



2025

# 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 2025 Employment Survey. We had an excellent response rate, with 88.3% of the businesses participating in the survey – that’s over 11,700 businesses.

Five-year trends demonstrated a strong and resilient Halton business community with relatively little change in the number of businesses and jobs in 2025.

#### Key findings include:

- **13,318** businesses were identified in Halton.
  - **6.2%** were new businesses.
  - **63.7%** were independently owned.
  - **4.6%** exported goods or services internationally.
  - **18.2%** provided opportunities to work from home on a typical day.
- **246,200** jobs were identified in Halton.
  - **70.1%** were full-time positions.
  - **43.3%** were provided by independently owned businesses.
  - Between 2024 and 2025, there was a net gain of 100 jobs across Halton.
- The **Retail Trade** industry sector was the top sector by both business and job counts with 2,299 businesses and 36,400 jobs within the sector.

Thank you to all the businesses that participated in our survey! Your feedback is vital to understanding our regional economy and employment trends. This insight enables us to make informed decisions on infrastructure and policy planning that promote employment, drive business investment, and support continued growth in Halton.

Your investments in our community support good jobs and help ensure Halton remains a 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](https://www.halton.ca).

Sincerely,

Gary Carr  
Halton Regional Chair

# Introduction and Highlights

## 2025 Employment Survey

In 2025, the Region conducted its 16th annual Employment Survey of businesses across Halton. The survey collects updated information on business activities and employment, including the number of employees, types of employment (full-time, part-time, or temporary), industry sector, and business space.



The survey targets businesses with a physical location in Halton that are visible to the general public. Participation is voluntary, and the results in this report reflect the responses received. Where a response from an active business was not received in 2025, information from a previous year was carried forward and used in the analysis. Due to rounding, some figures in this report may not sum exactly to expected totals. Additional details on survey methodology are available on page 18.

## Report Themes



This report summarizes the results of the 2025 Employment Survey and is organized into the following themes:

	<p><b>Businesses</b> Survey results related to businesses in Halton.</p>
	<p><b>Jobs</b> Survey results related to jobs in Halton.</p>
	<p><b>Industry Sectors</b> Identifies key economic sectors in Halton, based on business and job counts.</p>
	<p><b>Employment Areas</b> Survey results for businesses and jobs located within Halton's designated Employment Areas.</p>

## 2025 Business Highlights

<p><b>13,318</b> businesses identified in Halton (13,500 in 2024)</p>	<p><b>-182</b> net change in business between 2024 and 2025 (-310 between 2023 and 2024)</p>								
<p><b>1,008</b> business closures (1,165 in 2024)</p>	<p><b>40.3%</b> of businesses were located in Halton's Employment Areas (40.0% in 2024)</p>								
<p><b>Retail trade</b> Top sector by business count 17.5% of Businesses</p>  									
<p><b>Total Businesses Identified</b></p> <table border="1"> <tr> <td>Burlington</td> <td>Halton Hills</td> <td>Milton</td> <td>Oakville</td> </tr> <tr> <td>36.7% 4,890</td> <td>10.4% 1,384</td> <td>15.3% 2,040</td> <td>37.6% 5,004</td> </tr> </table>		Burlington	Halton Hills	Milton	Oakville	36.7% 4,890	10.4% 1,384	15.3% 2,040	37.6% 5,004
Burlington	Halton Hills	Milton	Oakville						
36.7% 4,890	10.4% 1,384	15.3% 2,040	37.6% 5,004						

## 2025 Job Highlights

<p><b>246,200</b> jobs identified in Halton (246,100 in 2024)</p>	<p><b>+100</b> net change in jobs between 2024 and 2025 (+2,600 between 2023 and 2024)</p>								
<p><b>70.1%</b> of jobs were full-time positions (70.1% in 2024)</p>	<p><b>50.1%</b> of jobs reported were located in Halton's Employment Areas (50.1 % in 2024)</p>								
<p><b>Retail trade</b> Top sector by job count 14.9% of total jobs</p>  									
<p><b>Total Jobs Identified</b></p> <table border="1"> <tr> <td>Burlington</td> <td>Halton Hills</td> <td>Milton</td> <td>Oakville</td> </tr> <tr> <td>34.7% 85,400</td> <td>9.1% 22,300</td> <td>15.7% 38,600</td> <td>40.6% 99,900</td> </tr> </table>		Burlington	Halton Hills	Milton	Oakville	34.7% 85,400	9.1% 22,300	15.7% 38,600	40.6% 99,900
Burlington	Halton Hills	Milton	Oakville						
34.7% 85,400	9.1% 22,300	15.7% 38,600	40.6% 99,900						

# 2025 Employment Survey

## Businesses: Summary

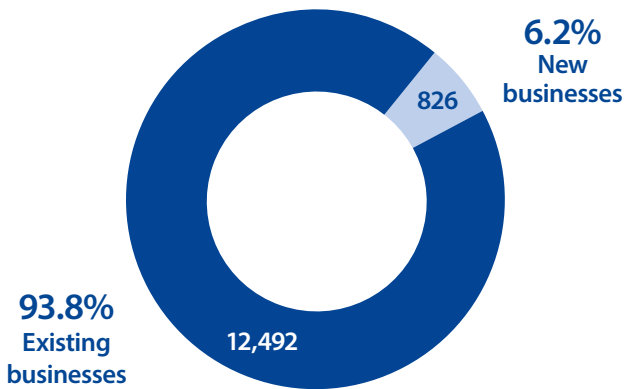


### Businesses Identified

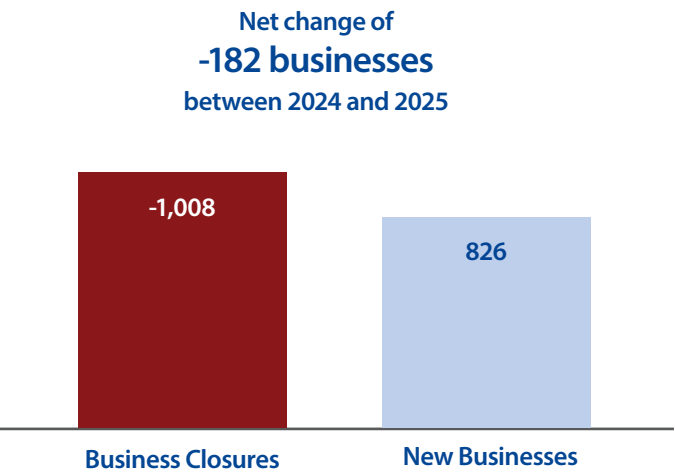
The 2025 Employment Survey identified a total of 13,318 businesses in Halton Region. Of these, 12,492 were existing businesses that continued to operate in 2025. Approximately 76 per cent (9,518) of these existing businesses had been in operation for five years or more, highlighting strong business stability and continuity across the Region. The remaining 826 businesses were newly identified in 2025 and had not appeared in previous survey years.

### Net change between 2024 and 2025

In 2025, the survey identified 1,008 business closures among businesses operating in Halton since 2024 or earlier, excluding temporary closures expected to reopen. The survey also identified 826 new businesses. This resulted in a net decrease of 182 businesses between 2024 and 2025.



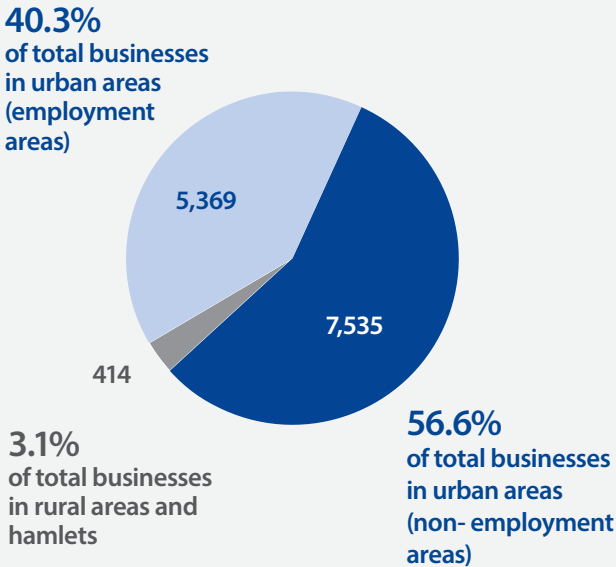
Based on 13,318 businesses



### Businesses by Halton's Land Use Areas

In 2025, 12,904 businesses were located in Halton's urban areas, where the majority of the Region's population and employment growth occurs. Urban areas include both Employment Areas—designated to support key economic activities—and non-employment areas. Of the businesses located in urban areas, 5,369 were in Employment Areas and 7,535 were in non-employment areas. Additional Employment Area highlights are provided on page 16.

The remaining 414 businesses were located in rural areas and hamlets. Hamlets are part of Halton's settlement area but are situated within rural surroundings. While limited population and employment growth are directed to these areas, they play an important economic role in Halton by supporting rural and agricultural activities.

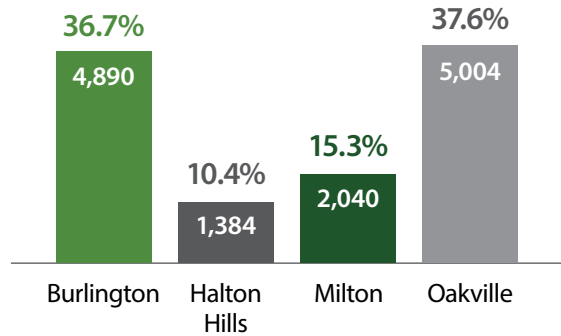


# Businesses: Geographic Distribution



## Distribution by Local Municipality

By municipality, Oakville had the highest share of businesses in 2025 at 37.6 per cent, followed by Burlington at 36.7 per cent. Milton accounted for 15.3 per cent of total businesses, while Halton Hills represented 10.4 per cent.



Based on 13,318 businesses

## Geographic Distribution of Businesses

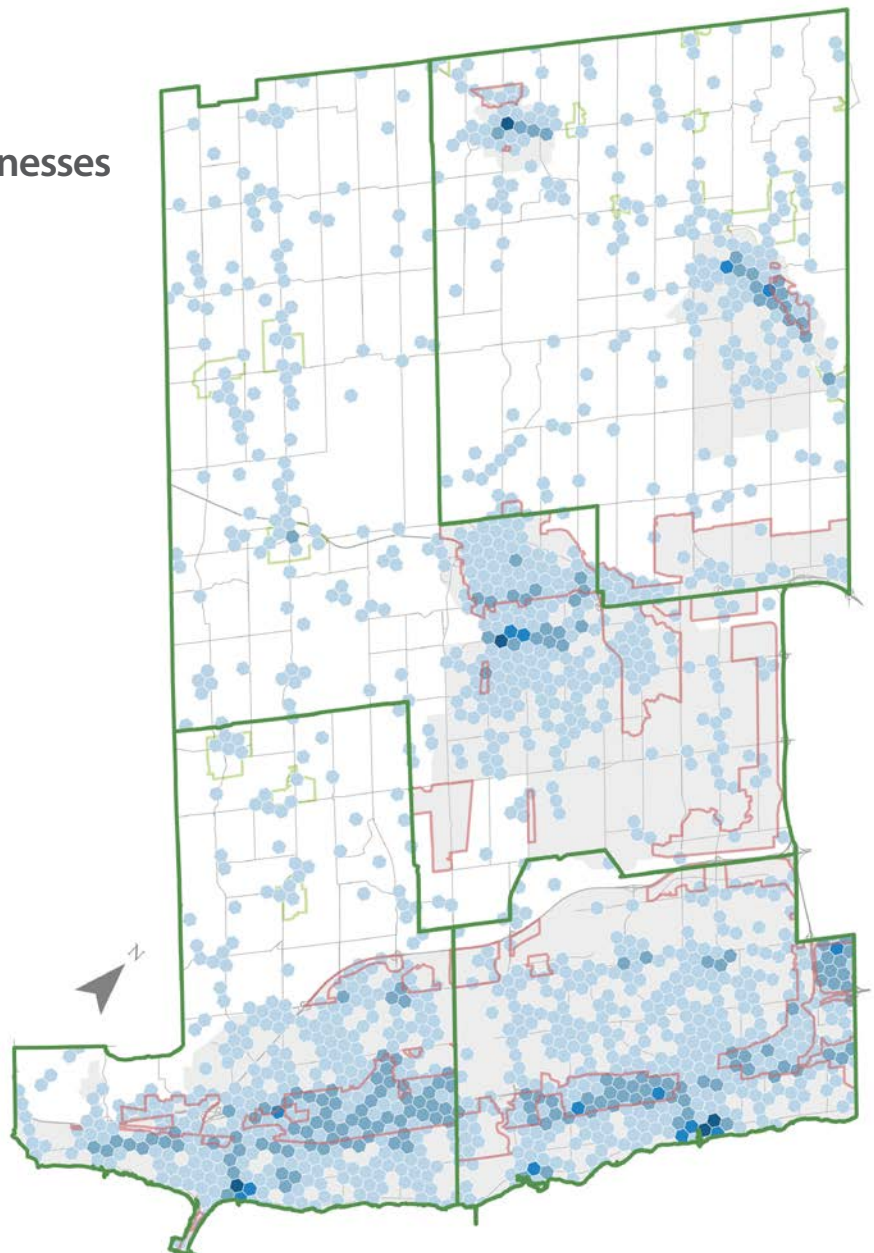
The map on this page illustrates the spatial distribution of businesses across Halton and provides an overview of where businesses are located throughout the region.

### Concentration of Businesses

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

### Land Use Area

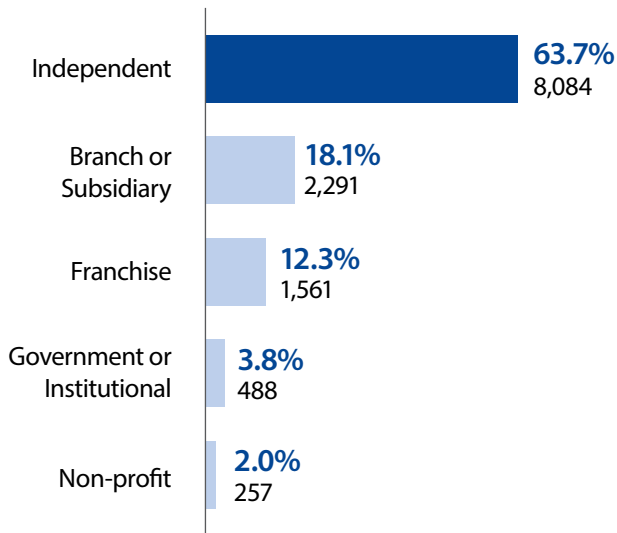
- Settlement Area
- Employment Area
- Rural/Agricultural Area (Outside of Settlement Area)





## Business Ownership Type

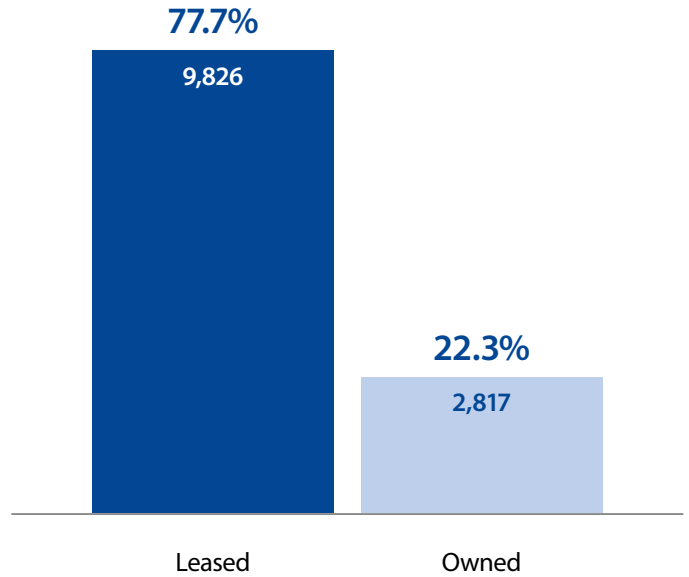
In 2025, 8,084 respondents identified as independently owned businesses, commonly referred to as small businesses. Another 2,291 were branches or subsidiaries of other business locations, and 1,561 were franchises.



Based on 12,681 survey responses

## Business Space Ownership

In 2025, 9,826 respondents operated in leased space, while the remaining 2,817 owned their space.



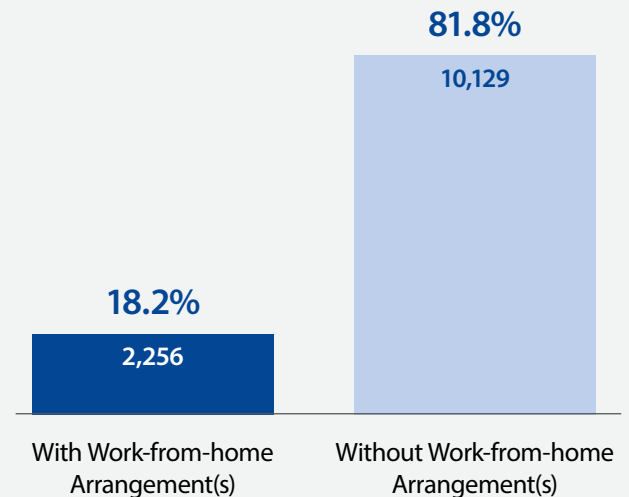
Based on 12,643 survey responses

## Work-from-Home Arrangements

Among respondents, 18.2 per cent reported having implemented work-from-home arrangements for their employees. These arrangements varied by employer and employee—depending on the nature of the business, operational requirements, and the specific job duties involved—and included both full-time remote work and hybrid schedules. The remaining 81.8 per cent of respondents reported having no work-from-home arrangements in place.



## Businesses Offering Work-from-Home Arrangements



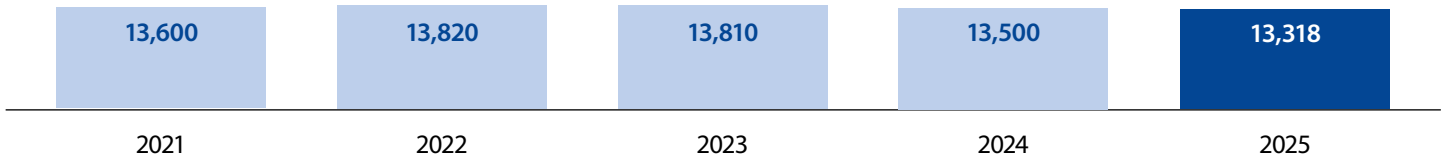
Based on 12,385 survey responses



## Five-Year Business Trend in Halton (2021-2025)

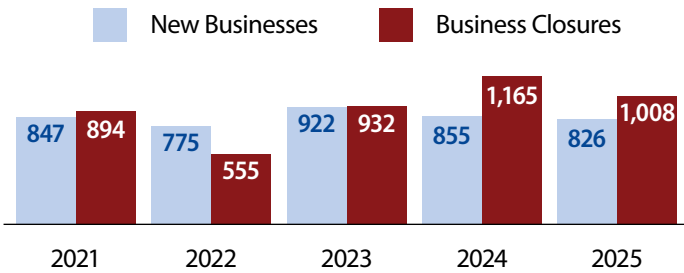
Between 2021 and 2025, the Employment Survey results show a 2.1 per cent decrease in the total number of businesses.

Total Number of Businesses Identified in Halton, 2021 - 2025

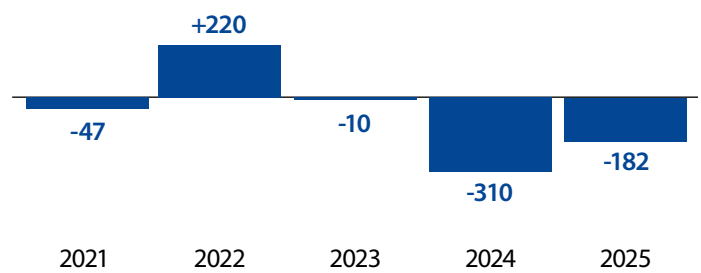


Over this five-year period, 2023 recorded the highest number of new businesses (922), while 2024 recorded the highest number of business closures (1,165). Based on net change, the largest increase in businesses was identified in 2022, with a net addition of 220 businesses, while the largest year-over-year decrease occurred in 2024, with a reduction of 310 businesses.

New Businesses and Closures in Halton, 2021 - 2025

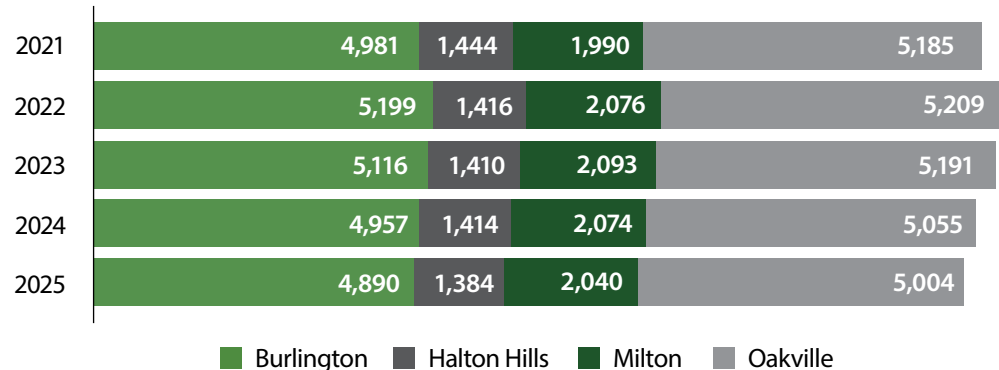


Net Change in Businesses in Halton, 2021 - 2025



## Five-Year Business Trend by Municipality (2021-2025)

By municipality, Milton experienced the highest rate of change in business counts, with an average annual increase of 0.2 per cent between 2021 and 2025. Over the same period, Burlington, Halton Hills, and Oakville recorded average annual decreases of 0.2 per cent, 1.5 per cent, and 0.7 per cent, respectively.

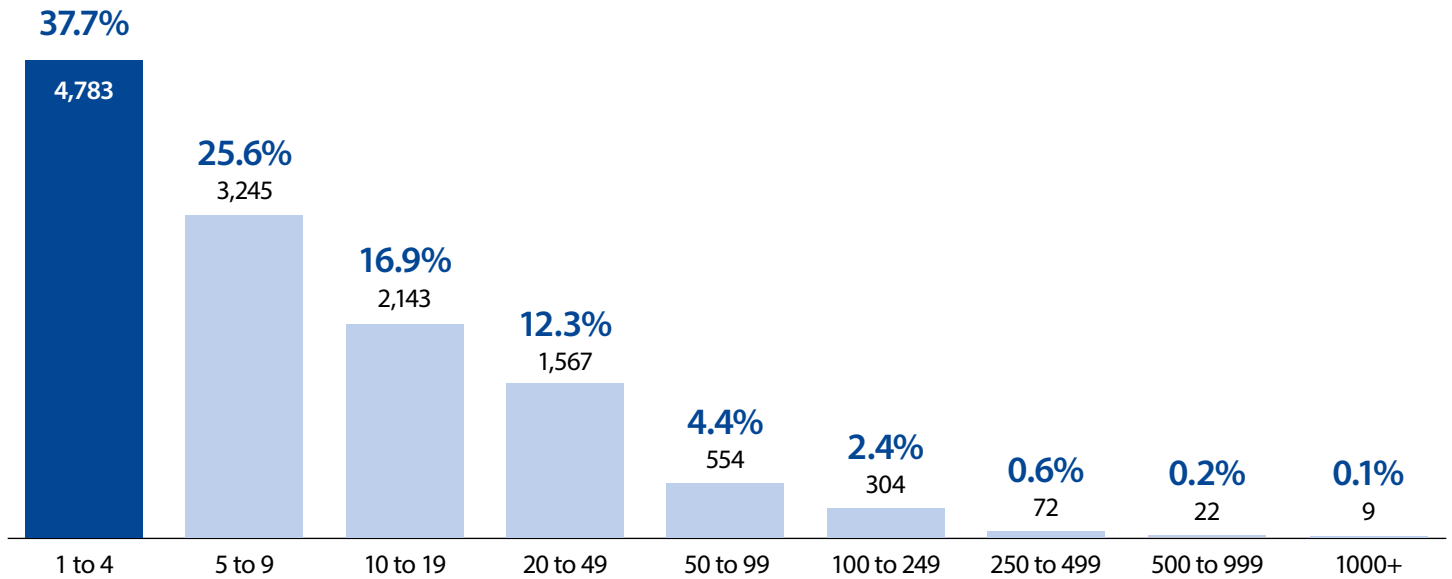


	Burlington	Halton Hills	Milton	Oakville	Halton Region
Five-year change (2021-2025)	-1.8%	-4.2%	2.5%	-3.5%	-2.1%
Annual average (2021-2025)	-0.2%	-1.5%	0.2%	-0.7%	-0.5%



## Number of Employees

In 2025, 12,292 respondents reported having fewer than 100 employees at their location. A further 376 were medium-sized businesses employing between 100 and 499 employees, while 31 were large businesses with 500 or more employees.



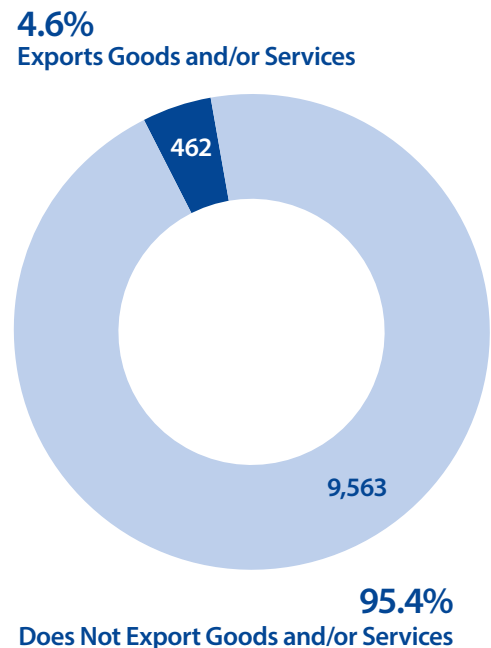
Based on 12,699 survey responses

## Businesses by Export Activity

In 2025, 10,025 respondents provided information on export activity. Of these, 462 businesses (4.6 per cent of respondents) reported that their operations included exporting goods or services. These businesses produce goods or provide services to consumers or firms located outside of Canada. The remaining 9,563 businesses reported no export activity and focused on serving domestic markets at the local, provincial, or national level.

Compared to the previous year, the 2025 results represent a notable decline in export participation. In 2024, 1,840 businesses (14.9 per cent of respondents) reported exporting, meaning that the number of identified exporters decreased substantially between survey years.

While the Employment Survey does not measure the direct causes of this decline, the reduced share of exporting businesses in 2025 may reflect broader shifts in trade conditions, including pressures associated with recent Canada–U.S. tariff measures. These findings may highlight the sensitivity of export-oriented firms to changes in bilateral trade environments and underscore the importance of continued monitoring of export activity in the Region.



Based on 10,025 survey responses

# 2025 Employment Survey

## Jobs: Summary



**246,200** Jobs identified in 2025

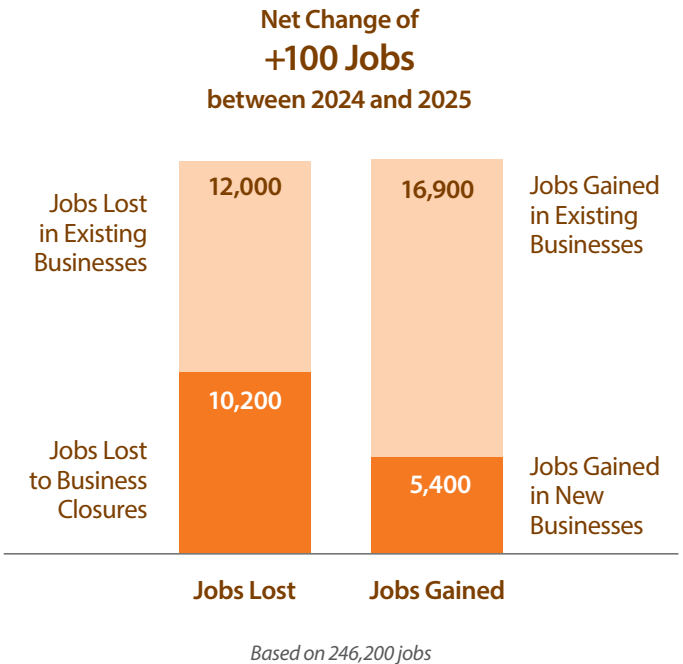
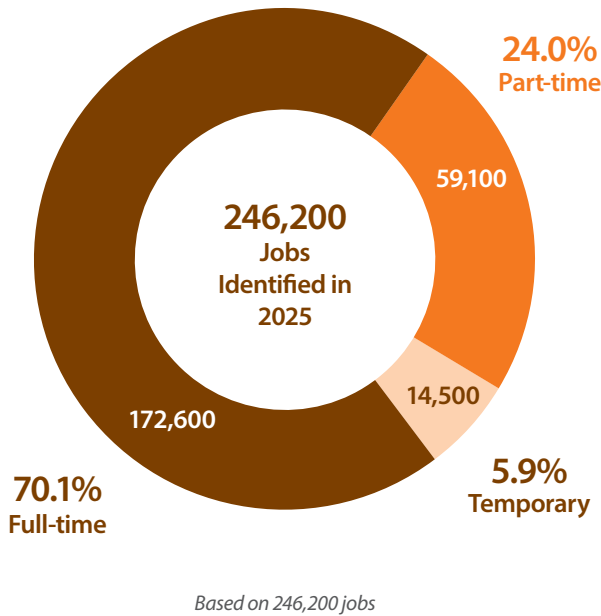
**+ 100** Net change in jobs between 2024 and 2025

### Jobs Identified

The 2025 Employment Survey identified a total of 246,200 jobs in Halton. Most of these were full-time positions<sup>1</sup>, representing 172,600 jobs. Another 59,100 jobs were part-time positions<sup>2</sup>, and 14,500 were temporary positions<sup>3</sup>.

### Net Change between 2024 and 2025

Between 2024 and 2025, the survey identified a total loss of 22,200 jobs. Of these, 12,000 jobs were lost through workforce reductions or layoffs among existing businesses that continued to operate in 2025, while 10,200 jobs were lost as a result of business closures. Over the same period, the survey recorded 22,300 job gains, including 16,900 new jobs created by existing businesses expanding their workforce, and 5,400 jobs added through newly identified businesses. Overall, this resulted in a net increase of 100 jobs.



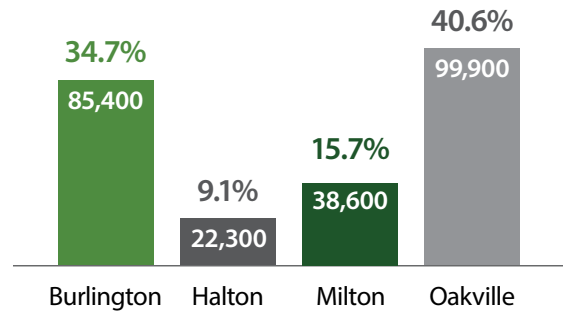
1. Full-time positions are based on jobs that consist of 30 hours or more per week.  
 2. Part-time positions are based on jobs that consist of 30 hours or less per week.  
 3. Temporary positions are based on jobs that are under a contract for a specific, limited amount of time, such as seasonal or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

# Jobs: Geographic Distribution



## Distribution by Local Municipality

By municipality, Oakville had the highest share of reported jobs in 2025 at 40.6 per cent, followed by Burlington at 34.7 per cent. Milton accounted for 15.7 per cent of jobs, while Halton Hills represented 9.1 per cent.



Based on 246,200 jobs

## Geographic Distribution of Jobs

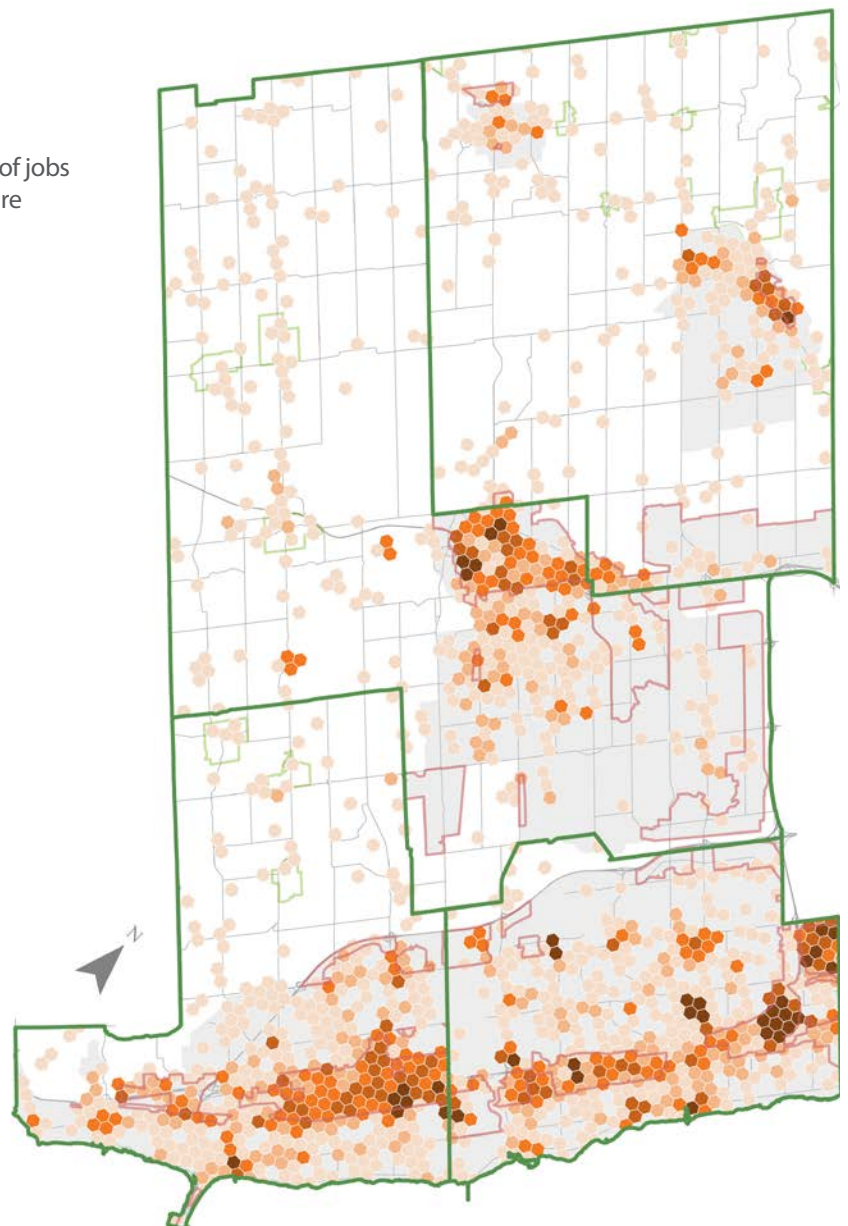
The map on this page illustrates the spatial distribution of jobs across Halton and provides an overview of where jobs are located throughout the region.

### 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)



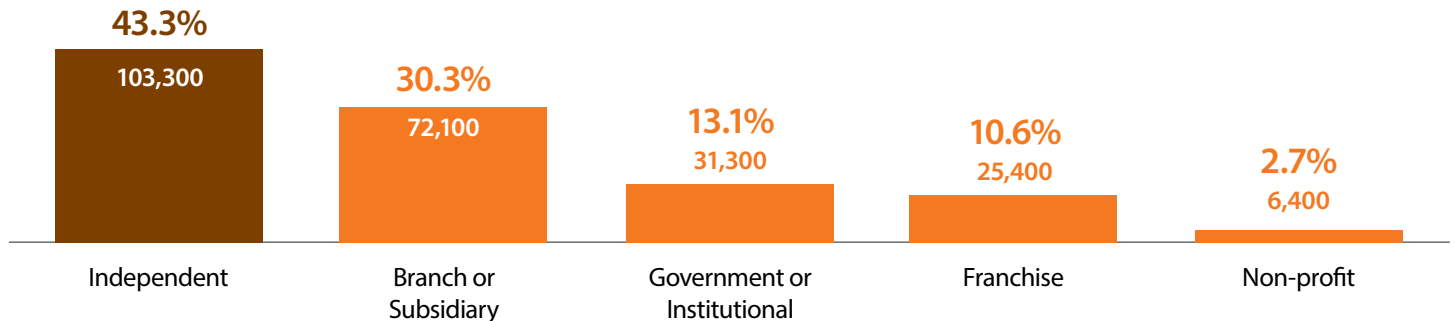
# 2025 Employment Survey

## Jobs: Key Trends 2025



### Jobs by Business Ownership Type

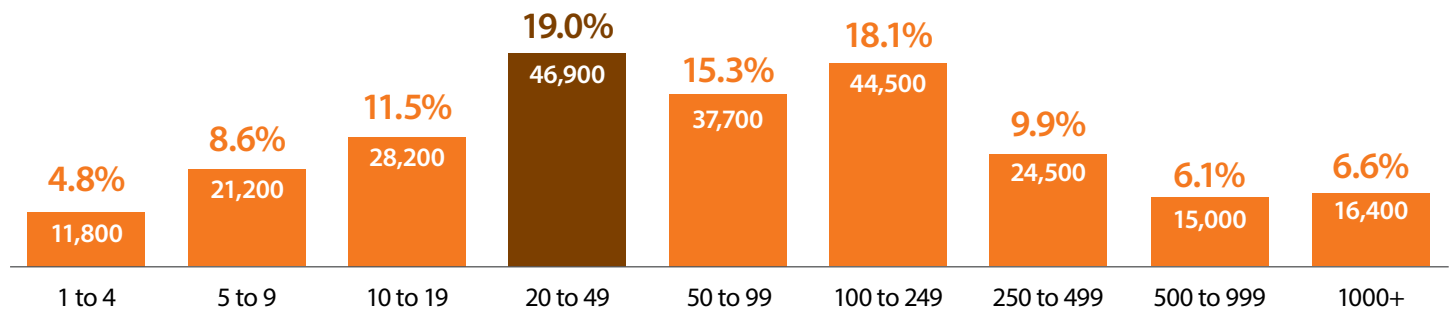
In 2025, independently owned businesses accounted for 43.3 per cent of jobs across the Region. These privately owned and operated businesses are also considered small businesses in Halton. The Region supports small businesses through programs offered by the Small Business Centre, including Small Business Recovery, Starter Company Plus, and Futurpreneur Canada.



Based on 12,681 survey responses and 238,500 jobs

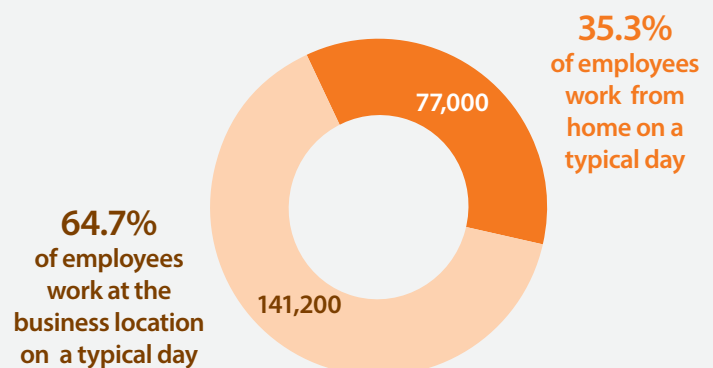
### Jobs by Size of Workforce

In 2025, 24.9 per cent of jobs were associated with businesses reporting fewer than 20 employees. Another 52.4 per cent were linked to businesses with between 20 and 250 employees, while 22.7 per cent were associated with businesses reporting more than 250 employees.



### Jobs Eligible for Work-from-Home Arrangements

Among responding businesses, approximately 77,000 employees worked from home on a typical day, while 141,200 employees worked on-site. The availability of work-from-home arrangements varied by employer and depended on the nature of business operations. It is also important to note that employees working from home on a typical day may still report to their workplace on other days of the week as part of a hybrid schedule.



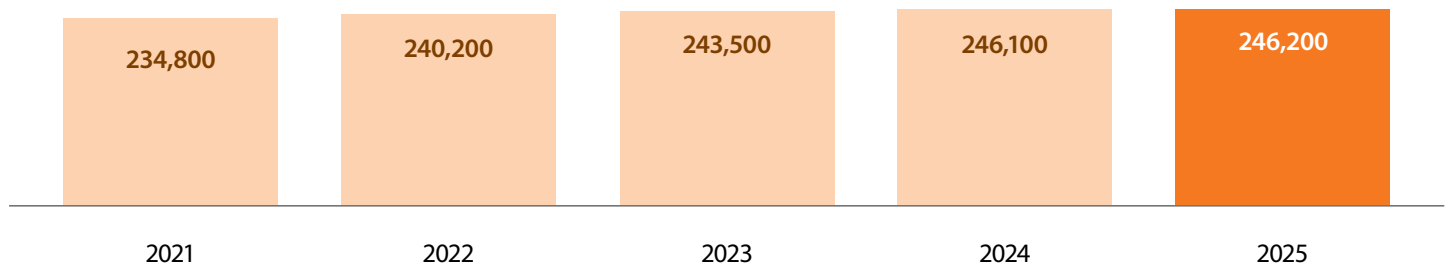
Based on 12,385 survey responses and 218,200 jobs



## Five-Year Job Trend in Halton (2021-2025)

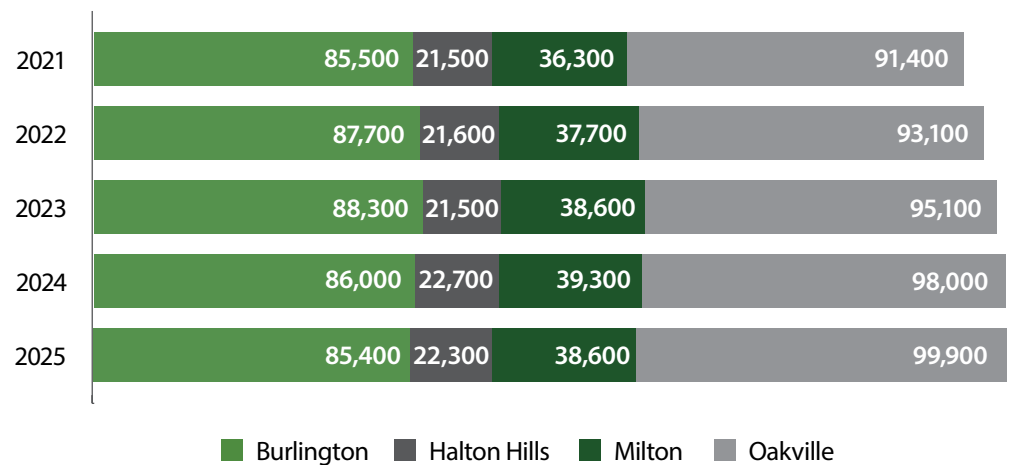
Between 2021 and 2025, Employment Survey results show an overall increase of 4.9 per cent, representing 11,400 additional jobs. This reflects an average annual increase of 1.5 per cent, or approximately 2,850 jobs per year.

Total Number of Jobs Identified in Halton, 2021 - 2025



## Five-Year Job Trend by Municipality (2021-2025)

By municipality, Milton experienced the highest rate of job growth between 2021 and 2025, with an average annual increase of 2.4 per cent. Burlington, Halton Hills, and Oakville also recorded average annual increases over this period at 0.5 per cent, 1.4 per cent, and 2.2 per cent, respectively.



**Note:** Job counts for each municipality are rounded before being summed. As a result, the combined municipal total may differ slightly from the total reported for Halton Region.

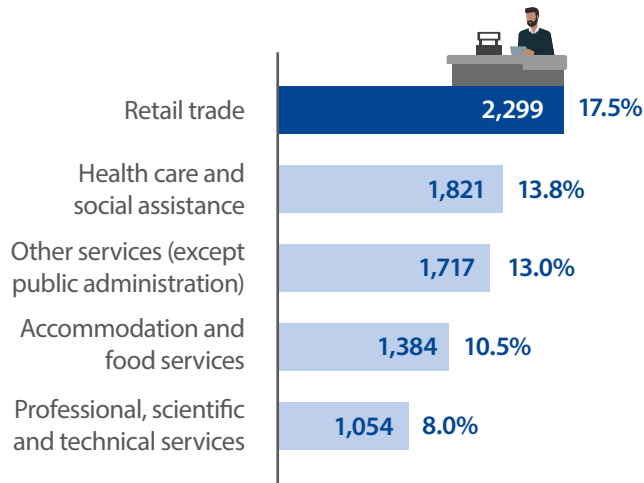
	Burlington	Halton Hills	Milton	Oakville	Halton Region
Five-year change (2021-2025)	-0.1%	3.7%	6.3%	9.3%	4.9%
Annual average (2021-2025)	0.5%	1.4%	2.4%	2.2%	1.5%

# Industry Sector Highlights



## Top Five Sectors by Business Count

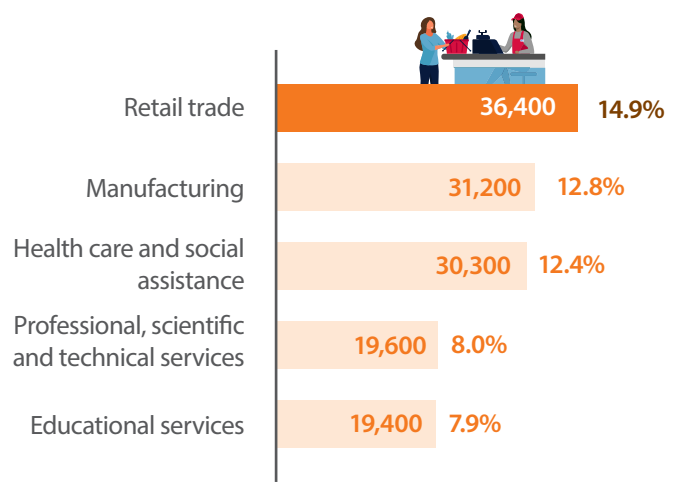
In 2025, the Retail Trade sector accounted for 17.5 per cent of all businesses identified in Halton. The chart below highlights the top five sectors by business count.



Based on 13,161 businesses identified with NAICS

## Top Five Sectors by Job Count

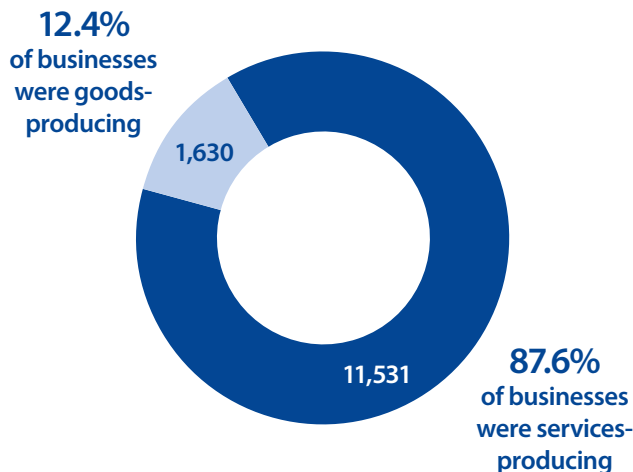
The Retail Trade sector was also the top sector by job count in 2025, representing 14.9 per cent of all identified jobs. The top five sectors by job count are summarized in the chart below.



Based on 244,800 jobs identified with NAICS

## Goods vs. Service Producing Businesses

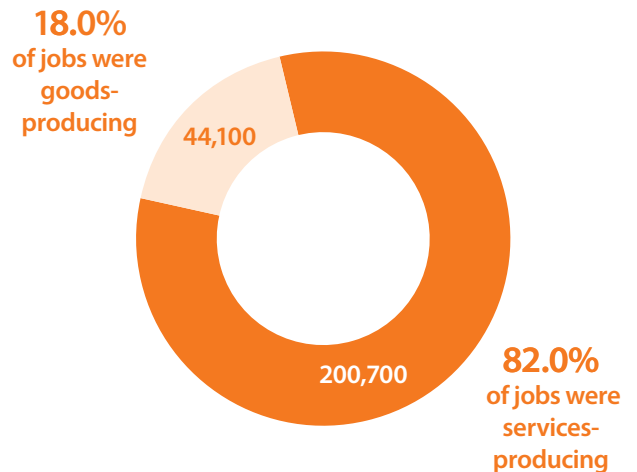
Of the 13,161 businesses in Halton identified with NAICS<sup>1</sup>, 87.6 per cent were in service-producing sectors. The remaining 12.4 per cent were in goods-producing sectors.



Based on 13,161 businesses identified with NAICS

## Goods vs. Service Producing Jobs

Of the 244,800 jobs in Halton identified with NAICS<sup>1</sup>, 82.0 per cent were in service-producing sectors. The remaining 18.0 per cent were in goods-producing sectors.



Based on 244,800 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.

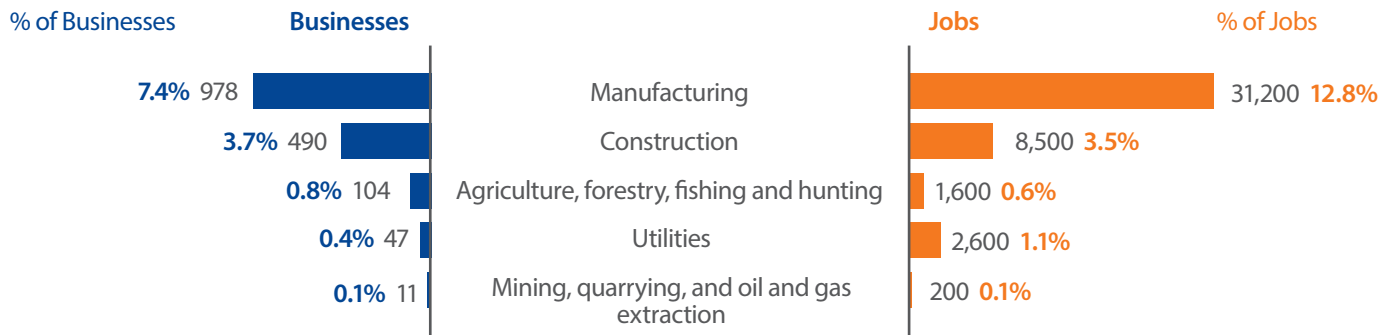


## Businesses and Jobs by NAICS Economic Sectors

The graph below shows the distribution of businesses and jobs identified in the 2025 Employment Survey by economic sectors defined in the North American Industrial Classification System (NAICS). A full description of these sectors is provided on page 20 of the report.

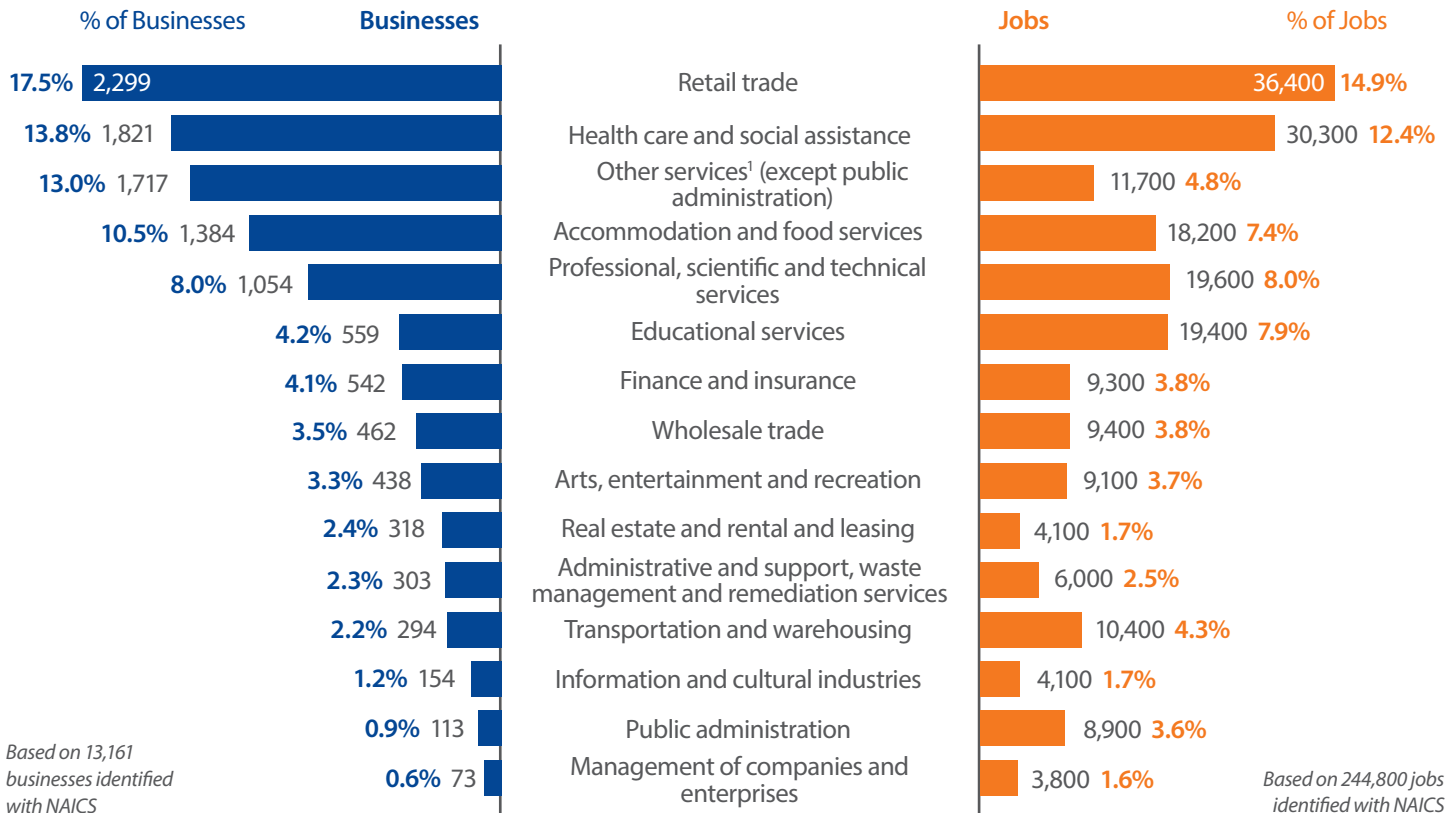
### Top Goods-Producing Sectors by Business Count

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.)



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).

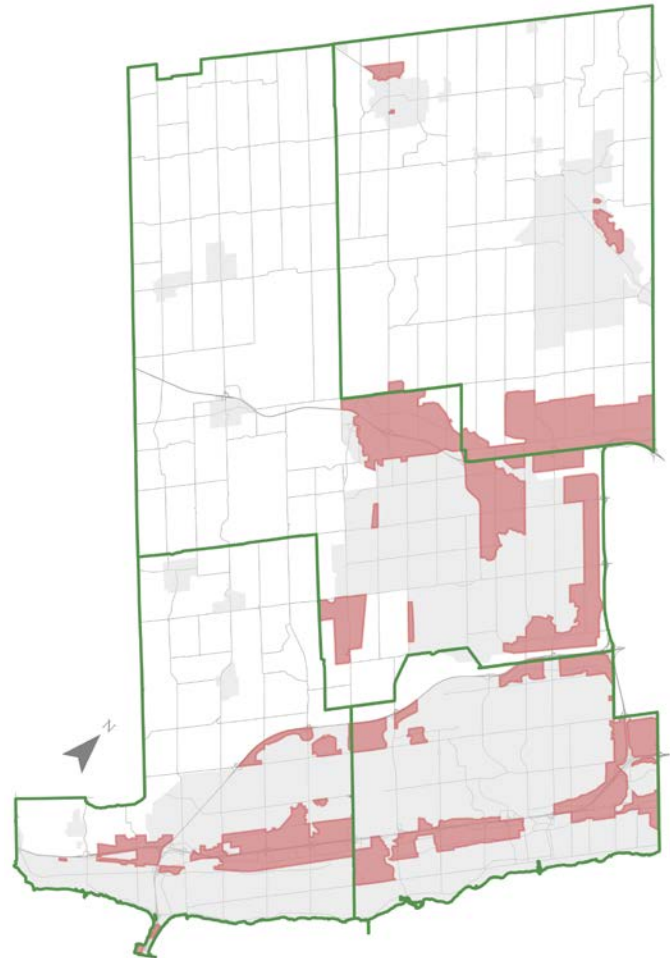
# Employment Area Highlights



## 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 land is 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

## 2025 Businesses in Employment Areas

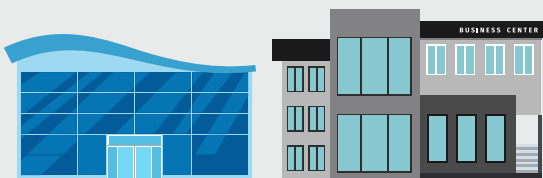
The 2025 Employment Survey identified 5,369 businesses located within Halton's Employment Areas, representing 40.3 per cent of all businesses identified in the Region.

**5,369**

Number of businesses identified in 2025 in Employment Areas

**40.3%**

Percentage of total businesses located in Employment Areas



## 2025 Jobs in Employment Areas

The 2025 Employment Survey estimated that 123,400 jobs were located within Halton's Employment Areas, representing almost half (50.1 per cent) of all jobs in the Region.

**123,400**

Number of jobs identified in 2025 in Employment Areas

**50.1%**

Percentage of total jobs located in Employment Areas



# Survey Methodology and Additional Information

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# 2025 Employment Survey

## Survey Methodology

### About the Survey

Halton's Employment Survey is an annual initiative that gathers updated information on business and employment activities across the region. The survey includes all businesses with a physical location in Halton that are visible to the public and have business signage. Information is collected on business types and employment activities to help the Region:

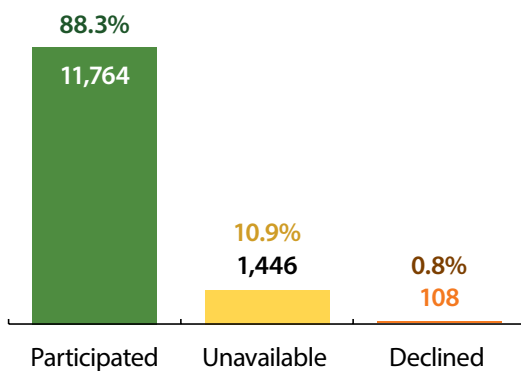
- monitor economic and land use trends;
- plan future Regional infrastructure and services; and
- support policy development and decision making.

Participation is voluntary, and the results presented in this report reflect the input received from respondents. If an active business did not respond in 2025, information from previous years was carried forward for analysis. As a result, the number of responses used to calculate some metrics may differ from the total number of businesses that participated directly in 2025.

### Survey Participation Rate

The 2025 Employment Survey identified 13,318 businesses in Halton. Participation rates were as follows:

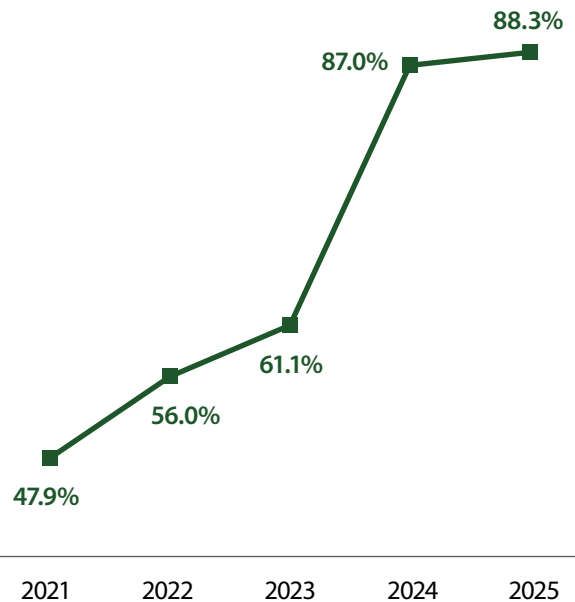
- 88.3 per cent of businesses participated and provided updated information;
- 10.9 per cent were unavailable to participate (e.g., the business was closed at the time of survey or the contact person was not available); and
- 0.8 per cent declined to participate.



Based on 13,318 businesses

For businesses that did not respond to the 2025 Employment Survey (e.g., businesses that were unavailable or declined to participate), information from previous years' responses were used where applicable.

Employment Survey Participation Rate, 2021 - 2025



### Survey Methodology

The 2025 Employment Survey was conducted between May 12 and September 30, 2025. A team of nine Employment Surveyors visited all visible businesses with a physical location in Halton and public-facing signage. Site visits were used to visually confirm business activity, including business closures and newly opened businesses.

The survey used a mixed-methods approach. Businesses could respond to the survey via:

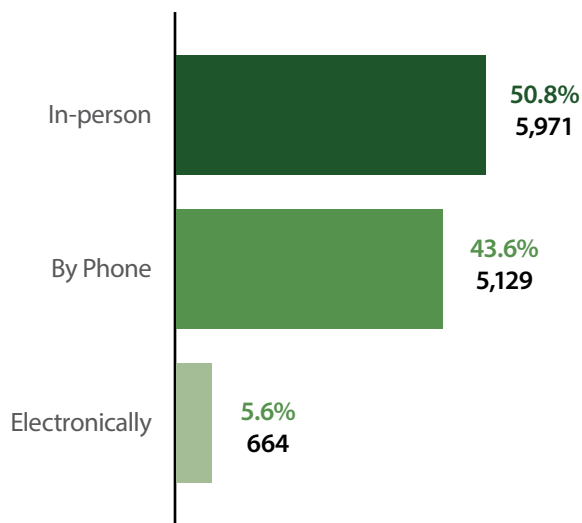
- face-to-face interviews;
- telephone interviews; or
- electronic submission by email or through an online form on [halton.ca](https://halton.ca).

# Survey Methodology (continued)

## Survey Participation Method

Of the 11,764 businesses that responded to the 2025 Employment Survey, 50.8 per cent participated in person. Another 43.6 per cent responded through telephone interviews, while 5.6 per cent participated electronically by email or online form.

Employment Survey Participation Method



Based on 11,764 responses

## Data Disclaimer

The observations and trends described in this report are based solely on the businesses identified and the responses received and should not be interpreted as representing the full population of businesses operating in Halton. Any year-over-year comparisons refer to differences among the businesses identified in each respective survey year and do not reflect changes across all businesses in Halton.

Participation in the Employment Survey is voluntary. Businesses may decline to participate or may choose to answer only some questions.

Results may differ from surveys conducted by Statistics Canada or local Chambers of Commerce due to variations in methodology, including survey timing, question wording, and the types of businesses surveyed.

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

Survey responses are self-reported by businesses. Halton Region does not warrant the completeness or accuracy of the information in this report and does not accept liability for the use or misuse of any portion of the data.

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

# 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.

