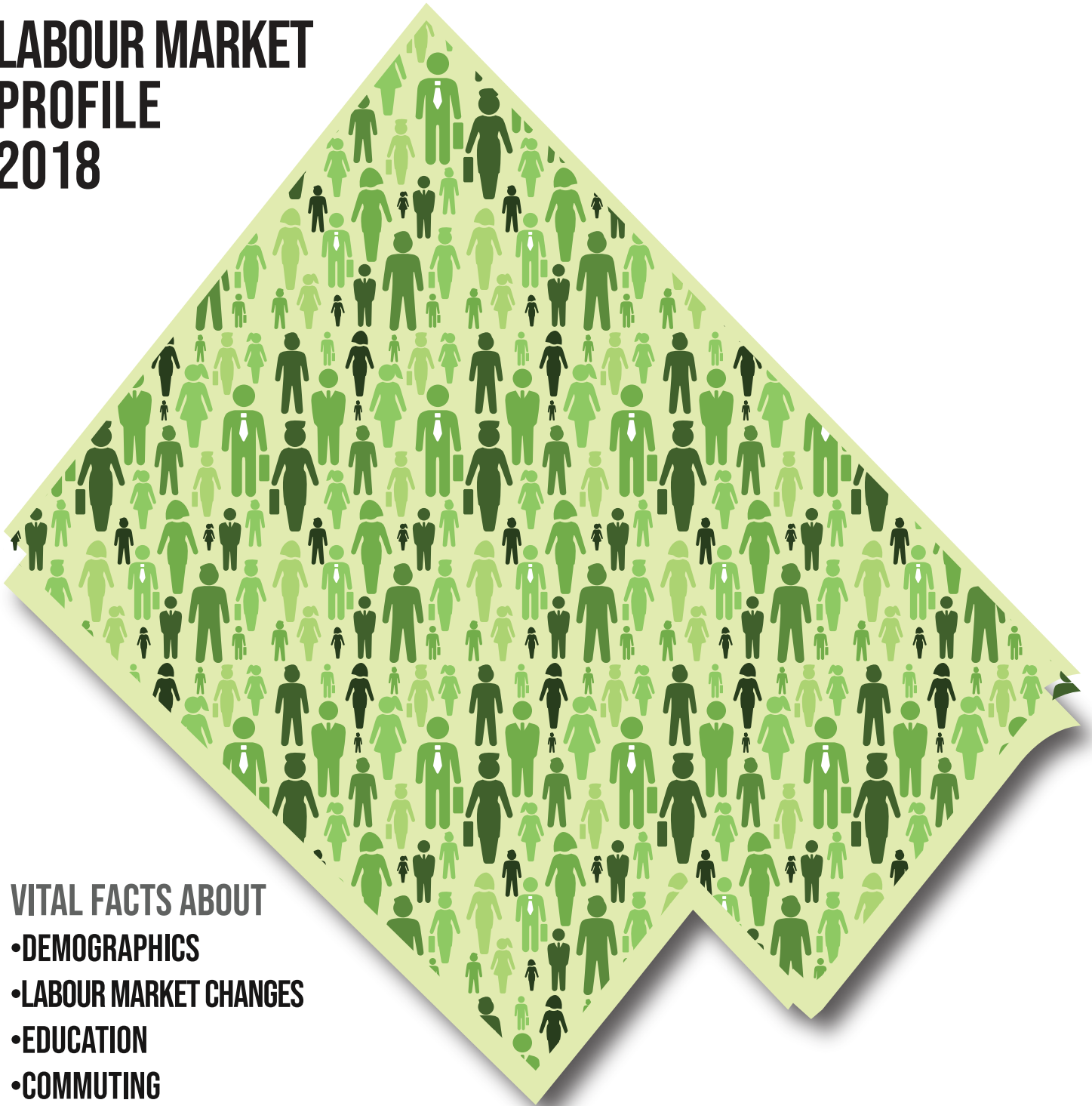


REGION OF HALTON

HALTON HILLS

LABOUR MARKET PROFILE 2018



VITAL FACTS ABOUT

- DEMOGRAPHICS
- LABOUR MARKET CHANGES
- EDUCATION
- COMMUTING

OUTLINE FOR LABOUR MARKET BACKGROUNDER

BACKGROUNDER FOR TOWN OF HALTON HILLS

INTRODUCTION

This background information of labour market data has been prepared by the Peel Halton Workforce Development Group, the local workforce planning board for Peel and Halton, one of 26 such boards covering the province and funded by the Government of Ontario.

There have been separate backgrounders prepared for each region, Peel and Halton, and for each municipality in each of those regions.

Our desire in making such information available is to contribute relevant and local data that will enhance discussions about policy options that affect local residents and local employers, particularly with respect to the topics of employment, workforce development and economic development.

DEMOGRAPHICS

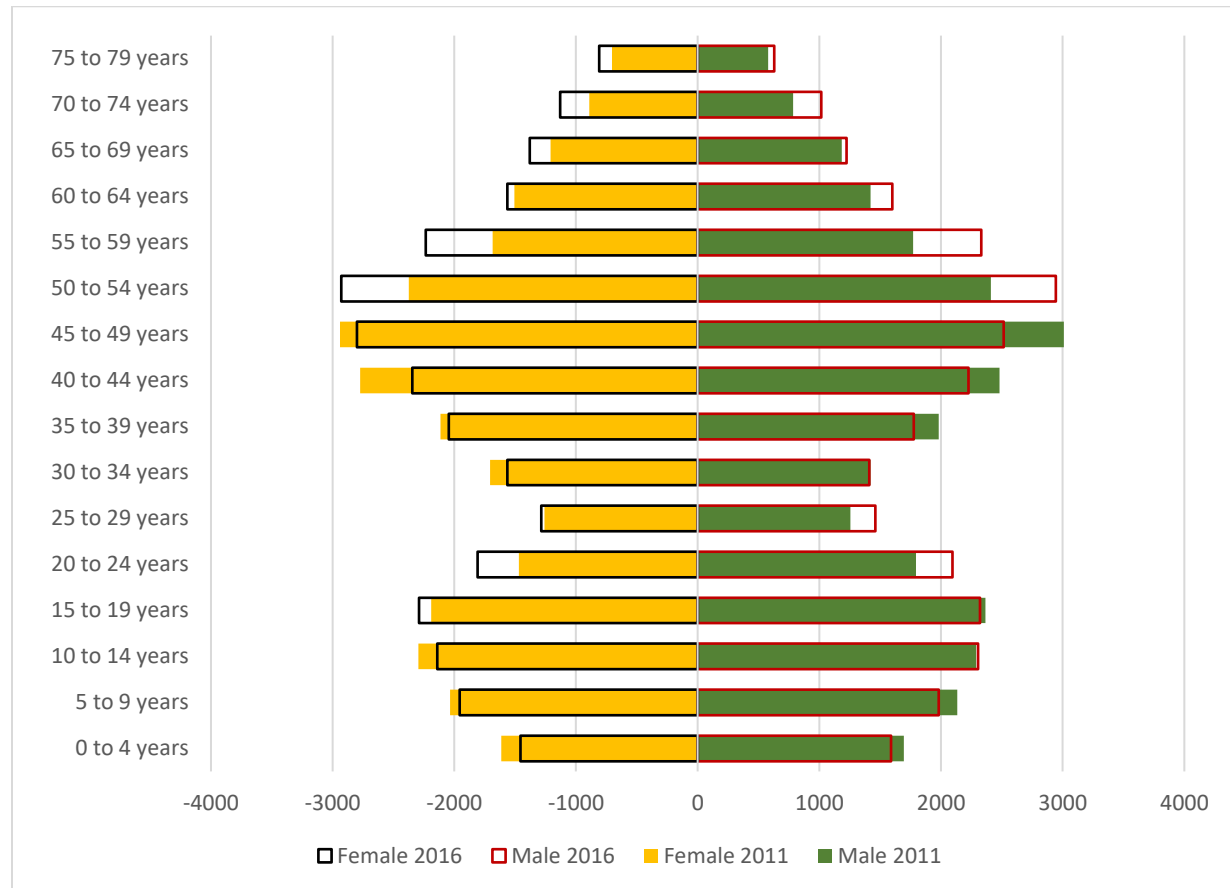
Population. At the time of the most recent 2016 Census, Halton Hills had a total population of 61,161 residents, an increase of 3.6% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

Chart 1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a red outline (on the left) represent the figures for males in 2016, by age group;
- The bars with a black outline (on the right) are females in 2016;
- The green-filled bars (on the left) are males in 2011;
- The yellow-filled bars (on the right) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 50 to 54 years old – this represents the tail end of Generation X. The second bulge, around ages 15 to 19 years old, represents Gen Z, the first generation born with easy access to internet, and often associated with being tethered to technology. One can see from the chart that compared to 2011 there has been some growth among some age groups.

Chart 1: Population distribution by age and gender, 2011 and 2016, Halton Hills



Immigration. Immigration represents an important source of population growth in Halton Hills. Overall, close 16% of the Halton Hills population was born outside of Canada. Table 1 shows the percentage distribution of Halton Hills residents by Canadian-born and by period of immigration.

Table 1: Percentage distribution, Canadian-born and immigrants by period of immigration, Halton Hills Region, 2016

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
84%	8%	3%	2%	2%	1%

LABOUR MARKET

Employed Halton Hills residents by place of work and by industry. Table 2 provides the numbers for where Halton Hills residents are employed and their distribution by industry. At the time of the 2016 Census, there were 33,860 employed Halton Hills residents. Of these, 8% worked from home, 11% had

no fixed workplace (that is, their work took them to different places, for example, cleaners), 18% commuted to a regular workplace in Halton Hills and 61% commuted to a regular workplace outside Halton Hills. There was also a small proportion, around 2%, who worked outside of Canada, not shown in the table. The columns show the distribution by industry for each of these categories.

Table 2: Employed Halton Hills residents, by place of work and by industry, 2016

	ALL EMPLOYED RESIDENTS	Work at home	No fixed workplace address	Commute to Halton Hills	Commute outside Halton Hills
HALTON HILLS EMPLOYED RESIDENTS	100%	8%	11%	18%	61%
ALL INDUSTRIES	33,860	2,600	4,915	8,755	22,065
Agriculture, forestry, fishing	360	4%	1%	2%	0%
Mining and oil and gas extraction	85	0%	0%	1%	0%
Utilities	185	0%	0%	0%	1%
Construction	2,715	7%	36%	3%	3%
Manufacturing	4,435	6%	4%	13%	16%
Wholesale trade	2,355	7%	7%	3%	8%
Retail trade	3,965	5%	4%	23%	12%
Transportation and warehousing	2,135	3%	8%	5%	7%
Information and cultural industries	645	4%	2%	1%	2%
Finance and insurance	1,540	7%	1%	2%	6%
Real estate and rental and leasing	710	6%	2%	2%	2%
Professional, scientific, technical	2,575	22%	5%	4%	8%
Management of companies	95	0%	0%	0%	0%
Administrative and support	1,435	7%	12%	3%	3%
Educational services	2,820	2%	6%	8%	9%
Health care and social assistance	2,490	10%	4%	8%	8%
Arts, entertainment and recreation	685	3%	2%	3%	2%
Accommodation and food services	1,615	0%	2%	11%	4%
Other services	1,285	6%	4%	5%	3%
Public administration	1,730	1%	3%	3%	6%

0% means that when rounding the number, it made up less than half a per cent of the total.

Manufacturing employs the largest number of Halton Hills residents (4,435), with Retail Trade following behind (3,965), and Educational Services coming in third closely (2,820).

Jobs in Halton Hills. The jobs in Halton Hills represent jobs with a fixed workplace located in Halton Hills, including those working at home. Together, around 26% of Halton Hills residents work in these jobs, while residents from surrounding municipalities commute to Halton Hills for jobs as well. Table 3 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in Halton Hills by number of jobs are Retail Trade, Manufacturing, and Health Care and Social Assistance. Meanwhile, Manufacturing in Ontario is a very large industry at 11%, but ranks 3rd after Retail Trade and Health Care and Social Assistance at 12% respectively of the total jobs.

Table 3: Number and distribution of jobs by industry in 2016

	Number	% share	Number	% share
TOTAL	20,440	100%	5,867,270	100%
Agriculture, forestry, fishing	350	2%	88,440	2%
Mining and oil and gas extraction	140	1%	24,700	0%
Utilities	70	0%	43,790	1%
Construction	870	4%	213,400	4%
Manufacturing	3,260	16%	624,260	11%
Wholesale trade	1,000	5%	238,330	4%
Retail trade	4,140	20%	707,530	12%
Transportation and warehousing	850	4%	232,090	4%
Information and cultural industries	230	1%	153,450	3%
Finance and insurance	540	3%	358,800	6%
Real estate and rental and leasing	360	2%	124,440	2%
Professional, scientific, technical	1,350	7%	497,780	8%
Management of companies	0	0%	11,420	0%
Administrative and support	680	3%	222,870	4%
Educational services	1,410	7%	460,690	8%
Health care and social assistance	1,820	9%	680,120	12%
Arts, entertainment and recreation	560	3%	119,330	2%
Accommodation and food services	1,360	7%	420,400	7%
Other services	890	4%	257,000	4%
Public administration	550	3%	388,420	7%

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status. Halton Hills residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically required of the jobs they are employed in, there are some notable discrepancies, particularly among various sub-populations.

The share of employed Halton Hills residents by each of the population groups profiled in this section is listed in Table 4.

Table 4: Share of employed Halton Hills residents by gender and visible minority status, 2016

Females	Males	Visible minorities	Non-visible minorities
39%	61%	6%	94%

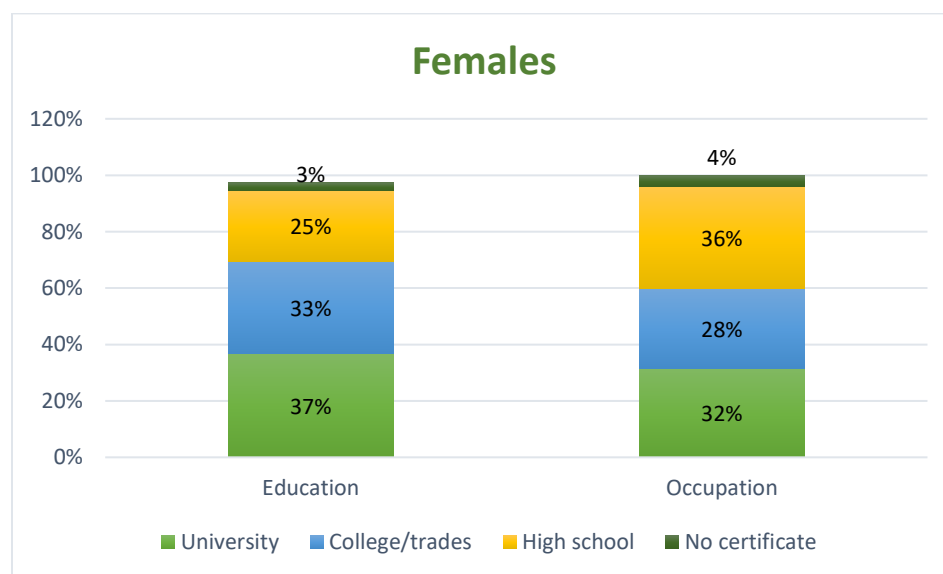
In the following charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor's degree or higher

Similarly, the occupations these residents are employed in can be sorted into four skill levels:

- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

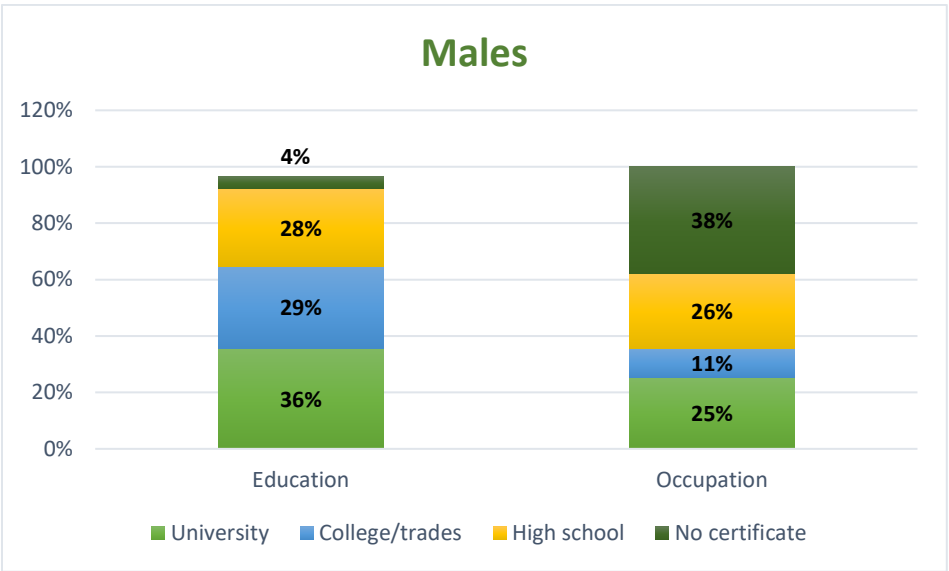
Chart 2: Education levels and skill levels of occupations of employed female Halton Hills residents, 2016



Among employed Halton Hills females (Chart 2), 37% have a university degree, while 32% work in a job that requires a university degree. The proportions are nearly the same in terms of college diplomas and trade certificate and the corresponding employment, while 40% of females work in jobs that require a high school diploma or less.

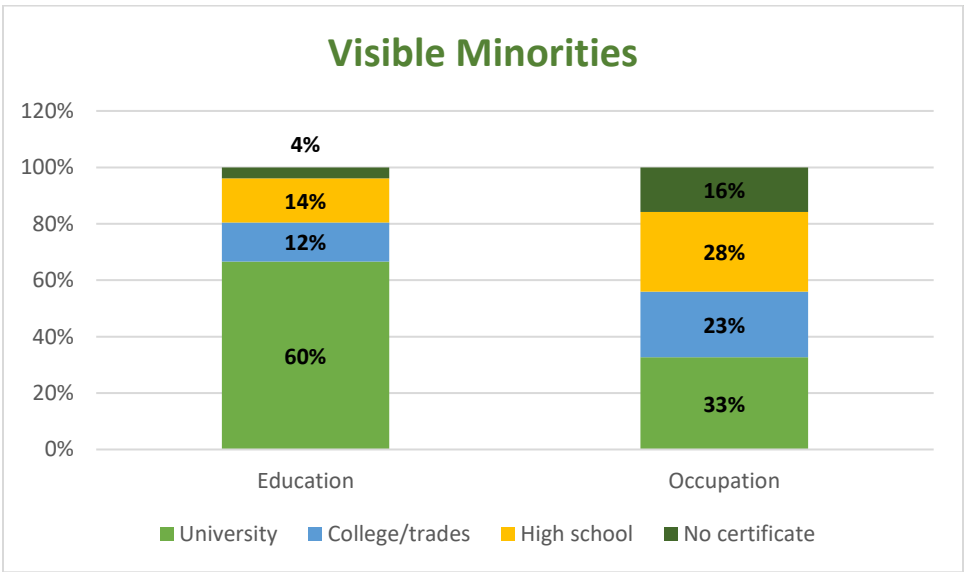
In comparison, employed Halton Hills males have slightly lower levels of university completion than females and the proportion of males in jobs requiring a university degree is lower compared to that of females (Chart 3). Overall, there is a greater mismatch for all the other levels of education among males and the skill levels of the jobs they are employed in.

Chart 3: Education levels and skill levels of occupations of employed male Halton Hills residents, 2016



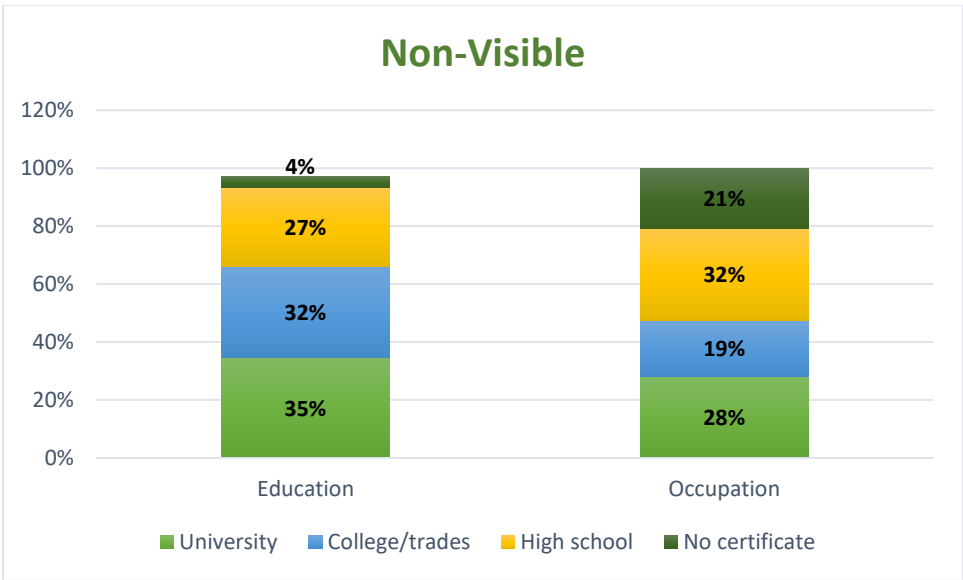
Halton Hills visible minorities have especially high levels of educational attainment, with 60% holding a university degree, while only 33% work in jobs that require a university degree (Chart 4). On the other hand, 34% work in occupations that require a high school diploma or less. This likely reflects the challenges that some highly educated immigrants face in finding jobs that match their schooling.

Chart 4: Education levels and skill levels of occupations of employed visible minorities Halton Hills residents, 2016



Non-visible minorities have somewhat relatively high levels of university completion and are employed in a lower proportion in jobs requiring a College or Trades certificate or diploma (Chart 5).

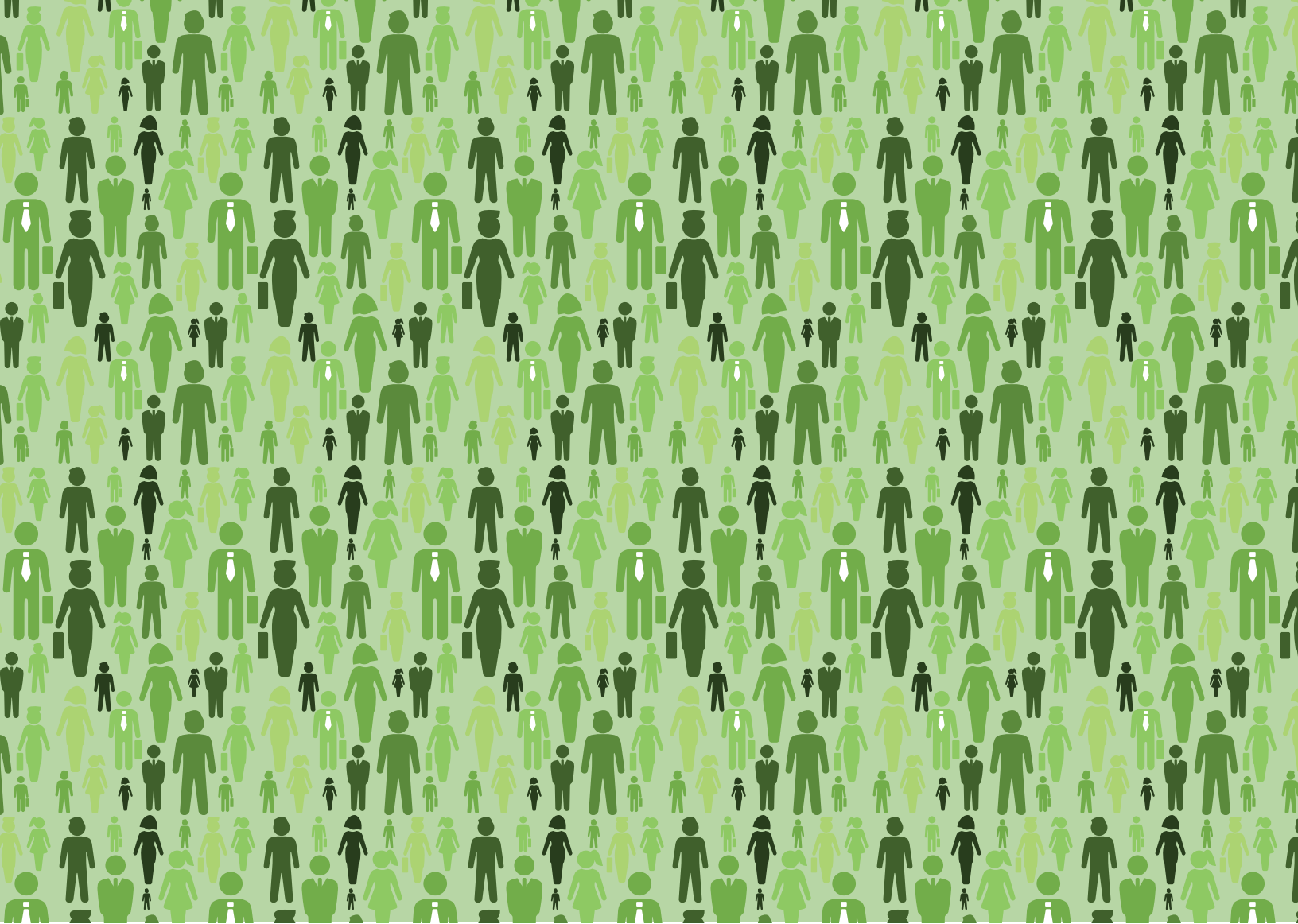
**Chart 5: Education levels and skill levels of occupations of employed non-visible minorities
Halton Hills residents, 2016**



Commuting. The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table 5 shows, in this category 33% travel to work in Halton Hills while another 23% travel to Mississauga and 13% travel to Brampton. In total, around 2,460 Brampton residents commute to Halton Hills.

Table 5: Commuting patterns between Halton Hills and neighbouring regions

COMMUTING FROM HALTON HILLS TO			COMMUTING TO HALTON HILLS FROM		
	Number	%	%	Number	
TOTAL	27,020	100%	100%	17,410	TOTAL
Halton Hills	8775	32%	14%	2460	Brampton
Mississauga	6235	23%	7%	1255	Mississauga
Brampton	3500	13%	7%	1240	Milton
Toronto	2950	11%	3%	545	Guelph
Milton	1945	7%	3%	455	Erin



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