the U.S. economy starts recovering. The major brunt of the U.S. and global economic slowdown has been felt in the auto and housing industries in North America, with Canada experiencing significant output decline and job loss in manufacturing and transportation, most noticeably in Ontario and Quebec. By November 2008, Ontario had witnessed four consecutive months of dropping manufacturing sales, and three consecutive months of falling retail sales.

A significant portion of employment in Peel and Halton is to be found in the manufacturing sector, which has experienced continuing declines before this recession started. Indeed, while Canada lost 35,000 manufacturing jobs in 2008, the loss in 2007 was 129,000. This recession does not bode well for manufacturers.

As other economies shrink, there is less demand for Canadian goods and Canadian commodities. Indeed, in December Canada had its first overall monthly trade deficit since 1976. Lowered demand for Canadian products leads to lay-offs in Canada, weakening consumer demand here (fewer employed workers means less spending), thus reducing Canadian retail sales which further reduces demand for goods. This negative spiral will only reverse itself once a recovery starts to take hold in the United States, whose recovery will also boost the fortunes of other economies around the world.

A SNAPSHOT OF RECENT DEVELOPMENTS/ SIGNIFICANT CHANGES

Peel

BRAMPTON

Like communities across Canada, Brampton is feeling the effects of the global economic slowdown. However unlike some, where manufacturing represents the largest sector of the economy, Brampton's diversified economic base has helped to offset part of the overall losses

The smallest portion of the local base, the goods producing sector, has begun to see some of the impact. The scaling down of the workforce at Chrysler has garnered the most attention. With several suppliers also in the community it should come as no surprise that the local automotive sector may be the hardest hit. Adding proof to this, Statistics Canada indicates that nationally one-quarter of automotive parts manufacturing jobs and one-fifth of motor vehicle assembly jobs were lost between 2004 and 2008. As the industry seeks to restructure, plans which speak to products currently made in Brampton, have been presented in both Canada and the United States. The outcome of these will be determined in the months ahead.

Other non-automotive related manufacturing companies also elected to reduce their local workforce, either in terms of overall numbers or hours worked. Notable is the closing of Simmons Canada's Brampton plant, where the mattress manufacture employed 135 people.

The service sector, which represents the larger portion of the base, has not escaped the ill effects of the economic times, and the recently announced layoffs at HBC, headquartered in Brampton, are certain to touch the community. However, the addition of businesses such as U-Line, Smucker's and Asia Pulp and Paper will help to offset some of this and other losses.

Creating over 80 percent of new local jobs in 2008, the service sector continues to grow. With construction already underway Brampton will soon be home to Medtronic, a global medical technology company. In addition, the City's emphasis on redevelopment of the Downtown and Central Core is evidence that Brampton is committed to attracting jobs which will see the community flourish in the coming years.

Demonstrating that Brampton continues to be a desirable location for business, larger scale industrial developments projects are also planned across the City. This is the direct result of many factors, including access to the qualified workforce present in the local marketplace.

MISSISSAUGA

Research in Motion's (RIM) new research and development facility will be constructed in Mississauga. RIM is a leading designer, manufacturer and marketer of wireless solutions and is best known for the Blackberry®. The new location will bring approximately 2,000 jobs to Mississauga.

The Bank of Montreal (BMO) has agreed to lease Phase 1 of the new First Meadowvale Corporate Centre now being developed by a partnership of First Gulf Corporation and Sun Life Financial. Facilities will be designed to suit BMO's specific contact-centre needs as the bank brings three Toronto contact-centre operations, and 1200 jobs, to Mississauga.

Iris Power LP relocated its centre of operations from Toronto to Mississauga, due to its growth in manufacturing and the recent acquisition of complementary product lines. With this relocation, Iris brings over 80 new jobs to Mississauga. Iris builds and develops diagnostic and test instrumentation for condition assessment and maintenance planning to help prevent failures of large electrical equipment.

American Eagle Outfitters (AE) signed a 10-year lease with ProLogis Canada to construct a 300,000 square foot state-of-the-art facility that will serve as American Eagle Outfitters' Canadian corporate office and distribution centre. There are more than 70 AE stores throughout Canada employing thousands of full and part-time associates.

PPG, a producer of automotive paint finishes, announced that it is closing its Clarkson plant and moving production to an existing plant in the US. The move will result in a loss of 150 jobs.

AstraZeneca relocated its sterile manufacturing line to an existing plant in New Jersey. This move resulted in the loss of 200 jobs. Another Mississauga company, Kingsway Financial, announced the loss of 162 jobs.

The deepening recession, claimed more jobs in Mississauga, this time at one of North America's leading steel distributors Russel Metals Inc. that announced it is cutting 500 jobs. The job cuts will occur by the end of March 2009. The job losses are due to declines in steel prices, energy prices and demand experienced during the first two months of 2009.

CALEDON

The Town of Caledon has recently experienced business closures. In 2008, there were several companies that ceased operation, while many others issued layoff notices. The largest companies that closed were Brite Millworks and Jager Wood Products. Although the closure of these two long-time corporate citizens had an impact in the community, with the loss of over 150 jobs, we remain optimistic as a result of the diverse economic base.

The Town of Caledon is buoyed by the growth of its industrial and commercial development. In 2008, the expansion and the construction of new facilities had totaled over 1.4 million square feet of space with an estimated construction value of over 118 million dollars. In December 2008, Mars Canada, a world wide manufacturer of confectionary, pet food and other food products, officially opened its new, 450,000 square foot, Consumer Fulfillment Centre which offered more that 100 employee positions. Earlier in 2008, Canam Plastics 2000 Inc. located its manufacturing facility in Caledon. Canam Plastics specializes in the production of high quality plastic bottles, containers and custom molds and will employ 60 persons. There are additional companies that have plans to locate in Caledon in 2009, but at this time Town of Caledon is not able to provide details.

Caledon is interested in accommodating a broad variety of businesses. However, based on the Town of Caledon's Competitive Analysis, the investment attraction program will focus resources on manufacturing industries, which includes: industrial machinery; fabricated structural metal products; plastic products; food products. The other sector of focus is professional, scientific and technical services, in particular: management, scientific and technical services; specialized design services and engineering services.

Town of Caledon is encouraged by 2009. In the first two months of 2009, there is already over 470,000 sq. ft. of new industrial space with a combined construction value of over 15.5 million dollars receiving building permit issuance.

Pepsi, moved into Caledon occupying 590,000 sq.ft. distribution centre in February 2009. Under the Pepsi-QTG division, a member of the PepsiCo family, the facility will

be used for the distribution of Quaker Brand products. The move to Caledon will enable PepsiCo to expand and centralize their distribution needs. Pepsi-QTG's distribution centre is a state-of-the-art facility, managed by Spectrum Supply Chain Solutions. Spectrum, a leader in providing logistic transportation services to the North American food industry, will staff the Pepsi operation with forty full-time employees.

Halton

HALTON HILLS

Construction has begun on the 683 megawatt natural gas-fired power plant in Halton Hills. The approximately 32 month construction phase will create up to 500 jobs while the completed facility, on Steeles Avenue between 6th Line and Trafalgar Road, will employ approximately 24 full-time workers.

MILTON

Insulation manufacturer Roxul held a groundbreaking ceremony in June to celebrate construction work that will double the size of its Milton plant by adding warehouse space and a new production line. When finished, it will create about 100 new jobs. The new facility is expected to open in early 2009.

The Whirlpool Distribution Centre hired 70 more employees in the first quarter of 2008.

Engineering Services Company, Two Stage Innovation lost 21 employees through closure.

Brake shoe manufacturer, Affinia Canada announced it will lay off 50 employees and close its McGeachie Drive facility in early 2009, thus ending 24 years of operation in Milton.

OAKVILLE

On May 23, 2008, Kevin Flynn, MPP (Oakville) announced that the Government of Ontario was investing $1 million in Petro Sep's North American joint venture. The investment is from the Ministry of Research and Innovation as part of its Innovation Demonstration Fund. Petro Sep, a world leader in providing sophisticated membrane systems for recovery and restoration of spent hazardous solvents, currently has 15 employees at its Oakville facility but plans to hire additional professional staff as it continues to expand in the international market place.

Iovate, a manufacturer and distributor of health products, established itself along the North Service Road, bringing with it about 250 employees.

The Labourers International Union of North America (LIUNA) broke ground on a new office building and conference centre along the North Service Road. Completion of the 152,000 square foot LEED-certified building is expected by the fall of 2009. The total number of employees to be housed in the seven-story building is estimated to be 250-300 but will vary with the needs of tenants

Ford of Canada lost 500 employees through layoff after receiving 160 employees transferred from its Windsor facility.

Molded part manufacturer Polywheels lost 250 employees as a result of bankruptcy.

Transworld Paper lost 18 workers as a result of a closure.

PCL Packaging lost 120 people through a closure.

General Electric Lighting laid off 70 employees.

BURLINGTON

Less than two years after its grand opening, UPS Canada is already expanding its Burlington strategic logistics campus. The centre will expand from its current 800,000 sq.ft. in two buildings to more than 975,000 sq.ft. with the addition of a third distribution centre. The strategic logistics campus opened in September 2006 and currently employs 500 people. The expansion is expected to create 15 to 20 new jobs.

Mountain Equipment Co-op opened its 12th store in Canada and third in Ontario at 1030 Brant St. The 19,000 sq. ft. store employs 80 people.

The 94th Canadian franchise of Cora's Breakfast and Lunch restaurant opened at 2455 Appleby Line. The new restaurant will provide full or part time work for an estimated 40 employees.

VMware Canada Inc. deviated from the tendency to downsize by expanding its operations with the addition of 25 new positions.

Namasco, a flat-rolled steel products manufacturer, is another victim of the downturn in the auto industry. Layoffs and a plant closure reduced its workforce by 55.

Entrepreneur support company Trivaris relocated 50 employees to Hamilton.

Flow Automation, a manufacturer of precision waterjet cutting machines, closed its Burlington plant, laying off 45 employees, and moved their jobs to its existing plant in Indiana.

Reiger Printing Ink Company laid off 40 employees.

Automated Fluid Power and Control lost 29 employees through closure.

Engineering Services firm ATS Spartex Inc. lost 15 workers through a closure.

BCL Magnetics, a manufacturer of parts for electrical transformers and motors, laid off 36 employees.

Overview of the TOP Process

Current labour market information was collected through a process involving secondary and primary source research. The consultation process involved the following steps:

1. COMMUNITY BASE PROFILE

A base profile for the Peel and Halton communities was compiled to capture an overview of the key aspects of the local labour market. This profile was able to give us a comparison to each other of the two communities as well as with the Province of Ontario.

The base profile comprised of 8 indicators as listed below:

i. Number of Employers
ii. Industrial Structure of Employers
iii. Industrial Trends in Estimated Employment
iv. Population Dynamics
v. Migration Characteristics
vi. Educational Attainment
vii. Occupational Characteristics
viii. Local Income

Data sources to populate the 8 indicators were primarily the Statistics Canada, Canadian Business Patterns; Statistics Canada, 2006 Census Information; Statistics Canada, Small Area and Administrative Data Division; Statistics Canada, Taxfiler; Statistics Canada, Building Permits and Local Municipal government.

2. TELEPHONE INTERVIEWS

Approximately a dozen in-depth interviews were conducted with key local stakeholders, representing business, labour, employment service providers and educators/trainers, to identify current and emerging labour market issues for Peel and Halton Regions. These interviews were structured around 16 specific labour market topics that had informed previous consultations, and also invited stakeholders to propose upcoming issues. The insights gained from these interviews informed the framing of the key policy/program questions for the community consultations.

3. RESEARCH

Six key labour market topics were identified through the stakeholder interviews, as follows:

- Newcomer integration
- Skilled trades shortages
- Shift in key employer/employment sectors
- Knowledge about/use of employment services and lack of labour market information
- Marginalized/contingent workforce
- Youth employment

To help frame the community consultation process, selected research was undertaken to draw out important data trends and study findings that could be used as a starting point for discussions during the community consultation workshops. These were communicated by way of a PowerPoint presentation that started off each meeting. The bibliography for this research is presented below.

4. COMMUNITY CONSULTATION MEETINGS

Three community consultation meetings were held in November 2007 to solicit community input. At the community consultation meetings, research findings were presented to participants. Participants were asked to prioritize issues that they saw as important for Peel and Halton. Participants worked on identifying proposed solutions and activities to resolve high priority issues. Action plans with timelines and expected results and outcomes were prepared. Over 150 participants from 51 community organizations, businesses, municipalities and government agencies participated in the three community consultations.

Locations and Dates of Meetings

TOP Community Consultation – Brampton
Wednesday, November 12, 2008
8:30am to 12:30pm
Courtyard Marriott Hotel, Brampton

TOP Community Consultation – Oakville
Tuesday, November 18, 2008
8:30am to 12:30pm
Regional Municipality of Halton, Oakville

TOP Community Consultation – Mississauga
Thursday, November 20, 2008
8:30am to 12:30pm
Canadian Coptic Centre, Mississauga

TOP Planning Chart – Action Plans/Opportunities

The information that informed the Local Labour Market Status section of this report also provided the quantitative context that framed the interviews with key informants and the later stakeholder consultations. Most significantly, this data highlighted:

- Broad trends in terms of demographics and employment growth in Peel and Halton;
- Shifts in specific industry sectors, in terms of number of employers and in terms of employment;
- Local concentrations of specific occupations;
- The importance of immigration;
- The profile of educational attainment.

The resulting discussions drew out the qualitative insights and priority concerns that stakeholders felt were important, not expressed in terms of actual industry proportions or changing numbers, but rather what is happening inside the job place and what is happening to individual employers and employees. These typically related to such issues as skills, recruitment, employer needs and promoting sustainable employment among newcomers and youth. The ideas and suggestions arising from these consultations have been distilled into the following action items for 2009.

TREND 1: MARGINALIZED WORKFORCE – CONTINGENT WORKFORCE

Recent survey of Canadians asking them to rate their priorities for the January 27 federal budget:

- 54% cited spending on roads, buildings and other infrastructure projects
- 39% mentioned income tax cuts
- 34% said government should invest in training programs

Brian Laghi, "Anxious Canadians tell Tories to spend to save economy"

Globe and Mail, January

Priority Issue

There is a need for keeping people's skill levels up. Investigating the opportunities for more workplace skills programs, raising the awareness of the need for commitment by employers and employees or potential to commit to skills upgrading and maintenance and identifying more employer needs and matching this to programming and employer engagement.

Proposed Action One: Focus on the smaller employer - provide them with a tool kit to assess skill levels and resources that exist for workplace skills program. Keep it simple a one-pager with contact information and tap into those who are already working in this area: i.e. essential skills for the workplace, job developers, websites, and placement agencies.
Timelines: By May 2009
Lead Partner: Region of Peel
Supporting Partners: • Centre for Education and Training • John Howard Society • Peel Halton Dufferin Training Board • Peel Halton Dufferin Adult Learning Network
Expected Outcomes: • Produce a list of supports for employers • Develop a partnership between agencies • Gain knowledge of employer needs and match them

Priority Issue:

There is little attention paid to the "demand" side of placement, therefore there is a need to develop a model for a program that focuses on employee needs, and to understand and self-evaluate and determine service delivery gaps – re client preparation and employer's needs / hiring practices.

Proposed Action One: **Phase I:** A study of the needs of marginalized groups. This can be accomplished by tapping into the NCON and EIN network groups.
Timelines: December 2009 March 2010 – subject to funding
Lead Partner: Peel Halton Dufferin Training Board
Supporting Partners: • NewComer Organization Network (NCON) Members • Employment Information Network (EIN) Members
Expected Outcomes: • Hold a workshop of NCON / EIN partners for at least 30 members to assess disconnect between client preparation and employer needs and hiring practices. • Compile a report of findings and share with all key stakeholders. • The report will be used to prepare a funding proposal to further understand practices model and to develop a model for non profit agencies • Investigate best practices in placement agencies to understand differences.

Proposed Action One: **Phase II:** : Development of a non-profit temporary agency model. Assess disconnect between client preparation and employer needs/hiring practices. Analyze / study placement agencies best practices to see how non profits can adopt some of these for use. It is apparent that employers are willing to pay private agencies to meet their recruiting needs – why is that? What can non-profits do better to engage employers in recruiting from our client base?
Timelines: March 2010 **Subject to funding availability*
Lead Partner: Peel Halton Dufferin Training Board
Supporting Partners: • Region of Peel • Peel Halton Dufferin Adult Learning Network • CET • John Howard Society • The Centre for Skills Development & Training

Expected Outcomes:

- Study the needs of employers (at least 25 – 40 employers representing small, medium, large employers and representing leading sectors of the local economy).
- Study why employers are willing to pay private placement agencies instead of turning to no fee non-profit agencies.
- Additionally study best practices of private placement agencies and establish how we can adopt similar winning strategies to engage employers. Share findings with all stakeholders.
- Study existing models in the U.S. and Canada
- Explore funding opportunity – Employment Ontario or other funders
- Explore sectors to find the industry best suited to model
- Look at jobs where turnover is up and study the reasons

TREND 2: MARGINALIZED WORKFORCE - NEWCOMER INTEGRATION

In 2006, the proportion of recent immigrants with a university degree was more than twice as high as among native-born Canadians.

Even after 15 years, immigrants with a university degree are still more likely than a native-born with a degree to be in low-skilled jobs.

Diane Galarneau and Rene Morissette, "Immigrants' education and required job skills,"

Statistics Canada, Perspectives on Labour and Income, Vol. IX, No. 12, p. 5

Actions Taken Last Year

- The Peel Halton Dufferin Training Board is in a process of updating the "Newcomer's Guide to Services in Peel, Halton and Dufferin". Since its original publication in April of 2006 this guide continues to be in demand.
- In partnership with COSTI, ACCES, Sheridan College and Humber College, the Peel Halton Dufferin Training Board is hosting the "Getting Back to Prosperity: Addressing Your Workforce Needs of Tomorrow" event on the 25th of March 2009 to be held at the Living Arts Centre. The event will aim to connect employers that have not been able to look at Internationally Trained Professionals (ITP's) for their HR needs to employers that have embraced ITP's. The event will showcase employers that have successfully integrated and accommodated ITP's.
- At the TOP Communication Consultation Meetings that were held for 2007/2008, ACCES Employment assumed a lead role in launching a promotional campaign to promote the value to employers, clients and agencies of becoming mentors and mentees in the Mentoring Partnership so as to assist newcomer integration.

Committee members consisted of representatives from:

- Integration Centre for all Newcomers
- Peel Halton Dufferin Training Board
- Polycultural Immigrant & Community Services
- Skills for Change
- In addition to ACCES Employment, Dixie Bloor Neighborhood Centre and Sheridan College worked in collaboration with TRIEC to deliver The Mentoring Partnership within Peel Region. It is important to note that both DBNC and Sheridan College, through the course of their day to day business, have actively promoted mentoring throughout the past year, with the result of engaging several new employer organizations and registering numerous potential mentees.

Priority Issue:

There is a need to portray newcomer success stories to employers and the general public as a way to connect them with the idea of looking at newcomer candidates as a resource for their HR needs.

Proposed Action One: Promote success stories of hiring immigrants.
Timelines: December 2009
Lead Partner: Sheridan College
Supporting Partners: • TRIEC • PHDTB • COSTI
Expected Outcomes: • At least two new immigrant success stories will be featured in the television media • An event for at least two hundred (200) people will be organized to showcase and recognize immigrant success and community members that have mentored immigrants to accomplish success.

Priority Issue:

To have new immigrants employed in their field by getting employers involved in the solution by: seamless transition, educating employers and the community and creating a thriving community with contributing newcomers; and find ways to raise awareness of the value of international experience that can be provided by new immigrants. Need for accurate and truthful licensing, employment and recertification information for new immigrants prior to immigration.

Proposed Action One:
Develop a research to understand how leading industrialized countries address the accreditation assessment for new immigrants. Special attention to the Australian model.

Timelines: December 2009

Lead Partner: Peel Halton Dufferin Training Board

Supporting Partners:
- Region of Peel
- Skills for Change - Brampton
- Sheridan College
- Centre for Education and Training
- Social Planning Council of Peel
- Integration Centre for all Newcomers

Expected Outcomes:
- Compile and present current research re: effectiveness of this information provisioning.
- Research Australia and other available models where credentials/licensing must be assessed & approved prior to receiving immigration clearance. This has proven successful in expediting immigrants successfully into employment in their field of expertise.
- Present findings to CIC and others who have authority to provide access to this information to immigration applicants prior to immigration clearance/approval.

Proposed Action Two:
Advocate and lobby with CIC, to provide accessible and accurate information in source countries and visa offices. Connect industries / employers in the activities.

Timelines: December 2009

Lead Partner: vpi Inc

Supporting Partners:
- Job Skills
- ACCES Employment
- Peel Multicultural
- PHDTB

Expected Outcomes:
- Offer Incentives to employers, industries through government supported programs.
- Specific outlined process to facilitate coordination between Immigration Canada and Employment Ontario Services, to avoid gaps in the employment services delivery system.
- Intensive employer outreach in terms of making industries aware of the importance of hiring foreign trained professionals.
- Offer visa offices world wide a standardized process to provide targeted labour market information and coaching to individuals in the process of immigrating to Canada.

TREND 3: KNOWLEDGE OF / USE OF EMPLOYMENT SERVICES

The number of Employment Insurance beneficiaries in Ontario rose by 18.4% between October 2007 and October 2008 (the number in Canada rose by 6.3% during the same period).

Statistics Canada, The Daily, Friday, December 19, 2008

Priority Issue:

More information is necessary for dissemination regarding what tools and resources currently exist and make them readily and widely available also there appears to be a lack of opportunity for and participation by key stakeholders at the table to address this issue.

Proposed Action One:
Research what is out there and the services available to increase understanding and connectivity of these services then determine if these services can be marketed in a more effective integrated way.

Timelines: December 2009

Lead Partner: HIEC
Peel District School Board

Supporting Partners:
- MTCU
- Stakeholders
- Community Agencies

Expected Outcomes:
- Share research about services with stakeholders
- Have representatives from MTCU's full services suites as part of information sessions for EI applicants and build a personal connection

Proposed Action Two:
There is a need for knowledge of and awareness of employment services; job related services; employer education and access to information.

Timelines: July 2009

Lead Partner: Halton Region

Supporting Partners:
- Halton Community Partners
- Community Services Provider Groups – Halton
- PHDTB

Expected Outcomes:
- Share with Halton stakeholders research about available employment and job related services
- Involve employers, education organizations, community and government

TREND 4: SHIFT IN KEY EMPLOYMENT SECTORS

Canada needs to improve its performance when it comes to on-the-job training. In 2003, 29% of the Canadian labour force participated in on-the-job training, compared to 34% for the UK and 44% for the US.

OECD Education at a Glance, 2005

Action Taken Last Year

- In collaboration with Vocational Pathway Inc. the Peel Halton Dufferin Training Board these groups is creating a resource to guide laid-off workers on the steps that they should take to connect to the services that can assist them with their job search, training, financial advice.
- In addition, in August 2008, to better inform Mississauga employers about the employment services available for their laid off workers, an article was submitted to the Mississauga Board of Trade that was published in their MBOT magazine that is distributed to 5,000 small and medium sized employers. The article was put together by the training board and Vocational Pathway Inc.

Priority Issue:

Need to raise awareness of options available to employers to improve HR policies and develop their workforce.

Proposed Action One: Create better alliances between employers and services that exist. Employers need to be connected to the resources that are in the community that can assist them to hire employees and retain them.
Timelines: December 2009
Lead Partner: Centre for Education & Training Economic Development Office, Town of Caledon
Supporting Partners: • HIEC • Peel District School Board
Expected Outcomes: • A breakfast meeting with 20 employers will be held. • A resource of all services available to employers in the community will be shared with at least 100 employers.

Priority Issue:

There is a lack of emphasis on and lack of focus to address the need for continuous learning and training and too much emphasis on cost cutting re workforce development

Proposed Action One: An event that is ongoing, employer focused, to connect employers to service providers. To develop a business case for hiring potential employees who have been through employment preparation.
Timelines: December 2009
Lead Partner: Acces Employment
Supporting Partners: • Sheridan College • CET • Job Skills • Region of Peel
Expected Outcomes: • Bring on board 100 new employers • Design a resource manual that can be posted on our existing websites that educate employers • Develop a business case for hiring potential employees who have been through employment preparation programming

Priority Issue:

Many professionals in the field are working with 2006 data and we must ensure that we have current LMI (Labour Market Information) to use to direct clients appropriately

Proposed Action One: Initial assessment then standardization of data collection to determine what the current needs are and produce a Newsletter – monthly/ every two months that shows what is happening locally.
Timelines: Phase I: March 2010 Phase II: Ongoing
Lead Partner: Peel Halton Dufferin Training Board
Supporting Partners: Will form an advisory committee – with key players involved • Stakeholders • Local agencies • CIC / Consulting firms • Business economic development offices.
Expected Outcomes: • Current and constantly updated Labour Market Information relevant to the user

TREND 5: SKILLED TRADES SHORTAGES

> Individuals who do not complete apprenticeship programs are more affected by inconsistent work or lack of work, a lack of awareness of how the apprenticeship system works no credits for prior work or technical training, or problems with program administration.
>
> Statistics Canada, *National Apprenticeship Survey: Ontario Overview Report 2007*

Action Taken Last Year

- The Peel Halton Dufferin Training Board in partnership with the Ministry of Training, Colleges & Universities – Apprenticeship Branch, Sheridan College and Humber College is surveying second and third year apprentices (machinists, electricians and cooks) to understand any "barriers" that could prevent them from completing their apprenticeship. This study was identified as an important way to understand the low rates of completion in apprenticeship. Final report will be shared with community stakeholders in March/April 2009.
- "Apprenticeship Career Connections", the first of its kind "Information Fair", was held on November 27th at the Mississauga Convention Centre. Opening the event was the Hon. John Milloy, Minister of Training Colleges & Universities. Over 2,600 visitors attended the event to gain information about apprenticeship career options from 57 exhibitors (13 leading Ontario Colleges, trade training centers, employers, community agencies). The event was led by the Peel Halton Dufferin Training Board in partnership with the Region of Peel. For more information visit: www.apprenticeshipcareerconnections.ca
- The YMCA of Hamilton/Burlington – Career Development and Learning Centre conducted a total of 5 information sessions to 242 youth and other stakeholders from November 2007 – April 2008. These sessions gave information regarding skilled trades as a career, how to access the trades, and supports available to both employers and participants interested in entering the trades.

Priority Issue:

To ensure that there is good information and resources exchanged with front-line staff to encourage participation in the trades as a career choice; and that there is a need to educate the public about the benefits of skilled trades thereby increasing the amount of people entering the trades.

Proposed Action One: Form network of major stakeholders consisting of predominately front-line staff to exchange / share information on skilled trades.
Timelines: April 2009
Lead Partner: Centre for Education & Training Economic Development Office, Town of Caledon
Supporting Partners: • Sheridan College • Access • Peel Halton Dufferin Training Board

Expected Outcomes:
- Quarterly meetings to ensure that information on apprenticeships is shared amongst front-line staff
- Develop coordinated events to target groups (newcomers, preteens, etc.)

Proposed Action Two:
An event to bring together leading colleges, sector councils, local unions to inform and educate a wide range of audiences that include youth, new Canadians, second career, laid off workers, women on the broad range of opportunities that exist for careers in the trades.

Timelines: March 2010

Lead Partner: Peel Halton Dufferin Training Board

Supporting Partners:
- Region of Peel
- Sheridan College
- vpi
- Peel District School Board
- Dufferin Peel Catholic District School Board
- Centre for Education and Training
- MTCU – Mississauga Apprenticeship Branch
- JTAC 787
- Skills for Change

Expected Outcomes:
- A one day event to bring together colleges, sector councils, employers, local unions, trade organizations to interact with anyone looking to enter the trades
- Special attention to accommodate new immigrants, youth, second career, laid off people
- Over 50 training institutions and agencies will attend the information fair
- Over 2000 people will attend the event and be informed about their choices in the trades

Proposed Action Three: Educate the public about the benefits of skilled trades. Focus on educating the schools (Guidance Counselors) Boards of Trade, Employers and Unions. Publish documents showcasing trades and share information in several languages.
Timelines: December 2009
Lead Partner: YMCA Employment
Supporting Partners: • Peel Halton Dufferin Training Board • Boards of Trades • Service Canada • MTCU • Region of Peel
Expected Outcomes: • Host an event for guidance counselors and other groups, with at least 20 people in attendance. • Publish documents about apprenticeship and share at least 100 with stakeholders • Verbally share information about apprenticeship

TREND 6: YOUTH EMPLOYMENT

In December 2008, the national unemployment rate for youth was 12.9%, compared to 5.4% for 25-54 year olds.

Statistics Canada, *Labour Force Information*, January 9, 2009, Table 1: Labour force characteristics by age and sex, Canada, seasonally adjusted, Cat. No.: 71-001-XWE

Action Taken Last Year

- The Peel Halton Dufferin Training Board worked with Georgian College, JBJ Employment and Vocational Pathways Inc. in Orangeville to compile a "Dufferin County Resource" for residents in Dufferin especially youth. The resource lists information on education, housing, employment, financial assistance, transportation and other important social services. The resource was distributed and shared with stakeholders that will share it with residents requiring guidance.

Priority Issue:

There is a serious gap in youth expectations vs. employer expectations when youth become part of the workforce therefore there is a need to provide information to youth regarding workplace expectations orientation / commitment required to go to work and be successful

Proposed Action One: Research the needs and understanding of both youth seeking work, and employers willing to hire youth to identify the gaps in expectations. Youth expectations vs. employer expectations. • Talk to employers to identify key skills required - go to Chamber of Commerce Education Committee • Get employers involvement – get specific information about how they want employers and employees to help • Link what youth are looking for to what employers want – make experiences meaningful (job fairs) explain importance of attending
Timelines: September 2009
Lead Partner: Job Skills
Supporting Partners: • Peel Adult Learning Centre • Sheridan Nurseries • Sheridan Job Connect
Expected Outcomes: • Create information Session/ workshop for at least 30 participants in Spring/Fall 2009

Proposed Action Two: Work with employers and youth to bridge gaps – find out expectations / build relationships and conduct a ½ day conference where employers meet with youth to discuss expectations / and have an orientation to the world of work .
Timelines: April 2009
Lead Partner: YMCA of Hamilton / Burlington
Supporting Partners: • Links 2 Care • Youth
Expected Outcomes: • At least 100 youth will have information regarding workplace orientation and employer expectations

Priority Issue

To assist youth in finding meaningful employment leading to a career path and address the need for youth development programming in advance of or in conjunction with youth employment programs.

Proposed Action One: Investigate career exploration available for youth and gaps that exist that prevent youth from having meaningful employment that can lead to a career path versus a job. **Phase I**: Career pathways are less obvious in the current labour market then in the past. Engage in a gap analysis of career explorations for youth and determine what is missing and explore funding for a pilot project. Phase II: Pilot project for youth with greater barriers that will assist career exploration and lead to meaningful career pathways. (subject to funding)
Timelines: December 2009
Lead Partner: Mississauga Community Connections / YCCM (Peel) Peel Halton Dufferin Training Board
Supporting Partners: • Service Canada • Sheridan College • Youth Organizations
Expected Outcomes: • Report of where gaps exist for career exploration for youth • Investigate funding for pilot project for youth with greater barriers to develop programming, in advance of or in conjunction with youth employment programs (subject to funding)

Appendices

APPENDIX 1: BIBLIOGRAPHY OF RESOURCES

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APPENDIX 2: COMMUNITY CONSULTATION PARTICIPANTS

1. A.C.C.E.S. – Mississauga
2. A.C.C.E.S. – Brampton
3. Audmax Inc.
4. Brian J. Fleming Catholic Adult Learning Centre
5. Business Enterprise Centre
6. Centre for Education & Training
7. City of Brampton, Economic Development Office
8. Community Development Halton
9. COSTI Immigrant Services – Mississauga
10. COSTI Immigrant Services – Brampton
11. Dufferin Peel Adult Learning Centre – St. Gabriel
12. Dufferin Peel Catholic District School Board
13. Fulton Engineered Specialties
14. Halton Industry Education Council
15. Human Resources Development Canada
16. Integration Centre for All Newcomers
17. Job Skills – Mississauga
18. Job Skills – Oakville
19. John Howard Society of Peel/Halton/Dufferin
20. Labour Community Services of Peel
21. Links2Care, Acton Employment Centre
22. Ministry of Training Colleges & Universities
23. Mississauga Community Connections
24. Peel Adult Learning Centre
25. Peel District School Board
26. Peel Halton Dufferin Adult Learning Network
27. Peel Halton Dufferin Training Board
28. Peel Multicultural Centre
29. Polycultural Immigrant Community Services
30. Region of Halton
31. Region of Peel – Immigration Web Portal
32. Region of Peel – Ontario Works
33. Sheridan College – Job Connect
34. Sheridan College – Job Finding Club
35. Sheridan College – Workforce Development Division
36. Sheridan College – Sheridan Centre of Internationally Trained Individuals
37. Sheridan Nurseries
38. Skills for Change
39. Social Planning Council of Peel

40. Supply Chain Management
41. Telcam Training & Consulting
42. The Centre for Skills Development & Training
43. The Employers' Choice Inc.
44. Toronto Region Immigrant Employment Council (TRIEC)
45. Town of Burlington, Economic Development Office
46. Town of Caledon, Economic Development Office
47. Town of Halton Hills, Economic Development Office
48. vpi Employment Services – Mississauga
49. vpi Employment Services – Brampton
50. YMCA, Burlington
51. YMCA, Mississauga

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