

REGION OF PEEL

PEEL REGION

LABOUR MARKET PROFILE 2018



VITAL FACTS ABOUT

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- EDUCATION
- COMMUTING

OUTLINE FOR LABOUR MARKET BACKGROUNDER

BACKGROUNDER FOR PEEL 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

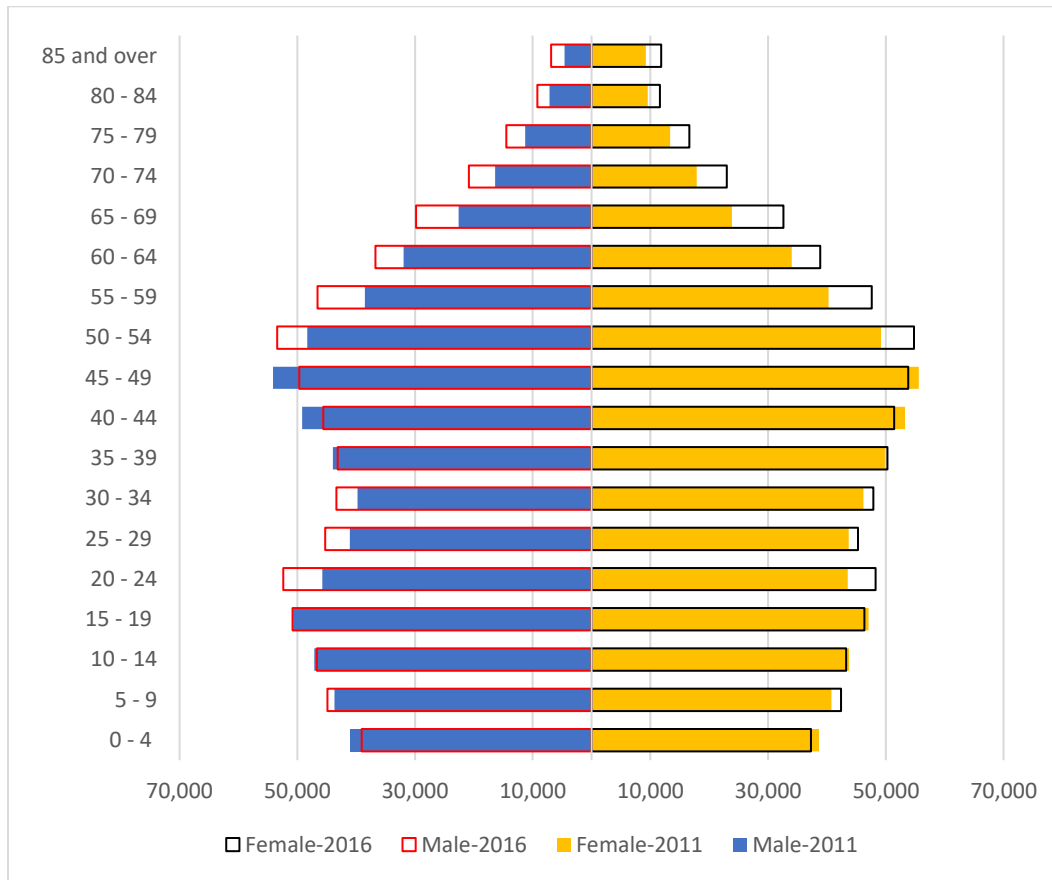
Population. At the time of the most recent 2016 Census, Peel Region had a total population of 1,381,739 residents, an increase of 6.5% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

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 blue-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 50 to 54 years old – this represents the peak of the Baby Boom generation. The second bulge, around ages 20 to 24 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 above the age of 50, as well as growth among those aged 20 to 34 years old.

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



Immigration. Immigration represents a significant source of population growth in Peel Region. Overall, a little over half of the Peel population (53%) was born outside of Canada. Table 1 shows the percentage distribution of Peel residents by Canadian-born and by period of immigration.

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

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
47%	10%	7%	12%	16%	7%

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Employed Peel residents by place of work and by industry. Table 2 provides the numbers for where Peel residents are employed and their distribution by industry.

At the time of the 2016 Census, there were 691,470 employed Peel residents. Of these, 6% worked from home, 12% had no fixed workplace (that is, their work took them to different places, for example, cleaners), 52% commuted to a regular workplace in Peel Region and 30% commuted to a regular workplace outside Peel Region. There was also a small proportion, around 0.7%, 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 Peel residents, by place of work and by industry, 2016

	ALL EMPLOYED RESIDENTS	Work at home	No fixed workplace address	Commute to Peel	Commute outside Peel
PEEL EMPLOYED RESIDENTS	100%	6%	12%	52%	30%
ALL INDUSTRIES	691,470	38,225	83,895	356,940	207,805
Agriculture, forestry, fishing	2,005	1%	0%	0%	0%
Mining and oil and gas extraction	760	0%	0%	0%	0%
Utilities	2,910	0%	0%	0%	1%
Construction	42,045	5%	26%	3%	4%
Manufacturing	86,505	4%	4%	14%	15%
Wholesale trade	40,065	6%	3%	7%	5%
Retail trade	79,715	6%	5%	15%	9%
Transportation and warehousing	67,255	6%	20%	10%	5%
Information and cultural industries	16,770	4%	2%	2%	3%
Finance and insurance	45,800	8%	2%	5%	11%
Real estate and rental and leasing	14,915	7%	2%	2%	2%
Professional, scientific, technical	58,260	27%	6%	6%	10%
Management of companies	1,750	0%	0%	0%	0%
Administrative and support	37,485	6%	12%	5%	4%
Educational services	40,835	3%	5%	7%	6%
Health care and social assistance	57,320	6%	5%	8%	10%
Arts, entertainment and recreation	8,650	2%	1%	1%	2%
Accommodation and food services	38,825	1%	3%	7%	5%
Other services	26,295	6%	4%	4%	4%
Public administration	23,305	1%	2%	3%	5%

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 Peel residents (86,505), with Retail Trade following closely behind (79,715), and Transportation & Warehousing coming in third (67,255).

Jobs in Peel. The jobs in Peel represent jobs with a fixed workplace located in Peel Region, including those working at home. Together, around 58% of Peel residents work in these jobs, while residents from surrounding municipalities commute to Peel 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 Peel by number of jobs are Manufacturing, Retail Trade and Transportation & Warehousing. While the number of jobs in Peel grew by 5.8% between 2011 and 2016, the growth rate varied. Among larger industries, Construction, Transportation & Warehousing, and Accommodation & Food Services posted double-digit percentage increases. Wholesale Trade, Information & Cultural Industries, 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).

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

	Number	% share	% change
TOTAL	608,830	100%	5.8%
Agriculture, forestry, fishing	1,715	0.3%	-11.4%
Mining and oil and gas extraction	615	0.1%	19.4%
Utilities	2,605	0.4%	6.1%
Construction	20,865	3.4%	25.2%
Manufacturing	86,270	14.2%	0.1%
Wholesale trade	48,135	7.9%	-11.7%
Retail trade	75,010	12.3%	5.7%
Transportation and warehousing	66,090	10.9%	13.9%
Information and cultural industries	17,070	2.8%	-4.0%
Finance and insurance	33,220	5.5%	7.8%
Real estate and rental and leasing	12,685	2.1%	0.7%
Professional, scientific, technical	49,400	8.1%	8.7%
Management of companies	2,180	0.4%	190.7%
Administrative and support	28,200	4.6%	9.2%
Educational services	38,145	6.3%	11.6%
Health care and social assistance	45,050	7.4%	11.7%
Arts, entertainment and recreation	5,735	0.9%	21.5%
Accommodation and food services	33,020	5.4%	16.2%
Other services	21,680	3.6%	7.1%
Public administration	21,140	3.5%	-7.7%

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status. Peel 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 Peel residents by each of the population groups profiled in this section is listed in Table 4.

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

Females	Males	Visible minorities	Non-visible minorities
47%	53%	59%	41%

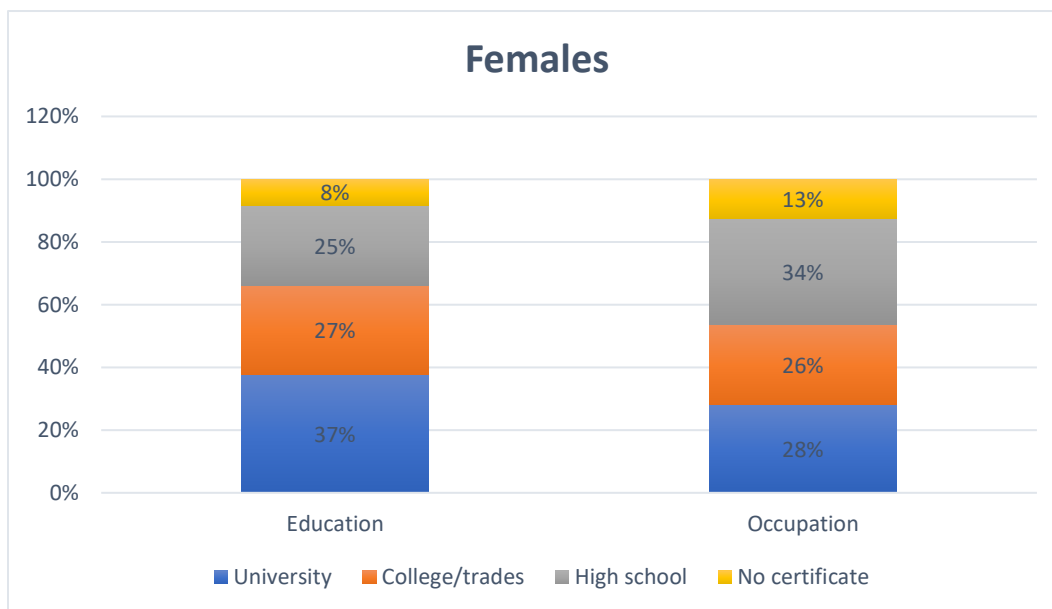
In the following charts, the education levels are represented by four categories:

- 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:

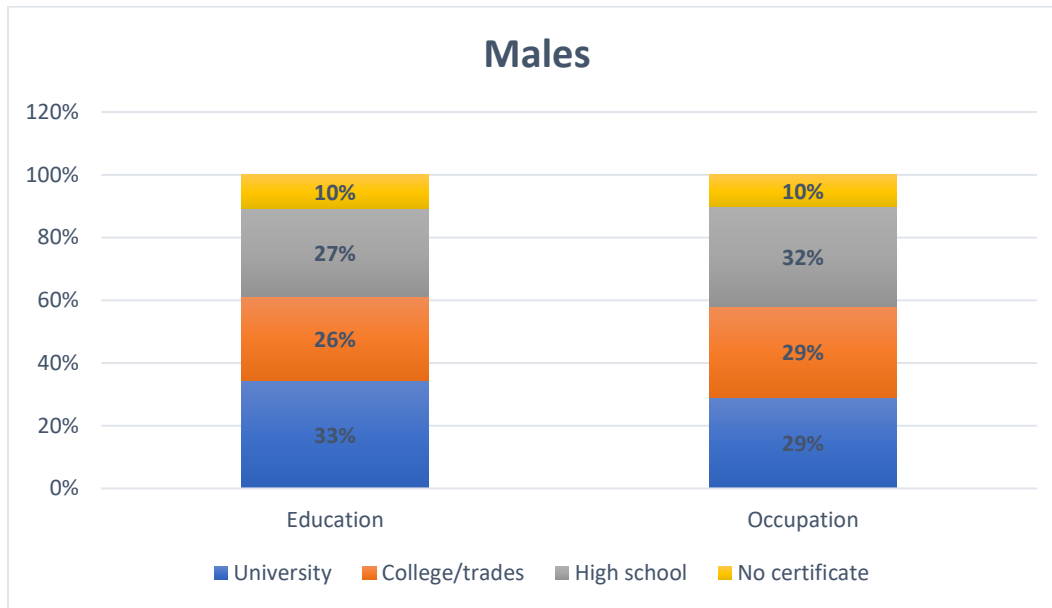
- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

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



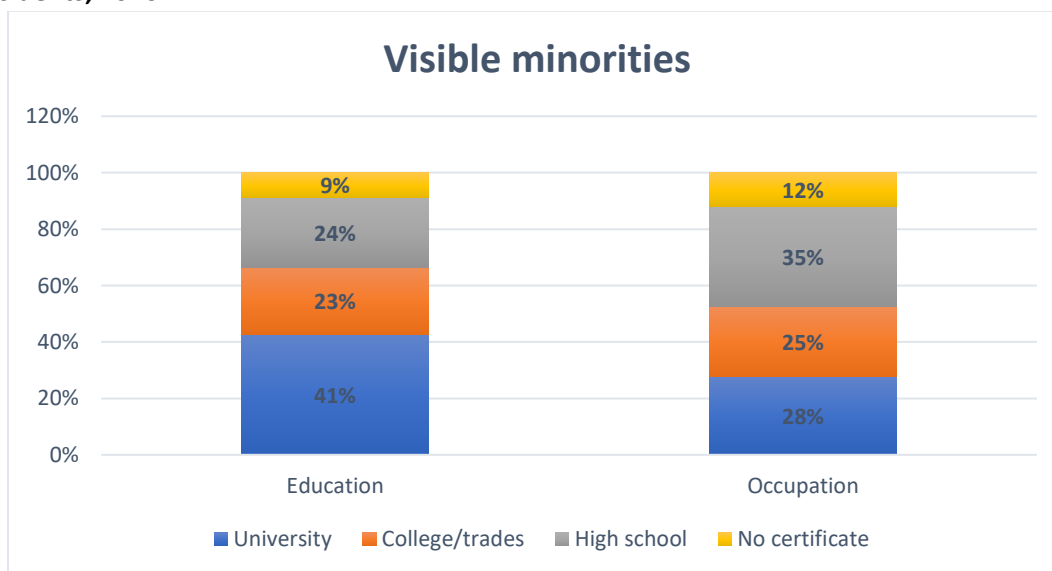
Among employed Peel females (Chart 2), 37% have a university degree, while 28% work in a job that requires a university degree. The proportions are equivalent in terms of college diplomas and trade certificate and the corresponding employment, while a larger proportion of females work in jobs that require a high school diploma or less. In comparison, employed Peel 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 greater match between the 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 Peel residents, 2016



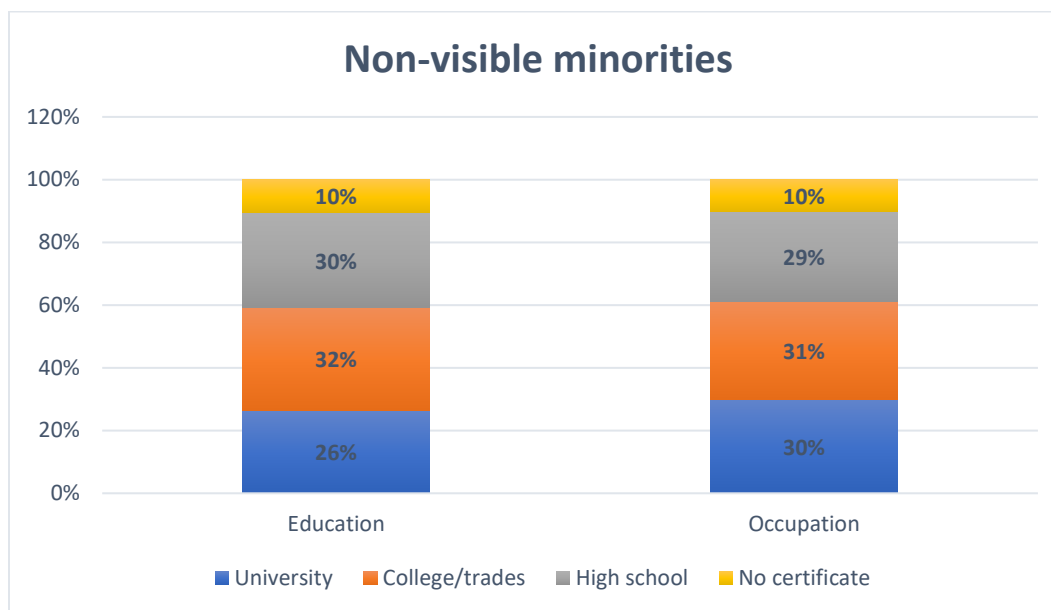
Peel visible minorities have especially high levels of educational attainment, with 41% holding a university degree, while almost another quarter (23%) possess a college diploma or a trades certificate (Chart 4). On the other hand, almost half (47%) work in occupations that require a high school diploma 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 Peel residents, 2016



Non-visible minorities have somewhat lower levels of university completion, though they are employed in a slightly larger proportion in jobs requiring a university degree (Chart 5).

Chart 5: Education levels and skill levels of occupations of employed non-visible minority Peel 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 63% travel to work in Peel while another 23% travel to Toronto. In total, around 130,000 Peel residents commute to Toronto, and in return around 78,000 Toronto residents commute for work to Peel.

Roughly an equal amount travel to York and Halton, but far more Halton residents (55,050) than York residents (28,260) travel to Peel for their daily commute.

Table 5: Commuting patterns between Peel and neighbouring regions

COMMUTING FROM PEEL TO			COMMUTING TO PEEL FROM		
	Number	%	%	Number	
TOTAL	563,505	100%	100%	569,385	TOTAL
Peel	356,940	63%	63%	356,940	Peel
Toronto	130,280	23%	14%	78,470	Toronto
York	32,820	6%	10%	55,050	Halton
Halton	30,430	5%	5%	28,260	York

SOME THEMES TO SUPPORT A BETTER FUNCTIONING LABOUR MARKET IN PEEL REGION

Overall, Peel 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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