

**REGION OF HALTON**

# HALTON REGION

## LABOUR MARKET PROFILE 2018



### VITAL FACTS ABOUT

- DEMOGRAPHICS
- LABOUR MARKET CHANGES
- EDUCATION
- COMMUTING

# OUTLINE FOR LABOUR MARKET BACKGROUNDER

## BACKGROUNDER FOR HALTON REGION

### 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.

The first part of this backgrounder provides data, together with some commentary to clarify its meaning. The second part of the backgrounder identifies some relevant policy ideas that emerge from the data.

### DEMOGRAPHICS

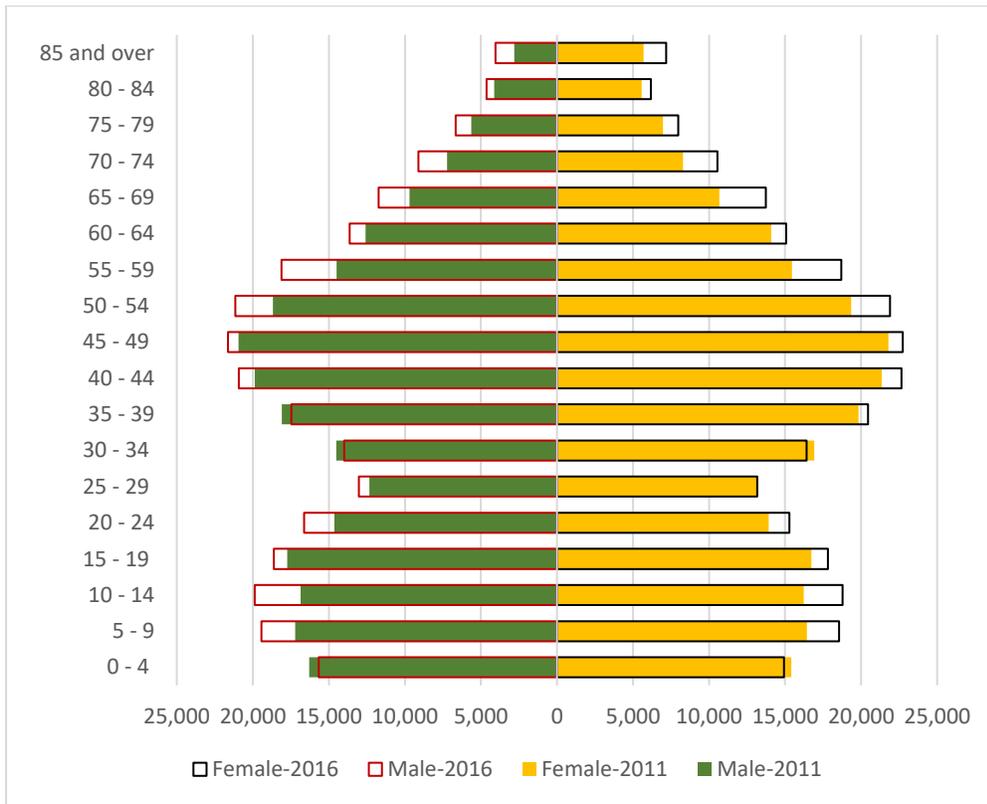
**Population.** At the time of the most recent 2016 Census, Halton Region had a total population of 548,435 residents, an increase of 9.3% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

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 orange-filled bars (on the right) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 40 to 54 years old – this represents the peak of the Baby Boom generation. The second bulge, around ages 10 to 19 years old, represent the children of the Baby Boom generation, in this case the tail end of the Millennial generation. One can see from the chart that compared to 2011 there has been consistent growth among all age groups, as well as growth among those aged 20 to 14 years old.

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



**Immigration.** Immigration represents a significant source of population growth in Halton Region. About 30 % of the Halton population was born outside of Canada. Table 1 shows the percentage distribution of Halton residents by Canadian-born and by period of immigration.

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

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
<b>70%</b>	<b>9%</b>	<b>3%</b>	<b>6%</b>	<b>8%</b>	<b>4%</b>

## LABOUR MARKET

**Employed Halton residents by place of work and by industry.** Table 2 provides the numbers for where Halton residents are employed and their distribution by industry. At the time of the 2016 Census, there were 284,770 employed Halton residents. Of these, 9% worked from home and another 9% had no fixed workplace (that is, their work took them to different places, for example, cleaners), 39% commuted to a regular workplace in Halton Region and 41% commuted to a regular workplace outside Halton Region.

There was also a small proportion of residents, 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 residents, by place of work and by industry, 2016**

	ALL EMPLOYED RESIDENTS	Work at home	No fixed workplace address	Commute to Halton	Commute outside Halton
<b>HALTON EMPLOYED RESIDENTS</b>	<b>100%</b>	<b>9%</b>	<b>9%</b>	<b>39%</b>	<b>41%</b>
<b>ALL INDUSTRIES</b>	284,770	25,670	26,710	112,535	117,530
Agriculture, forestry, fishing	1,355	1%	0%	1%	0%
Mining and oil and gas extraction	645	0%	0%	0%	0%
Utilities	1,810	0%	1%	0%	1%
Construction	15,930	4%	28%	3%	4%
Manufacturing	27,410	5%	4%	11%	11%
Wholesale trade	17,640	8%	5%	5%	7%
Retail trade	32,560	6%	5%	19%	7%
Transportation and warehousing	13,035	2%	9%	3%	6%
Information and cultural industries	7,890	4%	2%	2%	4%
Finance and insurance	22,905	8%	2%	4%	13%
Real estate and rental and leasing	6,935	7%	2%	2%	2%
Professional, scientific, technical	29,730	30%	8%	6%	11%
Management of companies	1,130	0%	0%	0%	1%
Administrative and support	11,095	6%	11%	3%	3%
Educational services	23,435	3%	7%	10%	8%
Health care and social assistance	26,650	7%	6%	11%	9%
Arts, entertainment and recreation	5,290	3%	2%	2%	1%
Accommodation and food services	15,775	1%	2%	10%	3%
Other services	10,180	5%	3%	5%	3%
Public administration	13,355	1%	0%	4%	6%

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

Retail Trade employs the largest number of Halton residents (32,560), with Professional Scientific and Technical Services following closely behind (29,730), and Manufacturing coming in third (27,410).

**Jobs in Halton.** The jobs in Halton represent jobs with a fixed workplace located in Halton Region, including those working at home. Together, around 39% of Halton residents work in these jobs, while residents from surrounding municipalities commute to Halton for these jobs as well. Table 3 highlights the number of these jobs, their percentage distribution by industry and the percentage change in the number of these jobs between 2011 and 2016.

The three largest industries in Halton by number of jobs are Manufacturing, Retail Trade and Transportation & Warehousing. While the number of jobs in Halton grew by 11.9% between 2011 and 2016, the growth rate varied. Among larger industries, Health Care and Social Services Construction, Retail Trade, Transportation and Warehousing, Professional Scientific and Technical Services, Accommodation & Food Services posted double-digit percentage increases. Information & Cultural Industries, Wholesale Trade and Public Administration experienced declines in the number of local jobs. Some industries that have a small employment base can generate an unusually high growth rate (such as Management of Companies, Mining and oil and gas extraction).

**Table 3: Number and distribution of jobs by industry in 2016, and percentage change between 2011 and 2016**

	Number	% share	% change
<b>TOTAL</b>	233910	100%	11.9
<b>Agriculture, forestry, fishing</b>	1595	1%	-3.9
<b>Mining and oil and gas extraction</b>	400	0%	26.9
<b>Utilities</b>	1165	0%	-3.7
<b>Construction</b>	8755	4%	15.5
<b>Manufacturing</b>	32830	14%	7.6
<b>Wholesale trade</b>	14960	6%	-0.7
<b>Retail trade</b>	33395	14%	16.3
<b>Transportation and warehousing</b>	8185	3%	22.1
<b>Information and cultural industries</b>	4555	2%	-5.2
<b>Finance and insurance</b>	11445	5%	10.5
<b>Real estate and rental and leasing</b>	5150	2%	18.1
<b>Professional, scientific, technical</b>	21145	9%	13.7
<b>Management of companies</b>	525	0%	50.0
<b>Administrative and support</b>	8415	4%	13.7
<b>Educational services</b>	17510	7%	16.8
<b>Health care and social assistance</b>	23525	10%	26.8
<b>Arts, entertainment and recreation</b>	5000	2%	6.1
<b>Accommodation and food services</b>	16330	7%	14.5
<b>Other services</b>	10185	4%	3.2
<b>Public administration</b>	8835	4%	-0.9

**Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.**

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

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

Females	Males	Visible minorities	Non-visible minorities
48%	52%	23%	77%

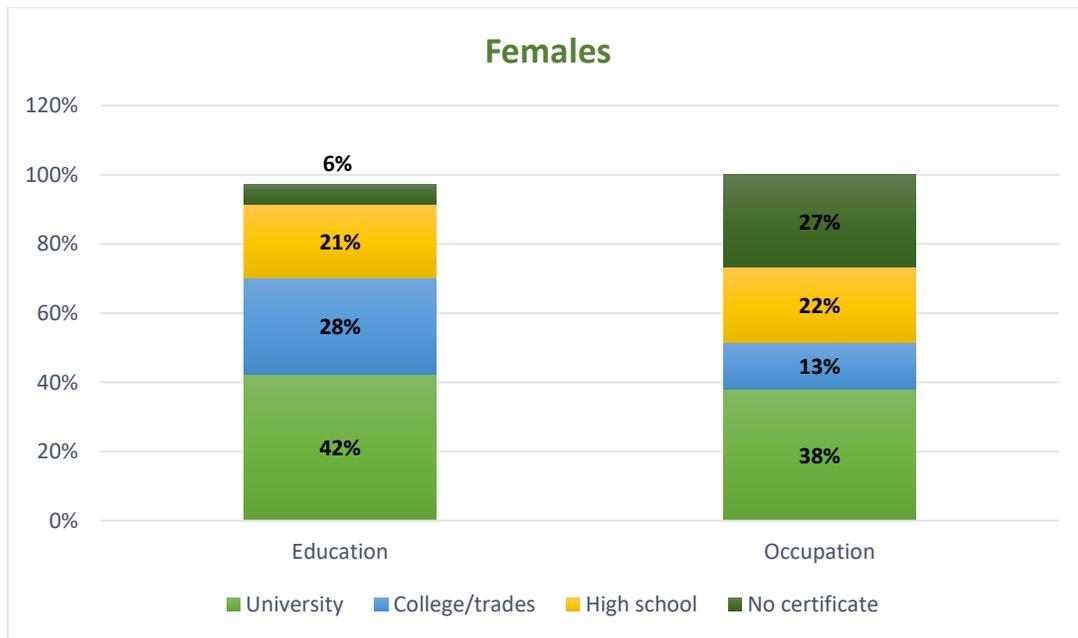
In the following charts, the education levels are represented by four categories:

- 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 residents, 2016**

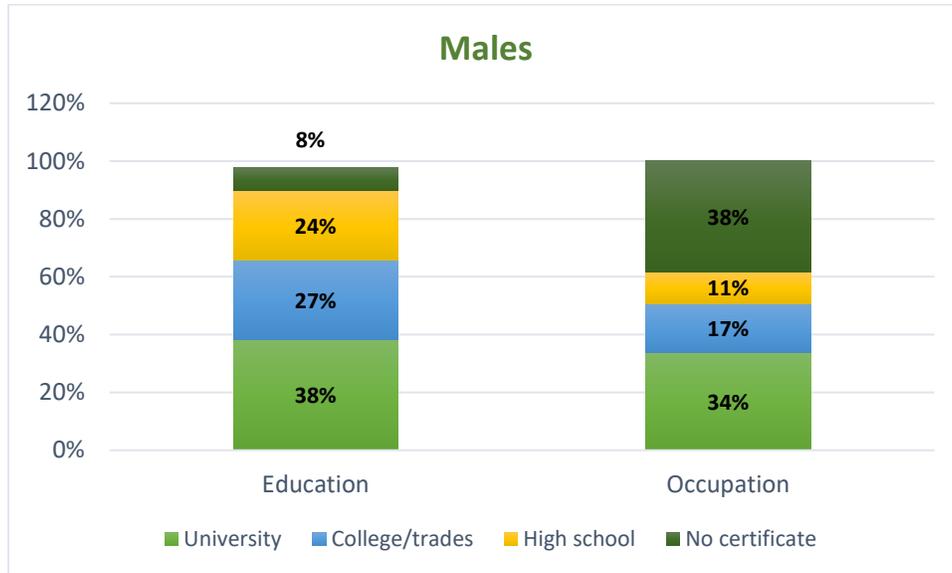


Among employed Halton females (Chart 2), 42% have a university degree, while 38% work in a job that requires a university degree. The proportions are not equivalent in terms of college diplomas and trade certificate and the corresponding employment, and a larger proportion of females work in jobs that require a high school diploma or less.

In comparison, employed Halton males have somewhat lower levels of university completion than females, while the proportion of males in jobs requiring a university degree is almost the same as that of females (Chart 3). Overall, there is a mismatch between the levels of education among males and the

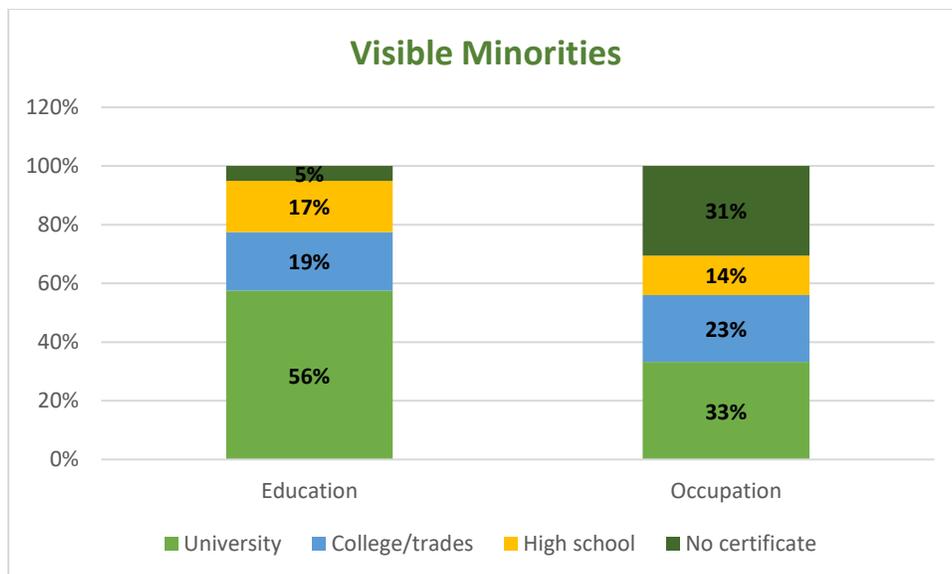
skill levels of the jobs they are employed in for the other categories.

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



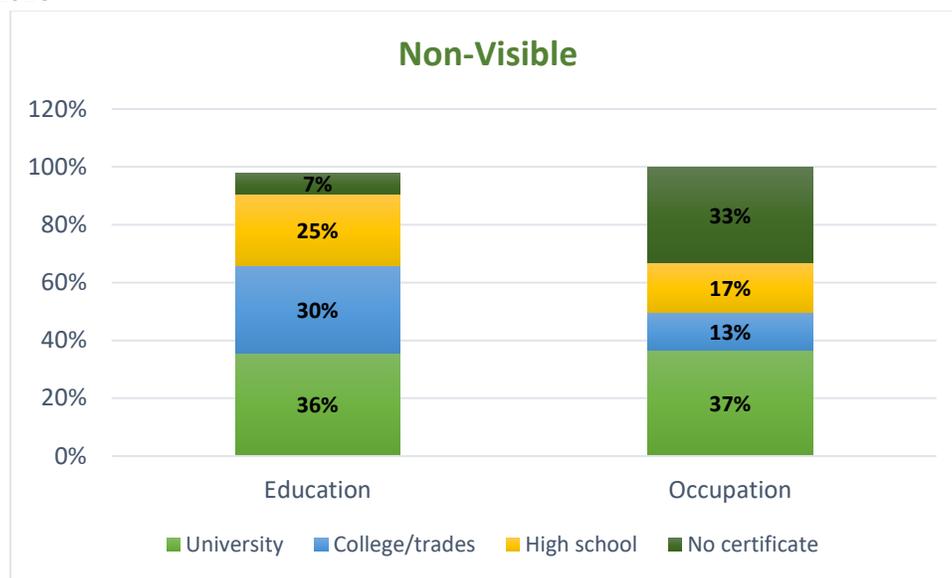
Halton visible minorities have especially high levels of educational attainment, with 56% holding a university degree, while almost 19% possess a college diploma or a trades certificate (Chart 4). On the other hand, closer to half (45%) work in occupations that require a high school diploma or less. This likely reflects the challenges that many highly educated immigrants face in finding jobs that match their schooling.

**Chart 4: Education levels and skill levels of occupations of employed visible minority Halton residents, 2016**



Non-visible minorities are employed in a slightly larger proportion in jobs requiring a university degree and a smaller proportion in jobs that require a collage or trades certificate. (Chart 5).

**Chart 5: Education levels and skill levels of occupations of employed non-visible minority Halton 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 49% travel to work in Halton while another 24% travel to Peel. In total, around 55,050 Halton residents commute to Peel, and in return around 30,430 Peel residents commute for work to Halton.

Far more Hamilton residents (35,700) than Peel residents travel to Halton for their daily commute.

**Table 5: Commuting patterns between Halton and neighbouring regions**

COMMUTING FROM HALTON TO			COMMUTING TO HALTON FROM		
	Number	%	%	Number	
<b>TOTAL</b>	230,415	100%	100%	207,910	<b>TOTAL</b>
<b>Halton</b>	112,535	49%	49%	11,2535	Halton
<b>Peel</b>	55,050	24%	17%	35,700	Hamilton
<b>Toronto</b>	38,150	17%	15%	30,430	Peel
<b>Hamilton</b>	11,825	5%	4%	7,565	Toronto
<b>York</b>	4,220	2%	3%	6,125	Niagara

## **SOME THEMES TO SUPPORT A BETTER FUNCTIONING LABOUR MARKET IN HALTON REGION**

Overall, Halton residents have high levels of educational attainment and there exist a fair number of jobs that require a higher level of skills. However, employers often complain that they have difficulty finding job candidates with the right skills, while many residents with higher levels of education are working in jobs that require no more than a high school diploma.

The answer to this puzzle is to ensure that how we link individuals to jobs works on behalf of everyone and that each part of our labour market system contributes to the preparation of skilled workers and the provision of quality jobs.

This means the following:

- Our schools (especially high school and post-secondary institutions) need to ensure that what they teach is relevant to today's labour market; this requires communication with employers and providing students with experiential learning opportunities to acquire the right soft skills;
- Our employment programs need to ensure that individuals are also prepared with those workplace habits that employers require: good communication skills, motivation, ability to take direction, and the ability to stay on task in one's work;
- Those employment programs helping immigrants to Canada need to help translate the knowledge and experience gained overseas into the Canadian context; this means teaching newcomers about Canadian workplace culture and providing newcomers to exposure to how the Canadian workplace functions;
- Our employers need to support the ability of the labour market system to provide them with the best job candidates, by providing insights to our educational institutions and employment services, by articulating their skill needs, by offering opportunities for youth and newcomers to gain workplace experience and by practicing effective human resources management that builds the skills of their employees.

Much of this is already happening, thanks to the quality of our schools, employment services and employers. But to broaden these best practices requires a high level of cooperation across the various stakeholders, between educational institutions, employment services and employers. Municipal governments have an important role to play in encouraging that cooperation, by convening meetings and encouraging partnerships.

The Peel Halton Workforce Development Group also aims to play that facilitating role, by providing timely labour market information and by bringing together partnerships to address our local labour market challenges, for the betterment of our residents, our employers and our local economy.



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