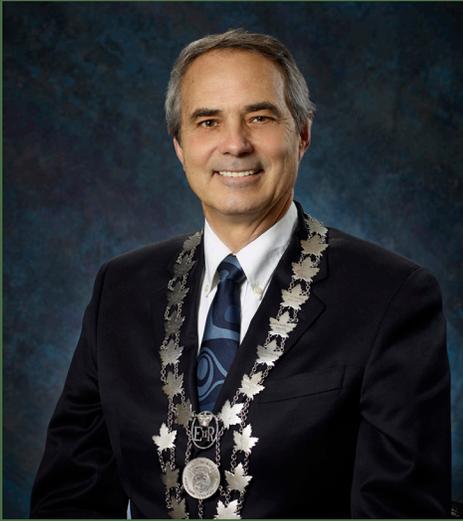


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Refer to LPS35-17

# 2016 Employment Survey Results





## Message from the Regional Chair

On behalf of Regional Council, I am pleased to present the results of the 2016 Employment Survey. Each year, this survey highlights the factors underlying Halton's economic growth, which supports policy and decision making at the Region and informs infrastructure improvements that serve local residents and businesses.

The success of the Employment Survey depends on the assistance of the Region's business community. I would like to thank all those who participated in this year's survey and for their continued support in providing us their information, which helps in our Regional planning and service delivery. The Employment Survey allows Halton Region to effectively plan for growth, attract new businesses and visitors, and support economic sustainability in Halton Region - all key priorities in the Region's Strategic Action Plan 2015 – 2018.

Halton continues to enjoy strong economic growth and business investment activity. These factors helped Halton to add more than 4,000 jobs to the local economy in 2016. The quality of Halton's talent pool is second to none. Halton residents are among the most educated in Canada. It's no surprise that the 2016 average unemployment rate of 5.5% is significantly lower than the rest of the Greater Toronto and Hamilton Area (GTHA), Ontario and Canada.

Over \$825 million has been invested in institutional, commercial and industrial construction in the region since 2015 with \$368.5 million invested in new commercial construction in 2016 – an increase of 33% since 2015. As companies continue to choose Halton as a place to do business, jobs are created for the local community.

Halton Region is committed to supporting and sustaining a strong, local economy, and vibrant communities. When businesses locate in Halton, they are choosing one of the best places to do business in Canada. With new commercial land development and access to a highly skilled and educated workforce, we offer a competitive home base for your business. By planning for today and tomorrow, Halton Region will continue to support its growing business community and be a great place to live, work and invest.

I invite you to read the rest of the report to learn more about employment in Halton and its four Local Municipalities. For more information, visit [halton.ca/employmentsurvey](http://halton.ca/employmentsurvey). If you have any questions or comments, feel free to contact us by dialing 311, or by emailing me at [gary.carr@halton.ca](mailto:gary.carr@halton.ca). You can also find me on Twitter @garycarrhalton, LinkedIn or Facebook.

Gary Carr  
Halton Regional Chair

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## Introduction

Halton is one of the fastest growing regions in Canada. Businesses in our area benefit from a deep talent pool of professionals, proximity to leading educational institutions, easy access to major markets and a high quality of life. Halton is evolving into a major employment area and a key market in Ontario.

This report presents the findings of the 2016 Employment Survey. It also:

- Analyzes shifts in the business and employment counts from 2015 to 2016;
- Presents information on Halton's advanced manufacturing, information technology and financial services sectors; and,
- Examines the distribution of businesses and jobs across Halton's land area.

Businesses and jobs were placed into one of three categories:

1. The Employment Land category includes jobs and businesses related to primary industries, construction, utilities and manufacturing. Typically, these businesses are land extensive and rely on truck transportation.
2. The Knowledge-based and Institutional category includes jobs and businesses that require a post-secondary education and/or a professional certification. This category includes law firms, schools, long-term care facilities, real estate companies and design firms. These businesses are typically located in office buildings (or in other spaces that have been renovated to accommodate offices).
3. The Population-related category includes jobs and businesses that enhance daily life. This category includes stores, restaurants and medical offices as well as establishments that provide services such as dry cleaning and household repairs. These businesses are typically located in or near residential neighborhoods.

## Gathering information through the Employment Survey

Halton's Employment Survey runs from May to September every year. A team of nine employment surveyors visits each business in Halton to gather data about businesses and the buildings businesses occupy.

Surveyors gather data for businesses if the business has external signage. Most information is gathered through face-to-face interviews. Respondents may also provide information via telephone interviews and by completing hard copy or online forms. After the Employment Survey closes, the information collected is verified to ensure that it is as accurate as possible.

Participation in the Employment Survey is voluntary. Businesses may refuse to participate, or they may choose to only answer some of the questions (this is what causes response rates to vary by topic).

Employment Survey results may not align with other surveys conducted by Statistics Canada or the Chambers of Commerce due to differences in methodology (such as the time period during which information was gathered, the wording of the survey questions, and/or the types of businesses surveyed).

## Survey results: Highlights

↑ 4,273 Jobs

The Employment Survey identified 224,299 jobs in Halton, a 2% increase over 2015.

Most jobs were:

Full-time and within the Population-related employment sector.

92%

Over 90% of the active businesses surveyed in 2015 were still operating in 2016.

Top three job sectors:

1. Manufacturing (15%)
2. Retail trade (14%)
3. Educational services (9%)

43%

43% of Halton's businesses and 54% of Halton's jobs were located within the employment areas designated in Halton's Regional Official Plan

This section provides a review of the results of the 2016 Employment Survey for Halton. It captures the composition of Halton's jobs, businesses, industry sectors, and their locations.

## Highlights

Population <sup>1</sup> 548,435

Jobs <sup>2</sup> 224,299

Businesses <sup>2</sup> 13,287

Size of Halton <sup>3</sup> 96,922 ha

Size of employment area <sup>4</sup> 7,917 ha

### Top five largest sectors (by # of jobs) <sup>2</sup>

Manufacturing 34,752

Retail Trade 33,166

Educational Services 20,144

Accommodation and Food Services 17,234

Professional, Scientific and Technical Services 14,740

*Please note: The number of respondents varies by topic due to the fact that some respondents chose not to answer all questions on the Employment Survey questionnaire.*

<sup>1</sup>Based on the 2016 Census Results

<sup>2</sup>Based on the results of the 2016 Employment Survey

<sup>3</sup>Based on the Halton Region Municipal Boundary, 2016

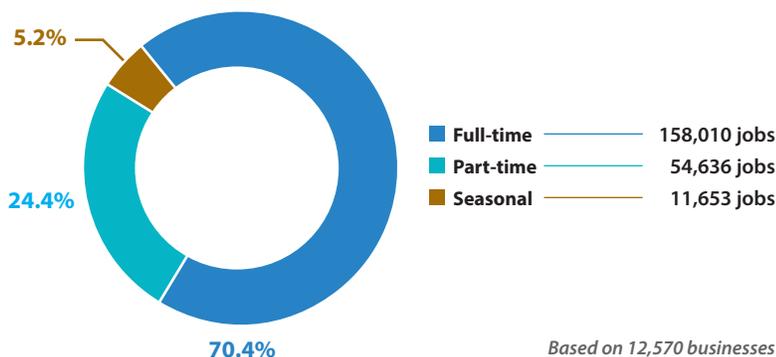
<sup>4</sup>Based on Halton's Regional Official Plan

## Jobs in Halton

### Halton's workforce

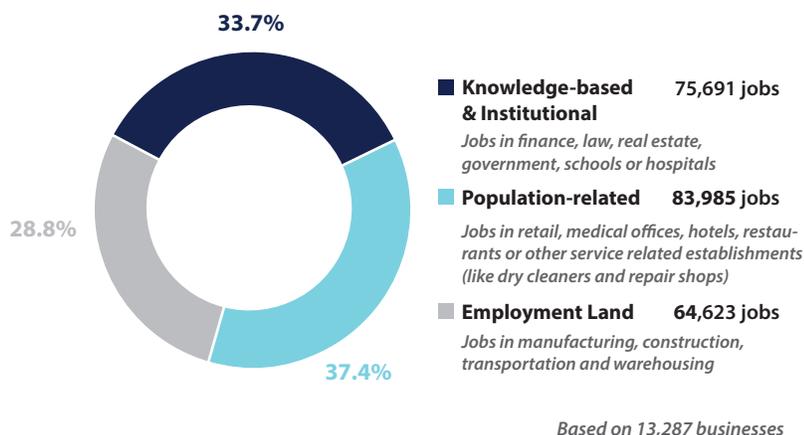
	2016	Since 2015
<b>Jobs:</b>	<b>224,299</b>	<b>+ 1.9% (4,273 jobs)</b>
<b>Net job change from existing businesses:</b>		<b>5,776</b>
<b>Jobs lost from closed/relocated businesses:</b>		<b>-11,856</b>
<b>Jobs gained from new businesses:</b>		<b>10,353</b>

### Jobs by employment type



Since 2011, the majority of Halton's jobs have been full-time jobs, followed by part-time jobs and seasonal jobs. This indicates a high level of stability within the Halton economy.

### Jobs by category



From 2015 to 2016, the share of employment within the Knowledge-based and institutional sector increased by 1% while the shares in the other two categories decreased by 0.5% each.

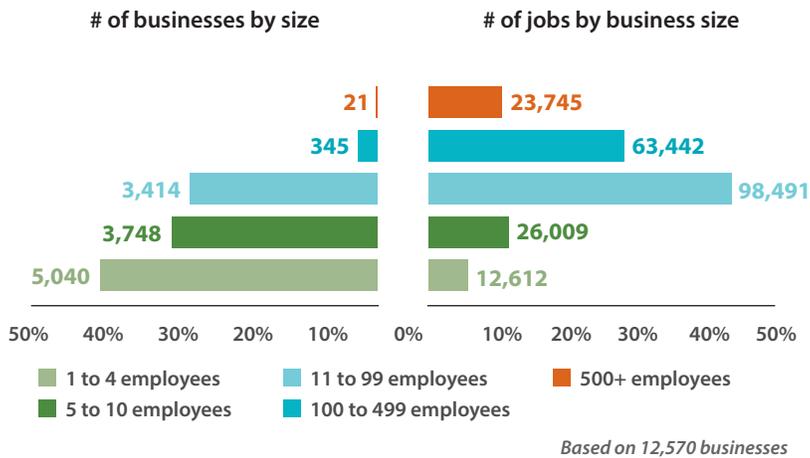
Halton's job increase from 2015 to 2016 was over four times higher than the job increase from 2014 to 2015.

## Businesses in Halton

### Halton's businesses

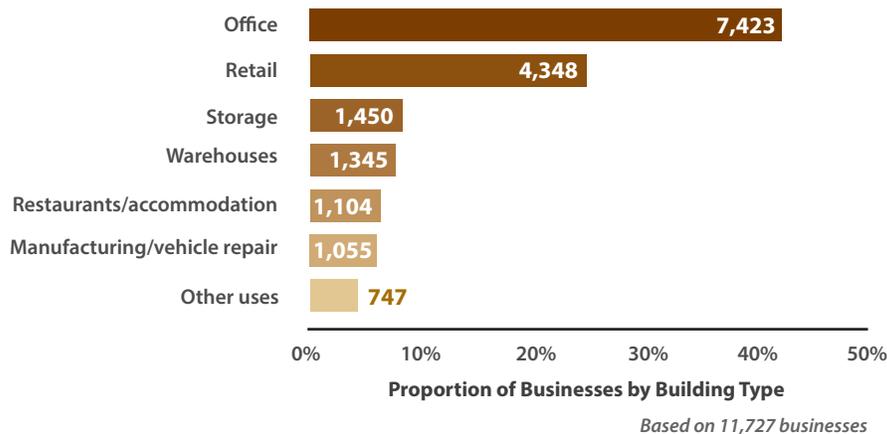
	2016	Since 2015
Businesses:	13,287	+ 0.2% (28 businesses)

### Businesses by size



The majority of Halton's businesses have 10 or fewer employees. However, most of Halton's workforce works for a business that has 11 or more employees.

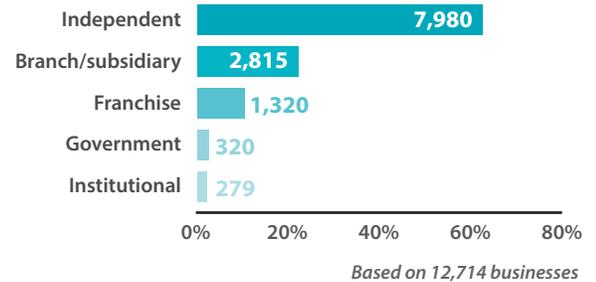
### How businesses use their space



Businesses may use their space in many ways. In Halton, the most common business-related uses are for office and retail purposes. From 2015 to 2016, the number of businesses using their space for manufacturing / vehicle repair increased the most in percentage terms (by 10% or 95 businesses).

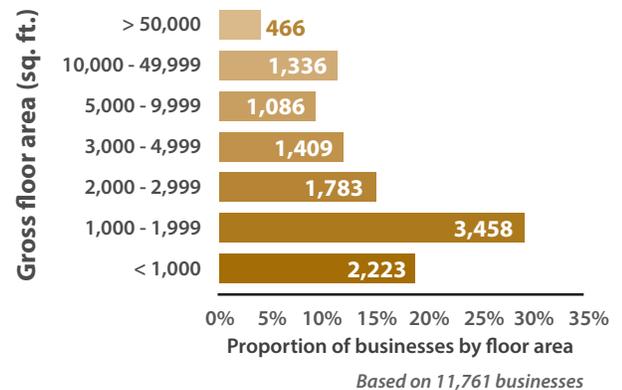
### Ownership

Nearly two-thirds of Halton's businesses are independently owned.



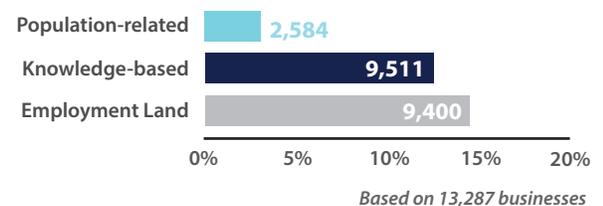
### Business floor areas

Almost two out of three businesses operate within floor areas of 3000 square feet (or less).



### Offsite employment

Offsite employment comprises 11% of Halton's total employment. These employees may work from home or travel to different locations. The Employment land category has the highest proportion of offsite employment (15%) while the Population-related category has the lowest (3%).



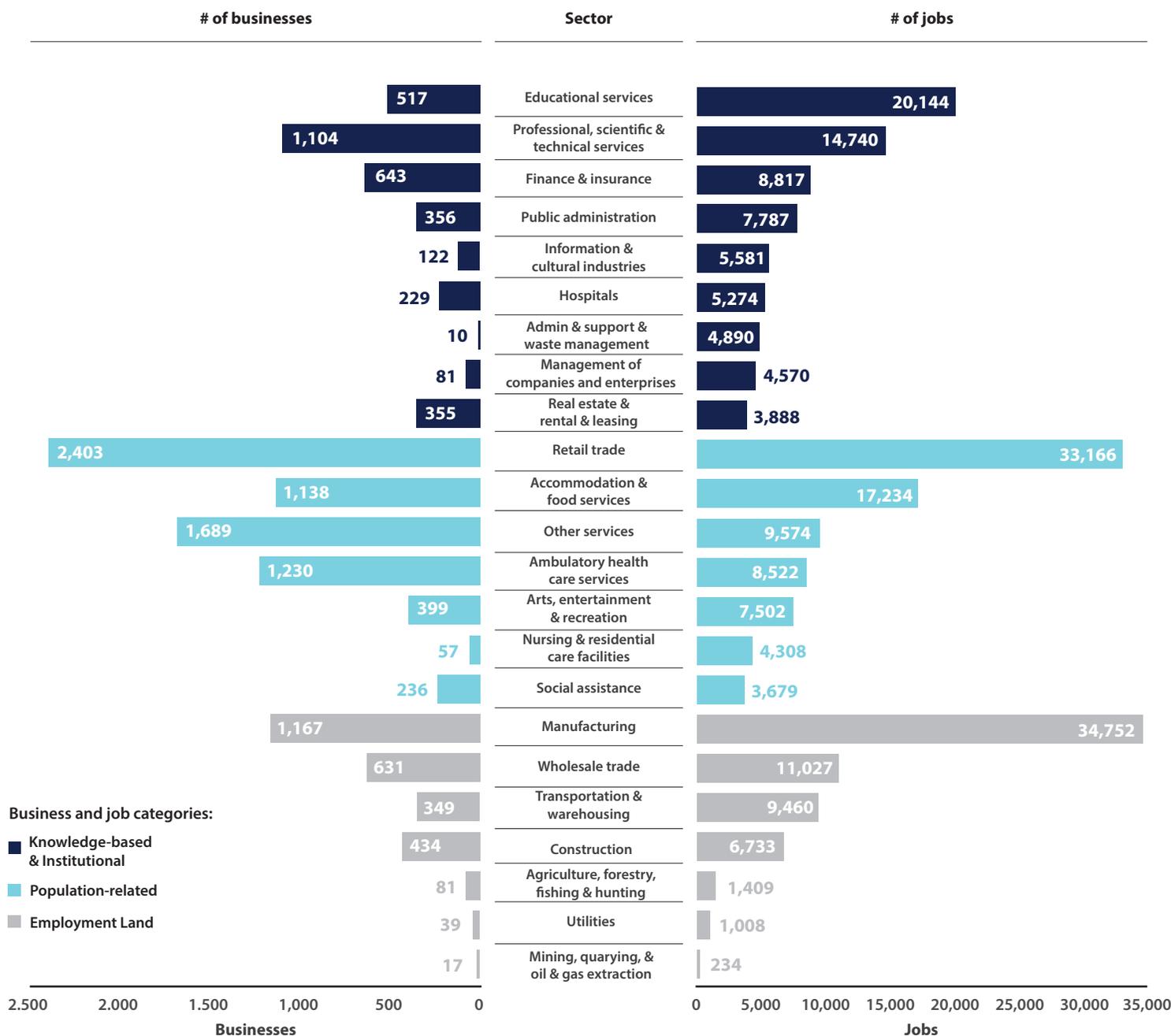
It's common for Halton's businesses to be independently owned, staffed by 10 or fewer people and operating out of 3000 square feet of space (or less).

## Businesses and jobs by North American Industrial Classification System (NAICS) codes

In 2016, the top three NAICS codes by number of businesses were all in the Population-related category: retail trade, other services (such as dry cleaners and repair shops) and ambulatory health care services. Two out of every five Halton businesses falls into one of these sectors.

On the employment side, the top three NAICS codes were much more diverse. The highest number of jobs was recorded for manufacturing, followed by retail trade and educational services. Together, these types of businesses provided employment for 39% of Halton's workforce.

### Businesses and jobs by NAICS sector, 2016



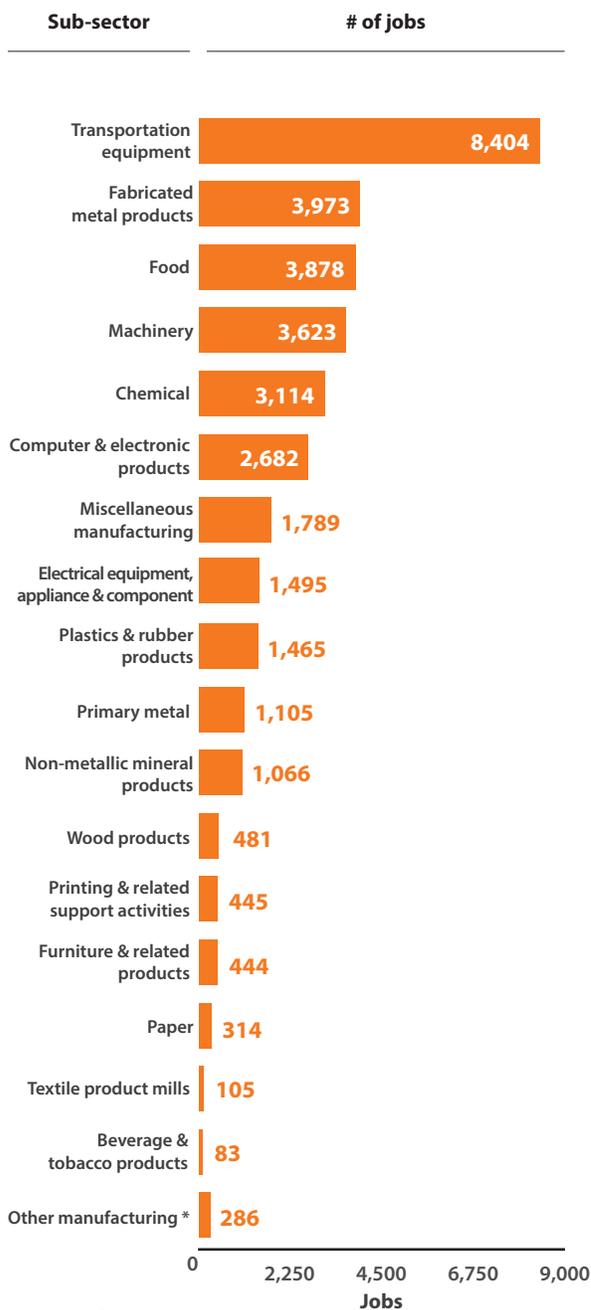
Over 50% of Halton's businesses are in the Population-related category.

## Employment Land employment sub-categories

### The manufacturing sub-sectors

The most common manufacturing sub-sector – transportation equipment manufacturing – includes automotive assembly and parts manufacturing industries, including Halton’s largest private employer, Ford Motor Company in Oakville.

#### Jobs by manufacturing sub-sectors

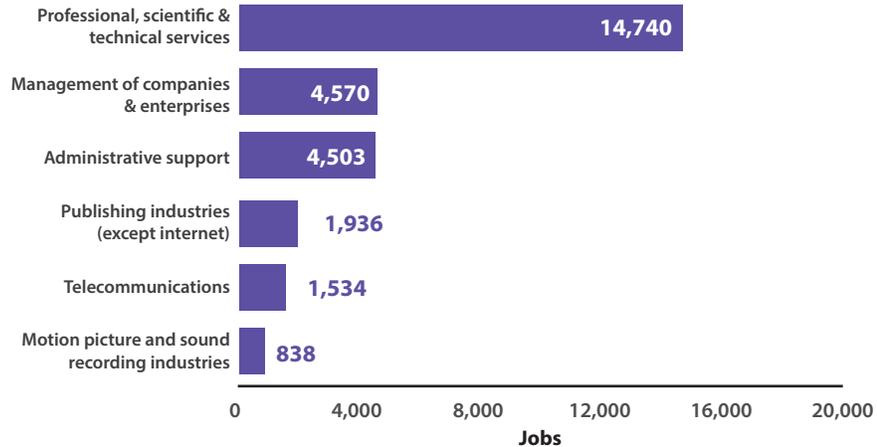


\* see Glossary on pg. 30 for definition

## Knowledge-based and Institutional sub-categories

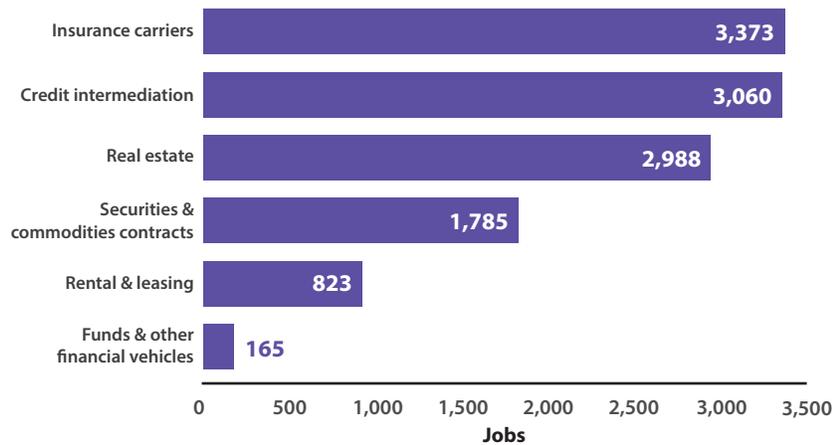
### The professional services sub-sectors

In 2016, 1,655 of businesses surveyed reported operating in industries offering professional services, which accounted for 13% of Halton’s business community. Combined, businesses within the professional services sub-sectors employed nearly 30,000 people.



### The Finance Insurance Real Estate (FIRE) services sub-sectors

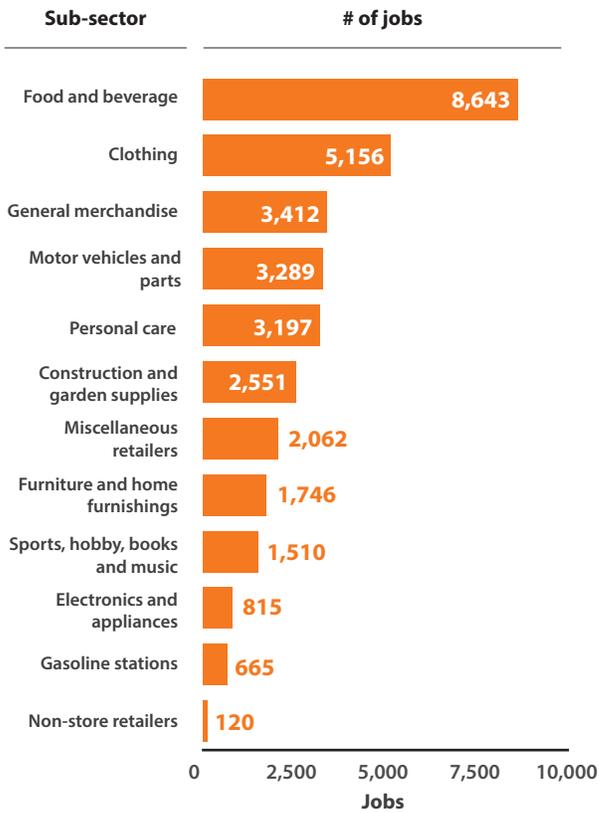
Halton is home to a robust financial services sector, which is concentrated in Oakville and Burlington. In 2016, 940 businesses reported operating in the FIRE sub-sector, which accounted for 6% of Halton’s business community. These industries employed over 12,000 people.



## Population-related employment sub-categories

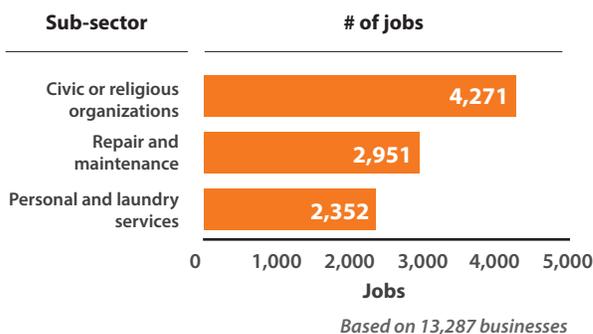
### Jobs by retail sub-sectors

Over half of Halton's retail businesses sell food and beverages, clothing or general merchandise.



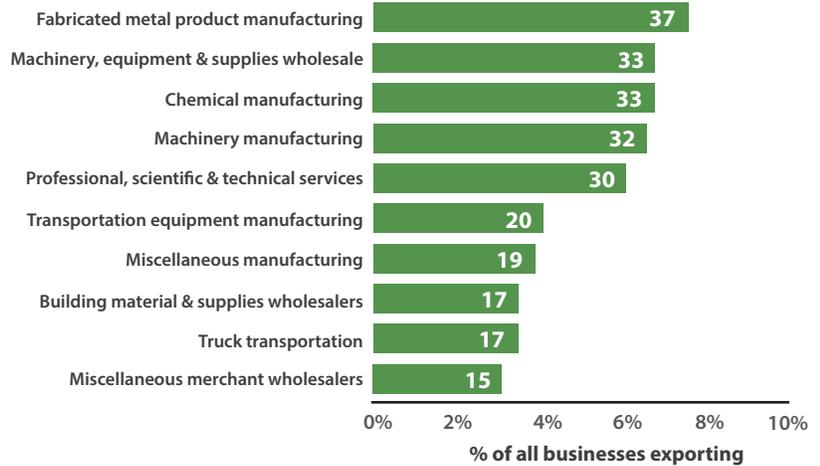
### Jobs by other services sub-sectors

Nearly 10,000 people worked at a business that provided miscellaneous services. Nearly three-quarters of these people offered personal services, dry cleaning or repair and maintenance.



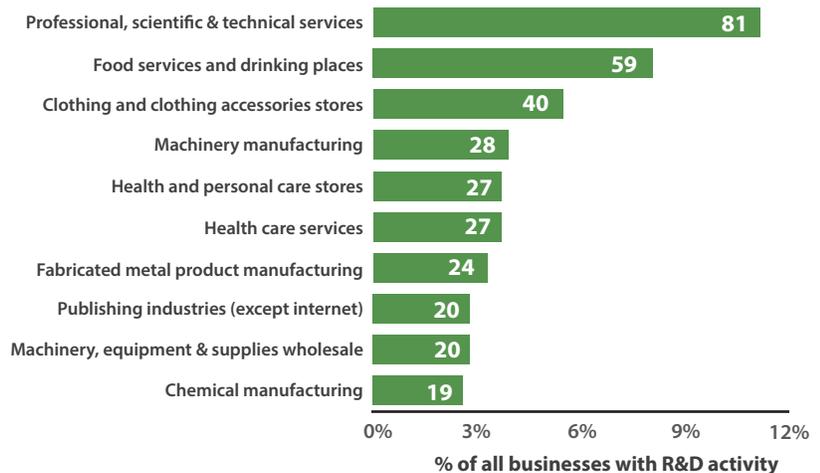
### Businesses exporting goods and services\*

In 2016, 488 businesses (4% of respondents) reported selling their products or services outside of Canada. The graph below shows the top ten exporting sub-sectors based on the number of businesses. Five out of 10 sub-sectors involve manufacturing products. All but one entry (professional, scientific and technical services) is within the Employment Land category.



### Businesses engaged in research and development (R&D)\*

In 2016, 724 businesses (6% of respondents) were involved in R&D or introduced significantly improved products, production processes or equipment. The graph below shows the top 10 research and development sub-sectors based on the number of businesses. The entries on the list are evenly split between the Employment Land category, the Knowledge-based and Institutional category and the Population Related Employment category.

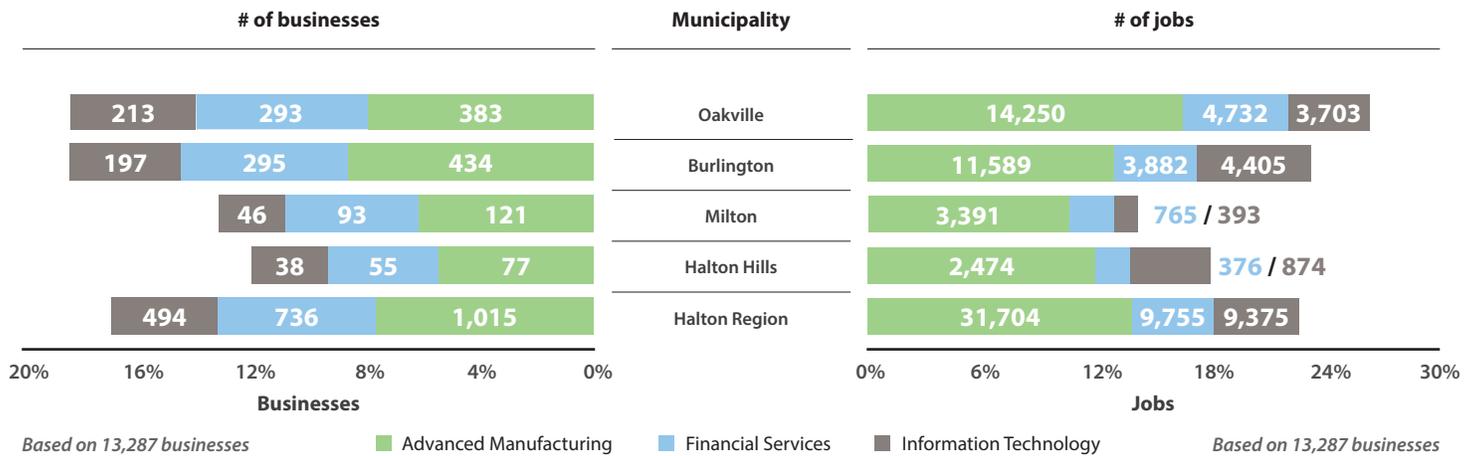


\* Note: These results represent businesses that indicated participation in exporting or research and development via the 2016 survey. Businesses that indicated participating in these activities in prior years, but not in 2016, were excluded from this analysis.

## Emerging Sectors

Advanced manufacturing, financial services and information technology have been identified as emerging sectors for business and job growth by various levels of government and GTHA-based alliances. Taken together, these sectors represent 17% of Halton's businesses and 23% of Halton's jobs.

### Businesses and jobs by emerging sectors

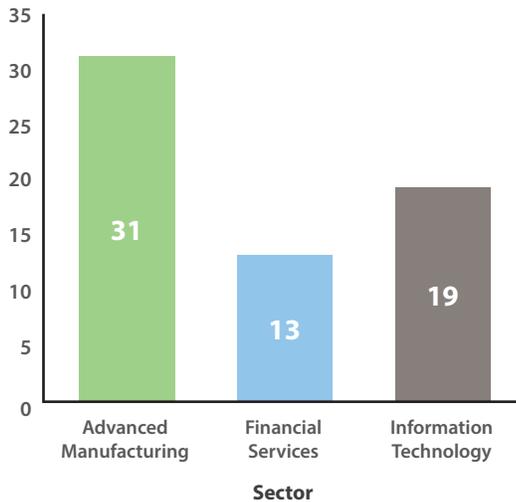


Jobs and businesses within the emerging sectors are more prevalent in Halton's southern municipalities (Oakville and Burlington) than Halton's northern municipalities (Milton and Halton Hills). In all four municipalities, advanced manufacturing was the top emerging sector, followed by financial services and information technology.

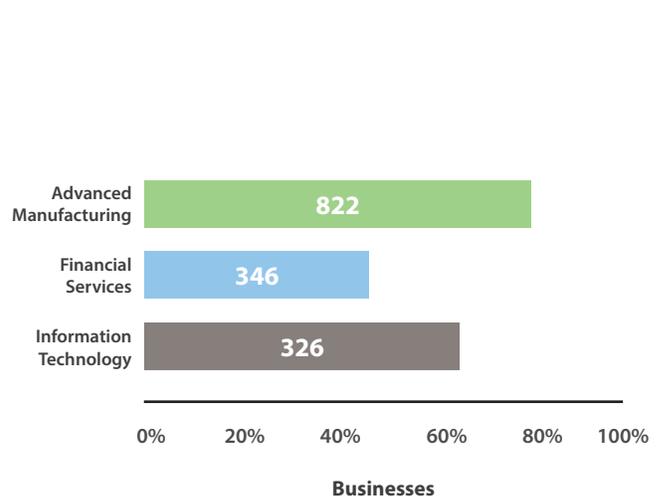
## Characteristics of Emerging Sector Businesses

Advanced manufacturing businesses tend to have more jobs per establishment than information technology and financial services establishments. Most advanced manufacturing businesses are located within Halton's employment area. Financial services is the only emerging sector with less than half of its businesses located within the employment area.

### Jobs per Business



### % of Businesses Located in Employment Area



## 2015 to 2016: Changes to the Place of Employment Count

### From 2015 to 2016

In 2016, 92% of the places of employment surveyed in 2015 were still operating. The remaining 8% of businesses had closed or relocated.



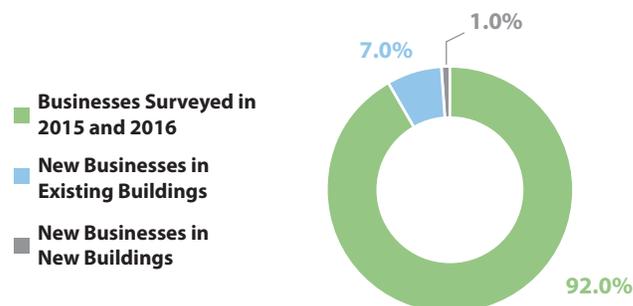
### New in 2016

Nearly 90% of Halton's new places of employment set up shop in an existing building.



### Halton's 2016 Place of Employment Count: Businesses in Buildings

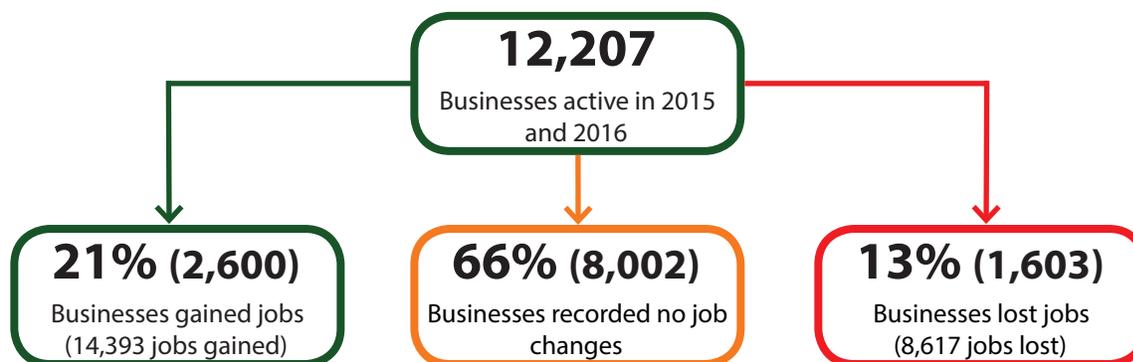
Overall, 99% of Halton's businesses are located in existing buildings. However, 10% of Halton's new businesses were located in new buildings.



## 2015 to 2016: Changes to the Employment Count

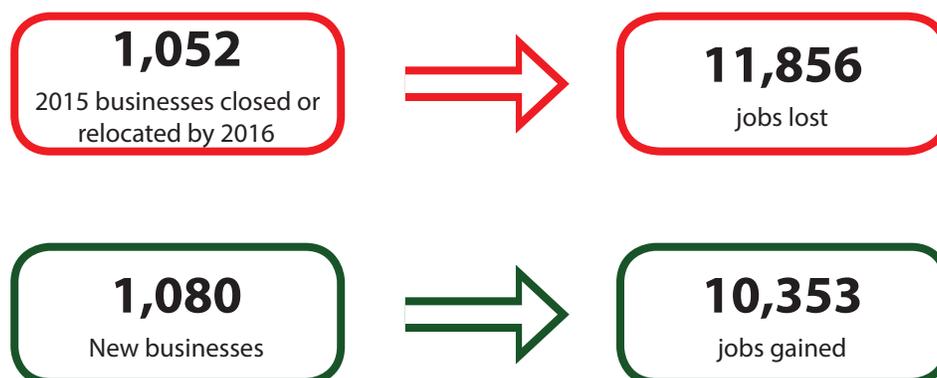
### Existing Businesses

Two-thirds of Halton's existing businesses kept the same amount of employment from 2015 to 2016. One in five existing businesses added employment between 2015 and 2016, while 13% of businesses lost employment.



### Jobs Lost and Gained by Changes to the Business Count

Jobs lost as a result of businesses closing or relocating slightly outpaced jobs gained from new businesses. Many new businesses (23%) did not provide an employment count.

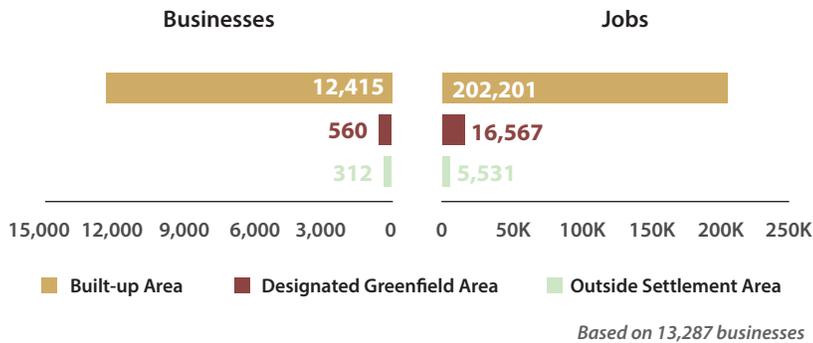


The majority of Halton's job gains came from existing businesses, while most of Halton's job losses came from businesses that closed or relocated.



## Distribution of Businesses and Jobs Across Halton

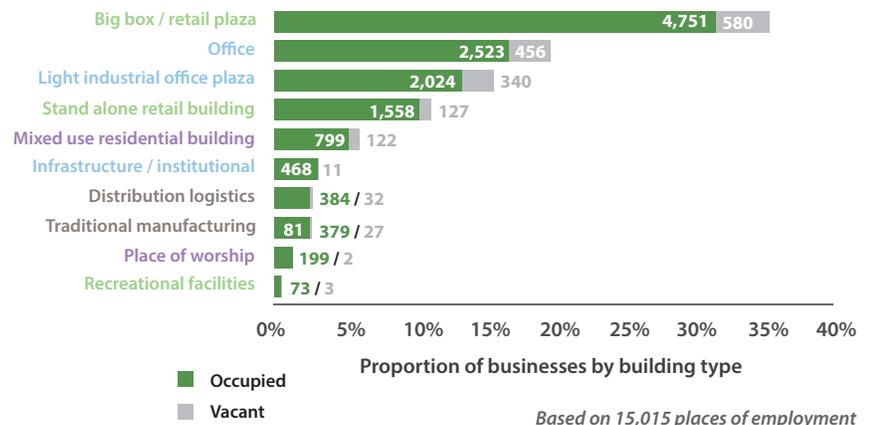
Halton's land area can be divided into three categories: the built-up area (BUA), designated greenfield area (DGA) and the outside settlement area (OSA). The BUA consists of hamlets and portions of the Urban Area that were developed prior to 2006. The DGA contains portions of Halton's Urban Area that were developed after 2006. The OSA contains areas of Halton that are outside of Halton's Urban Area and hamlets. The majority of Halton's places of employment and businesses are located in the BUA.



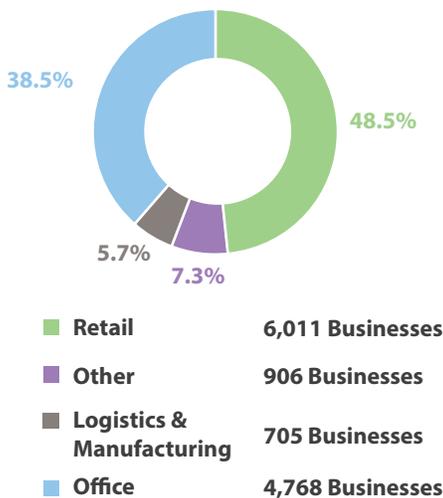
## Building types

Throughout Halton, stores and offices are the most common types of non-residential buildings. In Halton's DGA, retail buildings house over half of all businesses. Within the BUA, nearly two out of every five businesses is housed in an office building. Mixed use buildings and places of worship house over one quarter of all businesses outside of the BUA and the DGA.

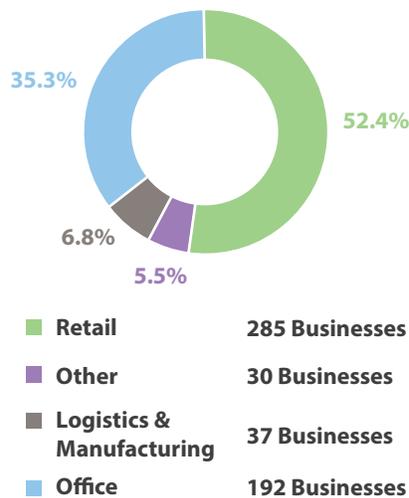
### Businesses by building type



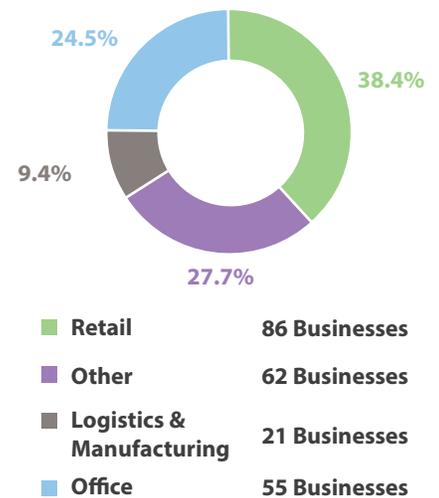
### Built-up Area



### Designated Greenfield Area



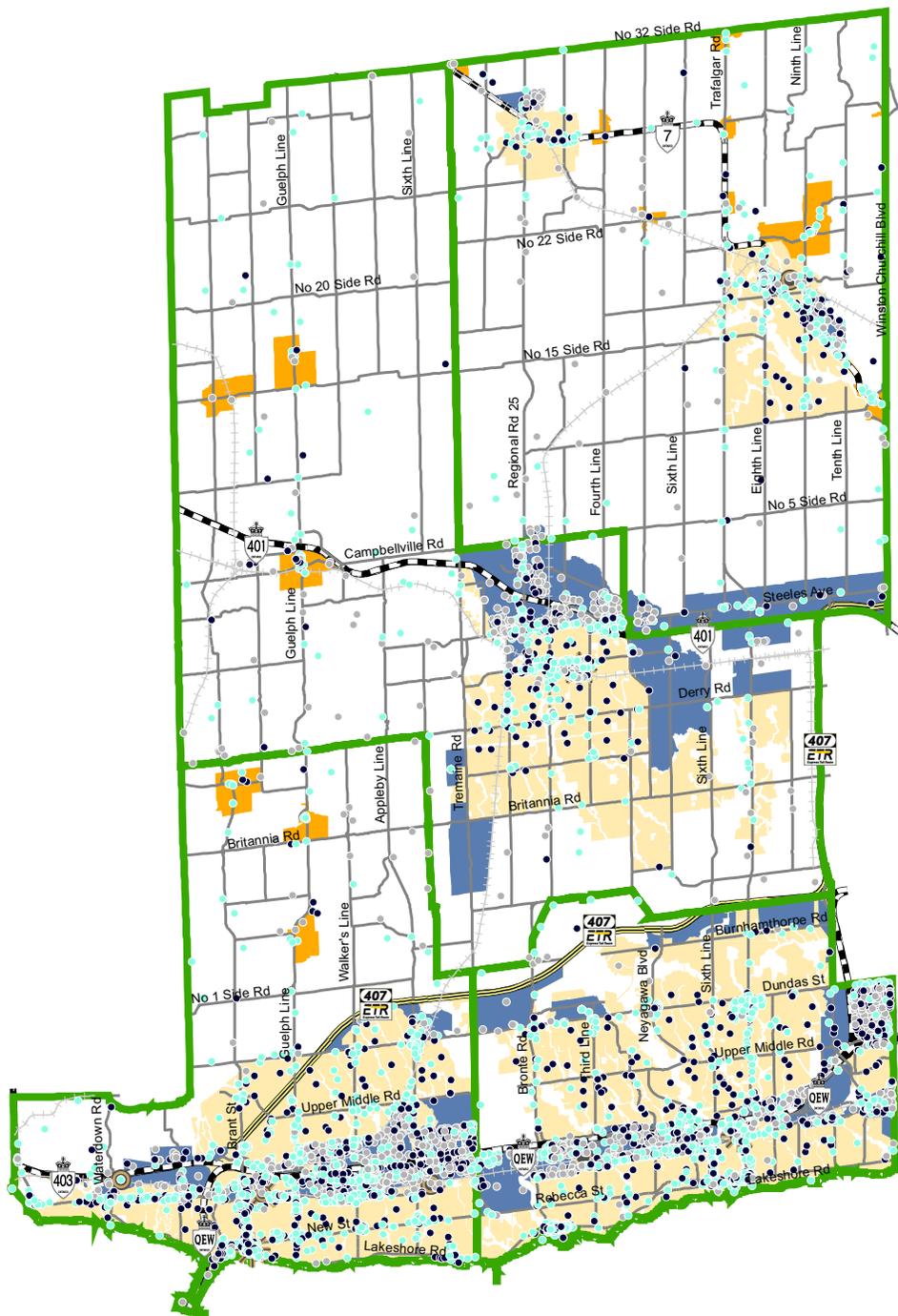
### Outside Settlement Area



Based on 13,158 businesses

# Active business locations in Halton by category

- Municipal Boundary
- Urban Area
- Employment Area
- Hamlet
- Major Roadway
- Major Transit Station
- Rail System



- Business and job categories:**
- Knowledge-based & Institutional
  - Population-related
  - Employment Land

The City of Burlington has an established industrial base. As the most western municipality within the Greater Toronto Area, Burlington offers businesses the strategic benefit of easy access to both the Toronto and Hamilton markets, as well as linkages to the United States. Burlington's employment base and diverse economy have concentrations in manufacturing, retail trade, and health care and social assistance.

## Highlights

Population <sup>1</sup> 183,314

Jobs <sup>2</sup> 85,508

Businesses <sup>2</sup> 5,043

Size of Burlington <sup>3</sup> 18,658 ha

Size of employment area <sup>4</sup> 2,030 ha

### Top five largest sectors (by # of jobs) <sup>2</sup>

Manufacturing 13,940

Retail Trade 13,050

Educational Services 7,811

Accommodation & Food Services 6,748

Professional, Scientific and Technical Services 5,854

Please note: The number of respondents varies by topic due to the fact that some respondents chose not to answer all questions on the Employment Survey questionnaire.

<sup>1</sup> Based on the 2016 Census Results

<sup>2</sup> Based on the results of the 2016 Employment Survey

<sup>3</sup> Based on the Halton Region Municipal Boundary, 2016

<sup>4</sup> Based on Halton's Regional Official Plan

## Burlington's jobs and businesses

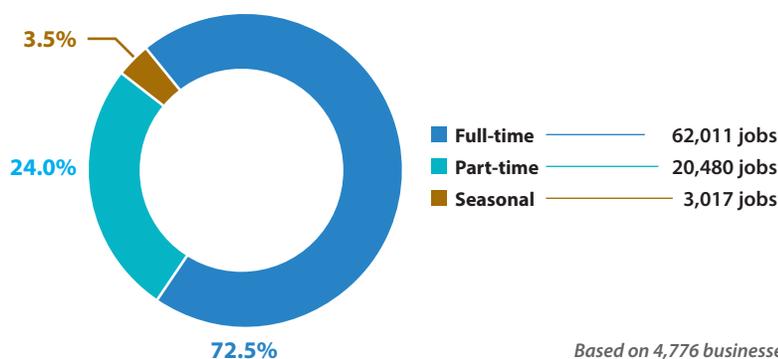
	2016	Since 2015
<b>Businesses:</b>	<b>5,043</b>	<b>+ 0.6% (30 businesses)</b>
<b>Jobs:</b>	<b>85,508</b>	<b>+ 2.9% (2,408 jobs)</b>

Net job change from existing businesses: **3,208**

Jobs lost from closed/relocated businesses: **-3,844**

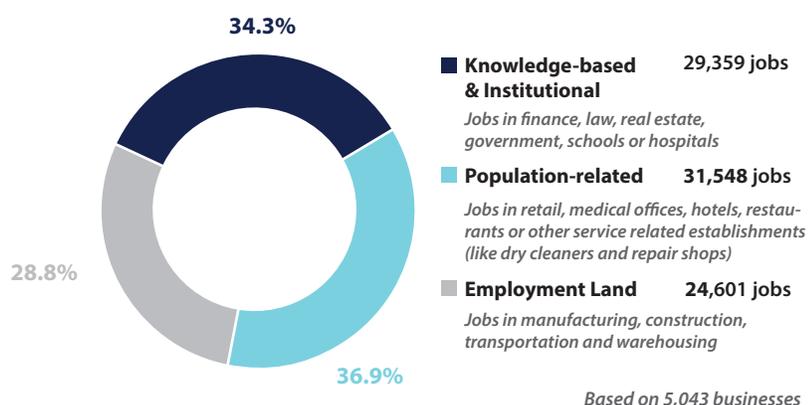
Jobs gained from new businesses: **3,044**

### Jobs by employment type



Jobs in Burlington accounted for 38% of Halton's employment. Burlington had the highest number of full-time employment compared to the other Local Municipalities.

### Jobs by category



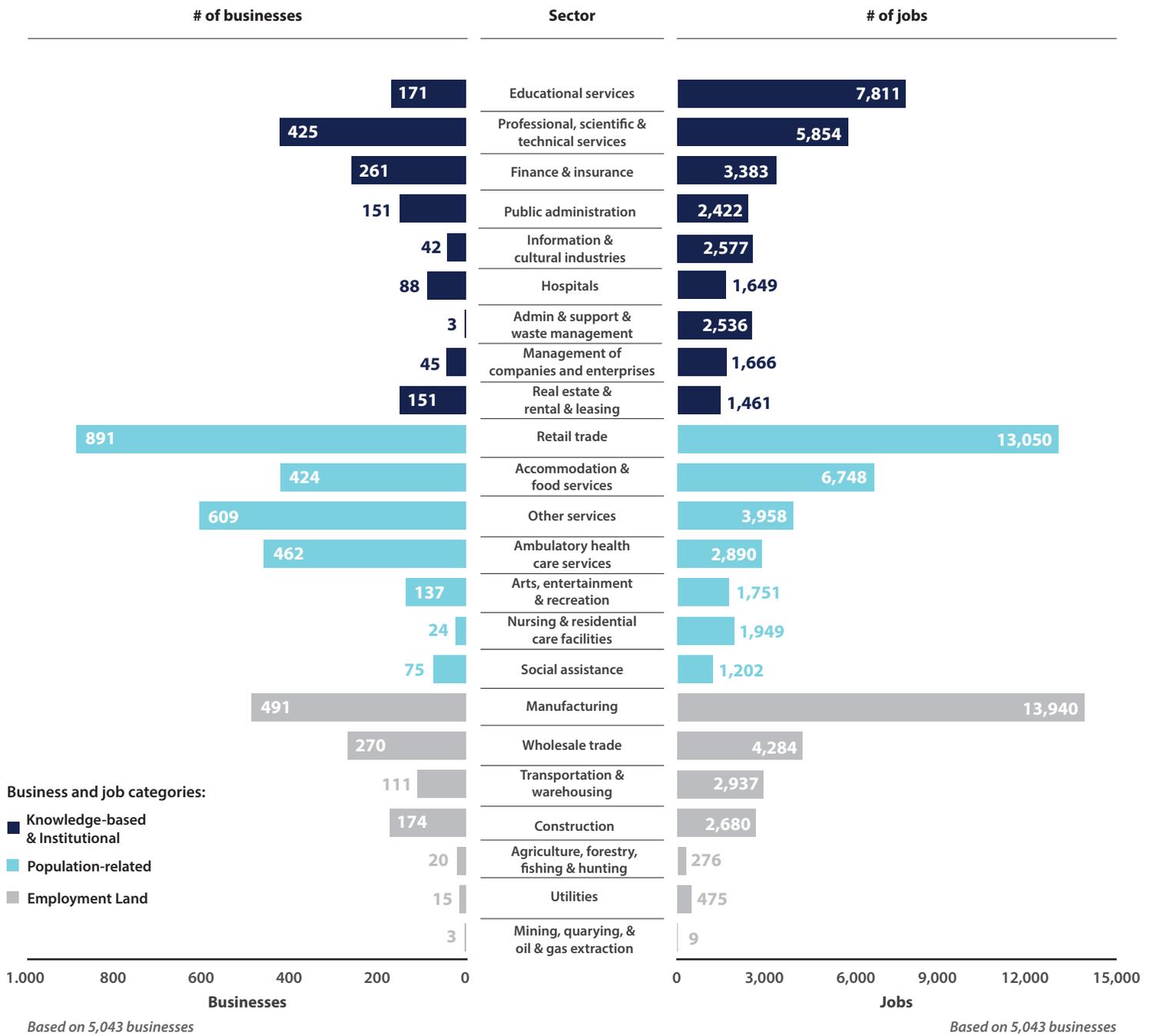
The majority of Halton's new jobs were created in Burlington. From 2015 to 2016, the proportion of jobs in each sector stayed the same.

Burlington has the highest proportion of full-time jobs compared to the other Local Municipalities and the job distribution closely matches that of the Region.

## Businesses and jobs by North American Industrial Classification System (NAICS) codes

Within Burlington, the Population-related category accounted for over half of Burlington's businesses (52%) but only 35% of jobs. Employment Land category businesses comprised the lowest share of Burlington's businesses (21%).

### Businesses and jobs by NAICS sector, 2016



Like Halton, over 50% of Burlington's businesses are in the Population-related category.

## Business characteristics

### Businesses operating as a head office



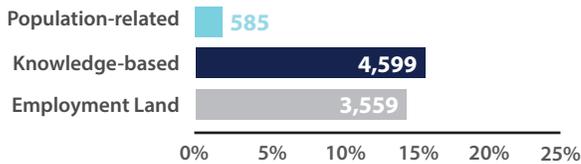
Based on 4,274 businesses

### Businesses owning space vs. leasing space



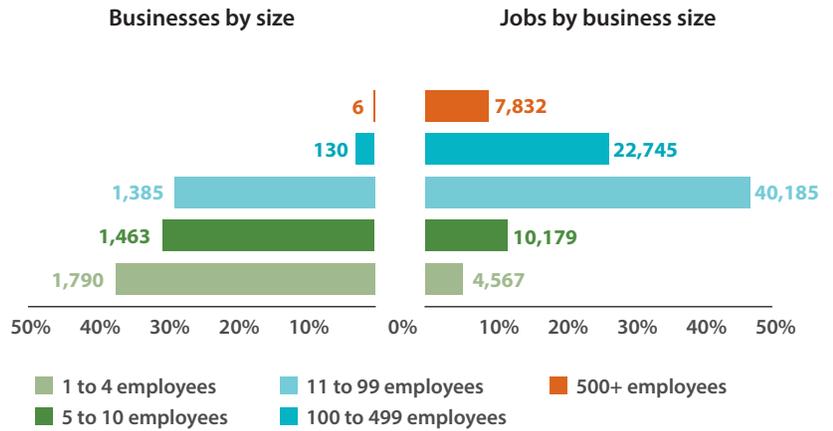
Based on 4,880 businesses

### Offsite employment by category



Based on 5,043 businesses

## Businesses by size



Based on 4,776 businesses

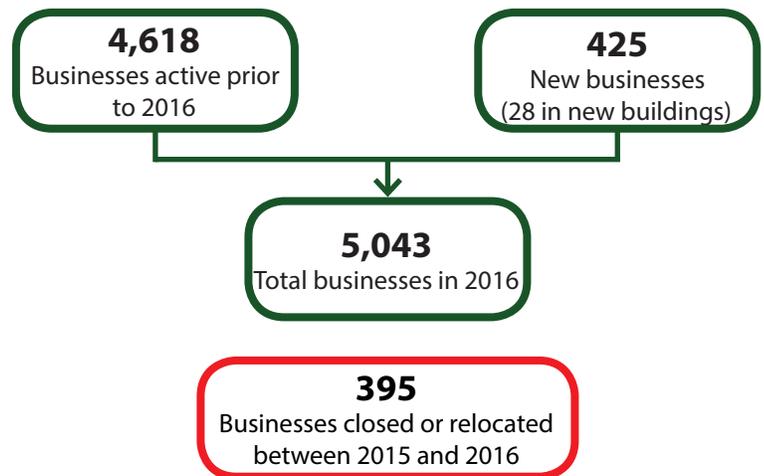
One third of Halton's businesses with 500 or more employees are located in Burlington. However, nearly all of Burlington's businesses (97%) have fewer than 100 employees. These businesses provide employment for almost two-thirds of Burlington's workforce.

## Top private employers

Business name	Industry sub-sector
Fearmans Pork Inc.	Food processing
Evertz Microsystems	Computer and electronic equipment mfg.
L-3 WESCAM	Computer and peripheral equipment mfg.
Ikea	Headquarters and home products retail
Cogeco Cable	Telecommunications carrier
Sunshine Building Maintenance Inc.	Commercial cleaning services
UPS Supply Chain Solutions	Logistics centre and courier
Voortman Cookies	Food processing
Aspire Lifestyles	Customer relations call centre
Cogent Power Inc.	Metal manufacturing for energy industry

Note: Only includes survey respondents supplying employment information during the summer 2016 survey period

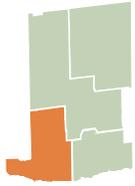
## Breakdown of Burlington's Business Count



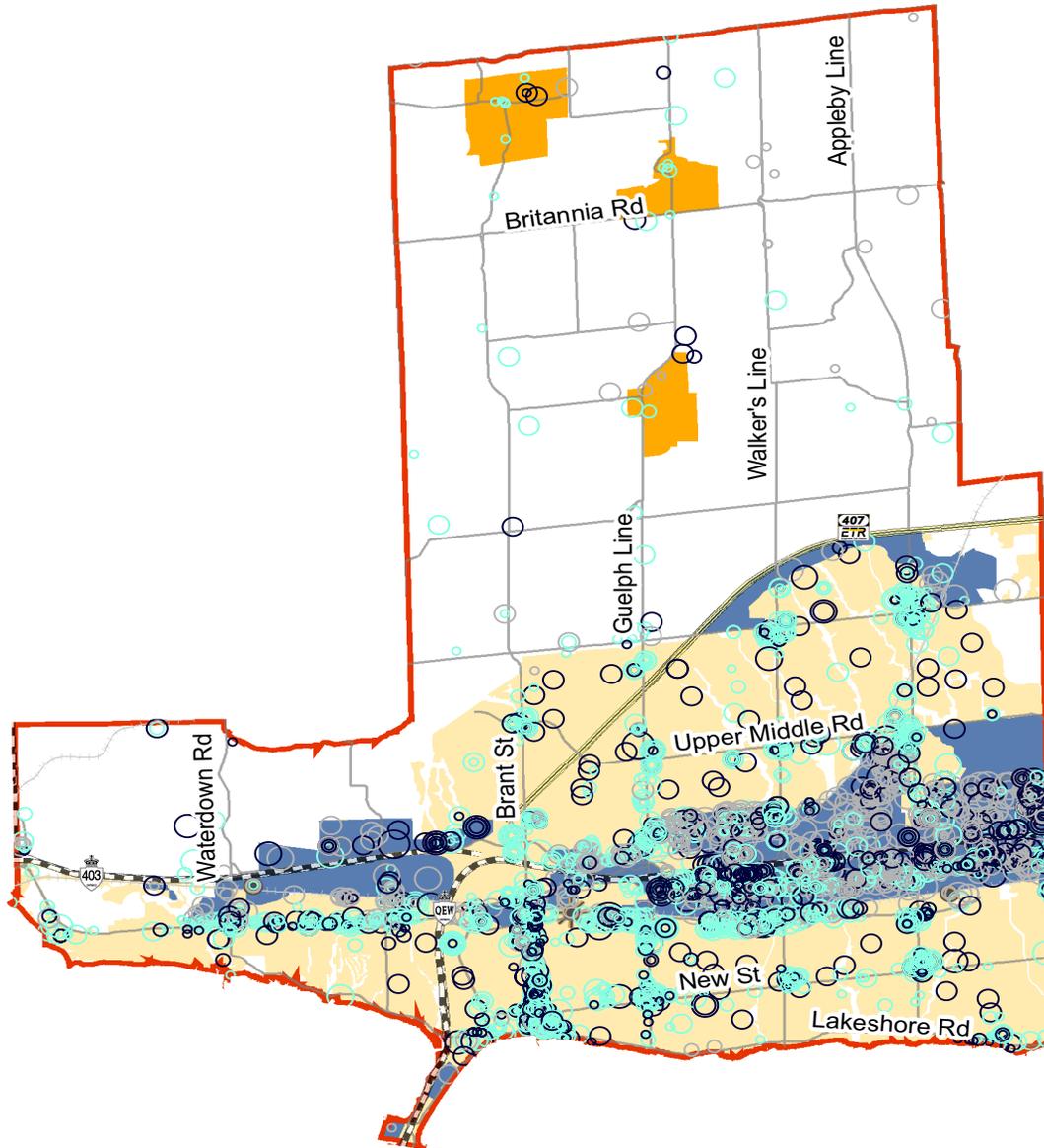
From 2015 to 2016, 92% of Burlington's existing businesses remained open while 8% closed or relocated. Over 400 businesses opened in Burlington during this time period, accounting for just over 8% of Burlington's 2016 business count. Only 7% of Burlington's new businesses were located in new buildings.

Burlington's business and employment characteristics are similar to those of Halton.

# Active business locations in Burlington by category and number of jobs



- Municipal Boundary
- Urban Area
- Employment Area
- Hamlet
- Major Roadway
- Major Transit Station
- Rail System



### Business and job categories:

- Knowledge-based & Institutional
- Population-related
- Employment Land

### Job Range:

- 1 - 4 jobs
- 5 - 10 jobs
- 11 - 99 jobs
- 100 - 499 jobs
- > 500 jobs

The Town of Halton Hills is the most rural of the region's municipalities. Its supply of vacant/available industrial and manufacturing lands make it a preferred choice for many industries. Halton Hills' employment base supports an emerging economic centre with concentrations in manufacturing, retail trade, and accommodation and food services.

## Highlights

Population <sup>1</sup> 61,161

Jobs <sup>2</sup> 20,700

Businesses <sup>2</sup> 1,417

Size of Halton Hills <sup>3</sup> 27,797 ha

Size of employment area <sup>4</sup> 893 ha

### Top five largest sectors (by # of jobs) <sup>2</sup>

Retail Trade 4,664

Manufacturing 3,797

Accommodation and Food Services 1,608

Educational Services 1,545

Transportation and Warehousing 1,048

Please note: The number of respondents varies by topic due to the fact that some respondents chose not to answer all questions on the Employment Survey questionnaire.

<sup>1</sup> Based on the 2016 Census Results

<sup>2</sup> Based on the results of the 2016 Employment Survey

<sup>3</sup> Based on the Halton Region Municipal Boundary, 2016

<sup>4</sup> Based on Halton's Regional Official Plan

## Halton Hills' jobs and businesses

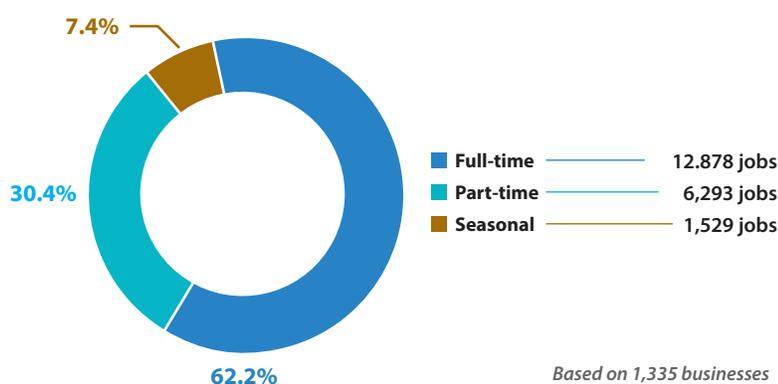
	2016	Since 2015
Businesses:	1,417	- 1.1% (16 businesses)
Jobs:	20,700	- 2.8% (593 jobs)

Net job change from existing businesses: -591

Jobs lost from closed/relocated businesses: -487

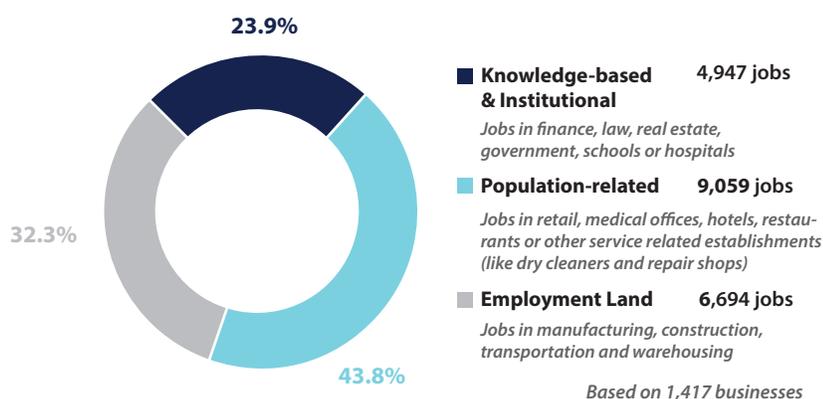
Jobs gained from new businesses: 485

### Jobs by employment type



Jobs in Halton Hills accounted for 9% of Halton's employment. Halton Hills had the highest share of part-time employment compared to the other Local Municipalities.

### Jobs by category



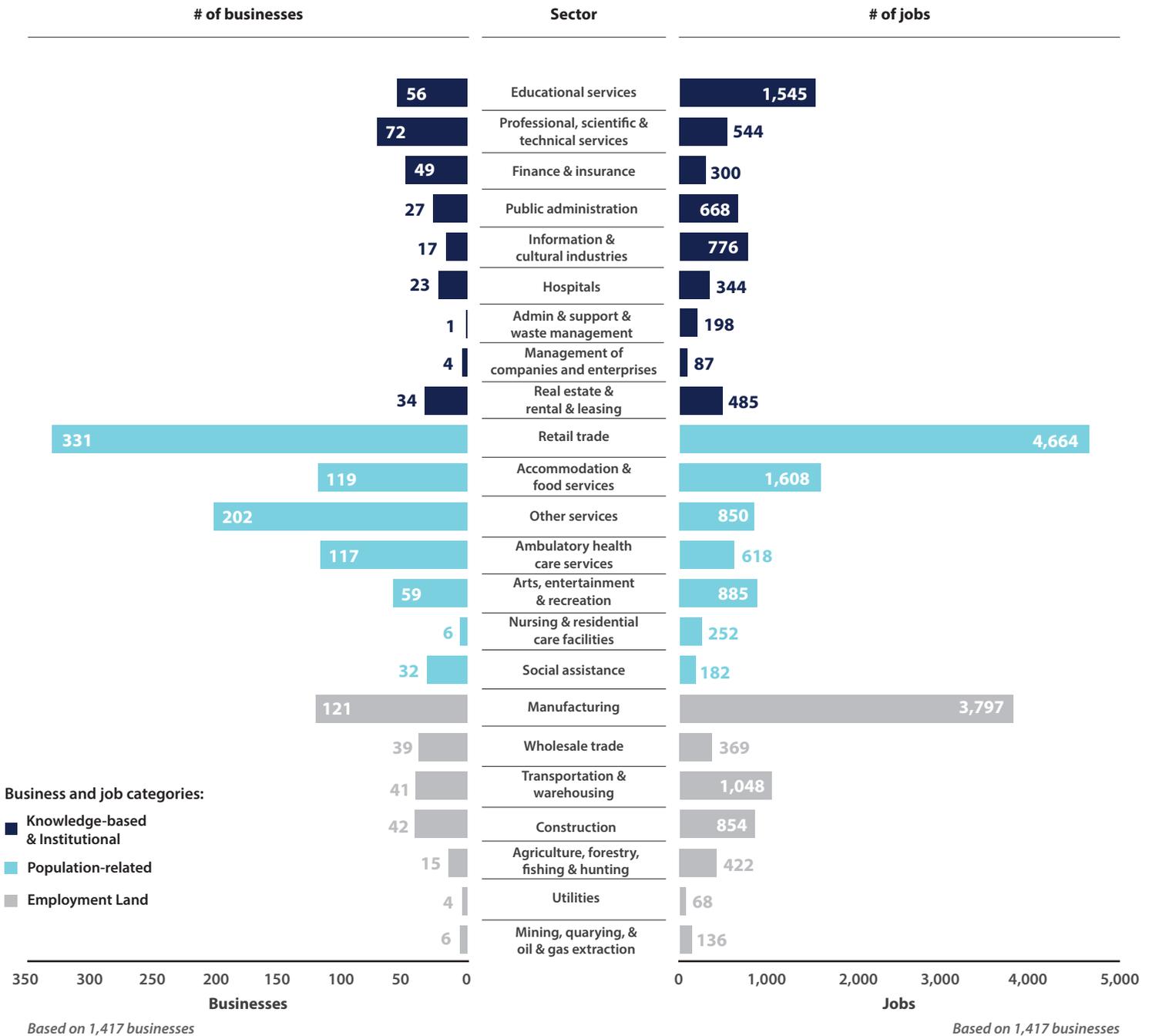
From 2015 to 2016, Halton Hills' shares of jobs in the Knowledge-based and Institutional category decreased by 2%, from 26% to 24%. The proportion of jobs in the other two sectors increased by 1% each.

Halton Hills' concentration of Population-related jobs contributes to its high rate of part-time employment.

## Businesses and jobs by North American Industrial Classification System (NAICS) codes

In Halton Hills, the Population-related category accounts for three out of every five businesses and two out of every five jobs. The remaining businesses are evenly split between the Knowledge-based and Institutional category and Employment Land categories; the latter sector has slightly more employment.

### Businesses and jobs by NAICS sector, 2016



Proportionally, Halton Hills has more Population-related businesses than any other Local Municipality.

## Business characteristics

### Businesses operating as a head office

Yes **29.6%** No **70.4%**

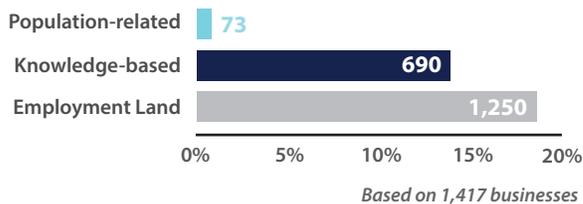
Based on 1,268 businesses

### Businesses owning space vs. leasing space

Own **33.7%** Lease **66.3%**

Based on 1,390 businesses

### Offsite employment by category

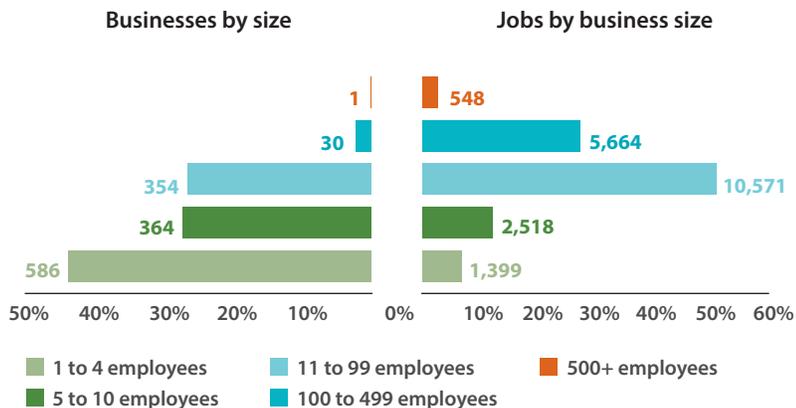


### Top private employers

Business name	Industry sub-sector
Mold-Masters Ltd.	Machinery mfg.
CPI Communications and Power Industries	Satellite and electronic equipment mfg.
BFG Canada Ltd.	Food processing
Saputo / Neilson Dairy	Food processing
C.I.P. Group	Commercial and residential construction
Cooper Standard Automotive	Transportation equipment mfg.
Werner Enterprises	Transportation carriers
Sheridan Nurseries	Greenhouse and nursery
AZZ Galvcast	Primary metal mfg.
First Student Canada	School bus transportation

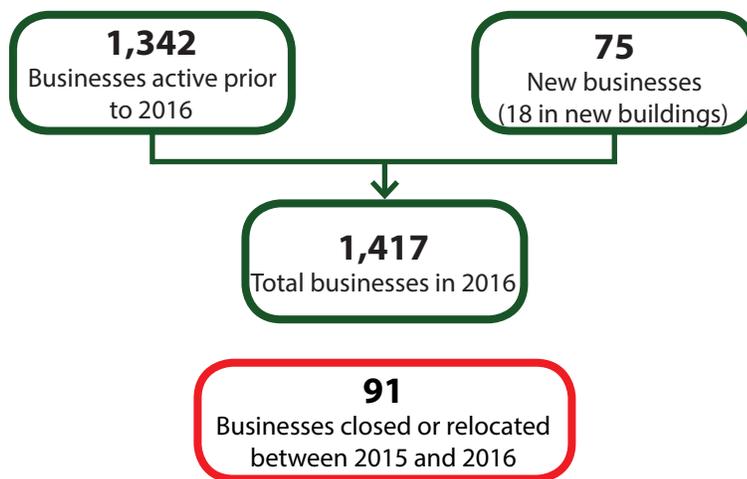
Note: Only includes survey respondents supplying employment information during the summer 2016 survey period.

## Businesses by size



Halton Hills has a higher rate of businesses with four or fewer employees than Halton Region as a whole. The sole business in Halton Hills with more than 500 employees employs 3% of the Local Municipality's workforce.

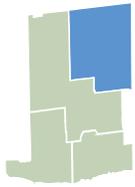
### Breakdown of Halton Hills' Business Count



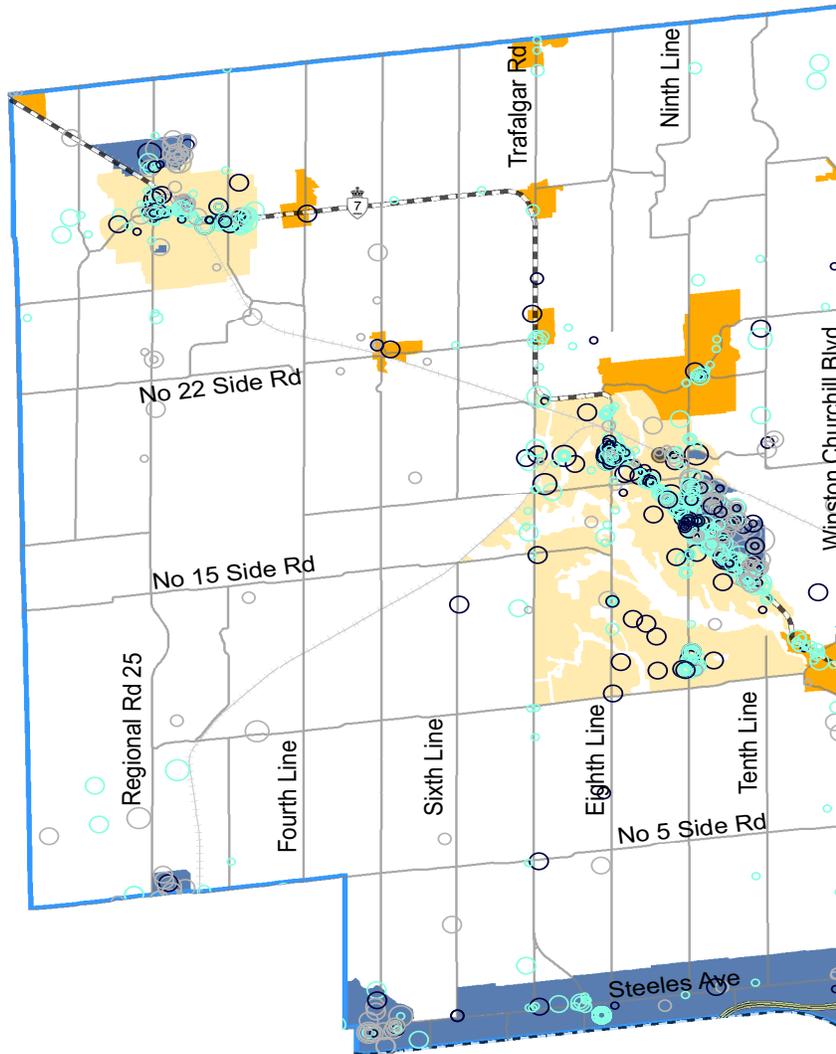
From 2015 to 2016, 94% of Halton Hills' existing businesses remained open while 6% closed or relocated. 75 businesses opened in Halton Hills during this time period, accounting for just over 5% of Halton Hills' 2016 business count. 24% of Halton Hills' new businesses were located in new buildings.

More than two-thirds of Halton Hills employees work for a business that has fewer than 100 employees.

# Active business locations in Halton Hills by category and number of jobs



- Municipal Boundary
- Urban Area
- Employment Area
- Hamlet
- Major Roadway
- Major Transit Station
- Rail System



## Business and job categories:

- Knowledge-based & Institutional
- Population-related
- Employment Land

## Job Range:

- 1 - 4 jobs
- 5 - 10 jobs
- 11 - 99 jobs
- 100 - 499 jobs
- > 500 jobs

As Canada's fastest growing municipality, the Town of Milton is undergoing a dramatic transformation from rural small town to an established urban area with a diverse industrial base. Along with population growth, Milton has an expanding business community and workforce, with concentrations in retail trade and manufacturing. Milton's desirable location along highways 401 and 407 and freight railway lines enable a strong manufacturing and distribution logistics presence in the community.

## Highlights

Population <sup>1</sup> 110,128

Jobs <sup>2</sup> 32,091

Businesses <sup>2</sup> 1,980

Size of Milton <sup>3</sup> 36,538 ha

Size of employment area <sup>4</sup> 2,073 ha

### Top five largest sectors (by # of jobs) <sup>2</sup>

Retail Trade 4,234

Manufacturing 4,203

Wholesale Trade 3,206

Educational Services 3,183

Accommodation and Food Services 2,463

Please note: The number of respondents varies by topic due to the fact that some respondents chose not to answer all questions on the Employment Survey questionnaire.

<sup>1</sup> Based on the 2016 Census Results

<sup>2</sup> Based on the results of the 2016 Employment Survey

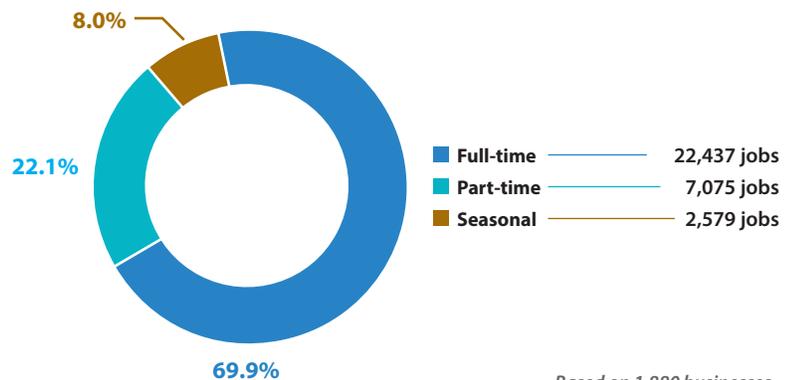
<sup>3</sup> Based on the Halton Region Municipal Boundary, 2016

<sup>4</sup> Based on Halton's Regional Official Plan

## Milton's jobs and businesses

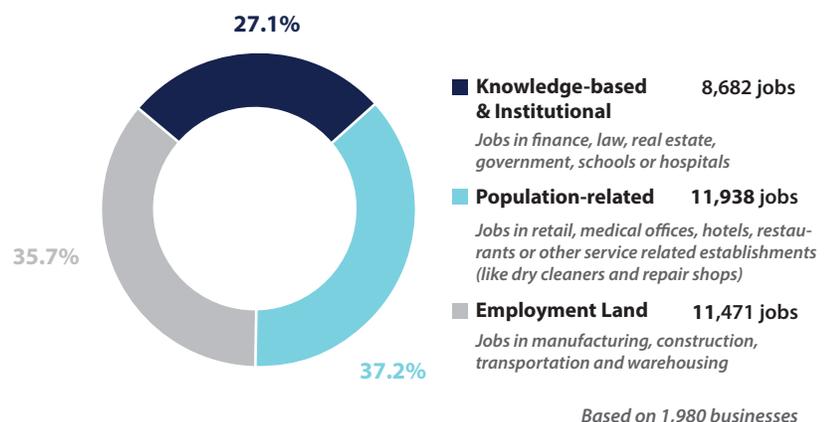
	2016	Since 2015
<b>Businesses:</b>	<b>1,980</b>	<b>+ 1.5% (30 businesses)</b>
<b>Jobs:</b>	<b>32,091</b>	<b>+ 3.3% (1,023 jobs)</b>
<b>Net job change from existing businesses:</b>		<b>942</b>
<b>Jobs lost from closed/relocated businesses:</b>		<b>-1,308</b>
<b>Jobs gained from new businesses:</b>		<b>1,389</b>

### Jobs by employment type



Jobs in Milton accounted for 14% of Halton's employment. Milton had the highest share of seasonal employment compared to the other Local Municipalities.

### Jobs by category



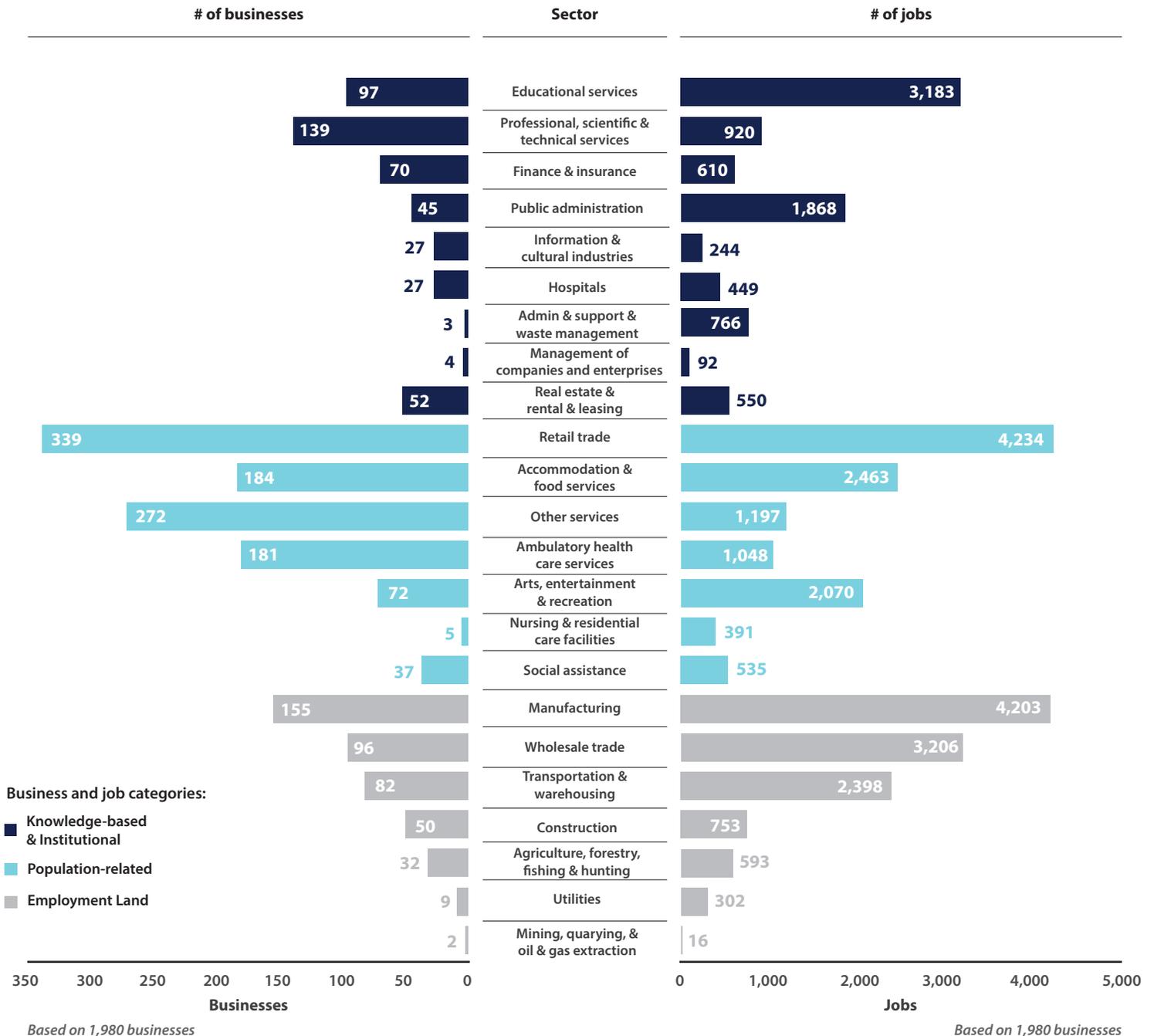
Compared to Halton, Milton has a higher rate of Employment Land employment (36% compared to 28%) and a lower rate of Knowledge-based and Institutional employment (27% compared to 35%).

Milton has the third highest number of jobs in Halton, behind Oakville and Burlington.

## Businesses and jobs by North American Industrial Classification System (NAICS) codes

Like Halton Hills, Milton has a higher proportion of businesses and jobs in the Population-related category than the other Local Municipalities. Milton has the highest number of businesses and jobs in the agriculture, forestry, fishing and hunting sub-categories of Employment Land category in Halton.

### Businesses and jobs by NAICS sector, 2016



Proportionally, Milton has more jobs and businesses in the Employment Land category than any other Local Municipality.

## Business characteristics

### Businesses operating as a head office

Yes **35.1%** No **64.9%**

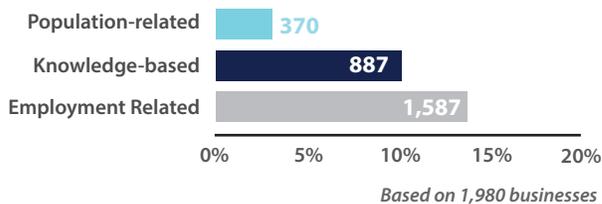
Based on 1,568 businesses

### Businesses owning space vs. leasing space

Own **26.2%** Lease **73.8%**

Based on 1,898 businesses

### Offsite employment by category



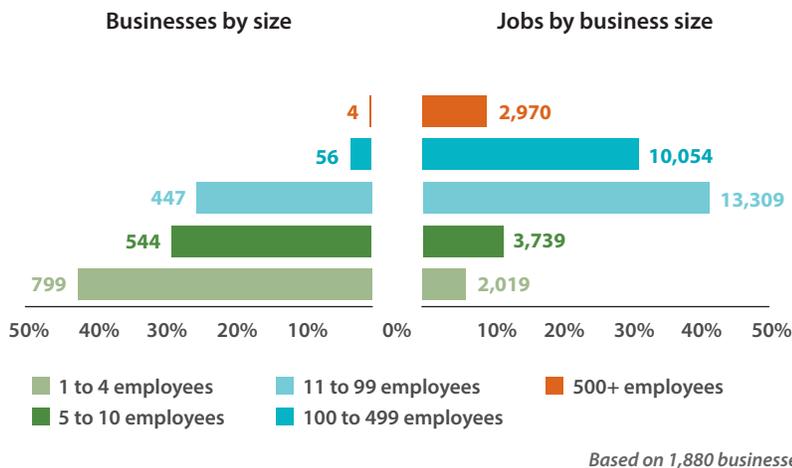
## Top private employers

Business name	Industry sub-sector
Gordon Food Service	Food and beverage wholesale distribution
Karmax Heavy Stamping	Transportation equipment mfg.
Sobeys Retail Support Centre	Food and beverage wholesale distribution
Monaghan Mushrooms Ltd.	Crop production
Manheim Auto Auctions Company	Motor vehicle and parts wholesale
Lowe's Distribution Centre*	Building supply wholesale distribution
Chudleigh's Ltd.	Food processing
Johnson Controls	Transportation equipment mfg.
AFIMAC	Security system services and headquarters
EATON Industries (Canada) Ltd.	Electrical power equipment mfg.

Notes: Only includes survey respondents supplying employment information during the summer 2016 survey period.

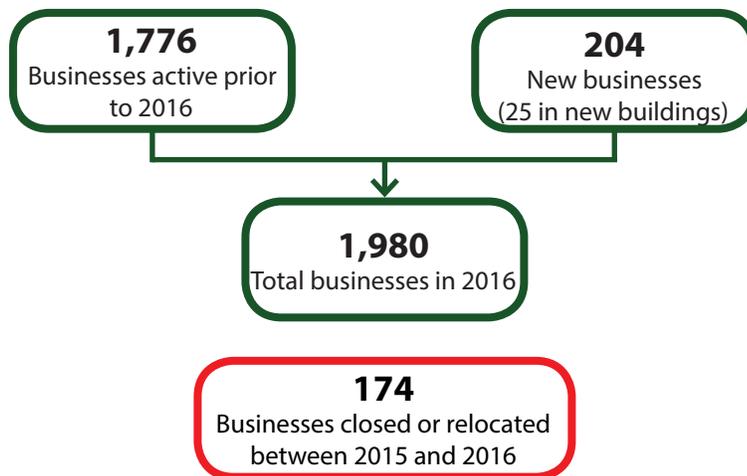
\* estimate provided by Halton Economic Development

## Businesses by size



Though Milton houses almost 15% of Halton's businesses overall, 17% of Halton's businesses with 500 or more employees are located here.

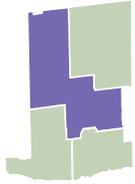
## Breakdown of Milton's Business Count



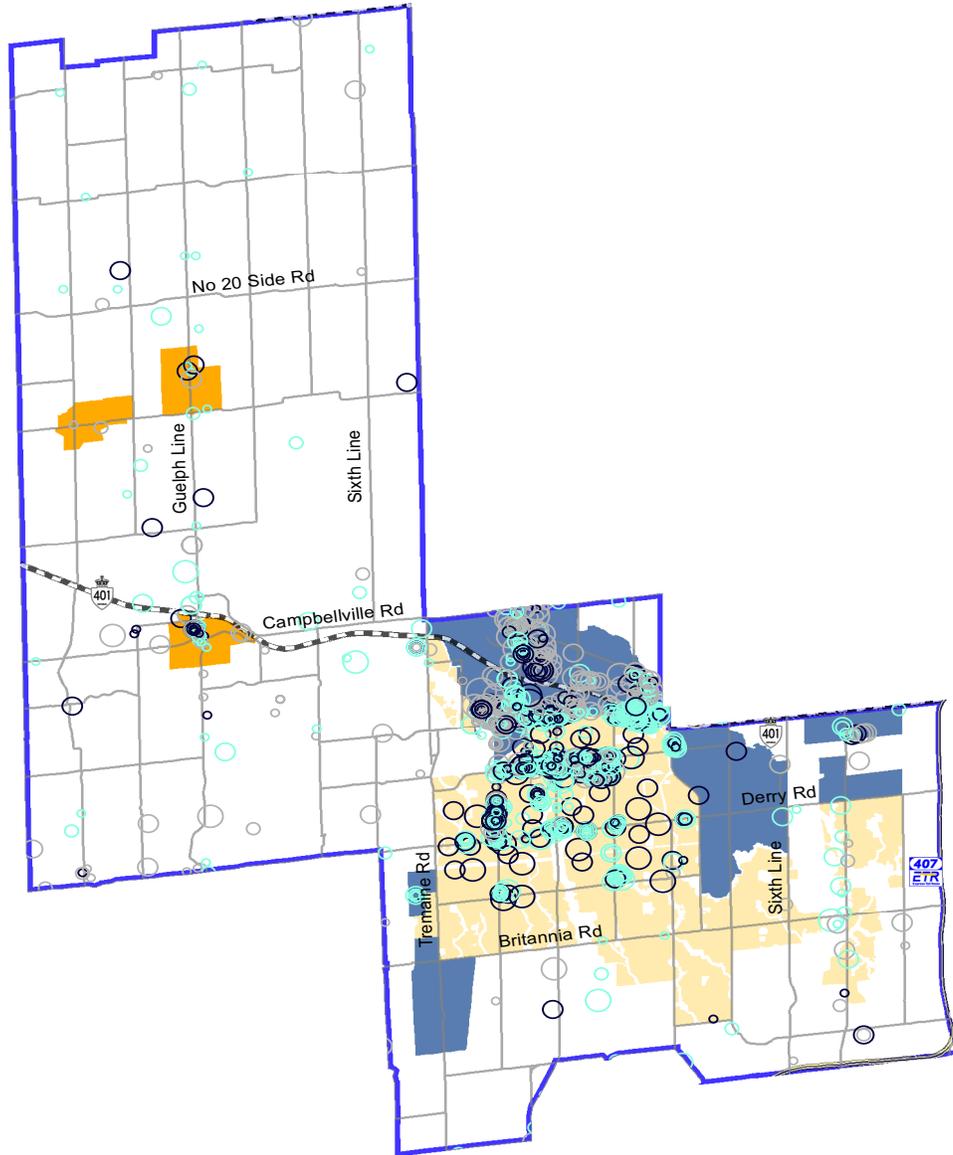
From 2015 to 2016, 91% of Milton's existing businesses remained open while 9% closed or relocated. More than 200 businesses opened in Milton during this time period, accounting for just over 10% of Milton's 2016 business count. 12% of Milton's new businesses were located in new buildings.

Milton has a higher rate of Employment Land jobs than Halton overall.

# Active business locations in Milton by category and number of jobs



- Municipal Boundary
- Urban Area
- Employment Area
- Hamlet
- Major Roadway
- Major Transit Station
- Rail System



### Business and job categories:

- Knowledge-based & Institutional
- Population-related
- Employment Land

### Job Range:

- 1 - 4 jobs
- 5 - 10 jobs
- 11 - 99 jobs
- 100 - 499 jobs
- > 500 jobs

The Town of Oakville is Halton's largest municipality by population and has an established economic base of both manufacturing and office development. Its location to major transportation corridors, including the QEW and Highways 403 and 407 continues to offer Oakville opportunities for growth and investment attraction for many established and emerging industries. Oakville has a diverse industry profile with concentrations in educational services, retail trade and manufacturing, all of which contribute to its high quality employment base.

## Highlights

Population <sup>1</sup> 193,832

Jobs <sup>2</sup> 86,000

Businesses <sup>2</sup> 4,847

Size of Oakville <sup>3</sup> 13,929 ha

Size of employment area <sup>4</sup> 2,921 ha

### Top 5 largest sectors (by # of jobs) <sup>2</sup>

Manufacturing 12,812

Retail Trade 11,218

Educational Services 7,605

Professional, Scientific and Technical Services 7,422

Accommodation and Food Services 6,415

*Please note: The number of respondents varies by topic due to the fact that some respondents chose not to answer all questions on the Employment Survey questionnaire.*

<sup>1</sup> Based on the 2016 Census Results

<sup>2</sup> Based on the results of the 2016 Employment Survey

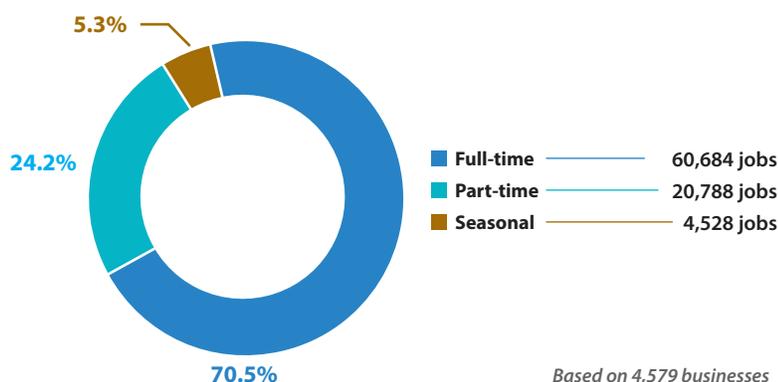
<sup>3</sup> Based on the Halton Region Municipal Boundary, 2016

<sup>4</sup> Based on Halton's Regional Official Plan

## Oakville's jobs and businesses

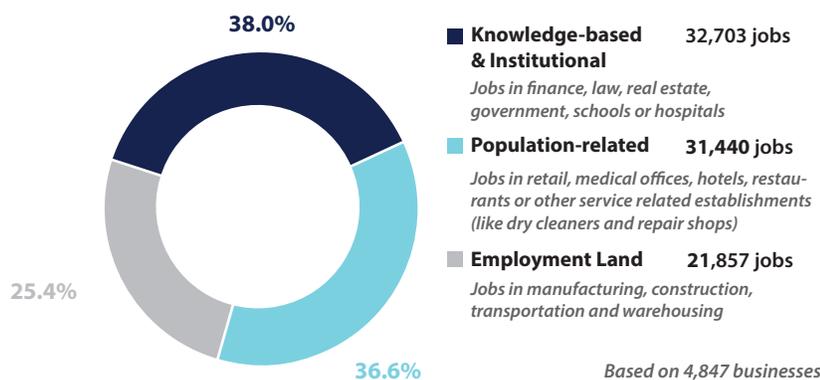
	2016	Since 2015
<b>Businesses:</b>	<b>4,847</b>	<b>-0.3% (16 businesses)</b>
<b>Jobs:</b>	<b>86,000</b>	<b>+1.7% (1,435 jobs)</b>
<b>Net job change from existing businesses:</b>		<b>2,217</b>
<b>Jobs lost from closed/relocated businesses:</b>		<b>-6,217</b>
<b>Jobs gained from new businesses:</b>		<b>5,435</b>

### Jobs by employment type



Jobs in Oakville accounted for 38% of Halton's employment. Oakville had the highest share of full-time employment compared to the other Local Municipalities.

### Jobs by category



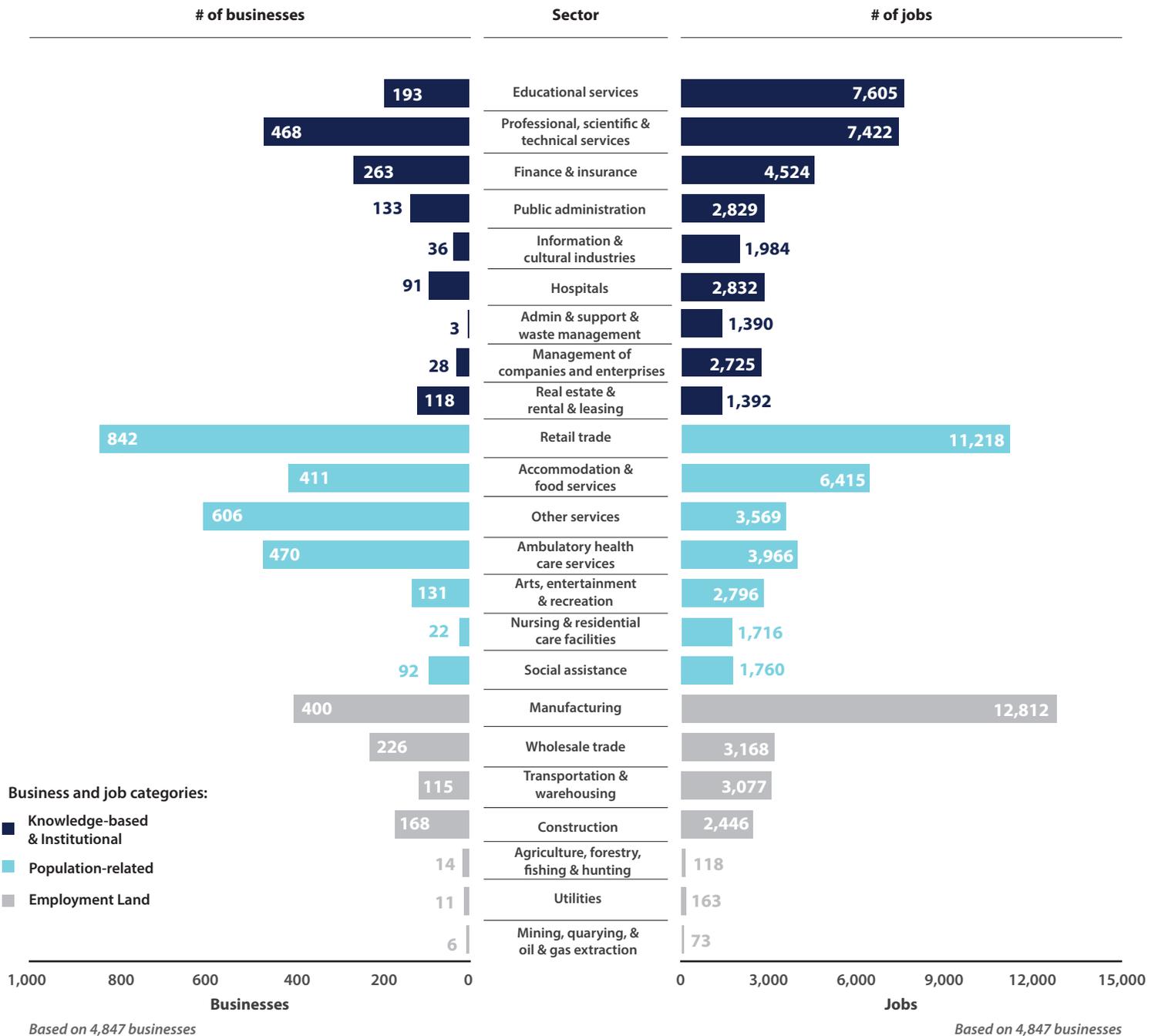
Oakville had the highest share of Knowledge-based and Institutional jobs compared to the other Local Municipalities.

Oakville has the second highest number of jobs in Halton, behind Burlington.

## Businesses and jobs by North American Industrial Classification System (NAICS) codes

In 2016, the Population-related category contained the highest number of businesses, while the Knowledge-based and Institutional category employed the highest number of people. Oakville's Employment Land category was the smallest category in terms of both jobs and businesses.

### Businesses and jobs by NAICS sector, 2016



The largest portion of Halton's Knowledge-based and Institutional jobs are located in Oakville.

## Business characteristics

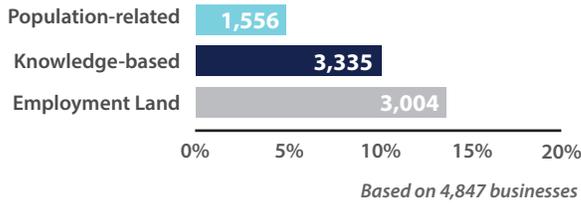
### Businesses operating as a head office



### Businesses owning space vs. leasing space



### Offsite employment by sector

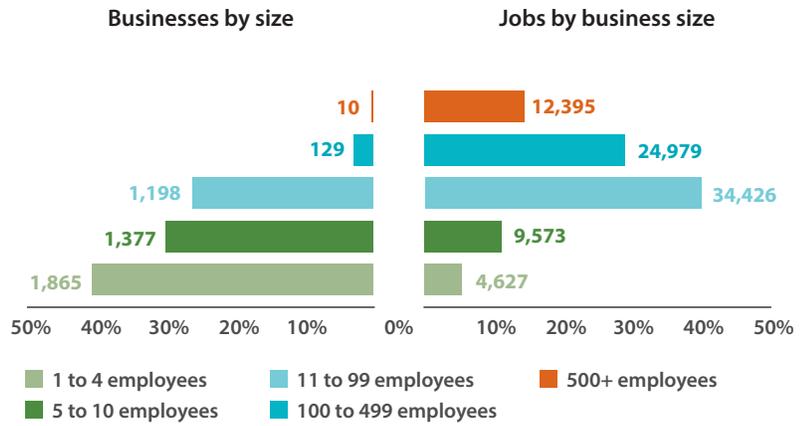


## Top private employers

Business name	Industry sub-sector
Ford Motor Company of Canada	Automotive assembly and headquarters
Siemens Canada Ltd.	Headquarters and technical services
UTC Aerospace Systems	Aerospace equipment mfg.
Acclaim Health and Community Care Services	Health care support services
GE Water & Process Technologies	Water purification equipment mfg.
PWC	Professional advisory and tax services
HATCH	Engineering services
The TDL Group Corp.	Headquarters of Tim Horton's
AMEC	Engineering services
Canadian Tire Financial Services	Financial services

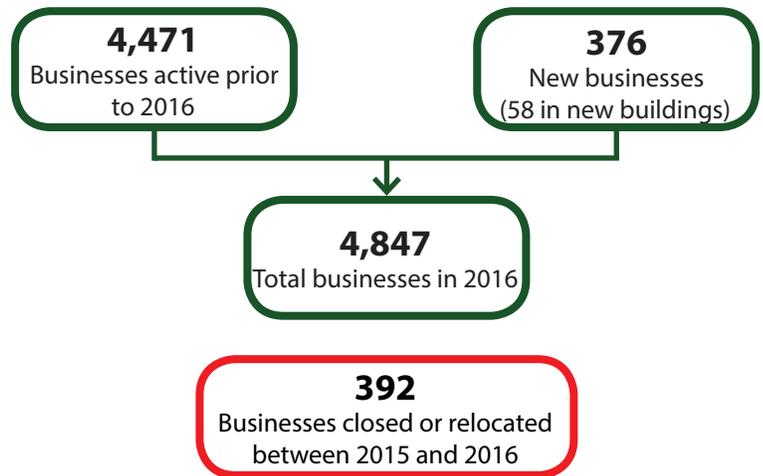
Notes: Only includes survey respondents supplying employment information during the summer 2016 survey period.

## Businesses by size



43% of Halton's businesses with 500 or more employees are located in Oakville. These businesses provide employment for 14% of Oakville's workforce.

## Breakdown of Oakville's Business Count



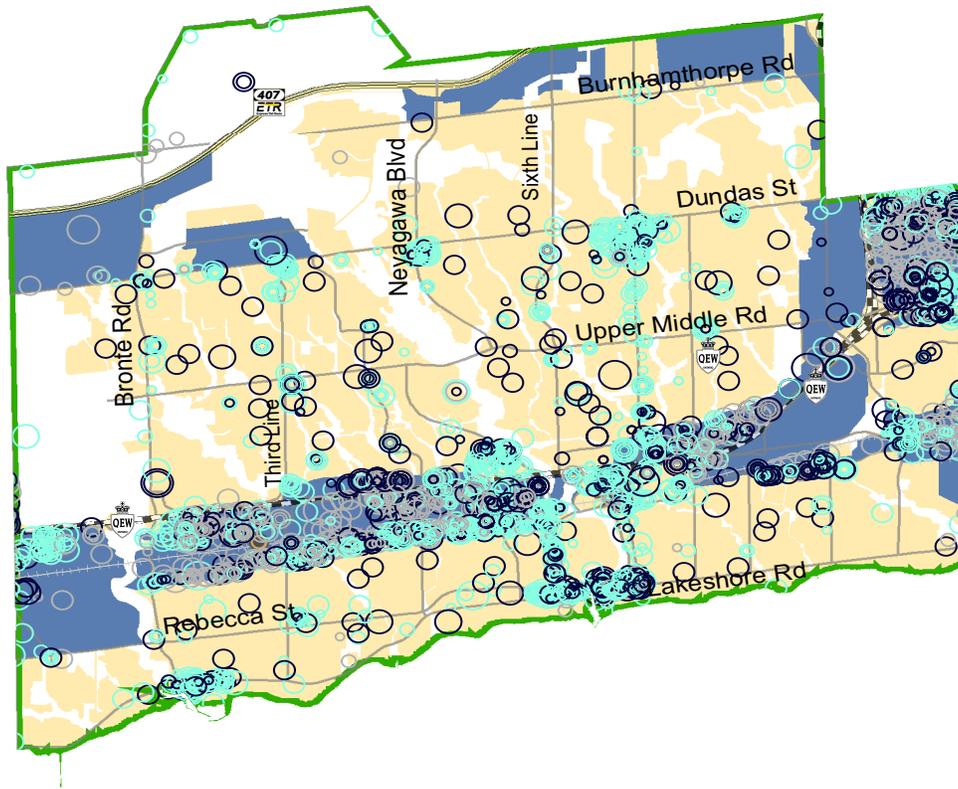
From 2015 to 2016, 92% of Oakville's existing businesses remained open while 8% closed or relocated. Nearly 400 businesses opened in Oakville during this time period, accounting for 8% of Oakville's 2016 business count. 15% of Oakville's new businesses were located in new buildings.

Oakville has a higher rate of Knowledge-based and Institutional employment than Halton overall.

# Active business locations in Oakville by category and number of jobs



- Municipal Boundary
- Urban Area
- Employment Area
- Hamlet
- Major Roadway
- Major Transit Station
- Rail System



## Business and job categories:

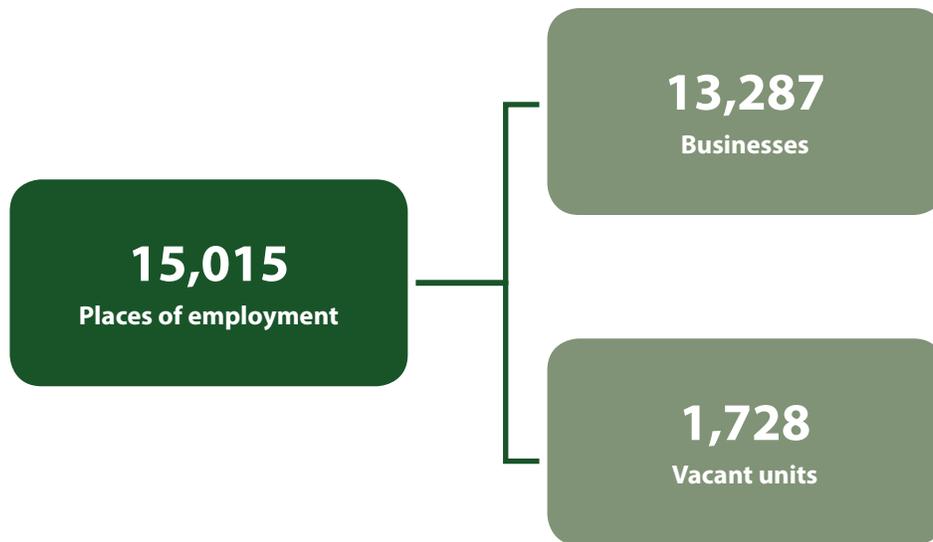
- Knowledge-based & Institutional
- Population-related
- Employment Land

## Job Range:

- 1 - 4 jobs
- 5 - 10 jobs
- 11 - 99 jobs
- 100 - 499 jobs
- > 500 jobs

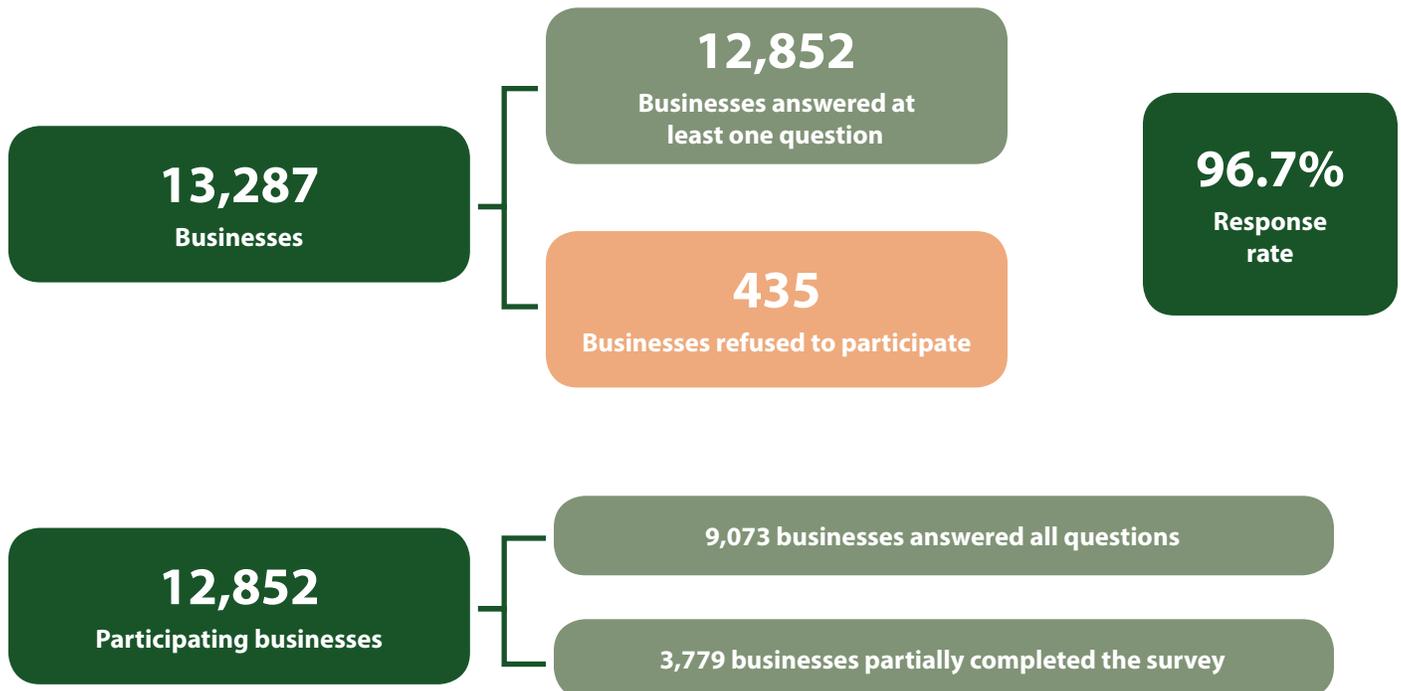
## Summary of businesses surveyed

Through the 2016 Employment Survey, 15,015 places of employment were identified. Of these, 13,287 were occupied by businesses and 1,728 were vacant.



## Summary of survey response rate

The 2016 Employment Survey identified 13,287 businesses. Only 435 businesses refused to participate in the survey. More than 70% of participating businesses answered all of the questions on the Employment Survey questionnaire. This information excludes questions for which independent observations were made (such as building type and NAICS classification).



## Glossary

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**Agricultural food value chain:** Industry classification of businesses and jobs directly related to growing food, processing food, distributing food and providing consumer access to food.

**Business:** Single location of work that may be a for-profit establishment or a non-profit / government organization.

**Employment Land category:** Industry categorization of agriculture, forestry, fishing and hunting, mining, quarrying and oil and gas extraction, utilities, construction, manufacturing, wholesale trade and transportation and warehousing. Typically, these businesses require large swaths of land and may emit noises, odours or pollutants.

**Exporter:** Businesses that sold products or services outside of Canadian borders within the last 12 months.

**FIRE:** Industry categorization of financial, insurance, real estate, rental and leasing services.

**Full-time employment:** Over 30 hours per five day week throughout the year.

**Head office:** Single business location overseeing operations at multiple locations within Halton, Canada or abroad.

**Knowledge-based and Institutional category:** Industry categorization of information and cultural industries, finance and insurance, real estate and rental and leasing, professional, scientific and technical services, management of companies and enterprises, administrative and support, waste management and remediation services, education services and hospitals. These businesses are typically located in office buildings (or in other spaces that have been renovated to accommodate offices).

**Labour force:** Consists of both employed (persons currently working) and unemployed (persons available to work or are seeking work) individuals 15 years of age and over by place of residence.

**North American Industrial Classification System (NAICS):** 2012 version of an industry classification system used throughout Canada, the United States and Mexico. For more information on NAICS visit: [www.statcan.gc.ca/](http://www.statcan.gc.ca/)

**Other manufacturing:** The sum of jobs related to textile mills as well as the manufacturing of petroleum and coal products, leather and allied products and clothing.

**Part-time employment:** Under 30 hours, five days a week, throughout the year.

**Population-related category:** Industry categorization of retail trade, ambulatory health care services, nursing and residential care facilities, social assistance, arts, entertainment and recreation, accommodation and food services and other services. These businesses are typically located in or near residential neighborhoods.

**Seasonal employment:** Temporary workers employed during a portion of the year, in either a full-time or part-time capacity.

**Vacant unit:** A unit/building that currently has no occupant at the time of the survey, or a location from which a new business could operate.

**Workforce:** Consists of all paid and unpaid employees within business locations by place of work.

## About Employment Survey data

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Participation in the Employment Survey is voluntary and the results presented in this report are based on respondents input. Regional staff work to continually improve the quality of Employment Survey data. Please contact Planning Services, Halton Region, if you have ideas for improvements or if you notice any errors in this report.

Halton Region does not warrant the completeness or accuracy of the information contained in this report and does not accept liability arising from the use or misuse of all or portions of such information. Caution should be used in interpreting the information in the report and making any conclusions.

