

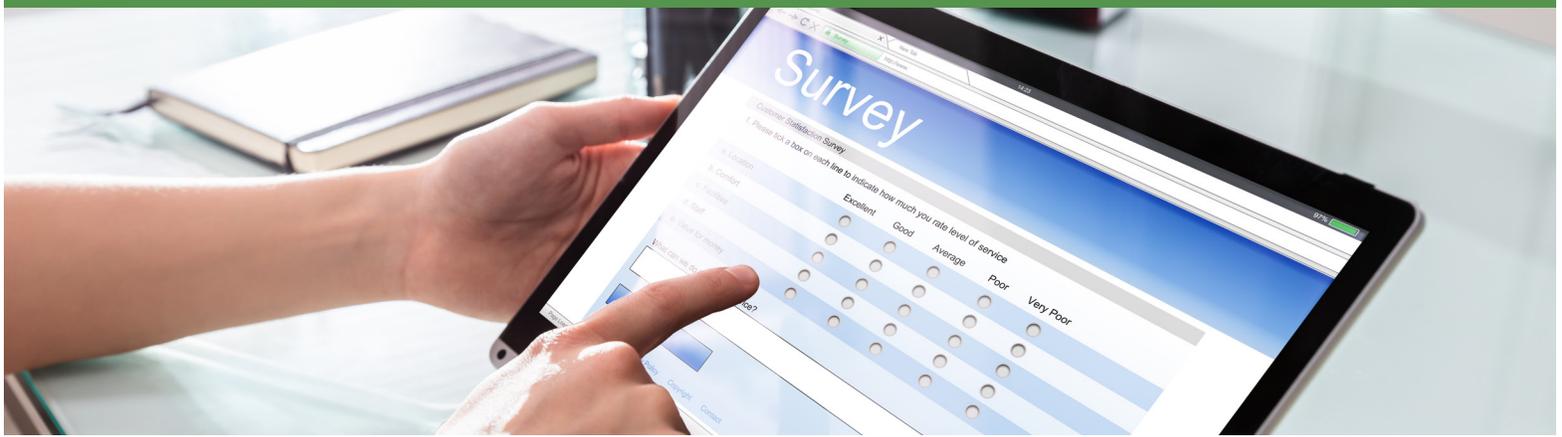


2020

# Employment Survey Results







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# Message from Halton Regional Chair Gary Carr

On behalf of Regional Council, I am pleased to present the results of the 2020 Employment Survey. Each year, local businesses respond to our survey to provide valuable information about employment in the area. Their feedback helps the Region plan for the future by informing policy and decision-making, including planning for infrastructure and service improvements to support our community.

The COVID-19 pandemic has had significant and widespread impacts on Halton's business community. The results of the 2020 Employment Survey show that many sectors, particularly in Accommodation and Food Services, had to downsize their workforce and faced large-scale temporary layoffs. Despite the challenges, the results suggest many sectors in Halton remain resilient and are well-positioned to recover as the economy reopens.

Here are some key highlights from the 2020 Employment Survey:

- The survey identified 13,647 businesses (a slight decrease from 13,650 businesses in 2019) and estimated 228,400 jobs (a decrease by 5.4 per cent from 241,423 jobs in 2019);
- Halton's Employment Areas continue to play a significant role in supporting regional economic activities with 43.8 per cent of total businesses and 53.6 per cent of total jobs located in these areas;
- In 2020, 4,973 businesses responded to the work-from-home survey question. 21.6 per cent of the responding businesses (1,072 businesses) indicated that the employees at the business locations were working from home under various arrangements.
- The top sector affected by the most net decrease in total jobs was Accommodation and Food Services sector (a decrease by 3,800 jobs, or a 20.1 per cent decrease from 18,911 jobs in 2019); and
- The top sector with the highest net increase in total jobs was Health Care and Social Assistance sector (an increase by 2,200 jobs, or an 8.7 per cent increase from 25,154 jobs in 2019).

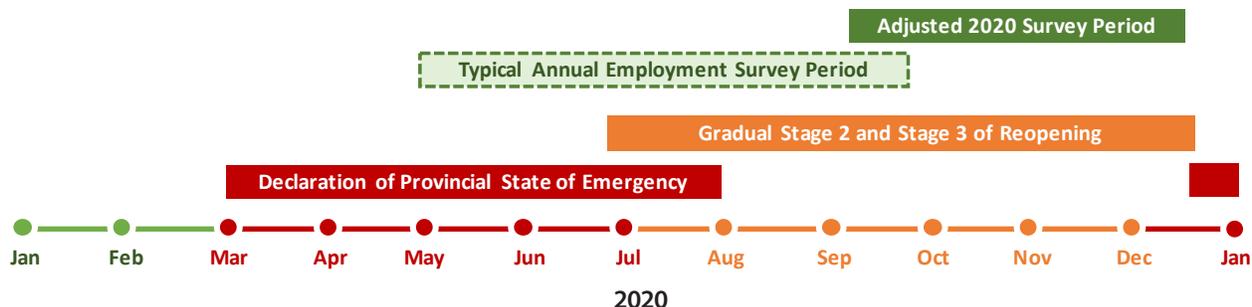
I encourage you to read this report and learn why Halton is one of the best places to do business in Canada. To learn more about employment in Halton, visit [halton.ca](https://www.halton.ca).

Thank you to the local businesses that participated in the 2020 Employment Survey. By working together, we continue to ensure Halton remains a great place to live, work, raise a family and retire.

Sincerely,

Gary Carr  
Halton Regional Chair

# Special notes on data collection in 2020



## COVID-19 impact and considerations

In 2020, the COVID-19 pandemic had significant impacts on business operations and employment activities in Halton. Impacts included mandatory closure of non-essential businesses for a varying period of time, limited capacity at businesses that operate indoors, and a reduction in overall business operations, among others. As a result, the approach to the 2020 Employment Survey was adjusted to account for the challenges and limitations that businesses faced.

The 2020 Employment Survey was planned to launch in May 2020 for a period of five months until September 2020. However, beginning on March 17, 2020, the Province declared a provincial state of emergency under the *Emergency Management and Civil Protection Act* in an effort to curb the spread of COVID-19. This was in effect until July 31, 2020. Effectively, certain businesses deemed to be non-essential were legally required to close for a period of time. Consequently, the 2020 Employment Survey was postponed from the initial planned survey period.

Starting on June 12, 2020, select regions in Ontario began to gradually enter the Stage 2 and Stage 3 of the Provincial Reopening Strategy. Halton Region entered Stage 2 on June 19, then Stage 3 on July 24. With the gradual reopening of certain workplaces in Halton, the timing of the 2020 Employment Survey was adjusted to be conducted between mid-September 2020 and December 2020 for a period of about three months.

At the launch of the 2020 Employment Survey in mid-September, the team of Employment Surveyors conducted site visits of all business locations in Halton to visually confirm business activities (i.e. business closures and new businesses). Site visits were completed while maintaining physical distancing and following all public health measures. In a few instances where it was not possible to complete the site visits safely (i.e. enclosed business spaces such as office buildings), confirmation of business activities were completed remotely with the best information available such as confirmation through online research.

While businesses are typically engaged in-person for the annual survey, businesses were reached remotely by phone calls or emails in 2020. Businesses were also provided with a range of options to remotely participate in the 2020 Employment Survey including providing responses over the phone, returning an electronically completed survey questionnaire by email, or completing the online survey form available on [halton.ca](https://halton.ca).

Understanding the importance of the survey, many businesses participated in the 2020 Employment Survey. The vast majority provided responses directly over the phone and others participated by email or completing the online survey form. Although efforts were made to secure responses from all businesses in Halton, a number of challenges affected these efforts such as limited or reduced business hours, temporary closures of businesses at the time, or the survey contact being unavailable at the time of the contact. There was a further challenge due to additional province-wide lockdowns in December as a result of increasing COVID-19 cases.

At the conclusion of the 2020 Employment Survey in December 2020, 40.3 per cent of the total businesses identified in 2020 participated in the survey. While this response rate is substantially lower than previous years, the businesses that responded constitute a representative sample in terms of sector, size, and location in Halton. As a result, the 2020 Employment Survey report includes estimates of Region-wide job counts based on the responses received as well as inferential statistics that draw conclusions about the 59.7 per cent of businesses that were not able to respond in 2020. Unlike previous years, this approach is unique to the 2020 Employment Survey. For additional information on the 2020 Employment Survey methodological and data notes, see page 20 of this report.

# Introduction and Highlights

## 2020 Employment survey

In 2020, the Region conducted its 11<sup>th</sup> annual Employment Survey of businesses in Halton. Through the survey, the Region collects and updates information on businesses and employment across Halton. This includes data such as the number of employees, type of employment (full-time, part-time or temporary), industry sector and business space.

The results of this survey represent voluntary responses and input from businesses. These businesses have a physical location within Halton and are visible to the general public with business signage. In addition, as a result of the response rate in 2020, the results as they relate to job counts are presented as estimates. See page 23 for methodological notes on job counts in 2020.

## Report content

This report provides a summary of the 2020 Employment Survey results. In particular, the report:

- highlights the total number of businesses identified and jobs estimated in 2020 and provides a five-year trend from 2016 to 2020;
- presents additional information on businesses and jobs based on survey responses; and
- examines the geographic distribution of businesses and jobs across Halton, including within the Employment Areas identified in Halton's Regional Official Plan.

The 2020 Employment Survey Results report is organized as follows:

	<b>Businesses</b> Provides highlights related to businesses in Halton.
	<b>Jobs</b> Provides highlights related to jobs in Halton.
	<b>Businesses and Jobs by Sector</b> Identifies key economic sectors in Halton by businesses and jobs.
	<b>Employment Area</b> Provides highlights of businesses and jobs within Halton's Employment Areas.

For information on the survey methodology, please see page 20.

## 2020 business highlights

**13,647**

businesses in Halton  
*(13,650 in 2019)*

**- 3**

net change in businesses between 2019 and 2020  
*(+ 397 between 2018 and 2019)*

**880**

business closures  
*(1,167 in 2019)*

**43.8%**

of businesses were located in Halton's Employment Areas  
*(43.3% in 2019)*



**Retail trade**

Top sector by business count



## 2020 job highlights

**228,400**

estimated (rounded) jobs in Halton  
*(241,423 in 2019)*

**- 13,000**

net estimated (rounded) change in jobs between 2019 and 2020  
*(+ 12,529 between 2018 and 2019)*

**72.2%**

of estimated (rounded) jobs were full-time positions  
*(71.3% in 2019)*

**53.6%**

of estimated (rounded) jobs were located in Halton's Employment Areas  
*(53.8% in 2019)*



**Retail trade**

Top sector by job count



# Businesses: Summary



**13,647** businesses identified in 2020

**- 3** net change in businesses between 2019 and 2020

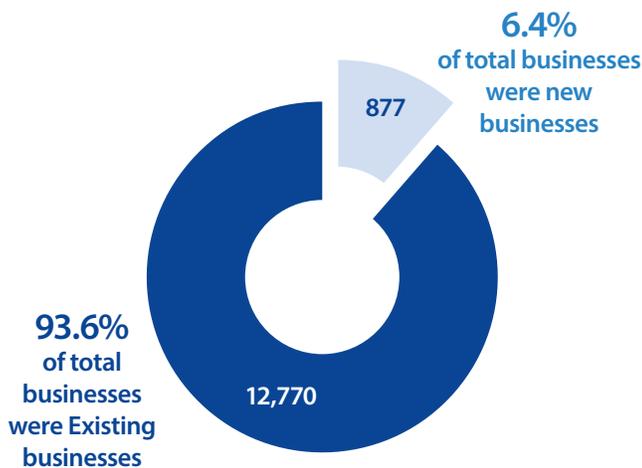
## Businesses by type

The 2020 Employment Survey identified a total of 13,647 businesses in Halton Region. Of the businesses identified, 93.6 per cent (12,770 businesses) were existing businesses, or businesses that have been operating in Halton since 2019 or earlier. The remaining 6.4 per cent (877 businesses) were businesses identified for the first time in 2020. These represent businesses that were not identified during previous survey years.

## Net change between 2019 and 2020

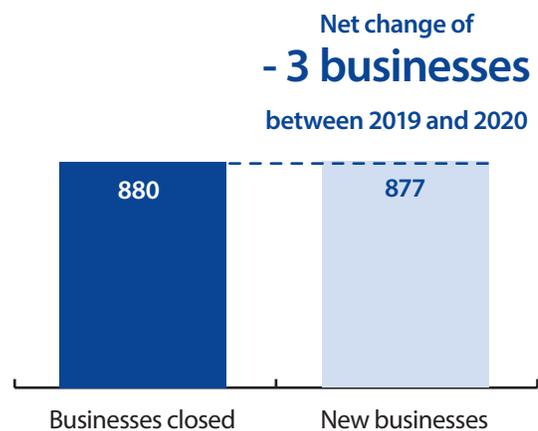
In 2020, 880 businesses that have been operating in Halton since 2019 or earlier were identified as closed. The survey also identified 877 new businesses in 2020. As a result, there was a slight overall net decrease of three businesses between 2019 and 2020. Business closures do not include businesses that were temporarily closed (i.e. anticipated to reopen at a later date).

Businesses by type



Based on 13,647 businesses

Net change of total businesses between 2019 and 2020

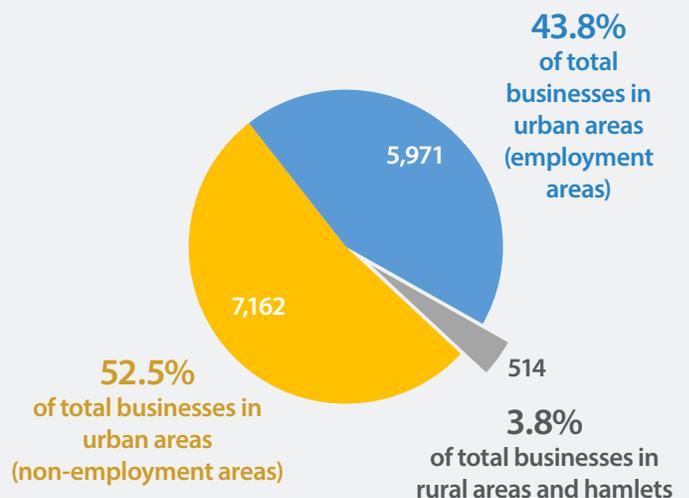


Based on 13,647 businesses

## Businesses by Halton's land use areas

In 2020, 96.2 per cent (13,133 businesses) of Halton's total businesses were located in urban areas. Urban areas are where the majority of Halton's population and employment growth occur. Within the urban areas are employment areas with a specific role of supporting Halton's key economic activities. 43.8 per cent (5,971 businesses) of Halton's total businesses were located in the employment areas. For more highlights on the employment areas, see page 17 of the report.

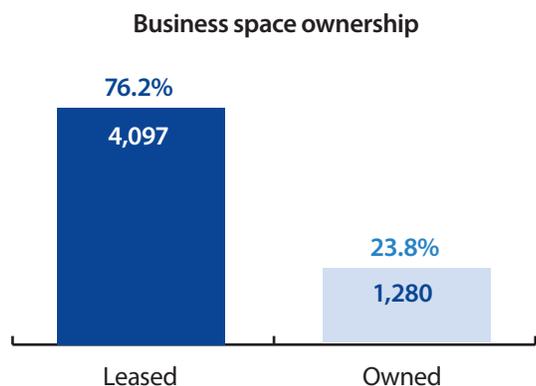
The remaining 3.8 per cent (514 businesses) were located in hamlets and rural areas. Hamlets are part of Halton's settlement area, but located within rural areas. Limited population and employment growth are directed to these areas; however, they play an important economic role in Halton to support rural and agricultural activities.





## Business space ownership

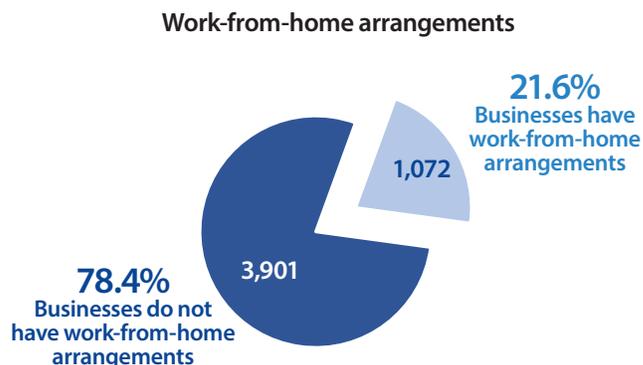
In 2020, 76.2 per cent (4,097 businesses) of businesses that responded to the survey operated in a business space that was leased. The remaining 23.8 per cent (1,280 businesses) owned the business space. 5,377 businesses responded to the survey question on the business space ownership.



Based on 5,377 responses

## Work-from-home arrangements

In 2020, of the 4,973 businesses that responded to the work-from-home survey question, 21.6 per cent (1,072 businesses) indicated that the businesses had work-from-home arrangements with employees. The remaining 78.4 per cent (3,901 businesses) indicated that they do not have work-from-home arrangements.



Based on 4,973 responses

## Top sectors by net business closures

In 2020, the Retail Trade sector had the highest decrease in net number of businesses due to higher number of closures with a decrease by 40 businesses, or a 1.6 per cent decrease from 2,428 businesses identified within the sector in 2019.

The chart below identifies the top five sectors by net number of business closures. For descriptions of the sectors, see page 22 of this report.

### Top 5 sectors by net number of business closures



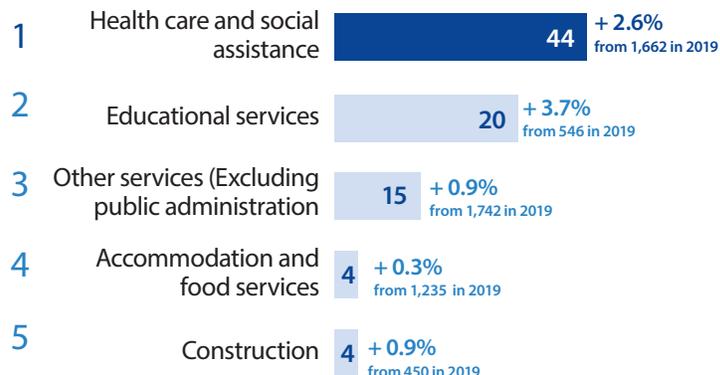
Based on 880 business closures and 877 new businesses

## Top sectors by net new businesses

In 2020, the Health Care and Social Assistance sector had the highest increase in net number of businesses with an increase by 44 businesses, or a 2.6 per cent increase from 1,662 businesses identified within the sector in 2019.

The chart below identifies the top five sectors by net number of new businesses. For descriptions of the sectors, see page 22 of this report.

### Top 5 sectors by net number of new businesses

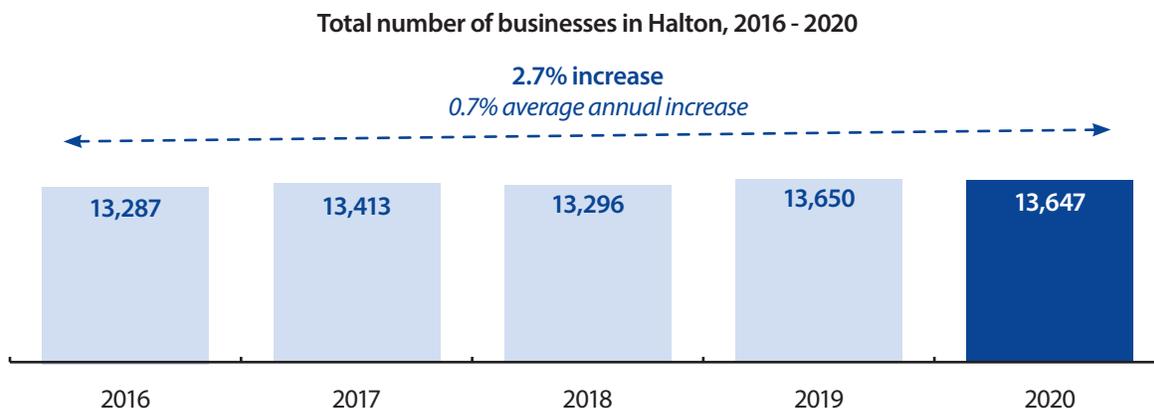


Based on 880 business closures and 877 new businesses



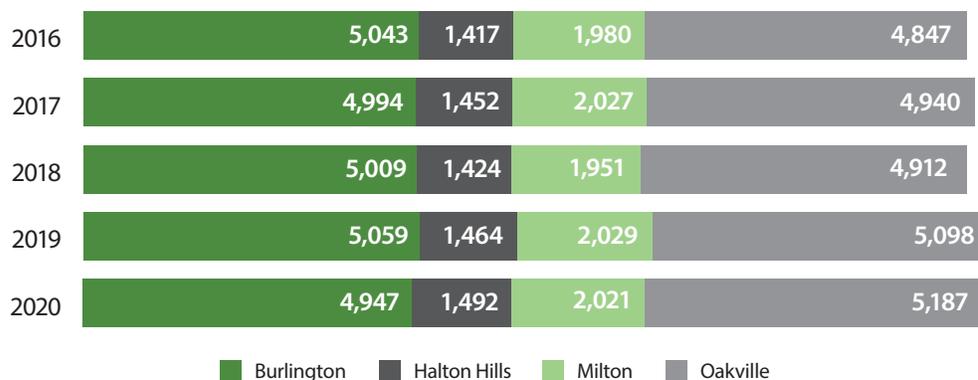
## Five-year business trend in Halton (2016 – 2020)

Between 2016 and 2020, the Employment Survey results show an overall increase by 2.7 per cent (360 businesses) in the total number of businesses identified over the five-year period. The results suggest an average annual increase by 0.7 per cent, or 72 additional businesses each year during this period.



## Five-year business trend by municipality (2016 – 2020)

By municipality, Oakville had the highest annual rate of change in the number of businesses identified, with an average annual increase by 1.7 per cent. Halton Hills and Milton had average annual increases by 1.3 per cent and 0.6 per cent, respectively. Between 2016 and 2020, Burlington observed a declining trend in the number of businesses identified with an average annual decrease by 0.5 per cent.



	Burlington	Halton Hills	Milton	Oakville	Halton Region
Five-year change (2016 – 2020)	- 1.9%	5.3%	2.1%	7.0%	2.7%
Annual average (2016 – 2020)	- 0.5%	1.3%	0.6%	1.7%	0.7%

# Businesses: Geographic distribution

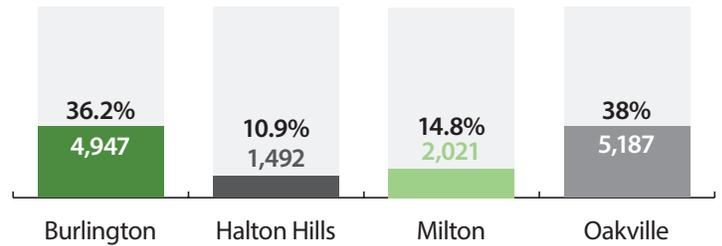


## Distribution by municipality

By municipality, Oakville had the highest share of the total identified businesses in 2020 at 38 per cent (5,187 businesses), followed by Burlington with a share of 36.2 per cent (4,947 businesses). Together, Oakville and Burlington were home to about 75 per cent of Halton's total businesses identified in 2020.

Milton and Halton Hills had shares of 14.8 per cent (2,201 businesses) and 10.9 per cent (1,492 businesses), respectively.

Distribution of businesses in Halton by municipality



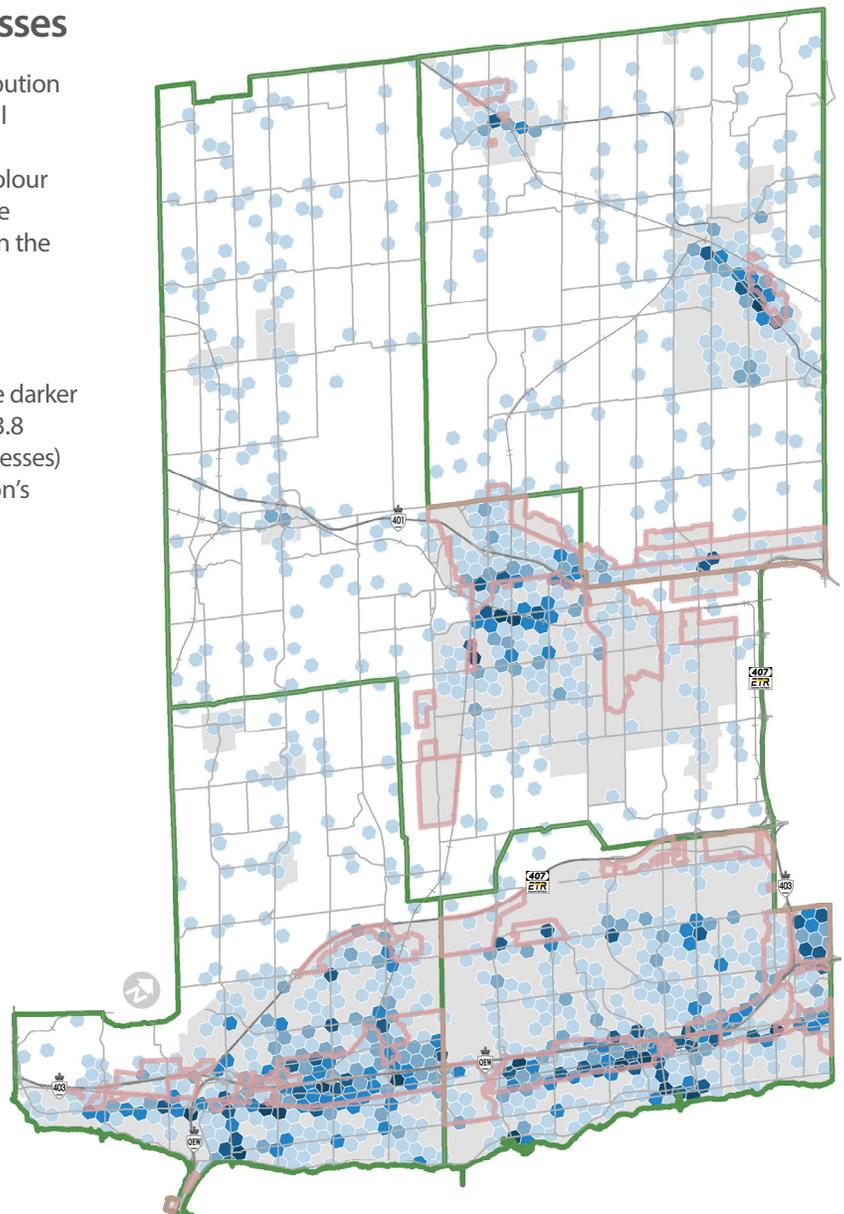
Based on 13,647 businesses

## Geographic distribution of businesses

The map shown on this page identifies the spatial distribution of businesses across Halton Region. To provide an overall picture of where businesses are located in Halton, each geographic area highlighted on the map is assigned a colour based on the number of businesses within that area. The darker the colour, the higher the number of businesses in the area.

The 13,647 businesses identified in 2020 are located throughout Halton's settlement areas (urban areas and hamlets) and rural agricultural areas. As illustrated by the darker shades, there are visible concentrations of businesses (43.8 per cent of the total businesses identified, or 5,971 businesses) located within the Employment Areas identified in Halton's Regional Official Plan.

- 1 to 10 businesses
- 11 to 25 businesses
- 26 to 50 businesses
- 51 to 100 businesses
- 100+ businesses
- Urban area & hamlet
- Employment Area



# 2020 Employment Survey

## Jobs: Summary



**228,400**

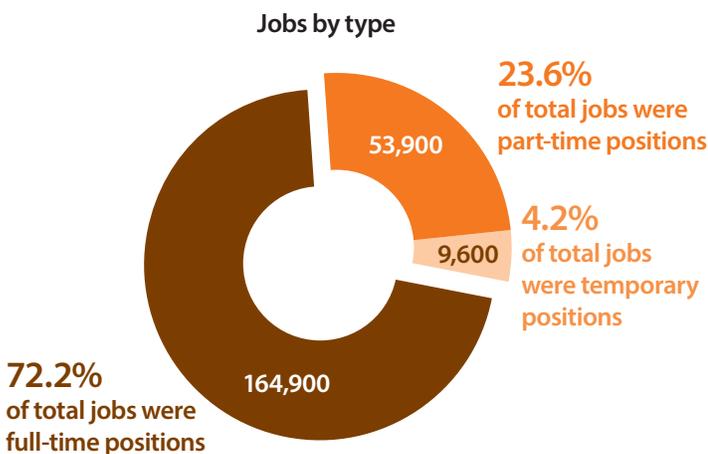
Total estimated (rounded) jobs in 2020

**- 13,000**

Net estimated (rounded) change in jobs between 2019 and 2020

### Jobs by type

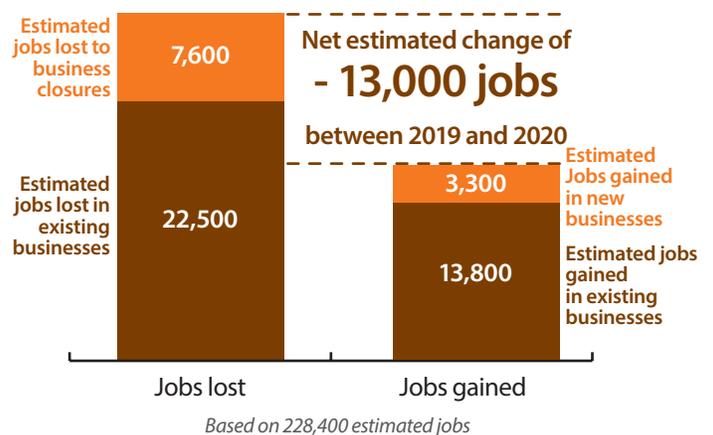
The 2020 Employment Survey estimated a total of 228,400 jobs in Halton Region. The majority of jobs in 2020 were full-time positions<sup>1</sup>, representing 72.2 per cent of total jobs (164,900 jobs). 23.6 per cent of the jobs (53,900 jobs) were part-time positions.<sup>2</sup> The remaining 4.2 per cent (9,600 jobs) were temporary positions.<sup>3</sup>



### Net change between 2019 and 2020

Between 2019 and 2020, there was an estimated net decrease by 5.4 per cent (13,000 jobs) in total jobs. The decrease was due to more jobs lost to business closures and in existing businesses (7,600 jobs and 22,500 jobs, respectively) than jobs gained from new businesses and in existing businesses (3,300 jobs and 13,800 jobs, respectively).

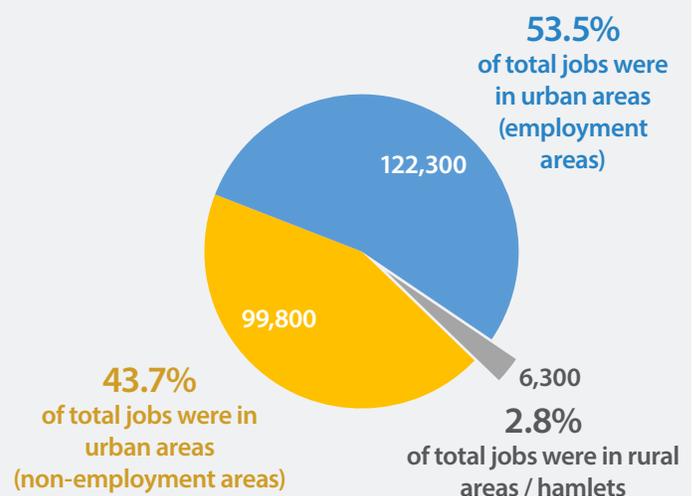
#### Net estimated change of total jobs between 2019 and 2020



### Jobs by Halton's land use area

In 2020, 97.2 per cent (222,100 jobs) of Halton's total jobs were located in urban areas. Urban areas are where the majority of Halton's population and employment growth occur. Within the urban areas are employment areas with a specific role of supporting Halton's key economic activities. 53.5 per cent (122,300 jobs) of Halton's total businesses were located in the employment areas. For more highlights on the employment areas, see page 17 of the report.

The remaining 2.8 per cent (6,300) were located in hamlets and rural areas. Hamlets are part of Halton's settlement area, but located within rural areas. Limited population and employment growth are directed to these areas; however, they play an important economic role in Halton to support rural and agricultural activities.



1. Full-time positions are based on jobs that consist of 30 hours or more per week.

2. Part-time positions are based on jobs that consist of 30 hours or less per week.

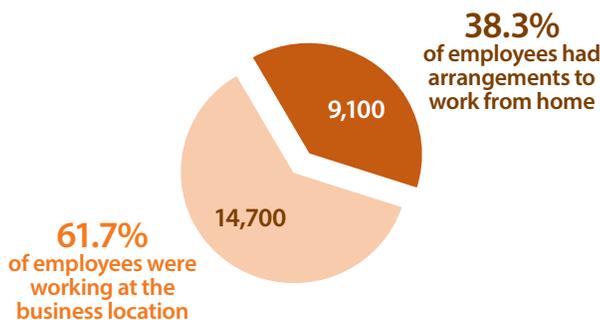
3. Temporary positions are based on jobs that are under a contract for a specific, limited amount of time, such as seasonal or holidays.



## Employees working from home

In 2020, 4,973 businesses responded to a new question regarding working from home. Of those, 1,072 businesses indicated employees had the ability to work from home. Out of the 1,072 businesses, 739 businesses provided a specific number of employees working from home. In total, the 739 businesses employed 23,800 jobs with 38.3 per cent (9,100 jobs) working from home. The remaining 61.7 per cent (14,700 jobs) at those businesses continued to work at the business location.

### Employees working from home

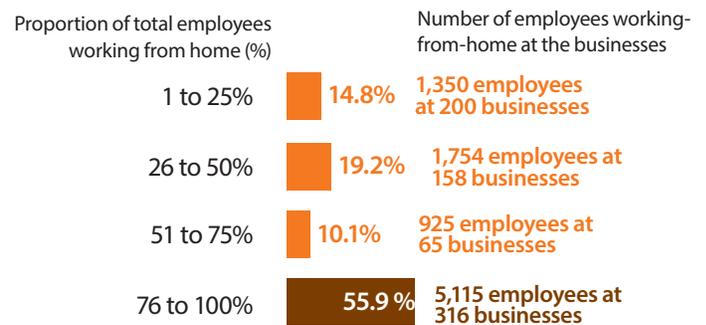


Based on 739 responses and 23,800 work-from-home jobs

## Work-from-home by proportion

The proportion of employees working from home differed within the 739 businesses that provided a specific figure to the work-from-home survey question. At a majority of these businesses (55.9 per cent), between 76 to 100 per cent of employees worked from home. 10.1 per cent of these businesses had between 51 and 75 per cent of their employees working from home, while the remaining 33.9 per cent of the businesses had 50 per cent or less of their work from working from home.

### Work-from-home by proportion



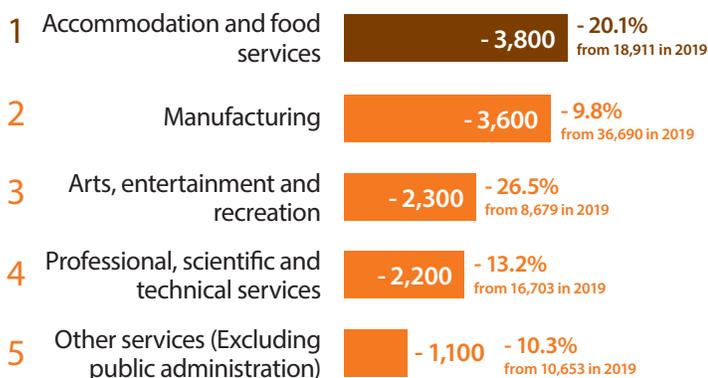
Based on 739 responses and 9,100 work-from-home jobs

## Top sectors by net jobs lost

In 2020, the Accommodation and Food Sector had the highest number of jobs lost with an estimated net decrease by 3,800 jobs, or a 20.1 per cent net decrease from 18,911 jobs in 2019.

The chart below identifies the top 5 sectors by net number of jobs lost. For descriptions of the sectors, see page 22 of this report.

### Top 5 sectors by number of net jobs lost



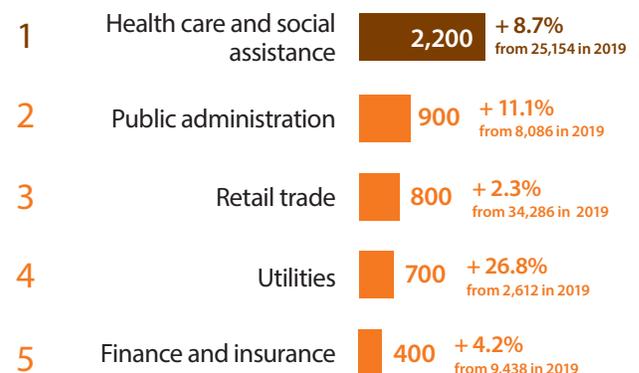
Based on 13,615 businesses with NAICS

## Top sectors by net jobs gained

In 2020, the Health Care and Social Assistance sector had the most number of new jobs with an estimated net increase by 2,200 jobs, or an 8.7 per cent increase from 25,154 jobs in 2019.

The chart below identifies the top 5 sectors by net number of new jobs. For descriptions of the sectors, see page 22 of this report.

### Top 5 sectors by number of net jobs gained

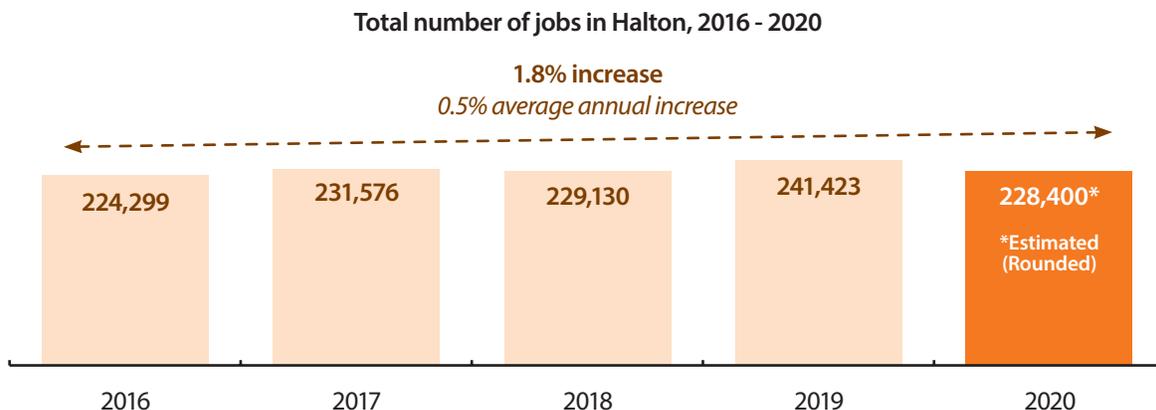


Based on 13,615 businesses with NAICS



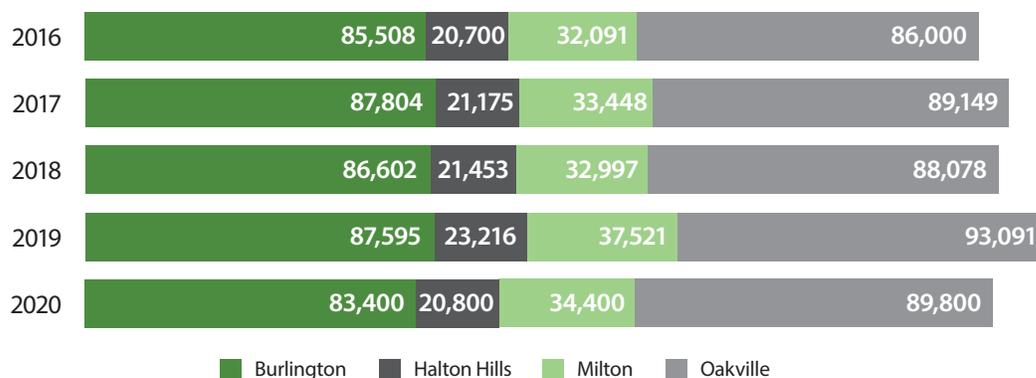
## Five-year job trend (2016 – 2020)

Between 2016 and 2020, the Employment Survey results show an overall increase by 1.8 per cent (4,100 jobs) in the total number of jobs identified in Halton over the five-year period. The results suggest an average annual increase by 0.5 per cent over the last five years, or 820 additional jobs identified each year during this period.



## Five-year job trend by municipality (2016 – 2020)

By municipality, Milton had the highest annual rate of change in the number of jobs identified with an average annual increase by 2.1 per cent. Oakville and Halton Hills had an average annual increase by 1.2 per cent and 0.4 per cent, respectively. Between 2016 and 2020, Burlington observed a declining trend in the number of jobs identified with an average annual decrease by 0.6 per cent during this period.



	Burlington	Halton Hills	Milton	Oakville	Halton Region
Five-year change (2016 – 2020)	- 2.5%	0.5%	7.2%	4.4%	1.9%
Annual average (2016 – 2020)	- 0.6%	0.4%	2.1%	1.2%	0.5%

# Jobs: Geographic distribution

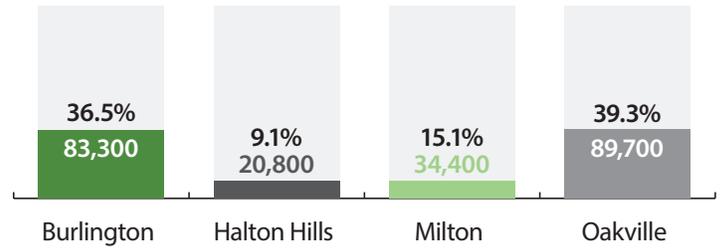


## Distribution by municipality

By municipality, Oakville had the highest share of the total estimated jobs in 2020 at 39.3 per cent (89,700 jobs), followed by Burlington with a 36.5 per cent share (83,300 jobs). Together, Oakville and Burlington were home to over 75 per cent of Halton's total estimated jobs in 2020.

Milton and Halton Hills had shares of 15.1 per cent (34,400 jobs) and 9.1 per cent (20,800 jobs), respectively.

Distribution of jobs in Halton by municipality

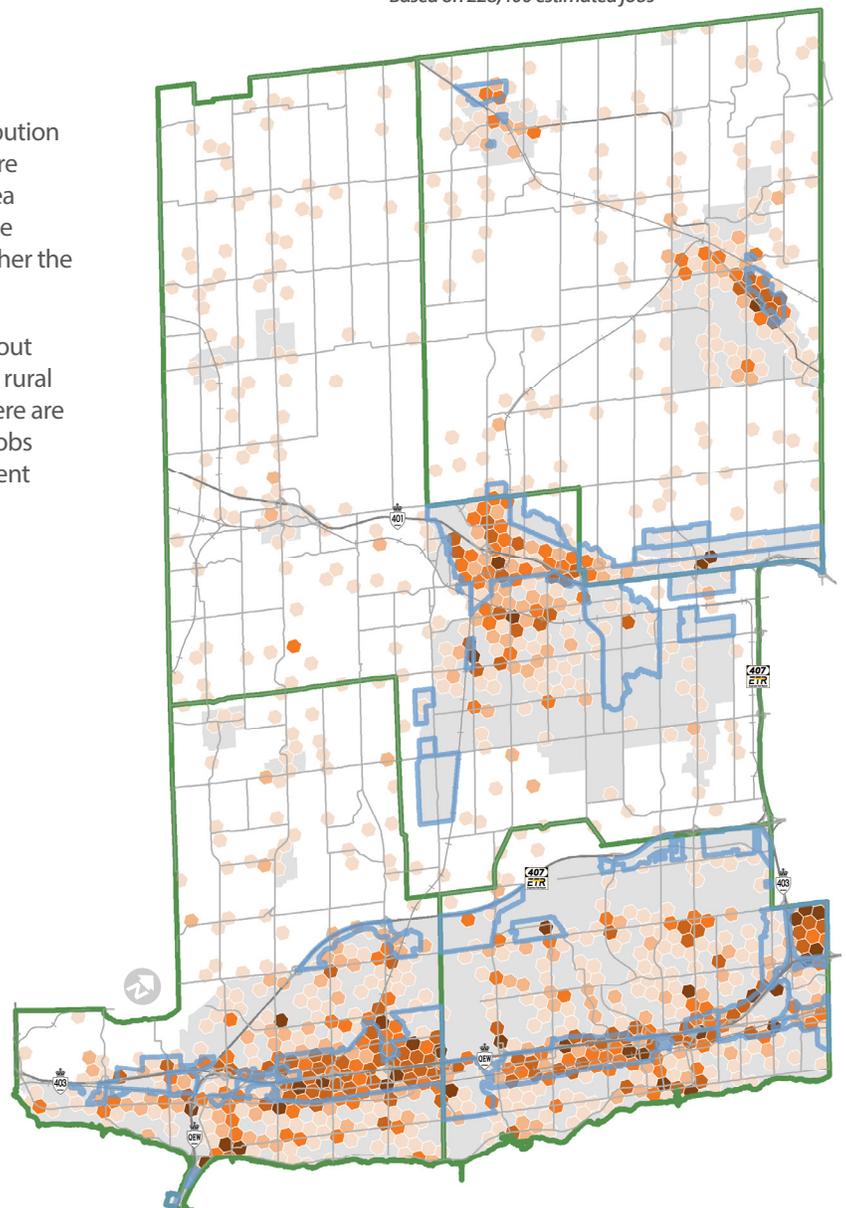


Based on 228,400 estimated jobs

## Geographic distribution of jobs

The map shown on this page identifies the spatial distribution of jobs across Halton Region. To provide an overall picture of where jobs are located in Halton, each geographic area highlighted on the map is assigned a colour based on the number of jobs in an area. The darker the colour, the higher the number of jobs in the area.

The 228,400 estimated jobs in 2020 are located throughout Halton's settlement areas (urban areas and hamlets) and rural agricultural areas. As illustrated by the darker shades, there are visible concentrations of jobs (53.6 per cent of the total jobs estimated, or 122,300 jobs) located within the Employment Areas identified in Halton's Regional Official Plan.



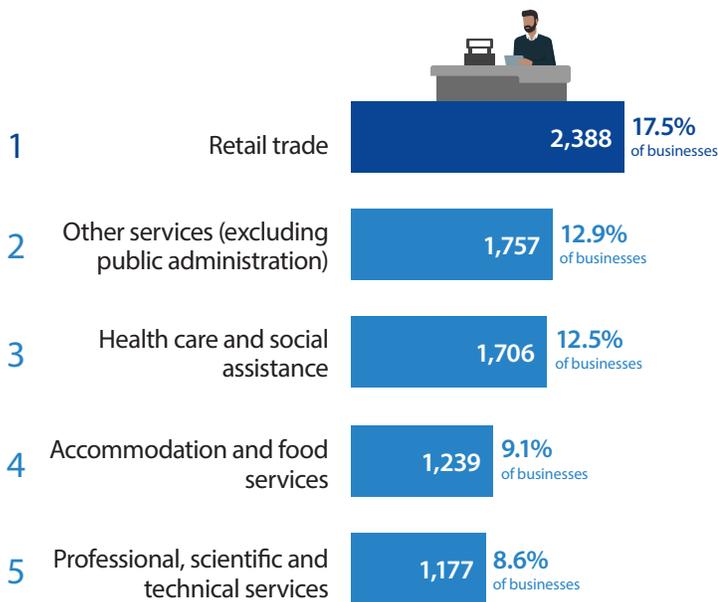
- 1 to 100 total jobs
- 101 to 250 total jobs
- 251 to 500 total jobs
- 501 to 1,000 total jobs
- 1,001 to 4,000 total jobs
- Urban area & hamlet
- Employment Area



# Businesses and jobs: Top 5 sectors

## By business count

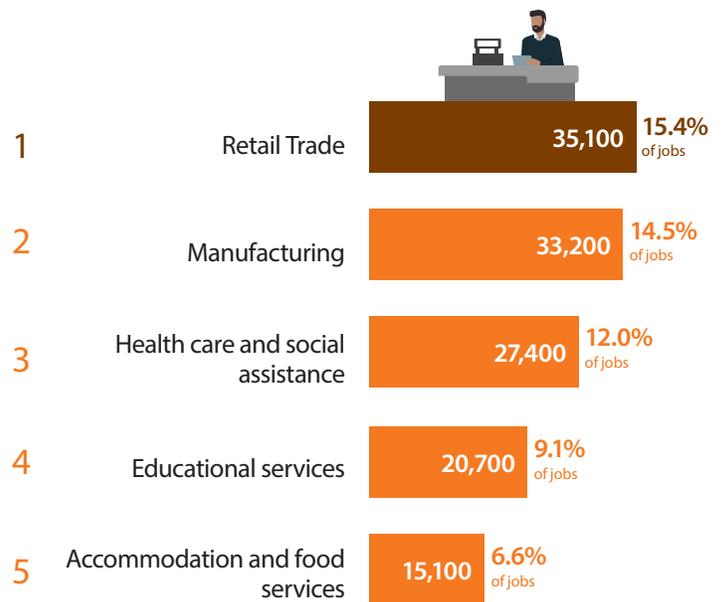
The top sector by total identified business count in 2020 was the Retail Trade sector, representing 17.5 per cent of the total businesses identified in Halton (2,388 businesses). The chart below provides the top 5 sector by business count.



Based on 13,615 businesses with NAICS

## By job count

The top sector by total estimated job count in 2020 was the Retail Trade sector, representing 15.4 per cent of the total jobs estimated in Halton (35,100 jobs). The chart below provides the top 5 sector by business count.



Based on 13,615 businesses with NAICS

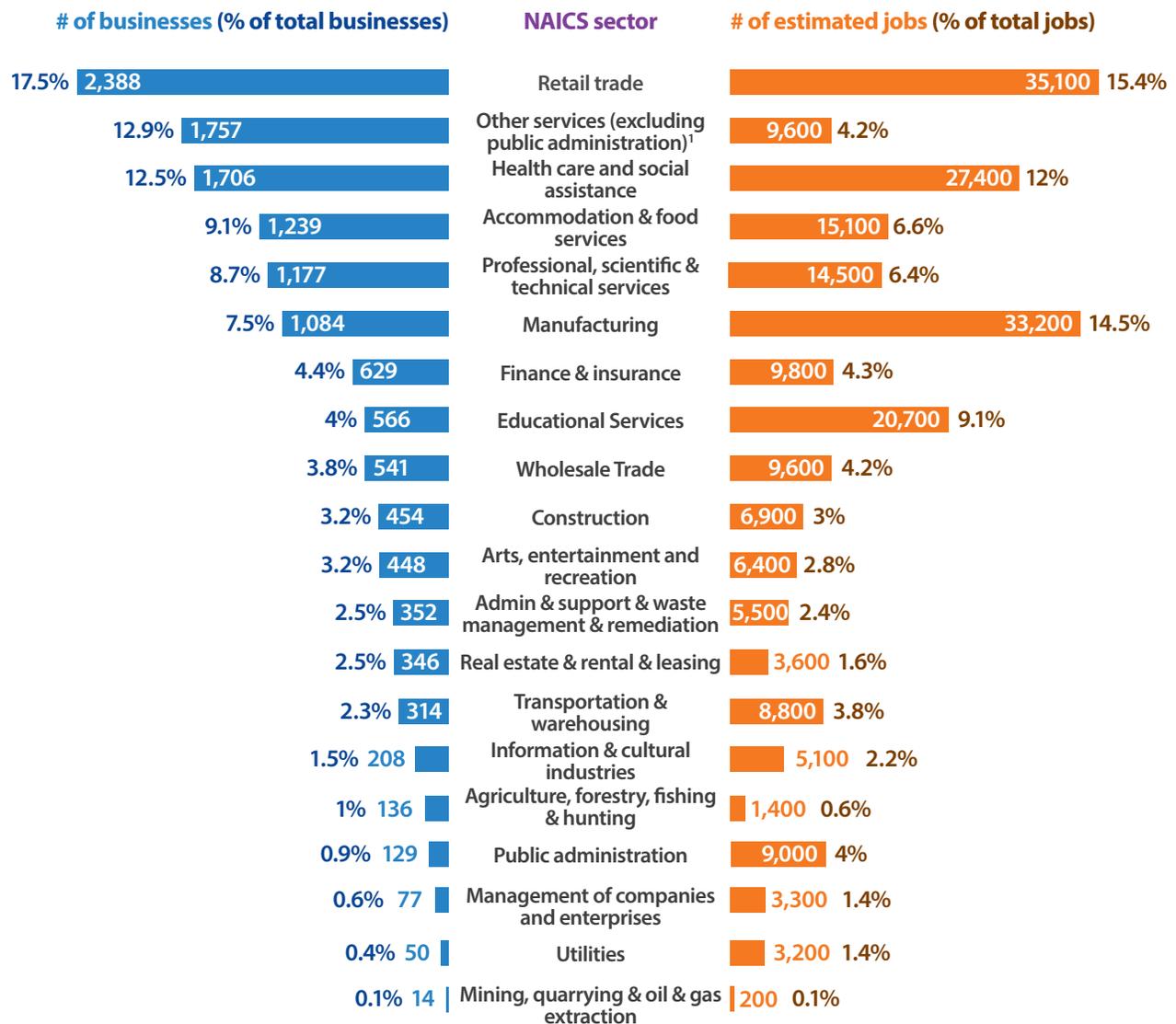
For descriptions of the NAICS sectors, refer to page 22 of this report.



# Businesses and jobs: All sectors

## Businesses and jobs by NAICS economic sectors

The graph below represents business and jobs identified in the 2020 Employment Survey results by the sectors as defined in the North American Industrial Classification System (NAICS). For a full description of the sectors, see page 22 of this report.



Based on 13,615 businesses with NAICS

1. Other Services (Except Public Administration) include businesses that are not classified in any other sector, such as repairing motor vehicles, machinery, or equipment; providing personal care services, funeral services, laundry services and other services to individuals, such as pet care services and photo finishing services; organizing and promoting religious activities; supporting various causes through grant-making, advocating (promoting) various social and political causes, and promoting and defending the interests of their members. As defined in the North American Industrial Classification System (NAICS).



# Employment Areas: Highlights

## About Halton's Employment Areas

Under the Growth Plan for the Greater Golden Horseshoe (2019), the Province requires municipalities to designate Employment Areas within their official plans to protect and plan for employment uses over the long term.

Through the Regional Official Plan, Halton Region has identified Employment Areas to ensure sufficient lands are available to accommodate forecasted employment growth. These lands are also strategically identified and located based on their close proximity and access to existing major highway interchanges and rail yards.

Halton's Employment Areas represent about eight per cent of the Region's total land size.



## Employment Area highlights

Due to their strategic location, as well as Regional policies that protect and support economic activities, Halton's Employment Areas are home to a significant portion of the Region's economic activities.

## 2020 Businesses Highlights in Employment Areas

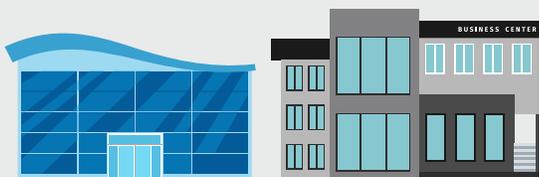
The 2020 Employment Survey identified 5,971 businesses located within Halton's Employment Areas, representing 43.8 per cent of total businesses identified in Halton Region.

**5,971**

Number of businesses identified in 2020 in Employment Areas

**43.8%**

Percentage of total businesses located in Employment Areas



## 2020 Jobs Highlights in Employment Areas

The 2020 Employment Survey estimated 122,300 jobs located within Halton's Employment Areas, representing more than half (53.6 per cent) of total jobs estimated in Halton Region.

**122,300**

Number of estimated jobs estimated in 2020 in Employment Areas

**53.6%**

Percentage of total jobs located in Employment Areas



# Employment Areas: Summary



**5,971** Number of businesses identified in 2020 in Employment Areas

**122,300** Number of jobs estimated in 2020 in Employment Areas

## Businesses in Employment Areas by type

The 2020 Employment Survey identified a total of 13,647 businesses in Halton Region. Within the Employment Areas, the survey identified 5,971 businesses, representing 46 per cent of the total businesses in Halton.

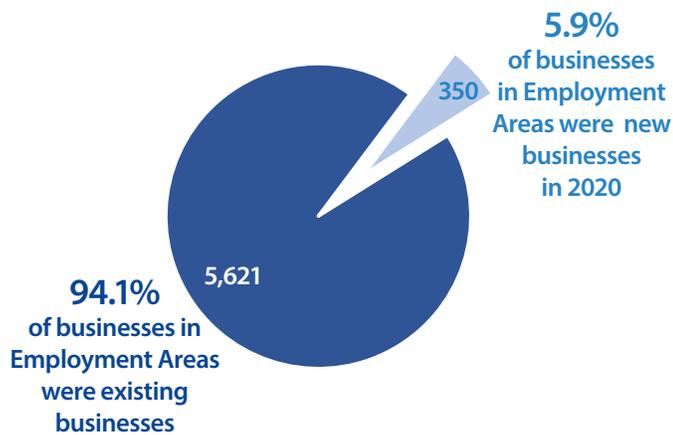
Of the 5,971 businesses identified in the Employment Areas, 94.1 per cent (5,621 businesses) were businesses identified in 2019 or earlier. The remaining 5.9 per cent (350 businesses) were newly identified businesses in the Employment Areas in 2020.

## Jobs in Employment Areas by type

The 2020 Employment Survey estimated a total of 228,400 jobs in Halton Region. Within the Employment Areas, the survey estimated 122,300 jobs, representing 53.6 per cent of the total jobs estimated in Halton.

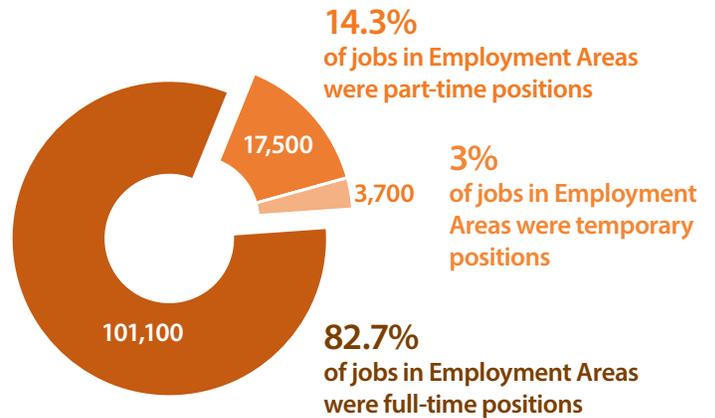
Of the 122,300 jobs estimated in the Employment Areas, 82.2 per cent of the jobs were full-time positions<sup>1</sup> (100,500 jobs). The remaining 14.6 per cent (17,800 jobs) were part-time positions<sup>2</sup> and 4.3 per cent (9,900 jobs) were temporary positions<sup>3</sup> in the Employment Areas.

Businesses in Employment Areas by type



Based on 5,971 businesses in Employment Areas

Jobs in Employment Areas by type



Based on 122,300 estimated jobs in Employment Areas

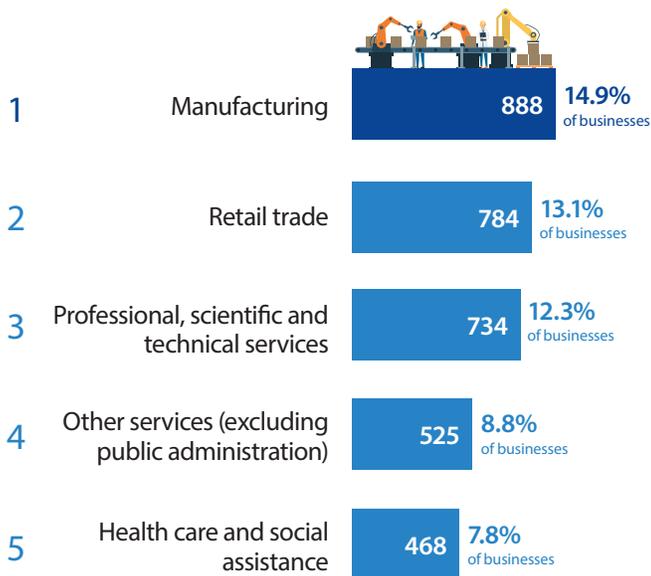
1. Full-time positions are based on jobs that consist of 30 hours or more per week.  
 2. Part-time positions are based on jobs that consist of 30 hours or less per week.  
 3. Temporary positions are based on jobs that are under a contract for a specific, limited amount of time, such as seasonal or holidays.

# Employment Areas: Top 5 sectors



## By business count

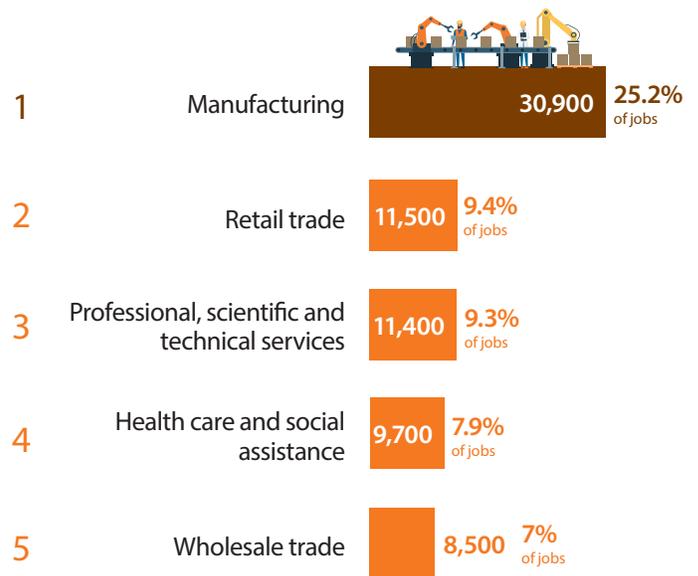
Within Halton's Employment Areas, the top sector by business count in 2020 was the Manufacturing sector, representing 14.9 per cent of the total businesses identified in Halton's Employment Areas (888 businesses). The chart below provides the top five sectors by business count.



Based on 5,957 businesses with NAICS in Employment Areas

## By job count

Within Halton's Employment Areas, the top sector by job count in 2020 was the Manufacturing sector, representing 25.2 per cent of the total jobs identified in Halton's Employment Areas (30,900 jobs). The chart below provides the top five sectors by job count.



Based on 5,957 businesses with NAICS in Employment Areas

For descriptions of the NAICS sectors, refer to page 22 of this report.

# Methodological and data notes

## Annual survey of businesses in Halton

Halton's Employment Survey is an annual initiative to collect updated information on business and employment activities across the region. The survey includes all businesses that have a physical location within Halton and are visible to the general public with a business signage.

The survey collects information on business types and employment activities to help the Region:

- monitor economic and land use trends across the region;
- plan for future regional infrastructure and services; and
- assist in policy development and decision-making.

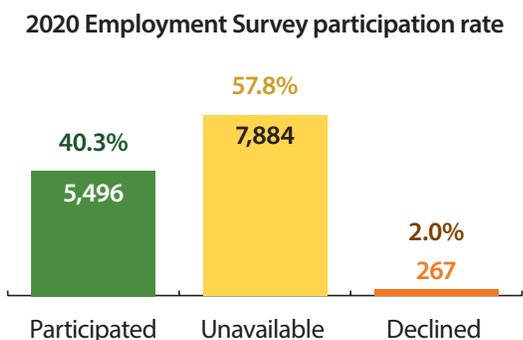
Participation in the survey is voluntary and the results presented in this report are based on the input of respondents.

## Survey participation rate

The 2020 Employment Survey identified a total of 13,647 businesses in Halton Region. The participation rate for the 2020 Employment Survey was as follows:

- 5,496 (40.3 per cent) businesses participated in 2020 and provided up-to-date information;
- 7,884 (57.8 per cent) businesses were unavailable to participate (i.e. business was not open at the time of survey, the survey contact was not available, etc.); and
- 267 (2 per cent) businesses declined to participate.

In cases where businesses were not available or declined to participate, information from the survey responses during previous survey year was carried over, where appropriate. In 2019, the participation rate was 84.8 per cent.



Based on 13,647 businesses identified

## Survey methodology

As a result of the COVID-19 pandemic and its impacts on business operations and employment activities in Halton, the 2020 Employment Survey required cautious considerations to account for the challenges and limitations that the business communities in Halton faced. See page 5 of this report on the COVID-19 Impact and Considerations.

The approach to the 2020 Employment Survey was adjusted from its planned launch in May 2020 for a period of five months until September 2020 to mid-September 2020 for a period of about three months until December 2020. Typically, the survey is conducted during the summer employment season; however, as a result of the adjustment, the timing shifted to fall/winter employment season. In addition, the typical five month survey period was reduced to a three month survey period.

At the launch of the 2020 Employment Survey in mid-September, the team of Employment Surveyors conducted site visits of all business locations to visually confirm the business activities (i.e. business closures and new businesses). Site visits were completed while maintaining physical distance and following all public health measures.

While businesses are typically engaged through in-person surveys, throughout the 2020 survey period, businesses were engaged remotely by phone calls or emails. Businesses were also provided with a range of options to remotely participate in the 2020 Employment Survey including providing responses over the phone, returning an electronically completed survey questionnaire by email, or completing the online survey form available on [halton.ca](https://www.halton.ca).

Understanding the importance of the survey, many businesses participated in the 2020 Employment Survey. The vast majority of businesses provided responses directly over the phone and others participated by email or by completing the online survey form. The methods of participation in the 2020 Employment Survey is summarized below:

### 1. 4,721 responses over the phone (85.9% of responses)

Majority of the businesses that responded in the 2020 Employment Survey provided responses directly over the phone. In these instances, businesses were engaged by phone calls from existing contact information during regular business hours with follow-up calls or voicemails, as appropriate.

### 2. 504 responses by email (9.2% of responses)

Where businesses could not be reached by phone or were not available at the time of the calls, businesses were engaged by emails from existing contact information. The

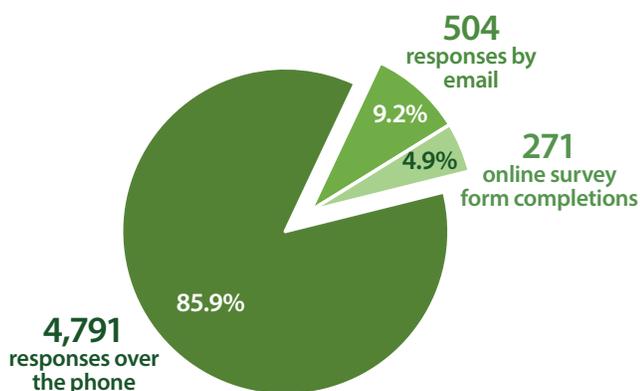
# Methodological and data notes (continued)

emails included an electronic survey questionnaire attached and also directed businesses to the online survey form on **halton.ca**.

### 3. 271 online survey form completions (4.9% of responses)

As part of engaging businesses by phone or by email, businesses were also provided with directions to complete the online survey form on **halton.ca** as an option to participate in the 2020 Employment Survey at their convenience. A link to the online survey form on **halton.ca** was also posted and made available on Halton's social media accounts.

2020 Employment Survey participation by type



Based on 5,496 responses

## Notes on business counts in 2020

The 2020 Employment Survey conducted site visits of all business locations to visually confirm the business activities (i.e. business closures and new businesses). While efforts were made to complete site visits of all business locations in Halton to confirm the status of the business activities (i.e. business closures and new businesses), there were a few instances where it was not possible to complete the site visits safely (i.e. enclosed business spaces such as office buildings). In these instances, confirmation of business activities were completed remotely with the best information available such as confirmation through online research.

In addition, there were a number of instances where businesses were temporarily closed at the time of the site visits due to provincial orders or other reasons such as adjusted business hours. In these instances additional research confirmed that

the businesses did not permanently close. Accordingly, these businesses were not indicated as business closures in 2020.

The 2021 Employment Survey will revisit all business locations to confirm the updated status at the time of the visit in 2021.

## Notes on job counts in 2020

As a result of challenges related to COVID-19 impacts and considerations noted in this report (See page 2 of the report), the participation rate of 40.3 per cent (5,496 businesses) at the conclusion of the 2020 Employment Survey resulted in the remaining 59.7 per cent (7,884 businesses) of businesses not being updated with most current information.

In order to determine the total job count that would best reflect the most current circumstances, inferential statistics were used to make the best conclusion on the 7,884 businesses that did not provide updated information in 2020. In other words, sample statistics from the 5,496 businesses that responded were used to make conclusions on the remaining 7,884 businesses. Inferential statistics were conducted at the NAICS sector level based on best representation of the responses received.

Consequently, job counts highlighted and summarized in this report are based on estimates. The estimated job counts are rounded to the nearest 100 to reflect the estimation context.

The 2021 Employment Survey will revisit and reach out to all businesses to collect the most up-to-date information at the time of the survey in 2021.

## Data notes

The Employment Survey is a point-in-time survey based on voluntary participation. Accordingly, the data and results may not reflect the most current circumstances, particularly in certain industries experiencing rapid and frequent changes.

Halton Region does not warrant the completeness or accuracy of 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.

Regional staff work to continually improve the quality of Employment Survey methodology. Please contact Planning Services at Halton Region with any questions or feedback.

# Additional information

North American Industry Classification System (NAICS) Sectors and Description. Visit [StatCan.gc.ca](http://StatCan.gc.ca) for more information on NAICS.

NAICS Sector	Description
<b>Agriculture, Forestry, Fishing and Hunting</b>	Growing crops, raising animals, harvesting timber, harvesting fish and other animals from their natural habitats and providing related support activities.
<b>Mining, quarrying, and oil and gas extraction</b>	Extracting naturally occurring minerals. Establishments performing similar activities, on a contract or fee basis, are also included.
<b>Utilities</b>	Operating electric, gas and water utilities.
<b>Construction</b>	Constructing, repairing and renovating buildings and engineering works, and in subdividing and developing land.
<b>Manufacturing</b>	Chemical, mechanical or physical transformation of materials or substances into new products.
<b>Wholesale Trade</b>	Wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise.
<b>Retail Trade</b>	Retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise.
<b>Transportation and Warehousing</b>	Transporting passengers and goods, warehousing and storing goods, and providing services to these establishments.
<b>Information and Cultural Industries</b>	Producing and distributing (except by wholesale and retail methods) information and cultural products.
<b>Finance and Insurance</b>	Engaging in financial transactions or in facilitating financial transactions (involving the creation, liquidation, or change in ownership of financial assets).
<b>Real Estate and Rental and Leasing</b>	Renting, leasing, or otherwise allowing the use of tangible or intangible assets.
<b>Professional, Scientific and Technical Services</b>	Engaging in activities in which human capital is the major input.
<b>Management of Companies and Enterprises</b>	Managing companies and enterprises and/or holding the securities or financial assets of companies and enterprises, for the purpose of owning a controlling interest in them and/or influencing their management decisions.
<b>Administrative and Support, Waste Management and Remediation Services</b>	Engaging in activities that support the day-to-day operations of other organizations or waste management activities.
<b>Educational Services</b>	Providing instruction and training in a wide variety of subjects.
<b>Health Care and Social Assistance</b>	Providing health care by diagnosis and treatment, providing residential care for medical and social reasons, and providing social assistance, such as counselling, welfare, child protection, community housing and food services, vocational rehabilitation and child care, to those requiring such assistance.
<b>Arts, Entertainment and Recreation</b>	Operating facilities or providing services to meet cultural, entertainment and recreational interests of their patrons.
<b>Accommodation and Food Services</b>	Providing short-term lodging and complementary services to travelers, vacationers and others.
<b>Other Services (Except Public Administration)</b>	Not classified in any other sector. Repairing motor vehicles, machinery, or equipment; providing personal care services, funeral services, laundry services and other services to individuals, such as pet care services and photo finishing services; organizing and promoting religious activities; supporting various causes through grant-making, advocating (promoting) various social and political causes, and promoting and defending the interests of their members.
<b>Public Administration</b>	Engaging in activities of a governmental nature.

