

2017

Employment Survey Results



Message from the Regional Chair



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On behalf of Regional Council I would like to thank all businesses who participated in the 2017 Employment Survey. The success of this annual survey depends on our business community and I am pleased to share the results with you in this report.

Results from the Employment Survey tell us about the type of employment, number of employees and overall characteristics of businesses in the region. This survey is also an important planning tool that informs policy and decision-making at Halton Region, including infrastructure improvements to support a growing local economy.

The results of the 2017 Employment Survey and figures from the 2017 Economic Review indicate that businesses are succeeding in Halton and our highly skilled residents are in demand. In 2017, we reached a 4 per cent unemployment rate and total industrial, commercial and residential construction values increased from \$2.1 billion to \$3.1 billion.

Here are some of the key findings from this year's Employment Survey:

- The top three employment sectors in Halton are retail trade, manufacturing and educational services.
- There are 231,576 jobs in Halton Region – a 3 per cent increase from 2016.
- 40 per cent of Halton's businesses are located within Halton's designated employment areas.
- Over 90 per cent of businesses surveyed in 2016 were still operating in 2017.

Results from this annual survey also demonstrate that businesses have continued confidence in their choice to locate and expand in Halton Region. With low taxes, proximity to major markets and our business support services, the region offers a competitive home base for businesses to succeed at any stage.

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/business. If you have any questions or comments, you can call 311 or email me at gary.carr@halton.ca. You can also find me on Twitter @ [garycarrhalton](#), LinkedIn or Facebook.

Gary Carr
Halton Regional Chair

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 2017 Employment Survey. It also:

- Analyzes shifts in the business and employment counts from 2016 to 2017;
- 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 visit all visible places of work 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

↑ 7,277 Jobs

The Employment Survey identified 231,576 jobs in Halton, a 3% increase over 2016.

Most jobs were:

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

92%

Over 90% of the active businesses surveyed in 2016 were still operating in 2017.

Top three job sectors:

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

40%

40% 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 2017 Employment Survey for Halton. It captures the composition of Halton's jobs, businesses, industry sectors, and their locations.

Highlights

Population ¹ 569,787

Jobs ² 231,576

Businesses ² 13,413

Size of Halton ³ 96,922 ha

Size of employment area ⁴ 7,917 ha

Top five largest sectors (by # of jobs) ²

Retail Trade 34,249

Manufacturing 33,842

Educational Services 21,923

Accommodation and Food Services 18,478

Professional, Scientific and Technical Services 14,628

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.

¹Based on 2017 mid-year estimated population, Planning Services

²Based on the results of the 2017 Employment Survey

³Based on the Halton Region Municipal Boundary, 2017

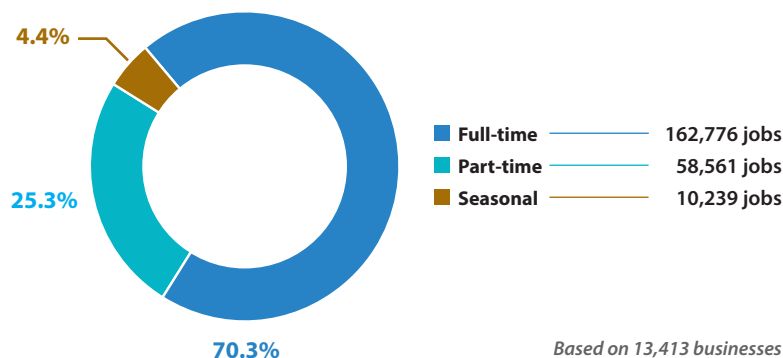
⁴Based on Halton's Regional Official Plan

Jobs in Halton

Halton's workforce

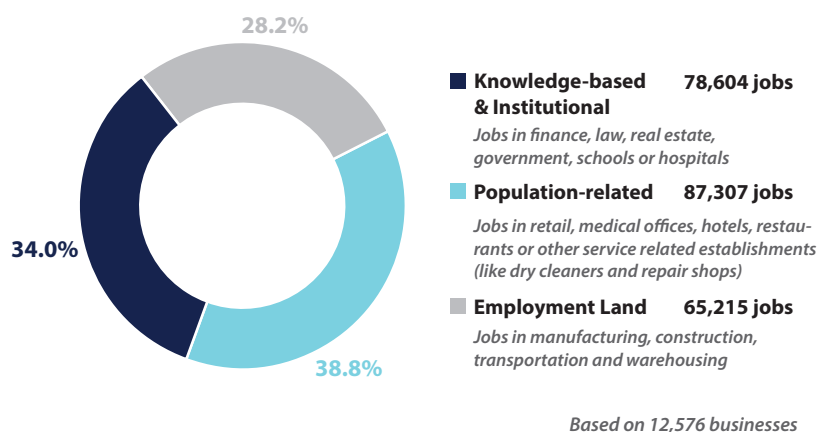
	2017	Since 2016
Total Jobs:	231,576	3.2% (7,277 jobs)

Jobs by employment type



Since 2011, 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



Since 2015, the share of employment within the population related sector has been increasing, while the share of jobs in the employment land sector has been decreasing. From 2016 to 2017, the share of employment within knowledge-based and institutional sector and population related sector slightly increased (0.3% and 0.3% respectively) while the shares in the other category slightly decreased.

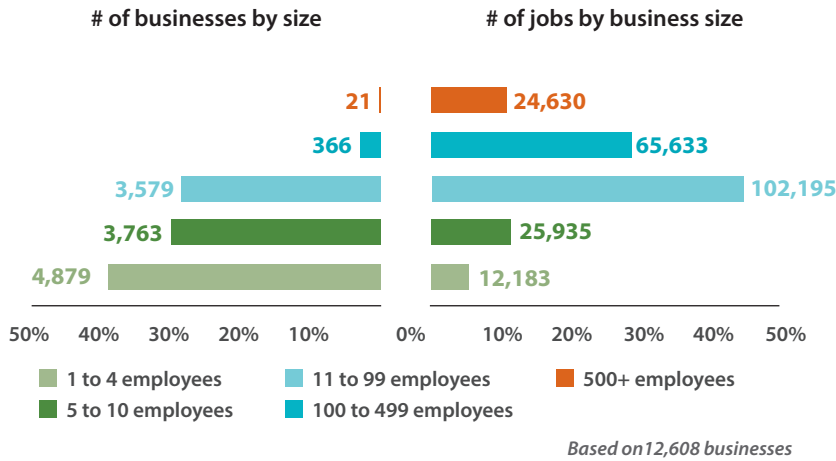
Halton's job increase from 2016 to 2017 almost doubled from the job increase experienced in 2016.

Businesses in Halton

Halton's businesses

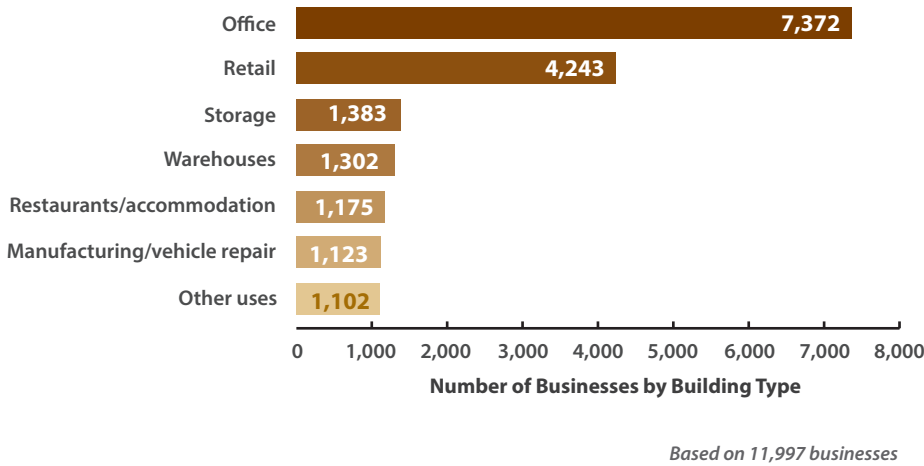
	2017	Since 2016
Businesses:	13,413	0.9% (+ 126 businesses)

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.

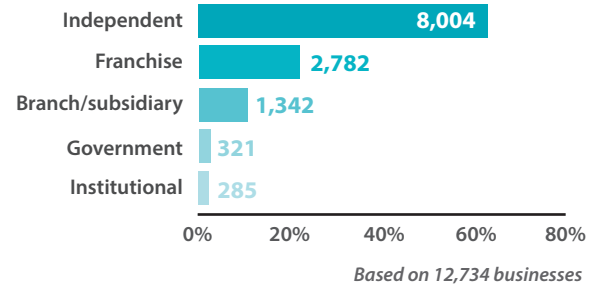
How businesses use their space



Businesses may use their space in many ways. In Halton, the most common business-related uses are for office and retail purposes. From 2016 to 2017, the number of businesses using their space for retail decreased the most in terms of businesses (by 105 businesses or 2%).

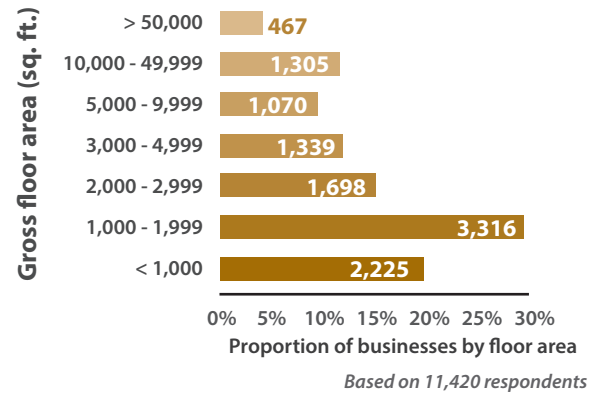
Ownership

63% of Halton's businesses are independently owned.



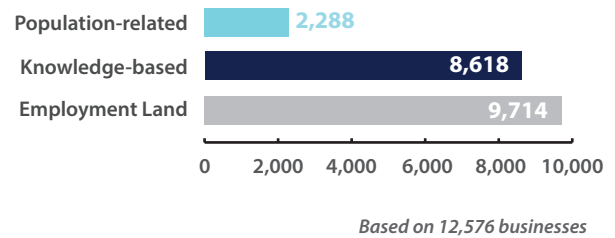
Business floor areas

75% of businesses operate within floor areas of less than 3,000 square feet (or less).



Offsite employment

Offsite employment comprises 8.9% 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 (14.9%) while the Population-related category has the lowest (2.6%).



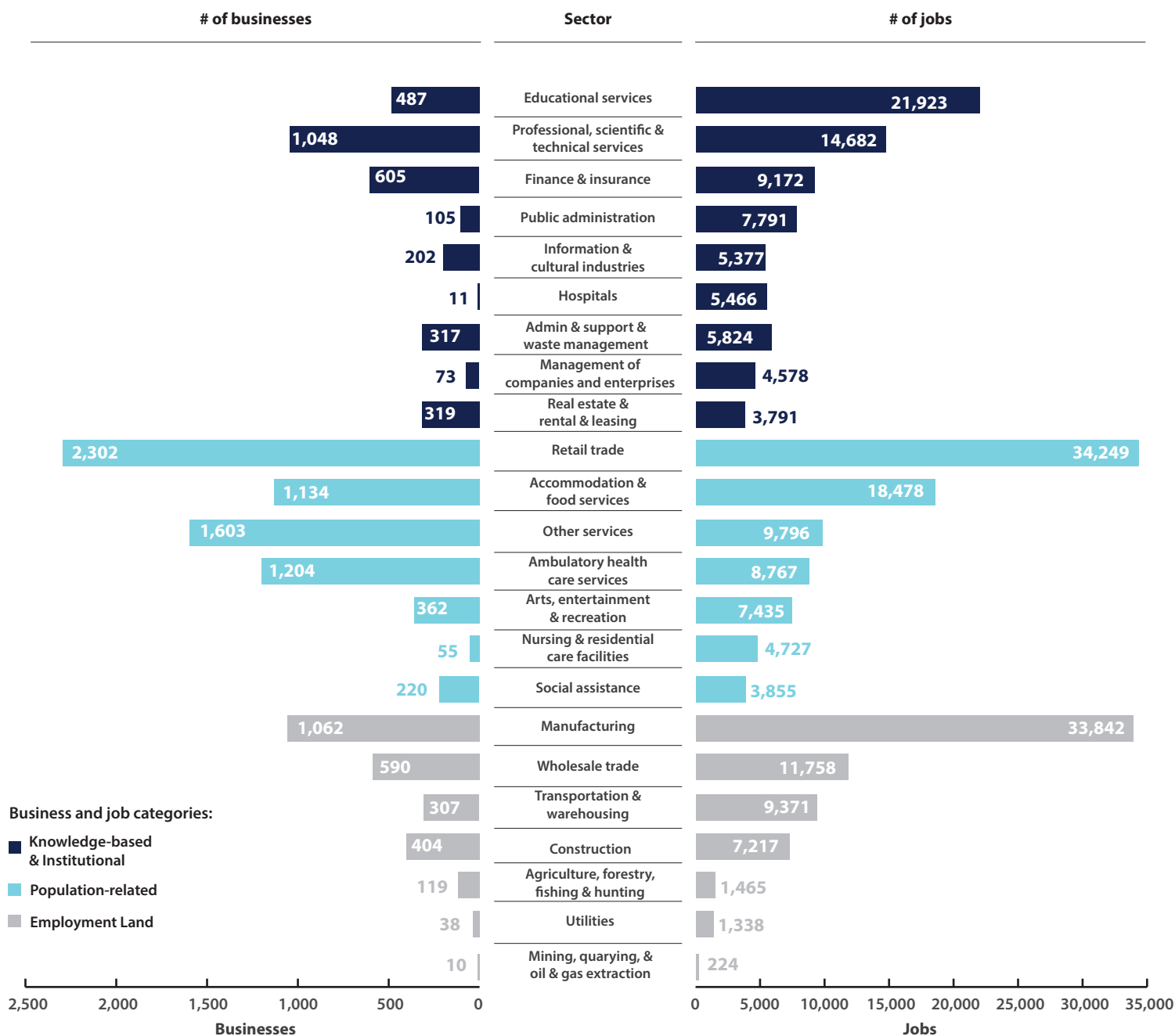
It's common for Halton's businesses to be independently owned, staffed by 10 or fewer people and operating out of 3,000 square feet of space (or less).

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

In 2017, 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. Almost half (49.6%) of all 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 retail trade, followed by manufacturing and educational services. Together, these types of businesses provided employment for 38.9% of Halton's workforce.

Businesses and jobs by NAICS sector, 2017



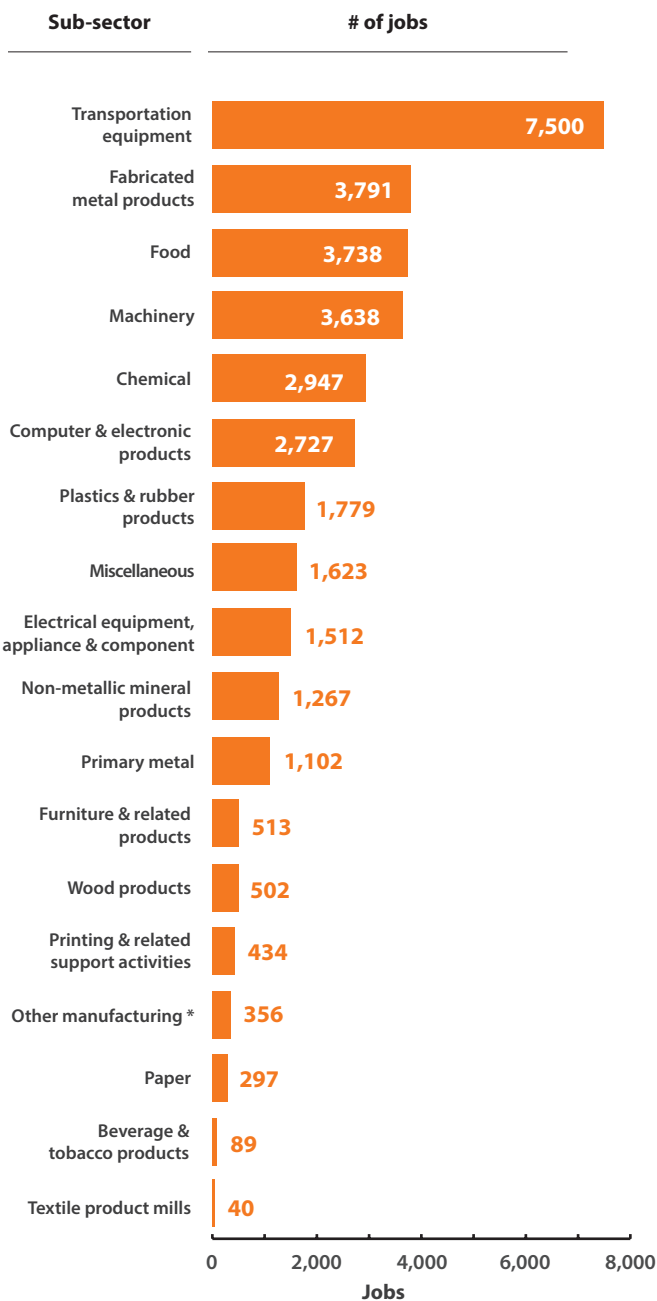
Over 50% of Halton's businesses are in the Population-related category.

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



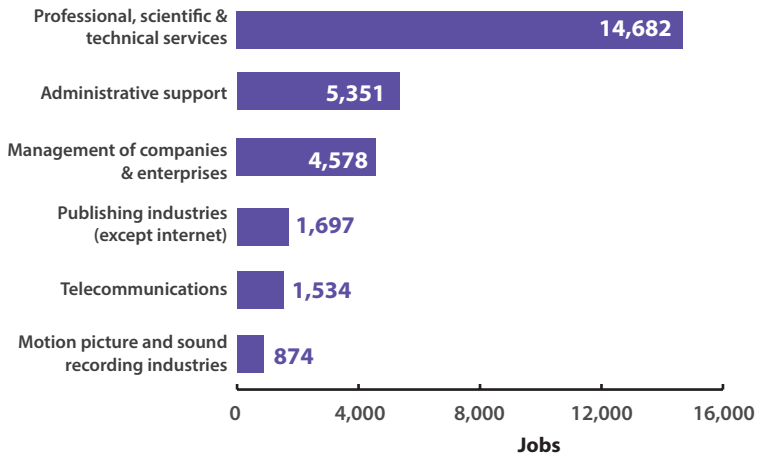
* see Glossary on pg. 30 for definition

Based on 13,413 businesses

Knowledge-based and Institutional sub-categories

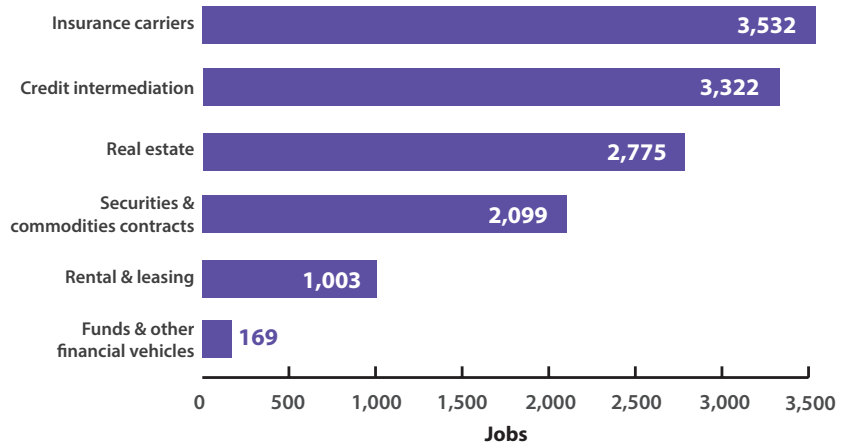
The professional services sub-sectors

In 2017, 1,735 of businesses surveyed reported operating in industries offering professional services, which accounted for 12.9% of Halton’s business community. Combined, businesses within the professional services sub-sectors employed over 30,000 people.



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

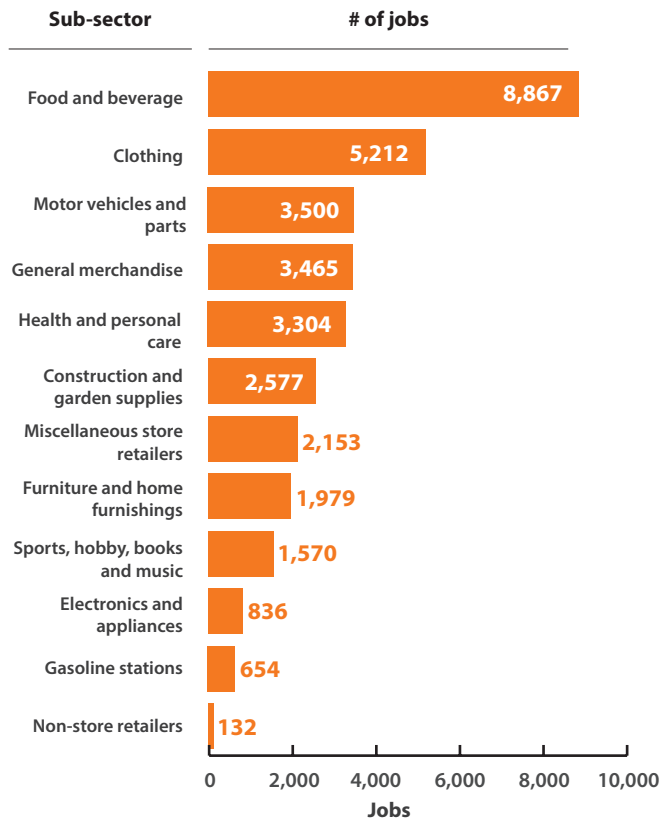
Halton is home to a robust financial services sector, which is concentrated in Oakville and Burlington. In 2017, 975 businesses reported operating in the FIRE sub-sector which accounted for 7.3% of Halton’s business community. These industries employed almost 13,000 people.



Population-related employment sub-categories

Jobs by retail sub-sectors

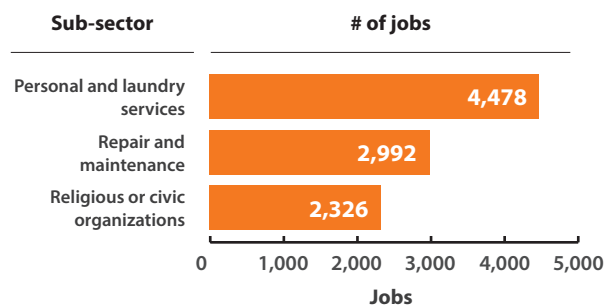
Over half (51.3%) of Halton's retail businesses sell food and beverages, clothing or motor vehicles and parts.



Based on 13,413 businesses

Jobs by other services sub-sectors

Nearly 10,000 people worked at a business that provided miscellaneous services. Over three quarters of those employed in this sector offered personal services, dry cleaning or repair and maintenance.



Based on 13,413 businesses

Businesses exporting goods and services*

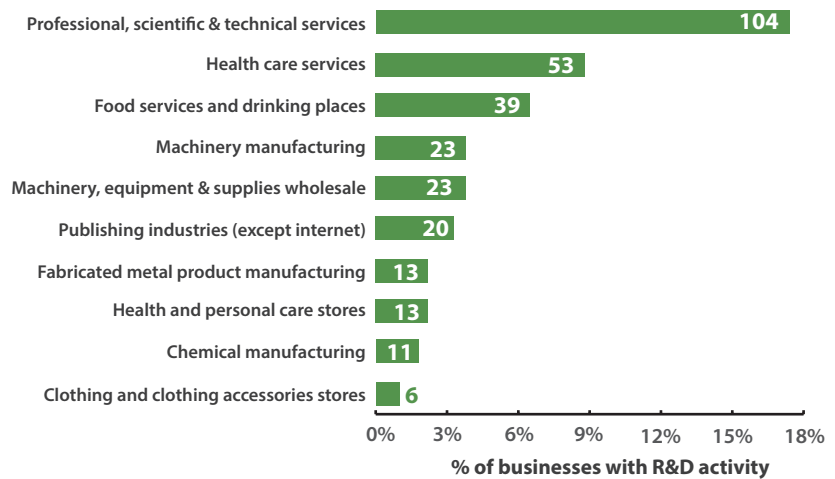
In 2017, 512 businesses (4.9% of respondents) reported selling their products or services outside of Canada. The graph below shows the top ten exporting sub-sectors based on the number of businesses. Five out of ten sub-sectors involve manufacturing products. Almost all are within the Employment Land category (professional, scientific and technical services are not).



Based on 10,366 businesses (512 who reported exporting and 9,854 who did not)

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

In 2017, 599 businesses (5.7% of respondents) were involved in R&D or introduced significantly improved products, production 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 Populated-related Employment category.



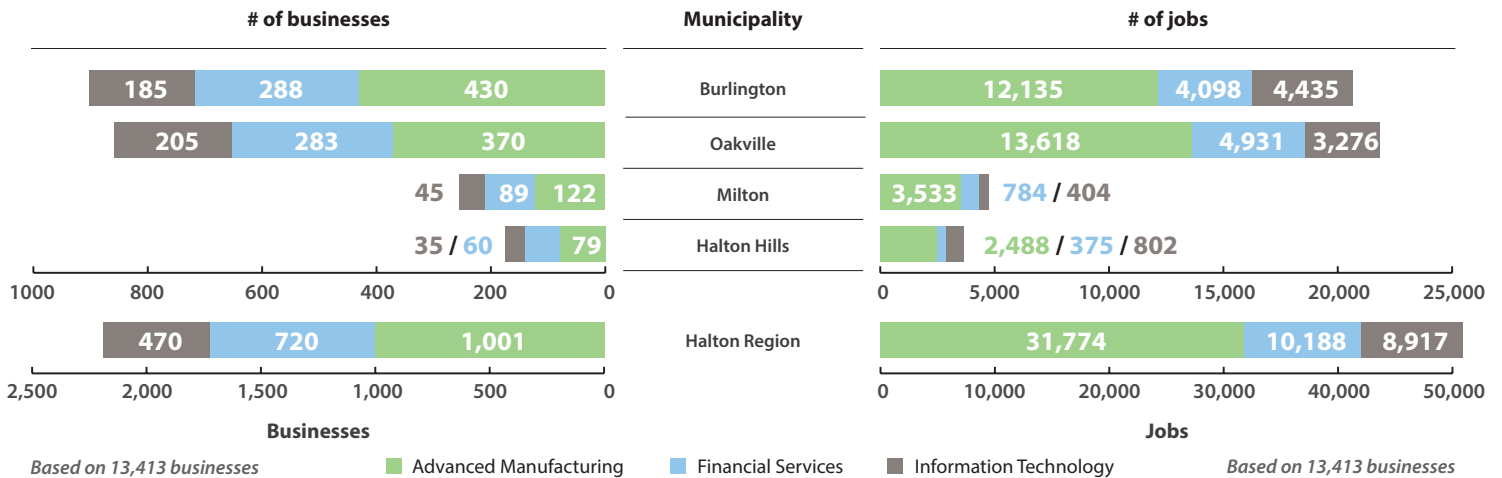
Based on 10,478 businesses (599 who reported R&D involvement and 9,879 who did not)

* Note: These results represent businesses that indicated participation in exporting or research and development via the 2017 survey.

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 16.3% of businesses and 22.0% of Halton's jobs.

Businesses and jobs by emerging sectors

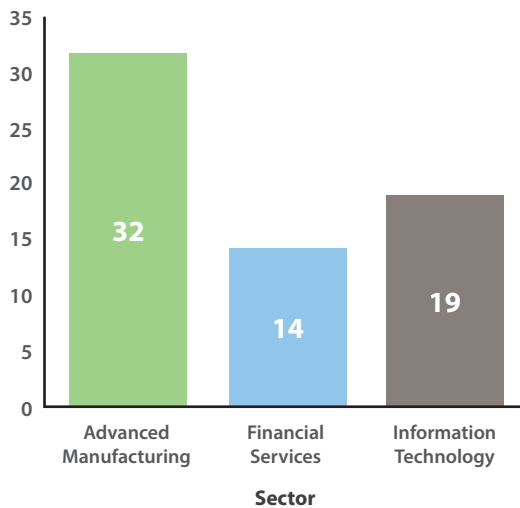


Jobs and businesses within the emerging sectors are more prevalent in Halton's southern municipalities (Oakville and Burlington) than Halton's northern municipalities (Milton and Halton Hills). In all four municipalities, advanced manufacturing was the top emerging sector, followed by financial services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

Characteristics of Emerging Sector Businesses

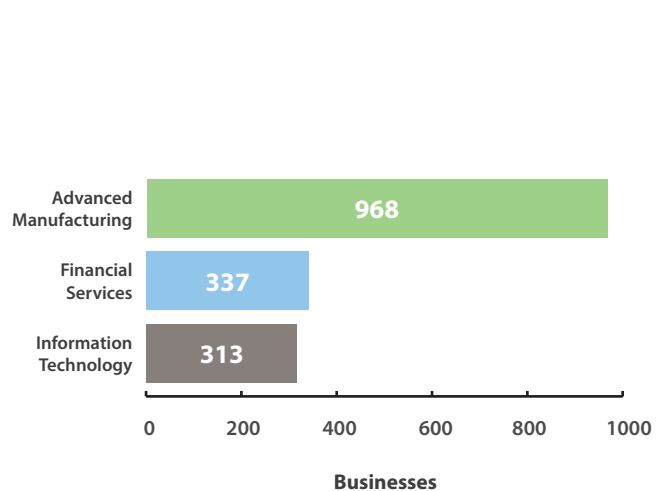
Advanced manufacturing businesses tend to have more jobs per establishment than information technology and financial services establishments. Most advanced manufacturing businesses are located within Halton's Employment Area. Financial services is the only emerging sector with less than half of its businesses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

Average Jobs per Business



Based on 13,413 businesses

Number of Businesses Located in Employment Area

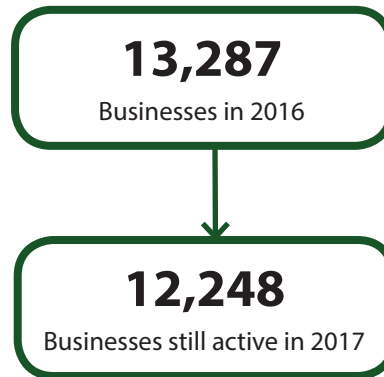


Based on 13,413 businesses

2016 to 2017: Changes to the Place of Employment Count

From 2016 to 2017

In 2017, 92.2% of the places of employment surveyed in 2017 were still operating. The remaining 7.8% of businesses had closed or relocated.



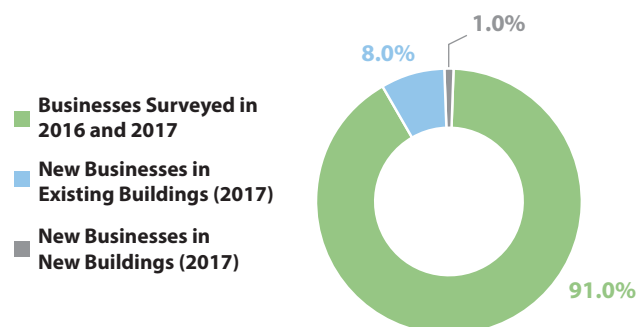
New in 2017

87% of Halton's new places of employment set up shop in an existing building.



Halton's 2017 Place of Employment Count: Businesses in Buildings

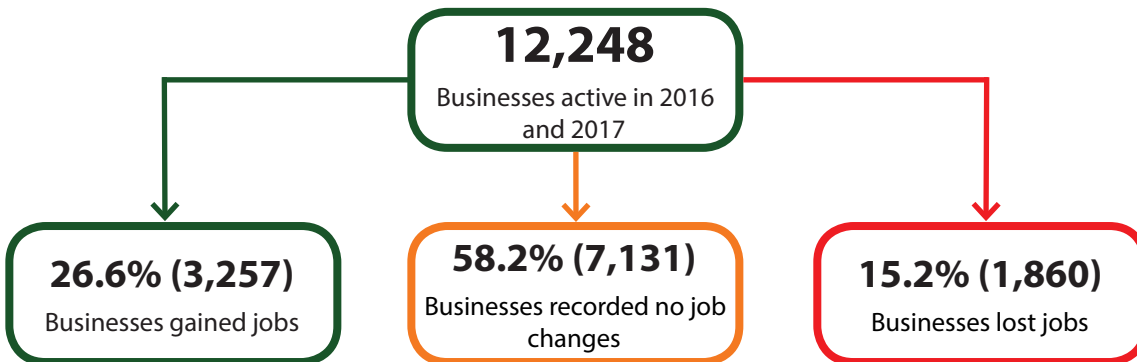
Overall, 98.8% of Halton's businesses are located in existing buildings. However, 13.4% of Halton's new businesses were located in new buildings.



2016 to 2017: Changes to the Employment Count

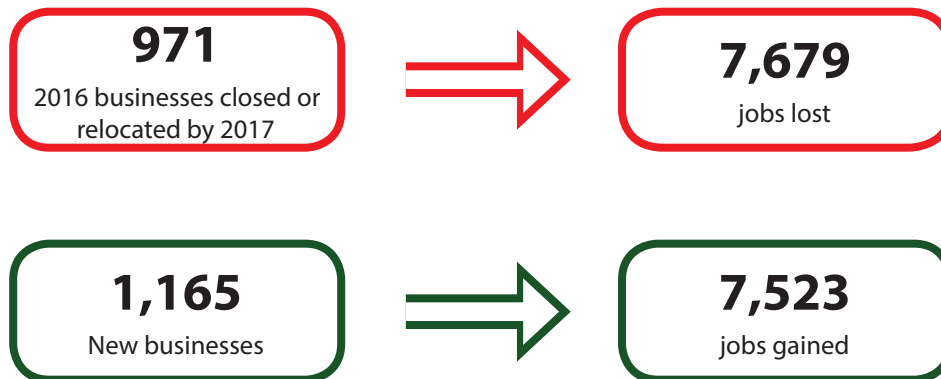
Existing Businesses

Two-thirds of Halton's existing businesses kept the same amount of employment from 2016 to 2017. Over one quarter of businesses added employment between 2016 and 2017, while 15.2% of businesses lost employment.



Jobs Lost and Gained by Changes to the Business Count

Jobs lost as a result of businesses closing or relocating outpaced jobs gained from new businesses. Many new businesses (29.0%) did not provide an employment count.



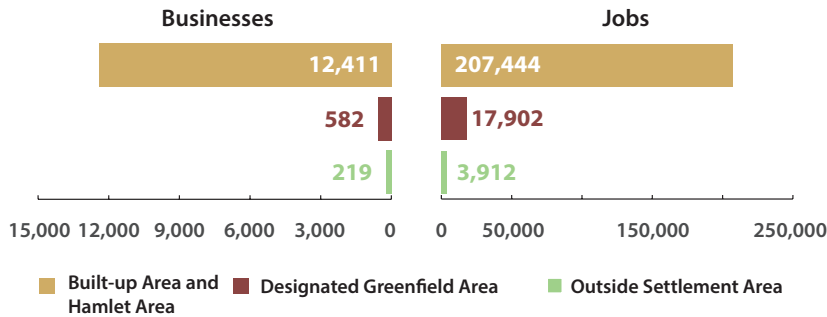
The majority of Halton's job gains came from existing businesses. Over half of Halton's job losses came from existing businesses that lost employment, while slightly less than half came from businesses that closed or relocated.

Job Changes in Existing Businesses (businesses operating from 2016-2017)

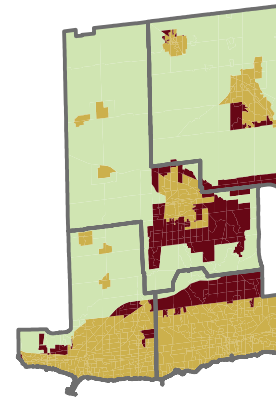
Jobs gained from existing places of employment	18,092
Jobs lost from existing places of employment	- 9,803
Net job change from existing places of employment	8,289

Distribution of Businesses and Jobs Across Halton

Halton's land area can be divided into four categories: the delineated built-up area (DBUA), designated greenfield area (DGA), the Hamlet Areas (HA) and the outside settlement area (OSA). The DBUA consists of the portion of the Urban Area that was developed prior to 2006. The DGA contains portions of Halton's Urban Area that were developed after 2006. The HA consists of the Hamlets shown on Map 1 of the Regional Official Plan. The OSA contains areas of Halton that are outside of Halton's Urban Area and hamlets. The majority (93.9%) of Halton's places of employment and businesses are located in the DBUA.



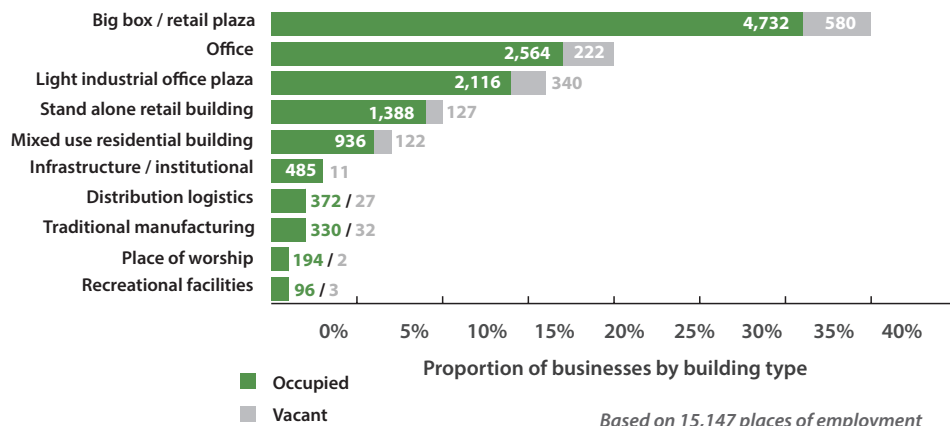
Based on 13,212 businesses



Building types

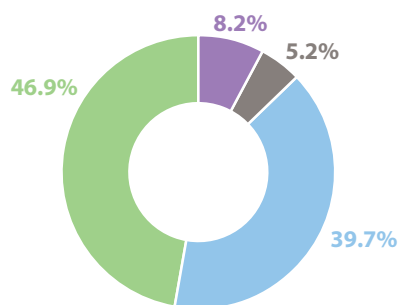
Throughout Halton, retail stores and offices are the most common types of non-residential buildings. In Halton's DGA, retail buildings house over half of all businesses. Within the DBUA, 87% of all businesses are located in a retail or office building. Mixed use buildings and places of worship house almost a third of all businesses outside of the DBUA and the DGA.

Businesses by building type



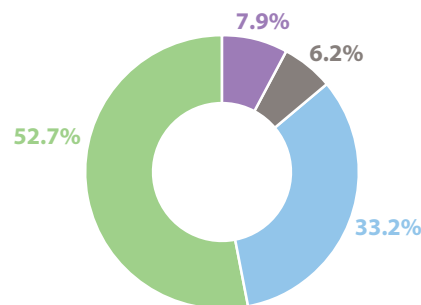
Based on 15,147 places of employment

Built-up Area and Hamlet Area



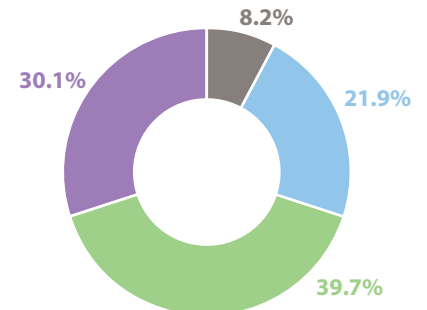
Retail	5,822 Businesses
Other	1,017 Businesses
Logistics & Manufacturing	648 Businesses
Office	4,924 Businesses

Designated Greenfield Area



Retail	307 Businesses
Other	46 Businesses
Logistics & Manufacturing	36 Businesses
Office	193 Businesses

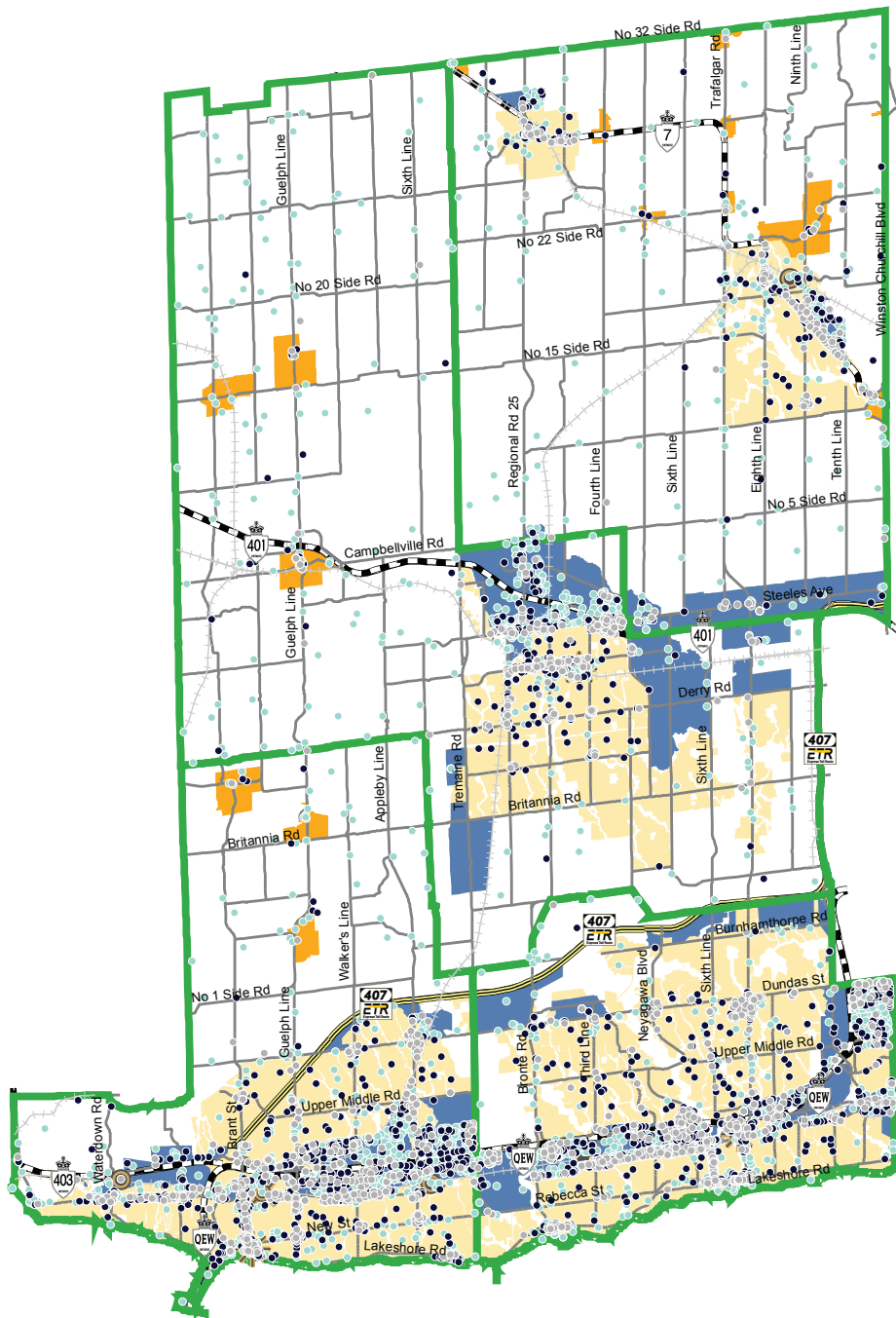
Outside Settlement Area



Retail	87 Businesses
Other	66 Businesses
Logistics & Manufacturing	18 Businesses
Office	48 Businesses

Based on 13,212 businesses

Active business locations in Halton by category



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 ¹ 176,120

Jobs ² 87,804

Businesses ² 4,994

Size of Burlington ³ 18,658 ha

Size of employment area ⁴ 2,030 ha

Top five largest sectors (by # of jobs) ²

Manufacturing 14,350

Retail Trade 13,350

Educational Services 8,026

Accommodation & Food Services 7,273

Professional, Scientific and Technical Services 5,796

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.

¹ Based on 2017 mid-year estimated population, Planning Services

² Based on the results of the 2017 Employment Survey

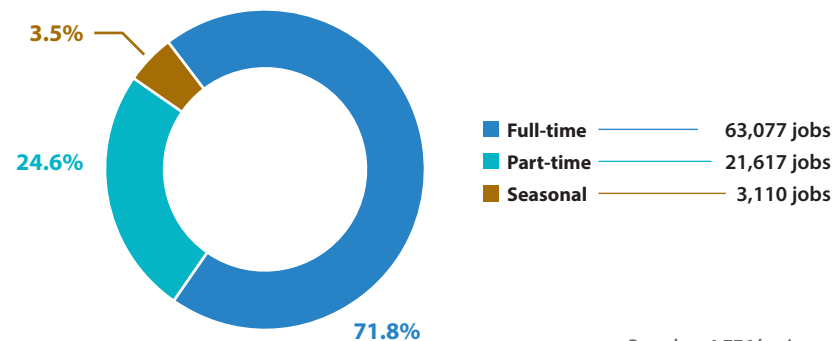
³ Based on the Halton Region Municipal Boundary, 2017

⁴ Based on Halton's Regional Official Plan

Burlington's jobs and businesses

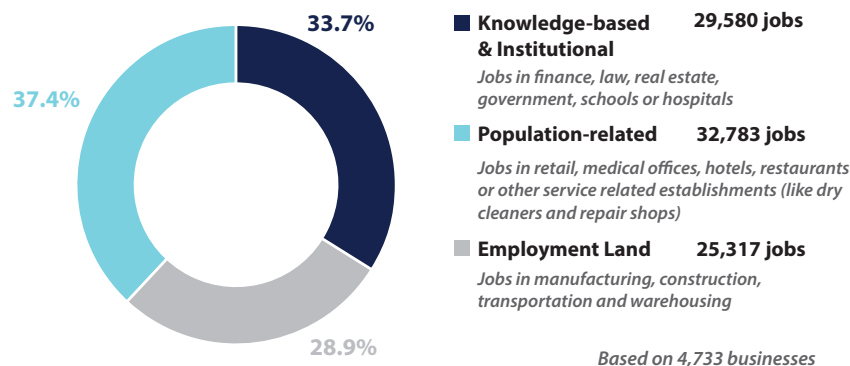
	2017	Since 2016
Businesses:	4,994	- 1.0% (49 businesses)
Total Jobs:	87,804	2.7% (2,296 jobs)

Jobs by employment type



Jobs in Burlington accounted for 37.9% of Halton's employment. Burlington had the highest number of full-time employment compared to the other Local Municipalities.

Jobs by category



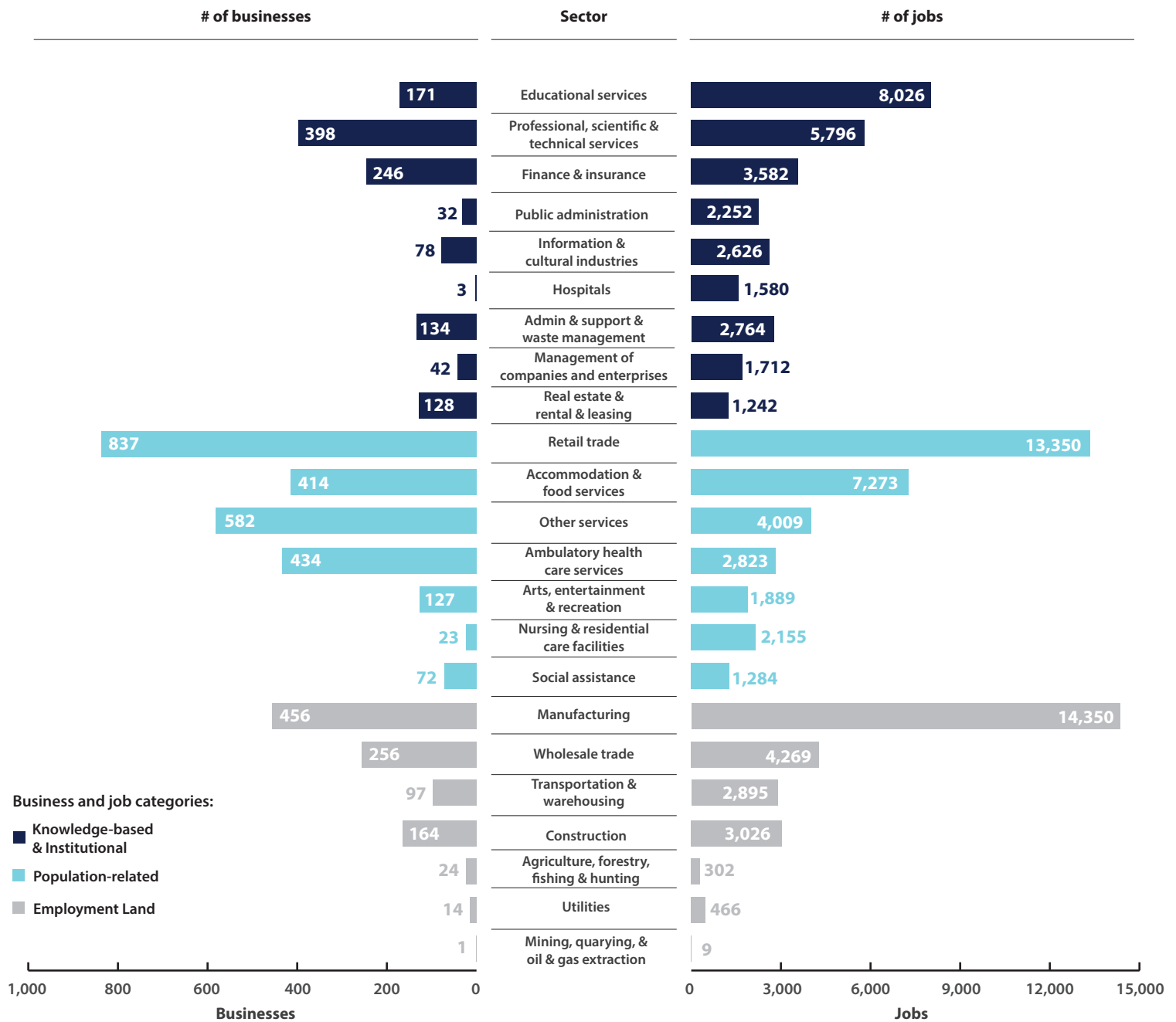
The proportion of jobs by employment category did not change by a significant amount in Burlington. Burlington had the highest number of jobs in the Manufacturing and Retail Trade sectors compared to other Local Municipalities, and second highest total number of jobs, behind Oakville.

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 (52.6%) of the businesses in Burlington, but only 37.4% of jobs. Employment Land category businesses comprised the lowest share of Burlington's businesses (21.4%).

Businesses and jobs by NAICS sector, 2017



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

Business characteristics

Businesses operating as a head office



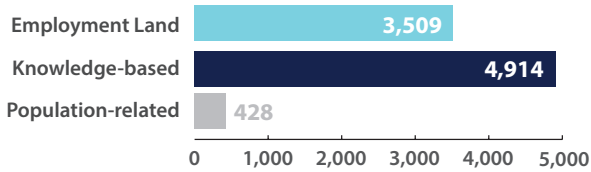
Based on 4,033 businesses

Businesses owning space vs. leasing space



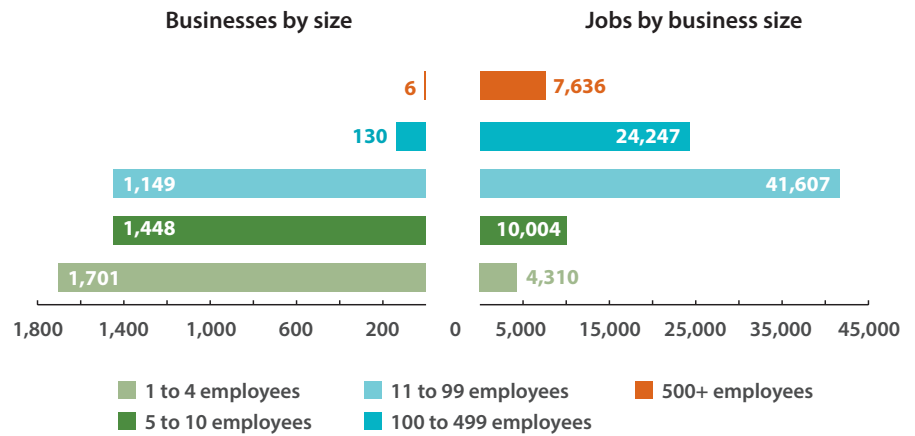
Based on 4,798 businesses

Offsite employment by category



Based on 4,733 businesses

Businesses by size



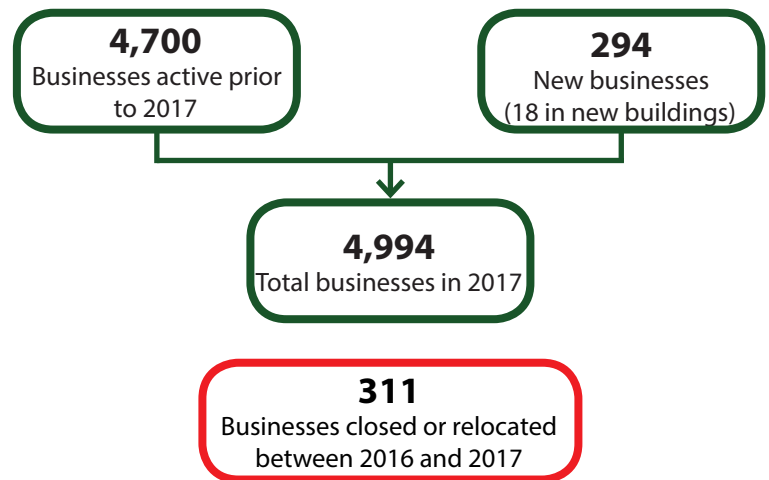
Based on 4,740 businesses

Over one quarter (28.8%) of Halton's businesses with 500 or more employees are located in Burlington. However, nearly all (97.0%) of Burlington's businesses have fewer than 100 employees. These businesses make up 63.7% of Burlington's workforce.

Top private employers

Business name	Industry sub-sector
Sofina Foods	Food processing
Evertz Microsystems	Computer and electronic equipment mfg.
L-3 WESCAM	Computer and peripheral equipment mfg.
Cogeco Cable	Telecommunications carrier
Edge Imaging	Photographic Services
Sunshine Building Maintenance Inc.	Commercial cleaning services
Aspire Lifestyles	Customer relations call centre
Cogent Power Inc.	Metal manufacturing for energy industry
The CUMIS Group Limited	General and other reinsurance carriers
Voortman Cookies	Food processing

Breakdown of Burlington's Business Count

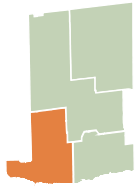


From 2016 to 2017, 94.1% of Burlington's existing businesses remained open, while 6.2% closed or relocated. Just under 300 new businesses opened in Burlington during this time period, accounting for just over 5.9% of Burlington's 2017 business count. Only 6.1% of new businesses in Burlington's were located in new buildings.

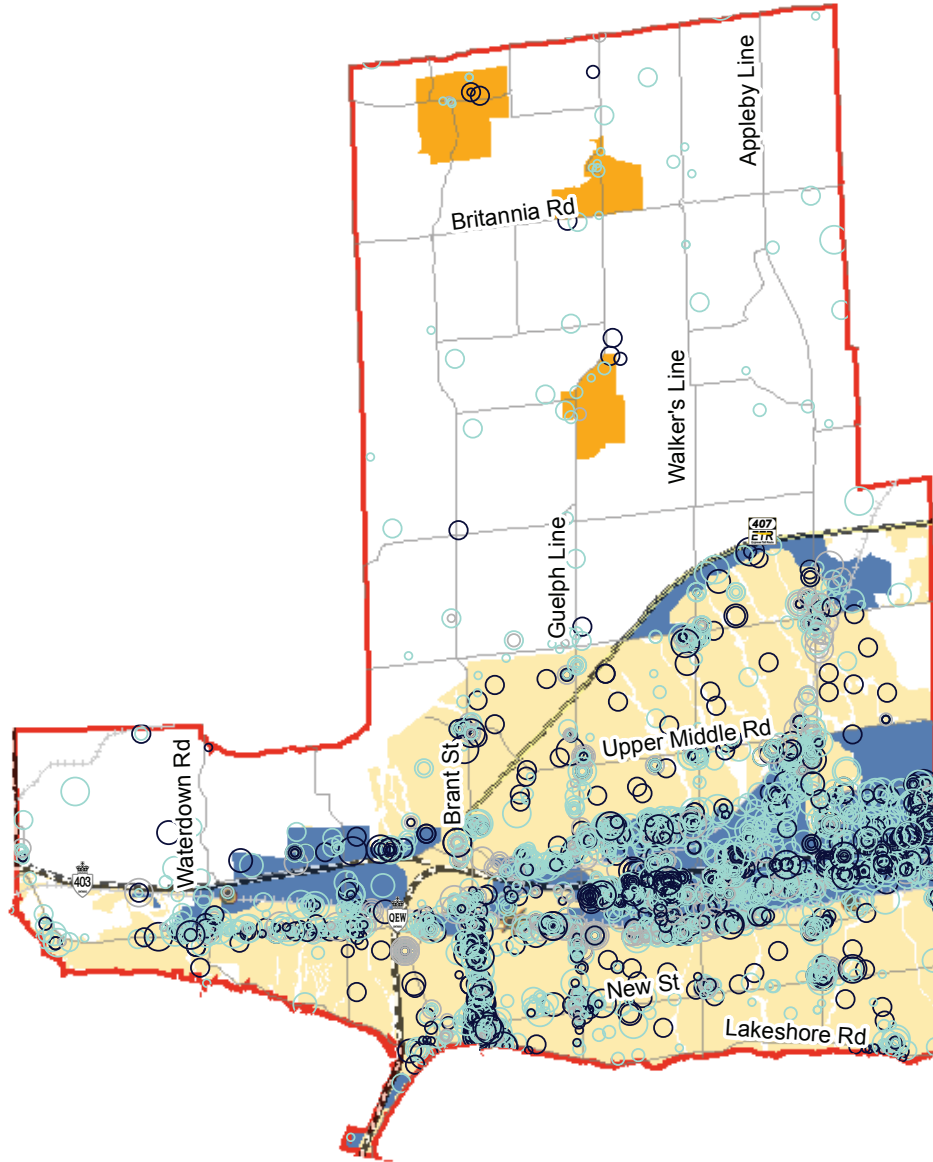
Note: Only includes survey respondents supplying employment information during the summer 2017 survey period

Burlington's business and employment characteristics are similar to those of Halton Region as a whole.

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 ¹ 58,672

Jobs ² 21,175

Businesses ² 1,452

Size of Halton Hills ³ 27,797 ha

Size of employment area ⁴ 893 ha

Top five largest sectors (by # of jobs) ²

Retail Trade 4,792

Manufacturing 3,914

Accommodation and Food Services 1,591

Educational Services 1,539

Transportation and Warehousing 1,119

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

¹ Based on 2017 mid-year estimated population, Planning Services

² Based on the results of the 2017 Employment Survey

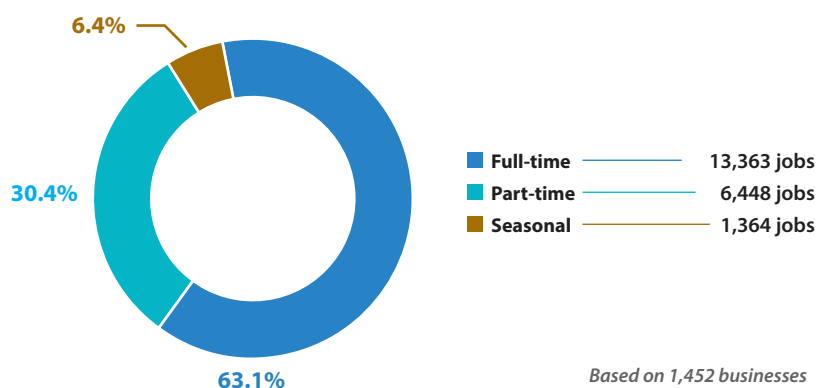
³ Based on the Halton Region Municipal Boundary, 2017

⁴ Based on Halton's Regional Official Plan

Halton Hills' jobs and businesses

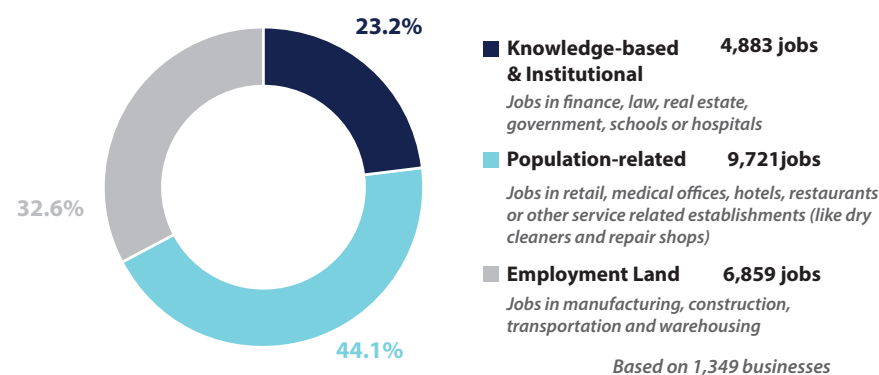
	2017	Since 2016
Businesses:	1,452	2.5% (35 businesses)
Total Jobs:	21,175	2.3% (475 jobs)

Jobs by employment type



Jobs in Halton Hills accounted for 9.1% of Halton's employment. Halton Hills had the highest share of part-time employment compared to the other Local Municipalities.

Jobs by category



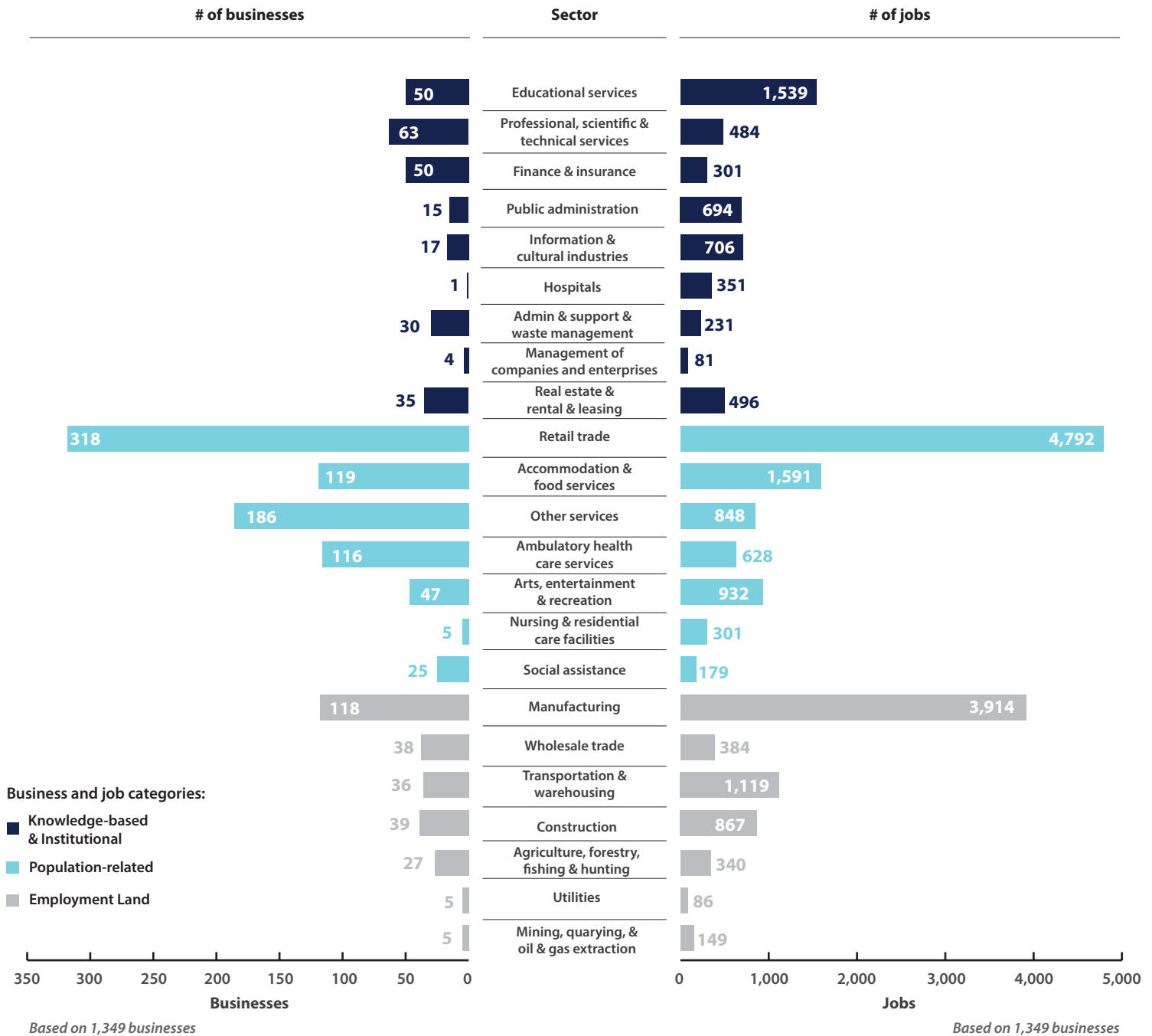
The proportion of jobs by employment category did not change by a significant amount in Halton Hills. However, the net job change from existing businesses increased by 458 jobs in 2017, while in 2016 it had decreased by 591 jobs.

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

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

Within Halton Hills, the Population-related category accounted for 60.5% of the businesses and 44.1% of the jobs. The remaining businesses are evenly split between Knowledge-based and Institutional category and Employment Land categories; the latter has slightly more employment.

Businesses and jobs by NAICS sector, 2017



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

Business characteristics

Businesses operating as a head office

Yes **29.2%** No **70.8%**

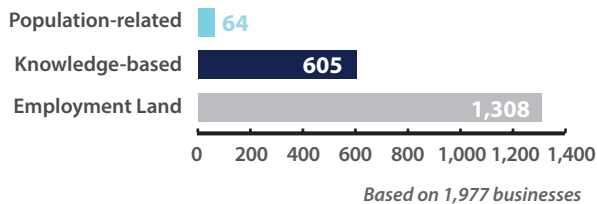
Based on 1,210 businesses

Businesses owning space vs. leasing space

Own **33.8%** Lease **66.2%**

Based on 1,390 businesses

Offsite employment by category

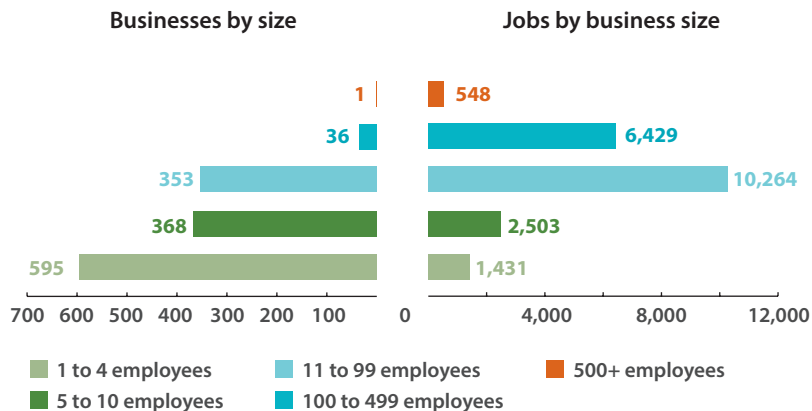


Top private employers

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
C.I.P. Group	Commercial and residential construction
Saputo / Neilson Dairy	Food processing
Cooper Standard Automotive	Transportation equipment mfg.
Werner Enterprises	Transportation carriers
First Student Canada	School bus transportation
AZZ Galvcast	Primary metal mfg.
Keller	Engineering services

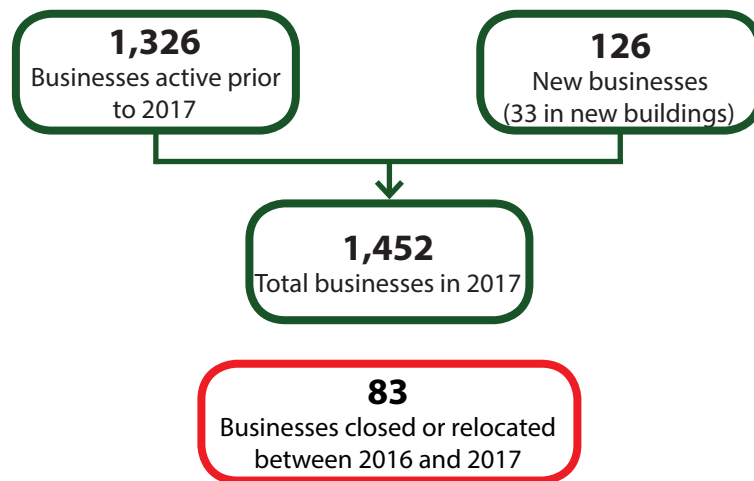
Note: Only includes survey respondents supplying employment information during the summer 2017 survey period.

Businesses by size



Halton Hills has the lowest rate of businesses with 500 or more employees than Halton Region as a whole. The single largest business in Halton Hills with more than 500 employees employs 2.6% of the municipality's workforce.

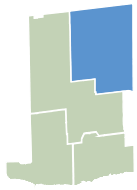
Breakdown of Halton Hills' Business Count



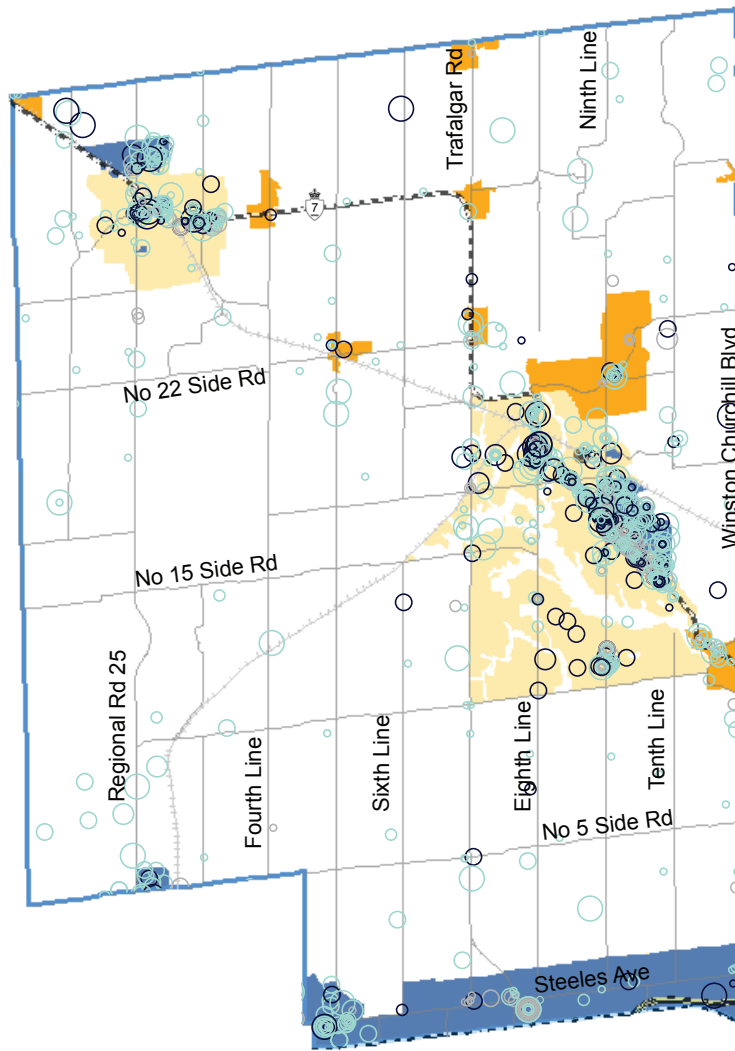
From 2016 to 2017, 91.3% of Halton Hills' existing businesses remained open, while 5.7% closed or relocated. Over 100 new businesses opened in Halton Hills during this time period, accounting for just over 8.7% of Halton Hills' 2017 business count. 26.2% of Halton Hills' new businesses were located in new buildings.

Two-thirds (67.0%) 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 Ontario'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 ¹ 132,066

Jobs ² 33,448

Businesses ² 2,027

Size of Milton ³ 36,538 ha

Size of employment area ⁴ 2,073 ha

Top five largest sectors (by # of jobs) ²

Retail Trade 4,334

Manufacturing 3,914

Wholesale Trade 3,826

Educational Services 3,409

Accommodation and Food Services 2,636

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

¹ Based on 2017 mid-year estimated population, Planning Services

² Based on the results of the 2017 Employment Survey

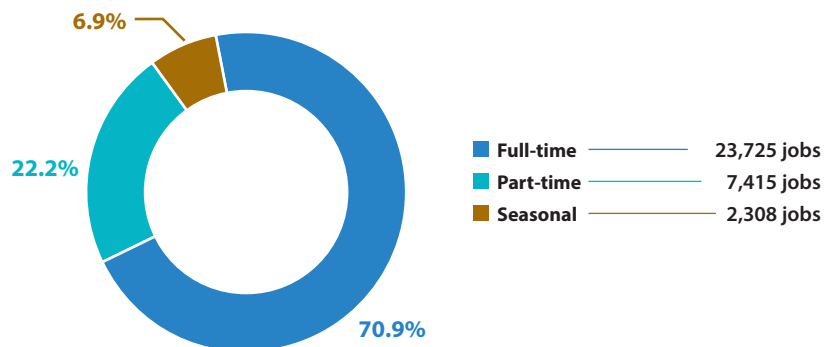
³ Based on the Halton Region Municipal Boundary, 2017

⁴ Based on Halton's Regional Official Plan

Milton's jobs and businesses

	2017	Since 2016
Businesses:	2,027	2.4% (47 businesses)
Total Jobs:	33,448	4.2% (1,357 jobs)

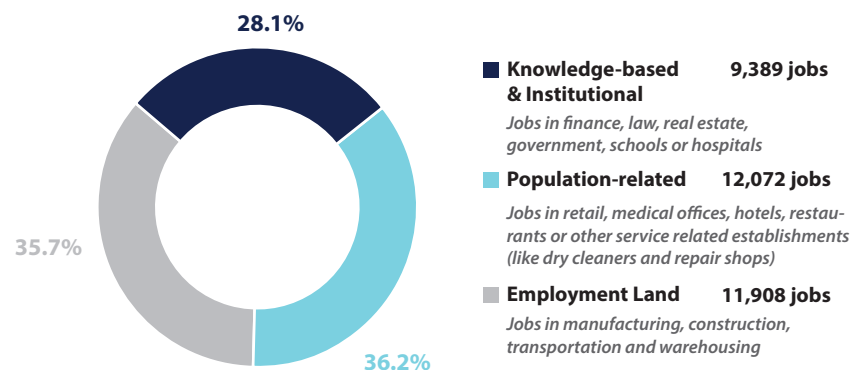
Jobs by employment type



Based on 2,027 businesses

Jobs in Milton accounted for 14.4% of Halton's employment. Milton had the highest share of seasonal employment compared to the other Local Municipalities.

Jobs by category



Based on 1,908 businesses

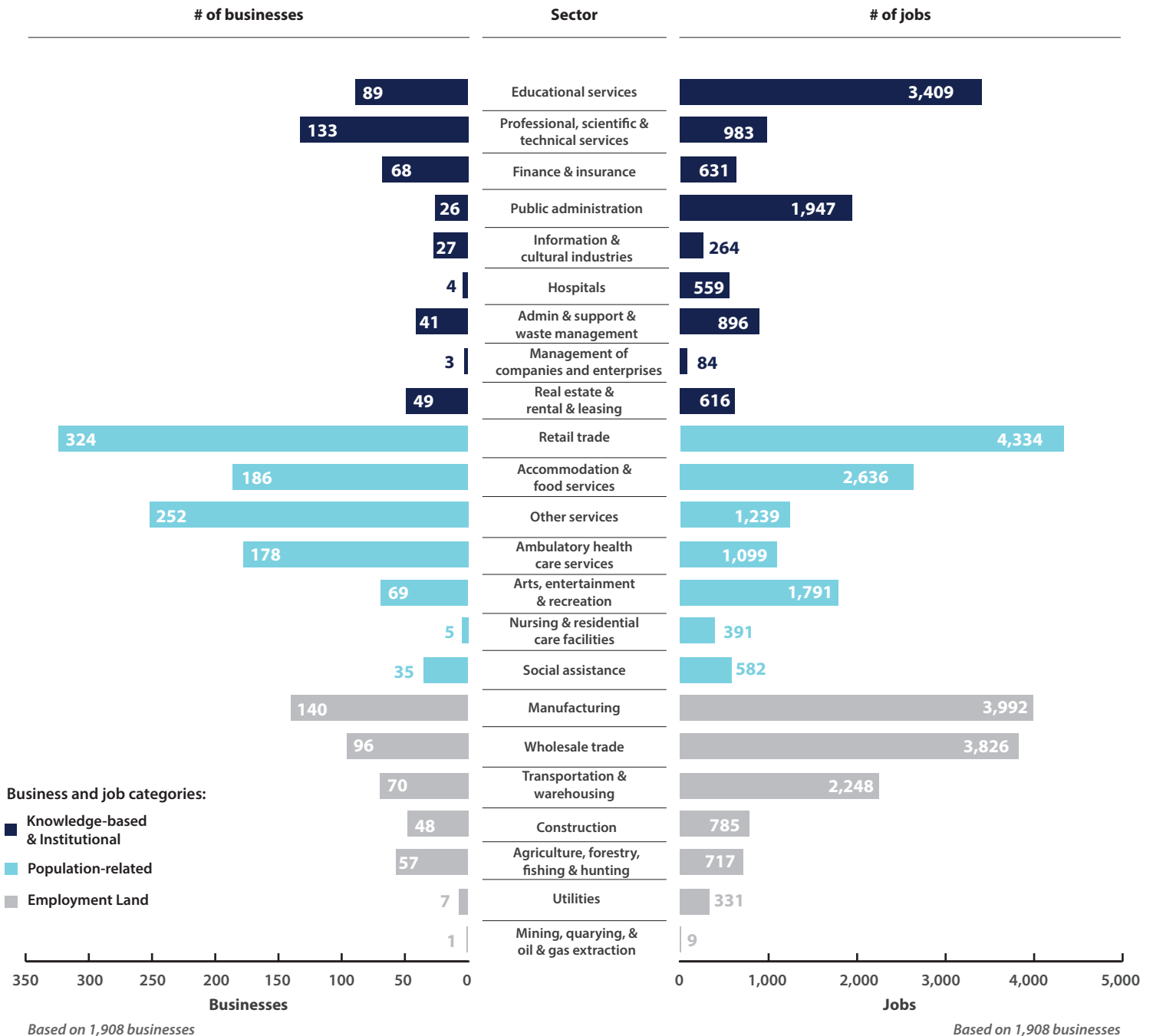
Compared to Halton, Milton had a higher rate of Employment Land employment (35.7% compared to 28.2%), and a lower rate of Knowledge-based and Institutional employment (28.1% compared to 34.0%). The Population employment was similar (36.2% compared to 37.8%).

Milton has the highest proportion of Employment Land employment compared to the other Local Municipalities.

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

Milton has almost an even proportion of Population-related and Employment Land related jobs with 36.2% and 35.7%, respectively. The remaining businesses are in the Knowledge-based and Institutional category with 28.1%. However, majority of the types of businesses are located in the Population-related category (55.0%).

Businesses and jobs by NAICS sector, 2017



Proportionally, Milton has the highest number of jobs in agriculture, forestry, fishing and hunting compared to the other Local Municipalities.

Business characteristics

Businesses operating as a head office

Yes **35.2%** No **64.8%**

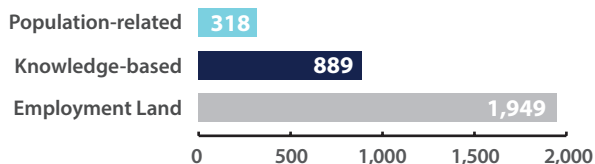
Based on 1,502 businesses

Businesses owning space vs. leasing space

Own **27.2%** Lease **72.8%**

Based on 1,935 businesses

Offsite employment by category



Based on 1,908 businesses

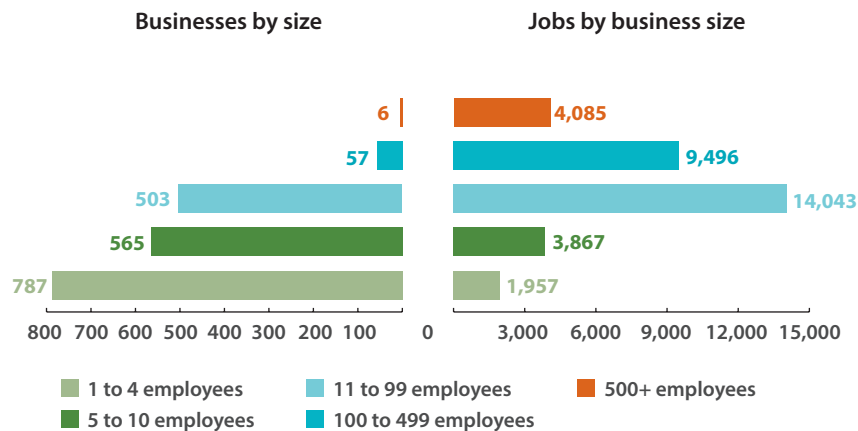
Top private employers

Business name	Industry sub-sector
Gordon Food Service	Food and beverage wholesale distribution
Karmax Heavy Stamping (Magna)	Transportation equipment mfg.
Lowe's Distribution Centre	Building supply wholesale distribution
Monaghan Mushrooms Ltd.	Crop production
Manheim Auto Auctions Company	Motor vehicle and parts wholesale
Chudleigh's Ltd.	Food processing
Adient*	Transportation equipment mfg.
Amazon Fulfillment Centre	Distribution Centre
AFIMAC	Security system services and headquarters
Northstar Aerospace	Aerospace equipment manufacturing

Notes: Only includes survey respondents supplying employment information during the summer 2017 survey period.

* Formerly Johnson Controls

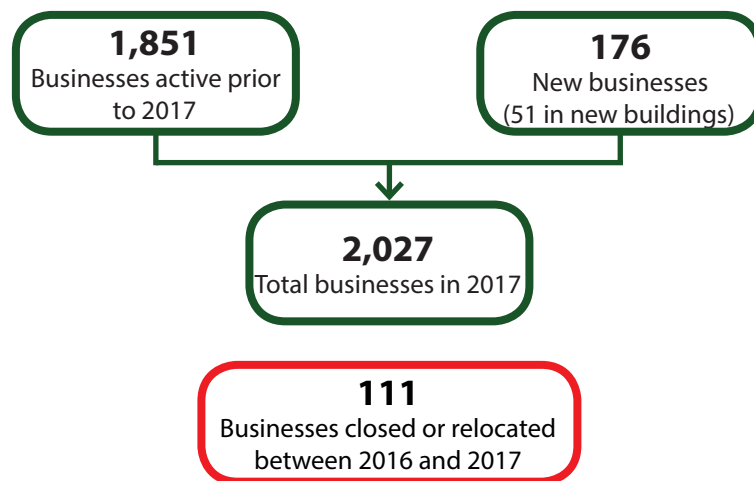
Businesses by size



Based on 1,880 businesses

Milton has the second highest proportion (41.0%) of micro businesses (four or less number of employees) among the other Local Municipalities.

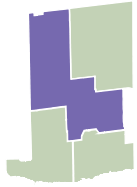
Breakdown of Milton's Business Count



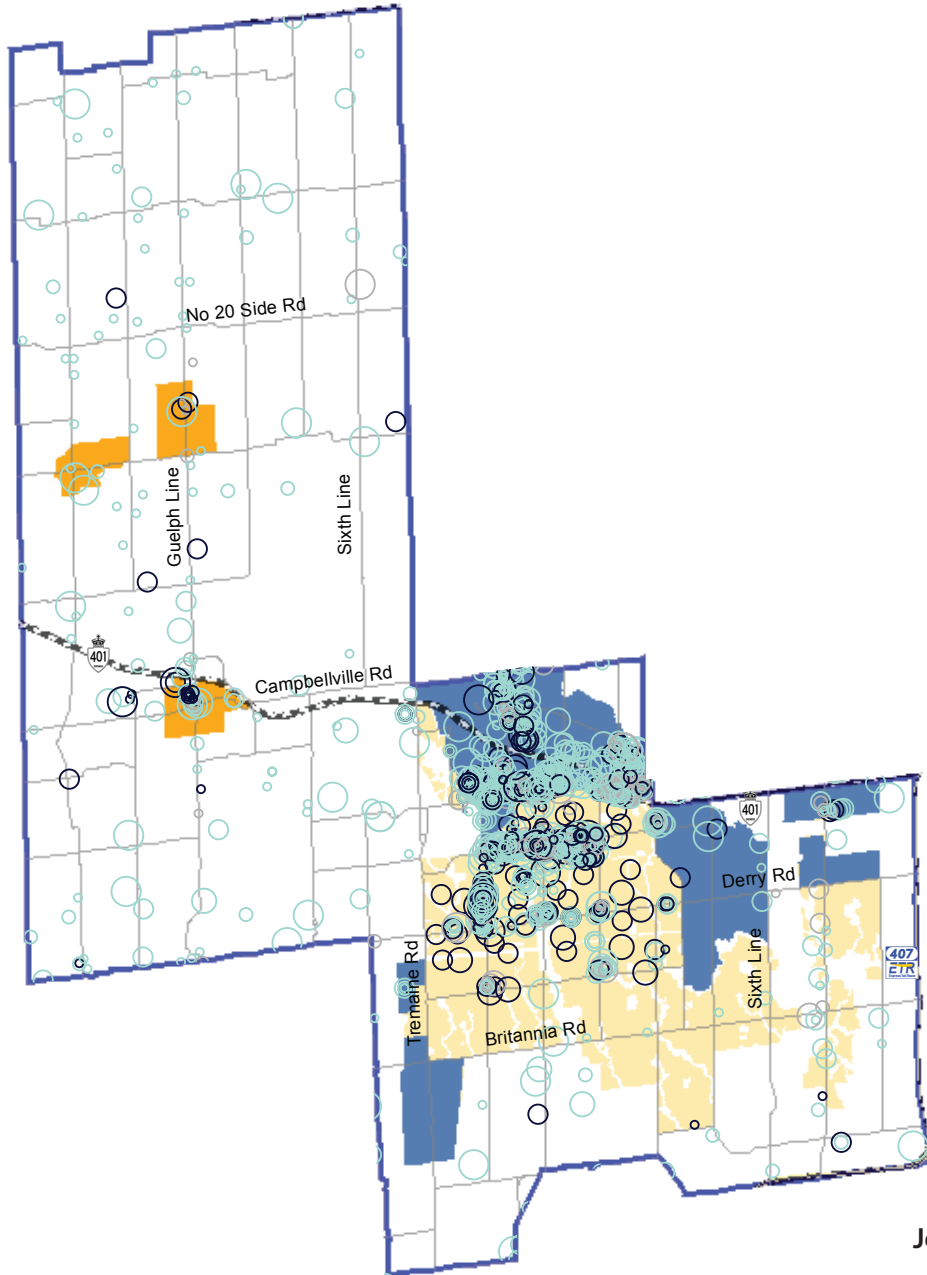
From 2016 to 2017, 91.3% of Milton's existing businesses remained open, while 5.5% closed or relocated. Over 150 new businesses opened in Milton during this time period, accounting for 8.7% of Milton's 2017 business count. 29.0% of Milton's new businesses were located in new buildings.

Milton has the highest rate of businesses operating as a head office among the other Local Municipalities.

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 proximity 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 ¹ 202,929

Jobs ² 89,149

Businesses ² 4,940

Size of Oakville ³ 13,929 ha

Size of employment area ⁴ 2,921 ha

Top 5 largest sectors (by # of jobs) ²

Retail Trade 11,773

Manufacturing 11,586

Educational Services 8,949

Professional, Scientific and Technical Services 7,419

Accommodation and Food Services 6,978

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

¹ Based on 2017 mid-year estimated population, Planning Services

² Based on the results of the 2017 Employment Survey

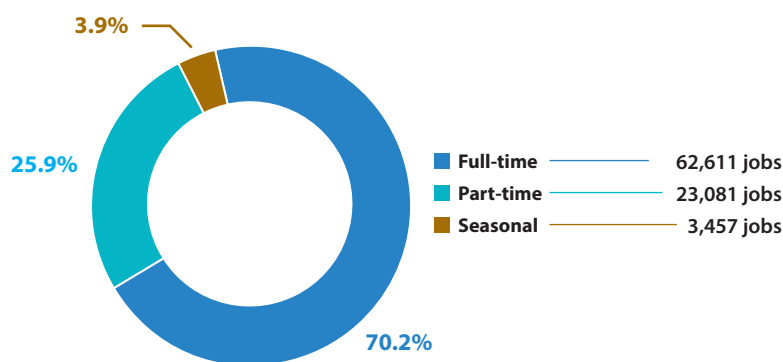
³ Based on the Halton Region Municipal Boundary, 2017

⁴ Based on Halton's Regional Official Plan

Oakville's jobs and businesses

	2017	Since 2016
Businesses:	4,940	1.9% (93 businesses)
Total Jobs:	89,149	3.7% (3,149 jobs)

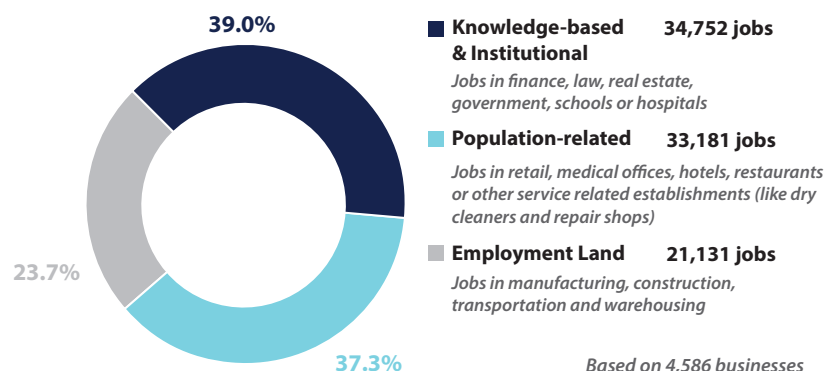
Jobs by employment type



Based on 4,940 businesses

Jobs in Oakville accounted for 38.5% of Halton's employment. Oakville had the second highest number of full-time employment compared to the other Local Municipalities.

Jobs by category



Based on 4,586 businesses

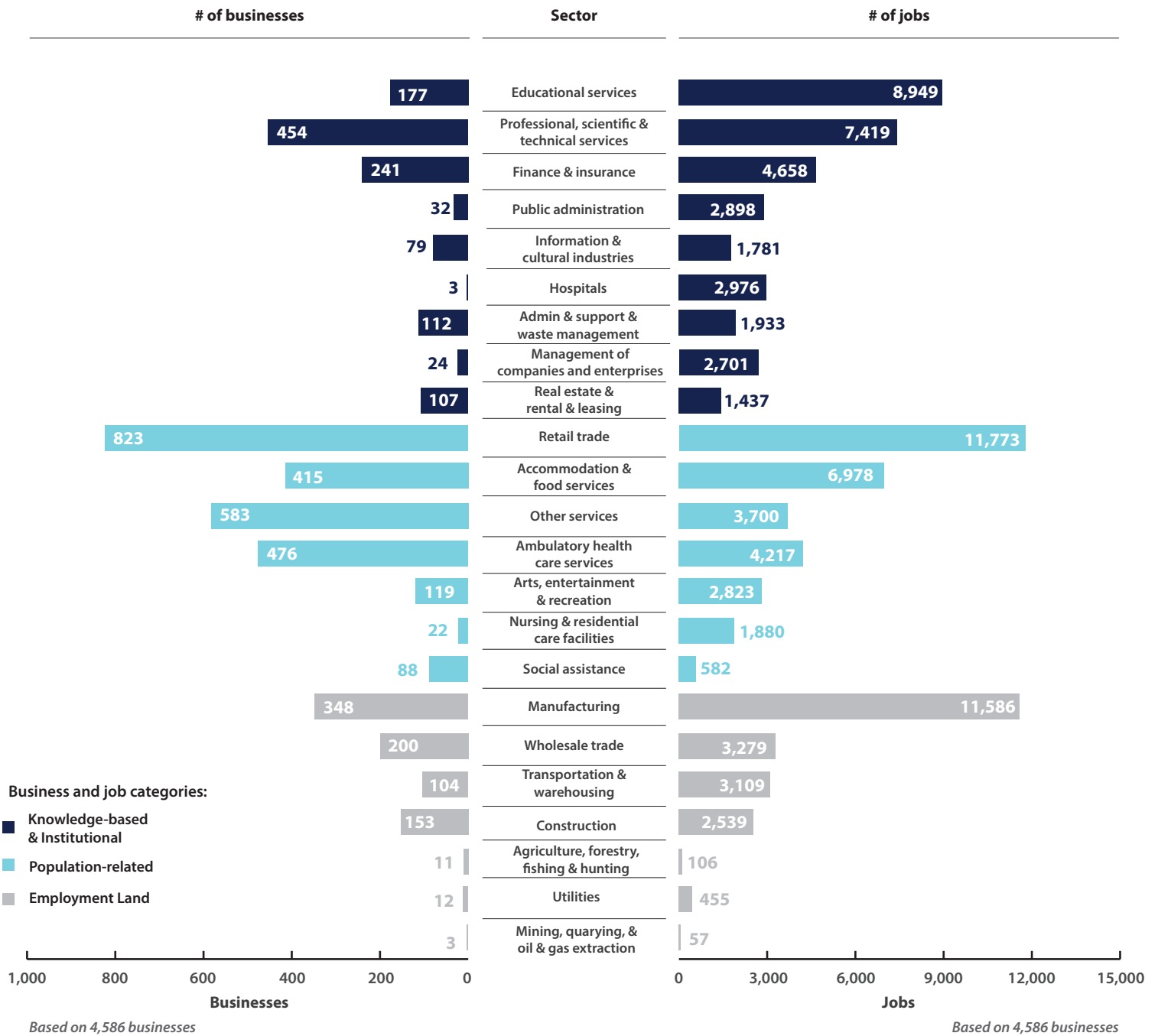
Oakville had the highest share of Knowledge-based and Institutional jobs compared to other Local Municipalities. Oakville had the highest number of jobs in the Professional, Scientific and Technical Services sector compared to other Local Municipalities.

Oakville has the highest number of jobs in Halton.

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

In 2017, the Population-related category contained over half (55.1%) of all businesses in Oakville. Oakville had the highest rate of employment in the Knowledge-based and Institutional category among the Local Municipalities. The Employment Land category was the smallest category in terms of both jobs (23.7%) and businesses (18.1%).

Businesses and jobs by NAICS sector, 2017



Oakville has the largest portion of Halton's Knowledge-based and Institutional jobs.

Business characteristics

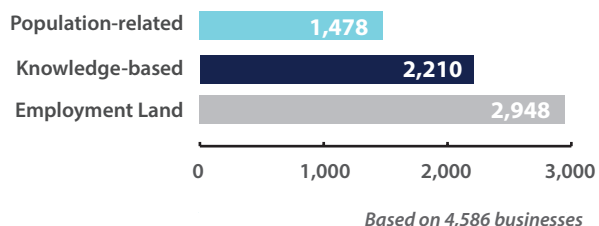
Businesses operating as a head office



Businesses owning space vs. leasing space



Offsite employment by sector



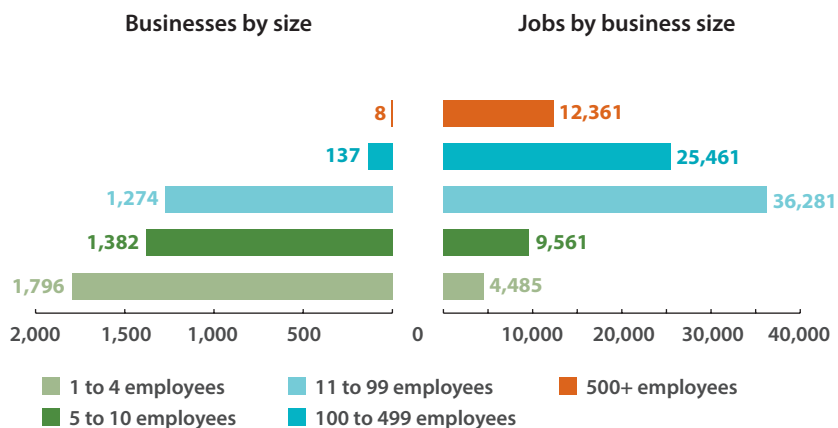
Top private employers

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.
Suez Water Technologies and Solutions*	Water purification equipment manufacturing
PwC	Professional advisory and tax services
AMEC	Engineering services
Innomar Strategies (AmerisourceBergen)	Headquarters and pharmaceutical services
Manulife Securities	Insurance agencies and brokerages
Canadian Tire Financial Services	Financial services
Pelmorex Media (The Weather Network)	Digital media and broadcasting

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

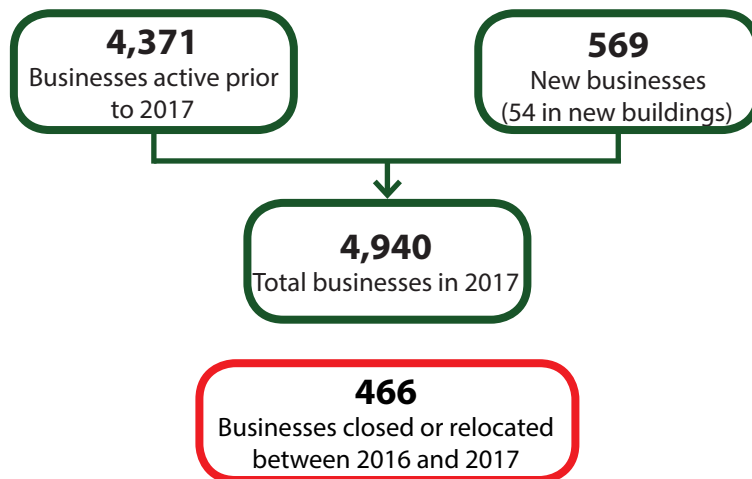
*Formerly GE Water and Process Technologies.

Businesses by size



38.1% of Halton's businesses with 500 or more employees are located in Oakville, the highest share of all Local Municipalities. Oakville has the highest share of jobs (41.2%) in medium sized businesses (11 to 99 employees) compared to the other business sizes.

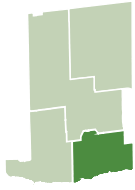
Breakdown of Oakville's Business Count



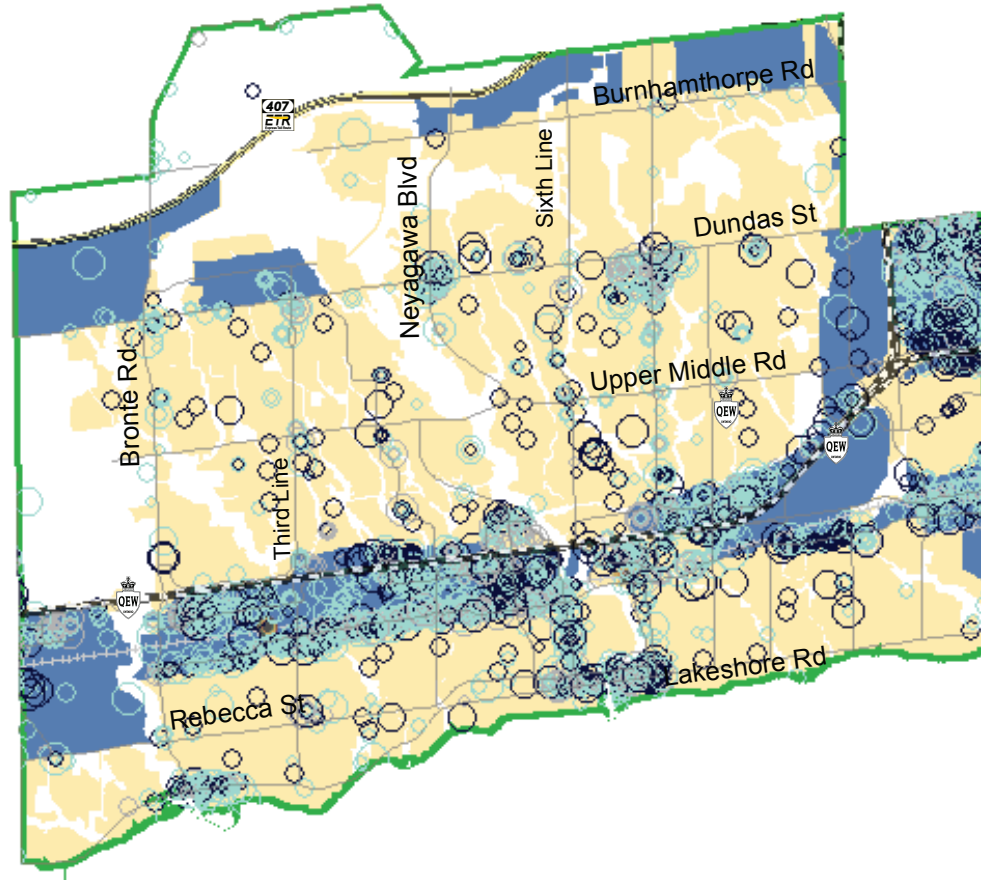
From 2016 to 2017, 88.4% of Oakville's existing businesses remained open, while 9.4% closed or relocated. Over 550 new businesses opened in Oakville during this time period, accounting for 11.5% of Oakville's 2017 business count. 9.5% of Oakville's new businesses were located in new buildings.

Oakville had the highest share and number of new businesses opening in 2017 compared to other Local Municipalities.

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:

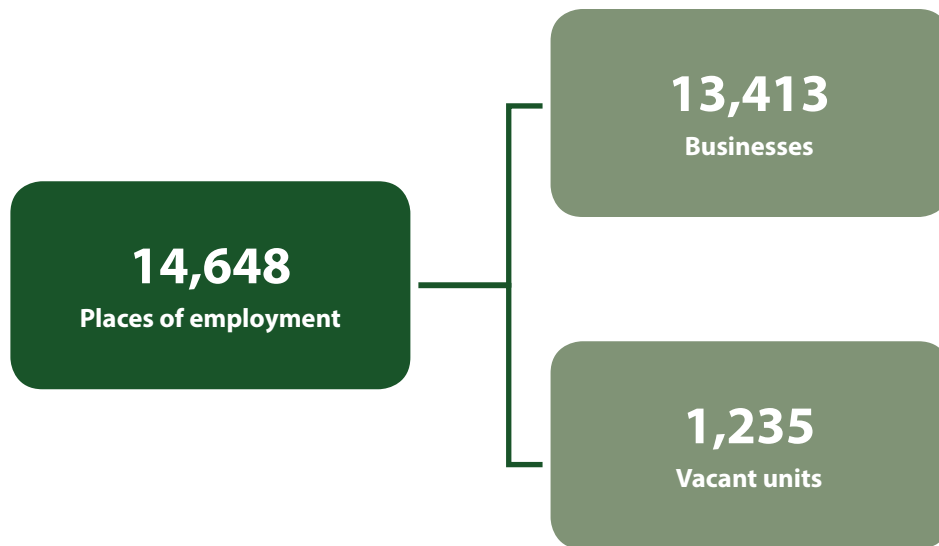
- Knowledge-based & Institutional
- Population-related
- Employment Land

Job Range:

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

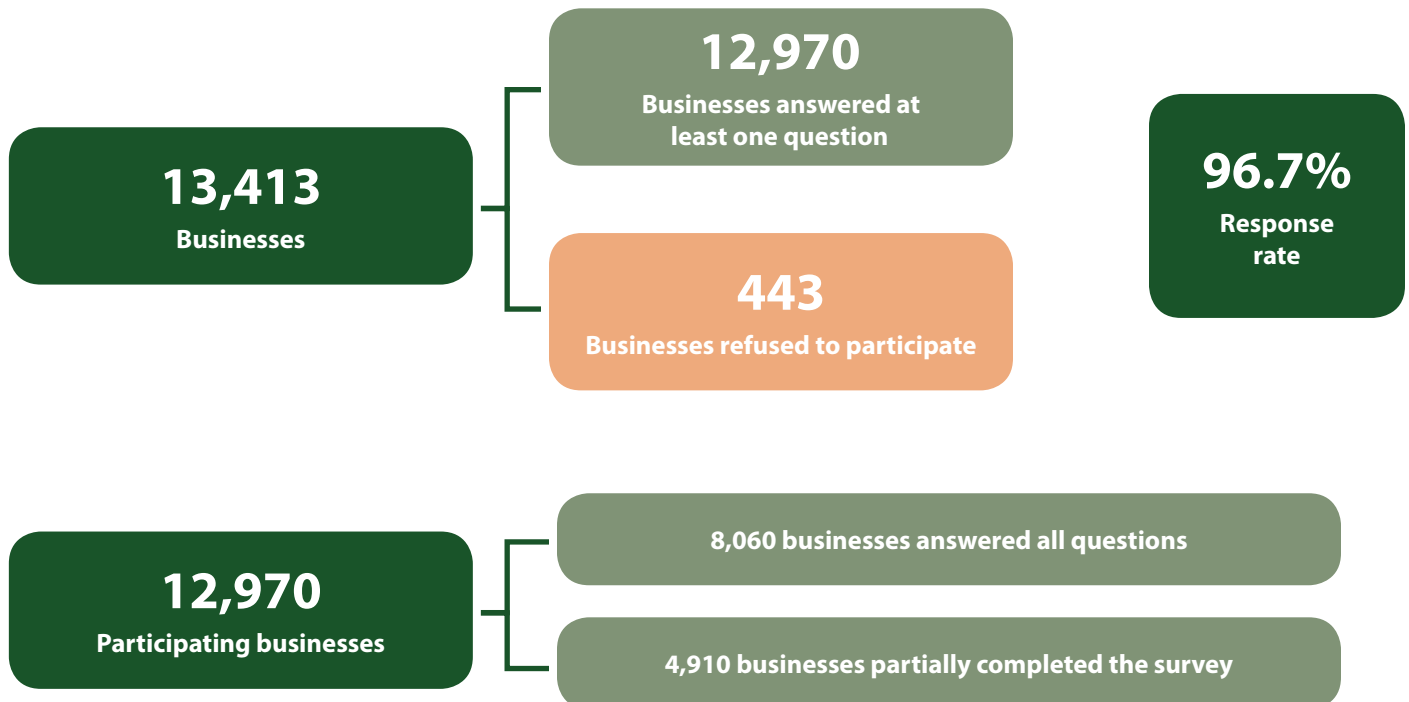
Summary of businesses surveyed

Through the 2017 Employment Survey, 14,648 places of employment were identified. Of these, 13,413 were occupied by businesses and 1,235 were vacant.



Summary of survey response rate

The 2017 Employment Survey identified 13,413 businesses. 443 businesses refused to participate in the survey. 60.1% 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

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 require separation from other uses.

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).

About Employment Survey data

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.

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/

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.

