



2024

Employment Survey Results





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Message from Halton Regional Chair Gary Carr

On behalf of Regional Council, I am pleased to share the results of the 2024 Employment Survey. We had an excellent response rate, with 87% of the businesses participating in the survey – that's over 11,700 businesses.

Year-over-year trends demonstrated stability in the number of businesses and jobs in Halton, and the Halton business community remained strong and resilient in 2024.

Key survey findings include:

- **13,500** businesses were identified in Halton.
 - **6.3%** were new businesses.
 - **63.8%** of the total businesses were independently owned.
 - **14.9%** of businesses in Halton exported goods or services internationally.
 - **1 in 5** businesses provide opportunities to work from home on a typical day.
- **246,100** jobs were identified in Halton.
 - **70.1%** were full-time positions.
 - **43.2%** were provided by independently owned businesses.
 - Between 2023 and 2024, there was a net gain of **2,600** jobs across Halton.
- The **Retail Trade** industry sector was the top sector by both business and job counts with 2,307 businesses and 36,600 jobs within the sector.

Thank you to all businesses who participated in our survey! Your feedback is vital to understanding our regional economy and employment trends. This helps us make informed decisions on infrastructure and policies to support employment, business investment, and growth in Halton. We appreciate your investments in our community that are creating and sustaining good jobs, and keeping Halton the place to live, grow and thrive!

To learn more about local employment trends and doing business in Halton, visit the [Employment Survey Report page](#) on [halton.ca](#).

Sincerely,

Gary Carr
Halton Regional Chair

2024 Employment Survey

Introduction and Highlights

2024 Employment Survey

In 2024, the Region conducted its 15th 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 survey targets businesses that have a physical location in Halton and are visible to the general public. The survey is voluntary, and the results presented in the report are based on the responses received. Where a response was not received in 2024, information for an active business from a previous year has been carried forward and used in the analysis. See page 18 for methodological notes for 2024.

Report Themes

This report provides a summary of the 2024 Employment Survey results, and is organized by the following themes:

**Businesses**
Survey results related to businesses in Halton.

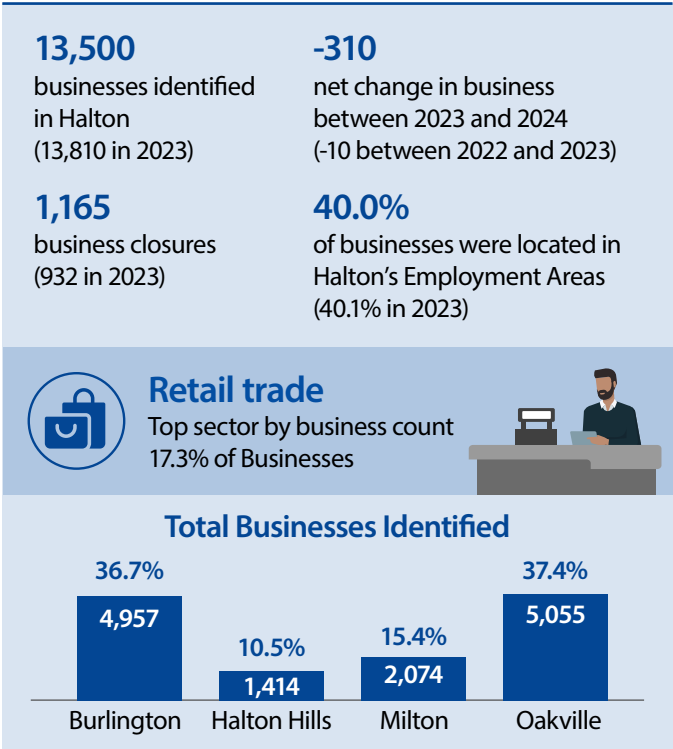
**Jobs**
Survey results related to jobs in Halton.

**Industry Sectors**
Identifies key economic sectors in Halton by businesses and jobs.

**Employment Area**
Survey results of businesses and jobs within Halton's Employment Areas.

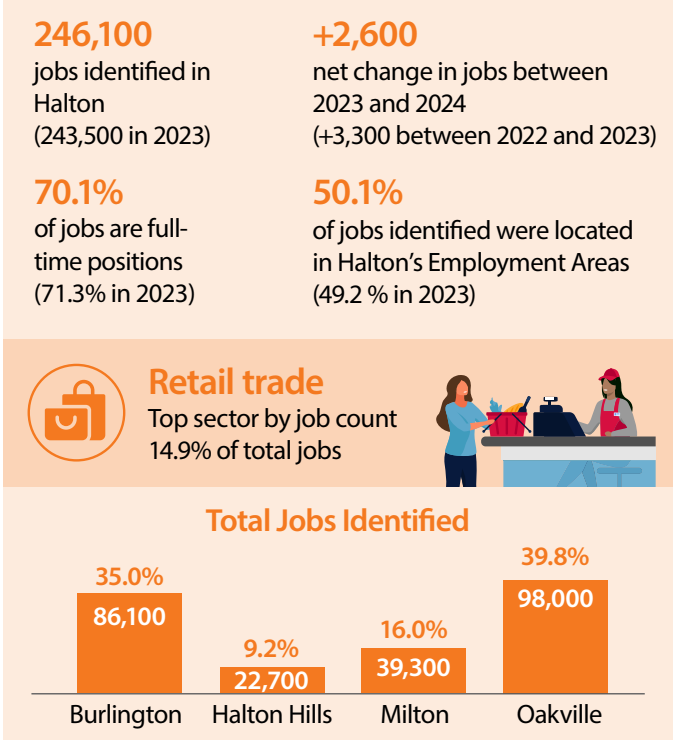
For information on the survey methodology, please see page 18.

2024 Business Highlights

**Retail trade**
Top sector by business count
17.3% of Businesses**Total Businesses Identified**

36.7%	10.5%	15.4%	37.4%
4,957	1,414	2,074	5,055
Burlington	Halton Hills	Milton	Oakville

2024 Job Highlights

**Retail trade**
Top sector by job count
14.9% of total jobs**Total Jobs Identified**

35.0%	9.2%	16.0%	39.8%
86,100	22,700	39,300	98,000
Burlington	Halton Hills	Milton	Oakville

2024 Employment Survey

Businesses: Summary



13,500

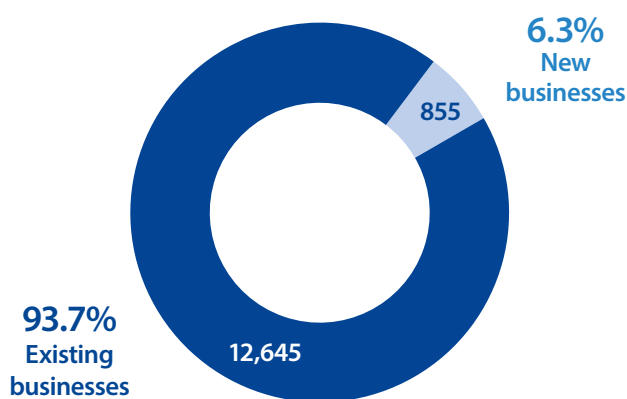
Businesses identified
in 2024

-310

Net change in businesses
between 2023 and 2024

Businesses Identified

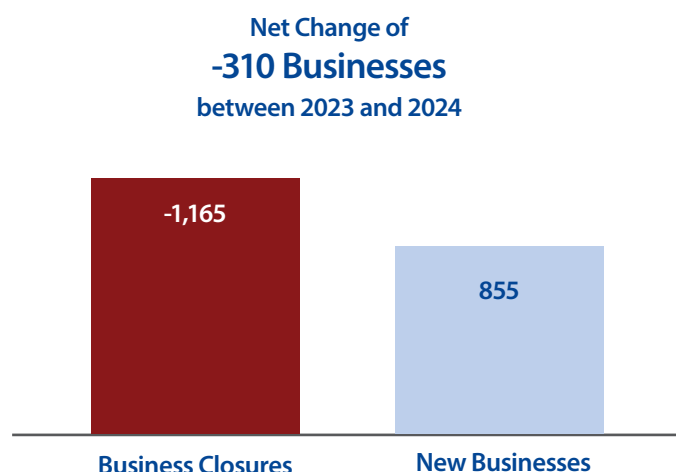
The 2024 Employment Survey identified a total of 13,500 businesses in Halton Region. Of the businesses identified 12,645 businesses were existing businesses, or businesses that have been operating in Halton since 2023 or earlier. The remaining 855 businesses were businesses identified for the first time in 2024. These represent businesses that were not identified during previous survey years.



Based on 13,500 businesses identified

Net Change between 2023 and 2024

In 2024, 1,165 businesses that had been operating in Halton since 2023 or earlier were identified as closed—excluding those that were temporarily closed and expected to reopen. The survey also identified 855 new businesses in 2024. As a result, there was an overall net decrease of 310 businesses between 2023 and 2024.

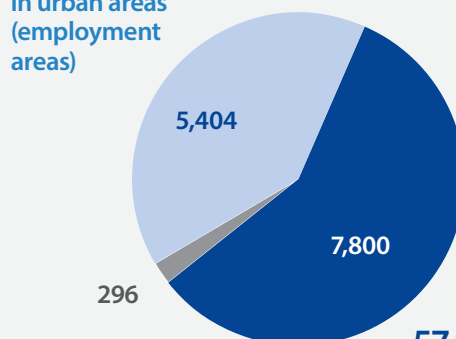


Businesses by Halton's Land Use Areas

In 2024, 13,204 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. Urban Areas are made up of Employment Areas with a specific role of supporting Halton's key economic activities and non-employment areas. 5,404 businesses of Halton's businesses were located in the employment areas and 7,800 were located in non-employment areas. For more highlights on the employment areas, see page 16 of the report.

The remaining 296 businesses were located in rural areas and hamlets. 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 plan an important economic role in Halton to support rural and agricultural activities.

40.0%
of total businesses
in urban areas
(employment
areas)



2.2%
of total businesses
in rural areas and
hamlets

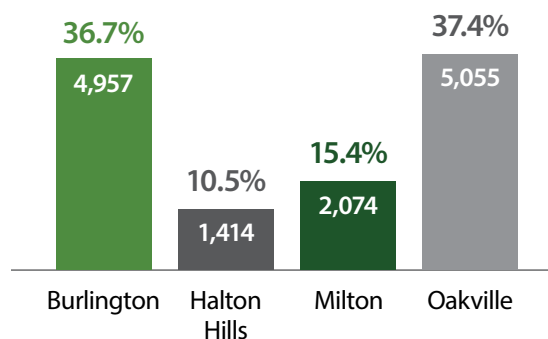
57.8%
of total businesses
in urban areas
(non-employment
areas)

Businesses: Geographic Distribution



Distribution by Local Municipality

By municipality, Oakville had the highest share of the total identified businesses in 2024 at 37.4 per cent followed by Burlington with a share of 36.7 per cent. Milton accounted for 15.4 per cent of identified businesses, while Halton Hills represented 10.5 per cent.



Based on 13,500 businesses identified

Geographic Distribution of Businesses

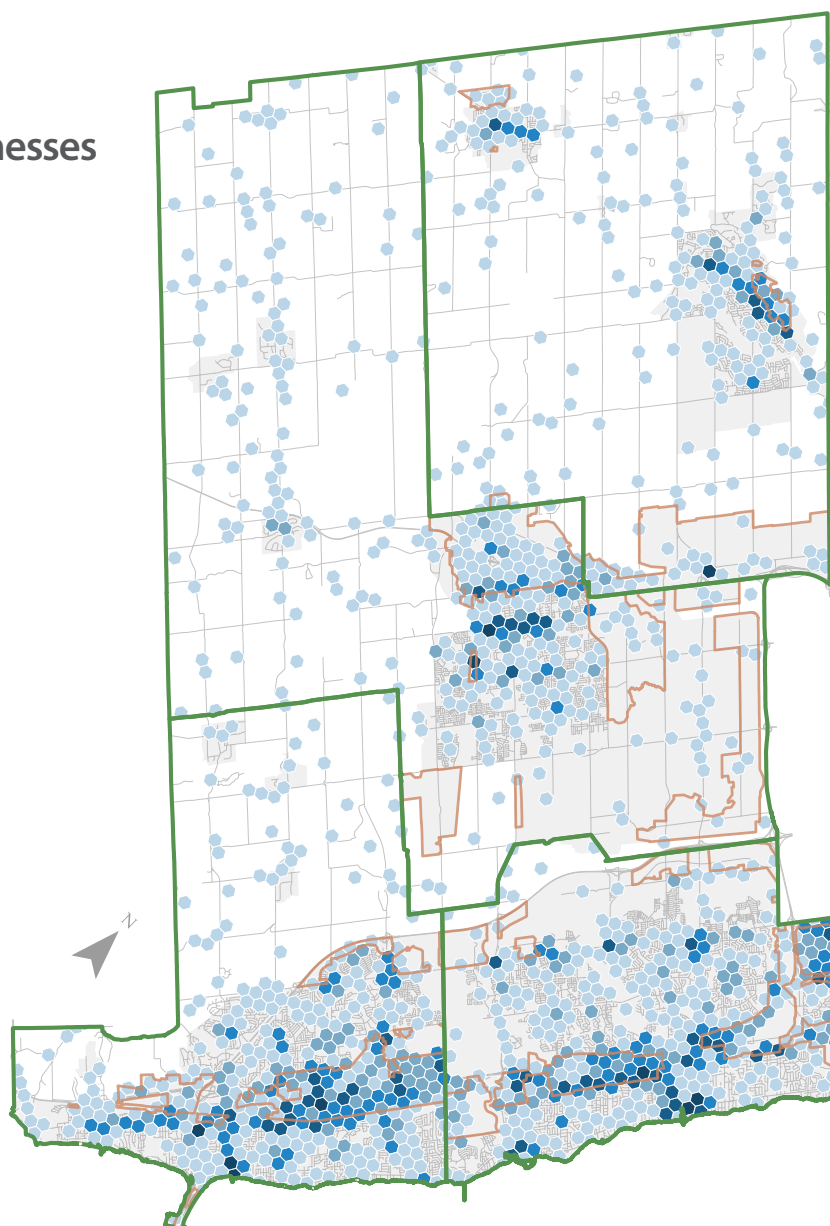
The map shown on this page identifies the spatial distribution of businesses across Halton to provide an overall picture of where businesses are located across the region.

Concentration of Businesses

- 1 to 10 Businesses
- 11 to 25 Businesses
- 26 to 50 Businesses
- 51 to 100 Businesses
- 101+ Businesses

Land Use Area

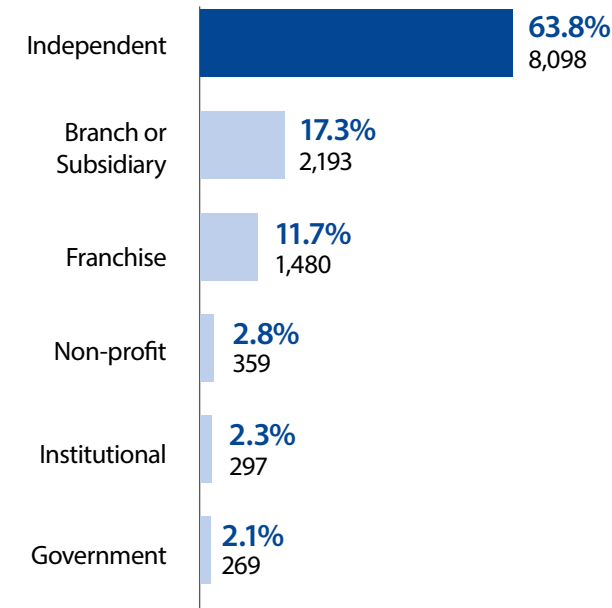
- Settlement Area
- Employment Area
- Rural/Agricultural Area (Outside of Settlement Area)





Business Ownership Type

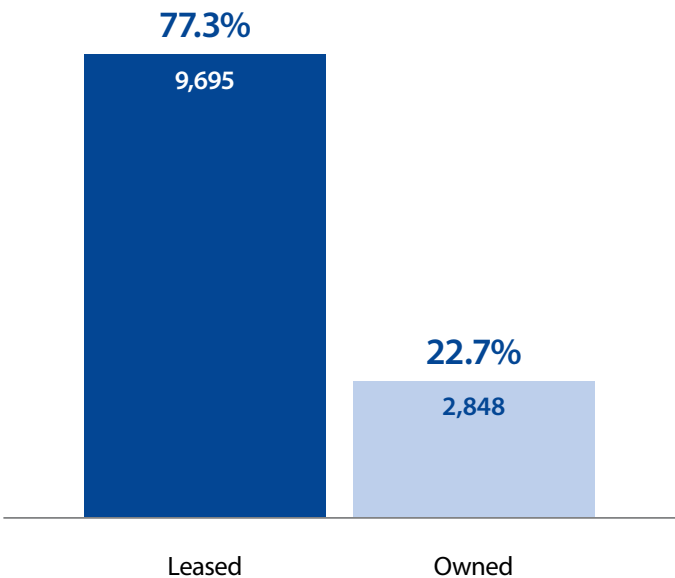
In 2024, 8,098 businesses that responded were identified as independently owned businesses commonly referred to as small businesses. 2,193 businesses were a branch or subsidiary of another business location and 1,480 businesses were franchises.



Based on 12,696 survey responses

Business Space Ownership

In 2024, 9,695 businesses of businesses that responded operated in a business space that was leased. The remaining 2,848 businesses owned their business space.



Based on 12,543 survey responses

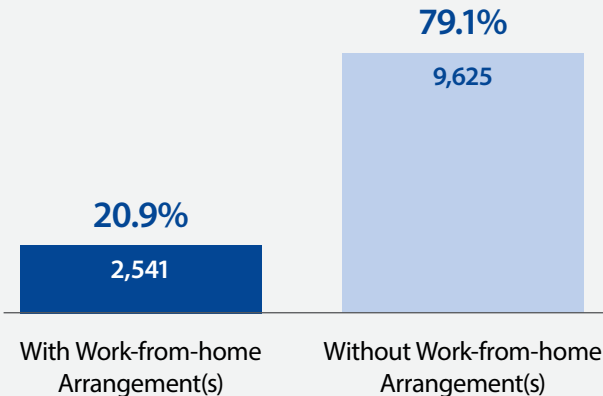
Work-from-Home Arrangements

Of the survey responses, 20.9 per cent indicated that the business has implemented work-from-home arrangement(s) with its employees. The arrangements may vary by business, as well as by employee. An employee with a work-from-home arrangement may be eligible to work-from-home exclusively or in combination with working at the business location.



The remaining 79.1 per cent indicated that they do not have any work-from-home arrangements with their employees.

Businesses Offering Work-from-Home Arrangements



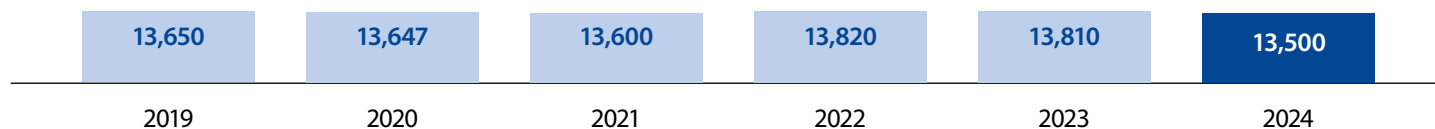
Based on 12,166 survey responses



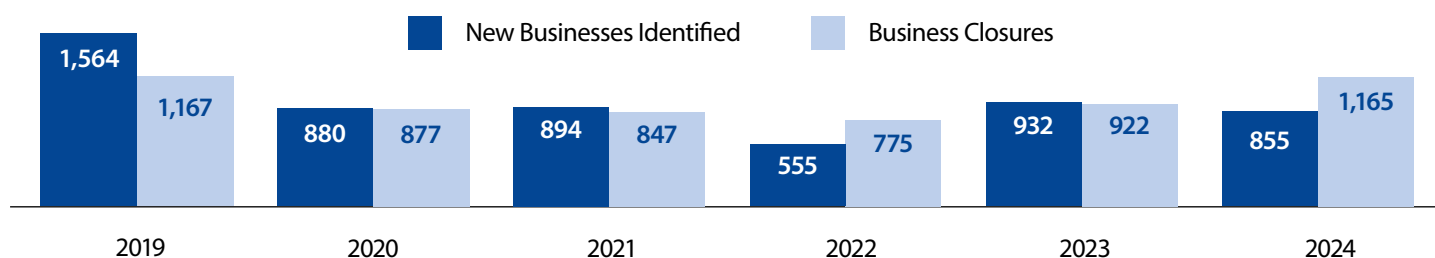
Year-Over-Year Business Trend in Halton (2019-2024)

Between 2019 and 2024, the Employment Survey results show a decrease by 1.1 per cent in the total number of businesses.

Total Number of Businesses Identified in Halton, 2019 - 2024

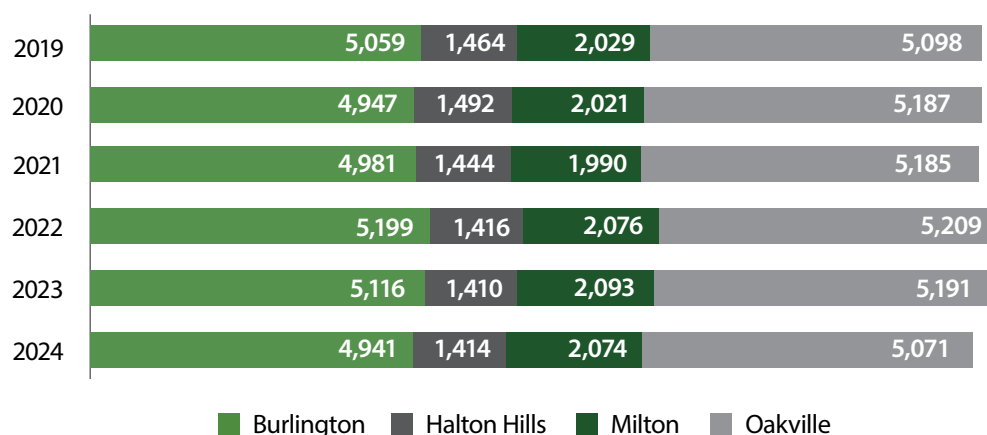


In the last six years, the highest number of new businesses were identified in 2023 at 932. The highest number of business closures was identified in 2024 at 1,165.



Year-Over-Year Trend by Municipality (2019-2024)

By municipality, Milton had the highest rate of change in the number of businesses identified, with an average annual increase of 0.5 per cent over the last six-year period. Oakville, Burlington, and Halton Hills all observed average annual decreases over the same period at 0.4 per cent for Burlington, 0.1 per cent for Oakville, and 0.7 per cent for Halton Hills.



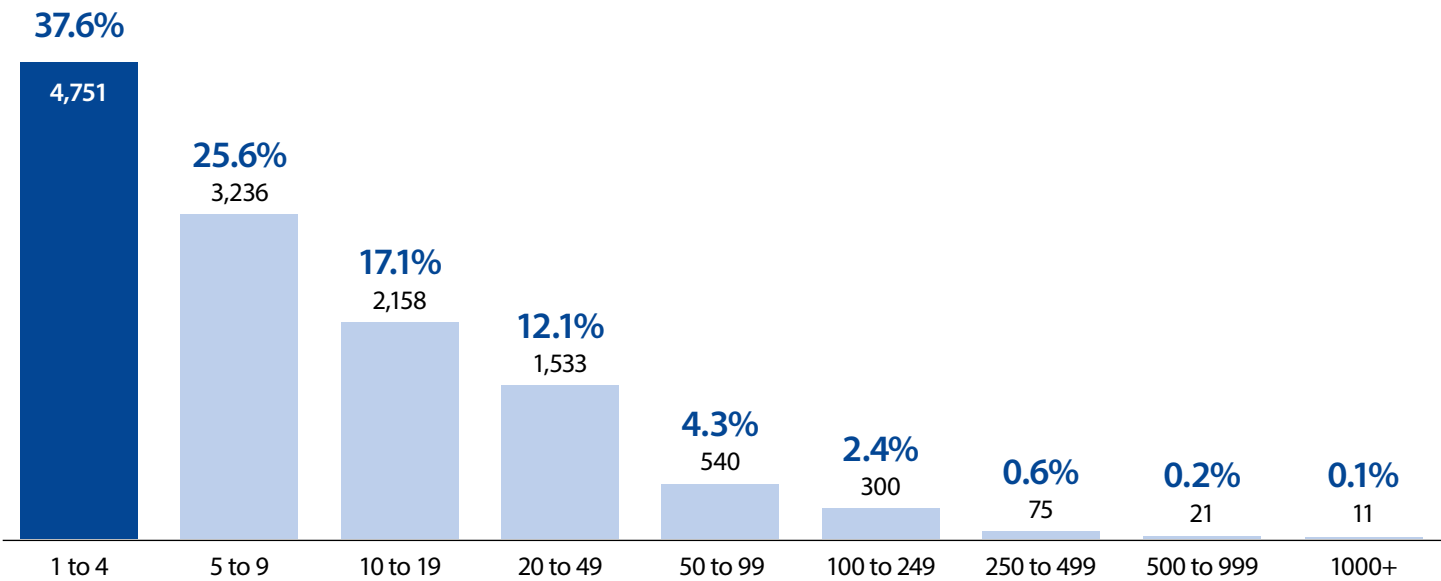
	Burlington	Halton Hills	Milton	Oakville	Halton Region
Six-year Change (2019-2024)	-2.3%	-3.4%	2.2%	-0.5%	-1.1%
Annual Average (2019-2024)	-0.4%	-0.7%	0.5%	-0.1%	-0.2%

Businesses: Survey Results



Number of Employees

In 2024, 12,218 businesses responded that they had less than 100 employees working at the business location. The remaining 375 were medium businesses employing between 100 and 499 employees, and 32 were large businesses employing 500 or more employees.

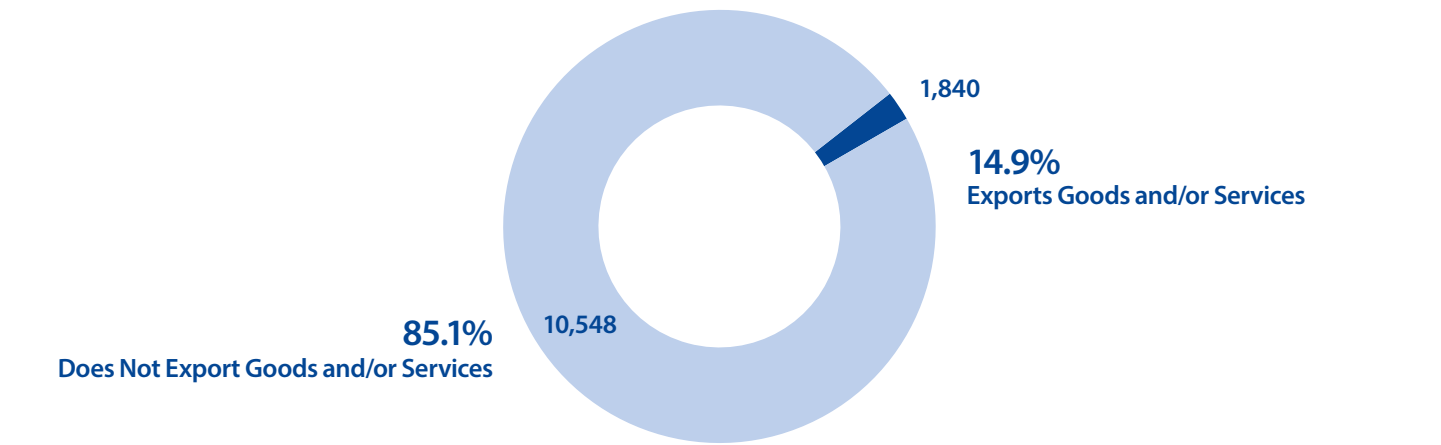


Based on 12,625 survey responses

Businesses by Export Activity

In 2024, 12,388 businesses participated in the Survey provided information related to export activity.

1,840 businesses indicated that the business activity includes exporting of goods and/or services. These businesses produce goods or provide services to consumers or businesses located in another country. The other 10,548 businesses indicated that they do not export goods and/or services. These businesses focus on producing goods or providing services domestically to consumers or businesses located locally, provincially, or nationally (within Canada).



2024 Employment Survey

Jobs: Summary

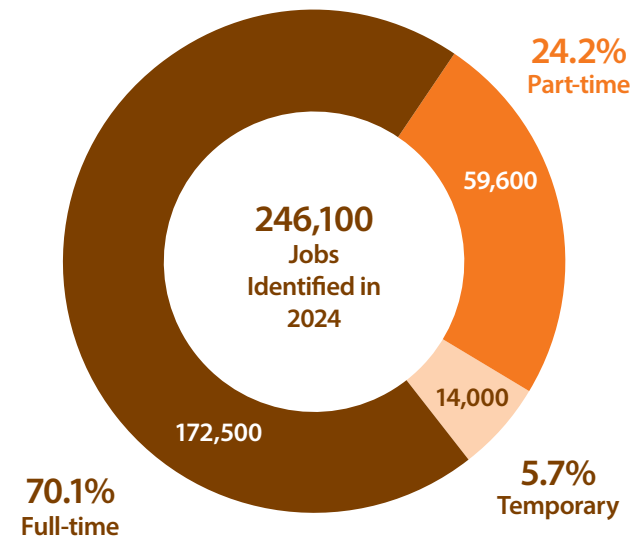


246,100 Jobs identified in 2024

+ 2,600 Net change in jobs between 2023 and 2024

Jobs Identified

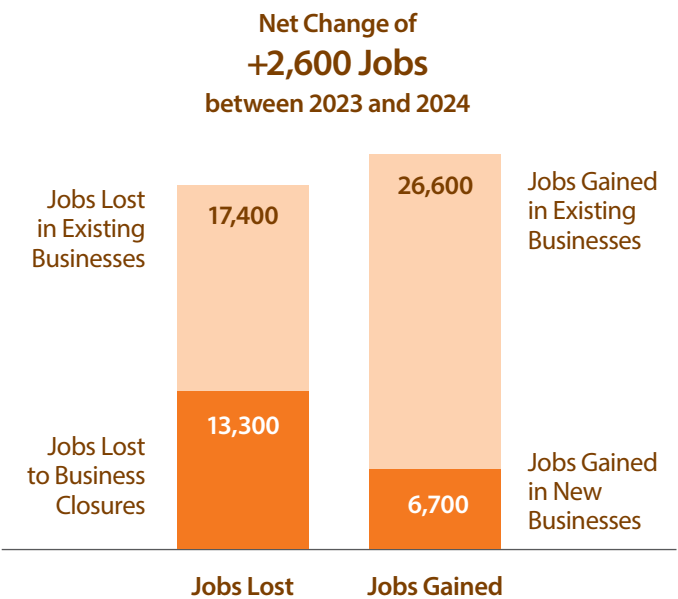
The 2024 Employment survey identified a total of 246,100 jobs in Halton. The majority of jobs in 2024 were full-time positions¹, representing 172,500 jobs. 59,600 jobs were part-time positions.² The remaining 14,000 jobs were temporary positions.³



Based on 246,100 jobs identified

Net Change between 2023 and 2024

Between 2023 and 2024, the Survey identified a total job loss of 30,700. 17,400 were from existing businesses⁴ and 13,300 were due to business closures. Over the same period, the Survey identified total job gains of 33,300. 26,600 were from existing businesses and 6,700 were from new businesses. Overall, this represents a net increase of 2,600 jobs.



Based on 246,100 jobs identified

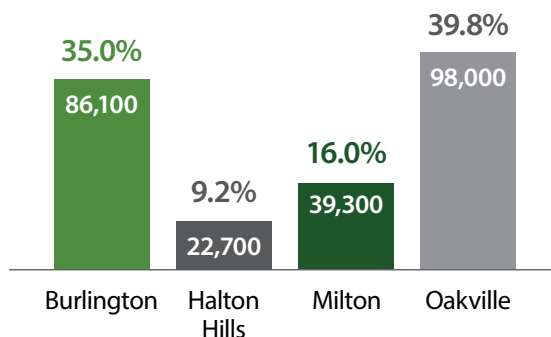
1. Full-time positions are based on jobs that consist of 30 hours or more per week.
2. Part-time positions are based on jobs that consist of 30 hours or less per week.
3. Temporary positions are based on jobs that are under a contract for a specific, limited amount of time, such as seasonal or holidays.
4. Operating in Halton since 2023 or earlier.

Jobs: Geographic Distribution



Distribution by Municipality

By municipality, Oakville had the highest share of the total identified jobs in 2024 at 39.8 per cent, followed by Burlington with a share of 35.0 per cent. Milton accounted for 16.0 per cent of identified businesses, while Halton Hills represented 9.2 per cent.



Based on 246,100 jobs identified

Geographic Distribution of Jobs

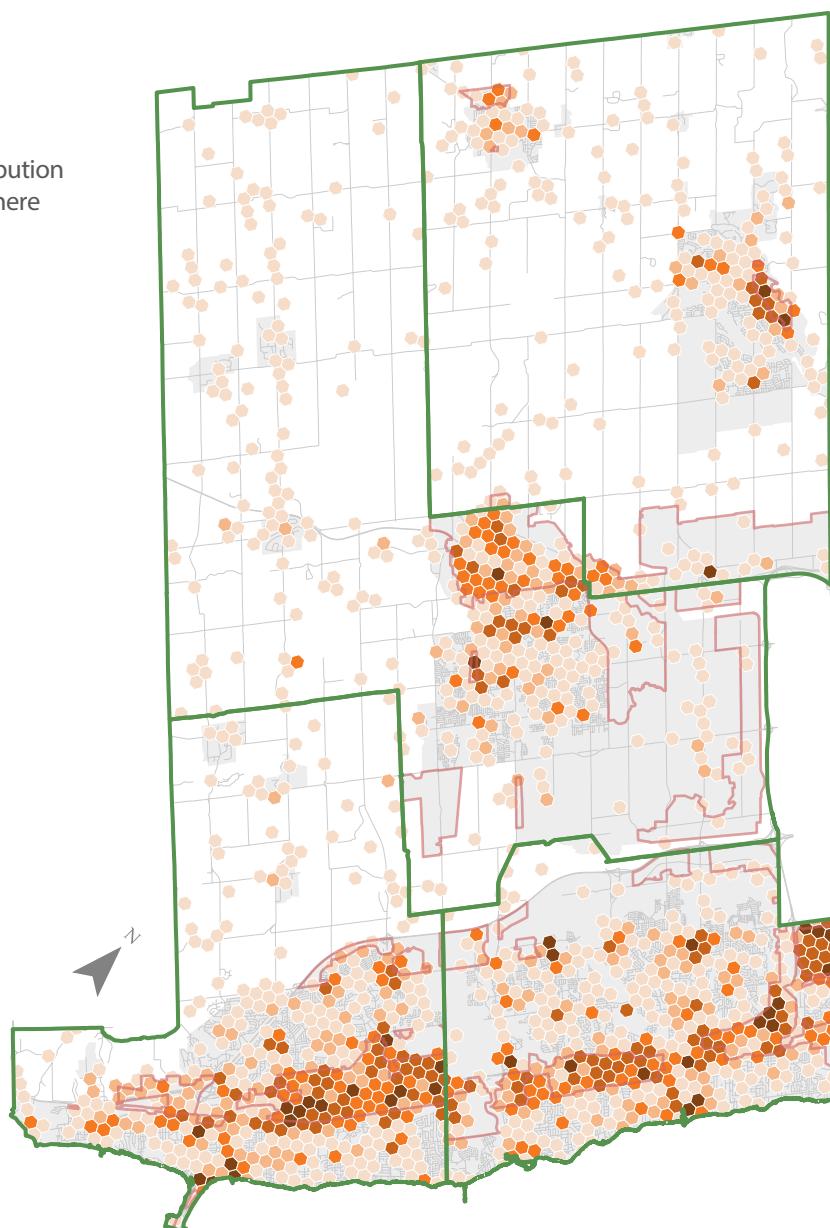
The map shown on this page identifies the spatial distribution of jobs across Halton. To provide an overall picture of where jobs are located in the region.

Concentration of Jobs

- 1 to 100 Jobs
- 101 to 250 Jobs
- 251 to 500 Jobs
- 501 to 1,000 Jobs
- 1,001+ Jobs

Land Use Area

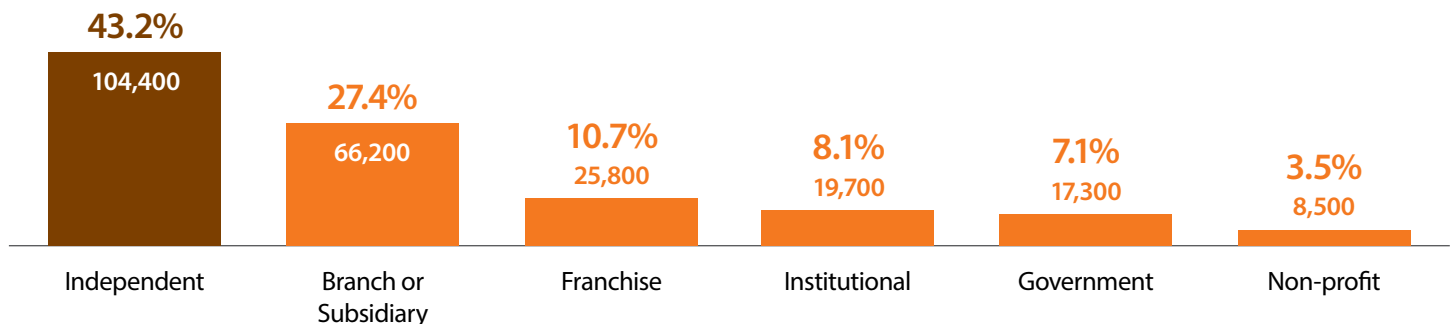
- Settlement Area
- Employment Area
- Rural/Agricultural Area (Outside of Settlement Area)





Jobs by Business Ownership Type

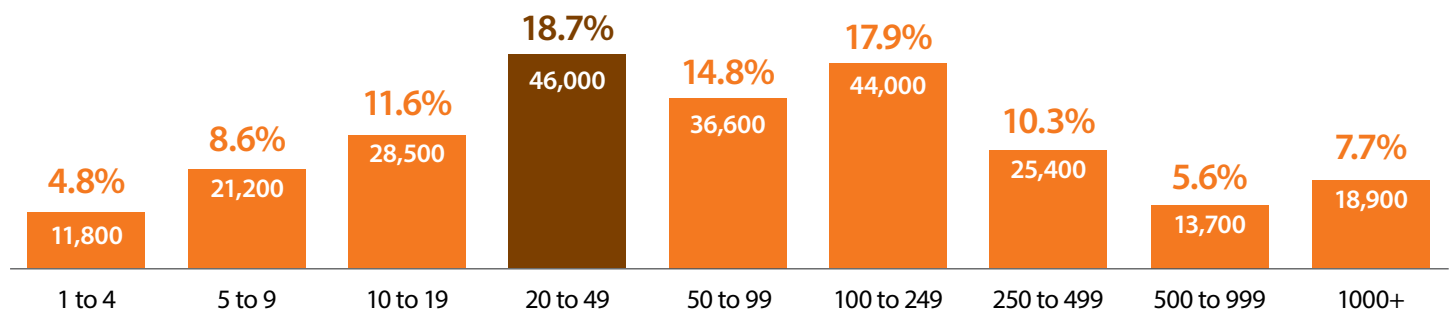
In 2024, Independently owned businesses provided 43.2 per cent of the total number of jobs across the Region. These are privately owned and operated businesses, also considered to be small businesses in Halton. The Region offers several programs in support of small businesses through its Small Business Centre such as Small Business Recovery, Starter Company Plus, and Futurpreneur Canada.



Based on 12,696 survey responses and 241,900 jobs identified

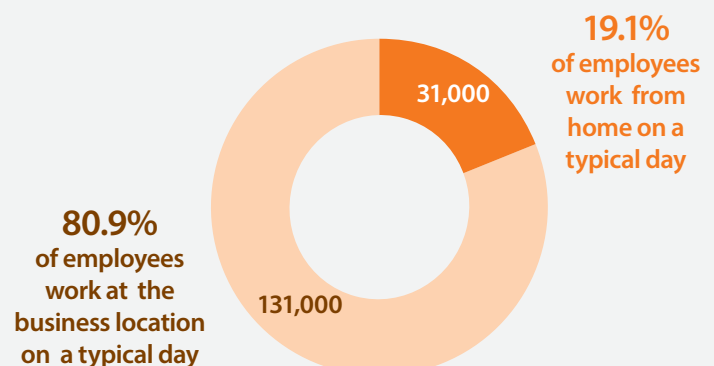
Jobs by Size of Workforce

In 2024, 25.0 per cent of jobs are associated with businesses reporting less than 20 employees. 51.5 per cent of jobs are associated with businesses reporting between 20 and 250 employees, and 23.6 per cent of jobs are associated with reporting over 250 employees.



Jobs Eligible for Work-from-Home Arrangements

Of the businesses that responded to the survey 31,000 of employees were working from home based on arrangements with their employer. The remaining 131,000 were working at the business location on a typical day. Implementation of work-from-home arrangements vary by employers depending on business operations. An employee working from home on a typical day may also be reporting and working at the business location during other days during a work week.



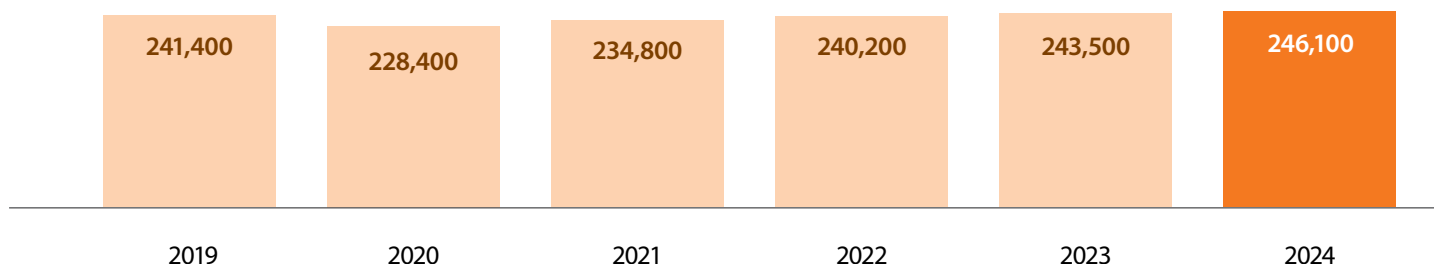
Based on 12,166 survey responses and 162,000 jobs identified



Year-Over-Year Job Trend in Halton (2019-2024)

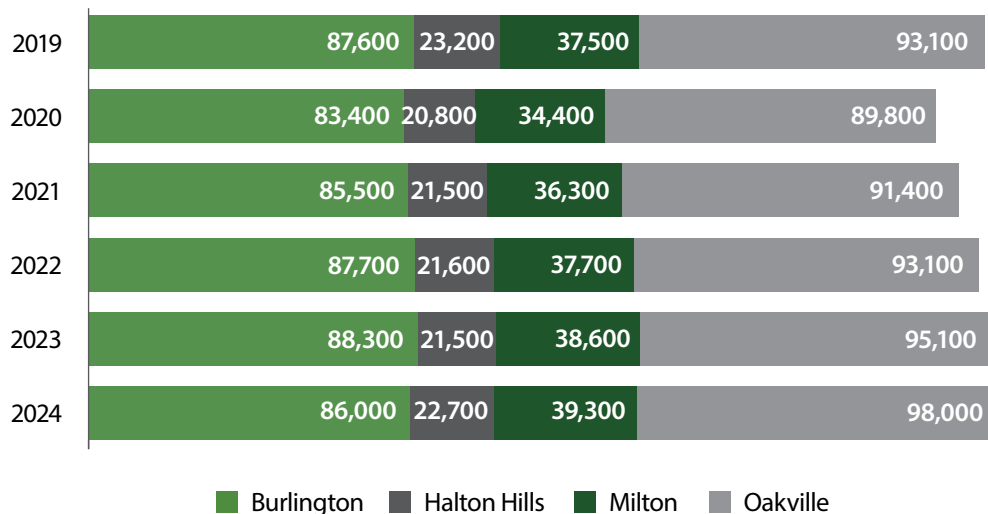
Between 2019 and 2024, the Employment Survey results show an increase of 1.9 per cent jobs in the total number of jobs identified over the six-year period.

Total Number of Jobs Identified in Halton, 2019 - 2024



Year-Over-Year Trend by Municipality (2019-2024)

By municipality, Milton and Oakville had the highest rate of change in the number of jobs identified, with an average annual increase of 1.1 per cent over the last six-year period. Burlington and Halton Hills both observed average annual decreases over the same period at 0.3 per cent.



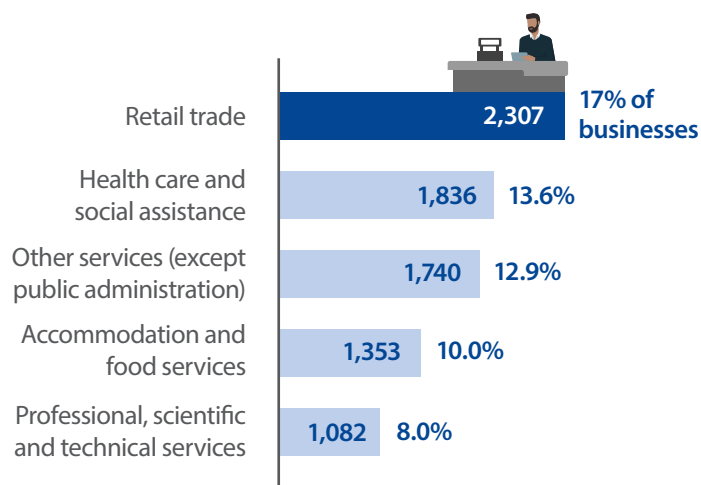
	Burlington	Halton Hills	Milton	Oakville	Halton Region
Six-year Change (2019-2024)	-1.8%	-2.2%	4.8%	5.3%	1.9%
Annual Average (2019-2024)	-0.3%	-0.3%	1.1%	1.1%	0.4%

Industry Sector Highlights



Top Five Sectors by Business Count

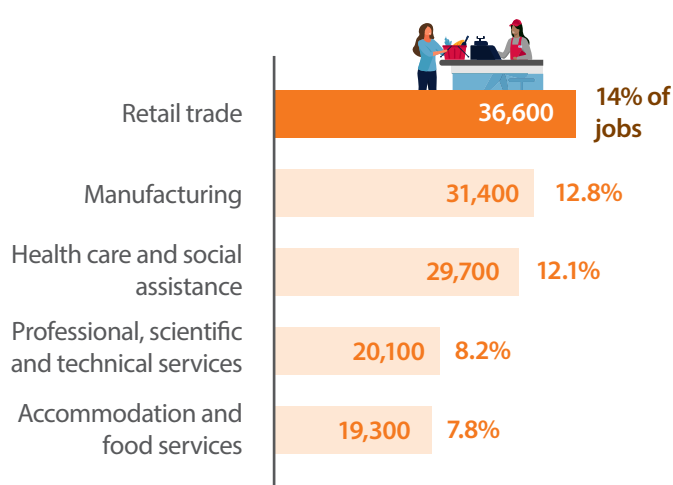
The Retail trade sector, represented 17.1 per cent of the total businesses identified in Halton in 2024. The chart below provides the top five sectors by business count.



Based on 13,371 businesses identified with NAICS

Top Five Sectors by Job Count

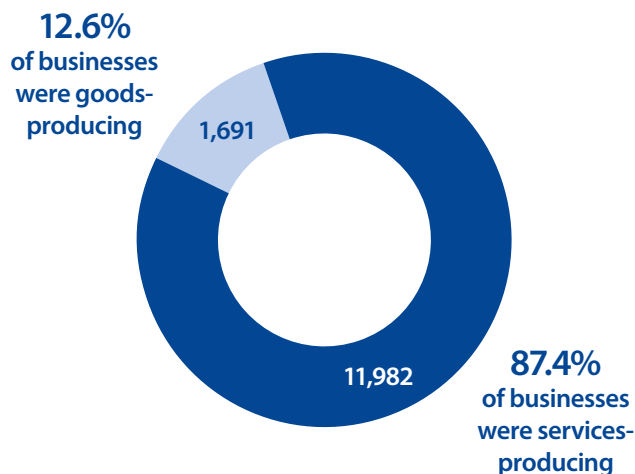
The Retail trade sector was also the top sector by the number of jobs identified in 2024 at 14.9 per cent. Top five sectors by job count are summarized below.



Based on 245,300 jobs identified with NAICS

Goods vs. Service Producing Businesses

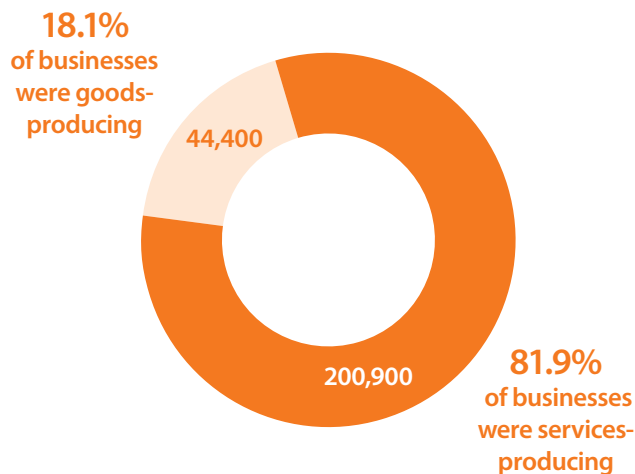
Of the 13,371 businesses identified in Halton with NAICS¹, the majority of businesses fall under services-producing sectors, representing 89.6 per cent of businesses. The remaining 12.6 per cent of businesses are goods-producing sectors.



Based on 13,371 businesses identified with NAICS

Goods vs. Service Producing Jobs

Of the 245,300 jobs identified in Halton Region with NAICS¹, the majority of jobs fall under services-producing sectors, representing 81.9 per cent of jobs. The remaining 18.1 per cent of jobs are goods-producing sectors.



Based on 245,300 jobs identified with NAICS

1. Survey responses were translated to the two-digit North American Industrial Classification System (NAICS) level. For more information on NAICS, please see page 20 of this report.

Industry Sector Highlights

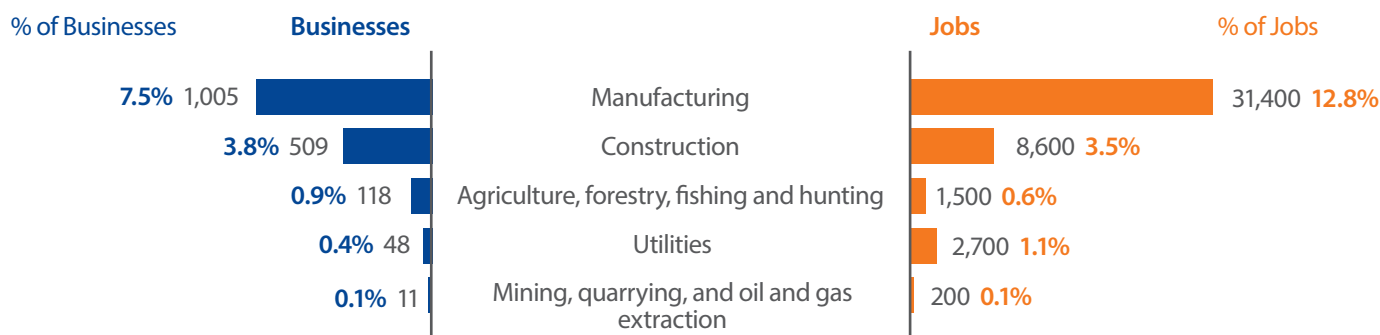


Businesses and Jobs by NAICS Economic Sectors

The graph below represents business and jobs identified in the 2024 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 20 of this report.

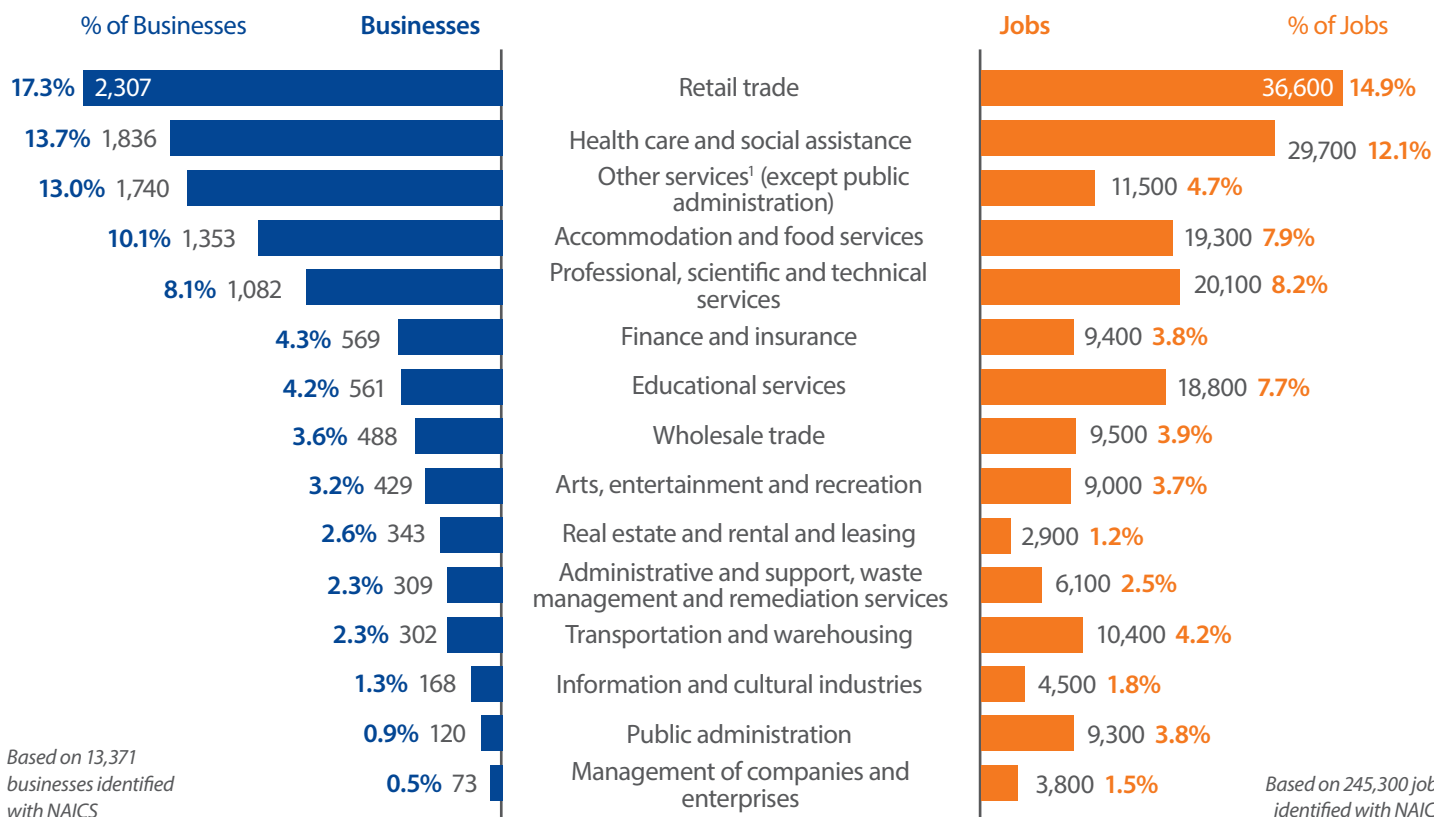
Top Goods-Producing Sectors by Business Count

Industries primarily associated with the production of goods (e.g. growing of crops, manufacturing of electronics, etc.)



Top Services-Producing Sectors by Business Count

Industries primarily associated with the production of services (e.g. sale of goods, provision of personal services, etc.)



Based on 13,371
businesses identified
with NAICS

Based on 245,300 jobs
identified 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 Area Highlights



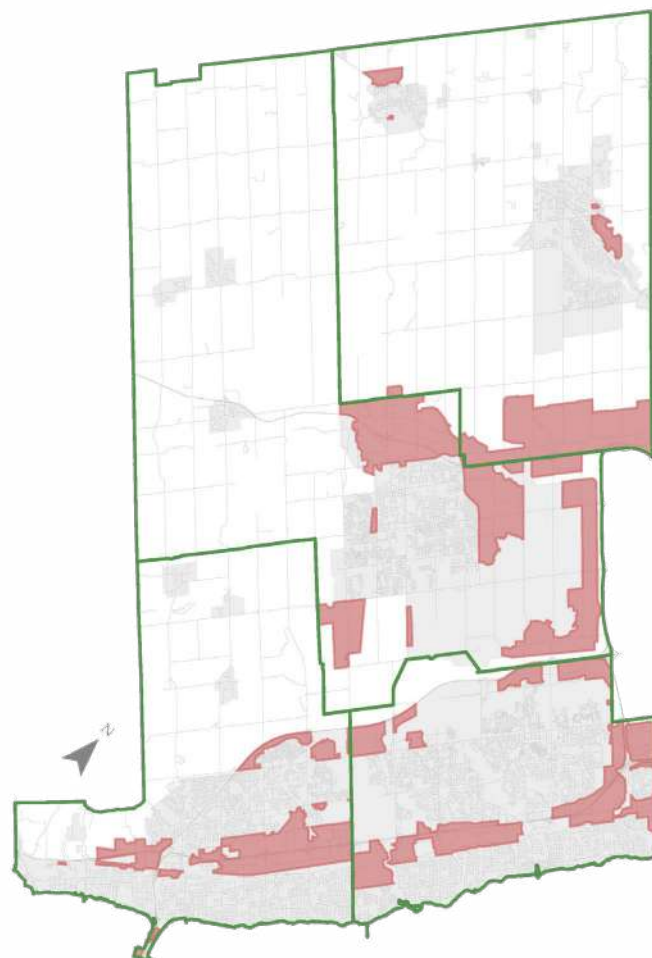
About Halton's Employment Areas

Under the Growth Plan for the Greater Golden Horseshoe (2020), the Province requires municipalities to designate Employment Areas within their official plans to protect and plan for employment uses over the long term.

Employment Areas 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 Area



2024 Businesses in Employment Areas

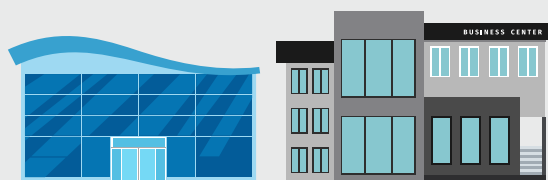
The 2024 Employment Survey identified 5,404 businesses located within Halton's Employment Areas, representing 40.0 per cent of total businesses identified in Halton.

5,404

Number of businesses identified in 2024 in Employment Areas

40.0%

Percentage of total businesses located in Employment Areas



2024 Jobs in Employment Areas

The 2024 Employment Survey estimated 123,200 jobs are located within Halton's Employment Areas, representing almost half (50.1 per cent) of total jobs estimated in Halton.

123,200

Number of jobs identified in 2024 in Employment Areas

50.1%

Percentage of total jobs located in Employment Areas



Survey Methodology and Additional Information

2024 Employment Survey

Survey Methodology

About the Survey

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:

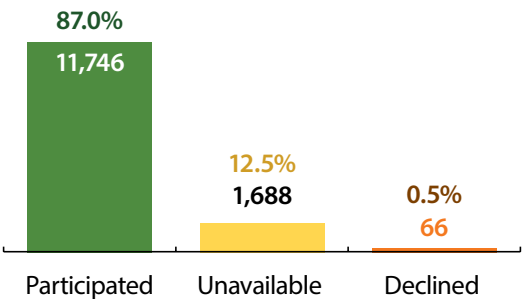
- monitor economic and land use trends across the region;
- plan for future regional infrastructure and services; and
- assist in policy development and decision-making.

Participation in the survey is voluntary and the results presented in this report are based on the input of respondents. Where a response was not received in 2024, information for an active business from a previous year has been carried forward and used in the analysis. As a result, the number of survey responses used to calculate metrics may exceed the total number of businesses that participated in 2024 shown below.

Survey Participation Rate

The 2024 Employment Survey identified a 13,500 businesses in Halton. The participation rate for the 2024 Employment Survey was as follows:

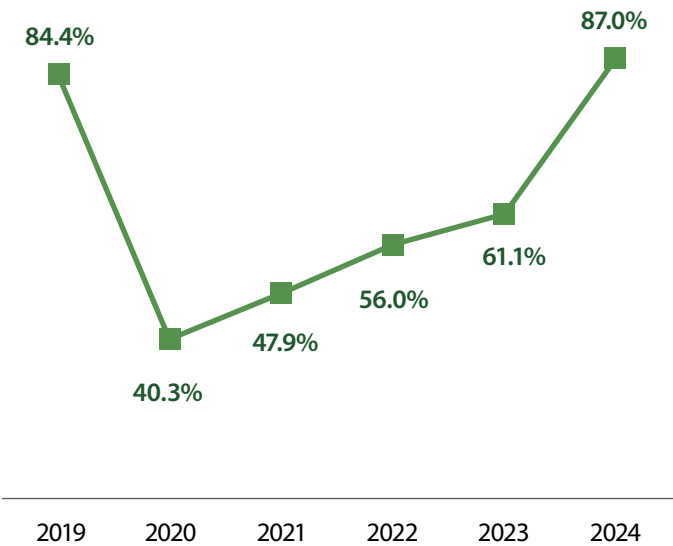
- 87.0 per cent of businesses participated and provided up-to-date information;
- 12.5 per cent of businesses were unavailable to participate (i.e. business was not open at the time of survey, the survey contact was not available, etc.); and
- 0.5 per cent of businesses declined to participate.



Based on 13,500 businesses identified

For businesses that did not respond to the 2024 Employment Survey (e.g. businesses that were unavailable or declined to participate), information from the previous responses were used.

2024 Employment Survey Participation Rate, 2019 - 2024



2024 Survey Methodology

The 2024 Employment Survey took place between May 13 and September 30, 2024. A team of nine Employment Surveyors surveyed all visible businesses that have a physical location within Halton and are visible to the general public with a business signage.

As part of the survey, the team of Employment Surveyors conducted site visits of all visible business locations to visually confirm business activities (i.e. business closures and newly opened businesses).

The approach to the 2024 Employment Survey included a mix of survey methods. During the survey, businesses could provide responses to the 2024 Employment Survey via:

- face-to-face interviews;
- telephone interviews; or
- electronically by email or online form on [halton.ca](https://www.halton.ca).

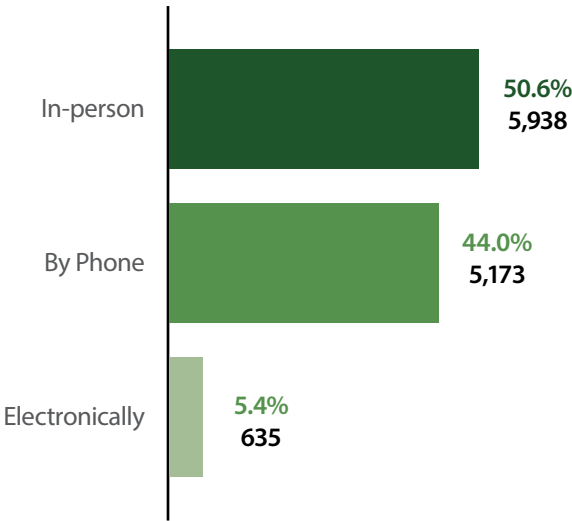
2024 Employment Survey

Survey Methodology (continued)

2024 Survey Participation Method

Of the 11,746 businesses that responded to the 2024 Employment Survey, 50.6 per cent participated in-person. The remaining 44 per cent participated through telephone interviews and 5.4 per cent participated electronically by email or online form.

2024 Employment Survey Participation Method



Data Disclaimer

Participation in the Employment Survey is voluntary. Businesses may refuse to participate, or they may choose to only answer some of the questions.

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

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.

Survey responses were translated to the two-digit North American Industrial Classification System (NAICS) level. For more information on NAICS, please see page 20.

Additional information

North American Industry Classification System (NAICS) Sectors and Description. Visit [StatCan.gc.ca](https://www.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.

