Peel Halton Workforce Development Group

# Workforce Trends in Peel Halton

## Local Labour Market Plan Update

Fall 2013

## Background

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

The PHDWG functions as a neutral broker of research, disseminator of information and facilitator of collaborative partnership development. The PHWDG works with the community to identify trends and opportunities in the labour market environment which impact our workforce. We then nurture the ideas which emerge from our consultations and seek to develop partnerships to address these issues, to further help our community to thrive in our local economy.

Operating as part of the Local Boards Network of Ontario, PHWDG is one of 25 local planning board areas funded by the Ontario Ministry of Training, Colleges and Universities to conduct and distribute local labour market research and engage community stakeholders in a planning process that supports local solutions to local issues.

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Workforce Planning Ontario
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*This Employment Ontario project is funded by the Ontario government.*

EMPLOYMENT ONTARIO



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## Introduction

Each year, the Peel Halton Workforce Development Group issues a report that summarizes its views on labour market trends in the local area and identifies its action plan for the following year.

This year the labour market trends consist of three components:

- A preliminary overview of the recently released labour market data emerging from Statistics Canada's National Household Survey, conducted in 2011, in particular as it relates to Peel and Halton;
- An analysis of Statistics Canada Canadian Business Patterns data for June 2013, and comparisons to previous years;
- An analysis of data pertaining to clients of Employment Ontario services, for the fiscal year 2012-2013, including observations arising from consultation with EO service providers.

The analysis of this data provides insights into changing employment patterns, trends relating to business establishments, and the characteristics and outcomes of individuals seeking employment services.

As has been the case in previous years, PHWDG has conducted an extensive employer survey, with the help of over 20 partners, representing business, government, educators and the community sector. This year the survey focused on the factors influencing hiring decisions, hiring methods, views on training, and intentions regarding the employment of youth. Close to 400 employers completed the survey, representing a broad cross-section by industry, size and geography. An analysis of the survey results will be released later this year.

The PHWDG wishes to thank its many partners and stakeholders for their engagement in the work of the PHWDG. Without your input and your follow-through, our efforts and our impacts would be much diminished.

## Executive Summary

### On the basis of data from the 2011 National Household Survey: [1]

**Peel**

- Employment among Peel Region residents between 2006 and 2011 in the manufacturing sector dropped 17%, not as low as the provincial average of 23%, but nonetheless very significantly, and across many industry subsectors; the food manufacturing subsector, on the other hand, gained over 1,200 jobs;
- Five industries witnessed large increases of employment among Peel residents:
  - Health Care and Social Assistance (8,500 jobs, +20.3%)
  - Public Administration (+8,110 jobs, +44.6%)
  - Retail Trade (+7,930 jobs, +12.0%)
  - Educational Services (+6,585 jobs, +22.4%)
  - Finance and Insurance (+6,080 jobs, +16.6%)
- When it comes to occupations, Peel residents are particularly more likely than elsewhere in the province to be employed in Business, Finance and Administrative Occupations and less likely to be employed in Occupations in Education, Law and Social, Community and Government Services;
- Between 2006 and 2011, across all age categories of Peel residents, there was advancement in the levels of educational attainment; the biggest gains in education in Peel Region were registered by the 25-44 year olds, the prime working-age adult population;

[1] It bears repeating that concerns have been raised regarding the degree to which the voluntary long-form questions of this survey accurately reflect the Canadian population. This applies to the data relating to the labour market.



**Halton**

- Not only do a smaller proportion of Halton residents work in Manufacturing, but the decline in Manufacturing employment among Halton residents was also smaller (11%);
- Halton experienced large employment increases among its residents in the same five industries as Peel (although the order from largest to smallest increases was different):
  - Public Administration (+4,605 jobs, +46.6%)
  - Educational Services (+3,860 jobs, +23.4%)
  - Finance and Insurance (+3,855 jobs, +22.4%)
  - Health Care and Social Assistance (3,450 jobs, +18.1%)
  - Retail Trade (+3,415 jobs, +13.2%)
- When it comes to occupations, Halton residents are much more likely than elsewhere in the province to be employed in Management Occupations and much less likely to be employed in Trades, Transport and Equipment Operators and Related Occupations;
- As with Peel residents, there was advancement in the levels of educational attainment for all age categories in Halton between 2006 and 2011, and similarly the biggest gains were registered by the 25-44 year olds;

### Comparing Canadian Business Pattern data on number of employers:

**Peel**

- Like the rest of the province, most employers have few employees; in Peel Region, 57% have no employees, 90% have less than 10;
- The Transportation and Warehousing sector makes up the largest sector, accounting for 19% of all employers in Peel, more than three times the provincial figure of 5.9%;
- Among firms with 100 or more employees, the two sectors with the most employers are Manufacturing followed by Wholesale Trade;
- In terms of changes in the number of employers, following the recession of 2008, the number of employers shrunk slightly in several categories, with the downward trend increasing somewhat in 2011; in 2012, there was a slight recovery in the number of employers in most categories, a positive trend which accelerated in 2013; however, the number of firms with 100 or more employees has still not returned to the level in December 2008;
- Between 2012 and 2013, there have been across-the-board increases in the number of employers by different categories of employee size in almost all industries; however, in numerical terms, a large part of those increases were in the number of employers in the Transportation and Warehousing among "0" and "1-19" employees, almost all found in truck transportation, followed by large increases in the smaller firms in Professional, Scientific and Technical Services; on the negative side, Manufacturing saw 6 firms drop out of the 100 or more employee category;

**Halton**

- Following the pattern like elsewhere, among Halton Region's employers, 58% have no employees, 90% have less than 10;
- Professional, Scientific and Technical Services represents by far the largest sector of employers, accounting for 20.4% of all employers in Halton, considerably higher than the provincial figure of 15.1%;
- Among firms with 100 or more employees, Manufacturing and Retail Trade take first and second positions;

- In terms of changes in the number of employers, Halton experienced a somewhat similar trend as Peel, with a slightly greater decrease in the number of firms with 100 or more employees; there was a similar dip in 2011, with general increases in 2012, followed by even stronger increases in 2013; the number of large firms (100+ employees) still remains the level of December 2008;
- Between 2012 and 2013, the news was generally positive with increases in the number of employers by different categories of employee size in many industries, although there were slightly more instances of declines compared to Peel, for example, in Wholesale Trade;

### Insights from Employment Ontario data that describes clients and their outcomes suggests:

- Youth make up a considerably smaller share of the EO Employment Services clientele compared to their share of all unemployed, not only in the local Board area but throughout the province; the general explanation seems to be that youth are more likely to shun services that also cater to adult clients; as well, youth are more likely to use electronic means on their own to carry out their job searches;
- The proportion of newcomers and individuals with university degrees is higher among Peel and Halton EO clients than is their share of the unemployed locally;
- EO Employment Services clients represent significantly fewer people who have been out of employment for less than three months and significantly more people who have been out of employment for more than 12 months; while individuals may in some instances be seeking to maximize their EI benefit payments, there can also be a downstream harm, as individuals unemployed for longer periods of time have greater difficulty finding work;
- EO Employment Services clients in Peel and Halton are more likely to end up working in the Retail Trade; Management & Administrative Support; Accommodation & Food Services; and Other Services industries (although there is a view among service providers that the high numbers in Management & Administrative Support reflect a misclassification of outcomes);
- EO Employment Services clients are less likely to end up working in Wholesale Trade; Finance and Insurance: Professional, Scientific and Technical Services; Educational Services; and Public Administration, compared to the share of Peel and Halton residents employed in those industries;
- There is a general view among EO service providers that, to some degree, there is a mismatch between the clients who seek out EO Employment Services and the jobs that are available in Peel and Halton, which often involve higher skills expectations. It is not always the case that what is needed is vocational training as much as pre-employment preparation.



## National Household Survey – Labour Market Indicators

### Introduction

Every five years, Canada carries out a national survey, the most recent being in 2011. In addition to the standard questions, a 20% sample of census respondents has in the past been asked to complete a long-form questionnaire on questions beyond the basic demographics of age and residency. That long-form mandatory census was replaced by a voluntary survey in the 2011 census. The results of the 2011 National Household Survey form the basis of the following update regarding the local labour market.

### A note of caution

Regrettably, as a result of this change from a mandatory to a voluntary set of questions, one cannot be certain that the responses reflect a proper representation of the population. In particular, concerns have been raised about how well this data represents marginalized groups. Thus, when it comes to low income individuals or individuals from certain demographic categories (e.g. Aboriginal peoples), their participation may be under-represented. It would also mean that occupations or industries that these individuals are employed in might be under-represented.

The NHS labour market data that has been released by Statistics Canada relates to the employment characteristics of residents, that is, the industries and occupations in which they work. This is not the same as describing what jobs exist in a given locality, as people sometimes commute to neighbouring locales for work.

The data describing the labour market characteristics of residents at a provincial level does indeed pretty much describe what jobs are present in Ontario, as a relatively small percentage of Ontarians work in another province. But at a more local scale, describing what industries or occupations the residents of a municipality or district or region work in is not a substitute for data which focuses on the jobs present within a given locality.

With this caution in mind, the following analysis provides some relevant labour market characteristics of residents of Ontario generally, and of Peel and Halton Regions, from the year 2011, and makes some comparisons to the 2006 Census findings.

## Employment by Industry

One way to profile the labour market is look at in which industries residents are employed. The proportion of residents employed in a given industry provides a sense of scale for that industry's importance, and changes in the employment mix by industry suggest which industries are growing and which are shrinking.

Ontario. Table 1 profiles this information for Ontario. The second column provides the actual number of people employed in each of the industries in 2011.

The third and fourth columns show the percentage change in the number of employed individuals, from 2001 to 2006, and from 2006 to 2011. Despite an overall growth in the employment numbers, the rate of growth and of decline varies considerably by industry. And compared to 2001 to 2006, the period between 2006 and 2011 saw many more industries showing employment losses.

**Table 1: Employment by Industry; Comparisons between 2001, 2006 and 2011; Ontario**

| | Number | % Change | | % Distribution | | |
|---|---|---|---|---|---|---|
| | 2011 | 01-06 | 06-11 | 2001 | 2006 | 2011 |
| **ALL INDUSTRIES** | 6,297,000 | 7.9% | 2.2% | 100% | 100% | 100% |
| Agriculture, forestry, fishing and farming | 95,220 | -7.1% | -12.6% | 2.1% | 1.8% | 1.5% |
| Mining and oil and gas extraction | 28,190 | 21.9% | 16.3% | 0.3% | 0.4% | 0.4% |
| Utilities | 55,215 | 8.3% | 13.5% | 0.8% | 0.8% | 0.9% |
| Construction | 382,570 | 15.7% | 5.6% | 5.5% | 5.9% | 6.1% |
| Manufacturing | 657,625 | -8.3% | -23.0% | 16.3% | 13.9% | 10.4% |
| Wholesale trade | 291,215 | 10.1% | -1.4% | 4.7% | 4.8% | 4.6% |
| Retail trade | 701,300 | 6.5% | 3.2% | 11.2% | 11.0% | 11.1% |
| Transportation and warehousing | 294,020 | 10.2% | -1.1% | 4.7% | 4.8% | 4.7% |
| Information and cultural industries | 169,540 | 0.7% | 3.2% | 2.9% | 2.7% | 2.7% |
| Finance and insurance | 353,230 | 8.2% | 15.0% | 5.0% | 5.0% | 5.6% |
| Real estate and rental and leasing | 128,355 | 16.1% | 4.9% | 1.8% | 2.0% | 2.0% |
| Professional, scientific and technical | 486,775 | 10.3% | 7.5% | 7.2% | 7.3% | 7.7% |
| Management of companies | 6,230 | 5.6% | -23.2% | 0.1% | 0.1% | 0.1% |
| Administrative and support | 277,785 | 21.2% | -3.2% | 4.1% | 4.7% | 4.4% |
| Educational services | 474,205 | 16.1% | 13.8% | 6.3% | 6.8% | 7.5% |
| Health care and social assistance | 668,435 | 14.8% | 12.6% | 9.1% | 9.6% | 10.6% |
| Arts, entertainment and recreation | 128,705 | 14.4% | -1.3% | 2.0% | 2.1% | 2.0% |
| Accommodation and food services | 377,605 | 8.3% | -1.1% | 6.2% | 6.2% | 6.0% |
| Other services | 279,405 | 10.8% | -3.5% | 4.6% | 4.7% | 4.4% |
| Public administration | 441,370 | 13.5% | 30.2% | 5.2% | 5.5% | 7.0% |

Two industries registered a decline in employment over both periods. Manufacturing had major losses, especially between 2006 and 2011. The losses represented 77,695 jobs between 2001 and 2006, and 196,755 jobs between 2006 and 2011. Agriculture, Forestry, Fishing and Faming also posted large percentage decreases, but with a smaller employment base the losses were smaller (8,300 jobs lost between 2001 and 2006, and 13,710 between 2006 and 2011).

A number of industries saw strong increases over both five-year periods; among the larger employers: Construction; Finance & Insurance; Professional, Scientific & Technical Services; Educational Services; Health Care & Social Assistance; and Public Administration.

Several industries experienced small losses between 2006 and 2011, after posting gains between 2001 and 2006; among the larger employers: Wholesale Trade; Transportation & Warehousing; Administrative & Support, Waste Management & Remediation Services; Arts, Entertainment & Recreation; Accommodation & Food Services; and Other Services.

The last three columns show the percentage distribution of employed residents by industry in Ontario for each of 2001, 2006 and 2011. Many industries have maintained a relatively consistent share of the total employed labour force over this ten-year period. By far the biggest change has been the decline in the share of persons employed in the Manufacturing sector, dropping from 16.3% in 2001 to 13.9% in 2006, then to 10.4% in 2011, falling from the largest industry in 2001 and 2006 to third place in 2011.

Several industries have seen a steady increase over the past 10 years: Educational Services (from 6.3% share to 7.5%); Health Care and Social Assistance (from 9.1% to 10.6%); and Public Administration (from 5.2% to 7.0%). Meanwhile, Retail Trade, by maintaining the same share, now represents the largest proportion of employed persons in Ontario, followed by Health Care and Social Assistance.

Tables 2 and 3 provide the industry employment numbers for 2011, with comparisons to 2006, for the Regions of Peel and Halton. Given the high levels of commuting between regions in the Greater Toronto Area, it bears emphasizing again that this data represents in what industries residents of these communities are employed, not the actual jobs that are present in each of Peel and Halton.

### Peel Region:

Employment losses in Manufacturing, while large, were not as great as that experienced across Ontario, and so manufacturing still remains the largest employer of residents in Peel Region, followed by Retail Trade. Otherwise, losses were only registered in two very small industry sectors, Mining and Oil and Gas Extraction, and Management of Companies.

Double-digit percentage increases in employment among Peel residents were experienced in many larger sectors such as: Retail Trade; Information & Cultural Industries; Finance & Insurance; Real Estate and Rental & Leasing; Professional, Scientific & Technical Services; Educational Services; Health Care & Social Assistance; and Public Administration.

**Table 2: Employment by Industry; Comparisons between 2006 and 2011; Peel Region**

| | Number | % Change | % Distribution | |
|---|---|---|---|---|
| | 2011 | 06-11 | 2006 | 2011 |
| **ALL INDUSTRIES** | 647,800 | 6.3% | 100.0% | 100.0% |
| Agriculture, forestry, fishing and farming | 2,295 | 8.3% | 0.3% | 0.4% |
| Mining and oil and gas extraction | 840 | -11.6% | 0.2% | 0.1% |
| Utilities | 3,295 | 13.8% | 0.5% | 0.5% |
| Construction | 35,395 | 9.9% | 5.3% | 5.5% |
| Manufacturing | 87,940 | -17.3% | 17.4% | 13.6% |
| Wholesale trade | 46,850 | -1.9% | 7.8% | 7.2% |
| Retail trade | 74,080 | 12.0% | 10.9% | 11.4% |
| Transportation and warehousing | 57,775 | 6.1% | 8.9% | 8.9% |
| Information and cultural industries | 17,535 | 12.1% | 2.6% | 2.7% |
| Finance and insurance | 42,740 | 16.6% | 6.0% | 6.6% |
| Real estate and rental and leasing | 14,380 | 13.4% | 2.1% | 2.2% |
| Professional, scientific and technical | 51,720 | 11.3% | 7.6% | 8.0% |
| Management of companies | 795 | -22.8% | 0.2% | 0.1% |
| Administrative and support | 33,835 | 7.1% | 5.2% | 5.2% |
| Educational services | 36,015 | 22.4% | 4.8% | 5.6% |
| Health care and social assistance | 50,420 | 20.3% | 6.9% | 7.8% |
| Arts, entertainment and recreation | 7,865 | 0.5% | 1.3% | 1.2% |
| Accommodation and food services | 32,905 | 8.2% | 5.0% | 5.1% |
| Other services | 24,830 | 1.0% | 4.0% | 3.8% |
| Public administration | 26,290 | 44.6% | 3.0% | 4.1% |

Looking at some sectors more closely, the slightly lower losses in Manufacturing overall were largely due to off-setting increases (+1,250 jobs) in Food Manufacturing. In most other Manufacturing subsectors, losses for Peel residents were roughly in the same proportion as those experienced for Ontario as a whole.

Increases in employment among residents in Retail Trade were led by large increases in the number of residents employed in Food and Beverage Stores (+20.8%, an increase of 2,815 jobs) and in Clothing and Clothing Accessories Stores (+21.4%, an increase of 2,025 jobs).

Increases in the Health Care & Social Assistance sector warrant a closer look, including a comparison with the trend across Ontario. The four subsectors all had healthy gains, always out-stripping the Ontario average, sometimes by quite a margin: In Ambulatory Health Care Services, 3,005 more Peel residents found employment (an increase of 20.7%, compared to the Ontario average of 18.4%). Half of that increase was in offices of chiropractors, optometrists, mental health practitioners and various types of physical, occupational and speech therapists. In Hospitals, Peel residents registered 1,980 more jobs (+16.4%: Ontario figure: +6.9%). In Nursing and Residential Care Facilities, 2,005 more Peel residents found work (+31.9%; Ontario average: +17.6%); and in Social Assistance, 1,510 more Peel residents were employed (+16.7%; Ontario: +7.8%). The growing Peel population has resulted in a need for more health and social services, resulting in more hirings. This is also reflected in 4,255 more residents hired in elementary and secondary schools.

## Halton Region:

Residents of Halton Region experienced a similar dynamic to that of Peel, though with slight variations. For one, a smaller proportion of Halton residents work in Manufacturing, and at the same time the drop in employment in Manufacturing was less, partly because of small increases across a number of subsectors (Beverage Manufacturing, +115 residents employed; Computer and Electronic Product Manufacturing, +485 residents employed; Miscellaneous Manufacturing: +125 residents employed).

**Table 3: Employment by Industry; Comparisons between 2006 and 2011; Halton Region**

| | Number | % Change | % Distribution | |
|---|---|---|---|---|
| | 2011 | 06-11 | 2006 | 2011 |
| **ALL INDUSTRIES** | 263,855 | 10.8% | 100.0% | 100.0% |
| Agriculture, forestry, fishing and farming | 1,625 | -3.6% | 0.7% | 0.6% |
| Mining and oil and gas extraction | 650 | -23.1% | 0.4% | 0.2% |
| Utilities | 1,810 | 18.7% | 0.6% | 0.7% |
| Construction | 13,780 | 17.7% | 4.9% | 5.2% |
| Manufacturing | 27,125 | -11.0% | 12.8% | 10.3% |
| Wholesale trade | 19,070 | 4.1% | 7.7% | 7.2% |
| Retail trade | 29,360 | 13.2% | 10.9% | 11.1% |
| Transportation and warehousing | 12,195 | 3.3% | 5.0% | 4.6% |
| Information and cultural industries | 7,535 | 12.5% | 2.8% | 2.9% |
| Finance and insurance | 21,030 | 22.4% | 7.2% | 8.0% |
| Real estate and rental and leasing | 6,060 | 12.7% | 2.3% | 2.3% |
| Professional, scientific and technical | 26,140 | 10.7% | 9.9% | 9.9% |
| Management of companies | 465 | -26.8% | 0.3% | 0.2% |
| Administrative and support | 9,775 | 8.2% | 3.8% | 3.7% |
| Educational services | 20,390 | 23.4% | 6.9% | 7.7% |
| Health care and social assistance | 22,505 | 18.1% | 8.0% | 8.5% |
| Arts, entertainment and recreation | 5,005 | 7.5% | 2.0% | 1.9% |
| Accommodation and food services | 13,850 | 9.9% | 5.3% | 5.2% |
| Other services | 10,980 | 5.0% | 4.4% | 4.2% |
| Public administration | 14,495 | 46.6% | 4.2% | 5.5% |

Sectors traditionally employing Halton residents increased their employment numbers significantly: Retail Trade, which employs 11.1% of the Halton population, increased its numbers by 13.2%; Professional, Scientific and Technical Services, a 9.9% share, increased by 10.7%; Health Care and Social Assistance, an 8.5% share, increased by 18.1%; Finance and Insurance, an 8.0% share, was up 22.4%; and Educational services, a 7.7% share, was up 23.4%. The largest percentage increase in residents employed was in Public Administration, with regional and municipal governments hiring 2,545 Halton residents; the largest absolute increase for a subsector was elementary and secondary schools, with 2,895 more residents hired.

## Employment by Occupation

Between 2006 and 2011, the classification system for occupations has changed, and so a straight comparison between 2006 and 2011 is not easily done. Instead, a comparison of the distribution of occupations will be provided. Peel and Halton Regions will be profiled separately, and will be compared to the general Greater Toronto Area (Peel, Halton, Toronto, Durham and York) and to Ontario minus these GTA figures, because there are significant differences between these two geographies that warrant unpacking.

**Table 4: Employment by Occupation; Peel residents, 2011**

| | Number in 2011 | Distribution of occupations | | |
|---|---|---|---|---|
| | | Peel | GTA | Ont-GTA |
| **ALL OCCUPATIONS** | 647,805 | 100.0% | 100.0% | 100.0% |
| Management occupations | 71,400 | 11.0% | 12.6% | 11.2% |
| Business, finance, administration | 129,090 | 19.9% | 19.3% | 15.3% |
| Natural and applied sciences | 55,200 | 8.5% | 8.6% | 6.6% |
| Health occupations | 29,695 | 4.6% | 5.2% | 6.8% |
| Education, law, social, government | 56,000 | 8.6% | 11.6% | 12.7% |
| Art, culture, recreation and sport | 13,165 | 2.0% | 3.7% | 2.4% |
| Sales and service occupations | 148,730 | 23.0% | 22.6% | 22.9% |
| Trades, transport, equipment operators | 94,210 | 14.5% | 10.8% | 14.6% |
| Natural resources, agriculture | 4,880 | 0.8% | 0.8% | 2.2% |
| Manufacturing + utilities occupations | 45,435 | 7.0% | 4.8% | 5.4% |

*For this table, GTA refers to Peel, Halton, Toronto, York and Durham. Ont-GTA means figures for Ontario minus the GTA numbers.*

### Peel Region:

The most prominent occupation category among Peel residents is Sales and Service Occupations, making up 23.0% of Peel residents' jobs, almost exactly equal to the share in the GTA and the rest of the province. Peel residents are similar to other GTA residents in their likelihood to work in Business, Finance and Administrative Occupations or in Natural and Applied Sciences, but less like the GTA when it comes to Management Occupations. Peel residents are also less likely to be employed in Health Occupations or Occupations in Education, Law and Social, Community and Government Services than residents in either the GTA or the rest of the province. On the other hand, they are more likely to work in Occupations in Manufacturing and Utilities; and Trades, Transport and Equipment Operators and Related Occupations.

### Halton Region:

Sales and Service Occupations also make up the most prominent occupation category for Halton residents (21.8%). Halton residents have a far higher tendency to be employed in Management Occupations (17.2% of all employed Halton residents), much beyond the proportion found in the rest of the GTA, let alone the rest of the province. Halton residents have a slightly lower tendency to be employed in Trades, Transport and Equipment Operators and Related Occupations or in Occupations in Manufacturing and Utilities.

**Table 5: Employment by Occupation; Halton residents, 2011**

| | Number in 2011 | Distribution of occupations | | |
|---|---|---|---|---|
| | | Halton | GTA | Ont-GTA |
| **ALL OCCUPATIONS** | 263,855 | 100.0% | 100.0% | 100.0% |
| Management occupations | 45,265 | 17.2% | 12.6% | 11.2% |
| Business, finance, administration | 49,900 | 18.9% | 19.3% | 15.3% |
| Natural and applied sciences | 22,430 | 8.5% | 8.6% | 6.6% |
| Health occupations | 13,400 | 5.1% | 5.2% | 6.8% |
| Education, law, social, government | 32,115 | 12.2% | 11.6% | 12.7% |
| Art, culture, recreation and sport | 7,540 | 2.9% | 3.7% | 2.4% |
| Sales and service occupations | 57,585 | 21.8% | 22.6% | 22.9% |
| Trades, transport, equipment operators | 24,840 | 9.4% | 10.8% | 14.6% |
| Natural resources, agriculture | 2,760 | 1.0% | 0.8% | 2.2% |
| Manufacturing + utilities occupations | 8,015 | 3.0% | 4.8% | 5.4% |

*For this table, GTA refers to Peel, Halton, Toronto, York and Durham. Ont-GTA means figures for Ontario minus the GTA numbers.*

## Educational attainment

Education is regularly cited as a necessary prerequisite to labour market success. Between 2006 and 2011, residents of Ontario, and of Peel and Halton, upped their game. Across all age categories, there was advancement in the levels of educational attainment (Table 6).

Among 15-24 year olds, there were fewer individuals with no certificate, and a larger proportion of youth with high school diplomas and with university degrees, compared to 2006.

Among 25-44 year olds, there were fewer individuals with no certificate or with a high school diploma, and more residents with a college or university diploma or degree. However, there were also slightly fewer individuals with an apprenticeship or trade certificate.

Among 45 to 64 year olds, there were fewer individuals with no certificate, and in Peel and Halton, fewer individuals with a high school diploma. Across this age group there were more residents with a college or university diploma or degree. Once again, there were also slightly fewer individuals with an apprenticeship or trade certificate.

The biggest gains in education, in Ontario and in Peel and Halton Regions, were registered by the 25-44 year olds, the prime working-age population.

**Table 6: Level of educational attainment, all residents, Peel, Halton and Ontario, 2006 and 2011**

| 2006 | | | | 2011 | | |
|---|---|---|---|---|---|---|
| Ontario | Peel | Halton | | Ontario | Peel | Halton |
| | | | **15 to 24 year olds** | | | |
| 40% | 37% | 41% | No certificate, diploma or degree | 35% | 32% | 35% |
| 39% | 40% | 38% | High school certificate or equivalent | 41% | 42% | 40% |
| 2% | 3% | 2% | Apprenticeship certificate or equivalent | 2% | 2% | 2% |
| 10% | 10% | 10% | College certificate or diploma | 10% | 10% | 10% |
| 9% | 11% | 10% | University certificate, diploma or degree | 12% | 14% | 13% |
| | | | **25 to 44 year olds** | | | |
| 10% | 9% | 5% | No certificate, diploma or degree | 8% | 7% | 4% |
| 24% | 24% | 21% | High school certificate or equivalent | 22% | 22% | 18% |
| 8% | 7% | 6% | Apprenticeship certificate or equivalent | 6% | 6% | 5% |
| 24% | 21% | 25% | College certificate or diploma | 25% | 22% | 26% |
| 35% | 39% | 43% | University certificate, diploma or degree | 39% | 43% | 48% |
| | | | **45 to 64 year olds** | | | |
| 18% | 17% | 10% | No certificate, diploma or degree | 14% | 14% | 7% |
| 26% | 26% | 26% | High school certificate or equivalent | 27% | 25% | 24% |
| 10% | 9% | 8% | Apprenticeship certificate or equivalent | 9% | 8% | 7% |
| 20% | 18% | 23% | College certificate or diploma | 22% | 20% | 25% |
| 26% | 30% | 34% | University certificate, diploma or degree | 28% | 33% | 38% |

## Canadian Business Patterns – Labour Market Indicators

### Number of employers

Tables 7 and 8 provide the number of employers present in Peel and Halton Regions in June 2013, and breaks down the figures by industry and by employee size ranges (each area is represented by a separate table). The highlighted cells identify the three industries with the largest number of firms for each employee size category column.

### Peel Region:

The broad generalizations that applied last year still hold:

- *Number of small firms:* Businesses are by far made up of small establishments. 57% of the firms in Peel have no employees[2], and another 27% have 1-4 employees; this closely follows the pattern for Ontario as a whole;
- *Highest number of firms by industry:* Transportation and Warehousing makes up the largest sector, accounting for 19% of all employers in Peel, more than three times the provincial figure of 5.9%. Essentially, this reflects a very large number of self-employed truck drivers and small trucking firms. The second largest category of employers is in Professional, Scientific and Technical Services, accounting for 15% of all employers (same as the provincial average). This category is made up of many professionals and consultants, many of whom would be self-employed;
- In terms of the ranking of the 10 industries with the largest number of employers, there has been no change from last year, with some small changes in the lower rankings;
- *Highest number of firms by size and industry:* The three largest industries by each employee size category have also been highlighted. The table demonstrates how the large number of firms in the smaller size categories drives the total numbers (for example, in Transportation & Warehousing and in Professional, Scientific & Technical Services). However, in the mid-size and large ranges, Manufacturing, Wholesale Trade and Retail Trade come to the fore.

**Table 7: Peel Number Of Employers By Industry And Employee Size Range – June 2013**

| Industry Sector 2-Digit NAICS | Number Of Employees | | | | | | | | % | Rank |
|---|---|---|---|---|---|---|---|---|---|---|
| | 0 | 1-4 | 5-9 | 10-19 | 20-49 | 50-99 | 100+ | TOTAL | | |
| 11 Agriculture | 301 | 107 | 31 | 16 | 9 | 3 | 2 | 469 | 1 | 17 |
| 21 Mining | 32 | 10 | 5 | 4 | 1 | 0 | 1 | 53 | 0 | 18 |
| 22 Utilities | 27 | 9 | 6 | 1 | 3 | 6 | 2 | 54 | 0 | 19 |
| 23 Construction | 6764 | 2325 | 584 | 339 | 197 | 63 | 48 | 10320 | 10 | 3 |
| 31-33 Manufacturing | 1628 | 962 | 573 | 428 | 463 | 206 | 202 | 4462 | 4 | 9 |
| 41 Wholesale trade | 2162 | 1470 | 719 | 599 | 509 | 176 | 149 | 5784 | 6 | 7 |
| 44-45 Retail trade | 3416 | 1970 | 1144 | 689 | 384 | 153 | 116 | 7872 | 8 | 5 |
| 48-49 Transportation/Warehousing | 10935 | 7409 | 360 | 233 | 188 | 70 | 89 | 19284 | 19 | 1 |
| 51 Information and Cultural | 717 | 270 | 51 | 40 | 43 | 15 | 17 | 1153 | 1 | 14 |
| 52 Finance and Insurance | 3043 | 700 | 157 | 127 | 210 | 24 | 44 | 4305 | 4 | 10 |
| 53 Real Estate | 7619 | 1161 | 221 | 118 | 78 | 23 | 19 | 9239 | 9 | 4 |
| 54 Professional Scientific Tech | 9458 | 4649 | 516 | 263 | 167 | 71 | 46 | 15170 | 15 | 2 |
| 55 Management of Companies | 2427 | 221 | 50 | 54 | 79 | 54 | 74 | 2959 | 3 | 13 |
| 56 Administrative Support | 2661 | 981 | 348 | 223 | 169 | 99 | 107 | 4588 | 5 | 8 |
| 61 Educational Services | 502 | 195 | 88 | 70 | 39 | 16 | 9 | 919 | 1 | 15 |
| 62 Health Care & Social Assist | 1261 | 1683 | 679 | 288 | 170 | 69 | 59 | 4209 | 4 | 11 |
| 71 Arts, Entertainment & Rec | 609 | 122 | 54 | 34 | 44 | 12 | 15 | 890 | 1 | 16 |
| 72 Accommodation & Food | 895 | 788 | 494 | 475 | 322 | 154 | 42 | 3170 | 3 | 12 |
| 81 Other Services | 3081 | 2467 | 610 | 274 | 120 | 23 | 14 | 6589 | 7 | 6 |
| 91 Public Administration | 8 | 1 | 0 | 0 | 3 | 0 | 5 | 17 | 0 | 20 |
| **TOTAL** | 57546 | 27500 | 6690 | 4275 | 3198 | 1237 | 1060 | 101506 | | |
| Percentage of all employers | 57% | 27% | 7% | 4% | 3% | 1% | 1% | | | |
| Cumulative percentage | 57% | 84% | 90% | 95% | 98% | 99% | 100% | | | |
| ONTARIO percentage of all employers | 57% | 24% | 8% | 5% | 4% | 1% | 1% | | | |

*Source: Statistics Canada, Canadian Business Patterns*

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

**Halton Region:**

As in the case of Peel, the overall pattern of distribution of employers by size and industry has changed only a little. Table 8 highlights several features:

- *Number of small firms:* 58% of the firms in Halton have no employees[3], and another 25% have 1-4 employees, a very slight increase over last year. Cumulatively (the second to last row on the table), 90% of all firms in Halton have nine or fewer employees, and 98% have 49 or fewer employees. This distribution is not unusual: the last row provides the Ontario percentage distribution of employers by size of firm, and the Halton figures almost exactly match those numbers;
- *Highest numbers of firms by industry:* The second to last column provides the percentage distribution of all firms by industry. Professional, Scientific and Technical Services is by far the largest sector, accounting for 20.4% of all employers in Halton, considerably higher than the provincial figure of 15.1%. This category is made up of many self-employed professionals and consultants. While the number for Construction and Real Estate and Rental & Leasing both grew, the increase was greater for the latter, causing it to move into second place on the list, dropping Construction to third. Each of these industries accounts for around 10% of all Halton employers, compared to the provincial average of around 11% for each;
- *Highest number of firms by size and industry:* The three largest industries by each employee size category have also been highlighted. The table demonstrates how the large number of firms in the smaller size categories drives the total numbers (for example, in Professional, Scientific & Technical Services, Construction and Real Estate). However, in the mid-size and large ranges, the incidence of the top three industries becomes quite scattered: Retail Trade, Manufacturing, and Accommodation & Food Services place in the top three frequently. Industries showing larger numbers among smaller firms include Real Estate (and Rental & Leasing), Other Services and Health Care & Social Assistance, while among bigger firms one finds Wholesale Trade.

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

**Table 8: Halton Number Of Employers By Industry And Employee Size Range – June 2013**

| Industry Sector 2-Digit NAICS | Number Of Employees | | | | | | | | % | Rank |
|---|---|---|---|---|---|---|---|---|---|---|
| | 0 | 1-4 | 5-9 | 10-19 | 20-49 | 50-99 | 100+ | TOTAL | | |
| 11 Agriculture | 302 | 80 | 25 | 25 | 3 | 7 | 1 | 443 | 1 | 17 |
| 21 Mining | 37 | 13 | 5 | 1 | 1 | 1 | 0 | 58 | 0 | 18 |
| 22 Utilities | 18 | 3 | 5 | 4 | 2 | 2 | 1 | 35 | 0 | 19 |
| 23 Construction | 2649 | 953 | 309 | 149 | 83 | 18 | 18 | 4179 | 10 | 3 |
| 31-33 Manufacturing | 597 | 343 | 192 | 134 | 143 | 81 | 69 | 1559 | 4 | 12 |
| 41 Wholesale trade | 898 | 626 | 246 | 194 | 137 | 58 | 34 | 2193 | 5 | 8 |
| 44-45 Retail trade | 1370 | 846 | 611 | 366 | 194 | 90 | 58 | 3535 | 8 | 4 |
| 48-49 Transportation/Warehousing | 1209 | 552 | 73 | 51 | 46 | 14 | 17 | 1962 | 5 | 10 |
| 51 Information and Cultural | 406 | 145 | 38 | 26 | 28 | 9 | 6 | 658 | 2 | 15 |
| 52 Finance and Insurance | 1788 | 438 | 133 | 73 | 114 | 12 | 19 | 2577 | 6 | 7 |
| 53 Real Estate | 3622 | 539 | 95 | 63 | 27 | 9 | 3 | 4358 | 10 | 2 |
| 54 Professional Scientific Tech | 5576 | 2437 | 269 | 144 | 88 | 32 | 12 | 8558 | 20 | 1 |
| 55 Management of Companies | 1491 | 124 | 29 | 23 | 27 | 12 | 25 | 1731 | 4 | 11 |
| 56 Administrative Support | 1136 | 502 | 174 | 120 | 58 | 24 | 24 | 2038 | 5 | 9 |
| 61 Educational Services | 261 | 113 | 50 | 33 | 35 | 8 | 6 | 506 | 1 | 16 |
| 62 Health Care & Social Assist | 886 | 1074 | 349 | 188 | 84 | 29 | 26 | 2636 | 6 | 6 |
| 71 Arts, Entertainment & Rec | 418 | 127 | 47 | 31 | 38 | 13 | 12 | 686 | 2 | 14 |
| 72 Accommodation & Food | 309 | 260 | 205 | 204 | 218 | 88 | 13 | 1297 | 3 | 13 |
| 81 Other Services | 1192 | 1086 | 323 | 161 | 43 | 15 | 9 | 2829 | 7 | 5 |
| 91 Public Administration | 2 | 2 | 1 | 0 | 0 | 0 | 8 | 13 | 0 | 20 |
| **TOTAL** | 24167 | 10263 | 3179 | 1990 | 1369 | 522 | 361 | 41851 | | |
| Percentage of all employers | 58% | 25% | 8% | 5% | 3% | 1% | 1% | 100% | | |
| Cumulative percentage | 58% | 82% | 90% | 95% | 98% | 99% | 100% | | | |
| ONTARIO percentage of all employers | 57% | 24% | 8% | 5% | 4% | 1% | 1% | | | |

*Source: Statistics Canada, Canadian Business Patterns*

## Change in the number of employers by size of firm

One indicator of local economic activity and employment trends is the number of employers, including the size of their firms, present in the local community. Tables 9 and 10 provide the numbers of employers aggregated by several size categories for Peel and Halton Regions:

- **"0"** Zero employees (in most instances, self-employed employers, or no employees)
- **1-19** Small firms
- **20-99** Medium-sized firms
- **100+** Large firms

**Table 9: Peel Number Of Firms By Employee Size December 2008 To June 2012**

| | 0 | 1-19 | 20-99 | 100+ |
|---|---|---|---|---|
| **December 2008** | 52,322 | 30,162 | 4,418 | 1,089 |
| **June 2010** | 49,938 | 32,516 | 4,311 | 1,040 |
| **December 2010** | 51,029 | 32,927 | 4,341 | 1,046 |
| **June 2011** | 50,413 | 32,906 | 4,099 | 957 |
| **June 2012** | 49,351 | 34,074 | 4,273 | 1,029 |
| **June 2013** | 57,546 | 38,465 | 4,435 | 1,060 |

*Statistics Canada, Canadian Business Patterns*

**Table 10: Halton Number Of Firms By Employee Size December 2008 To June 2012**

| | 0 | 1-19 | 20-99 | 100+ |
|---|---|---|---|---|
| **December 2008** | 22,016 | 13,607 | 1,757 | 376 |
| **June 2010** | 21,452 | 14,220 | 1,762 | 352 |
| **December 2010** | 22,335 | 14,446 | 1,765 | 355 |
| **June 2011** | 22,209 | 14,311 | 1,711 | 321 |
| **June 2012** | 21,921 | 14,422 | 1,849 | 351 |
| **June 2013** | 24,167 | 15,432 | 1,891 | 361 |

*Statistics Canada, Canadian Business Patterns*

Charts 1 and 2 make evident the trends in the changing number of employers by employee size. The charts use the figures for December 2008 as the baseline, assigning a value of 100. Each subsequent number is expressed in relation to the December 2008. This makes it easier to visualize changes across numbers with different orders of magnitude for these categories.



**Chart 1: Change in the number of employers by size of firm, December 2008 to June 2013**

**Peel Region (December 2008 = 100)**

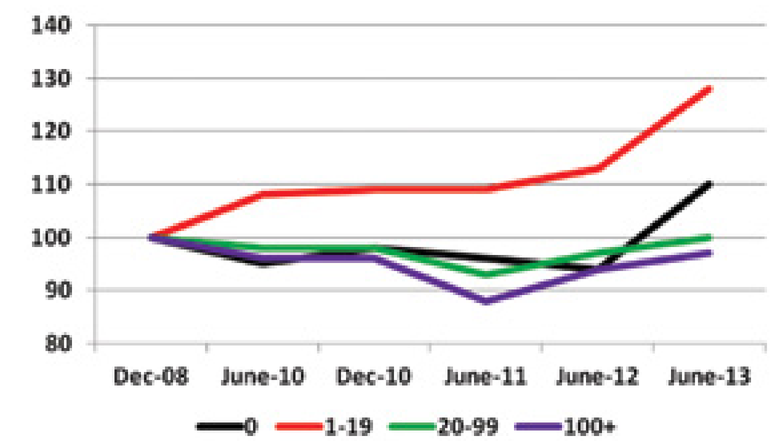
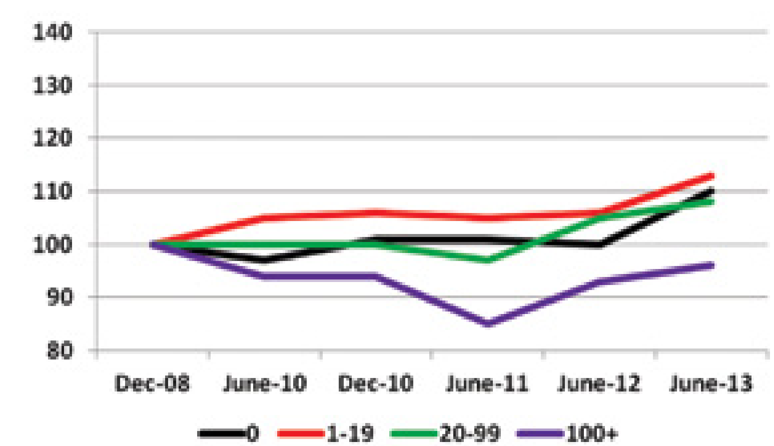



**Chart 2: Change in the number of employers by size of firm, December 2008 to June 2013**

**Halton Region (December 2008 = 100)**




The charts provide a stark visualization of the impact of the recession, with a drop in the number of firms in most categories, except for those with "0" employees. Only in the last year have Peel and Halton surpassed the number of firms which were present in December 2008, and even then not in the category of firms with 100 or more employees (the purple line). However, the rate of increase in the other categories has been healthy and steady, and even among large firms there has been growth for the last two years.

## Change in the number of firms by industry, June 2012 to June 2013

Changes in the number of employers are experienced differently across the various industries. Tables 11 and 12 highlight the change in the number of firms by industry and by employee size between June 2012 and June 2013 for Peel and Halton Regions. The tables also list the total number of firms in each industry in June 2013, to provide a context.

**Table 11: Peel Change In The Number Of Employers, By Industry And By Firm Size, June 2012 To June 2013**

| INDUSTRY | Firm size (number of employees) | | | | | Total number of firms June-13 |
|---|---|---|---|---|---|---|
| | 0 | 1-19 | 20-99 | 100+ | Total | |
| Agriculture, forestry, fishing and farming | 27 | 9 | 0 | 1 | 37 | 469 |
| Mining and oil and gas extraction | 18 | 8 | -1 | 0 | 25 | 53 |
| Utilities | 0 | 5 | 0 | -1 | 4 | 54 |
| Construction | 570 | 285 | 5 | 3 | 863 | 10320 |
| Manufacturing | 271 | 130 | 27 | -6 | 422 | 4462 |
| Wholesale trade | -11 | 16 | 5 | 4 | 14 | 5784 |
| Retail trade | 627 | 270 | 38 | 1 | 936 | 7872 |
| Transportation and warehousing | 2876 | 2271 | 0 | 3 | 5150 | 19284 |
| Information and cultural industries | 139 | 34 | 3 | 3 | 179 | 1153 |
| Finance and insurance | 303 | 75 | -2 | 5 | 381 | 4305 |
| Real estate and rental and leasing | 878 | 187 | 4 | 5 | 1074 | 9239 |
| Professional, scientific and technical services | 1075 | 745 | 1 | -2 | 1819 | 15170 |
| Management of companies and enterprises | -31 | -2 | 20 | 13 | 0 | 2959 |
| Administrative and support | 355 | 45 | 10 | 0 | 410 | 4588 |
| Educational services | 48 | 36 | 4 | -1 | 87 | 919 |
| Health care and social assistance | 451 | 328 | 23 | 0 | 802 | 4209 |
| Arts, entertainment and recreation | 63 | -14 | 6 | 0 | 55 | 890 |
| Accommodation and food services | 102 | 171 | 19 | 5 | 297 | 3170 |
| Other services | 433 | -206 | 0 | -2 | 225 | 6589 |
| Public administration | 1 | -2 | 0 | 0 | -1 | 17 |
| TOTAL | 8195 | 4391 | 162 | 31 | 12779 | 101506 |

*Statistics Canada, Canadian Business Patterns, June 2012 and June 2013*

### Peel Region:

The colour-coding of the tables (green where there is an increase, red where there is a decrease) illustrates the pattern: in virtually every instance, both by industry and by employee size, there have been improvements in almost every category. Even in the case of Manufacturing, although there has been a decline of 6 firms in the 100 or more employee category, there has been significant growth in the other three categories.

Overall, a great proportion of the growth has been in firms with "0" employees, but the fact remains that there are 4,391 more firms with 1-19 employees, 161 more firms with 20-99 employees, and 31 more firms with over 100 employees, and these increases occurred in most industries. A large proportion of the increase in the number of firms is due to the very significant increase in the number of employers in the Transportation and Warehousing among "0" and "1-19" employees, almost all found in truck transportation.

**Table 12: Halton Change In The Number Of Employers, By Industry And By Firm Size, June 2012 To June 2013**

| INDUSTRY | Firm size (number of employees) | | | | | Total number of firms June-13 |
|---|---|---|---|---|---|---|
| | 0 | 1-19 | 20-99 | 100+ | Total | |
| Agriculture, forestry, fishing and farming | 30 | 20 | -5 | -2 | 43 | 443 |
| Mining and oil and gas extraction | 19 | 6 | 0 | 0 | 25 | 58 |
| Utilities | 3 | 2 | -1 | -2 | 2 | 35 |
| Construction | 178 | 126 | 1 | 0 | 305 | 4179 |
| Manufacturing | 92 | 47 | -1 | -4 | 134 | 1559 |
| Wholesale trade | -36 | 6 | -8 | 1 | -37 | 2193 |
| Retail trade | 221 | 126 | 17 | -4 | 360 | 3535 |
| Transportation and warehousing | 171 | 104 | 4 | 1 | 280 | 1962 |
| Information and cultural industries | 74 | 24 | 2 | 0 | 100 | 658 |
| Finance and insurance | 73 | 25 | -7 | 4 | 95 | 2577 |
| Real estate and rental and leasing | 369 | 149 | 5 | 1 | 524 | 4358 |
| Professional, scientific and technical services | 534 | 222 | 8 | 4 | 768 | 8558 |
| Management of companies and enterprises | -60 | -6 | -6 | 4 | -68 | 1731 |
| Administrative and support | 165 | -4 | 5 | 0 | 166 | 2038 |
| Educational services | -11 | 18 | 6 | 1 | 14 | 506 |
| Health care and social assistance | 263 | 279 | 5 | 3 | 550 | 2636 |
| Arts, entertainment and recreation | 44 | 3 | 7 | 1 | 55 | 686 |
| Accommodation and food services | 25 | 83 | 6 | 2 | 116 | 1297 |
| Other services | 91 | -219 | 4 | 1 | -123 | 2829 |
| Public administration | 1 | -1 | 0 | -1 | -1 | 13 |
| TOTAL | 2246 | 1010 | 42 | 10 | 3308 | 41851 |

*Statistics Canada, Canadian Business Patterns, June 2012 and June 2013*

### Halton Region:

Halton shows much the same pattern as Peel, although there are a few more pockets of decline amidst otherwise widespread growth. In particular, Wholesale Trade experienced overall decline, though most of it fed by declines among firms with "0" employees. The same can be said of Management of Companies and Enterprises (essentially holding companies), which nonetheless experienced an additional 4 firms with over 100 employees. The decline in Other Services was led entirely by a decrease in private households employing staff on their premises.

Once again, the increases have largely been led by solo operations and firms with 1-19 employees, but Halton also witnessed increases of 42 firms with 20-99 employees and 10 firms with 100 or more employees, distributed among some dozen industries.

## Employment Ontario Data – Profile Of Service Users

### Employment Ontario (EO) data

This year, as part of the annual update of the labour market situation locally, the Ministry of Training, Colleges and Universities made available to workforce planning boards across the province selected data from the Employment Ontario database which contains demographic and outcome information on users of EO services. Workforce planning boards were asked to analyze the data and to consult with EO service providers, in order to identify issues relevant to service delivery locally.

### Background to the data analysis and report on the consultation

This data on program statistics related to Apprenticeship, Employment Service, Literacy and Basic Skills and Second Career for the 2012-13 fiscal year.

The data provided to each Local Board consisted of three sets of data:

- Data at the Local Board level (in the case of the Peel Halton Workforce Development Group, the geography covers Peel and Halton Regions);
- Data at the regional level (in this case, the Central Region, which consists of Peel, Halton, Toronto, Durham, York, Simcoe and Muskoka); and
- Data at the provincial level.

For the purposes of making comparisons, only in the case of data on Employment Services was there a natural context, namely the population of individuals unemployed. In the following tables, comparisons are made between the individuals seeking services to find employment and the unemployed.

Feedback on the actual data from the consultation is reported in italics in this section of the report.

### ES clients

The first relevant data relates to the total number of EO cases closed in the local area. While this does not include all individuals who receive some services from EO agencies, it does provide a measure for comparing the number of individuals assisted in the local area compared to other parts of the province.

Table 13 provides the raw data, as well as some comparisons. The 18,002 cases closed among Peel and Halton EO Employment Service providers represent 9.7% of all cases closed in Ontario during this period. As a measure of comparison, Peel and Halton residents make up 14% of the province's population, and the unemployed in Peel and Halton (for the year 2012) also make up 14% of all Ontario's unemployed. Thus, the share of cases closed is somewhat smaller than the share of total population or of total unemployed.

**Table 13: ES Clients, Number and Percent of all ES Clients; Compared to Total Population**

| | PHWDG | Central | Ontario |
|---|---|---|---|
| **ES Clients** | | | |
| **Number** | 18,002 | 86,826 | 184,947 |
| **As % of Ontario** | 9.7% | 46.9% | 100% |
| **Total Population** | | | |
| **Number** | 1,798,483 | 6,558,301 | 12,851,821 |
| **As % of Ontario** | 14.0% | 51.0% | 100% |
| **Total Unemployed** | | | |
| **Number** | 80,200 | 309,400 | 573,000 |
| **As % of Ontario** | 14.0% | 54.0% | 100% |

*Population figures from StatCan 2011 Census. Unemployed figures from Labour Force Survey, 2012; Central Region is based on sum of Peel, Halton, Toronto, Durham, York Census Division figures, and Barrie CMA. PHWDG is based on sum of Peel and Halton figures.*

From the consultation: There was a view that many individuals simply avail themselves of resources available at the agencies and thus are not counted in the cases open and closed numbers. It was also felt that limited funding for this area in particular reduced how many cases could be opened.

### Clients by Age Group

When comparing the EO client base to the profile of the unemployed by age, the one age category that stands out is youth.

**Table 14: Distribution by age of ES clients and unemployed, PHWDG, Central Region and Ontario**

| Age range | ES Clients | | | All Unemployed | | |
|---|---|---|---|---|---|---|
| | Board | Region | Ontario | Board | Region | Ontario |
| **15-24 years** | 15.6% | 18.6% | 21.1% | 27.1% | 29.0% | 31.7% |

*The figures for the unemployed in Ontario are from the Labour Force Survey for Ontario, 2012, StatCan CANSIM Table 282-0002; figures for the unemployed for the Region and the Board area are from StatCan Labour force estimate by age group, Canada, Province, CMA/CA/CD, 2012.*

*Region estimated unemployed figure is from data for Peel, Halton, Toronto, Durham, York and Barrie CMA.*

*Board estimate is from Peel and Halton Census Division data.*

Youth make up a considerably smaller share of the EO clientele compared to their share of all unemployed, not only locally but across the region and throughout the province.

From the consultation: Youth are less inclined to use services serving adults, they seek their own space and require targeted outreach. Youth are also accessing services and information differently.

### Other Client Characteristics

A few other notable demographic and personal characteristics of Peel and Halton EO clients:

- A sizeable proportion of newcomers and Internationally Trained Professionals (From the consultation: not a surprise);
- A disproportionate small number of visible minorities (From the consultation: there is obvious under-reporting, in large measure because the community is so highly multi-cultural that the notion of a visible minority loses its meaning);
- Much higher proportion of EO clients with post-secondary degrees, especially university degrees, than what is found provincially among EO clients, and also more than their share of the unemployed in the Greater Toronto Area (From the consultation: this is in large part as a result of the many newcomers and Internationally Trained Professionals who use the services).

### Length of time out of employment/training

The ES data identifies how long a client was out of employment or out of training at the time of intake. Table 15 compares this data for ES clients at the Board, Region and Ontario level with the length of time of all unemployed individuals in Ontario for 2012.

**Table 15: Percentage distribution by length of time out of employment/training of ES clients, Board, Region and Ontario, and unemployed individuals, Ontario, 2012**

| | ES Clients 2012-13 | | | Ontario Unemployed |
|---|---|---|---|---|
| | Board | Region | Ontario | |
| Less than 3 months | 43% | 41% | 44% | 60% |
| 3 – 6 months | 17% | 17% | 17% | 17% |
| 6 – 12 months | 15% | 16% | 15% | 15% |
| More than 12 months | 24% | 26% | 24% | 8% |

*ES clients represent significantly fewer people who have been out of employment for less than three months and significantly more people who have been out of employment for more than 12 months. (From the consultation: in some cases, individuals are waiting for their EI to expire before they fully engage in finding employment; in other instances they have been holding out for the best job available. In any instance, the longer a person has been unemployed, the harder it is to connect them with a job, so the disproportion of longer-term unemployed makes it more difficult to assist these individuals.)*

### Outcomes at Exit

The ES data indicates the outcomes at exit for clients. The following table compares the proportions in terms of these outcomes, between the PHWDG area, the Central Region and Ontario. The split in terms of outcomes is virtually identical across all three areas, because agencies are directed to meet certain targets.

**Table 16: ES client outcomes at exit, Board, Region and Ontario**

| | Board | Region | Ontario |
|---|---|---|---|
| Employed | 64% | 64% | 63% |
| Training | 14% | 14% | 15% |
| No outcome | 22% | 22% | 22% |

### Employment outcomes

The ES data provides further details on employment and/or training outcomes. Table 17 takes all the clients that had an "Employed" outcome and further subdivides the outcomes.

**Table 17: ES client employment and training outcomes, Board, Region and Ontario**

| | Board | Region | Ontario |
|---|---|---|---|
| Employed Full Time | 59% | 61% | 58% |
| Employed Part Time | 14% | 16% | 17% |
| Self-employed | 3% | 3% | 3% |
| Both employed and in education | 1% | 1% | 1% |
| Both employed and in training | 1% | 1% | 1% |
| Employed apprentice | 1% | 1% | 1% |
| Employed in area of training/choice | 13% | 11% | 13% |
| Employed in a more suitable job | 4% | 3% | 3% |
| Employed in a prof occupation/trade | 5% | 3% | 3% |

*From the consultation: There was much discussion regarding how these results should be entered, when the menu choice allowed only one response yet the options were not mutually exclusive. The ideal solution would be to provide two menus, one that registered the generic employment outcome (full-time, part-time or self-employed), and another that captured other qualitative aspects of the employment described by the bottom portion of the table.*

### Training and education outcomes

Being a smaller percentage of all outcomes (14%, Table 16), the detailed outcomes under training and education showed only slight variation from the rest of the province. By far the largest outcome in this category is enrolment in Second Career, accounting for 33% of all outcomes under this heading, which represents 4.5% of all closed files.

### Employment outcomes by industry

Table 18 looks at the distribution of EO Employed Outcomes by industry for the Peel Halton Workforce Development Group area (Peel and Halton Regions), the Central Region area (Peel, Halton, Toronto, Durham, York, Simcoe and Muskoka) and Ontario and compares it to the distribution of employed residents for these areas (figures derived from the 2011 National Household Survey), as well as to the distribution of unemployed residents by the industry they are associated with (figures only available at the Ontario level).

Several observations about the data:

- The Retail Trade; Management & Administrative Support; Accommodation & Food Services; and Other Services categories account for a notably higher proportion of EO employed outcomes than their share of local employed residents or those unemployed at the provincial level;
- Educational Services; Professional, Scientific and Technical Services; and Public Administration account for a considerably lower share of EO employed outcomes than their share of local employed residents or those unemployed at the provincial level;
- In Peel and Halton, there are significant variations between the EO employment outcomes and where larger numbers of residents are employed, notably Wholesale Trade as well as Finance and Insurance.

**Table 18: Comparison by industry of distribution of EO Employed Outcomes to employed residents, Board, Region and Ontario, and unemployed residents by industry for Ontario**

| | Board | | Region | | Ontario | | |
|---|---|---|---|---|---|---|---|
| | EO employed outcomes | Employed residents | EO employed outcomes | Employed residents | EO employed outcomes | Employed residents | Unemployed residents |
| Agriculture, forestry, fishing, mining | 0.6% | 0.6% | 0.4% | 0.6% | 2.1% | 2.0% | 2.5% |
| Utilities | 0.3% | 0.6% | 0.3% | 0.8% | 0.3% | 0.9% | 0.5% |
| Construction | 4.0% | 5.4% | 5.2% | 5.7% | 7.2% | 6.1% | 10.1% |
| Manufacturing | 11.0% | 12.6% | 9.9% | 10.0% | 11.1% | 10.4% | 12.3% |
| Wholesale trade | 2.3% | 7.2% | 2.3% | 5.6% | 2.1% | 4.6% | 3.2% |
| Retail trade | 16.6% | 11.3% | 15.8% | 10.9% | 15.5% | 11.1% | 12.6% |
| Transportation and warehousing | 6.1% | 7.7% | 4.2% | 5.0% | 4.5% | 4.7% | 4.1% |
| Finance and insurance | 2.6% | 7.0% | 2.6% | 2.6% | 1.8% | 5.6% | 3.1% |
| Real estate and leasing | 1.5% | 2.2% | 1.5% | 1.5% | 1.3% | 2.0% | 1.4% |
| Professional, scientific and technical | 6.5% | 8.5% | 6.8% | 6.5% | 5.0% | 7.7% | 6.1% |
| Management, administrative support | 15.8% | 4.9% | 13.4% | 4.8% | 12.1% | 4.5% | 9.6% |
| Educational services | 4.4% | 6.2% | 4.5% | 7.1% | 3.8% | 7.5% | 6.8% |
| Health care and social assistance | 8.2% | 8.0% | 10.0% | 9.3% | 9.2% | 10.6% | 4.2% |
| Information, culture and recreation | 4.4% | 4.1% | 5.0% | 5.6% | 4.3% | 4.7% | 6.3% |
| Accommodation and food services | 7.7% | 5.1% | 9.9% | 5.7% | 11.6% | 6.0% | 10.0% |
| Other services | 6.4% | 3.9% | 6.7% | 4.4% | 6.4% | 4.4% | 3.9% |
| Public administration | 1.7% | 4.5% | 1.5% | 4.9% | 1.9% | 7.0% | 3.3% |

*Notes:*

- *Agriculture, forestry, fishing, mining combines two industry sectors: Agriculture, forestry, fishing and hunting and Mining, quarrying, and oil and gas extraction*
- *Management, administrative support combines two industry sectors: Management of companies and enterprises and Administrative and support, waste management and remediation services*
- *Information, culture and recreation combines two industries: Information and cultural industries and Arts, entertainment and recreation*
- *The major industry employment categories under Management, administrative support are: Services to buildings and dwellings (cleaning, landscaping); Business support services (call centres, copy shops); and Employment services (temp agencies)*

*From the consultation: A major portion of the discussion focused on the far higher proportion of EO clients placed in "Management, administrative support":*

- *There was a widespread view that in part this represented misclassification, whereby a person's occupation (management or administrative position) was confused with an industry (Management of companies is largely an industry largely made up of holding companies, while Administrative and Support refers largely to services to businesses and buildings);*

### Overall observations arising from the consultation

Several themes that were not limited to a particular set of data emerged from the consultation:

1. **Data integrity:** In order to ensure the validity of the data, there needs to be a detailed glossary of terms explaining the meaning of various categories and headings, as well as further training regarding data entry and coding;
2. **Deeper probing of outcomes:** It would be more useful to be able to compare outcomes by different demographic characteristics, to identify who is achieving more success, based on what features (education, age, and so on);
3. **Mismatch between clients and jobs:** To some degree, there is a mismatch between the clients who seek out EO Employment Services and the jobs that are available in Peel and Halton, which often involve higher skills expectations. It is not always the case that what is needed is vocational training as much as pre-employment preparations which can help address certain limitations around soft skills.

## Update on 2013 Action Items

### Trend: Lack of Labour Market Information

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| **Priority Issue** | There is a lack of comprehensive, targeted and accessible LMI source for residents, employers, job seekers and those seeking skills upgrading in Peel & Halton. PHWDG, via its LMI site, will address this gap by regularly collecting, updating and sharing new LMI, including: Occupation-specific, job search resources, career planning, reports and forecasts, business announcements etc. |
| **Proposed Actions** | Providing labour market information via PHWDG LMI website that is easy to find and use, is reliable, and current is one way to address this ongoing need. It is a web portal of important LMI information that will be collected, updated on the website and disseminated regularly with its users. |
| **Lead Partners** | Peel Halton Workforce Development Group |
| **Supporting Partners** | Catholic Crosscultural Services, Centre for Education & Training, COSTI Employment Services, Dixie Bloor Neighbourhood Centre, Halton Industry Education Council, Malton Neighbourhood Services, Region of Halton, Region of Peel, Sheridan College |
| **Timelines** | March 2014 |
| **Status:** | **Ongoing:** The LMI website www.workinginpeelhalton.com has been re-launched with updated information. Two LMI newsletters are being issued, one weekly (The LMI Roundup) and one bi-weekly (Peel Halton Insights). The sharing of LMI in this way will continue until December. Marketing efforts include sharing updates using Facebook and Twitter. |

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| **Priority Issue** | The issue of lack of current Labour Market Information has been highlighted consistently at the PHWDG community consultations. |
| **Proposed Actions** | This survey will target Peel Halton employers and will aim for a representative sample, in terms of employee size, industry sector and geographic location. The survey will build on the employer surveys that were undertaken by the PHWDG in the last two years.<br>The data collected from the employers identifies their current and future hiring trends; training needs; hiring challenges; expected retirements; new immigrant hiring trends; as well their perspective on other groups from the community. |
| **Lead Partners** | Peel Halton Workforce Development Group |
| **Supporting Partners** | Boards of trade/chambers of commerce across Peel and Halton; Sheridan College; Halton Region; Peel Region; Human Resources Professionals Association (HRPA); Economic Development Offices in Peel & Halton |
| **Timelines** | June – November 2013 |
| **Status:** | **Ongoing:** The employer survey has being conducted. Close to 400 employers from Peel & Halton across different sectors and employer size have given input to this survey. The data collected is being analysed and a report with findings will be shared extensively with employers and stakeholders before December. |

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| **Priority Issue** | A review of migration characteristics and trends for Peel and Halton. Additionally, understanding commuting pattern data, showing for each geography who commutes into and out of each area. Findings from this research will show what effects migration has on the labour market. |
| **Proposed Actions** | Understand the impact of migratory trends on population growth and decline;<br>Understand migration characteristics; migration by age cohort and type (in-migration; out-migration; intra-provincial; inter-provincial; international);<br>Understand where the jobs are based on commuting patterns; |
| **Lead Partners** | Peel Halton Workforce Development Group; Toronto Workforce Innovation Group; Durham Workforce Authority; Simcoe Muskoka Workforce Development Board; Workplace Planning Board of York Region and Bradford, West Gwillimbury |
| **Timelines** | November 2013 |
| **Status:** | **Ongoing:** An analysis of mobility data, immigration and commuting is underway. A report showcasing migration and mobility for Peel Halton will be completed and shared with the community by December. A comparison to the other workforce planning board geographic areas will be done to highlight any distinct similarities/differences. |

### Trend: Experienced Workers Challenges

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| **Priority Issue** | Front line service agency staff lacks an organized, coherent resource to enable them to direct experienced workers to the most appropriate computer classes and training. |
| **Proposed Actions** | Create a comprehensive list of computer classes and computer training in Peel and Halton and distribute to front line staff in service agencies. |
| **Lead Partners** | Centre for Skills Development and Training |
| **Supporting Partners** | John Howard Society; Dixie Bloor Neighbourhood Centre |
| **Timelines** | July 2013 |
| **Status:** | **Completed:** A resource was created containing a list of computer training services available in Peel and Halton. Front line staff at service agencies will be able to direct experienced workers to appropriate computer training so they may upgrade their skills. |

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| **Priority Issue** | Experienced workers confront multiple barriers when unemployed. It is difficult and time-consuming for workers to find and for agency staff to provide the comprehensive information and multiple resources required. |
| **Proposed Actions** | Building on existing materials from the defunct Experienced Workers Program, assemble a package of resources to better prepare front line staff to deal with the psychological and other practical aspects of job loss. Packages would include reference material on financial needs (EI, OU, credit counseling); medical resources, personal, marital, and mental health counseling, and tools for advisors e.g. sample resumes, cases.<br>Develop and deliver workshops/info sessions and networking events with guest speakers on issues of special interest for experienced workers to inform them and provide support around barriers they face in resume writing for experienced workers, and other essential skills. |
| **Lead Partners** | vpi inc, Mississauga; Centre for Education and Training; COSTI Employment Services |
| **Timelines** | July 2013 |
| **Status:** | **Update:** Lead partners recommend that this project no longer be considered a priority and that it be tabled and re-evaluated at the March 2014 Community Consultation for the following two reasons:<br>1. The Ontario government announced in July 2013 the creation of the Youth Employment Fund dedicated to increasing youth employment. Employment Ontario resources have now been re-directed to that fund leaving little or none for project development.<br>2. The lead partners have noticed their experienced worker clients were more able to find employment albeit at lower levels of pay and responsibility. Clients reported this was a satisfactory alternative to remaining unemployed. |

**Trend: Youth Underemployment**

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| **Priority Issue** | Youth are underemployed yet their use of available employment services has declined. Youth are expressing a preference for digital access to services rather than in-person services. |
| **Proposed Actions** | Invite service providers with an interest in youth employment to participate in focus groups to determine why use of youth employment services has declined, to identify optimal means of coordinating services in order to provide youth with a centralized source of information about supports available to them and to increase youth use of employment services. Hold a summer employment job fair for youth. |
| **Lead Partners** | YMCA Mississauga; YMCA Burlington |
| **Supporting Partners** | John Howard Society; Region of Peel; Halton Multicultural Council |
| **Timelines** | 2013 |
| **Status:** | **Ongoing:** YMCA Burlington has conducted one summer employment fair for youth and YMCA Mississauga has conducted two such fairs. They plan to conduct another youth oriented employment event in October or November, 2013. They are waiting to hear which facilities will be available. |

**Trend: Employer Engagement**

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| **Priority Issue** | Small and medium employers are often challenged to get affordable services and find the right talent. Often it is because they are unaware of the multitude of services that can offer them low cost quality services to address their business needs and assist them in connecting with the right talent. |
| **Proposed Actions** | A marketplace for small medium (SM) employers to learn about business support services that can aid them to accomplish their company goals and find the right talent to support their business needs. This event will bring together credible service providers that cater to the specific needs of the SM business owners and help them piece together their needs. |
| **Lead Partners** | Peel Halton Workforce Development Group; Advantage Mississauga |
| **Supporting Partners** | Sheridan College; ACCES Employment Services; Mississauga Board of Trade; Peel Halton Employers; Mississauga Board of Trade; vpi Inc., Jobskills |
| **Timelines** | May - June, 2013 |
| **Status:** | **Completed:** An event titled, "SOS:Services on a Shoestring" was held on October 3rd attended by over 60 SM employers. The employers received answers to their questions from a panel of specialists in Employment Services; Marketing/ IT; Funding/Banking; Human Resources. Employers then interacted with representatives of numerous support agencies representing the four areas represented by the panelists, where they learned in detail of the services available to them. |

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| **Priority Issue** | Newcomers to Canada (those arriving in the last five years) are a highly educated group; yet are experiencing difficulty finding jobs that suit their education and prior work experience. Employers will face labour shortages and may require assistance in developing effective HR practices to recruit and retain newcomers. |
| **Proposed Actions** | An employer engagement workshop for Peel Halton employers.<br>Several newcomer agency partners will speak to the range of no cost services that employers can tap into for new immigrant recruitment.<br>Best practices will be shared. Employer testimonials will be shared. |
| **Lead Partners** | Peel Halton Workforce Development Group |
| **Supporting Partners** | Sheridan College; Toronto Region Immigrant Employment Council (TRIEC); ACCES Employment Services; Job Skills; Skills for Change; Polycultural Immigrant & Community Services; Newcomer Centre of Peel; Peel Halton Employers |
| **Timelines** | June – November 2013 |
| **Status:** | **Ongoing:** A meeting of all partners is being planned to determine scope of the project as well as to finalize date, venue, and workshop content. This employer engagement workshop will be held between November and March. |

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| **Priority Issue** | Each employer has unique challenges and most lack the time, capacity, or resources to navigate programs and services. Creating a forum as a single point of contact/one-stop shop to respond impartially with dedicated resources and a customized system would better serve employer needs than the current generic approach. |
| **Proposed Actions** | Creation of a centralized table of stakeholders to facilitate creation of a one-stop shop for Peel/Halton employers.<br>Create working groups to conduct a needs assessment among private, public, and not-for-profit organizations to determine which education is meeting needs and whether EO services match needs. |
| **Lead Partners** | triOS College; Mississauga Board of Trade |
| **Supporting Partners** | Centre for Skills Development and Training; Sheridan College; Peel Industry Education Council; Halton Industry Economic Development; Town of Caledon; Peel Halton Workforce Development Group |
| **Timelines** | 2013 |
| **Status:** | **Ongoing:** A new partnership of key economic development organizations was launched in Mississauga (Advantage Mississauga - www.advantagemississauga.com. Its purpose is to better support business, jobs and talent in our community. |

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| **Priority Issue** | There is a need to create a centralized initiatives inventory to which all regions could contribute. Employers could use this single point of contact to learn about and access programs and services. |
| **Proposed Actions** | Creation of a centralized table of stakeholders to facilitate creation of a one-stop shop for Peel/Halton employers.<br>Create working groups to conduct a needs assessment among private, public, and not-for-profit organizations to determine which education is meeting needs and whether EO services match needs. |
| **Lead Partners** | triOS College; Mississauga Board of Trade |
| **Supporting Partners** | Centre for Skills Development and Training; Sheridan College; Peel Industry Education Council; Halton Industry Economic Development; Town of Caledon; Peel Halton Workforce Development Group |
| **Timelines** | 2013 |
| **Expected Outcome** | A centralized team that functions as an impartial connector and facilitates the sharing of information among boards of trade and other organizations. |
| **Status:** | **Ongoing:** Advantage Mississauga launched two new initiatives, Talent Connections and Business Mentoring, to inform businesses about supports available in local Post Secondary institutions and from other business leaders in the community |

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| **Priority Issue** | There is a need to create a centralized initiatives inventory to which all regions could contribute. Employers could use this single point of contact to learn about and access programs and services. |
| **Proposed Actions** | Hold focus groups with employers, boards of trade, sector-specific trade organizations, service agencies and other stakeholders in order to create a centralized initiatives inventory. |
| **Lead Partners** | triOS College; Mississauga Board of Trade |
| **Supporting Partners** | Peel Halton Workforce Development Group; Centre for Skills Development and Training; Sheridan College; Peel Industry Education Council; Halton Industry Economic Development; Town of Caledon |
| **Timelines** | 2013 |
| **Expected Outcome** | Creation of a centralized inventory of initiatives and supports for employers available through a portal |
| **Status:** | • Advantage Mississauga is planning focus groups with employers, Boards of Trade, sector-specific trade organizations, service agencies and other stakeholders in order to create a centralized initiatives inventory.<br>• Advantage Mississauga, will create a centralized initiatives inventory which will be available online at www.advantagemississauga.com. |

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| **Priority Issue** | There is a need for marketing to create awareness of services available and create a dialogue with economic development departments, boards of trade, employers, and individual sectors in local cities in order to more accurately determine and meet their needs. |
| **Proposed Actions** | Contact Economic Development departments in local cities, boards of trade, and employers to arrange to make informational presentations about how to access existing services. |
| **Lead Partners** | Region of Peel; Catholic Crosscultural Services |
| **Supporting Partners** | Economic Development Halton Region ; Peel Halton Dufferin Adult Learning Network; The Centre for Skills Development and Training |
| **Timelines** | 2013 |
| **Status:** | **Ongoing:** Partners continue to collaborate and strengthen relations with boards of trade, local economic development departments and employers from identifiable sectors within Peel and Halton Regions. Developing an effective framework to create awareness of services available in Peel and Halton is a vital component that the partnership is undertaking. Engaging in research and analysis of available resources is ongoing. |

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| **Priority Issue** | There is a need to assemble and organize existing research to efficiently meet sector specific needs and more evidence-based work in applying findings, including the creation of more effective processes for responding to changing needs. |
| **Proposed Actions** | • Review findings of existing employer surveys conducted by Halton Employment, Peel Halton Workforce Development and other stakeholders.<br>• Create panel to review existing research and determine additional information requirements.<br>• Develop research methodology for identifying existing and future unmet needs<br>• Design of nimble tool for redesign of programs that more efficiently respond to changing needs |
| **Lead Partners** | Catholic Crosscultural Services; Peel Poverty Strategy; Peel Halton Dufferin Adult Learning Network; |
| **Supporting Partners** | Centre for Skills Development and Training; Polycultural Immigrant & Community Services; John Howard Society PHD |
| **Timelines** | Q2 – Analyze existing data; Q3 - Identify gaps in required data and develop questions for additional information to be answered in 2014 consultations and/or surveys |
| **Status:** | **Ongoing:** The partnership explored the scope of this priority issue and discussed the methodology and approach that will be used to access studies related to employer needs in Peel and Halton Regions. It was established that the collaboration will devise an integrated approach to analyze findings and identify new emerging sector specific needs. Tasks, timelines and deliverables will be reviewed at an upcoming meeting between stakeholders |

### Trend: Apprenticeship Challenges

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| **Priority Issue** | Apprenticeship remains an under accessed channel through which to seek education and secure stable and lucrative employment. |
| **Proposed Actions** | Develop and deliver train-the-trainer sessions in "Apprenticeship 101" to Employment Ontario service providers and high school guidance counsellors at English & French language Peel and Halton high schools. The website, presentation and training materials are ready-to-go, having been developed as one component of the 2012 PHWDG plan. |
| **Lead Partners** | Apprenticesearch.com; Regulatory bodies for both compulsory and voluntary trades |
| **Supporting Partners** | Job Skills; COSTI Employment Services; Peel Career Assessment Services; Region of Peel |
| **Timelines** | May and November 2013 |
| **Status:** | **Completed:** Two train-the-trainer sessions were held in May, 2013, one each for guidance counsellors and service providers. A resource sheet and hyperlinks to additional information were also created. An additional session may be held in September for guidance counsellors as their turnout was lower than expected at the original session because of timing conflicts with school board activities.<br>At least 36 EO service provider personnel and a number of high school guidance counsellors have been prepared to inform students and clients about employment opportunities in the skilled trades. |

### Trend: Skills Mismatch

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| **Priority Issue** | There is an urgent need to determine the skills employers expect to need in 2018 in order to be able to prepare current high school students to plan their education, training, and careers in alignment with projected skill gaps and talent needs through attrition due to retirement and other anticipated market forces. |
| **Proposed Actions** | Expanding understanding of employers' projected needs and mismatches is a crucial first step in determining the direction and activities educators and other key stakeholders must take. In order to minimize duplication of efforts, avoid employer survey fatigue, and build on existing findings and contacts for the employer survey, targeted questions will be added to the planned 2013 PHWDG annual survey to be administered to those who responded to the initial survey. In addition, raw data from the 2012 Canadian Supply Chain Sector Council report will be reviewed for relevant findings. Face-to-face consultations will also be held with interested employers from the existing PHWDG employer database, employers from partnering agency databases and those contacted in partnership with the Newcomer Centre of Peel's Labour Market Partnership Employer Outreach Task Group. |
| **Lead Partners** | ACCES Employment; Peel Halton Workforce Development Group; Employment Halton; Newcomer Centre of Peel's Labour Market Partnership Employer Outreach Task Group |
| **Supporting Partners** | Labour Community Services Peel; Canadian Supply Chain Sector Council; The Centre for Skills Development and Training; Centre for Education & Training |
| **Timelines** | 2013 |
| **Status:** | **Update:** The lead partners concluded that employees from the majority of organizations are over-burdened with daily duties to the extent that external projects of such scope as this are not feasible. Clients are so varied, so diverse that identification of particular trends in skills mismatch is not possible. |

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| **Priority Issue** | There is a mismatch between the skills employers require and those of applicants for specific jobs. |
| **Proposed Actions** | Locally coordinate a data centre to gather and provide to employers and agencies the precise skills required for individual jobs. To that end, statistics from Industry Canada and other government agencies will be gathered and analysis conducted of the range of employers, sectors, and skilled labourers found in Peel and Halton. Focus groups will be held with Peel/Halton job developers and consultations held with individual employers to determine their needs. |
| **Lead Partners** | Newcomer Centre of Peel |
| **Supporting Partners** | Region of Halton |
| **Timelines** | 2013 |
| **Status:** | **Update:** The two partners concluded that due to the scope of the questions posed and the research that would be required the project would not be feasible to undertake. |

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*This Employment Ontario project is funded by the Ontario government.*

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