SOLVING LOCAL LABOUR MARKET CHALLENGES:
Building Flourishing Communities Together

Peel Halton Local Employment Planning Council
Community Labour Market Plan
Phase 1: 2016-2017 Report

Peel Halton Workforce Development Group

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Ontario

TABLE OF CONTENTS

A NOTE FROM PEEL HALTON LOCAL EMPLOYMENT PLANNING COUNCIL

The past two years have been full with transformations and excitement for the Peel Halton Workforce Development Group (PHWDG) as we were selected to be one of the eight pilot Local Employment Planning Councils (LEPC) across Ontario. This has involved moving offices, hiring staff, setting up an enhanced governance structure and adopting a new mandate.

The Peel-Halton LEPC was very fortunate to have the support and leadership of the Region of Peel and Halton Region as core partners on the project. The support of regional partners, among the Community Planning Table members has been instrumental to the success of the work that LEPC has undertaken. Additionally, a big thank you to the PHWDG's Board of Directors for a source of support and encouragement in allowing us to be a LEPC pilot.

PHWDG, as the backbone to the LEPC, has worked closely with its community partners and broadened the tent to include more experts and voices that continuously shape and strengthen the work of the LEPC. In Phase 1, the LEPC brought innovations such as the Talent Hub and Systems Mapping and infused the sector with local research and data that is now being used to inform the work of many of our partners.

The Peel-Halton LEPC is committed to working with diverse local groups to ensure enhanced service coordination and seamless access to services that will accelerate employment, access to training, information, and resources. To achieve this, integrated local planning and increased knowledge about our changing labour markets is a key component of LEPC's role.

This report is an introduction and summary of the activities that LEPC Phase 1 undertook and will give you a sense of Peel Halton's direction and focus. This report is divided into two distinct parts: Part 1, that includes a review of all nine Phase 1 deliverables and their impacts in our communities and Part 2, which showcases new employment data and in-depth analysis.

The LEPC project successfully delivered on its mandate during Phase 1 and we are very excited that we were given an extension to build on the work undertaken during the first phase. We look forward to having a greater impact on the many issues identified by our communities and hope that our work together, will lead to a more robust and vibrant workforce in Peel & Halton!

Raluca Lazar
LEPC Chair, Central Planning Table

Shalini da Cunha
Executive Director, PHWDG

PART 1:
LEPC PROJECTS

COMMUNITY PLANNING TABLE (CPT) MEMBERS

Chair: Raluca Lazar	Program Manager, The Centre for Skills Development & Training
***Andreea Madaras*	Human Resources Business Partner, TFI International
**Ankur Handoo*	Manager, CIBC
***Anu Datta*	Service Manager, Service Canada
***Clifford Hennig-Pereira*	Senior National Manager, Recruitment, Advice Centre, Royal Bank of Canada
David Suess	Director, Manufacturing Skills Centre, Canadian Manufacturers & Exporters
Dima Amad	Director, Programs and Services, Brampton Multicultural Community Centre
Fernanda Soukas	Citizen Services Specialist, Service Canada
**Frank Camarda*	Analyst, Labour Market and Socio-Economic Information Directorate, Service Canada
Harry Bezruchko	Regional Program Manager, Central Region, Ministry of Advanced Education and Skills Development
**Headley Bent*	Supply Chain Professional, Purolator Inc.
Irene Mota	Academic Consultant, Pathways & Transitions, Dufferin Peel Catholic District School Board
**James McKay*	President & Founder, The Avleca Group Inc.
Jim McDowell	President – PRLC, Peel Region Labour Council
Jocelyn Chadwick	Supervisor, Employment Services, Halton Region
**Joe Valvasori*	Housing Initiatives Advisor, Halton Region
***Joseph Jeremy*	CEO, Niscon
Kelly Waters	Program Supervisor, Community & Social Services, Ontario Disability Support Program
***Kerri Hagerman*	Resource Teacher, Peel District School Board
Matthew Rempel	Associate Dean, Student Affairs, Sheridan College
Mike DiFilippo	Academic Consultant, OYAP, Dufferin Peel Catholic District School Board
**Paul Lewkowicz*	Specialist, Strategic Planning - Human Services, Region of Peel
Peter Hawkins	Managing Director / Controller, MELLOHAWK Logistics
Richard Pinnock	Sr. Manager, Diversity & Inclusion, Walmart Canada Corp.
**Salam Akhtar*	Director, Supply Chain and Customer Services, Jarden Consumer Solutions
Sandra Dolson	Economic Development Officer, Strategic Initiatives, Town of Caledon
**Sandra Welch*	Advisor, Employment Transformation Strategic Initiatives, Human Services, Region of Peel
Shalini da Cunha	Executive Director, Peel Halton Workforce Development Group
**Sue Sadler*	Vice President, Services & Program Development, ACCES Employment
***Susan Amatangelo*	Service Manager, Service Canada
Susan Lazar	Manager- Social Services, Halton Region

Please note “*” indicates member no longer on the CPT and “**” indicates member joined CPT during Phase 2

LOCAL EMPLOYMENT PLANNING COUNCIL PEEL HALTON

Employment Planning Councils provide communities with the expertise and local labour market information to improve coordinated planning of employment and training services while meeting community needs. The Peel Halton Workforce Development Group (PHWDG) was established in 1996 as a not-for-profit community-based organization working to develop solutions to local labour market needs and issues.

In spring 2015, the provincial Ministry of Advanced Education & Skills Development (formerly Ministry of Training, Colleges and Universities) released a call for proposals to develop eight Local Employment Planning Council (LEPC) pilot sites intended to advance local workforce planning. The PHWDG is a LEPC pilot site and is in the process of creating, collaborating and learning about the needs and solutions to Peel Halton's local labour market experiences.

The LEPC is a hub connecting employers, different levels of government, service providers, trainers and other local partners to facilitate awareness of current labour market conditions and promote discussion to find targeted, relevant, need-based employment and training solutions for our community.

The LEPC objectives are to:

- Collect and disseminate local labour market knowledge;
- Address identified local labour market challenges and opportunities;
- Improve service coordination among local service providers; and
- Support integrated local planning of EO and non-EO services

These objectives are accelerated using the following five focus areas:

A. Labour Market Information and Intelligence
B. Integrated Planning
C. Service Coordination for Employers
D. Research and Innovation
E. Sharing Best Practices and Promising Approaches

OUR APPROACH

To facilitate lasting and meaningful change, LEPC is committed to a process that involves the full representation of as many stakeholder groups as possible. Through a Collective Impact Framework, LEPC can help identify solutions to complex problems in our community. Collective Impact is rooted in the belief that 'no single policy, government department, organization or program can tackle or solve the increasingly complex social problems we face as a society.'

LEPC engages multiple partners from a variety of sectors and asks them to work towards a common agenda, shared measurement and alignment of efforts. Unlike collaboration or partnership, Collective Impact initiatives have a centralized infrastructure – known as a backbone organization – with dedicated staff whose role is to help participating organizations shift from acting alone to acting in concert.

OUR VALUES

Our values are at the heart of everything we do and drive us forward to achieve excellence.

- Respect: This embodies honesty, integrity, truth, trust, sincerity and respect for diversity.
- Clarity: This includes consistency, efficiency, and relevance.
- Collaboration: This can be elaborated as cooperation, community support, teamwork, grassroots involvement, relevance, responsiveness, fulfillment, prosperity, and learning.
- Innovation: This involves creativity, flexibility, adaptability, and initiative.

PARTNERS

Partners form an essential component of the work of LEPC. Partners shape, accelerate, and strengthen the work as the activities identified to further LEPC deliverables resonate with the partners involved. The issue of employment is cross-sectorial and many different partners are vested in seeing stronger processes, data, and initiatives succeed.

With this in mind, the Peel Halton LEPC, as a collaborative backbone, has engaged a diverse cross-section of partners as it recognizes that to excel at its deliverables; it needs the thoughts, experiences, expertise, and efforts of a collective to have a collective impact. The table below outlines the partners engaged with Peel Halton LEPC in Phase 1.

Table 1: Partners engaged in Peel Halton LEPC – Phase 1

Sector	Engaged in CPT	Engaged in working groups	Engaged in consultations	Engaged in a specific deliverable (e.g., survey)
Employers	✓	✓	✓	✓
Funders	✓	✓	✓	
Employment Ontario Employment Services (EO ES)	✓	✓	✓	✓
Job Seekers			✓	✓
Literacy & Basic Skills		✓	✓	✓
Economic Development Offices	✓	✓	✓	✓
Non EO Employment Services	✓	✓	✓	✓
Ontario Works	✓	✓	✓	✓
Regional Municipalities	✓	✓	✓	✓
Ontario Disability Support Program	✓	✓	✓	✓
Industry Associations	✓	✓	✓	✓
Business Associations	✓	✓	✓	✓
Sector Councils	✓	✓	✓	✓

OUR LEARNINGS

In line with the objectives set out, LEPC dedicated itself to a series of deliverables whose goals were twofold: a) deliverables that expanded local labour market information, and b) deliverables that engaged local stakeholders in processes that strengthened local networks (by making connections) and that enhanced local collaboration and gave those invested, a platform to create localized problem solving.

Our learnings from the LEPC pilot fit two broad themes:

- Process learnings: the learnings that occur through dialogue with stakeholders and co-creating tools and solutions for the employment system.
- Content learnings: the learnings that occur through high level of detail in localized labour market information; by far the greatest need is for data, analysis and explanation of workforce practices of employers.

FACT

In 2005, PHWDG created NCON – the NewComer Organizations Network to support the needs of newcomers and providers that support early settlement. The Network shares new trends, data, and resources to empower providers in understanding and addressing their clients' needs. LEPC has been continuing to support the Network in ongoing conversation and dialogue so to ensure the success of newcomers in Peel and Halton is a shared responsibility.

PROCESS LEARNINGS

Increasing awareness through **Interactive System Maps**

Stakeholders have expressed a gap in awareness of employment services, for both Employment Ontario-funded and non-Employment Ontario-funded organizations across Peel and Halton regions. The maps are being used to engage funders in conversations, highlighting communities in Peel and Halton that may be underserviced. Localized strategies are being developed to address these gaps for residents.

Interactive system maps create visual descriptions of the employment services sector for Peel and Halton regions. The maps support stakeholders in understanding:

- Where employment services are
- Assets in communities across Peel and Halton
- The demographic makeup and landscape of communities they serve
- Gaps and potential areas of duplication

These maps promote collaboration between agencies and services while also supporting agencies in better planning and outreach. Providers gain a deeper understanding of the demographics in their local areas, such as the unemployment rate and the low income of job seekers.

The maps are being shared with the following preliminary list of stakeholders:

- LEPC CPT members
- LEPC working group members
- Employment networks, advisory groups, industry specific groups
- Region of Peel and Halton Region employment tables

Interactive maps encourage much-needed stakeholder discussions regarding future skill needs, opportunities to support diverse communities, and potential areas of alignment amongst providers. Conversation and dialogue are leading to local solutions that can meet the needs of and close the gaps experienced by residents.

PROCESS LEARNINGS:

Collaboration in Practice through the **Talent Hub Pilot**

Past PHWDG consultations, pre-LEPC, with employment services and employers have consistently highlighted that employers lack the time and resources to learn about employment programs and services that would better enable them to tap into talent and financial incentives.

Employment Ontario Employment Services (EO ES) offers a range of employment and training services suited to meet the needs of job seekers and employers. Despite efforts to raise awareness of these offerings and how they can help employers achieve their hiring and training goals, there is consistently a large number of employers that are unaware of these services.

In response, the Talent Hub was developed in collaboration with ten EO ES providers and Region of Peel Ontario Works to co-create a seamless, no-wrong door, coordinated approach to respond to employer needs. The Hub provides a point of access to a broad range of supports customized and adapted for the employer including training, information on financial incentives, literacy supports and a platform to access qualified job seekers from a variety of EO service providers. The end goal of the Hub is to adapt its services to the needs of the employer and provide a sophisticated and coordinated service model.

The Talent Hub addresses this gap and provides a "one-stop-shop" or a single point of access to employers looking for talent. Employers that engage in the Talent Hub instantly have access to a broad network of employment service providers that can provide them with the information, services, and resources they can benefit from – be it training, incentives or qualified job seekers.

EO service providers are also able to extend their reach to a broader pool of employers, many that they would not have access to without the LEPC Talent Hub. Through the Hub, service providers access a job-sharing platform to help them find suitable candidates from the broader network, for jobs that otherwise may have remained unfilled. Service providers also benefit from increased opportunity to place clients.

There are a number of experienced and expected benefits associated with the piloting of a Talent Hub including:

- an increase in employers' awareness of employment and training services;
- an increase in EO ES making relationships with employers, improved employer participation rates in employment and training programs;
- improvement in rates of service coordination amongst local service providers, increased awareness of areas of alignment, and gaps and duplications in the system.

A hub also supports and provides the foundation for integrated planning.

Job seekers also gain access to more job opportunities and thus increase their likelihood of getting more interviews. With more interview experience, job seekers also increase their interview skills and confidence – leading to a higher likelihood of obtaining a job.

LEPC shares the jobs posted on the Talent Hub, not only with the above eleven agency partners formally involved in this pilot, but also with:

- other EO ES providers outside the pilot network
- non-EO Employment agencies that cater primarily to new immigrants,
- Ontario Works Employment Assistance (OW-EA),
- Ontario Disability Supports Program – Employment Supports (ODSP-ES).

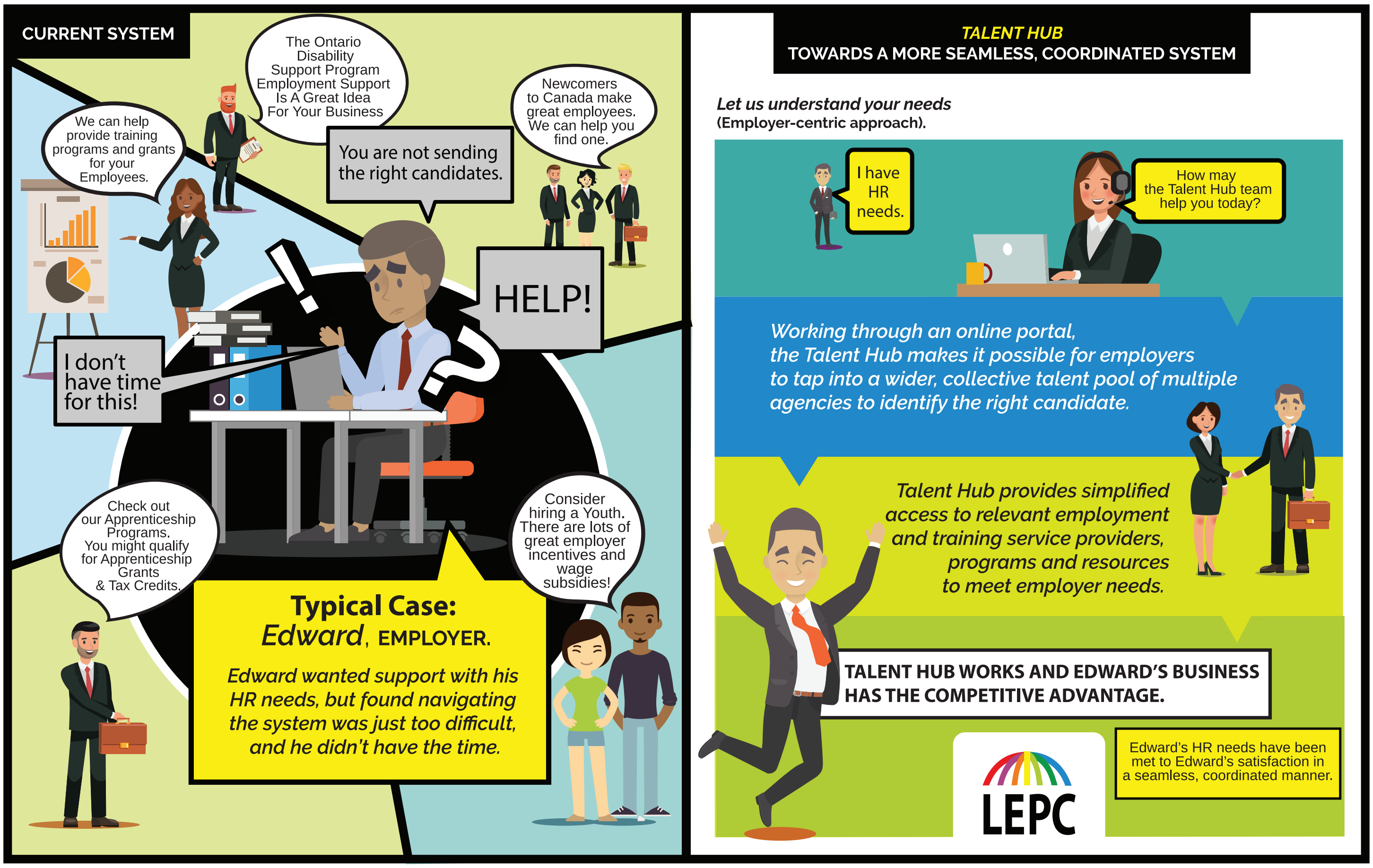
This facilitates service coordination across the broader employment and training services provider network.

> *"The Peel Halton Local Employment Planning Council (LEPC) has been instrumental in connecting us with a multitude of key community organizations and stakeholders. Their efforts have helped us broaden our outreach and recruitment efforts in the Peel/Halton region. I've had a very positive experience working with the LEPC team and I look forward to continuing to work with them to make mutually beneficial connections with stakeholders in the community.*
>
> *- Rachna Pahwa-Regional Recruiter, Ministry of Community Safety & Correctional Services*

Talent Hub Pilot Partners

ACCES Employment
Caledon Community Services
Centre for Education and Training
COSTI Immigrant Services
Family Services of Peel
Job Skills
Peel Career Assessment Services
Region of Peel – Ontario Works
Sheridan College Community Employment Services
The Centre for Skills Development & Training
YMCA of Hamilton/Burlington/Brantford

TALENT HUB
HIRE TALENT. HIGHER SUCCESS.



> *I had a fantastic experience dealing with the LEPC Talent Hub for hiring Customer Service Agents. Given the urgency to fill the positions, ACCES representative promptly scheduled a Job Fair that attracted a large number of candidates from multiple Employment Service Providers and we ended up hiring 7 qualified candidates in 1 day! Not only did I save on the time and effort but their services were absolutely free of cost. I can't say enough about how much I appreciate working with the Talent Hub and would definitely like to continue building our partnership to meet our future hiring needs.*
>
> *- A global Logistics company with office in GTA*

Understanding coordination to develop Integrated Planning: A Common Agenda

Consultations with the LEPC Central Planning Table identified a need to gain a more accurate understanding of how service providers can work collectively towards improving employment across both regions. A handful of service providers, both EO and non-EO, worked towards understanding the factors, data, service coordination, and integrated planning necessary to think about how to achieve system success.

Having collective impact calls for partners to broaden their scope to include outcomes that support service coordination and integration. For services to be employer-focused, seamless and taking a no wrong door approach to service delivery, there needs to be intentional discussions and ‘testing’ of differing approaches.

This deliverable paved the way for a cohesive and easy-to-navigate service system for employers; more coordinated, supportive and robust service system for job seekers and increased efficiency for employers, job seekers, and service providers.

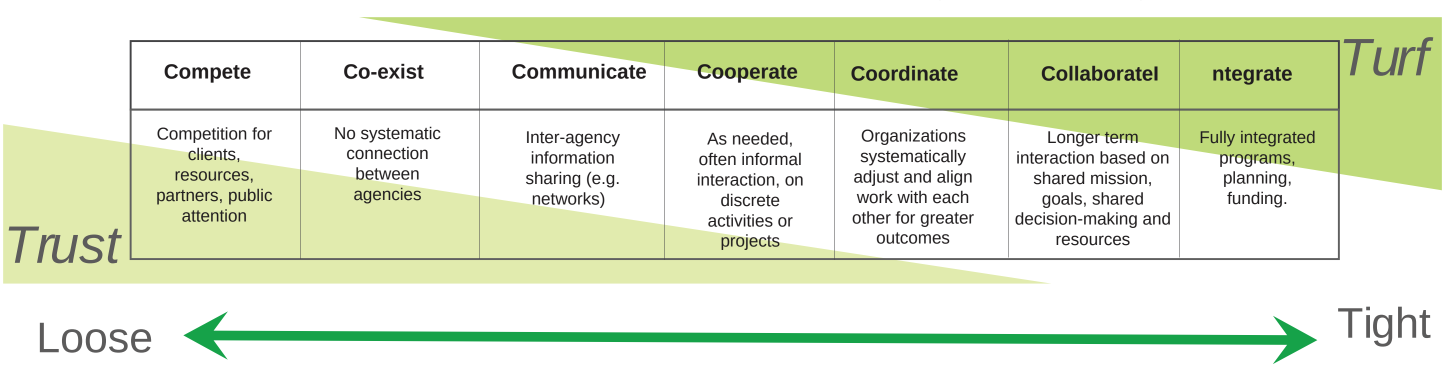
This pilot has fostered discussions around the coordination amongst all that could happen that can lead to more seamless services for clients. Discussions focused on the functions that can occur in collaboration amongst service providers.

Dialogue has strengthened an understanding of potential barriers, challenges and opportunities that can be resolved collectively.

This pilot used a Collective Impact framework to develop a more comprehensive understanding for service providers so their strategies for service delivery resonate and align with the needs of employers and job seekers. Future discussions will flush out and design functions that can facilitate better seamless service across Employment Ontario and non-Employment Ontario funded employment programs and services.

Function	Explanation
1. Outreach	Active recruitment of clients
2. Communications	Publicity through different media
3. Information	Handouts, pamphlets, websites
4. Intake	Gathering information about a client
5. Assessment	Determining a client’s needs, strengths, priorities, goals
6. Referral	Directing a client to other locations to meet a service need
7.Case management	Developing and tracking strategies to address all issues
8. Planning	Conducting research and analysis for future programs
9. Grant development	Conceptualizing and writing a grant funding proposal
10. Service delivery	Delivery of a specific service to a client
11. Tracking	Keeping a record of where clients go (referral follow-up)
12. Monitoring	Keeping a record of relevant statistics
13. Evaluation	Making assessments of a program based on outcomes
14. Research	Undertaking local inquiries surveys and data analysis
15. Space	Physical space necessary to house a program or project
16. Training of staff	Ensuring that staff have the skills to deliver services

COLLABORATION CONTINUUM: LEPC’s Journey Towards Integration



Compete	Co-exist	Communicate	Cooperate	Coordinate	Collaboratel	ntegrate
Competition for clients, resources, partners, public attention	No systematic connection between agencies	Inter-agency information sharing (e.g. networks)	As needed, often informal interaction, on discrete activities or projects	Organizations systematically adjust and align work with each other for greater outcomes	Longer term interaction based on shared mission, goals, shared decision-making and resources	Fully integrated programs, planning, funding.

CONTENT LEARNINGS

Labour Market Information

The desire for better labour market information is rampant and applies to all industries and occupations. The desire is not so much for data as it is for data analysis and qualitative insights that describe the hiring and advancement dynamics within each sector, and expectations of job candidates. This sentiment has been evident in local community consultations dating back to 2009.

The introduction of the LEPC provides a unique opportunity to redress this gap, by devoting sufficient time and resources to understand and analyze these issues to new depths. To do so, it was necessary, as part of the LEPC pilot, to limit the analysis to two industries.

As a result, a short-list of dominant industries was prepared for the CPT, based on the following criteria: each industry (1) represented a significant proportion of employed residents – at least 5%; (2) offered a mix and range of occupations, by function and skill level; and (3) could benefit from workforce development initiatives.

The CPT identified the Supply Chain and the Professional, Scientific and Technical Services sectors as being in need of more detailed labour market information. Increased understanding of the labour market information (LMI) in these two sectors will help employment service providers to better advise job seekers in their employment search. Furthermore, career counselors and educators will benefit from this LMI when advising their clients with respect to education and career choices.

The purpose of the research in both sectors was to investigate the local labour market trends, issues, and challenges and to provide possible solutions to improve labour market conditions. Although this research is shared with the general public in Peel and Halton communities, the intended audience is employers, employment services providers, educators and governments.

CONTENT LEARNINGS:

Professional, Scientific and Technical Services Industry Report

The Professional, Scientific and Technical services (PST) industry is a human capital-intensive industry that relies on high skilled expertise in the areas of architecture, engineering, computer systems design (CSD), scientific research and development, etc. This industry plays an important role in the national and provincial economies. There are nine subsectors in this industry. Computer systems design and related services, which provides expertise and services in the field of information technology is one of the most significant subsectors in PST in terms of share of GDP, business establishments and total labour force population in Peel and Halton regions. This research highlights the CSD industry challenges, labour shortages and areas of growth at the provincial, Toronto CMA and the Peel and Halton regional levels.

The key findings of the survey study from Peel and Halton computer system design (CSD) employers are:

- The survey responses revealed that in 13% of the local companies, more than 75% of the staff are temporary, which is mainly due to most of their projects being short term, and they need to find the right employee with a particular skill set based on the needs of each project.
- Only 62.2% of small companies (1-20 employees) provide workplace-relevant experience (e.g., co-op and internship) due to limited financial and human capital resources. For the employers who offer workplace experience, the primary purpose is finding potential candidates for future hiring.
- Fift-eight percent (58%) of local businesses provide no training or less than 30 hours of training per year, which is mainly due to limited financial resources and a shortage of time.
- As stated by local employers, to support the Canadian CSD industry to absorb and retain talents, it is important to get support from government in the form of financial, advisory and tax incentive programs.
- The most in-demand skills amongst local employers are technical skills followed by soft skills. However, when it comes to their hiring challenges, soft skills are

most lacking amongst employees. This suggests that efforts need to be made by employers and educational institutions, such as offering relevant courses, to better prepare employees for the job requirements.

- The survey results and the interviews with local CSD employers indicated that there is an increasing demand for programming, IT security, database and project management-related occupations.

Recommendations include:

Promote Entrepreneurship: As mentioned earlier, CSD is a service-based industry that sells expertise. The only factor that assures continuous growth in such industries is innovation. Generally, the industry growth happens when companies expand their businesses or new firms enter the market. However, business expansion and the formation of new businesses cannot guarantee sustainable industry growth without investing in innovation. Innovation can differentiate the businesses and increase their competitive advantages in the market place.

Fill Skill Gap: Although the majority of employers were satisfied with the theoretical knowledge of recent graduates, more that 26% stated that their needs are barely met or not met by the knowledge of new graduates. As a result, to prepare the young generation for future career opportunities and nurturing the labour supply, it is essential to provide targeted training in colleges, post-secondary institutions or professional associations to meet new labour market needs in the CSD industry.

Increase Training Hours: Since CSD and IT are highly dependent on specialized skill sets, maintaining workforce knowledge and keeping skills up-to-date is crucial and requires ongoing training. A part of this training should be provided by employers (in the form of on-the-job training or formal training), and a part could be obtained through attending courses or working toward a designation.

Facilitate Hiring Global Talent: Historically, the CSD industry has relied on international talent to fill gaps in the local CSD labour market. Although most of the immigrants have international work experience, and the CSD knowledge and skills are uniform across the globe, some of the immigrants find it difficult to demonstrate their skills to local employers. It is suggested that immigrant employment support programs, such as bridging programs, be promoted to help the immigrant talent become familiar with the Canadian CSD industry, meet with employers, and make industry connections. In addition to networking opportunities, it is recommended that professional associations and industry leaders design a series of qualification exams relevant to major CSD and IT occupations.

Develop Succession Plan: over the next five years, the number of retirements will increase, suggesting more available CSD jobs to be filled. This was also indicated through interviews with employers and recruitment agencies. The decline of the number of experienced and expert professionals will affect the knowledge-based service industries. If companies do not take action to prepare themselves, the number of unfilled positions will rise in the near future. As a result, it is suggested that CSD professional associations in collaboration with experienced business advisors provide advisory services for companies who are at the risk of losing experienced employees.

The most in-demand skills amongst local employers are technical skills followed by soft skills. However, when it comes to their hiring challenges, soft skills are most lacking amongst employees.

CONTENT LEARNINGS:

The Peel-Halton Supply Chain Report

The Supply Chain Report investigated the trends, gaps, needs and challenges within the local supply chain labour market, and provided appropriate and actionable recommendations for further improvements. The research was based on a combination of qualitative (i.e., key informant interviews) and quantitative (i.e., survey) data. A working group comprised of local supply chain professionals was formed and included small, medium and large businesses from both Peel and Halton, with each industry category represented (i.e., transportation, warehousing, and wholesale trade).

The survey questions were developed from a consultative process, which included three meetings with the working group members who shared experience and feedback. The survey was disseminated electronically and acquired 116 responses. Fifty-six percent (56%) of respondents were company owners or managers and 44% of the respondents were employees. Small, medium and large employers were adequately represented.

The following were the key findings:
HIRING PRACTICES AND CHALLENGES

- The most important factors that affect hiring decisions are:
    - » Large companies: candidates' performance during interview and previous relevant work experience.
    - » Small-Medium companies: candidates' general understanding of the field and job.
- The most preferred sourcing methods are:
    - » Small companies: referral and word of mouth
    - » Medium companies: LinkedIn and referral
    - » Large companies: referral and posting on company website

SKILLS NEEDS AND SHORTAGES

- Small businesses have the most difficulty filling positions in Operations, Logistics and Customer Service.
- Medium businesses have the most difficulty filling Operations, Planning and Customer Service.
- Large businesses have the most difficulty filling positions in Operations and Information Technology.
- Design a program for youth, which can firstly, introduce them to supply chain career opportunities and secondly, connect them with industry partners and professionals, which could provide them with hands on learning experience.
- Develop a career advancement program for those occupations that would benefit from such a program; this will increase job satisfaction and improve the retention rate of employees.

EMPLOYEE RETENTION CHALLENGES

- From the employer's point of view:
    - » The most important barriers are competitive pay or wage rate, lack of career advancement opportunities and unpredictable work hours.
    - » The least important factors are lack of pension and benefits and the seasonal or temporary nature of some jobs
- From the employees' point of view:
    - » The most important factors, which need adjustment, are increase in responsibility level and workplace culture.

CONTENT LEARNINGS:

Peel-Halton Workforce Characteristics Report

Employers and economic development offices engaged in interviews for the Peel Halton Employer Surveys (2012-2015) and the Local Labour Market Planning Process (2010-2015) have consistently asked for data describing the supply side of the Peel Halton Labour market. A need to understand the supply side landscape to inform companies locating to the region is paramount. Questions often asked are ‘what are the characteristics of who is employed?’ and ‘who is unemployed and looking for work?’

Additionally, employment services often turn to LEPC for insights regarding who is unemployed and looking for work, to assist in the service planning and outreach. These services assist residents in their job search, education and career choices.

The workforce characteristics report was written primarily to provide the Peel and Halton communities with a detailed overview of demographic, labour market, wage, and job seeker data at multiple geographical levels (e.g., municipal and provincial). The benefit of this report is that stakeholder groups will better position themselves to design programs and take actions that meet local community or industry needs.

A secondary purpose was to illuminate for employers the extensive qualifications evident among the local labour force, as a way of providing a perspective on perceptions of skills shortages and skills mismatches, and in that fashion help shape the conversation regarding the issue of skills among the local workforce.

The goal is to empower stakeholder groups to work in a coordinated manner so that they can address the specific needs in their local context (Kania & Kramer, 2011). This data and its analysis may evoke reflection on ways to better align the capabilities of the workforce with employers who are presently located in Peel or Halton as well as potential employers who may be joining the Peel or Halton communities in the near future.

The key recommendations from the research include:

- Municipalities with high population growth areas require more concerted efforts to increase their employment base
- Newcomers also deserve special attention, despite their higher levels of educational attainment; they experience considerably worse labour market outcomes. Historically, as immigrants have been in the country longer their outcomes have improved, but the reliance on jobs below their levels of educational attainment may no longer provide newcomers access to better jobs in the future.
- Other population groups that warrant special attention: women (exclusion from traditional male occupations and wage gender gap) and visible minorities (overcoming stereotypes and discrimination)
- There will especially be challenges for youth, who are always at risk of being crowded out of the labour market by reason of their lack of work experience - this requires concerted youth employment strategies
- There are a number of key industry sectors in Peel and Halton, primarily manufacturing, the logistics sector (transportation and warehousing, and wholesale trade) and professional, scientific, and technical services. These sectors are represented to varying degrees across Peel Halton municipalities.
- Local residents, on average, exhibit high levels of educational attainment, yet their labour market outcomes do not always reflect this; there is a need for programs that can support better matching of capabilities to job opportunities, and more career advancement. This requires more in the way of workforce development, which means clarifying employer skill needs, customizing employment and training programs, and supporting more mobility via career advancement.

“The Peel Halton Workforce Development Group Employment Survey provides pivotal intelligence of the local labour market. The statistics provide the City of Brampton Economic Development & Culture team an understanding of up-to-date trends and opportunities in the labour market ecosystem, which impacts the City of Brampton workforce. This report contributes to the Economic Development & Culture team in developing strategies and policies, which assist in creating a highly skilled labour force for the future.”

- Daniel Bishun, Business Information and Competitive Policy Coordinator, Economic Development, City of Brampton

CONTENT LEARNINGS:

Provide Current, Reliable & Local LMI: **Working in Peel Halton**

Focus groups and community consultations have consistently cited challenges in finding reliable, current and forward-looking labour market information in high priority and other occupations. The following stakeholders see this as a barrier:

- employment services
- educators
- employers
- high school career counselors; and
- other stakeholders

There is also a lack of comprehensive, targeted and accessible LMI sources for residents, employers, job seekers and those seeking skills upgrading in Peel and Halton.

PHWDG over the years developed strategies and ideas on how to capture local, current and reliable LMI. Through iterations of different platforms, this led to the development of the www.workinginpeelhalton.com website in 2013.

PHWDG, via its LMI site www.workinginpeelhalton.com, addresses this gap by regularly collecting, updating and sharing new LMI, including occupation-specific, job search resources, career planning, reports and forecasts, business announcements and more. The site empowers residents to find their next job in Peel Halton, by providing timely and local labour market information, job opportunities in and around Peel Halton, and local resources. The site also teaches residents how to use LMI to find jobs and make good career decisions.

The provision of current labour market information on an ongoing basis is imperative for the community to support employment services, job seekers, residents and employers who have consistently requested current, local and reliable LMI.

Three LMI webinars were developed and delivered to increase understanding about the labour market.

- Labour Market Trends
- Labour Market Fundamentals
- Labour Market Survey Results

By further developing LMI distribution tools including; www.workinginpeelhalton.com, weekly newsletters and social media platforms LinkedIn, Twitter, and Facebook, LEPC has been:

- increasing awareness amongst employers, job seekers, educators, and career counsellors about the availability of Peel Halton LMI;
- improve understanding of labour market intelligence that will support ES clients leading to better job seeking and career planning outcomes; and
- greater understanding amongst all stakeholders of information related to economic development that impacts labour market outcomes in Peel Halton.

> “*Detailed information from tools like the 2016 Employer Survey are invaluable in helping us determine how we are doing as both an employer and a competitor. The depth of detail and the clear analysis really helps us assess where we are and where we are going. Many of our clients are international companies looking to set up shop in the southern Ontario region and information from the survey provides a competitive edge to help them determine the best location with the widest talent pool. The observations andconclusions from the survey are a must have for every company growing its business in the region.*”
>
> *- Peter Hawkins, Managing Director / Controller, MELLOHAWK Logistics*

2016 Peel Halton Employer Survey Report

Community consultations held by PHWDG over the last five years have consistently emerged with a need from the Employment Services (ES) providers requiring information about employer hiring practices; trends; challenges and HR issues. Similarly, employers engaged in consultations and surveys have expressed the need to understand industry trends from their sector.

In response, Peel Halton Employer Survey Report allows for the collection of more qualitative labour market information.

For six years now, the Peel Halton Workforce Development Group has carried out an annual survey of local employers, to probe them regarding their current hiring, training and workforce development practices. This survey assists the many local stakeholders who have an interest in the local labour market, in particular the perspective of local employers. These stakeholders include employment service providers, career counsellors, educators, trainers, and economic development officers, among others.

The 2016 Peel Halton Employer Survey attracted an average of 637 responses per survey question, a very high number of answers, representing a good cross-section of employers by geography, industry and size of company. More than 40 community partners helped distribute the electronic survey to their employer contacts.

The survey attracted responses from 159 local firms with more than 100 employees, roughly one in 10 of the 1,557 local firms of that size. The survey also attracted responses from 3% of the 6,941 firms with 20 to 99 employees.

The survey uncovered a number of interesting findings, including the following:

- Almost half (46%) of all employers do not make use of any contract workers
- Almost a third (31%) of employers say that job candidates lack both hard and soft skills, but when it comes to singling out a type of skill, employers are far more likely to name the lack of soft skills (25%) rather than hard skills (8%)
- The soft skills most often cited as lacking by employers are:
    - Initiative and self-motivation
    - Written communication skills
    - Oral communication skills
    - Problem-solving
    - Critical thinking

The 2016 Peel Halton Employer Survey Report provided ES and job seekers with a better understanding of employer hiring needs and expectations, including intelligence for job seekers around high-demand occupations; increased knowledge on industry trends and best HR practices amongst employers; and finally, survey results informed strategic planning for key stakeholders in developing programs that will address identified gaps.

We do not attempt to elicit information that can be obtained elsewhere (for example, the mix of occupations for a given industry). Rather, we seek to understand what kinds of decisions employers make regarding hiring, promotion and training, and what drives these decisions.

This information provides insights into the factors influencing the labour market, and is relevant to employment services, educational institutions, training bodies, and others interested in workforce development.

> *The Peel Halton Employer Survey provides excellent insights into the attitudes and demands of our local employers and their current needs and future demands. The annual survey helps us educate our clients on the changing expectations of employers in terms of skill requirements and how they can best maximize their potential and present a job-ready application that speaks to the challenges employers are facing in realtime.*
>
> *- Sue Sadler, VP, Services & Program Development, ACCES Employment*

CONTENT LEARNINGS:

Research Project:

Manufacturing Opportunities: Workforce Development for the Manufacturing Industry in Peel Halton

Manufacturing is one of the most important industries in Peel and Halton Regions. Even with declines in employment and production, manufacturing accounted for 14% of all local employment (2014 figures) and 17% of local GDP (2013 figures). Key informant interviews and stakeholder consultations identified manufacturing as the prime local industry warranting workforce development support.

LEPC drafted a report that identifies key workforce challenges for local manufacturers and provides recommendations and strategies for subsequent action. Such initiatives require a great deal of consultation as well as collecting the necessary data, all of which is beyond the capacity of any individual employer. This report facilitates the development of a strategy that can benefit a broad section of local manufacturers.

This project undertook a number of activities to help it achieve its objectives:

- A roundtable discussion with representatives of organizations connected to the manufacturing sector
- A scan of relevant literature
- A review of relevant labour market data
- Interviews with manufacturing employers
- Interviews with key informants (economic development offices, employment service providers)
- A survey of manufacturing employers
- Focus groups with manufacturers

Manufacturing employers and all other stakeholders benefit from system-wide responses to workforce challenges including; a greater understanding of the issues that affect the manufacturing sector among labour market stakeholders, and the initiation of processes that begins to address some of these issues.

Since 2009, Ontario manufacturers have been increasing their investment in machinery and equipment. In addition, with a favourable Canada-US. dollar exchange rate, a decline in fuel costs, and optimism about economic growth in the U.S., the projections for the next few years predict growth in production output for Peel and Halton. Yet even with a reduced workforce, local manufacturers face labour force challenges, as follows:

1. Workers in manufacturing in Peel and Halton are older than the local labour force and older than the manufacturing workforce in other regions. In fact, over half are over the age of 45 years old, with 5-10% of the manufacturing workforce expected to retire in the next decade. As a result, there will be a need to replace a significant number of retiring workers;
2. Certain manufacturing occupations are in short supply across most regions: millwrights, motor vehicle assemblers, machinists, machining and tooling inspectors, and welders;
3. Certain occupations are in shorter supply because of competition from other industries, such as sheet metal workers, electrical and electronics engineers, and industrial mechanics; and
4. Consultations also indicated that there is great need to generate more manufacturing managers.

These challenges require longer term and system-level solutions – quick fixes will not do. Individual manufacturers face a number of challenges when it comes to recruitment and training of their workforce including:

- appropriate assessments of their training needs;
- knowledge about relevant training programs and funding for programs;
- the cost of training; disruptions to production due to training activities; concerns about poaching of trained workers, and
- negative perceptions about careers in manufacturing (both the quantity and quality of employment).

Many of these barriers can best be overcome by collective actions – engaging groups of manufacturers to assess their needs, disseminate information about options, and prepare common training programs and certificates, all to achieve economies of scale. As well, this activity would require interaction with educational institutions (high schools and colleges in particular) to attract youth to manufacturing career options and to design and deliver appropriate training programs.

CONTENT LEARNINGS:

Research Project

2017 High Skills Labour Market in Peel Halton

LEPC has generated a report highlighting the opportunities and challenges related to high-skilled jobs that are present in Peel and Halton, and insights relevant to a range of labour market stakeholders.

The goal of the project was to complete an analysis of the pathways and obstacles to high-skill occupations in Peel and Halton and assess the relationship between precarious employment and the development of the high-skill labour market in these communities. This research informs the actions of local stakeholders in labour market planning, including government, employment service organizations, employers and employer groups, and training and education institutions and organizations (including groups representing skilled trades).

This report was drafted in response to 2015 stakeholder consultations, which indicated a desire for insights into local challenges regarding high-skilled occupations. The report achieves the following outcomes:

- provides educators and employment services with a better understanding of the recruitment challenges faced by employers;
- opportunities available in the knowledge economy;
- contributes to the development of stronger linkages between local knowledge sectors and educational institutions;
- enhances the supply of qualified graduates, and
- creates more opportunities for internationally trained professionals and enhances practices in support of good jobs in the knowledge economy.

This research project aimed to address this gap, as well as propose recommendations that speak to a number of issues. Find below some of the recommendations:

1. A review of the secondary data indicates the workforce in Peel and Halton is in general, highly educated, skilled, and fully engaged in the knowledge economy.
2. Although local employment service programs are highly subscribed, job seekers indicate both a lack of knowledge about the kinds of programs available to them, and confusion over their eligibility to access these programs.
3. Although employers who have worked with employment service providers are generally happy with the services, they did express concern regarding a lack of consistent communication and responsiveness to their unique needs from the service providers.
4. Program and service accountability requirements and pressures impact on the nature of service provided by non-profit employment service providers.
5. Changing attitudes toward internationally trained professionals has opened many new opportunities for these individuals, and have led to employers more willing to hire someone without Canadian experience.
6. Small and medium sized businesses are reluctant to participate in international recruitment to fill skills gaps as they are not willing or able to engage in the rigors of the immigration system.
7. Recruitment in most high-skill fields is driven by internal and industry networking. Further, larger high-skill employers focus on internal skills development rather than external recruitment for more advanced skill sets. This limits the opportunities for midcareer professionals attempting to enter the local high-skill labour market.
8. There is a growing recognition that training programs for highly skilled employees needs to consider multiple factors such as culture, educational background, and generational differences in reception to training paradigms.
9. The growth of the high-skill labour market in Peel has resulted in a reduction in the availability of good, low skill jobs in the community (such as those previously available in manufacturing). This trend has resulted in an increase in employment precarity at the low skill end of the labour market.
10. There are limited pathways to increased skill development. Those that do exist are based on the achievement of advanced education and credentials that may not be obtainable to workers facing multiple barriers to education and employment.
11. The trend of credentialing previously uncredentialled employment opportunities is disproportionately affecting low skilled populations who have barriers and limited pathways to employment in the high-skilled labour market.
12. There is a growing demand for post-secondary institutions to meet the specific demands of the labour markets that they serve. Further, the role of local education institutions in supporting local labour markets needs to be clear to students, prospective students, and to community and industry partners.

LOOKING AHEAD

LEPC has worked on several projects over its first year as a pilot and plans to continue enhancing work on many of the current projects. Some new projects have also been introduced based on the needs identified in both Peel and Halton.

LEPC will continue to support and build on the following deliverables from Phase 1:

- Working In Peel Halton
- Workforce Characteristics Report Update
- 2017 Employer Survey
- Systems Map
- The Talent Hub
- Manufacturing Research
- Common Agenda

With the extension awarded to the LEPC, Peel Halton LEPC is leading the development of the following new deliverables:

1. Science Technology Engineering Mathematics (STEM) Research–Knowledge economy refers to the economy that is shaped based on knowledge-intensive activities and reliance on intellectual capabilities. Canada is developing its knowledge-based economy, which will lead the country to sustainable prosperity. In an effort to reach this goal and create a knowledge-driven economy, universities are encouraged to invest in STEM programs. The two universities namely (Ryerson University in collaboration with Sheridan College & Wilfred Laurier University in collaboration with Conestoga College) that are planning to open campuses in Peel and Halton are also planning to offer programs related to STEM. LEPC will investigate the current and future workforce needs of local employers within the STEM fields, by studying the emerging supply and demand for intellectual capital in Peel and Halton regions.

2. Small Medium Employers (SME) Webinar Series: Consultations with SMEs carried out over the last year have repeatedly highlighted the need for SMEs to understand the range of services and resources that are available to assist with their HR, IT, Legal, Marketing, Financial and other areas of operation. Also, this addresses the needs of small-medium enterprises, which are challenged by their budget constraints, but require knowledge about a range of services.

   Focusing webinars on growth and sustainability issues would increase the contribution of these programs to businesses' productivity and growth. The LEPC will consult with its existing roster of employers and other stakeholders to determine webinar topics. Consultations pointed towards the following priority areas, for which webinars will be delivered:

   - Bill 148
   - Employment Contracts
   - Software Solutions
   - Cybersecurity
   - Mental Health in the Workplace
   - Social Media Strategies

   The webinars will introduce resources to SMEs that will improve productivity and efficiency, therefore allowing owners/management to focus on growth of business that will lead to retention and an increase of their workforce.

3. Revealing the Cost and Impacts of Unemployment in Peel and Halton

   This research will provide a detailed understanding of the nature of unemployment at the local level, and its impacts on programs and services, the community, and individuals, with the aim of recommending local interventions to address these impacts and to create awareness of the need to address structural unemployment. This project will be of benefit to government policy makers, economic development organizations, business, and service providers. The research will:

   - develop an understanding of the real and potential costs of unemployment, in both the short and long terms, and at the community (local) level
   - develop a detailed understanding of who is unemployed in Peel and Halton, focusing on demographic and social characteristics
   - analyze relevant social and economic data to develop an understanding of the costs and impacts of unemployment in Peel and Halton
   - analyze current employment program policies, interventions, and outcomes, providing an assessment of the true impacts of these programs in addressing unemployment at the local level in Peel and Halton.

PART 2:

PEEL HALTON LABOUR MARKET OVERVIEW

INTRODUCTION

This analysis aims to provide an understanding of the labour market as it stands in Peel and Halton at the beginning of 2018. There is no one indicator that can describe the labour market-- rather one examines a number of variables, not all of which are available at the level of a census division, which is the level of geography represented by Peel Region and Halton Region. This analysis will therefore rely on a number of sources to paint a picture, conveying both certain characteristics of the local labour market, as well as certain trends.

The data sources that will be relied upon include:

- Labour Force Survey
- Canadian Business Counts
- 2016 Census
- Job Vacancy and Wage Survey
- Employment Ontario program data, 2016-2017

Statistics Canada provides all the data, except for the Employment Ontario program data.

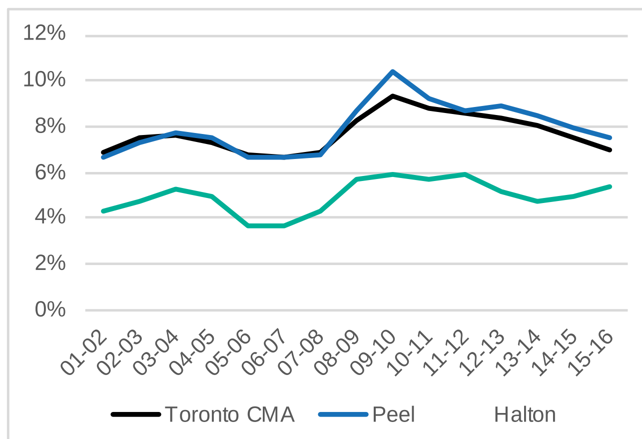
LABOUR FORCE SURVEY DATA

Statistics Canada has made available Labour Force Survey data at the census division level. Thus, this information is available for both Peel and Halton Regions. However, because of the limited sample size, the data set is presented as a two-year moving average in order to have a reliable sample: instead of data for 2015, we have data for 2014-15 and for 2015-16. Nevertheless, the data provides us with a sense of overall trends and the differences that exist between these geographic areas.

Chart 1 illustrates the unemployment rate for each of Peel and Halton and compares it to the unemployment rate for the Toronto Census Metropolitan Area (CMA), an area that includes all of Toronto, York and Peel, as well as Halton, minus Burlington and Ajax and Pickering, and a few smaller municipalities.

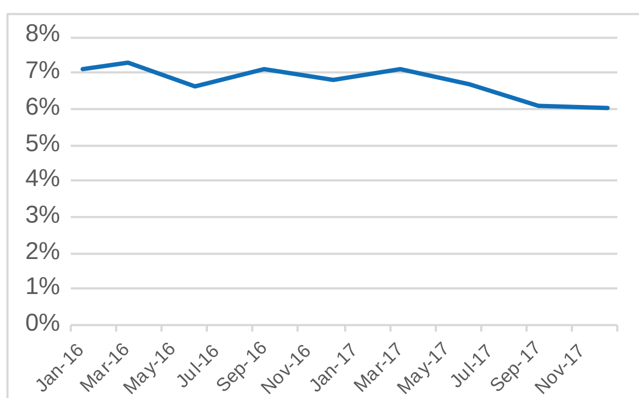
To get more recent, monthly unemployment data, one needs to rely on Toronto CMA numbers. Chart 2 provides the monthly unemployment rate (seasonally adjusted) from January 2016 to December 2017. Through all of 2016, the unemployment rate hovered around 7%, and stayed at that level for the first three months of 2017. Then the rate started to drop, and for the last three months of the year the rate has been at 6% or less.

Chart 1: Unemployment rate (2-year moving average), Peel, Halton and Toronto CMA, 2001-02 to 2015-16



Source: Labour Force Survey

Chart 2: Monthly unemployment rate, Toronto CMA, January 2016 to December 2017 (seasonally adjusted)



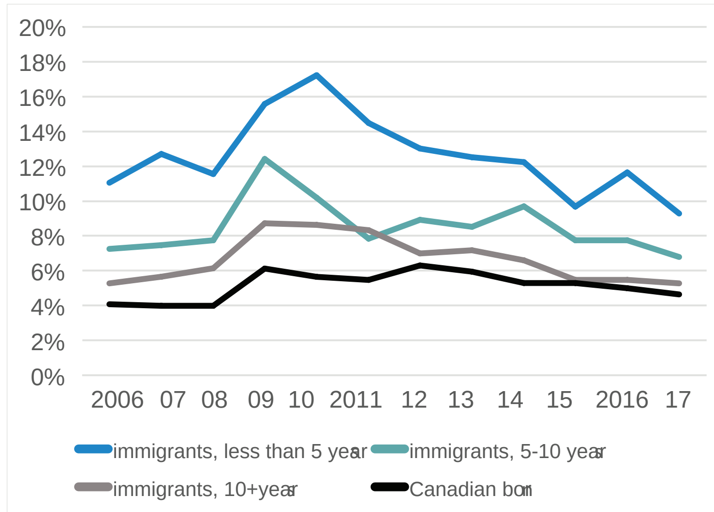
Source: Labour Force Survey

The incidence of unemployment has a different impact depending on the demographic group. It is certainly well known that the unemployment rate for youth aged 15 to 24 years old is usually double or more that for adults aged 25 years and older. This different impact is also apparent when one examines unemployment rates by period of immigration as well as that for those born in Canada. Chart 3 tracks the unemployment rate in the Toronto CMA for four distinct groups: immigrants who have been landed in Canada for five years or less, immigrants who have been landed for more than five years but fewer than 10 years, immigrants who have been landed for more than ten years, and individuals born in Canada.

As a general proposition, the longer the presence in Canada, the lower the unemployment rate. In almost every year, recent newcomers have a higher unemployment rate than those who have been in Canada five to ten years, who themselves have a higher rate than those who have been in Canada over ten years, who themselves have a higher unemployment rate than those born in Canada. All that being said, unemployment rates have come down, particularly in the last few years, and the gap in the unemployment rate between the various categories of immigrants and Canadian-born residents has narrowed.

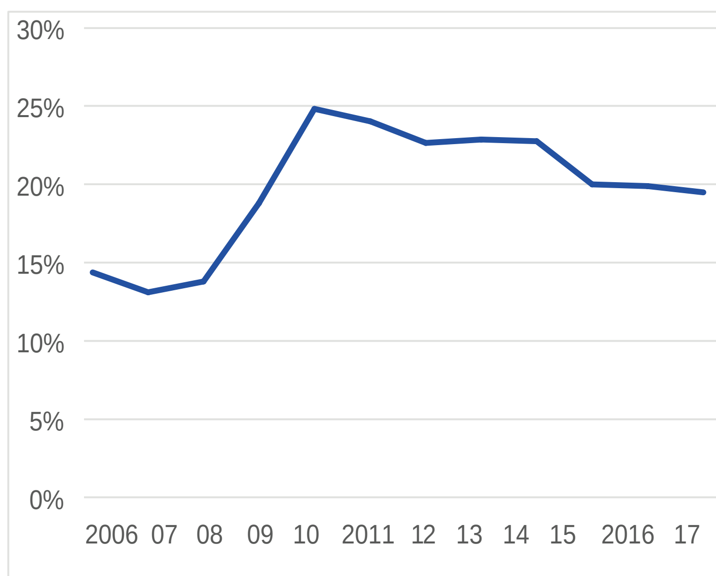
Even with declining unemployment rates, one statistic indicates that not everyone is benefiting from a healthier labour market. The share of the unemployed who have been unemployed for more than half a year rose considerably during the recession, and while it has come down, it appears to have plateaued at a higher level than before the recession. Chart 4 illustrates the percentage share of all unemployed who have been unemployed for 27 weeks or more. This data would suggest that there is a category of the unemployed who continue to find it difficult to find jobs. It may indicate that this is a group which requires more intensive assistance to improve their labour market outcomes, such as training programs and/or employment preparation programs.

Chart 3: Unemployment rate by period of immigrant status, Toronto CMA, 2006 to 2017



Source: Labour Force Survey

Chart 4: Percentage of the unemployed who have been unemployed for 27 weeks or more, Ontario, 2006 to 2017



Source:Labour Force Survey

CANADIAN BUSINESS COUNTS - FIRMS IN PEEL AND HALTON

Statistics Canada maintains an on-going count of business establishments across the country, relying on administrative data (corporate income tax and GST files) and surveys of businesses. Tables 1 and 2 provide the summary data for all businesses located in Peel and Halton in June 2017. The table provides two different counts:

1. Classified businesses: the major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;
2. All businesses, classified and unclassified: the bottom three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 13% of the total count in Peel represent businesses that are unclassified, and 14% in Halton represent businesses that are unclassified, each more or less in line with the provincial average of 13%.

The second-to-last column shows the percentage distribution of all classified businesses by industry.

The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most number of classified businesses have their ranking numbers bolded.

The highlighted cells identity the three industries with the largest number of firms for each employee size category column.

Where under the percentage distribution a cell has 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% and has been rounded down to 0%.

These tables provide a useful snapshot of the profile of establishments in Peel and Halton. Some observations to note:

- *Number of small firms*: Businesses are by far made up of small establishments. 67% of the classified firms in Peel have no employees,[1] and another 22% have 1-4 employees; in Halton, no employee firms represent 70% and 1-4 employee firms another 18%; these figures are very close to the provincial averages of 70% and 17% (last line of the table); the "no employee" firms really represent self-employed individuals, often landlords, independent consultants, truck drivers or specialty trade contractors; overall, around half of the firms in the Real Estate & Rental and Leasing industry are residential landlords;
- *Firms with 1-19 employees*: in Peel, almost three-quarters (74%) of firms of this size in Transportation & Warehousing are engaged in local or long distance general freight trucking; in Halton, more than a third (37%) of the firms of this size in Professional, Scientific & Technical Services are engaged in Computer Systems Design and Related Services;
- *Mid-sized firms*: Mid-sized firms (20-99 employees) in both Peel and Halton are found in larger numbers in the four same sectors: Wholesale Trade; Accommodation & Food Services; Retail Trade; and Manufacturing;
- *Large firms:* In both Peel and Halton, the largest number of firms with more than 100 employees are found in Manufacturing; in Halton, the second and third largest numbers are found in Retail Trade and then Wholesale Trade; in Peel, Wholesale Trade is the second largest, followed by Administrative & Support Services;
- *Administrative & Support Services*: The presence of this industry cluster is unique – this sector includes placement agencies and temporary employment staffing services; in Ontario in June 2017 there were 225 of such temporary help services; around a quarter (27%) were located in the City of Toronto, while another fifth (19%) were located in Peel Region; given the population differences, the concentration of such firms in Peel is notably higher; the 2016 Peel Halton Employer Survey showed that Manufacturing and Transportation & Warehousing are more likely to rely on temp workers, and these two industries are prominent in Peel.

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[1] This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Count 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 1 – PEEL NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE - JUNE 2017										
INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	401	83	21	15	10	1	0	531	0	17
21 Mining	43	6	4	2	2	0	0	57	0	19
22 Utilities	86	5	8	3	3	7	3	115	0	18
23 Construction	9467	2655	673	374	227	82	62	13540	10	**4**
31-33 Manufacturing	2116	956	532	426	408	209	203	4850	3	11
41 Wholesale Trade	2636	1368	711	629	549	212	160	6265	4	10
44-45 Retail Trade	4511	2049	1114	691	417	155	120	9057	6	**5**
48-9 Transportation/Warehousing	15613	11400	418	277	206	107	100	28121	20	**1**
51 Information and Cultural	1000	278	56	40	33	15	29	1451	1	13
52 Finance and Insurance	5834	767	190	150	141	70	46	7198	5	7
53 Real Estate, Rental, Leasing	18620	1111	195	138	97	27	25	20213	14	**3**
54 Professional Scientific Tech	14156	5927	539	338	196	68	55	21279	15	**2**
55 Management of Companies	931	59	27	47	80	36	73	1253	1	15
56 Administrative Support	4311	1071	381	242	181	112	141	6439	5	9
61 Educational Services	933	216	100	101	57	22	10	1439	1	14
62 Health Care & Social Assist	3783	1886	734	431	144	52	52	7082	5	8
71 Arts, Entertainment & Rec	891	133	48	29	48	16	22	1187	1	16
72 Accommodation & Food	1264	732	610	527	506	166	41	3846	3	12
81 Other Services	4960	2365	635	292	135	28	20	8435	6	6
91 Public Administration	7	5	0	1	6	1	19	39	0	20
CLASSIFIED BUSINESSES	91563	33072	6996	4753	3446	1386	1181	142397		
Percentage of all classified and unclassified businesses	67	22	4	3	2	1	1	100		
Cumulative percentage	67	89	93	96	98	99	100			
ONTARIO percentage of classified and unclassified businesses	70%	17%	5%	4%	2%	1%	1%			

TABLE 2 – HALTON
NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE - JUNE 2017

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	406	54	31	18	5	6	4	524	1	17
21 Mining	39	11	3	1	1	1	1	57	0	19
22 Utilities	59	8	4	2	3	2	1	79	0	18
23 Construction	3587	1079	365	172	107	27	17	5354	9	**3**
31-33 Manufacturing	782	323	205	126	140	69	77	1722	3	11
41 Wholesale Trade	1060	583	263	176	144	47	44	2317	4	10
44-45 Retail Trade	1878	752	597	421	222	104	62	4036	7	6
48-49 Transportation/Warehousing	1696	704	72	51	48	24	24	2619	4	9
51 Information and Cultural	631	128	38	24	25	9	8	863	1	14
52 Finance and Insurance	3518	465	132	85	71	31	26	4328	7	**5**
53 Real Estate, Rental, Leasing	9035	563	76	58	42	8	4	9786	17	**2**
54 Professional Scientific Tech	8124	2861	337	156	100	22	18	11618	20	**1**
55 Management of Companies	601	39	14	20	24	14	15	727	1	16
56 Administrative Support	1763	487	194	137	67	27	38	2713	5	8
61 Educational Services	557	129	48	38	42	15	7	836	1	15
62 Health Care & Social Assist	2672	1273	391	226	110	27	36	4735	8	**4**
71 Arts, Entertainment & Rec	623	133	54	28	43	16	15	912	2	13
72 Accommodation & Food	442	227	236	232	266	83	20	1506	3	12
81 Other Services	1966	895	347	176	55	23	7	3469	6	7
91 Public Administration	6	3	1	1	0	1	7	19	0	20
CLASSIFIED BUSINESSES	39445	10717	3408	2148	1515	556	431	58220		
Percentage of all classified and unclassified businesses	70	18	5	3	2	1	1	100		
Cumulative percentage	70	88	93	96	98	99	100			
ONTARIO percentage of classified and unclassified businesses	70%	17%	5%	4%	2%	1%	1%			

2016 CENSUS

Introduction

Every five years, Canada carries out a national survey, the most recent being in 2016. In addition to collecting basic data regarding population counts, the Census assembles a wide range of information regarding demographic characteristics, including levels of educational attainment and various labour market data. This report presents the initial detailed data from the 2016 Census. Next year we will provide more in-depth analyses and comparisons of data.

Population change in Peel and Halton

Both Halton and Peel continue to grow at a faster rate than the rest of Ontario (Table 3). Between 2011 and 2016, Halton grew by 9.3%, with Milton continuing to grow at a blistering pace (between 2011 and 2016 at 30.5%, after a 56.7% increase between 2006 and 2011. The Peel population increased by 6.5%, with Brampton maintaining significant growth of 13.3%. Overall, the population of Ontario grew by 4.6% between 2011 and 2016, somewhat lower than the percentage increase between 2006 and 2011, at 5.7%.

Table 3: Employment by Industry; Comparisons between 2006 and 2011, 2011 and 2016; Ontario

TABLE 3 CENSUS POPULATION AND PERCENTAGE CHANGE HALTON, PEEL AND ONTARIO				
	2016	**2011**	**% change 2011-2016**	**% change 2006-2011**
HALTON	548,435	501,674	9.3%	14.2%
Burlington	183,314	175,779	4.3%	6.9%
Halton Hills	61,161	59,013	3.6%	6.7%
Milton	110,128	84,362	30.5%	56.5%
Oakville	193,832	182,520	6.2%	10.2%
PEEL	1,381,739	1,296,809	6.5%	11.8%
Brampton	593,638	523,906	13.3%	20.8%
Caledon	66,502	59,460	11.8%	4.2%
Mississauga	721,599	713,443	1.1%	6.7%
ONTARIO	13,448,494	12,851,821	4.6%	5.7%

Source: Statistics Canada, 2006 and 2011 Census Profiles

Employment by Industry in Ontario

Table 4 profiles the resident employment numbers by industry for Ontario. The first column lists each major industry, the second column provides the number of employed residents by industry, and the third column indicates the percentage change for each number from the figure reported in 2011. The last four columns show the percentage distribution of the entire employed labour force by industry over the last 20 years, to highlight how these proportions have shifted over time.

Overall, the employed labour force grew by 5.0% in Ontario between 2011 and 2016. In actual numbers, the largest employment gains were recorded in: Health Care & Social Assistance (+64,215); Accommodation & Food Services (+61,830); Construction (+56,640); and Professional, Scientific & Technical Services (+56,120). The largest percentage increase was in Management of Companies & Enterprises, an industry with a minuscule labour force. The two largest industries by employment are virtually tied in size: Retail Trade, and Health Care & Social Assistance. Manufacturing had been the only other industry that had at least a 10% segment of the employed labour force, but in this census it has declined to 9.9%. Based on its growing share of the labour force, the trend would suggest that Health Care & Social Assistance will be clearly ahead of Retail Trade in terms of employment numbers by the time of the 2020 Census.

All industries that experienced a drop in total employment also saw their share of the employment workforce decline. These industries were: Utilities; Manufacturing; Wholesale Trade; Information & Cultural Industries; and Public Administration.

Table 4: Employment by Industry; Comparisons between 2001, 2006, 2011 and 2016; Ontario

	2016		Percent distribution by industry			
	Number	Change	2001	2006	2011	2016
ALL INDUSTRIES	6,612,150	5.0%	100%	100%	100%	100%
Agriculture, forestry, fishing, farming	96,610	1.5%	2.1%	1.8%	1.5%	1.5%
Mining and oil and gas extraction	29,475	4.6%	0.3%	0.4%	0.4%	0.4%
Utilities	49,230	-10.8%	0.8%	0.8%	0.9%	0.7%
Construction	439,210	14.8%	5.5%	5.9%	6.1%	6.6%
Manufacturing	651,835	-0.9%	16.3%	13.9%	10.4%	9.9%
Wholesale trade	259,655	-10.8%	4.7%	4.8%	4.6%	3.9%
Retail trade	737,210	5.1%	11.2%	11.0%	11.1%	11.1%
Transportation and warehousing	315,530	7.3%	4.7%	4.8%	4.7%	4.8%
Information and cultural industries	167,990	-0.9%	2.9%	2.7%	2.7%	2.5%
Finance and insurance	369,570	4.6%	5.0%	5.0%	5.6%	5.6%
Real estate and rental and leasing	139,340	8.6%	1.8%	2.0%	2.0%	2.1%
Professional, scientific, technical	542,895	11.5%	7.2%	7.3%	7.7%	8.2%
Management of companies	11,890	90.9%	0.1%	0.1%	0.1%	0.2%
Administrative and support	307,490	10.7%	4.1%	4.7%	4.4%	4.7%
Educational services	504,145	6.3%	6.3%	6.8%	7.5%	7.6%
Health care and social assistance	732,650	9.6%	9.1%	9.6%	10.6%	11.1%
Arts, entertainment and recreation	133,880	4.0%	2.0%	2.1%	2.0%	2.0%
Accommodation and food services	439,435	16.4%	6.2%	6.2%	6.0%	6.6%
Other services	282,245	1.0%	4.6%	4.7%	4.4%	4.3%
Public administration	401,865	-9.0%	5.2%	5.5%	7.0%	6.1%

Statistics Canada, 2016 Census

2016 CENSUS

Employment by Occupation in Ontario

Table 5 presents the resident employment numbers by occupation in Ontario. Overall, there is far less change in terms of the percentage distribution of workers by major occupational categories. Consider the largest occupational category, Sales and Service Occupations, whose share of the total labour force has hardly changed over 15 years.

Between 2011 and 2016, the notable changes have been an increase in share from 6.1% to 6.6% among Health Occupations (an increase in employment of 14.5%) and a decrease in share from 17.2% to 16.3% among Business, Finance and Administrative Occupations (a drop in employment of 0.7%).

Table 5: Employment by occupation; Comparisons between 2001, 2006, 2011 and 2016; Ontario

	2016		Percent distribution by occupation			
	Number	Change	2001	2006	2011	2016
ALL OCCUPATIONS	6,612,150	5.0%	100%	100%	100%	100%
Management occupations	769,925	2.8%	11.7%	10.6%	11.9%	11.6%
Business, finance, administration	1,074,965	-0.7%	18.4%	18.7%	17.2%	16.3%
Natural and applied sciences	495,540	4.3%	7.1%	7.1%	7.5%	7.5%
Health occupations	436,945	14.5%	4.9%	5.4%	6.1%	6.6%
Education, law, social, government	800,060	4.3%	7.7%	8.5%	12.2%	12.1%
Art, culture, recreation and sport	207,565	10.2%	2.8%	3.0%	3.0%	3.1%
Sales and service occupations	1,522,085	6.3%	22.6%	23.2%	22.7%	23.0%
Trades, transport, equipment operators	866,660	7.6%	14.0%	14.0%	12.8%	13.1%
Primary occupations (natural resources)	101,965	8.2%	2.7%	2.5%	1.5%	1.5%
Manufacturing + utilities occupations	336,450	4.3%	8.0%	7.0%	5.1%	5.1%

Source: Statistics Canada, 2016 Census

Between 2011 and 2016, Milton registered a 30.5% population increase--the highest in the Peel and Halton regions.

Employment by Industry in Peel Halton

Table 6 provides the 2016 Census data for industries that Peel residents are employed in and compares the data to 2011. A few points to make:

- Overall, more Peel residents were employed, an increase of 43,665, or 6.7% higher than 2011;
- Manufacturing remains the largest employer of Peel residents; one in eight (12.5%) Peel residents are employed in Manufacturing; however, this sector did decrease in employment somewhat, as did its share of all employment;
- The next largest employment sectors are Retail Trade (11.5% of all employed residents) and Transportation & Warehousing (at 9.7% double the provincial share for that industry of 4.8%);
- Among major industries, the largest employment increases were found in: Transportation & Warehousing; Health Care & Social Assistance; Construction; and Professional, Scientific & Technical Services;
- Including Manufacturing, the large employment losses were found in Wholesale Trade and Public Administration.

Table 6: Employment by Industry; Comparisons between 2011 and 2016; Peel

	2016	Change between 2011 and 2016		Percent distribution by industry	
	Number	Number	Percent	2011	2016
ALL INDUSTRIES	691,470	43,665	6.7%	100.0%	100.0%
Agriculture, forestry, fishing, farming	2,005	-290	-12.6%	0.4%	0.3%
Mining and oil and gas extraction	760	-80	-9.5%	0.1%	0.1%
Utilities	2,910	-385	-11.7%	0.5%	0.4%
Construction	42,045	6,650	18.8%	5.5%	6.1%
Manufacturing	86,505	-1,435	-1.6%	13.6%	12.5%
Wholesale trade	40,065	-6,780	-14.5%	7.2%	5.8%
Retail trade	79,715	5,635	7.6%	11.4%	11.5%
Transportation and warehousing	67,255	9,480	16.4%	8.9%	9.7%
Information and cultural industries	16,770	-765	-4.4%	2.7%	2.4%
Finance and insurance	45,800	3,060	7.2%	6.6%	6.6%
Real estate and rental and leasing	14,915	540	3.8%	2.2%	2.2%
Professional, scientific, technical	58,260	6,540	12.6%	8.0%	8.4%
Management of companies	1,750	955	120.1%	0.1%	0.3%
Administrative and support	37,485	3,645	10.8%	5.2%	5.4%
Educational services	40,835	4,820	13.4%	5.6%	5.9%
Health care and social assistance	57,320	6,900	13.7%	7.8%	8.3%
Arts, entertainment and recreation	8,650	785	10.0%	1.2%	1.3%
Accommodation and food services	38,825	5,915	18.0%	5.1%	5.6%
Other services	26,295	1,465	5.9%	3.8%	3.8%
Public administration	23,305	-2,985	-11.4%	4.1%	3.4%

Source: Statistics Canada, 2016 Census

Table 7 offers the employment profile by industry for Halton residents. Some observations:

- Employment among Halton residents also increased. The 20,920 more employed residents represented an increase of 7.9% over 2011;
- Retail Trade employs the largest proportion of Halton residents (11.4%), with Professional, Scientific & Technical Services moving into second place at (10.4%), while Manufacturing slips to third (now at 9.6%);
- Among major industries, the largest employment increases were found in: Health Care & Social Assistance; Professional, Scientific & Technical Services; Retail Trade; and Educational Services;
- The large employment losses were found in Wholesale Trade and Public Administration, and employment among Halton residents in Manufacturing did not decline.

Table 7: Employment by Industry; Comparisons between 2011 and 2016; Halton

	2016	Change between 2011 and 2016		Percent distribution by industry	
	Number	Number	Percent	2011	2016
ALL INDUSTRIES	284,770	20,920	7.9%	100.0%	100.0%
Agriculture, forestry, fishing, farming	1,355	-270	-16.6%	0.6%	0.5%
Mining and oil and gas extraction	645	-5	-0.8%	0.2%	0.2%
Utilities	1,810	0	0.0%	0.7%	0.6%
Construction	15,930	2,150	15.6%	5.2%	5.6%
Manufacturing	27,410	285	1.1%	10.3%	9.6%
Wholesale trade	17,640	-1,430	-7.5%	7.2%	6.2%
Retail trade	32,560	3,200	10.9%	11.1%	11.4%
Transportation and warehousing	13,035	840	6.9%	4.6%	4.6%
Information and cultural industries	7,890	355	4.7%	2.9%	2.8%
Finance and insurance	22,905	1,875	8.9%	8.0%	8.0%
Real estate and rental and leasing	6,935	875	14.4%	2.3%	2.4%
Professional, scientific, technical	29,730	3,590	13.7%	9.9%	10.4%
Management of companies	1,130	665	143.0%	0.2%	0.4%
Administrative and support	11,095	1,320	13.5%	3.7%	3.9%
Educational services	23,435	3,050	15.0%	7.7%	8.2%
Health care and social assistance	26,650	4,145	18.4%	8.5%	9.4%
Arts, entertainment and recreation	5,290	285	5.7%	1.9%	1.9%
Accommodation and food services	15,775	1,925	13.9%	5.2%	5.5%
Other services	10,180	-800	-7.3%	4.2%	3.6%
Public administration	13,355	-1,140	-7.9%	5.5%	4.7%

Source: Statistics Canada, 2016 Census

Employment by Occupation in Peel Halton

Table 8 provides the 2016 Census data for occupations that Peel residents are employed in and compares the data to 2011. A few items to note:

- Peel residents are more likely to be employed in Trades, Transport and Equipment Operator occupations and in Business, Finance and Administration occupations than the provincial average, and proportionately less in occupations in Education, Law and Social, Community and Government Services;
- The number of Peel residents employed in occupations in Manufacturing and Utilities increased, even when the number of Peel residents employed in the Manufacturing industry fell somewhat; what that means is that employment increased on the factory floor, but decreased in other parts of the business, such as administration.

Table 9 provides the same overview of employment by occupation for Halton residents:

- Halton residents are employed in Management occupations at a far higher rate than the provincial average (16.4% versus 11.6%), although their share has gone down slightly since 2011; they are also employed in higher proportions among Business, finance and administration occupations, as well as Natural and applied sciences occupations; on the other hand, Halton residents are considerably less likely to be employed in Trades, transport and equipment operator occupations.

Table 8: Employment by occupation; Comparisons between 2011 and 2016; Peel

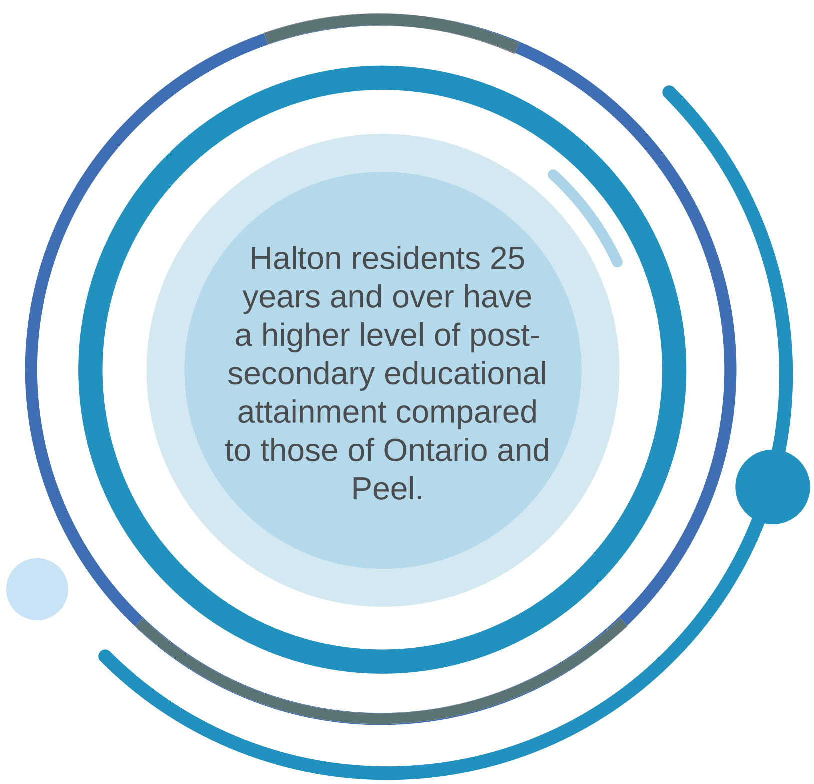
	2016	Change between 2011 and 2016		Percent distribution by occupation	
	Number	Number	Percent	2011	2016
ALL OCCUPATIONS	691,470	43,665	6.7%	100.0%	100.0%
Management occupations	73,020	1,620	2.3%	11.0%	10.6%
Business, finance, administration	128,950	-140	-0.1%	19.9%	18.6%
Natural and applied sciences	58,505	3,305	6.0%	8.5%	8.5%
Health occupations	36,410	6,710	22.6%	4.6%	5.3%
Education, law, social, government	60,535	4,540	8.1%	8.6%	8.8%
Art, culture, recreation and sport	14,625	1,460	11.1%	2.0%	2.1%
Sales and service occupations	159,420	10,695	7.2%	23.0%	23.1%
Trades, transport, equipment operators	107,900	13,690	14.5%	14.5%	15.6%
Primary occupations (natural resources)	4,650	-230	-4.7%	0.8%	0.7%
Manufacturing + utilities occupations	47,455	2,015	4.4%	7.0%	6.9%

Statistics Canada, 2016 Census

Table 9: Employment by occupation; Comparisons between 2011 and 2016; Halton

	2016	Change between 2011 and 2016		Percent distribution by occupation	
	Number	Number	Percent	2011	2016
ALL OCCUPATIONS	284,770	20,920	7.9%	100.0%	100.0%
Management occupations	46,680	1,415	3.1%	17.2%	16.4%
Business, finance, administration	50,835	930	1.9%	18.9%	17.9%
Natural and applied sciences	25,310	2,885	12.9%	8.5%	8.9%
Health occupations	16,240	2,840	21.2%	5.1%	5.7%
Education, law, social, government	34,900	2,785	8.7%	12.2%	12.3%
Art, culture, recreation and sport	9,345	1,805	23.9%	2.9%	3.3%
Sales and service occupations	61,755	4,175	7.3%	21.8%	21.7%
Trades, transport, equipment operators	26,870	2,030	8.2%	9.4%	9.4%
Primary occupations (natural resources)	3,280	520	18.8%	1.0%	1.2%
Manufacturing + utilities occupations	9,555	1,540	19.2%	3.0%	3.4%

Source: Statistics Canada, 2016 Census



Levels of Educational Attainment Among Residents of Peel Halton

Table 10 displays the level of educational attainment for all residents for select age groups for Peel, Halton and Ontario in 2016, and compares the figures to the 2011 data. Compared to Ontario, Peel residents aged 25 to 44 years and 45 to 64 years have higher levels of university degree attainment, and slightly lower levels for college diplomas and apprenticeship certificates. Halton residents possess even higher levels of university attainment while their levels of college diplomas more or less match the provincial figures. Thus, among Halton residents aged 25 to 44 years old, 75% have either a college diploma or a university degree.

The educational attainment figures for youth (15 to 24 years old) show slightly higher levels for high school completions among Peel and Ontario residents, compared to 2011

Table 10: Level of educational attainment, all residents, Peel, Halton, and Ontario, 2011 and 2016

2011				2016		
Ontario	Peel	Halton		Ontario	Peel	Halton
15 to 24 year olds						
35%	32%	35%	No certificate, diploma or degree	33%	30%	35%
41%	42%	40%	High school certificate or equivalent	42%	44%	42%
2%	2%	2%	Apprenticeship certificate or equivalent	2%	1%	1%
10%	10%	10%	College certificate or diploma	10%	10%	8%
12%	14%	13%	University certificate, diploma or degree	12%	14%	13%
25 to 44 year olds						
8%	7%	4%	No certificate, diploma or degree	8%	7%	4%
22%	22%	17%	High school certificate or equivalent	22%	23%	17%
6%	6%	5%	Apprenticeship certificate or equivalent	5%	4%	4%
25%	22%	26%	College certificate or diploma	25%	22%	24%
39%	43%	48%	University certificate, diploma or degree	40%	44%	51%
45 to 64 year olds						
14%	14%	7%	No certificate, diploma or degree	13%	14%	6%
27%	25%	24%	High school certificate or equivalent	27%	26%	23%
9%	8%	7%	Apprenticeship certificate or equivalent	7%	6%	5%
22%	20%	25%	College certificate or diploma	24%	21%	25%
28%	33%	38%	University certificate, diploma or degree	29%	34%	41%

Source: Statistics Canada, 2016 Census

Place of Work Status

The place of work data highlights some differences between Peel and Halton residents. Peel residents are somewhat more likely to work in a job that has no fixed workplace (for example, a construction worker or a truck driver) compared to Halton residents, while Halton residents are slightly more likely to work from home. That being said, slightly more than 80% of residents of Peel, Halton and Ontario have employment at a usual place of work (Table 11).

Table 11: Place of work status for residents of Peel and Halton, 2016

	Total, place of work status	Worked at home	Worked outside Canada	No fixed workplace address	Usual place of work
NUMBER					
Peel	691,470	38,225	4,610	83,895	564,745
Halton	284,770	25,670	1,620	26,710	230,775
PERCENT					
Peel	100%	6%	1%	12%	82%
Halton	100%	9%	1%	9%	81%
Ontario	100%	7%	1%	11%	81%

Source: Statistics Canada, 2016 Census

Halton residents are employed in Management occupations at a far higher rate than the provincial average

JOB VACANCY AND WAGE SURVEY DATA

The Job Vacancy and Wage Survey (JVWS) is undertaken quarterly, with a sample of 100,000 business locations, stratified to provide representation by industry, number of employees and geography. The data is available at the Toronto Economic Region level, which includes the Toronto Census Metropolitan Area and the Oshawa Census Metropolitan Area. Overall, this is an area that more or less includes the Greater Toronto Area, covering the City of Toronto and the Regions of Durham, York, Peel and Halton, with some minor variations, the most significant being the exclusion of Burlington.

The data is provided at a fairly high level of detail. In order to smooth out the variations, the data has been assembled into four large occupational categories:

- Occupations that usually require a university degree
- Occupations that usually require a college diploma or apprenticeship certificate
- Occupations that usually require a high school diploma
- Occupations that usually do not require any educational certificate but may involve some on-the-job training

Table 12 lists the number of vacancies per each of these occupational categories for the last eight quarters, from the fourth quarter of 2015 to the third quarter of 2017. In addition to the raw numbers, the table also includes a way to track the changes for each category, where the vacancy number for Quarter 4 2015 is given the value of 100, and all subsequent quarters are expressed in relation to the Quarter 4 2015 figure (for example, an increase of 5% over the baseline would be expressed as 105).

Table 12: Vacancy rate numbers by select occupational groupings, Toronto Economic Region, Quarter 4 2015 to Quarter 3 2017

	Q4-15	Q1-16	Q2-16	Q3-16	Q4-16	Q1-17	Q2-17	Q3-17
Number of vacancies								
TOTAL	74385	74165	80525	86510	82120	85720	92340	92800
University	19760	23315	22090	28915	22495	25905	25035	24670
College/trades	15755	17415	21175	18720	16590	20555	24280	22330
High school	27705	20295	24940	27280	30540	25805	27590	31780
No certificate	11165	13140	12320	11595	12495	13455	15435	14020
Vacancies expressed in relation to Q4-2015 (=100)								
TOTAL	100	100	108	116	110	115	124	125
University	100	118	112	146	114	131	127	125
College/trades	100	111	134	119	105	130	154	142
High school	100	73	90	98	110	93	100	115
No certificate	100	118	110	104	112	121	138	126

Source: Job Vacancy and Wage Survey

Looking at the same period, Table 13 shows the percentage change in the number of jobs, the change in the number of vacancies and the change in the asking wage, by these same occupational categories, over this two-year period (that is, between Quarter 4 2015 and Quarter 3 2017). (The change in the number of jobs is taken from the Labour Force Survey.)

Table 13 shows that in most occupation groupings, vacancies have been increasing over the last two years, and at a considerable rate. Overall, vacancies are up 25% for all jobs over the two-year period. While vacancies dipped initially for jobs requiring only a high school diploma, that occupational category also saw an increase of 14% in vacancies.

Thus, in addition to healthy growth in job vacancies, there has also been growth in the number of jobs across all four categories, but in particular among jobs that do not require any educational certificate (considerable increases in the number of cashiers, shelf stockers and manufacturing labourers). Yet there appears to be limited correlation between the growth in the number of jobs and the growth in the number of vacancies on the one hand and the change in the asking wage on the other.

Table 13: Percentage change in number of jobs, number of vacancies and asking wage, by select occupational groupings, Toronto Economic Region, from Quarter 4 2015 to Quarter 3 2017

	PERCENT CHANGE		
	Number of jobs	Number of vacancies	Asking wage
TOTAL	3.1%	24.8%	7.8%
University	1.1%	24.8%	8.3%
College/trades	1.4%	41.7%	0.6%
High school	2.9%	14.7%	5.7%
No certificate	17.0%	25.6%	5.4%

Source: Job Vacancy and Wage Survey: Labour Force Survey

Overall, vacancies are up 25% for all jobs from 2015 to 2017

EMPLOYMENT ONTARIO DATA

Each year the Ontario Ministry of Advanced Education and Skills Development provides program data relating to various services that it funds to local workforce planning boards. This data has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Services, Literacy and Basic Skills, Second Career and Youth Job Connection for the 2016-17 fiscal year.

Table 14 provides the client numbers for a variety of these services at three levels of geography: the local board (that is, Peel and Halton), the Region (in this case, Central Region, which is comprised of Durham, Toronto, York, Peel, Halton, Simcoe and Muskoka), and Ontario. In order to get a sense of proportions, each client figure is expressed as a percentage of the total provincial figure for that service. For example, the Employment Ontario Unassisted clients served in Peel and Halton represent 11.9% of the total number of Unassisted Clients served in the province for that fiscal year. In order to put that percentage in perspective, the first line of Table 14 shows the percentage share of the provincial population for the local board (Peel and Halton) and regional levels.

In every instance, Peel and Halton's share of the client population for each service or program is smaller than its share of the resident population, which would suggest that Peel and Halton is under-subscribed when it comes to these programs.

One further piece of data regarding EO Assisted clients highlights a distinguishing feature of EO Assisted clients in Peel and Halton: this local area has the highest proportion of internationally trained professionals among its EO Assisted client base. In 2016-17, almost four out of every ten clients (39%) was an ITP, considerably higher than the corresponding figure for Toronto.

Table 14: Number of participants by select programs, 2016-2017

	Peel-Halton	Region	Ontario
POPULATION	14.4%	51.7%	100%
EO UNASSISTED			
Number	57,639	249,140	484,354
Percentage	11.9%	51.4%	100%
EO ASSISTED			
Number	18,633	90,253	190,762
Percentage	9.8%	47.3%	100%
SECOND CAREER			
Number	729	3,215	7,158
Percentage	10.2%	44.9%	100%
CANADA ONTARIO JOB GRANT – PARTICIPANTS			
Number	4,128	14,694	35,680
Percentage	11.6%	41.2%	100%
APPRENTICESHIP – NEW REGISTRATIONS			
Number	906	10,442	24,890
Percentage	9.7%	42.0%	100%
LITERACY AND BASIC SKILLS – IN-PERSON LEARNERS			
Number	2,518	14,885	37,126
Percentage	6.8%	40.1%	100%

Table 15: Number and percentage of Internationally Trained Professionals among EO Assisted clients

	PEEL-HALTON	TORONTO	YORK	DURHAM	SIMCOE-MUSKOKA	CENTRAL	ONTARIO
2016/7 # ITP	7,252	14,949	3,470	895	306	26,544	36,949
2016/7 % ITP	39%	33%	27%	11%	5%	29%	19%
2015/6 % ITP	35%	31%	26%	9%	5%	27%	18%
2014/5 % ITP	30%	29%	25%	8%	5%	25%	16%
2013/4 % ITP	35%	32%	25%	10%	5%	28%	18%

OVERALL OBSERVATIONS

- Peel and Halton represent distinct labour market dynamics; Halton residents consistently experience a lower unemployment rate than residents of Peel and of the rest of the Toronto CMA; in recent years, the Peel unemployment rate has been slightly higher than that for the Toronto CMA;
- Since the 2008 recession, the unemployment rate in the Toronto CMA has been steadily falling, and in the latter half of 2017 has dropped to 6% and less, which may explain the challenges employers have had finding qualified workers for entry-level positions;
- Immigrants, particularly more recent immigrants, have higher unemployment rates than Canadian-born residents, and in economically difficult times they bear a disproportionately larger share of the impact;
- Despite dropping unemployment rates, the proportion of the unemployed who have been unemployed for half a year or more stays stubbornly high, suggesting that this category of individuals may need more intensive training and/or employment preparation to be successful in obtaining work;
- When it comes to the profile of businesses, several features stand out:

    - Around two-thirds of businesses simply represent self-employed individuals;
    - Mid-sized firms are particularly prominent in the following industries: Wholesale Trade; Accommodation & Food Services; Retail Trade; and Manufacturing;
    - The biggest number of large firms is found in Manufacturing; Wholesale Trade and Retail Trade also figure prominently among large employers;
    - In Peel, temporary placement services are a notable feature of the larger firm landscape, a likely reason being the greater reliance of Manufacturing and Transportation & Warehousing on temp workers;

- Between 2011 and 2016, the Halton population grew by 9.3% and the Peel population grew by 6.5%, compared to Ontario's population increase of 4.6% during the same period;
- The 2016 Census data shows that for Peel Manufacturing continues to be the largest employer of local residents, with Retail Trade coming in second; Transportation & Warehousing represents double the share of employment found in the province as a whole, and is the third largest employer;
- The sectors employing the largest proportions of Halton residents were Retail Trade; Professional, Scientific & Technical Services; and Manufacturing;
- Peel residents are somewhat more likely to be employed in Trades, transport and equipment operator occupations and in Business, finance and administration occupations than the provincial average;
- Halton residents are considerably more likely to be employed in Management occupations and similarly less likely to be employed in Trades, transport and equipment operator occupations;
- Peel adults have slightly higher levels of university degree attainment and slightly fewer college diploma holders, while Halton residents have considerably higher levels of university graduates with near average figures for college diploma holders, with the consequence that among Halton residents aged 25 to 44 years old, 75% have either a college diploma or a university degree;
- Peel residents are slightly more likely to work in a job that has no fixed workplace, while Halton residents are slightly more likely to work from home;
- There have been increases in the number of jobs as well as the number of vacancies across major occupational categories in the Toronto Economic Region over the last two years;
- There appears to be less connection between increases in job vacancies and increases in the asking wage for those jobs;
- The client numbers for various Employment Ontario services suggest that Peel and Halton is under-subscribed when it comes to their share of clients, compared to the area's share of the provincial population
- Almost four of every ten (39%) EO Assisted clients in Peel and Halton were internationally trained professionals, considerably higher than the next largest concentration, 33% in the City of Toronto

CONTINUED COMMUNITY CONSULTATIONS

Over the last seven months, from the beginning of LEPC Phase 2 of the project, LEPC has consulted with employers, educators, service providers, economic development, job seekers and other stakeholders to understand emerging trends and needs that impact workforce development.

Efforts are ongoing throughout the year to understand challenges for both the demand side and the supply side of the workforce. This was accomplished by using a range of methods including one-on-one conversations; focus groups; larger consultations; electronic surveys and feedback surveys at LEPC events. Below is a snapshot of issues of concern for employers, employment service providers and jobseekers.

Employers:

Employers feel challenged:

- In hiring for blue-collar entry-level occupations as a result of smaller pool of unemployed people especially in Manufacturing and Supply Chain sectors
- As blue-collar job candidates are becoming more and more selective in employment opportunities
- In hiring blue-collar workers that are less motivated and have less employability skills
- In hiring blue-collar workers as local housing is becoming less affordable and public transportation is inadequate
- In keeping the business running at current locations due to lack of workforce thus forcing them to relocate away from communities like Caledon and Milton
- As they are unaware of EO and its suite of programs and related benefits that can empower them; this includes ES, Literacy, Apprenticeship, COJG, incentives etc.

Employers are more willing to:

- Collaborate with LEPC and EO Service Providers as well as other employers to come up with solutions to address recruitment challenges
- Engage in Experiential Learning opportunities but are unaware of “how to” tap into experiential learning (co-op placements, internships etc.) opportunities with the educational system that includes high schools; colleges & universities

SME’s need support with:

- Understanding the impact and implications of Bill 148
- The Employment Standards Act, (Employer/Employee relations)
- Managing disability cases, using AODA
- How to effectively manage harassment in the workplace
- Know how to survive the current changes in legislation
- Recruitment, retention and training of their employees
- Understanding how to decipher and support mental health challenges in the workplace

Employment Service Providers:

Employment Service Providers need:

- More employer engagement
- Employers as mentors and contributors into community
- More connections with employers that emulate best practices in creating diverse workforces
- Sector specific labour market information with a granularity of city/ neighborhood level

They want to be engaged in:

- Addressing precarious employment
- Compiling a service directory for their marginalized clients
- Addressing lack of work experience despite having education
- Reintegrating older and displaced workers into the labour market
- Reintegrating experienced workers into the labour market
- Building soft skills & essential skills for youth or new immigrant employment
- Integrating internationally trained women into the labour market
- Supporting self-employed people
- Addressing transportation as a barrier to meaningful employment for new immigrants
- Bridging the gap between high skilled entries (IEP’s) and the low skill jobs available
- Bridging the gap between education and employers’ expectations of recent graduates
- Enhancing coordination and collaboration of employment services

- Raising awareness among employers about best practices that address transportation challenges for employees and job seekers. For example, Pepsi has innovatively addressed this challenge by collaborating with Brampton Transit to provide transportation to their employees.

Job Seekers:

Job Seekers challenges are:

- Being underemployed – people with advanced levels of education and training being employed in precarious, often low skill occupations unrelated to their education and training background, especially a significant concern for recent immigrants and young job seekers in Peel and Halton.
- Transitioning from school to work specifically in sectors and industries commensurate with their education and training is becoming increasingly difficult for youth in general and more so for those facing multiple barriers (such as disrupted home environments, housing issues, involvement in crime/criminal justice system).
- Sustained unemployment is having a negative impact on employability resulting in increased illness related to stress, mental health issues, family conflict, reduced access to resources, instability at home, and insecurity.
- Employment service program requirements (one-size-fits all model) that create barriers, especially to those with high needs resulting in classifying this group of individuals as “difficult to employ”.
- Lack of career diversity for mid-career individuals, especially in high-tech occupations with a single employer. Despite extensive experience, individuals may need upgrading and training. However, they may not be in a position to be out of work for a sustained period while they complete a training program.

Educational Institutions:

Educational institutions are challenged in engaging with employers for the purpose of ensuring their educational offerings best prepare their students for the employment marketplace. This includes:

- Engaging employers as advisors and speakers for programs and career events
- Securing co-op placements and other experiential learning opportunities for high school, college and university students;
- Identifying opportunities for internships, work experience and employment for graduates of their programs.

CONCLUSION

The Peel Halton Workforce Development Group, through the Peel Halton LEPC, will continue to work with local partners to address our communities’ labour market challenges, to the benefit of job seekers, employers and others concerned with employment, training and other labour market issues. It will do so by continuing to generate relevant and timely labour market data, produce research studies and analysis, consult with the vast range of stakeholders who are affected by or involved with the labour market, and to engage our partners in collaborative strategies, including service coordination and integrated planning. Through the first year of this pilot, we have promoted innovative approaches with employers, job seekers and service providers, providing forums for dialogue and platforms for solutions, building on promising practices and a willingness to work together. The LEPC model and mandate has generated the space that allows for greater in-depth research and longer-term problem-solving to take place, where the LEPC can be a catalyst, convenor and facilitator to bring together the partners needed to address our local labour market issues.


Time to plan
ROI
HR
Teamwork

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