



LABOUR MARKET CHARACTERISTICS AND OUTCOMES

FOR DIVERSE RESIDENT POPULATIONS
IN PEEL AND HALTON

Based on the 2021 Census

PEEL HALTON WORKFORCE DEVELOPMENT GROUP

The Peel Halton Workforce Development Group (PHWDG) is a community-based, not-for-profit organization that serves the Peel and Halton regions. The PHWDG functions as a neutral broker of research, disseminator of information, and facilitator of collaborative partnership development. The PHWDG works with the community to identify trends and opportunities in the labour market environment which impact our workforce. We then nurture the ideas, which emerge from our consultations and seek to develop partnerships to address these issues, to further help our community to thrive in our local economy. Operating as part of the Local Boards Network of Ontario, PHWDG is one of 26 local planning board areas funded by the Ministry of Labour, Immigration, Training and Skills Development to conduct and distribute local labour market research and engage community stakeholders in planning processes that support local solutions to local labour market challenges.

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Executive Summary

This report explores the labour market circumstances of Peel and Halton residents, relying on 2021 Census data. It compares the data for each of Peel and Halton, for males and females and in some cases by immigrants and non-immigrants. It examines such indicators as levels of educational attainment, employment rates, employment by occupation, employment by industry, average employment income, as well as the proportion of youth not in education and not in employment.

Comparisons are made along all these variables by BIPOC categories (Black, Indigenous and people of colour).

As a result, one finds notable variations in labour market outcomes, even when controlling for different levels of educational attainment.

On average, females have higher levels of educational attainment than males, and racialized populations have higher levels of educational attainment than the not racialized population, yet in both instances, females and racialized populations have lower average employment incomes (limiting the comparison to those with a bachelor's degree or higher, to avoid the impact of different rates of educational attainment).

Halton residents as a whole have higher levels of education, higher employment rates and higher average employment incomes than Peel residents, not because they live in Halton but because those attributes make it possible for them to choose to live in Halton.

These variations also are present between different demographic categories and highlight the need to tailor education, employment and training programs which recognize the specific circumstances of different population groups.

For example:

- **There are higher rates of youth not in school** and not in the labour force among Indigenous, Black and Latin American populations; overall, on average, the Indigenous population has considerably lower levels of educational attainment compared to other categories and have an employment rate lower than what would be expected
- **Filipinos have employment rates higher than would be expected**, even given their higher levels of educational attainment, yet are employed in occupations that have

lower qualifications; one probable reason is because Filipino immigrants are much less likely to earn their postsecondary education in Canada compared to other immigrant groups

- **Arab females have much lower employment rates** and participate much less in the labour force; this is especially the case for Arab female immigrants, but this also is the case to a lesser extent among Arab females born in Canada
- **There are identifiable clusters of demographic groups** by certain industries:
 - **South Asians in truck transportation and computer systems design**
 - **Chinese in banks, accounting, engineering and computer systems design**
 - **Blacks in nursing and residential care facilities** and Black males in social assistance services
 - **Filipinos in hospitals and nursing and residential care facilities**, in food manufacturing and transportation equipment manufacturing, and in warehousing and storage
 - **Arabs in health and personal care stores, ambulatory health care services, transit and ground passenger transportation, and engineering services**
 - **Latin Americans in services to buildings and dwellings** (janitorial services, landscaping services)
 - **Indigenous persons in federal government public administration** (the proportion of Indigenous persons in Peel and Halton is low compared to the Ontario average, such that this concentration is based on a small sample)

The purpose of this analysis is to highlight the unique labour market circumstances of different demographic categories, differences which suggest interventions that focus on diverse needs.

These correlations between racial or Indigenous identity and labour market outcomes also suggest other factors come into play which affect the life chances of individuals. One is the consequence of low income, which may reduce the opportunities to seek higher education or, in the case of an immigrant, limit the ability to pursue a postsecondary degree in Canada. The other is bias or prejudice, expressed against racial or Indigenous identity, which can directly limit an individual's opportunities in education or employment, and which indirectly undermines an individual's motivation and spirit, generating a feeling that regardless of their abilities or potential the odds are stacked against their success.



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The census of population represents the entire universe of residents in Canada.

There is also a set of detailed questions directed to 25% of the population (what used to be called the longform census questionnaire), which probes such issues as education, labour market characteristics, place of birth and so on. Such a very large sample is what makes the census so valuable, because of the reliability of the data.

Introduction

This report provides labour market insights about Peel and Halton residents based on 2021 Census data. This data is cross tabulated by gender and BIPOC categories, and in some cases by immigration status, to illustrate the divergent labour market outcomes of the diverse population sub-categories resident in Peel and Halton. Indicators profiled in this study include levels of educational attainment, employment rates, occupational level of employment, average employment income and employment by industry.

One caution needs to be expressed regarding the 2021 Census data. The census of population represents the entire universe of residents in Canada. There is also a set of detailed questions directed to 25% of the population (what used to be called the longform census questionnaire), which probes such issues as education, labour market characteristics, place of birth and so on. Such a very large sample is what makes the census so valuable, because of the reliability of the data.

Unfortunately, the 2021 Census was administered in May 2021, a time when employment and unemployment was still significantly affected by the aftermath of the COVID pandemic. This would especially influence the results for industries and occupations most affected by COVID, particularly those which were customer-facing but non-essential, such as Arts, Entertainment & Recreation or Accommodation & Food Services. It is also the case that certain population categories are more likely to be employed in these sectors, so that their overall employment outcomes as reported in the 2021 Census are affected. This context needs to be considered when assessing the implications of this data.

¹ All 2021 Census data profiled in this report relies on customized tables purchased by the Ontario Ministry of Labour, Immigration, Training and Skills Development for the province's workforce planning boards.

² BIPOC refers to Black, Indigenous and People of Colour.



**RACIALIZED
POPULATIONS HAVE
HIGHER LEVELS
OF EDUCATIONAL
ATTAINMENT THAN
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BOTH INSTANCES,
FEMALES AND
RACIALIZED
POPULATIONS HAVE
LOWER AVERAGE
EMPLOYMENT
INCOMES**

2021 Census Data

Total population by Indigenous and racialized categories

To set the context, Table 1 shows the number of residents in Peel and Halton by Indigenous and racialized categories, together with their percentage distribution and compares these proportions to those for Ontario.

Table 1: Total population by BIPOC categories, Peel and Halton, 2021

	NUMBER		PERCENT		
	PEEL	HALTON	PEEL	HALTON	ONTARIO
TOTAL	1,439,075	589,770	100.0%	100.0%	100.0%
Indigenous population	7,430	5,890	0.5%	1.0%	2.9%
First Nations (North American Indian)	4,165	3,345	0.3%	0.6%	1.8%
Métis	2,655	2,115	0.2%	0.4%	1.0%
Inuk (Inuit)	115	50	0.0%	0.0%	0.0%
Multiple Indigenous responses	235	100	0.0%	0.0%	0.1%
Racialized population	990,345	209,505	68.8%	35.5%	34.3%
South Asian	537,930	81,245	37.4%	13.8%	10.8%
Chinese	59,985	31,835	4.2%	5.4%	5.8%
Black	137,295	20,430	9.5%	3.5%	5.5%
Filipino	60,125	13,135	4.2%	2.2%	2.6%
Arab	49,970	21,935	3.5%	3.7%	2.0%
Latin American	32,120	11,495	2.2%	1.9%	1.8%
Southeast Asian	26,635	4,160	1.9%	0.7%	1.2%
West Asian	16,110	5,850	1.1%	1.0%	1.5%
Korean	6,435	5,820	0.4%	1.0%	0.7%
Japanese	2,585	1,675	0.2%	0.3%	0.2%
Other racialized†	61,160	11,940	4.2%	2.0%	2.2%
Not identified with a racialized group	448,730	380,265	31.2%	64.5%	65.7%

† Includes visible minority not included elsewhere and multiple visible minorities

Overall, Peel has a very high proportion of racialized persons, whereas the percentage share in Halton is similar to that for Ontario. Peel especially has a high proportion of South Asian residents, with Blacks being a distant second in terms of population share. In Halton South Asians are also the largest single racialized category, followed by the Chinese population.

The Indigenous population in Peel and Halton is much smaller, in proportionate terms, compared to the provincial average.

For the purposes of the analysis in this paper, the following categories will be used:

- Indigenous (for Indigenous population)
- Not racialized (an abbreviated term for Not identified with a racialized group)
- Racialized, including the following sub-categories:
 - South Asian
 - Chinese
 - Black
 - Filipino
 - Arab
 - Latin American

Levels of educational attainment and employment rates

This section examines levels of educational attainment and compares them to employment rates for residents aged 25 to 64 years of age. This age range was chosen to reduce the number of youths who may still be in school and not in the labour force, as well as to limit the number of older adults who may have retired from the labour force.

Table 2 provides the educational attainment data for Peel males. Four categories are profiled, showing the percentage distribution across these categories for all population groups:

- No certificate
- High school (secondary school certificate)
- College/trades (this includes all those with apprenticeship certificates, college certificates or diplomas, as well as university certificates or diploma below the bachelor level)
- University (everyone with a bachelor's degree or higher)

In order to compare these results with other indicators, such as employment rates, a composite score has been created, where the level of educational attainment is ascribed a value, and an average score is calculated. The values have been assigned as follows:

- No certificate: 1
- High school: 2
- College/trades: 3
- University: 4

Each person's educational attainment is given its corresponding value, and all these values are added up and divided by the total number of individuals, resulting in the composite score (in essence, the "average" score). Table 2 includes the composite score for each population category.

Table 2: Educational attainment, all males aged 25-64 years of age, Peel, 2021

	ALL	Indigenous	Racialized	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
No certificate	9%	16%	9%	8%	8%	9%	3%	10%	15%	11%
High school	24%	36%	21%	18%	12%	33%	24%	15%	30%	29%
College/trades	27%	35%	23%	19%	17%	34%	34%	20%	32%	34%
University	41%	13%	47%	55%	63%	24%	40%	56%	23%	26%
Composite score	2.98	2.46	3.09	3.22	3.35	2.73	3.10	3.22	2.64	2.75

Table 3: Educational attainment, all females aged 25-64 years of age, Peel, 2021

	ALL	Indigenous	Racialized	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
No certificate	8%	13%	8%	8%	8%	6%	2%	10%	9%	7%
High school	21%	30%	19%	18%	14%	21%	15%	16%	26%	26%
College/trades	27%	37%	24%	17%	21%	42%	30%	21%	36%	33%
University	44%	20%	49%	57%	58%	31%	53%	53%	28%	33%
Composite score	3.07	2.63	3.13	3.22	3.28	2.97	3.34	3.17	2.83	2.93

THE INDIGENOUS POPULATION
IN PEEL AND HALTON
IS MUCH SMALLER,
IN PROPORTIONATE TERMS
COMPARED TO
THE PROVINCIAL AVERAGE

Table 4: Educational attainment, all males aged 25-64 years of age, Halton, 2021

	ALL	Indigenous	Racialized	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
No certificate	5%	11%	3%	2%	2%	5%	2%	3%	4%	6%
High school	19%	27%	12%	9%	7%	20%	18%	8%	17%	23%
College/trades	28%	38%	18%	13%	13%	31%	33%	15%	25%	33%
University	48%	24%	67%	76%	78%	44%	47%	73%	53%	38%
Composite score	3.20	2.76	3.49	3.62	3.66	3.14	3.24	3.59	3.27	3.04

Table 5: Educational attainment, all females aged 25-64 years of age, Halton, 2021

	ALL	Indigenous	Racialized	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
No certificate	4%	7%	3%	3%	2%	4%	1%	4%	2%	4%
High school	17%	24%	12%	11%	7%	14%	14%	11%	16%	19%
College/trades	27%	37%	20%	14%	20%	31%	30%	16%	27%	31%
University	53%	33%	65%	72%	70%	51%	55%	70%	55%	46%
Composite score	3.29	2.95	3.47	3.54	3.59	3.30	3.38	3.52	3.34	3.19

A few observations regarding Tables 2 to 5:

- In most instances, in both Peel and Halton, females have slightly higher levels of educational attainment than their male counterparts in the same category; two population groups where this was not the case were the Chinese and Arab populations
- In every category, for each gender, the educational attainment level is higher for Halton residents compared to Peel residents; this was especially the case with respect to Latin Americans (males and females), and to a lesser extent for Black males
- In Peel and Halton, the educational attainment of the not racialized population is notably below that for the racialized population
- One interesting comparison is the ratio of university graduates to those without an educational certificate: Filipino females in Peel and Halton both had very high proportions of university graduates compared to those with no certificate; the same applies to Chinese males and females in Halton; on the other hand, Peel Indigenous males was the only population group where the proportion of those with no certificate was higher than the proportion of those with a university degree

Overall, Peel has a very high proportion of racialized persons, whereas the percentage share in Halton is similar to that for Ontario. Peel especially has a high proportion of South Asian residents, with Blacks being a distant second in terms of population share. In Halton South Asians are also the largest single racialized category, followed by the Chinese population.



Table 6 shows the employment rate³ for all these population categories, measured at the time of the 2021 Census, for those aged 25 to 64 years old.

Table 6: Employment rate, males and females aged 25-64 years of age, Peel and Halton, 2021

	ALL	Indigenous	Racialized	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
Peel males	80.0%	69.9%	80.6%	83.6%	77.8%	74.8%	82.9%	70.0%	81.1%	78.6%
Peel females	65.9%	62.8%	64.5%	63.2%	66.2%	70.5%	79.2%	44.2%	64.2%	69.0%
Halton males	83.2%	75.2%	84.5%	88.5%	79.9%	82.2%	88.7%	79.7%	87.6%	82.5%
Halton females	71.3%	69.4%	67.6%	67.0%	64.4%	74.3%	86.1%	54.4%	71.6%	73.5%

Some observations regarding these employment rates:

- In every category except one, the population in Halton has a higher employment rate than the same population in Peel; the only exception is the Chinese female population in Halton
- The male racialized population has a higher employment rate than the male not racialized population in both Peel and Halton, whereas the female racialized population has a lower employment rate in both regions compared to that of the not racialized female population
- The Filipino population, both male and female, in each of Peel and Halton, have consistently higher employment rates, as do South Asian males in both areas
- The female Arab population in both Peel and Halton have by far the lowest employment rates of any group, male or female; Arab males in Peel have lower employment rates, as do Indigenous males in both Peel and Halton

These lower employment rates among Arab females are a consequence of the far lower participation rates among Arab females. Table 7 shows participation rates⁴ among the profiled visible minority categories, comparing for immigrants and non-immigrants. The data is restricted to Peel, in order to have a robust sample size. Otherwise, the sample parameters apply, namely those aged 25 to 64 years old, males and females.

³The employment rate is the percentage of the population who are employed.

⁴The participation rate measures the proportion of the population who are either employed or actively looking for work, that is, in the labour force.

Table 7: Participation rates, immigrant and non-immigrant males and females aged 25 to 64 years old, Peel, 2021

		South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
MALES	Immigrant	91%	85%	87%	91%	81%	89%	86%
	Non-immigrant	88%	85%	82%	87%	79%	87%	86%
FEMALES	Immigrant	73%	73%	81%	86%	56%	76%	75%
	Non-immigrant	79%	82%	81%	86%	69%	77%	79%

Overall, participation rates for immigrant males are either equal to or higher than those for non-immigrant males, while participation rates for immigrant females are either equal to or lower than those for non-immigrant females. The participation rate for Arab immigrant females is much lower than for any other category, whereas the participation rate for Arab non-immigrant females is notably higher than that for Arab immigrant females, but it is still lower than for any other female non-immigrant population groups.⁵

Having profiled each of these indicators, educational attainment and employment rate, the next step is to explore the relationship between these two indicators. If one looks at the entire Ontario population aged 25 to 64 years of age, the employment rate increases as one moves from those with no educational certificate, to those with a high school diploma and then to those with a postsecondary certificate, diploma or degree. This makes intuitive sense: individuals who sought higher levels of education may have been motivated to do so to become employed or to get a higher-quality job, and those who become employed in a higher-quality job may be more likely to stay employed.

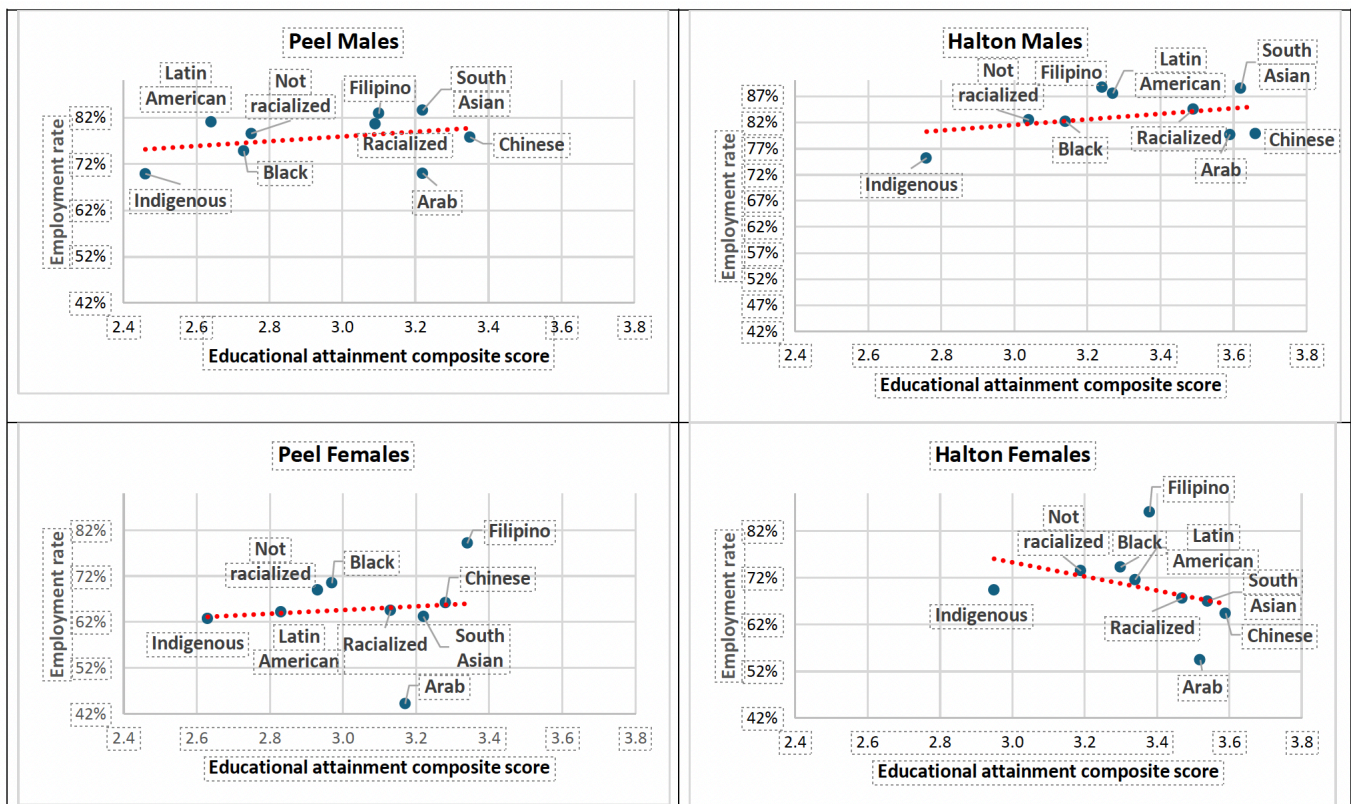
Diagram 1 shows the results when we plot a group's educational composite score and their employment rate. Overall, it does appear that as one's level of education increases, there is a higher employment rate, except that this does not apply in the case of Halton females, where the trendline slopes downward, indicating that as educational attainment levels increase, employment rates go down. In fact, if one examines the results for the two large aggregate groups, racialized and not-racialized females, one finds that racialized females in both Peel and Halton have higher levels of educational attainment than not-racialized females, yet they have lower employment rates.

⁵ This data includes all period of immigration and all levels of education. Most recent Arab female arrivals (2016 to 2021) have a very low participation rate (40%), increasing to 55% for those who arrived between 2011 and 2015, and up to 65% for those in Canada since before 2021. By education level, those with no certificate had a 27% participation rate, those with a high school diploma scored 38%, while those with a bachelor's degree or higher had a participation rate of 67%.

The trendlines in each chart in Diagram 1 show the average results at each point in the graph. There are several notable outliers:

- Arab females have not only low employment rates, but these rates are much lower than would be predicted, given their higher levels of educational attainment; the same can be said for Arab males in Peel, whereas the rate for Halton Arab males is only somewhat lower than expected
- Filipino females have higher rates of employment, much higher than would be expected, even given their relatively higher levels of educational attainment; this is also the case for Filipino males, although their divergence from the average is not as high as that for Filipino females
- In most instances, the Indigenous population experience lower levels of employment, even lower than their lower levels of educational attainment would predict; this does not apply to Peel Indigenous females
- Black females in Peel, while they have average levels of educational attainment, are employed at a higher rate than would be predicted based on these educational levels

Diagram 1: Educational attainment composite score and employment rate, males and females aged 25 to 64 years old, Peel and Halton, 2021



Levels of educational attainment and occupational outcomes

In addition to the “quantity” of employment, that is, the employment rate, one can also measure the “quality” of employment, by examining the level of education or training typically required for the occupation in which an individual is employed. This is made easier by the 2021 National Occupation Classification (NOC), which provides the following levels defined by the training, education, experience and responsibilities (TEER level) associated with that occupation (the first column in the table identifies the numerical value of the 2nd digit of that occupation’s NOC code which is assigned to that TEER level).

2nd digit NOC code	Training, Education, Experience and Responsibilities (TEER)
0	Management occupations
1	Occupations usually require a university degree
2	Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations
3	Occupations usually require a college diploma or apprenticeship training of less than two years; or more than six months of on-the-job training
4	Occupations usually require a secondary school diploma; or several weeks of on-the-job training
5	Occupations usually require short-term work demonstration and no formal education

There are also insights to be gained by comparing these occupational level outcomes to each group’s educational attainment (the analysis is limited to the educational attainment levels of those who are employed; based on the available tables, this will include all individuals who reported employment income in the year before the census). Much in the same way as an educational attainment composite score was created, one can generate an occupational level composite score by assigning a value to each training, education, experience and responsibilities (TEER) level, as follows:

- **TEER level “0”:** assigned value “5”
- **TEER level “1”:** assigned value “5”
- **TEER level “2”:** assigned value “4”
- **TEER level “3”:** assigned value “3”
- **TEER level “4”:** assigned value “2”
- **TEER level “5”:** assigned value “1”

Arab females have not only low employment rates, but these rates are much lower than would be predicated, given their higher levels of educational attainment; the same can be said for Arab males in Peel, whereas the rate for Halton Arab males is only somewhat lower than expected

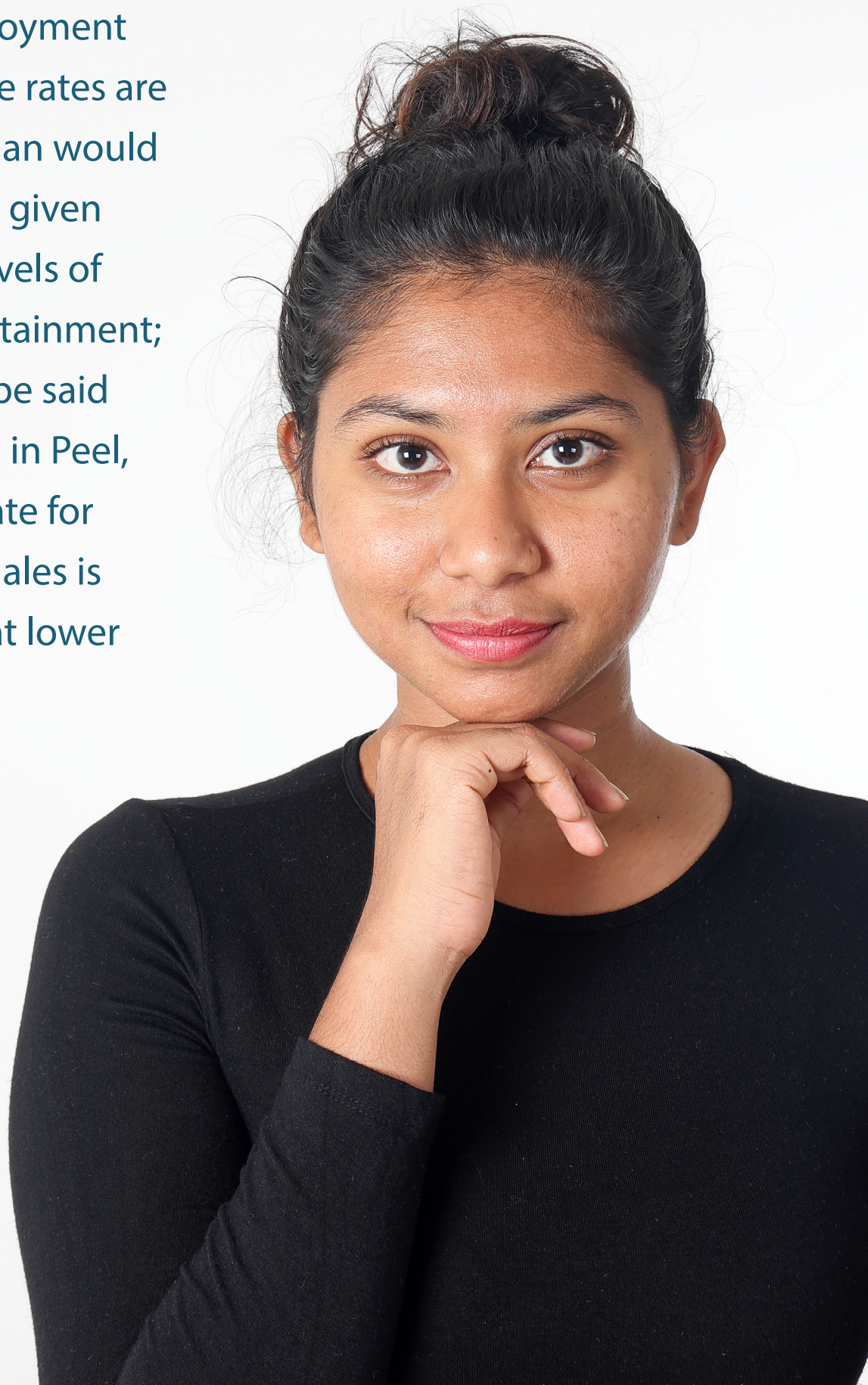
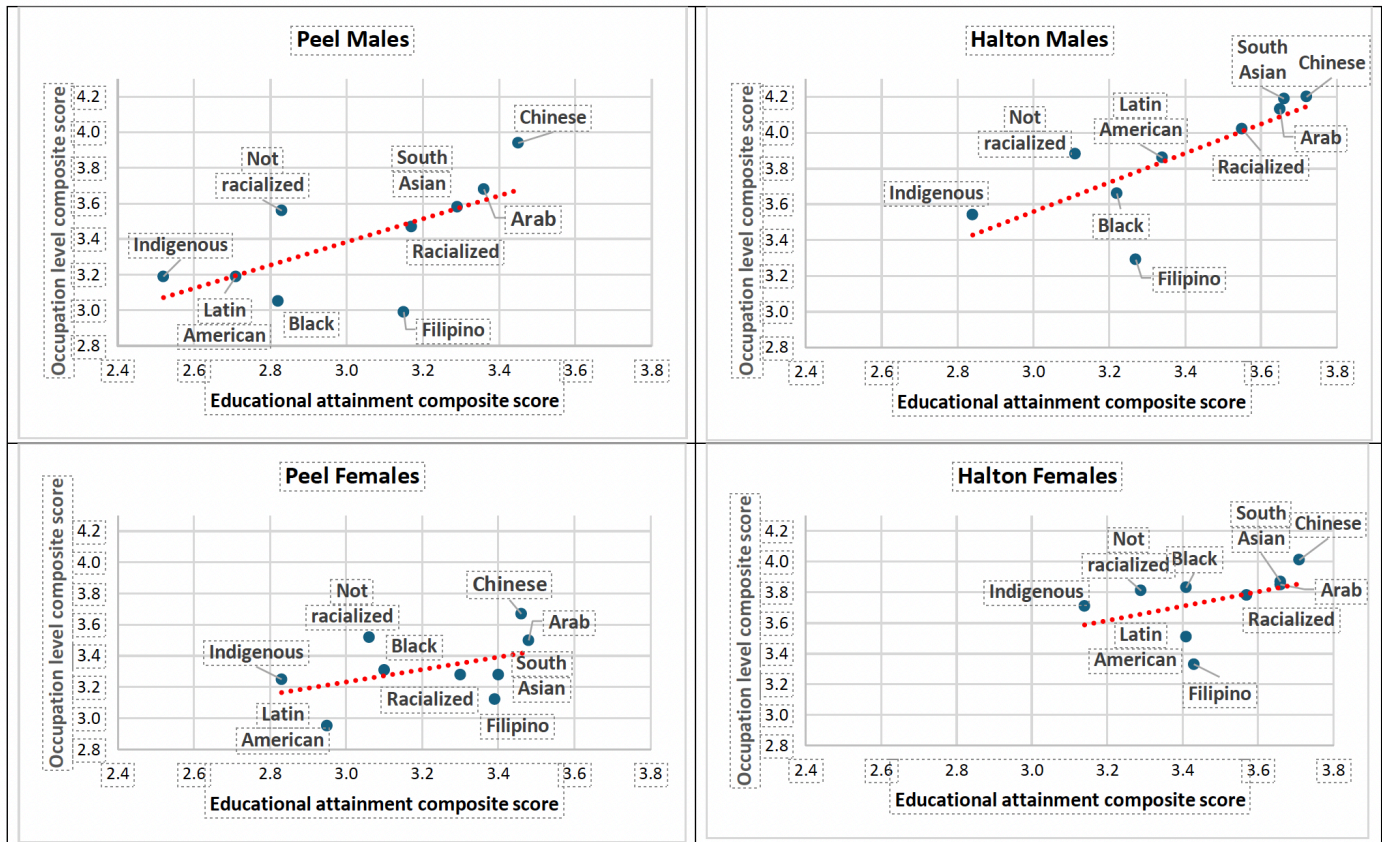


Diagram 2: Educational attainment composite score and occupational level composite score, males and female aged 25 to 64 years old with employment income, Peel and Halton, 2021



There are several outliers from the trendlines in the charts:

- In both Peel and Halton, Filipino males and females have considerably worse occupational outcomes compared to what would be expected based on their levels of educational attainment
- In Peel, the not-racialized population, male and female, have higher levels of occupational attainment than what would be predicted from their levels of educational attainment; to a slightly lesser extent, the same can be said of not-racialized Halton males, as well as the Chinese population in Peel, male and female
- Black males in Peel have somewhat worse occupational outcomes, given their level of education attainment
- In all other cases, each group has a level of occupational attainment that is relatively close to the average trend; it is noteworthy that the Indigenous population, which had lower employment rates in relation to their levels of education attainment, score in the range of the average results (indeed, slightly higher) in terms of the occupational levels they are employed in; that is, the labour market disadvantage is more in relation to access to a job as opposed to the job they are employed in

Average employment income for persons with bachelor's degree or higher

The analysis of employment income will be limited to those with a bachelor's degree or higher, in order to limit the impact resulting from a different mix of educational attainment. As well, average as opposed to median employment income will be reported, in order to capture the impact of higher earners.

Charts 1 and 2 present the data for Peel and Halton respectively, focusing on those aged 25 to 64 years old, isolating the following categories:

- **Indigenous**
 - Male
 - Female

- **Non-immigrant**
 - Not racialized
 - Male
 - Female
 - Racialized
 - Male
 - Female

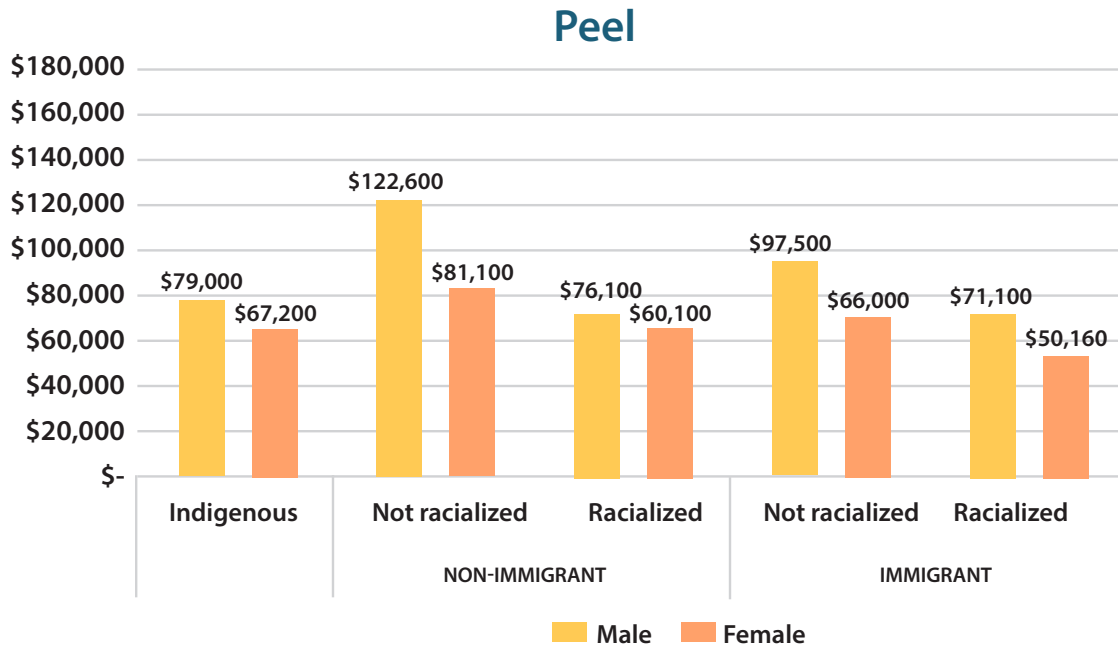
- **Immigrant**
 - Not racialized
 - Male
 - Female
 - Racialized
 - Male
 - Female

The analysis of employment income will be limited to those with a bachelor's degree or higher, in order to limit the impact resulting from a different mix of educational attainment.



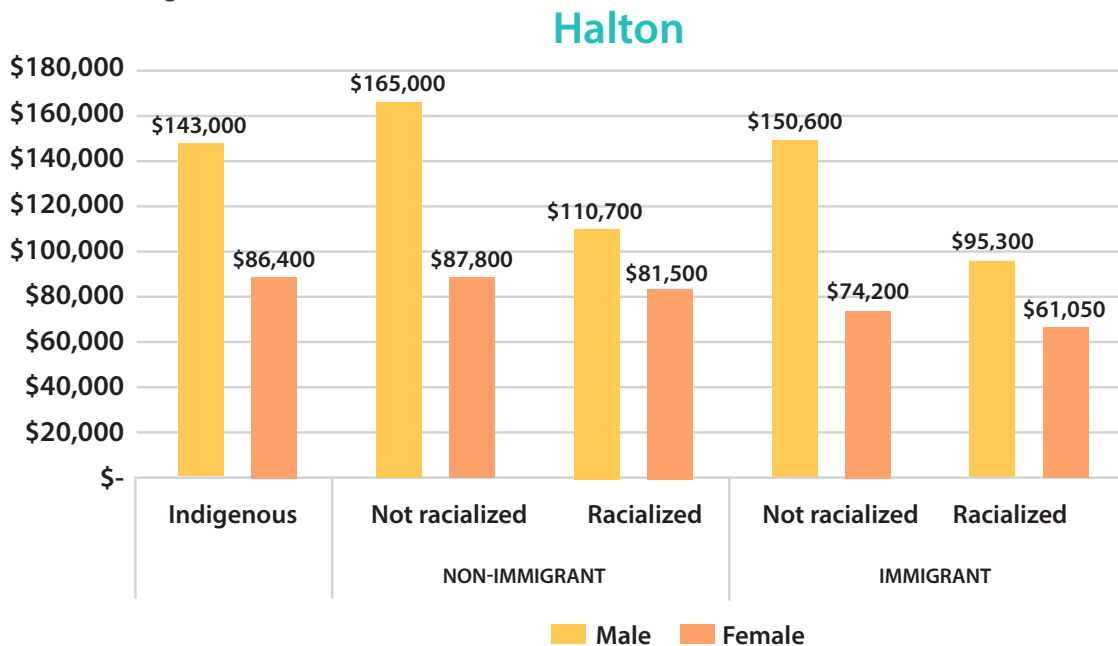
In Peel, the not-racialized population, male and female, have higher levels of occupational attainment than what would be predicted from their levels of educational attainment

Chart 1: Average employment income, males and females aged 25 to 64 years old, Indigenous, non-immigrant and immigrant, not racialized and racialized, with a bachelor's degree or higher, Peel, 2021



Statistics Canada, 2021 Census, Tables 98-10-0428-1 and 98-10-0440-01

Chart 2: Average employment income, males and females aged 25 to 64 years old, Indigenous, non-immigrant and immigrant, not racialized and racialized, with a bachelor's degree or higher, Halton, 2021



Statistics Canada, 2021 Census, Tables 98-10-0428-1 and 98-10-0440-01

Even when limiting the focus to those with a bachelor's degree or higher, there are significant discrepancies between groups. Some observations:

- In every category, females have an average employment income considerably less than males, in most case 30% to 50% less
- In every category, Halton residents have a higher average employment income than the same category in Peel; the gap is usually wider when comparing the income of males
- Among both non-immigrants and immigrants, the racialized category earns less than the non-racialized category
- In each category, the non-immigrant group earns more than the immigrant group
- The Indigenous category earns more than each racialized category, whether non-immigrant or immigrant
- Indigenous males earn less than non-racialized males, whether non-immigrant or immigrant, while Indigenous females earn more than non-racialized immigrant females, but less than non-racialized non-immigrant females

Table 8 presents the average employment income figures for the racialized sub-populations. The table cells have been colour-coded to highlight the differences in income more easily. The highlighting expresses each entry as a multiple of the lowest income figure (Peel Arab female immigrants: \$40,360), using the following legend:

Table 8: Average employment income, male and female residents with employment income, aged 25 to 64 years old with a bachelor's degree or higher, by immigration status, Peel and Halton, 2021

	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
PEEL – MALES							
Non-immigrants	\$79,400	\$82,700	\$63,950	\$68,600	\$72,000	\$54,800	\$122,600
Immigrants	\$71,000	\$81,900	\$69,100	\$63,900	\$62,950	\$77,800	\$97,500
PEEL – FEMALES							
Non-immigrants	\$59,800	\$70,300	\$56,750	\$60,500	\$57,400	\$60,600	\$81,100
Immigrants	\$45,320	\$69,900	\$64,500	\$53,100	\$40,360	\$53,900	\$66,000
HALTON – MALES							
Non-immigrants	\$120,800	\$112,800	\$95,600	\$82,000	\$98,000	\$88,000	\$165,000
Immigrants	\$100,900	\$91,400	\$92,500	\$72,400	\$84,100	\$112,000	\$150,600
HALTON – FEMALES							
Non-immigrants	\$81,100	\$93,400	\$89,600	\$79,600	\$69,000	\$51,000	\$87,800
Immigrants	\$56,700	\$71,500	\$73,800	\$58,650	\$48,720	\$66,600	\$74,200

1.0 to 1.49	Orange
1.5 to 1.99	Yellow-Orange
2.0 to 2.49	Yellow
2.5 to 2.99	Light Green
3.0 to 3.49	Green
3.5 and higher	Dark Green

The highest average employment income is earned by non-immigrant, not racialized Halton males, followed relatively closely by immigrant not racialized Halton males, with non-immigrant not racialized Peel males coming a more distant third. There is then a further cluster of higher earning residents, all living in Halton: non-immigrant South Asian males, non-immigrant Chinese males, immigrant Latin American males and immigrant South Asian males. All categories cited had median employment incomes higher than \$100,000.

At the other end of the spectrum are those residents whose average employment income is less than \$60,000. In ascending order, the categories are:

- Peel Arab immigrant females
- Peel South Asian immigrant females
- Halton Arab immigrant females
- Halton Latin American non-immigrant females
- Peel Filipino immigrant females
- Peel Latin American immigrant females
- Peel Latin American non-immigrant males
- Halton South Asian immigrant females
- Peel Black non-immigrant females
- Peel Arab non-immigrant females
- Halton Filipino immigrant females
- Peel South Asian non-immigrant females

Of these 12 categories with the lowest average employment incomes:

- 11 were female
- 8 were from Peel
- 7 were immigrant

Among both non-immigrants and immigrants, the racialized category earns less than the non-racialized category.



University degree earned by immigrants inside Canada

The location where a post-secondary degree is obtained has a bearing on how that degree is valued by Canadian employers. There are considerable variations by visible minority categories in the proportion of immigrants who earned their university degree (bachelor's degree or higher) in Canada. It is also the case that the longer a person has been in Canada, the more likely they have earned their degree in Canada.⁶

Table 9 shows the percentage of immigrants in the labour force with a university bachelor's degree or higher who earned their degree in Canada, by period of immigration and by BIPOC categories. The tables in the Appendix provide the detailed data regarding location of degree by period of immigration, whereas Table 8 shows the data for the entire category, regardless of period of immigration. In most instances, the total figure reflects the pattern as it appears across each period of immigration.

Table 9: Percentage of all immigrant university degree holders (bachelor or higher) in the labour force who earned their degree in Canada, by BIPOC category, males and females, Peel and Halton, 2021

	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
PEEL – Males	24%	47%	47%	15%	25%	28%	38%
PEEL – Females	21%	49%	59%	16%	24%	33%	40%
HALTON – Males	31%	40%	43%	18%	26%	24%	41%
HALTON – Females	27%	41%	45%	19%	24%	25%	45%

The broad pattern is as follows:

- Higher levels of obtaining a postsecondary degree in Canada are found among the Black, Chinese and not racialized immigrants; Filipinos have the lowest levels of obtaining their degree in Canada, whereas low levels are also present among the Arab, South Asian and Latin American immigrant populations
- In most cases, the female population has a slightly higher percentage of those obtaining their degree in Canada, compared to their male counterparts, except for the South Asian and Arab categories
- The highest proportion of immigrants with degrees earned in Canada are not always those living in Halton; for the Chinese, Black and Latin American populations, those living in Peel show higher proportions with degrees earned in Canada

⁶ Tables A1 to A4 in the Appendix provide the data on the proportion of immigrants who earned their university degree in Canada, by visible minority category, for males and females resident in Peel and Halton.

NEET youth (Not in Education, Employment or Training)

The NEET category of youth shows the percentage of youth in each age range (in this case, those aged 15 to 19 and 20 to 24 years old), who are not attending school and not in the labour force (neither employed nor actively looking for employment). The data does not include those who may be in a training program, but this latter figure is a smaller number and would not greatly affect the overall percentage results. The value of this analysis is that the same criteria is applied to all population categories, which highlights differences between the population groups.

The four subsequent tables show the percentage of those not attending school and not in the labour force, for males and females; Tables 10 and 11 provide the data for those aged 15 to 19 years old and Tables 12 and 13 profile youth aged 20 to 24 years old. For each table, the percentages for Peel and Halton are compared to those for the City of Toronto as well as the Rest of Ontario (Ontario minus the City of Toronto figures), to provide a context.

Table 10: Not attending school and not in labour force, males aged 15 to 19 years old, Peel, Halton, Toronto and Rest of Ontario, 2021

	ALL	Indigenous	South Asian	Chinese	Black	Filipino	Arab	Latin	Not racialized
Peel	6.0%	5.1%	5.8%	3.2%	7.7%	6.3%	6.7%	7.1%	5.4%
Halton	4.0%	3.0%	3.8%	4.1%	4.0%	6.3%	3.4%	4.7%	3.9%
Toronto	7.3%	16.9%	5.9%	6.0%	10.4%	9.3%	7.2%	11.9%	6.1%
Ontario minus Toronto	5.5%	9.8%	5.3%	4.0%	6.9%	6.0%	5.4%	6.2%	5.4%

Table 11: Not attending school and not in labour force, females aged 15 to 19 years old, Peel, Halton, Toronto and Rest of Ontario, 2021

	ALL	Indigenous	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
Peel	5.3%	5.4%	5.3%	2.7%	5.5%	6.0%	5.9%	5.4%	5.4%
Halton	4.1%	3.3%	5.4%	5.3%	5.2%	2.1%	6.1%	2.6%	3.5%
Toronto	5.8%	8.5%	5.2%	4.6%	7.7%	6.4%	7.6%	9.9%	5.1%
Ontario minus Toronto	4.9%	9.5%	4.9%	4.1%	6.0%	5.0%	6.1%	5.3%	4.7%

In most cases, the female population has a slightly higher percentage of those obtaining their degree in Canada, compared to their male counterparts, except for the South Asian and Arab categories ...



The data for 15- to 19-year-old NEET youth (Tables 10 and 11) shows the following:

- Overall, Halton has the lowest NEET rate; Peel's rate is lower than that for Toronto, but higher than the rate for Ontario minus Toronto
- In most instances, females have a lower NEET rate than males, except for most of the categories in Halton and for the Arab populations in Halton, Toronto and Ontario minus Toronto
- High rates in Peel are found among Black males (other categories that have higher rates are Latin American males and Filipino and Arab females)
- High rates in Halton are found among Filipino males and Arab females
- While rates for Indigenous youth aged 15 to 19 years old are considerably higher in Toronto and the rest of Ontario, rates for Indigenous youth in Peel and Halton were below the average⁷

Table 12: Not attending school and not in labour force, males aged 20 to 24 years old, Peel, Halton, Toronto and Rest of Ontario, 2021

	ALL	Indigenous	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
Peel	8.7%	12.3%	7.0%	5.7%	14.2%	8.7%	10.4%	11.9%	10.0%
Halton	6.2%	4.2%	5.7%	5.8%	10.1%	5.8%	5.0%	3.2%	6.2%
Toronto	10.6%	25.5%	7.3%	6.8%	17.9%	11.6%	10.7%	14.6%	10.5%
Ontario minus Toronto	9.0%	19.9%	5.8%	5.5%	13.1%	8.4%	10.2%	10.2%	9.7%

Table 13: Not attending school and not in labour force, females aged 20 to 24 years old, Peel, Halton, Toronto and Rest of Ontario, 2021

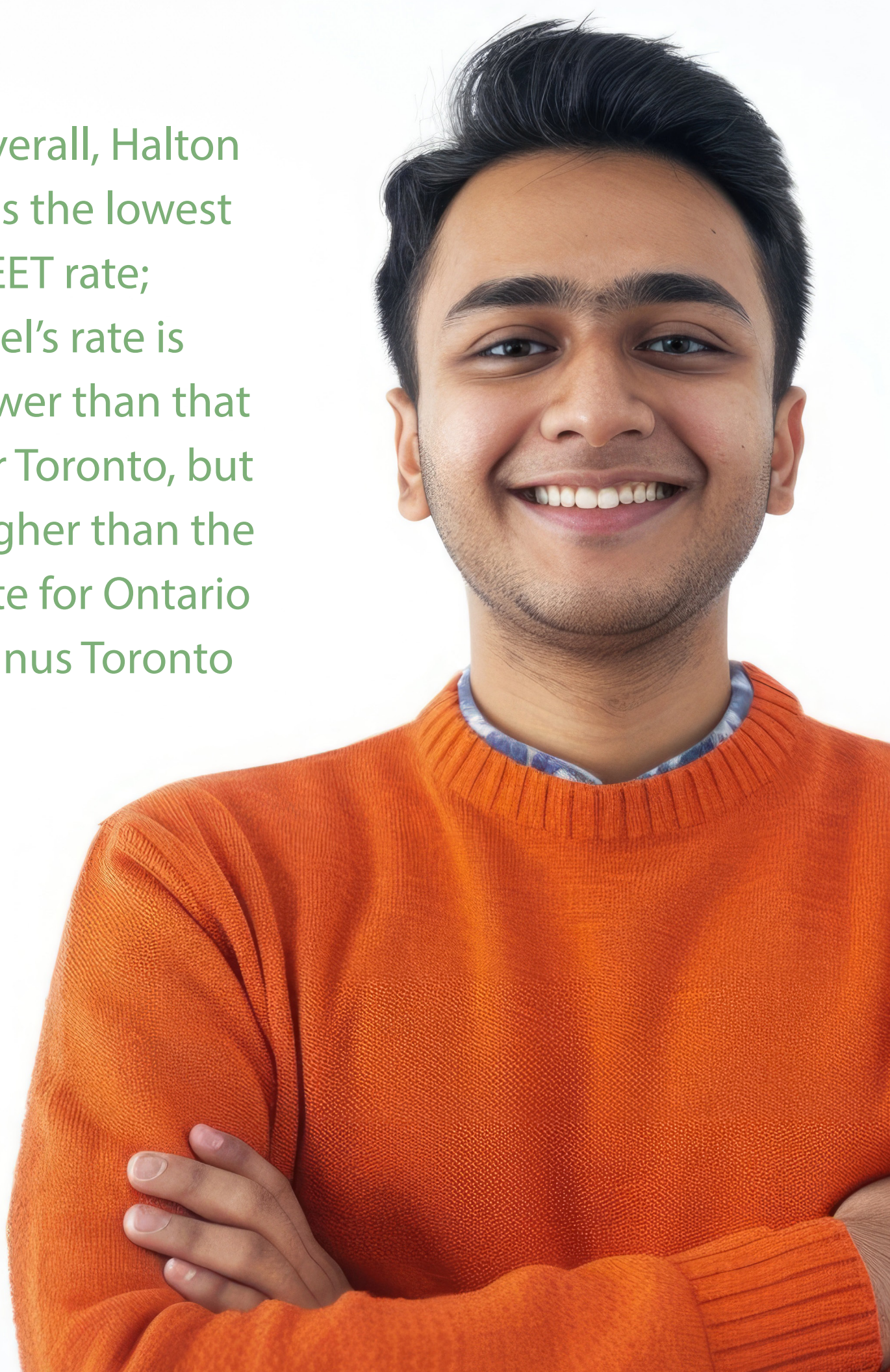
	ALL	Indigenous	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
Peel	7.8%	14.5%	6.6%	3.3%	9.8%	5.8%	10.9%	12.4%	8.5%
Halton	5.0%	5.6%	5.2%	3.1%	5.3%	7.6%	9.5%	3.0%	4.6%
Toronto	8.6%	15.0%	6.6%	5.6%	13.7%	7.7%	14.2%	15.3%	7.5%
Ontario minus Toronto	8.5%	18.8%	5.9%	3.7%	9.4%	5.8%	10.6%	11.5%	9.3%

Among NEET youth aged 20 to 24 years old, Tables 12 and 13 show that:

- Halton youth have the lowest rates, while the figures for Peel youth are lower than not only those for Toronto but also Ontario minus Toronto
- Males usually have a higher NEET rate than females, although this did not apply in the case of the Indigenous population
- High NEET rates in Peel are found among Black males and Indigenous and Latin American females
- High NEET rates in Halton are found among Black males and Arab and Filipino females

⁷ However, the figures for Indigenous youth aged 15 to 19 years old in Peel and Halton need to be treated with caution; the actual reported numbers for each of Peel and Halton were 15 and 10; the numbers have been rounded off randomly to a digit ending in "0" or "5", so that the actual number is different. Given the small size of the number, a difference of even several units changes the proportions. That being said, the Toronto and Ontario minus Toronto figures represent a more robust sample and provide relevant comparisons.

Overall, Halton
has the lowest
NEET rate;
Peel's rate is
lower than that
for Toronto, but
higher than the
rate for Ontario
minus Toronto



Employment by industry

Included among the many variations in labour market outcomes by population sub-categories is the distribution by these groups across the range of industries. This section identifies, for each population sub-group, the industries in which they have higher or much higher concentrations.⁸

Industries have their unique distribution of occupations and one can compare the quality of jobs by calculating an occupational level composite score by industry. Table 14 presents this calculation for the industries that are cited in this section.

Table 14: Occupational level composite score for select industries in Peel and Halton, 2021

INDUSTRY	COMPOSITE SCORE
54 Professional, scientific and technical services	4.40
61 Educational services	4.31
51 Information and cultural industries	4.13
22 Utilities	4.09
52 Finance and insurance	4.09
91 Public administration	3.93
62 Health care and social assistance	3.87
ALL INDUSTRIES	3.50
41 Wholesale trade	3.49
23 Construction	3.48
81 Other services (except public administration)	3.40
71 Arts, entertainment and recreation	3.37
53 Real estate and rental and leasing	3.36
31-33 Manufacturing	3.13
44-45 Retail trade	2.81
48-49 Transportation and warehousing	2.68
56 Administrative and support	2.61
72 Accommodation and food services	2.59

⁸ This judgment is made by calculating a location quotient, where the concentration of a particular group is compared to the concentration of the whole population in that industry. The result is expressed as a ratio, such that 1.00 means the concentration of that group in that industry is the same as that for all residents; a 0.50 means that the concentration is half as much, while 1.5 means it is one and a half times as much. The location quotients for all groups and all industries, for each of males and females in Peel and Halton, are provided in Tables A5 to A8 in the Appendix to this report.

Thus, a higher concentration of employment by a group in industries which have a high occupational level composite score (for example, Professional, Scientific and Technical Services at 4.40, or Educational Services at 4.31) will more likely mean access to better jobs, whereas a higher concentration of employment in such industries as Transportation and Warehousing (composite score: 2.68), Administrative and Support (2.61) or Accommodation and Food Services (2.59) will more likely mean employment in lower quality of jobs.

The following tables list high industry concentrations by population categories as follows:

- **Table 15:** Males in Peel
- **Table 16:** Females in Peel
- **Table 17:** Males in Halton
- **Table 18:** Females in Halton

It is often the case that a population category will have higher concentrations in both industries with higher quality jobs as well as lower quality jobs, and clearly is variation by gender as well as between Peel and Halton. It is noteworthy that almost every population category has an industry where there is either a higher or much higher concentration, both among males and females, in each of Peel and Halton.

Those industries are:

- **Indigenous identity:** Public Administration
- **South Asian:** Transportation and Warehousing
- **Chinese:** Finance and Insurance; Professional, Scientific and Technical Services
- **Black:** Health Care and Social Assistance
- **Filipino:** Manufacturing; Health Care and Social Assistance
- **Latin American:** Administrative and Support
- **Arab:** Retail Trade (except for Halton males)

The detailed tables follow.

Table 15: Concentrations by industries and detailed BIPOC categories, males with employment income, Peel, 2021

	Industries with higher concentrations	Industries with much higher concentrations
Indigenous	- Health care and social assistance - Other services (except public administration)	- Construction - Wholesale trade - Arts, entertainment and recreation - Public administration
South Asian	- Transportation and warehousing - Finance and insurance - Professional, scientific and technical services	
Chinese	- Wholesale trade Information and cultural industries	- Finance and insurance - Professional, scientific and technical services - Accommodation and food services
Black	- Administrative and support - Health care and social assistance - Arts, entertainment and recreation Public administration	
Filipino	- Wholesale trade	- Manufacturing - Health care and social assistance - Accommodation and food services
Arab	- Retail trade - Professional, scientific and technical services	- Health care and social assistance - Accommodation and food services
Latin American	- Other services (except public administration)	- Construction - Administrative and support
Not racialized	- Wholesale trade - Educational services - Public administration	- Construction - Arts, entertainment and recreation

Table 16: Concentrations by industries and detailed BIPOC categories, females with employment income, Peel, 2021

	Industries with higher concentrations	Industries with much higher concentrations
Indigenous	- Arts, entertainment and recreation - Public administration	- Construction
South Asian	- Transportation and warehousing	
Chinese	- Manufacturing - Finance and insurance - Real estate and rental and leasing	- Wholesale trade - Professional, scientific and technical services
Black	- Public administration	- Health care and social assistance
Filipino	- Manufacturing	- Health care and social assistance
Arab	- Educational services - Accommodation and food services	- Retail trade
Latin American	- Construction - Other services (except public administration)	- Administrative and support
Not racialized	- Real estate and rental and leasing - Educational services - Public administration	- Construction - Arts, entertainment and recreation

Table 17: Concentrations by industries and detailed BIPOC categories, males with employment income, Halton, 2021

	Industries with higher concentrations	Industries with much higher concentrations
Indigenous	- Educational services - Public administration	- Administrative and support - Arts, entertainment and recreation - Accommodation and food services
South Asian	- Transportation and warehousing - Information and cultural industries - Real estate and rental and leasing	- Finance and insurance - Professional, scientific and technical services
Chinese	- Utilities	- Finance and insurance - Professional, scientific and technical services
Black	- Transportation and warehousing - Accommodation and food services - Public administration	- Health care and social assistance
Filipino		- Manufacturing - Health care and social assistance - Accommodation and food services
Arab	- Information and cultural industries	- Health care and social assistance
Latin American	- Construction - Finance and insurance - Administrative and support	
Not racialized		

Table 18: Concentrations by industries and detailed BIPOC categories, females with employment income, Halton, 2021

	Industries with higher concentrations	Industries with much higher concentrations
Indigenous	<ul style="list-style-type: none"> - Manufacturing - Administrative and support - Accommodation and food services 	<ul style="list-style-type: none"> - Public administration
South Asian	<ul style="list-style-type: none"> - Transportation and warehousing - Information and cultural industries - Finance and insurance - Professional, scientific and technical services 	
Chinese	<ul style="list-style-type: none"> - Manufacturing - Wholesale trade - Information and cultural industries - Real estate and rental and leasing - Professional, scientific and technical services 	<ul style="list-style-type: none"> - Utilities - Finance and insurance
Black	<ul style="list-style-type: none"> - Administrative and support - Health care and social assistance 	
Filipino	<ul style="list-style-type: none"> - Other services (except public administration) 	<ul style="list-style-type: none"> - Manufacturing - Health care and social assistance
Arab	<ul style="list-style-type: none"> - Utilities - Accommodation and food services 	<ul style="list-style-type: none"> - Retail trade
Latin American	<ul style="list-style-type: none"> - Utilities Manufacturing - Wholesale trade - Transportation and warehousing 	<ul style="list-style-type: none"> - Administrative and support
Not racialized		

It is also possible to drill deeper into the industry categories, by focusing on industry subsectors and groups. Table 19 highlights those subsectors and groups where there is a high concentration of a demographic group (male and female combined) in each of Peel and Halton.⁹

⁹ The level of sub-category in the North American Industry Classification System (NAICS) is denoted by the number of digits in the accompanying code: a 2-digit NAICS is the industry sector (for example, 62 represents Health Care and Social Assistance); a 3-digit NAICS is an industry subsector (for example, 624 represents Social Assistance); a 4-digit NAICS is an industry group (for example, 6244 represents Child daycare services).

Table 19: Much higher concentrations of BIPOC populations (total gender) by industry subsectors and groups for both Peel and Halton, 2021

	Industry subsectors and groups with much higher concentrations
Indigenous	911 Federal government public administration ¹⁰
South Asian	484 Truck transportation 5415 Computer systems design and related services
Chinese	5221 Depository credit intermediation (e.g. banks, credit unions) 5412 Accounting, tax preparation, bookkeeping and payroll services 5413 Architectural, engineering and related services 5415 Computer systems design and related services
Black	6230 Nursing and residential care facilities 624 Social assistance
Filipino	311 Food manufacturing (especially males) 336 Transportation equipment manufacturing 493 Warehousing and storage 622 Hospitals 6230 Nursing and residential care facilities
Arab	446 Health and personal care stores 485 Transit and ground passenger transportation 5413 Architectural, engineering and related services 621 Ambulatory health care services
Latin American	5617 Services to buildings and dwellings
Not racialized	-- None --

Some notable concentrations:

- Chinese males and females, in both Peel and Halton, are employed in Architectural, Engineering and Related Services in a proportion that is twice that of the average
- Black males and females, in both Peel and Halton, are employed in Nursing and Residential Care Facilities in a proportion that is more than twice that of the average
- Black males, in Peel and Halton, are employed in Social Assistance at a rate that is almost three times greater than the average
- Filipino males are employed in high concentrations in Food Manufacturing, two time the average in Peel and three and a half times the Halton average; the very large concentrations are in Hospitals and Nursing and Residential Care Facilities, where the concentrations are usually two and three times the average, except in the case of Halton Nursing and Residential Care Facilities, where the concentration of males and females is five times the average; 15% of Filipino female residents in Peel work in either a hospital or nursing/residential care facility, while the figure is 20% for Filipino female residents in Halton (compared to 7% for all females in each of Peel and Halton)
- Latin Americans are employed in high concentrations in Services to Buildings and Dwellings (cleaning and janitorial services; landscaping services), especially in Peel, where 6% of Latin American males are employed in this industry group and 8% of Latin American females (compared to 1.5% for all males and 1.3% of all females in Peel)

¹⁰ The proportion of Indigenous persons employed in federal public administration in Peel and Halton is 1.8% compared to 1.0% for the total population; however, this still represents a small number of only 130 individuals.

It is interesting to explore the proportions by population group employed in Public Administration. While this sector only represents 4% of all employment in Peel and Halton, it is a relevant sector for exploring the degree to which public employers are representative of the residents they serve.

A much higher concentration is indicated by a concentration quotient of 1.5 or higher (that is, the population subgroup is employed in that category at a rate one and a half times that all the entire population. Similarly, we have used a concentration quotient of 0.5 or lower to signify a much lower concentration rate (a concentration proportion half or less than the entire population). The following lists those entries at or very close to these levels, for each category, combining males and females in Peel and Halton combined.

Much higher concentration:

- Indigenous people in federal government public administration (1.83)
- Indigenous people in local, municipal and regional public administration (1.60)
- Blacks in provincial public administration (1.54)
- Not racialized individuals in local, municipal and regional public administration (1.49)

Much lower concentration (all of these are just slightly above 0.50):

- South Asians in local, municipal and regional public administration (0.51)
- Indigenous people in provincial public administration (0.52)
- Filipinos in provincial public administration (0.59)
- Chinese in local, municipal and regional public administration (0.65)
- Filipinos in local, municipal and regional public administration (0.66)
- Filipinos in federal government public administration (0.69)

In short, Filipinos have low concentrations of employment across all three levels of public administration, and the local, municipal and regional public administration has lower employment concentrations of not just Filipinos, but also South Asians and Chinese.

In Halton
South Asians
are also the largest
single racialized
category



Observations and Conclusions

This report reviews a great amount of data. It is apparent that different population groups have different labour market characteristics (for example, level of educational attainment) as well as different labour market outcomes (for example, the category of occupation or industry they are employed in or their average employment income), and these vary, not always in a predictable way, based on their demographic characteristics (such as gender, BIPOC identity and immigration status). That is not to say that each labour market outcome can be explicitly linked to a measurable indicator; in some cases, what may be at play are social networks within a particular population (for example: 13% of South Asian males living in Peel are employed in Truck Transportation, compared to 3% for all the other males in Peel).

Or consider the field of study of an immigrant population: for all Ontario, almost a third (31%) of Filipino female immigrants have a bachelor's degree or higher in health and related fields, more than twice the proportion of all other female immigrants to Ontario (at 14%); moreover, 83% of these Filipino health field degrees are earned outside Canada, compared to around half (54%) for these other female immigrants who studied in the health field. This certainly is a major factor why one in six (16%) of Filipino females are employed in hospitals or nursing/residential care facilities in Peel and Halton, compared to one in 14 (7%) for all other females.

Two other important factors have a bearing on labour market outcomes. One is the consequence of low income, which may reduce the opportunities to seek higher education or, in the case of an immigrant, limit the ability to pursue a postsecondary degree in Canada. The other is bias or prejudice, expressed against racial or Indigenous identity, which can directly limit an individual's opportunities in education or employment, and which indirectly undermines an individual's motivation and spirit, generating a feeling that regardless of their abilities or potential the odds are stacked against their success.

What this report does is highlight the correlations between labour market characteristics and labour market outcomes. A correlation is not conclusive that there is a direct causal link between a demographic characteristic and a given outcome, but it does shine on a light on possible linkages. In this section the more prominent trends are summarized, and some suggestions are offered for labour market interventions customized to address the specific challenges faced by different population groups.

There are always exceptions to any broad generalizations, but the following are overall observations about the data relating to Peel and Halton residents:

BY GENDER

- Females typically have higher average levels of educational attainment than males and among immigrants are slightly more likely to have earned their university degree in Canada
- In every category, females have lower average employment incomes than males

RACIALIZED POPULATION

- The racialized population typically has higher average levels of educational attainment than the non-racialized population
- The racialized population has lower average employment income compared to the not racialized population
- Racialized males have higher employment rates, but racialized females have lower employment rates, compared to their non-racialized counterparts

IMMIGRANT POPULATION

- Immigrants have lower average employment income than non-immigrants, when comparing by gender, racialized or not racialized, and for Peel and Halton (among sub-populations, this does not appear to be the case for Latin Americans or for Blacks living in Peel)

HALTON AND PEEL

- Halton residents have higher levels of education, higher employment rates, higher average employment income and lower NEET youth rates than Peel; this is not because they live in Halton, rather, these characteristics are what allow them to choose to live in Halton
- To some extent, for each sub-population, the Halton counterpart represents those who have been successful in both their educational and career pursuits; that is, Peel residents probably more often represent the typical experience across Ontario, while Halton residents more often represent the exception

The remaining part of this section will focus on specific sub-populations and will suggest possible initiatives to improve their labour market outcomes. These specific interventions are in addition to broad employment and training programs which are available to all populations; they reflect areas where a customized project might be of value in addressing a labour market issue relevant to specific populations.

Indigenous identity

The Indigenous population has average levels of educational attainment which are considerably lower than those for other sub-populations, while the proportion of Indigenous Peel youth aged 20 to 24 years old who are not in education and not in the labour force is very high: among males, it is the second highest and among females it is the highest (this does not apply to Peel Indigenous youth aged 15 to 19 years old nor to Halton Indigenous youth). In all instances, they are more likely to have a college diploma or trades certificate than a university degree, sometimes far more likely. The employment rate of Indigenous adults is somewhat below the average trend, given their level of educational attainment, while for those who are employed, their occupational level is just slightly higher than the average trend. For those with a bachelor's degree, their average employment income is higher than that of the racialized population (both immigrant and non-immigrant), but is lower than that of the non-immigrant, non-racialized population.

It suggests that there are two distinct ends of the spectrum for the Indigenous adult population, those who have limited education and are more likely to be unemployed or not in the labour force and a smaller group who have a university degree and do comparatively well – this is likely a group which benefits from diversity programs (for example, the Indigenous population has a higher employment concentration in the Public Administration sector). It bears emphasizing, however, that a much smaller proportion of the indigenous population holds a university degree; most notably, among Peel male residents aged 25 to 64 years old, only 13% had a university degree, compared to the average of 41% for all Peel male residents (see Tables 2, 3, 4 and 5).

It suggests then that interventions which focus on supporting youth to complete their secondary schooling and to access and complete a postsecondary program is a foundational step for acquiring better jobs. This is an area which already attracts a lot of programming, but it is clearly one which requires even more support. Also, given that 15% of Indigenous males in Peel are employed in Construction suggests that pathways leading to Construction (such as apprenticeship) could be beneficial, with an established Indigenous presence in that sector.

Finally, it also suggests that any effort to draw into employment more of the Indigenous population who are not in the labour force would probably require significant and holistic interventions, addressing such issues as literacy and basic skills, and strengthening executive functioning,¹⁰ in addition to tackling inadequate housing, physical and mental health issues and the other myriad difficulties regularly encountered by individuals at the lower end of the economic scale.

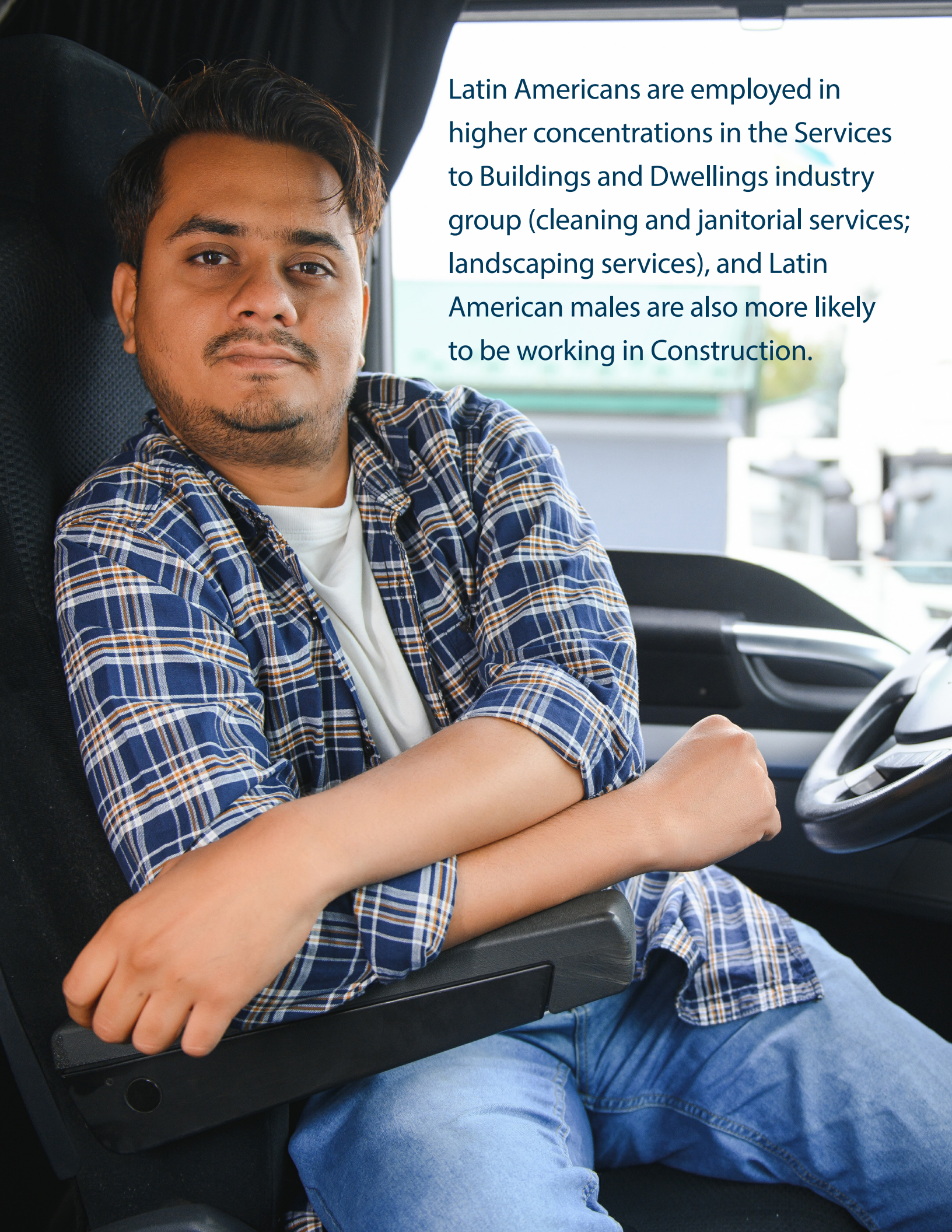
¹⁰ The topic of executive function and employment preparation is worthy of its own report. By executive functions we mean several skills: self-control and maintaining focus; cognitive adaptability, such as multi-tasking and altering strategies based on feedback; and working memory, the ability to mentally hold and manipulate information, simultaneously thinking of multiple things. These are typical requirements of basic, low-skilled occupations, and neurological science has shown that the stresses of poverty, trauma and discrimination directly compromise these skills. These skills can be regained through coaching, practice, cognitive behavioural therapy, incentives and environmental modifications. For an excellent overview of this topic, see: Stephen Goldsmith and Kate Markin Coleman, *Growing Fairly: How to Build Opportunity and Equity in Workforce Development*, Brookings Institute Press (2022), pp. 26-48.

Black

The Black population has slightly higher levels of educational attainment than the Indigenous population; in Peel, they have the third lowest levels and in Halton the second lowest. In peel, they are more likely to have a college diploma or trades certificate than a university degree, while among Halton residents the reverse is true. Black males have an employment rate that is consistent with the average based on their levels of education, while the occupations they are employed in are slightly lower than what would be expected. In the case of Black females, their employment rate is just slightly higher than what would be expected, given their levels of education, whereas the occupations they are employed in are in line with what would be expected. A higher proportion of Black immigrants earn their university degree in Canada.

Black male youth often have the highest NEET rate among all groups: in Peel, it is the highest for both those aged 15 to 19 years old and 20 to 24 years old, in Halton it is the highest for the 20- to 24-year-olds, whereas among the 15- to 19-year-olds the level is equal to the average for all male youth.

There is certainly need for more efforts to be made to support more youth to obtain a high school diploma, particularly among males, as well as to move forward into further education at the college or university level. Two areas where there already is a high concentration of Black employees is among nursing and residential care facilities and in the social assistance subsector. It would be useful to explore support for those educational and career advancement pathways which could support not just employment in jobs in these subsectors, but access to better quality jobs.



Latin Americans are employed in higher concentrations in the Services to Buildings and Dwellings industry group (cleaning and janitorial services; landscaping services), and Latin American males are also more likely to be working in Construction.

Latin American

Latin American residents in Peel have lower than average levels of educational attainment and are more likely to have a college diploma or trades certificate, while Halton Latin Americans are much more likely to have a university degree. In Peel, Latin American males aged 20 to 24 years old have the third highest rate of not being in school and not being employed, while Peel Latin American females in that age group have the second highest rate among females.

In most instances, Latin Americans have an employment rate that matches their levels of educational attainment, except that Peel males have a slightly higher employment rate. The occupational level of male jobs is in the range of what would be expected, given their level of education, but in the case of Latin American females, it is lower, especially for those living in Peel. Among Latin American immigrants with a university degree, a smaller proportion earn their degree in Canada.

Latin Americans are employed in higher concentrations in the Services to Buildings and Dwellings industry group (cleaning and janitorial services; landscaping services), and Latin American males are also more likely to be working in Construction.

As with the Indigenous and Black youth populations, the higher rates of youth not in school and not in employment should be a great concern, suggesting more efforts to prepare more of these youth for some level of postsecondary education, from apprenticeship to college to university. There is also an area warranting further research: with higher levels of college and trades certificate, what are the outcomes of these certificates, in terms of employment rates and levels of occupational attainment? This is research which could also apply to the Indigenous and Black populations, who also have higher proportions of college diplomas and trades certificates.

Filipino

In all categories (male or female, Peel or Halton), Filipinos have levels of educational attainment above the average. Indeed, Filipino females in Peel have the highest level of educational attainment of all female categories in Peel. These same groups have consistently higher rates of employment, especially Filipino females, but these groups also score much lower in terms of the occupations they work in, given their higher levels of education. As a result, they tend to have lower average employment incomes. A likely reason for this is that Filipinos have the lowest proportion of university graduates who earned their degree in Canada. Filipinos are employed in higher concentrations in Health Care and Social Assistance as well as Manufacturing; by industry subgroup, this includes Hospitals, Nursing and Residential Care Facilities, Food Manufacturing, Transport Equipment Manufacturing, and Warehousing and Storage. It is also likely that the recognition of foreign credentials for the purpose of employment in the health care sector may be more challenging than in other industries.

One labour market intervention with respect to the Filipino community would be to encourage more Filipino immigrants to obtain Canadian postsecondary credentials, either through post-arrival programs or by way of pre-arrival information aimed at prospective immigrants, highlighting how their labour market outcomes could be improved. A related initiative would include support for career advancement in the health care sector.

In all these respects, the purpose of this analysis has been to highlight the different labour market circumstances defined by diverse demographic characteristics, and to draw attention to potential customized approaches which address the unique needs of different population groups.

One labour market intervention with respect to the Filipino community would be to encourage more Filipino immigrants to obtain Canadian postsecondary credentials, either through post-arrival programs or by way of pre-arrival information aimed at prospective immigrants, highlighting how their labour market outcomes could be improved. A related initiative would include support for career advancement in the health care sector.



Appendix

Calculation of composite scores: educational attainment and occupational outcomes

Composite scores are a way to compare a dataset that includes a number of entries and reduce it to a single figure. This report relies on a composite score to compare results for educational attainment and for occupational outcomes.

Educational attainment. In the case of educational attainment, one has a mix of individuals with either no certificate, a high school diploma, a trades certificate, a college diploma or a university degree. The composite score is created by assigning a value to each level of educational attainment. In the approach used in this paper, these values are as follows:

- **No certificate:** assigned value "1"
- **High school:** assigned value "2"
- **College/trades:** assigned value "3"
- **University:** assigned value "4"

To take the example of all males aged 25 to 64 years of age in Peel (first data column of Table 2), the values were as follows (the number of individuals are from the original data, which was used to calculate the percentages):

- **No certificate:** 9%, represented by 35,765 individuals
- **High school:** 24% – 90,875 individuals
- **College/trades:** 27% – 102,005 individuals
- **University:** 41% – 155,335 individuals

The calculation then applies the value assigned to each educational level to the number of residents with that level of education, adding up all the categories and dividing by the total number of residents:

$$= \frac{(35,765 * 1) + (90,875 * 2) + (102,005 * 3) + (155,335 * 4)}{(35,765 + 90,875 + 102,005 + 155,335)} = 2.98$$

Occupational outcomes. The same approach is applied in the case of calculating the composite score for occupational outcomes. Occupations can be classified by their level of training, education, experience and responsibilities (TEER), as follows:

- **TEER level 0** (management occupations): assigned value “5”
- **TEER level 1** (occupations usually requiring a university degree): assigned value “5”
- **TEER level 2** (occupations usually requiring a college diploma or apprenticeship training or two or more years, or supervisory occupations): assigned value “4”
- **TEER level 3** (occupations usually requiring a college diploma or apprenticeship training of less than two years; or more than six months of on-the-job training): assigned value “3”
- **TEER level 4** (occupations usually requiring a secondary school diploma; or several weeks of on-the-job training): assigned value “2”
- **TEER level 5** (occupations usually require short-term work demonstration and no formal education): assigned value “1”

In the case of Diagram 2, the calculation for the occupational outcome composite score for racialized Peel males was arrived at as follows:

- **TEER level 0:** 16,910 individuals
- **TEER level 1:** 48,285 individuals
- **TEER level 2:** 29,105 individuals
- **TEER level 3:** 35,950 individuals
- **TEER level 4:** 42,020 individuals
- **TEER level 5:** 29,930 individuals

The calculation then applies the value assigned to TEER level to the number of residents employed at that TEER level, adding up all the categories and dividing by the total number of employed residents:

$$= \frac{(16,910 * 5) + (48,285 * 5) + (29,105 * 4) + (35,950 * 3) + (42,020 * 2) + (29,930 * 1)}{(16,910 + 48,285 + 29,105 + 35,950 + 42,020 + 29,930)} = 3.28$$

University degree earned in Canada

Table A1: Percentage of male immigrant university degree holders (bachelor or higher) in the labour force who earned their degree in Canada, by period of immigration and by BIPOC category, Peel, 2021

Period of immigration	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
2016-2021	13%	54%	22%	0%	9%	14%	8%
2011-2015	13%	32%	31%	4%	17%	12%	12%
2001-2010	27%	34%	41%	16%	30%	26%	23%
Prior to 2001	36%	57%	66%	20%	34%	43%	48%
ALL IMMIGRANTS	24%	47%	47%	15%	25%	28%	38%

Table A2: Percentage of female immigrant university degree holders (bachelor or higher) in the labour force who earned their degree in Canada, by period of immigration and by BIPOC category, Peel, 2021

Period of immigration	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
2016-2021	7%	55%	20%	2%	5%	8%	6%
2011-2015	11%	43%	38%	6%	18%	18%	19%
2001-2010	24%	38%	55%	18%	31%	31%	26%
Prior to 2001	36%	57%	79%	23%	35%	55%	53%
ALL IMMIGRANTS	21%	49%	59%	16%	24%	33%	40%

Table A3: Percentage of male immigrant university degree holders (bachelor or higher) in the labour force who earned their degree in Canada, by period of immigration and by BIPOC category, Halton, 2021

Period of immigration	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
2016-2021	14%	28%	14%	0%	5%	11%	8%
2011-2015	19%	31%	24%	0%	16%	13%	13%
2001-2010	32%	35%	48%	18%	30%	23%	23%
Prior to 2001	47%	58%	66%	30%	47%	49%	58%
ALL IMMIGRANTS	31%	40%	43%	18%	26%	24%	41%

Table A4: Percentage of female immigrant university degree holders (bachelor or higher) in the labour force who earned their degree in Canada, by period of immigration and by BIPOC category, Halton, 2021

Period of immigration	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
2016-2021	7%	28%	13%	0%	5%	6%	5%
2011-2015	13%	34%	30%	3%	15%	14%	10%
2001-2010	27%	38%	46%	19%	31%	27%	26%
Prior to 2001	50%	58%	77%	33%	45%	51%	65%
ALL IMMIGRANTS	27%	41%	45%	19%	24%	25%	45%

Location quotient by industry and by BIPOC category

A location quotient provides a measurement of the concentration of a group in a particular industry compared to the concentration of all residents in that industry. It does so through a ratio, where 1.00 means the concentration of that group in that industry is the same as that for all residents; a 0.50 means that the concentration is half as much, while 1.5 means it is one and a half times as much.

In the following tables, ratios of 1.50 or more are shaded in orange (much higher concentration), ratios between 1.25 and 1.49 are shaded in green (higher concentration), and ratios of 0.50 or less are shaded in red (much lower concentration).

Table A5: Location quotients by industry and by Indigenous and racialized populations, males 15 years and older, Peel, 2021

	Indigenous	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
23 Construction	1.53	0.48	0.49	0.90	0.44	1.08	2.18	1.74
31-33 Manufacturing	0.90	0.90	1.18	0.97	1.61	0.67	1.06	0.96
41 Wholesale trade	1.53	0.75	1.31	1.01	1.29	0.83	0.93	1.25
44-45 Retail trade	1.21	0.94	0.92	1.18	1.08	1.30	0.83	0.98
48-49 Transportation and warehousing	0.77	1.45	0.41	1.16	0.81	0.83	0.69	0.59
51 Information and cultural industries	1.01	1.06	1.42	0.93	0.88	0.80	0.78	1.00
52 Finance and insurance	0.37	1.27	1.62	0.75	0.81	0.81	0.48	0.77
53 Real estate and rental and leasing	0.66	1.18	1.13	0.68	0.65	0.99	0.69	0.95
54 Professional, scientific and technical services	0.39	1.27	1.53	0.56	0.62	1.27	0.62	0.83
56 Administrative and support	1.01	1.05	0.41	1.26	0.89	0.82	1.80	0.95
61 Educational services	1.17	0.65	1.20	1.19	0.95	0.91	0.85	1.39
62 Health care and social assistance	1.34	0.84	1.21	1.36	2.29	1.79	0.77	0.84
71 Arts, entertainment and recreation	2.25	0.49	1.03	1.45	0.99	0.57	0.79	1.62
72 Accommodation and food services	0.81	1.04	1.53	0.88	1.51	1.81	0.91	0.72
81 Other services (except public administration)	1.42	0.76	0.63	1.20	0.88	0.98	1.30	1.10
91 Public administration	1.63	0.75	1.14	1.25	0.86	0.66	0.86	1.34

Table A6: Location quotients by industry and by Indigenous and racialized populations, females 15 years and older, Peel, 2021

	Indigenous	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
23 Construction	1.64	0.72	0.79	0.57	0.62	1.14	1.38	1.51
31-33 Manufacturing	0.79	1.12	1.45	0.68	1.35	0.55	1.02	0.81
41 Wholesale trade	1.23	0.88	1.50	0.71	1.00	0.80	0.94	1.17
44-45 Retail trade	0.98	1.02	0.75	0.94	0.94	1.51	1.01	0.98
48-49 Transportation and warehousing	1.13	1.40	0.58	0.98	1.01	0.59	1.17	0.69
51 Information and cultural industries	0.97	1.05	1.17	0.93	0.73	0.71	0.97	1.01
52 Finance and insurance	1.05	1.14	1.39	0.90	0.99	0.64	0.62	0.89
53 Real estate and rental and leasing	1.12	0.88	1.36	0.61	0.75	0.81	1.03	1.30
54 Professional, scientific and technical services	0.89	1.20	1.58	0.57	0.57	1.14	0.75	0.98
56 Administrative and support	1.06	1.15	0.44	1.03	0.77	0.72	2.32	0.91
61 Educational services	0.91	0.82	0.82	0.93	0.44	1.29	0.60	1.40
62 Health care and social assistance	0.88	0.85	0.74	1.69	1.61	1.05	0.97	0.89
71 Arts, entertainment and recreation	1.29	0.49	1.16	1.09	0.62	0.48	1.06	1.63
72 Accommodation and food services	1.10	1.09	1.10	0.93	1.24	1.36	0.94	0.78
81 Other services (except public administration)	1.02	0.72	0.93	0.80	1.22	1.13	1.39	1.11
91 Public administration	1.43	0.75	0.87	1.48	0.64	0.77	0.89	1.25

Table A7: Location quotients by industry and by Indigenous and racialized populations, males 15 years and older, Halton, 2021

	Indigenous	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
22 Utilities	0.00	0.97	1.40	1.04	0.55	0.88	1.13	1.01
23 Construction	0.90	0.36	0.48	0.75	0.63	0.88	1.25	1.21
31-33 Manufacturing	0.96	0.71	1.08	0.73	1.78	0.69	1.12	1.05
41 Wholesale trade	1.08	0.79	0.88	0.84	0.89	0.83	1.04	1.09
44-45 Retail trade	1.17	0.94	0.63	1.09	1.02	1.24	1.03	1.02
48-49 Transportation and warehousing	1.02	1.37	0.73	1.36	1.19	1.16	0.88	0.91
51 Information and cultural industries	0.74	1.33	1.12	1.03	0.50	1.25	0.84	0.93
52 Finance and insurance	0.53	1.57	1.65	1.11	0.83	0.76	1.26	0.84
53 Real estate and rental and leasing	0.84	1.34	1.17	0.79	0.42	1.00	0.49	0.95
54 Professional, scientific and technical services	0.67	1.67	1.59	0.83	0.74	1.21	0.78	0.83
56 Administrative and support	1.83	0.74	0.36	1.18	0.93	0.68	1.35	1.11
61 Educational services	1.25	0.56	1.09	0.97	0.81	1.05	0.69	1.09
62 Health care and social assistance	0.80	1.15	0.92	1.57	2.06	2.14	0.86	0.84
71 Arts, entertainment and recreation	2.11	0.36	0.59	1.14	1.06	0.34	0.93	1.20
72 Accommodation and food services	1.56	0.90	1.23	1.36	1.59	1.17	1.12	0.91
81 Other services (except public administration)	0.70	0.56	0.80	1.06	0.75	1.18	0.82	1.09
91 Public administration	1.30	0.72	0.96	1.25	0.42	0.42	0.93	1.12

Table A8: Location quotients by industry and by Indigenous and racialized populations, females 15 years and older, Halton, 2021

	Indigenous	South Asian	Chinese	Black	Filipino	Arab	Latin American	Not racialized
22 Utilities	0.00	0.70	2.63	0.00	0.97	1.42	1.30	0.93
23 Construction	0.93	0.59	0.81	0.87	0.20	1.20	1.10	1.12
31-33 Manufacturing	1.30	0.98	1.35	0.63	1.50	0.52	1.44	0.97
41 Wholesale trade	0.84	0.76	1.31	0.62	0.97	0.81	1.39	1.05
44-45 Retail trade	1.03	0.98	0.76	1.00	0.92	1.79	1.01	0.98
48-49 Transportation and warehousing	0.84	1.25	1.01	0.86	1.07	0.68	1.34	0.97
51 Information and cultural industries	0.00	1.26	1.35	1.19	1.04	0.92	0.93	0.95
52 Finance and insurance	0.79	1.42	1.76	1.09	0.99	0.68	1.13	0.87
53 Real estate and rental and leasing	0.62	0.84	1.33	0.51	0.49	0.67	0.99	1.08
54 Professional, scientific and technical services	0.96	1.45	1.40	0.84	0.59	1.06	0.78	0.91
56 Administrative and support	1.32	0.97	0.65	1.39	0.84	0.62	2.42	1.02
61 Educational services	1.02	0.75	0.72	0.83	0.33	0.84	0.53	1.15
62 Health care and social assistance	0.92	1.02	0.69	1.38	1.93	1.12	0.97	0.95
71 Arts, entertainment and recreation	1.11	0.46	0.43	1.03	0.57	0.55	0.70	1.22
72 Accommodation and food services	1.27	0.92	0.98	1.13	1.23	1.34	0.92	0.95
81 Other services (except public administration)	0.94	0.65	0.92	1.04	1.49	1.09	1.00	1.00
91 Public administration	1.51	0.85	0.66	1.08	0.45	0.50	0.73	1.12

LABOUR MARKET CHARACTERISTICS AND OUTCOMES

FOR DIVERSE RESIDENT POPULATIONS
IN PEEL AND HALTON

Based on the 2021 Census

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