



2021

# 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 2021 Employment Survey. Thank you, once again, to our business community for your participation. This annual survey helps Halton gain valuable information about employment in the region and informs policy and decision-making on land use, infrastructure and service improvements that will support our community in the years to come.

Our 2021 Employment Survey depicts a positive future for the region's recovery, despite the continued global impacts of COVID-19. Our local businesses have shown remarkable resilience and have adapted to the pandemic through work-from-home arrangements, new health and safety measures and an enhanced digital presence. Halton's highly skilled and predominantly professional labour force, along with business supports such as financial relief programs and advisory services, also aided local economic recovery and helped businesses navigate the pivots and changes.

Here are some highlights from the 2021 Employment Survey based on the responses from businesses:

- Jobs in Halton increased by an estimated 2.8 per cent between 2020 and 2021.
- Businesses in the Professional, Scientific and Technical Services sector saw the highest net estimated increase in jobs—a more than 17 per cent increase from 2020.
- More than 26 per cent of employers indicated they had staff working from home.
- Employment Areas in Halton hosted more than 41 per cent of total businesses and 51 per cent of total jobs.

I encourage you to read this year's Employment Survey to learn more about Halton's local business community. By working with business owners and operators to plan for the future of employment in the region, we can keep Halton a great place to live, work, raise a family and retire. For additional information about employment in Halton, visit [halton.ca](https://www.halton.ca).

Sincerely,

Gary Carr  
Halton Regional Chair

# Introduction and Highlights

## 2021 Employment survey

In 2021, the Region conducted its 12<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 2021, the results as they relate to job counts are presented as estimates. See page 19 for methodological notes on job counts in 2021.

## Report content

This report provides a summary of the 2021 Employment Survey results. In particular, the report:

- highlights the total number of businesses identified and jobs estimated in 2021 and provides a five-year trend from 2017 to 2021;
- 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 2021 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 19.

## 2021 business highlights

**13,600**

businesses in Halton  
*(13,647 in 2020)*

**- 47**

net change in businesses  
between 2020 and 2021  
*(-3 in 2020)*

**894**

business closures  
*(880 in 2020)*

**41.7%**

of businesses were  
located in Halton's  
Employment Areas  
*(43.8% in 2020)*



### Retail trade

Top sector by business count



## 2021 job highlights

**234,800**

estimated (rounded)  
jobs in Halton  
*(228,400 in 2020)*

**6,400**

net estimated (rounded)  
change in jobs between  
2020 and 2021  
*(-13,000 in 2020)*

**72.1%**

of estimated (rounded)  
jobs were full-time  
positions  
*(72.2% in 2020)*

**51%**

of estimated (rounded)  
jobs were located in  
Halton's Employment  
Areas  
*(53.6% in 2020)*



### Manufacturing

Top sector by job count



# Businesses: Summary



**13,600** businesses identified in 2021

**- 47** net change in businesses between 2020 and 2021

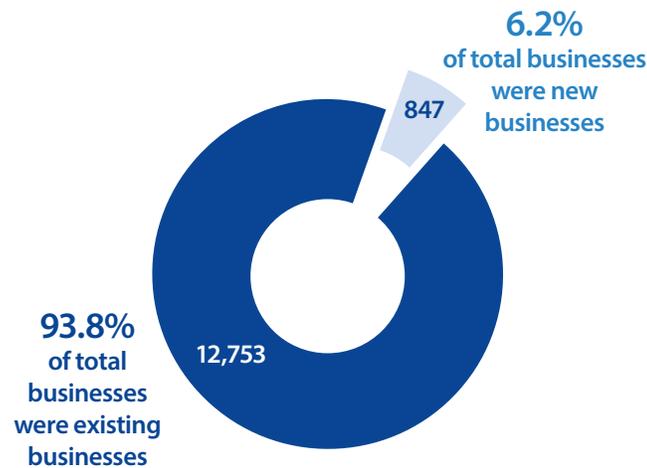
## Businesses by type

The 2021 Employment Survey identified a total of 13,600 businesses in Halton Region. Of the businesses identified, 93.8 per cent (12,753 businesses) were existing businesses, or businesses that have been operating in Halton since 2020 or earlier. The remaining 6.2 per cent (847 businesses) were businesses identified for the first time in 2021. These represent businesses that were not identified during previous survey years.

## Net change between 2020 and 2021

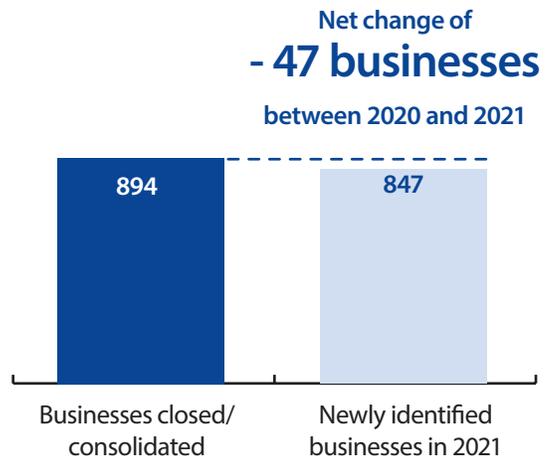
In 2021, 894 businesses that have been operating in Halton since 2020 or earlier were identified as closed. The survey also identified 847 new businesses in 2021. As a result, there was an overall net decrease of 47 businesses between 2020 and 2021. Business closures do not include businesses that were temporarily closed (i.e. anticipated to reopen at a later date).

Businesses by type



Based on 13,600 businesses

Net change of total businesses between 2020 and 2021

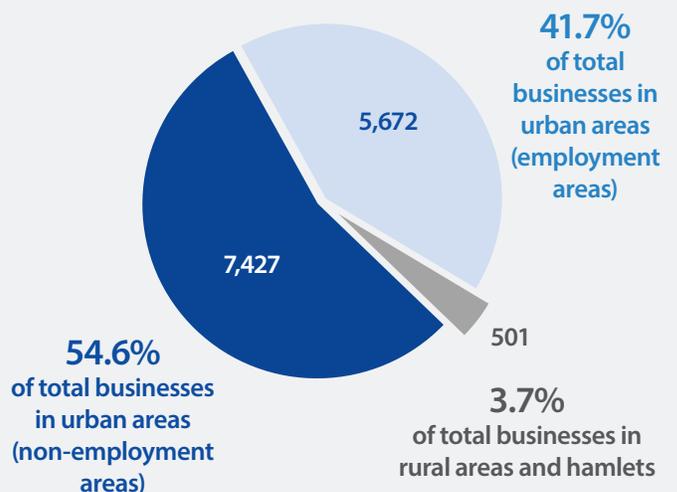


Based on 13,600 businesses

## Businesses by Halton's land use areas

In 2021, 96.3 per cent (13,099 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. 41.7 per cent (5,672 businesses) of Halton's total businesses were located in the employment areas. For more highlights on the employment areas, see page 16 of the report.

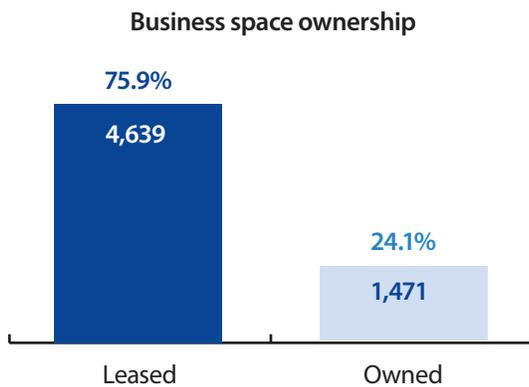
The remaining 3.7 per cent (501 businesses) were located in hamlets and rural areas. Hamlets are part of Halton's settlement area, but located within rural areas. Limited population and employment growth are directed to these areas; however, they play an important economic role in Halton to support rural and agricultural activities.





## Business space ownership

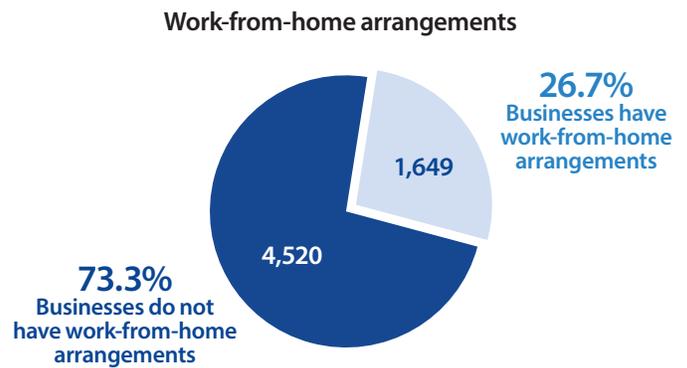
In 2021, 75.9 per cent (4,639 businesses) of businesses that responded to the survey operated in a business space that was leased. The remaining 24.1 per cent (1,471 businesses) owned the business space.



Based on 6,110 responses

## Work-from-home arrangements

In 2021, of the 6,169 businesses that responded to the work-from-home survey question, 26.7 per cent (1,649 businesses) indicated that the business had work-from-home arrangements with employees. The remaining 73.3 per cent (4,520 businesses) indicated that they do not have work-from-home arrangements.



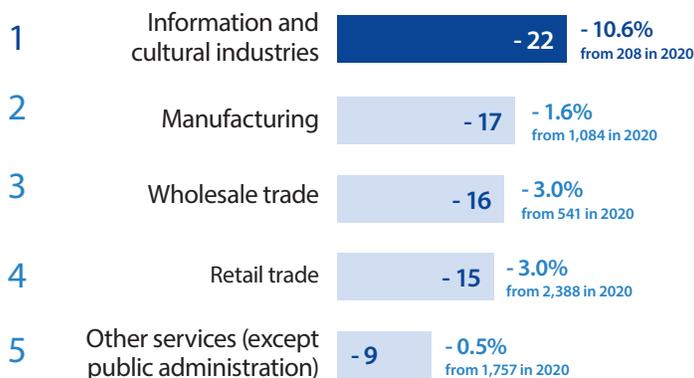
Based on 6,169 responses

## Top sectors by net business closures

In 2021, the Information and Cultural Industries sector had the highest decrease in net number of businesses due to higher number of closures with a decrease of 22 businesses, or a 10.6 per cent decrease from 208 businesses identified within the sector in 2020.

The chart below identifies the top five sectors by net number of business closures. For descriptions of the sectors, see page 21 of this report.

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



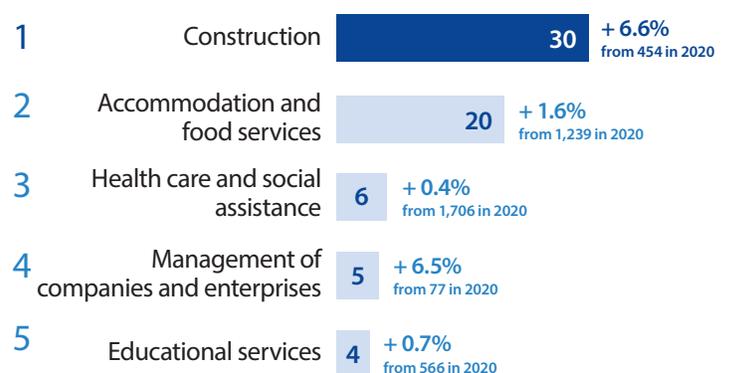
Based on 118 business closures and 66 new businesses

## Top sectors by net new businesses

In 2021, the Construction sector had the highest increase in net number of businesses with an increase of 30 businesses, or a 6.6 per cent increase from 454 businesses identified within the sector in 2020.

The chart below identifies the top five sectors by net number of new businesses. For descriptions of the sectors, see page 21 of this report.

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

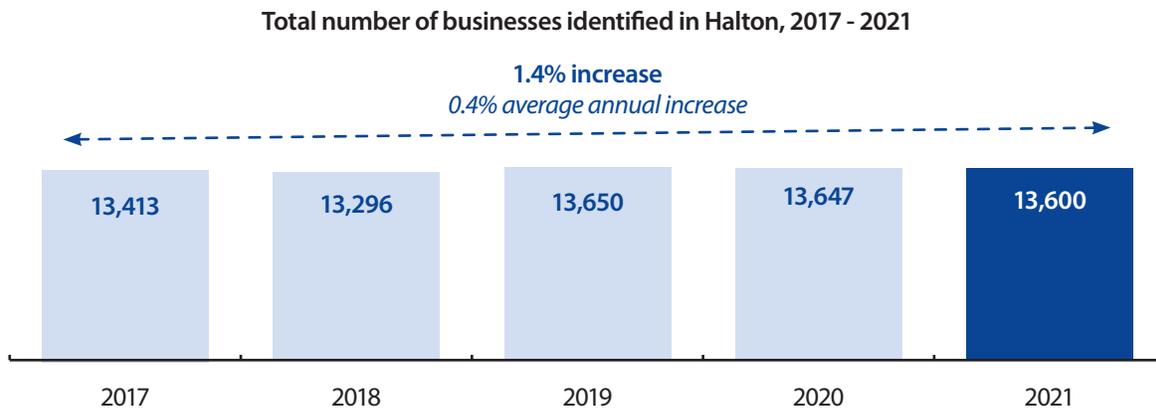


Based on 118 business closures and 66 new businesses



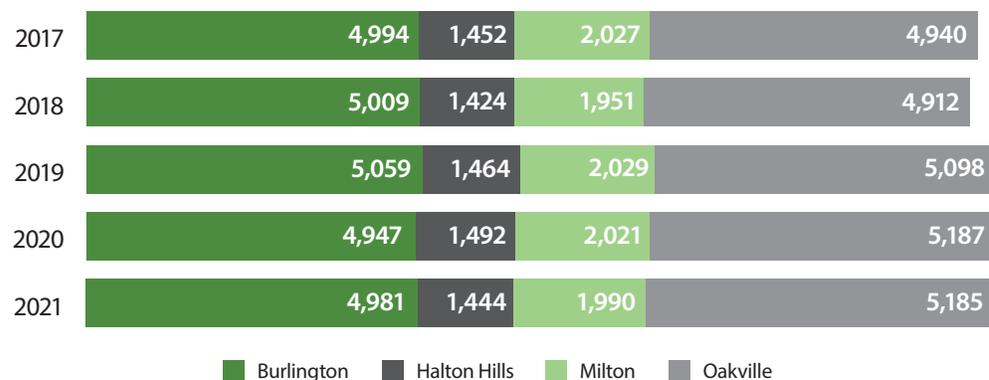
## Five-year business trend in Halton (2017 – 2021)

Between 2017 and 2021, the Employment Survey results show an overall increase of 1.4 per cent (187 businesses) in the total number of businesses identified over the five-year period. The results suggest an average annual increase of 0.4 per cent, or 37 (rounded) businesses each year during this period.



## Five-year business trend by municipality (2017 – 2021)

By municipality, Oakville had the highest annual rate of change in the number of businesses identified, with an average annual increase of 1.2 per cent. Halton Hills, Burlington, and Milton observed declining trends in the number of businesses, with Halton Hills and Burlington both experiencing an average annual decrease of 0.1 per cent, and Milton with an average annual decrease of 0.4 per cent.



	Burlington	Halton Hills	Milton	Oakville	Halton Region
Five-year change (2017 – 2021)	-0.3%	-0.6%	-1.8%	4.9%	1.4%
Annual average (2017 – 2021)	-0.1%	-0.1%	-0.4%	1.2%	0.4%

# Businesses: Geographic distribution

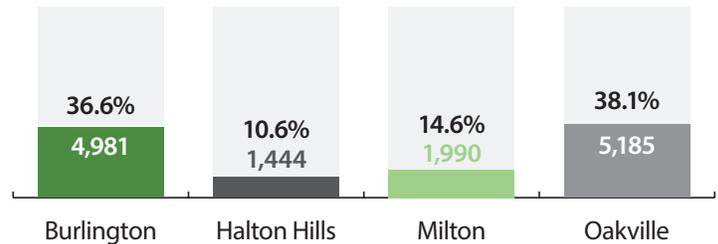


## Distribution by municipality

By municipality, Oakville had the highest share of the total identified businesses in 2021 at 38.1 per cent (5,185 businesses), followed by Burlington with a share of 36.6 per cent (4,981 businesses). Together, Oakville and Burlington were home to about 75 per cent of Halton's total businesses identified in 2021.

Milton and Halton Hills had shares of 14.6 per cent (1,990 businesses) and 10.6 per cent (1,444 businesses), respectively.

Distribution of businesses in Halton by municipality



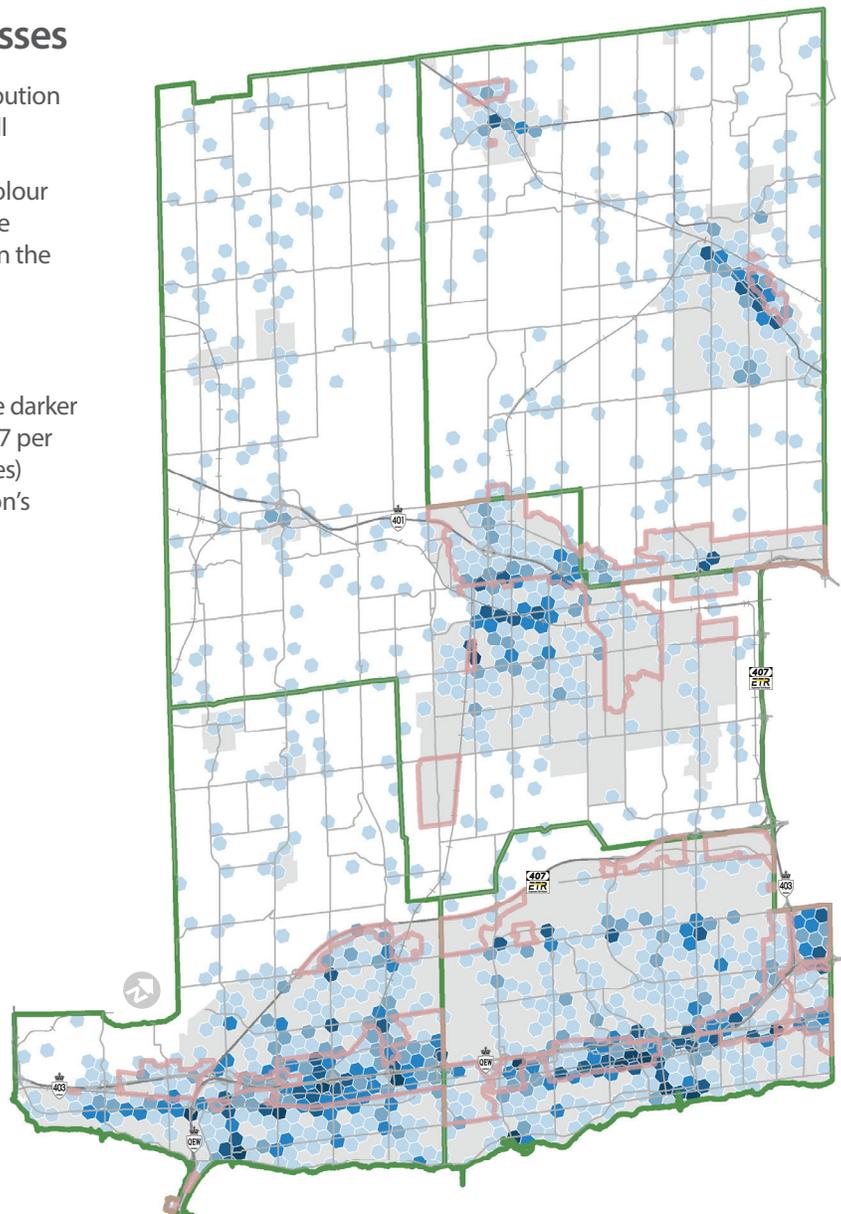
Based on 13,600 businesses

## 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 13,600 businesses identified in 2021 are located throughout Halton's settlement areas (urban areas and hamlets) and rural agricultural areas. As illustrated by the darker shades, there are visible concentration of businesses (41.7 per cent of the total businesses identified, or 5,700 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



# 2021 Employment Survey

## Jobs: Summary



**234,800**

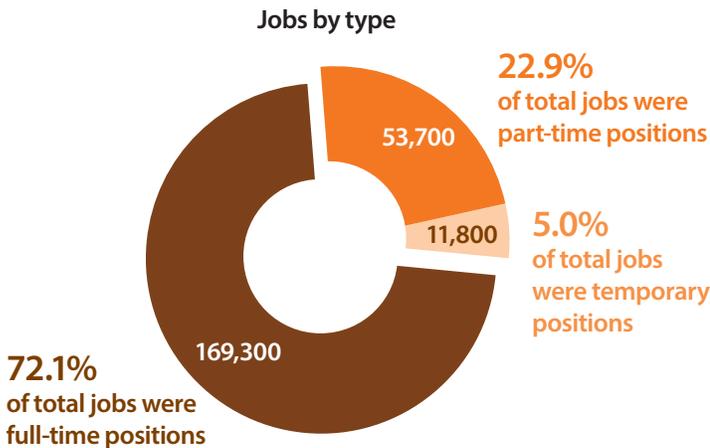
Total estimated (rounded) jobs in 2021

**+ 6,400**

Net estimated (rounded) change in jobs between 2020 and 2021

### Jobs by type

The 2021 Employment Survey estimated a total of 234,800 jobs in Halton Region. The majority of jobs in 2021 were full-time positions<sup>1</sup>, representing 72.1 per cent of total jobs (169,300 jobs). 22.9 per cent of the jobs (53,700 jobs) were part-time positions<sup>2</sup>. The remaining 5.0 per cent (11,800 jobs) were temporary positions<sup>3</sup>.

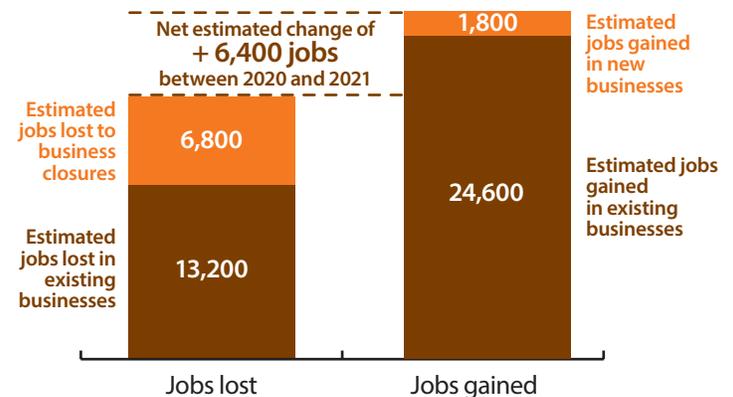


Based on 234,800 estimated jobs

### Net change between 2020 and 2021

Between 2020 and 2021, there was an estimated net increase of 2.8 per cent (6,400 jobs) in total jobs. Increase was due to more jobs gained from new and existing businesses (1,800 jobs and 24,600 jobs, respectively) than jobs lost to business closures and in existing businesses (6,800 jobs and 13,200 jobs, respectively).

#### Net estimated change of total jobs between 2020 and 2021

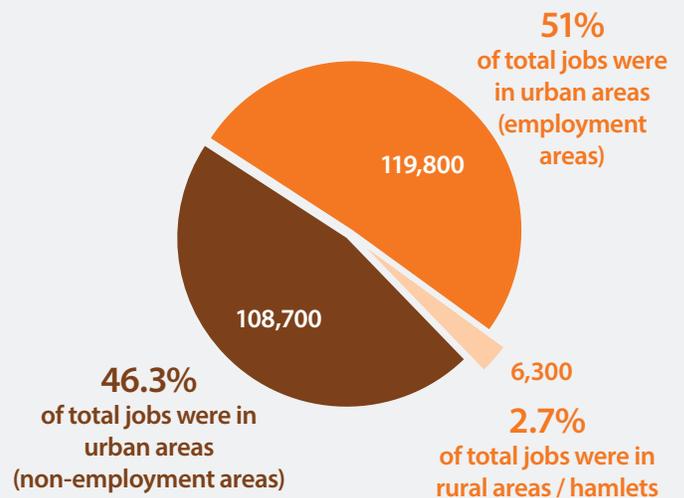


Based on 234,800 estimated jobs

### Jobs by Halton's land use area

In 2021, 97.3 per cent (228,500 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. 51 per cent (119,800 jobs) of Halton's total businesses were located in the employment areas. For more highlights on the employment areas, see page 16 of the report.

The remaining 2.7 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.

# 2021 Employment Survey

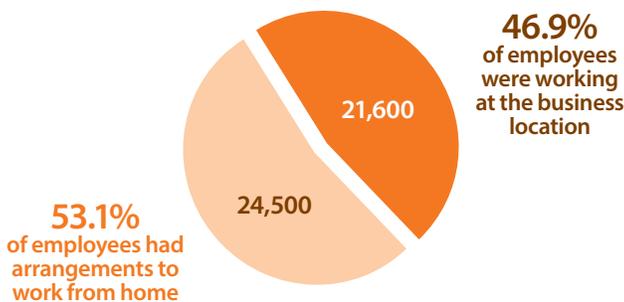
## Jobs: Key trends in 2021



### Employees working from home

In 2021, 6,169 businesses responded to the survey question regarding working from home. Of those, 1,649 businesses indicated employees had the ability to work from home. In total, the 6,169 businesses employed 46,100 jobs with 53.1 per cent (24,500 jobs) working from home. The remaining 46.9 per cent (21,600 jobs) at those businesses continued to work at the business location.

#### Employees working from home at businesses with work-from-home arrangements

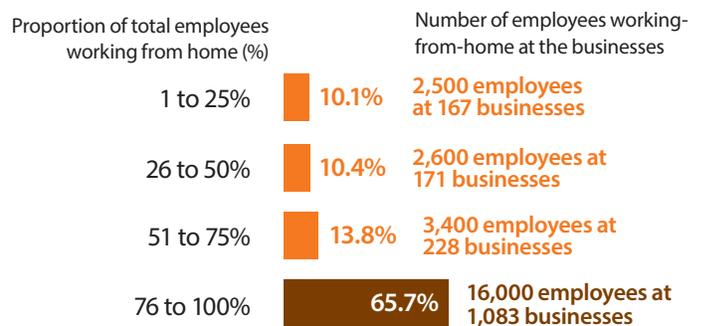


Based on 1,649 businesses with work-from-home arrangements, and 46,100 work-from-home jobs

### Work-from-home by proportion

The proportion of employees working from home differed within the 1,649 businesses that indicated employees had the ability to work from home. At a majority of these businesses (65.7 per cent), between 76 to 100 per cent of employees worked from home. 13.8 per cent of these businesses had between 51 and 75 per cent of their employees working from home, while the remaining 20.5 per cent of the businesses had 50 per cent or less of their workforce working from home.

#### Work-from-home by proportion



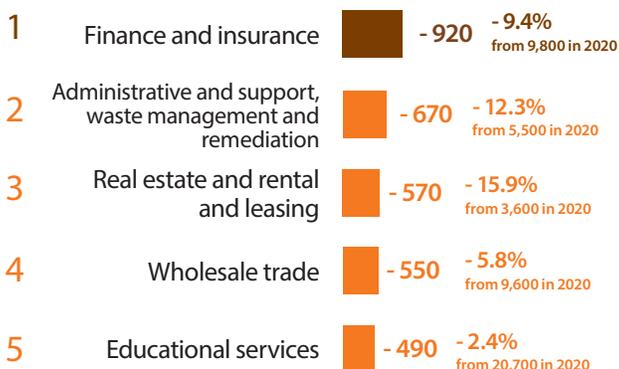
Based on 1,649 businesses and 24,500 work-from-home jobs

### Top sectors by net jobs lost

In 2021, the Finance and Insurance Sector had the highest number of jobs lost with an estimated net decrease of 920 jobs, or a 9.4 per cent net decrease from 9,800 jobs in 2020.

The chart below identifies the top 5 sectors by net number of jobs lost. For descriptions of the sectors, see page 21 of this report.

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



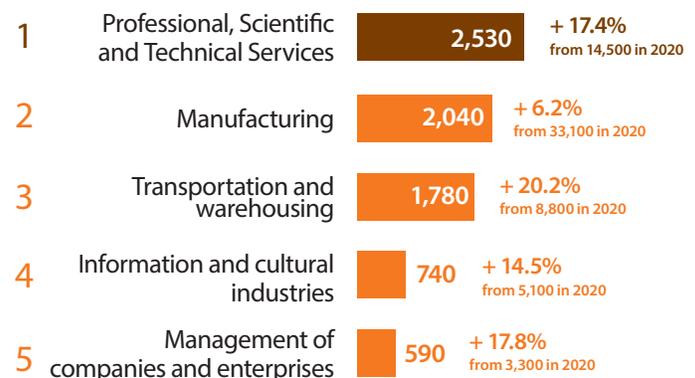
Based on 234,800 jobs with NAICS

### Top sectors by net jobs gained

In 2021, the Professional, Scientific and Technical Services Sector had the most number of new jobs with an estimated net increase of 2,530 jobs, or an 17.4 per cent increase from 14,500 jobs in 2020.

The chart below identifies the top 5 sectors by net number of new jobs. For descriptions of the sectors, see page 21 of this report.

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



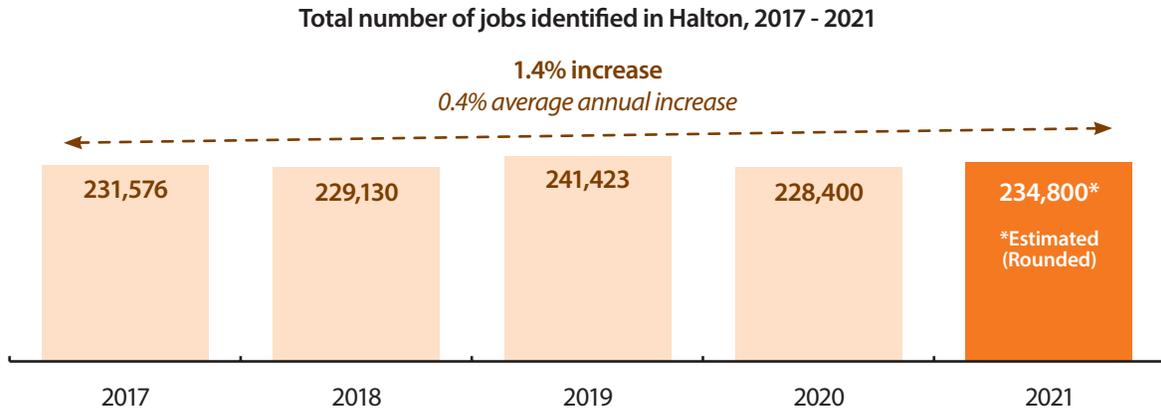
Based on 234,800 jobs with NAICS

# Jobs: Five-year trends



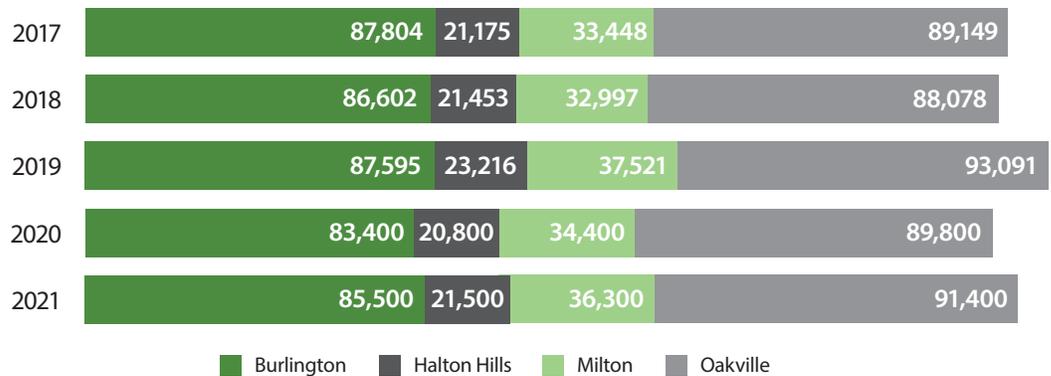
## Five-year job trend (2017 – 2021)

Between 2017 and 2021, the Employment Survey results show an overall increase of 1.4 per cent (3,200 jobs) in the total number of jobs identified in Halton over the five-year period. The results suggest an average annual increase of 0.4 per cent over the last five years, or 640 additional jobs identified each year during this period.



## Five-year job trend by municipality (2017 – 2021)

By municipality, Milton had the highest annual rate of change in the number of jobs identified with an average annual increase of 2.4 per cent. Oakville and Halton Hills both had an average annual increase of 0.6 per cent. Between 2017 and 2021, Burlington observed a declining trend in the number of jobs identified with an average annual decrease of 0.6 per cent during this period.



	Burlington	Halton Hills	Milton	Oakville	Halton Region
Five-year change (2017 – 2021)	- 2.6%	1.5%	8.5%	2.5%	1.4%
Annual average (2017 – 2021)	- 0.6%	0.6%	2.4%	0.6%	0.4%

# Jobs: Geographic distribution

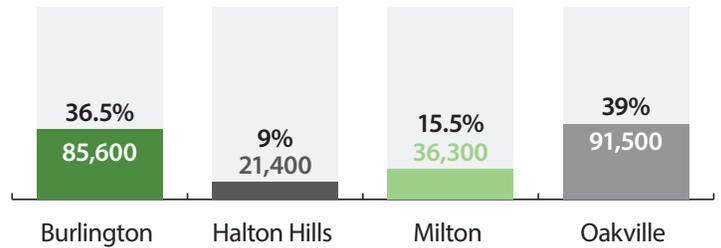


## Distribution by municipality

By municipality, Oakville had the highest share of the total estimated jobs in 2021 at 39 per cent (91,500 jobs), followed by Burlington with a 36.5 per cent share (85,600 jobs). Together, Oakville and Burlington were home to over 75 per cent of Halton's total estimated jobs in 2021.

Milton and Halton Hills had shares of 15.5 per cent (36,300 jobs) and 9 per cent (21,400 jobs), respectively.

Distribution of jobs in Halton by municipality

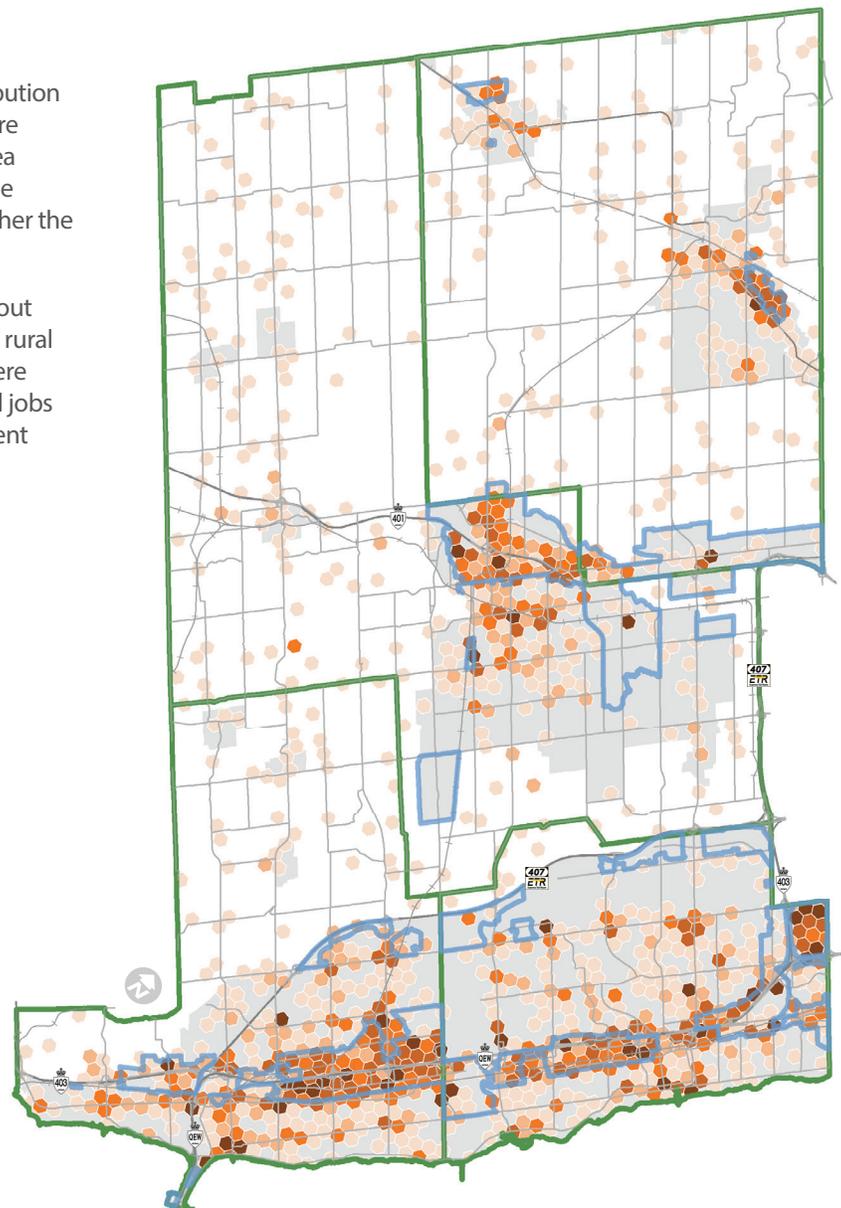


Based on 234,800 estimated jobs

## 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 234,800 estimated jobs in 2021 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 (51 per cent of the total jobs estimated, or 119,800 jobs) located within the Employment Areas identified in Halton's Regional Official Plan.



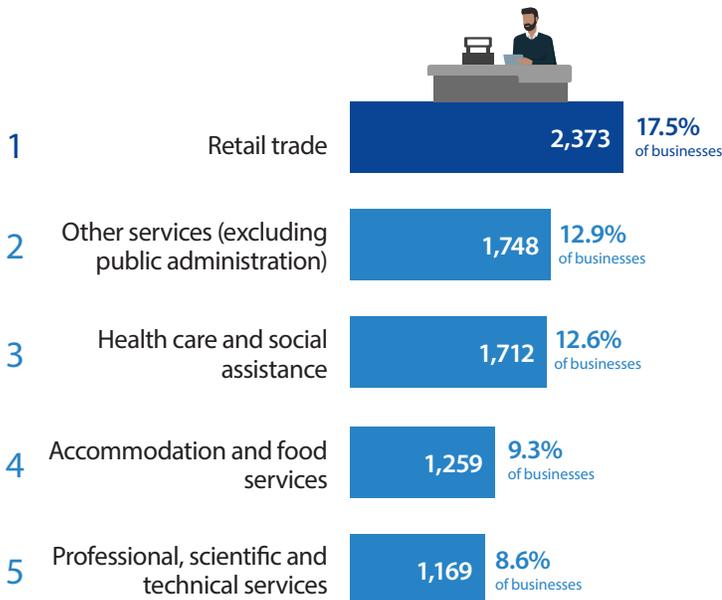
- 1 to 100 total jobs
- 101 to 250 total jobs
- 251 to 500 total jobs
- 501 to 1,000 total jobs
- 1,001 to 4,000 total jobs
- Urban area & hamlet
- Employment Area

# Businesses and jobs: Key Trends in 2021



## Top 5 sectors by business count

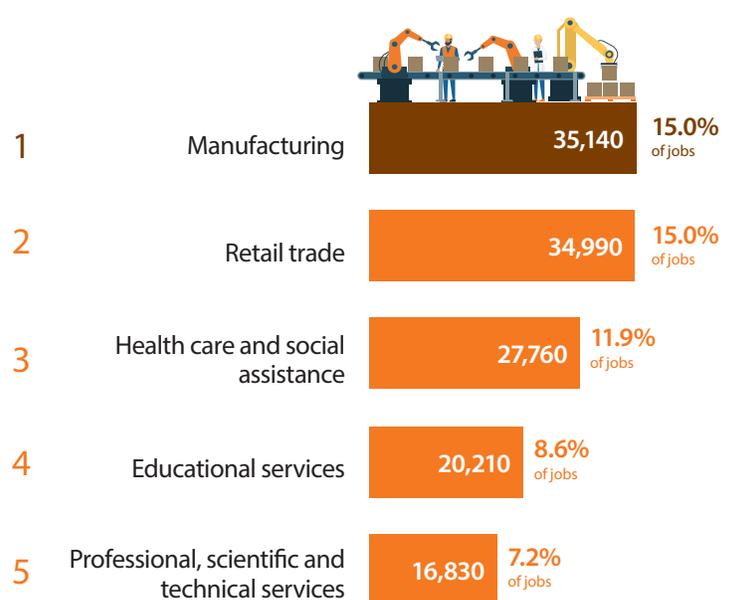
The top sector by total identified business count in 2021 was the Retail Trade sector, representing 17.5 per cent of the total businesses identified in Halton (2,373 businesses). The chart below provides the top 5 sector by business count.



Based on 13,600 businesses with NAICS

## Top 5 sectors by job count

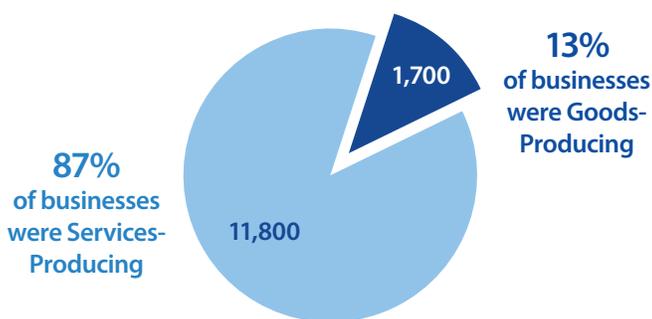
The top sector by total estimated job count in 2021 was the Manufacturing sector, representing 15.0 per cent of the total jobs estimated in Halton (35,140 jobs). The chart below provides the top 5 sector by job count.



Based on 234,800 jobs with NAICS

## Goods vs. service producing businesses

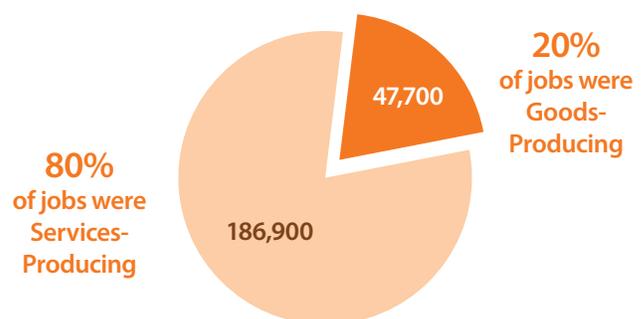
Of the 13,600 businesses identified within Halton Region in 2021, 13,500 businesses were generated by goods and service-producing sectors. The majority of businesses fell under service-producing sectors, representing 87 per cent (11,800 businesses). The remaining 13 per cent (1,700 businesses) were generated by goods-producing sectors.



Based on 13,500 businesses with NAICS

## Goods vs. service producing jobs

Of the 234,800 jobs identified within Halton Region in 2021, 234,600 jobs were generated by goods and service-producing sectors. The majority of jobs were generated by service-producing sectors, accounting for 80 per cent (186,900 jobs). The remaining 20 per cent (47,700 jobs) were associated with goods-producing sectors.



Based on 234,600 jobs with NAICS

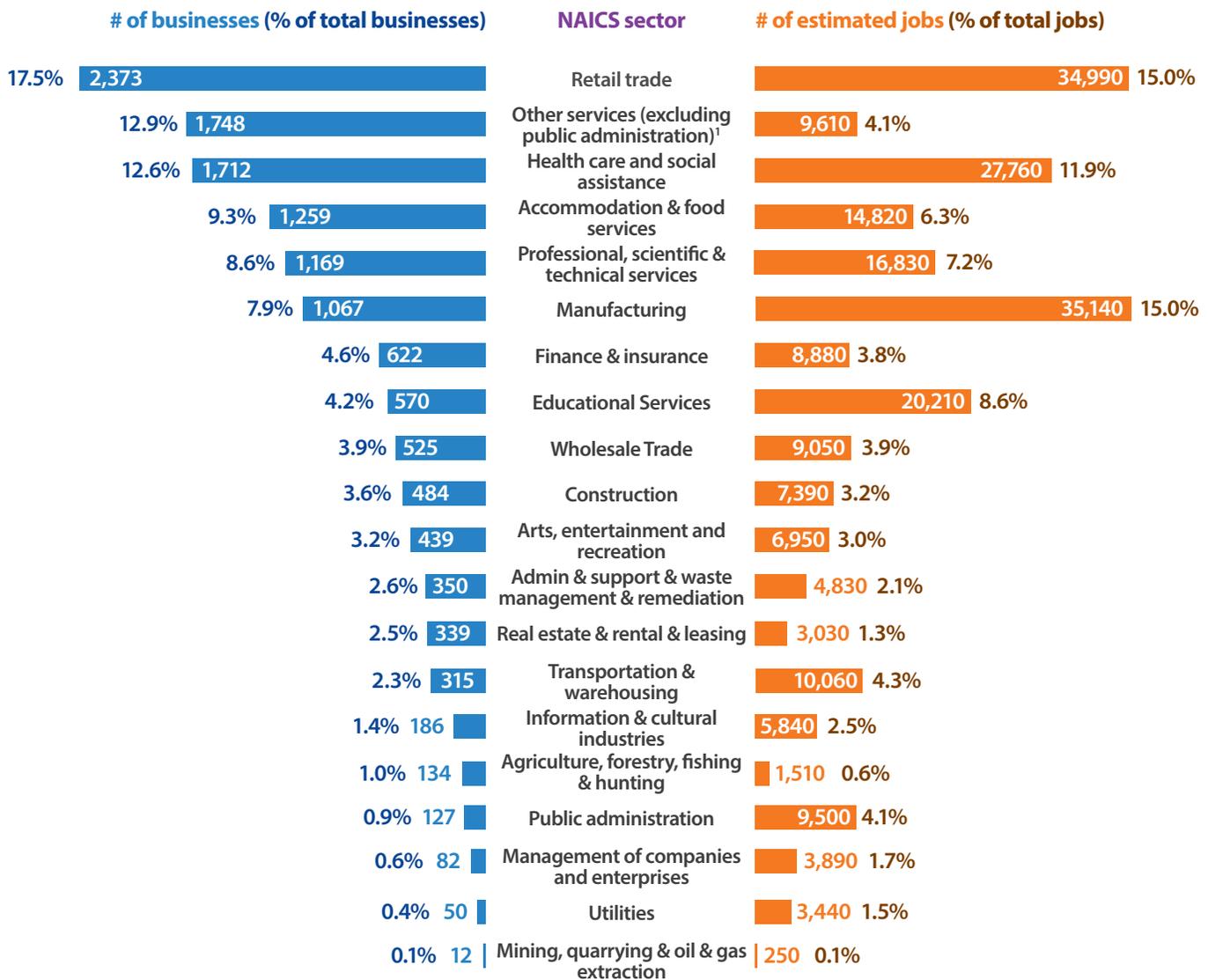
For descriptions of the NAICS sectors and the sectors associated with goods or service producing industries, refer to page 21 of this report.



# Businesses and jobs: All sectors

## Businesses and jobs by NAICS economic sectors

The graph below represents business and jobs identified in the 2021 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 21 of this report.



Based on 13,600 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

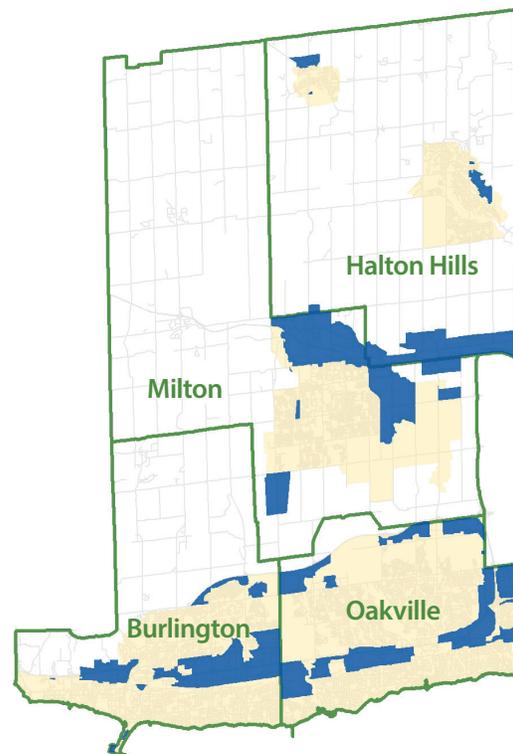


## About Halton's Employment Areas

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.

 Employment Areas



## 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.

## 2021 Businesses Highlights in Employment Areas

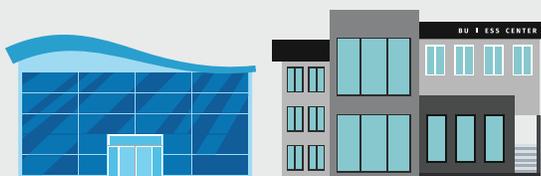
The 2021 Employment Survey identified 5,700 businesses located within Halton's Employment Areas, representing 41.7 per cent of total businesses identified in Halton Region.

**5,700**

Number of businesses identified in 2021 in Employment Areas

**41.7%**

Percentage of total businesses located in Employment Areas



## 2021 Jobs Highlights in Employment Areas

The 2021 Employment Survey estimated 119,800 jobs located within Halton's Employment Areas, representing more than half (51 per cent) of total jobs estimated in Halton Region.

**119,800**

Number of estimated jobs in 2021 within Employment Areas

**51%**

Percentage of total jobs located in Employment Areas



# Employment Areas: Summary



**5,700**

Number of businesses identified in 2021 in Employment Areas

**119,800**

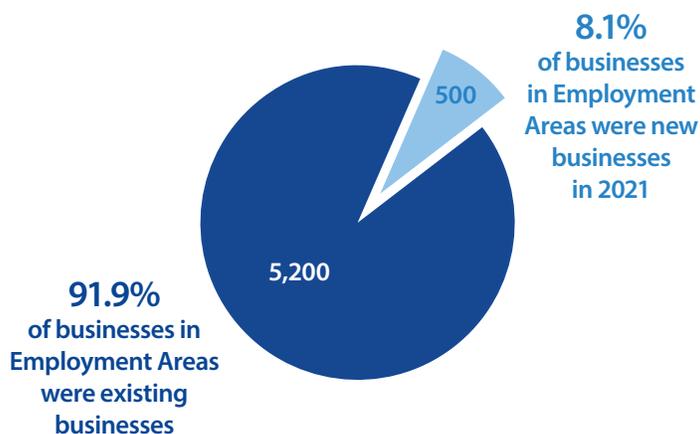
Number of jobs estimated in 2021 in Employment Areas

## Businesses in Employment Areas by type

The 2021 Employment Survey identified a total of 13,600 businesses in Halton Region. Within the Employment Areas, the survey identified 5,700 businesses, representing 41.7% of the total businesses in Halton.

Of the 5,700 businesses identified in the Employment Areas, 91.9 per cent (5,200 businesses) were businesses identified in 2020 or earlier. The remaining 8.1 per cent (500 businesses) were newly identified businesses in the Employment Areas in 2021.

Businesses in Employment Areas by type



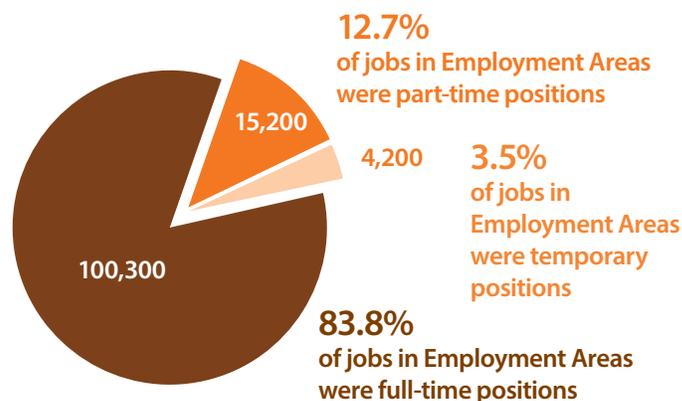
Based on 5,700 businesses in Employment Areas

## Jobs in Employment Areas by type

The 2021 Employment Survey estimated a total of 234,800 jobs in Halton Region. Within the Employment Areas, the survey estimated 119,800 jobs, representing 51 per cent of the total jobs estimated in Halton.

Of the 119,800 job estimated in the Employment Areas, 83.8 per cent of the jobs were full-time positions<sup>1</sup> (100,300 jobs). The remaining 12.7 per cent (15,200 jobs) were part-time positions<sup>2</sup> and 3.5 per cent (4,200 jobs) were temporary positions<sup>3</sup> in the Employment Areas.

Jobs in Employment Areas by type



Based on 119,800 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.

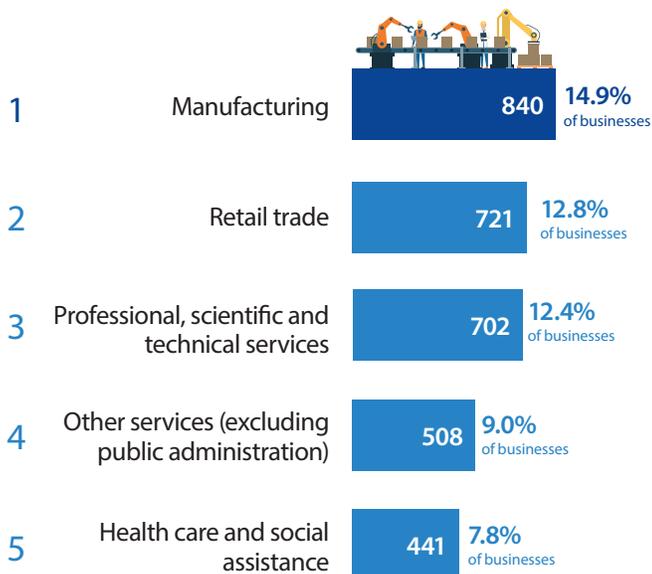
3. Temporary positions are based on jobs that are under a contract for a specific, limited amount of time, such as seasonal or holidays.



# Employment Areas: Key Trends in 2021

## Top 5 sectors by business count

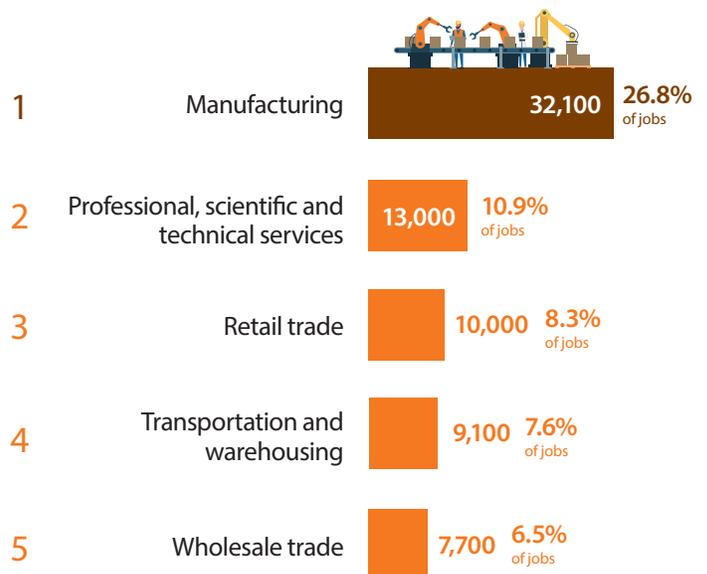
Within Halton's Employment Areas, the top sector by business count in 2021 was the Manufacturing sector, representing 14.9 per cent of the total businesses identified in Halton's Employment Areas (840 businesses). The chart below provides the top five sectors by business count.



Based on 5,204 businesses with identified NAICS in Employment Areas

## Top 5 sectors by job count

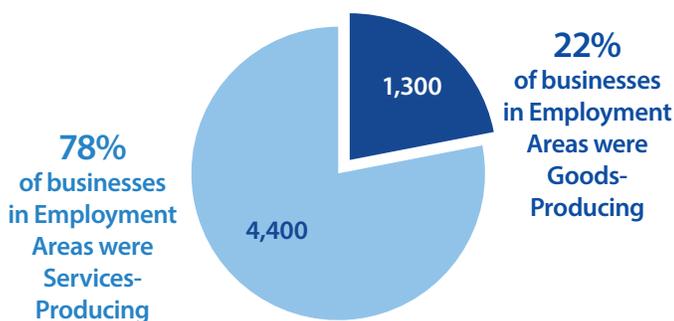
Within Halton's Employment Areas, the top sector by job count in 2021 was the Manufacturing sector, representing 26.8 per cent of the total jobs identified in Halton's Employment Areas (32,100 jobs). The chart below provides the top five sectors by job count.



Based on 5,204 businesses with identified NAICS in Employment Areas

## Goods vs. service producing businesses in Employment Areas

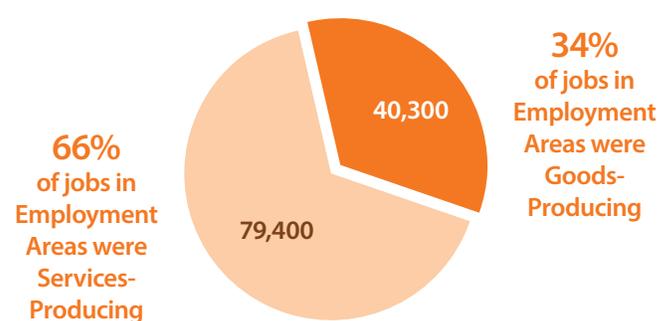
Of the 5,700 businesses identified within Halton's Employment Areas, the majority of businesses fell under service-producing sectors, accounting for 78 per cent (4,400 businesses). The remaining 22 per cent (1,300 businesses) of businesses were part of goods-producing sectors.



Based on 5,700 Businesses in Employment Areas

## Goods vs. service producing jobs in Employment Areas

Of the 119,800 jobs identified within Halton's Employment Areas, the majority of jobs are associated with service-producing sectors, accounting for 66 per cent (79,400 jobs). The remaining 34 per cent (40,300 jobs) were associated with goods-producing sectors.



Based on 119,700 Jobs in Employment Areas

For descriptions of the NAICS sectors and the sectors associated with goods or service producing industries, refer to page 21 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.

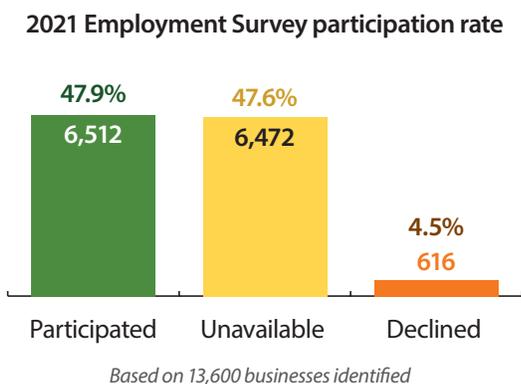
Participation in the survey is voluntary and the results presented in this report are based on the input of respondents.

## Survey participation rate

The 2021 Employment Survey identified a total of 13,600 businesses in Halton Region. The participation rate for the 2021 Employment Survey was as follows:

- 6,512 (47.9 per cent) businesses participated in 2021 and provided up-to-date information;
- 6,472 (47.6 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
- 616 (4.5 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 2020, the participation rate was 40.3 per cent.



## Survey methodology

As a result of the COVID-19 pandemic and its continued impacts on business operations and employment activities in Halton, the 2021 Employment Survey required cautious considerations to account for the challenges and limitations that the business communities in Halton faced.

The 2021 Employment Survey took place between May 12, 2021 and September 30, 2021. Under regular circumstances, businesses would typically be engaged in person; however, in consideration of the pandemic health and safety precautions, businesses were engaged remotely by phone calls or emails throughout the 2021 survey period.

Businesses were provided with a range of options to remotely participate in the 2021 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).

In order to visually verify and confirm business activities (i.e. business closures and new businesses), the team of Employment Surveyors conducted site visits throughout the survey period to visit all business locations in Halton. Site visits were completed while maintaining physical distancing and following all public health measures.

Understanding the importance of the survey, many businesses participated in the 2021 Employment Survey. The vast majority of businesses provided responses directly over the phone while others participated by email or by completing the online survey form. The methods of participation in the 2021 Employment Survey is summarized below:

### 1. 5,130 responses over the phone (78.8% of responses)

Majority of the businesses that responded in the 2021 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. 482 responses by email (7.4% 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 emails included an electronic survey questionnaire attached and also directed businesses to the online survey form on [halton.ca](https://www.halton.ca).

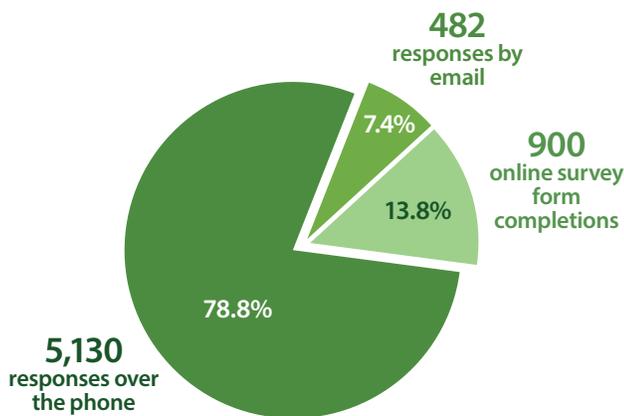
# Methodological and data notes (continued)

### 3. 900 online survey form completions (13.8% 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 2021 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.

## Notes on business counts in 2021

2021 Employment Survey participation by type



Based on 6,512 responses

The 2021 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 2021.

The 2022 Employment Survey will revisit all business locations to confirm the updated status at the time of the visit in 2022.

## Notes on job counts in 2021

As a result of continued challenges related to COVID-19 impacts, the participation rate of 47.9 per cent (6,512 businesses) at the conclusion of the 2021 Employment Survey resulted in the remaining 52.1 per cent (7,088 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 7,088 businesses that did not provide updated information in 2021. In other words, sample statistics from the 6,512 businesses that responded were used to make conclusions on the remaining 7,088 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 2022 Employment Survey will revisit and reach out to all businesses to collect the most up-to-date information at the time of survey in 2022.

## 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.

Goods Producing Industries		
NAICS Code	NAICS Sector	Description
11	Agriculture, Forestry, Fishing and Hunting	Growing crops, raising animals, harvesting timber, harvesting fish and other animals from their natural habitats and providing related support activities.
21	Mining, Quarrying, and Oil and Gas Extraction	Extracting naturally occurring minerals. Establishments performing similar activities, on a contract or fee basis, are also included.
22	Utilities	Operating electric, gas and water utilities.
23	Construction	Constructing, repairing and renovating buildings and engineering works, and in subdividing and developing land.
31-33	Manufacturing	Chemical, mechanical or physical transformation of materials or substances into new products.
Services Producing Industries		
NAICS Code	NAICS Sector	Description
41	Wholesale Trade	Wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise.
44-45	Retail Trade	Retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise.
48-49	Transportation and Warehousing	Transporting passengers and goods, warehousing and storing goods, and providing services to these establishments.
51	Information and Cultural Industries	Producing and distributing (except by wholesale and retail methods) information and cultural products.
52	Finance and Insurance	Engaging in financial transactions or in facilitating financial transactions (involving the creation, liquidation, or change in ownership of financial assets).
53	Real Estate and Rental and Leasing	Renting, leasing, or otherwise allowing the use of tangible or intangible assets.
54	Professional Scientific and Technical Services	Engaging in activities in which human capital is the major input.
55	Management of Companies and Enterprises	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.
56	Administrative and Support, Waste Management and Remediation Services	Engaging in activities that support the day-to-day operations of other organizations or waste management activities.
61	Educational Service	Providing instruction and training in a wide variety of subjects.
62	Health Care and Social Assistance	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.
71	Arts, Entertainment and Recreation	Operating facilities or providing services to meet cultural, entertainment and recreational interests of their patrons.
72	Accommodation and Food Services	Providing short-term lodging and complementary services to travelers, vacationers and others.
81	Other Services (Except Public Administration)	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.
91	Public Administration	Engaging in activities of a governmental nature.

