



2022

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 2022 Employment Survey. I encourage you to read this year's Employment Survey to learn more about trends in Halton's business communities and gain valuable insights on employment activities and trends in the region. The Employment Survey helps to inform land use and economic development strategies, as well as infrastructure and service improvements in Halton as we work to support future growth and a strong economy.

The results of the 2022 Employment Survey show that Halton's businesses are continuing to adapt to changing business needs in order to stay competitive. There are positive signs of recovery from the COVID-19 pandemic as many businesses across Halton continue to implement work-from-home arrangements with employees, grow their workforce, and shift to more goods-producing activities.

Here are a few areas I would like to highlight from the 2022 Employment Survey, based on the responses from some businesses:

- Jobs identified in Halton increased by an estimated 2.3 per cent between 2021 and 2022.
- Businesses identified in Halton increased by 1.6 per cent between 2021 and 2022.
- More than 23 per cent of employers indicated they had staff working from home.
- Businesses operating since 2021 (or longer) added 17,900 jobs between 2021 and 2022.
- Employment Areas in Halton hosted more than 40 per cent of total businesses and 49 per cent of total jobs. 23 per cent of the businesses in Employment Areas partake in goods-producing activity and employ 35.5 per cent of the jobs in Employment Areas.

I want to thank businesses across Halton's communities for participating in the 2022 Employment Survey.

Through our joint effort with business owners and operators to prepare for the future of employment in the region, we keep Halton a great place to live, work, raise a family and retire. To learn more about employment in Halton, visit halton.ca.

Sincerely,

Gary Carr
Halton Regional Chair

Introduction and Highlights

2022 Employment survey

In 2022, the Region conducted its 13th 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 2022, information from a previous response, where available, has been carried forward. See page 19 for methodological notes for 2022.

Report content

This report provides a summary of the 2022 Employment Survey results. In particular, the report:

- highlights the total number of businesses identified and jobs estimated in 2022 and provides a five-year trend from 2018 to 2022;
- 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 2022 Employment Survey Results report is organized as follows:

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

For information on the survey methodology, please see page 19.

2022 business highlights

13,820

businesses in Halton
(13,600 in 2021)

+220

net change in businesses
between 2021 and 2022
(-47 between 2020 and 2021)

555

business closures
(894 in 2021)

40.3%

of businesses were
located in Halton's
Employment Areas
(41.7% in 2021)



Retail trade

Top sector by business count



2022 job highlights

240,200

estimated (rounded)
jobs in Halton
(234,800 in 2021)

+5,400

net change in jobs
between 2021 and 2022
(6,400 between 2020 and 2021)

71.8%

of estimated (rounded)
jobs were full-time
positions
(72.1% in 2021)

49%

of estimated (rounded)
jobs were located in
Halton's Employment
Areas
(51% in 2021)



Manufacturing

Top sector by job count



Businesses: Summary



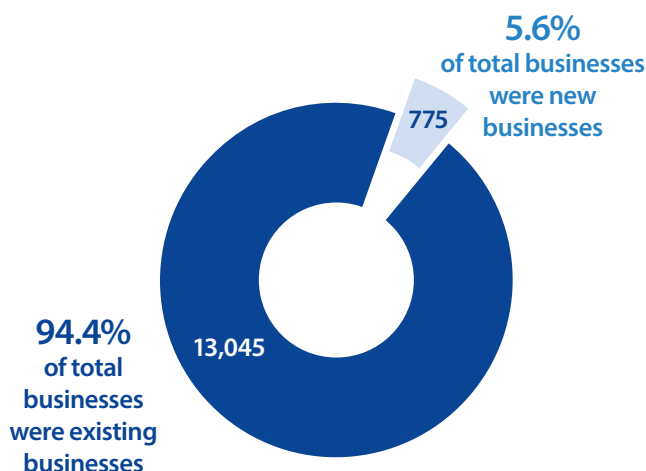
13,820 businesses identified in 2022

+220 net change in businesses between 2021 and 2022

Businesses by type

The 2022 Employment Survey identified a total of 13,820 businesses in Halton Region. Of the businesses identified, 94.4 per cent (13,045 businesses) were existing businesses, or businesses that have been operating in Halton since 2021 or earlier. The remaining 5.6 per cent (775 businesses) were businesses identified for the first time in 2022. These represent businesses that were not identified during previous survey years.

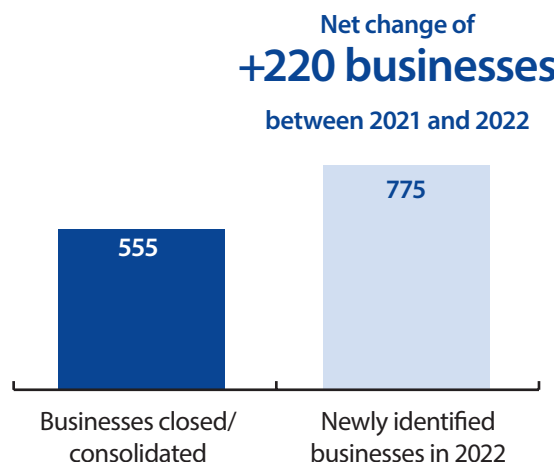
Businesses by type



Net change between 2021 and 2022

In 2022, 555 businesses that have been operating in Halton since 2021 or earlier were identified as closed. The survey also identified 775 new businesses in 2022. As a result, there was an overall net increase of 220 businesses between 2021 and 2022. Business closures do not include businesses that were temporarily closed (i.e. anticipated to reopen at a later date).

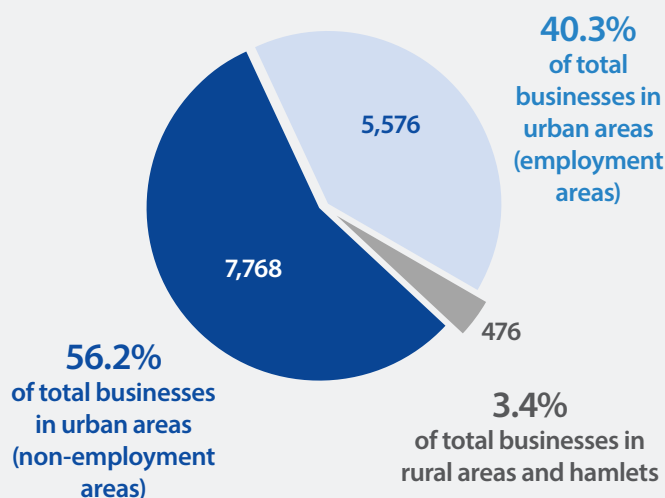
Net change of total businesses between 2021 and 2022



Businesses by Halton's land use areas

In 2022, 96.5 per cent (13,344 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. 40.3 per cent (5,576 businesses) of Halton's total businesses were located in the employment areas. For more highlights on the employment areas, see page 17 of the report.

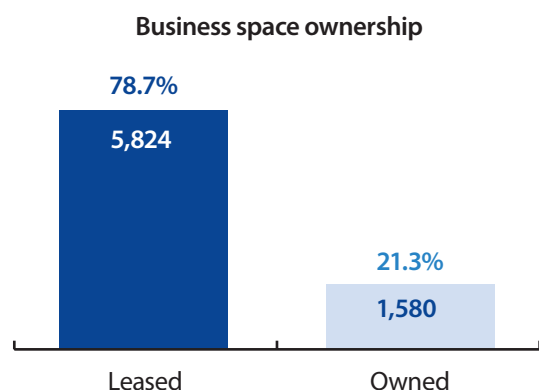
The remaining 3.4 per cent (476 businesses) were located in hamlets and rural areas. Hamlets are part of Halton's settlement area, but located within rural areas. Limited population and employment growth are directed to these areas; however, they play an important economic role in Halton to support rural and agricultural activities.





Business space ownership

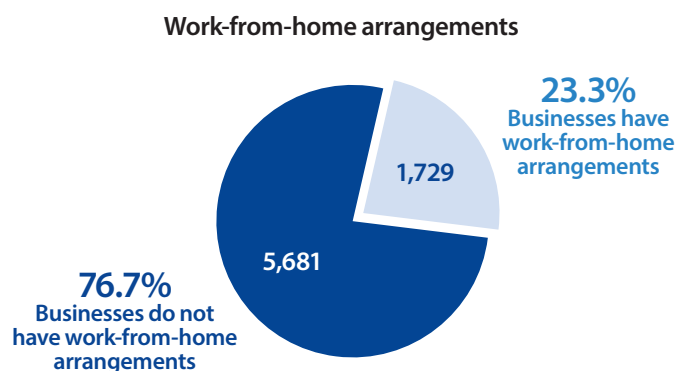
In 2022, 78.7 per cent (5,824 businesses) of businesses that responded to the survey operated in a business space that was leased. The remaining 21.3 per cent (1,580 businesses) owned the business space. 7,404 businesses responded to the survey question on the business space ownership.



Based on 7,404 responses

Work-from-home arrangements

In 2022, of the 7,410 businesses that responded to the work-from-home survey question, 23.3 per cent (1,729 businesses) indicated that the business had work-from-home arrangements with employees. The remaining 76.7 per cent (5,681 businesses) indicated that they do not have work-from-home arrangements.



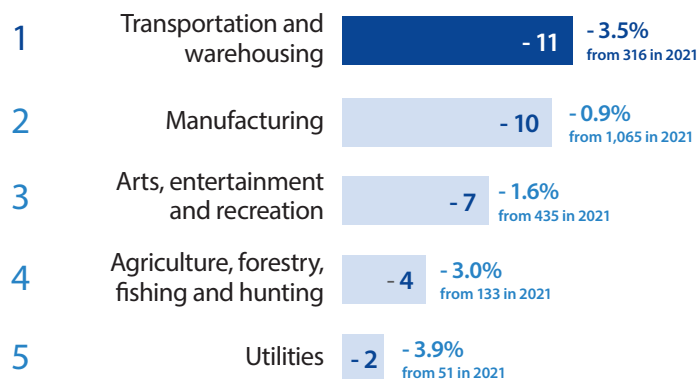
Based on 7,410 responses

Top sectors by net business closures

In 2022, the Transportation and Warehousing sector had the highest decrease in net number of businesses due to higher number of closures with a decrease by 11 businesses, or a 7.2 per cent decrease from 316 businesses identified within the sector in 2021.

The chart below identifies the top five sectors by net number of business closures. For descriptions of the sectors, see page 20 of this report.

Top 5 sectors by net number of business closures



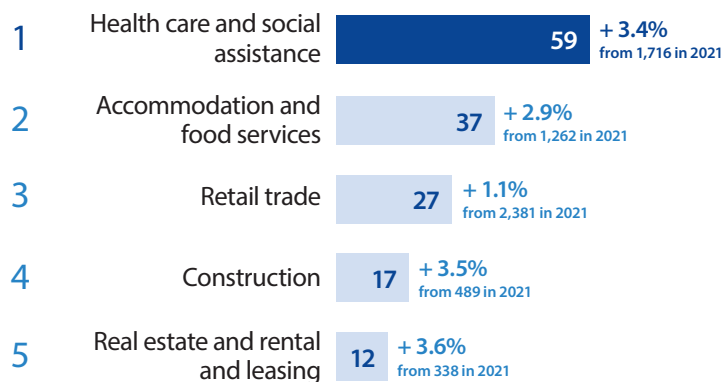
Based on 555 business closures and 775 new businesses

Top sectors by net new businesses

In 2022, the Health Care and Social Assistance sector had the highest increase in net number of businesses with an increase by 59 businesses, or a 3.4 per cent increase from 1,716 businesses identified within the sector in 2021.

The chart below identifies the top five sectors by net number of new businesses. For descriptions of the sectors, see page 20 of this report.

Top 5 sectors by net number of new businesses

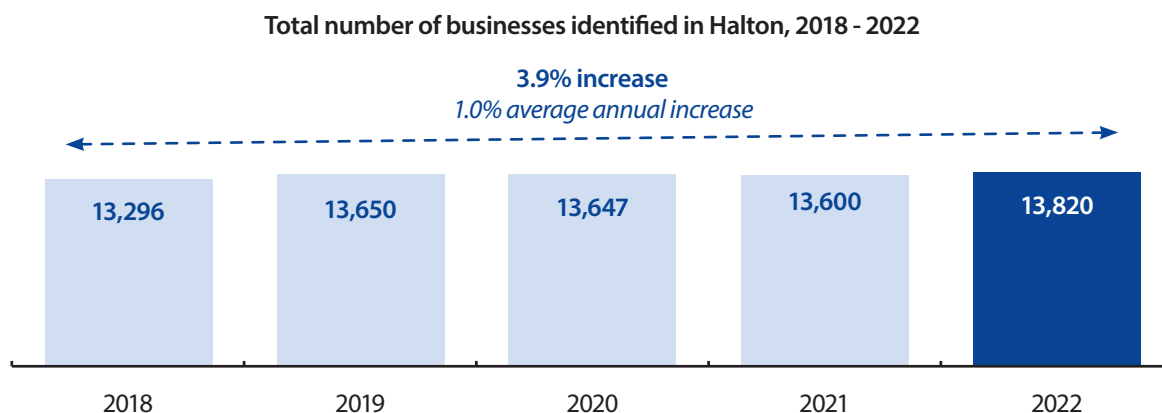


Based on 555 business closures and 775 new businesses



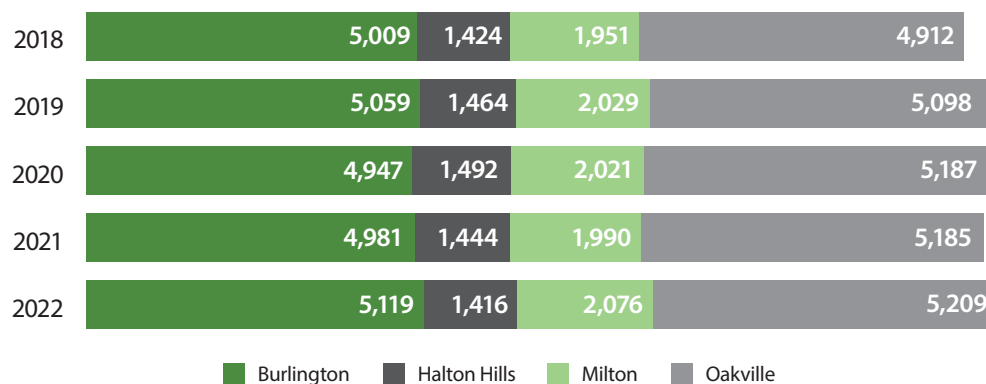
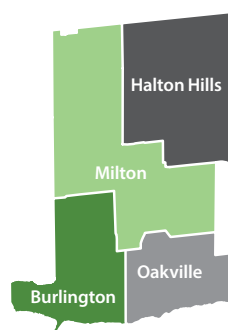
Five-year business trend in Halton (2018 – 2022)

Between 2018 and 2022, the Employment Survey results show an overall increase by 3.9 per cent (524 businesses) in the total number of businesses identified over the five-year period. The results suggest an average annual increase by 1.0 per cent, or 105 (rounded) businesses each year during this period.



Five-year business trend by municipality (2018 – 2022)

By municipality, Milton had the highest annual rate of change in the number of businesses identified, with an average annual increase by 1.6 per cent. Halton Hills observed a declining trend in the number of businesses, experiencing an average annual decrease by 0.1 per cent. Burlington and Oakville both observed an increasing trend in the number of businesses, with Burlington experiencing an average annual increase of 0.6 per cent and Oakville with an average annual increase of 1.5 per cent.



	Burlington	Halton Hills	Milton	Oakville	Halton Region
Five-year change (2018 – 2022)	2.2%	-0.6%	6.4%	6.0%	3.9%
Annual average (2018 – 2022)	0.6%	-0.1%	1.6%	1.5%	1.0%

Businesses: Geographic distribution

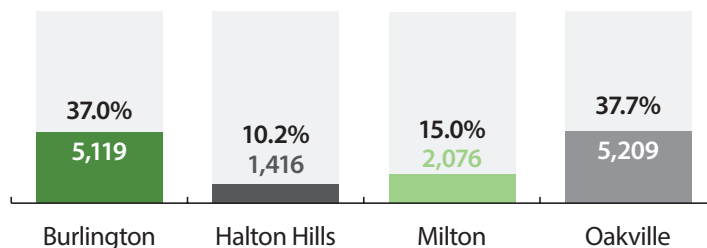


Distribution by municipality

By municipality, Oakville had the highest share of the total identified businesses in 2022 at 37.7 per cent (5,209 businesses), followed by Burlington with a share of 37.0 per cent (5,119 businesses). Together, Oakville and Burlington were home to about 75 per cent of Halton's total businesses identified in 2022.

Milton and Halton Hills had shares of 15.0 per cent (2,076 businesses) and 10.2 per cent (1,416 businesses), respectively.

Distribution of businesses in Halton by municipality

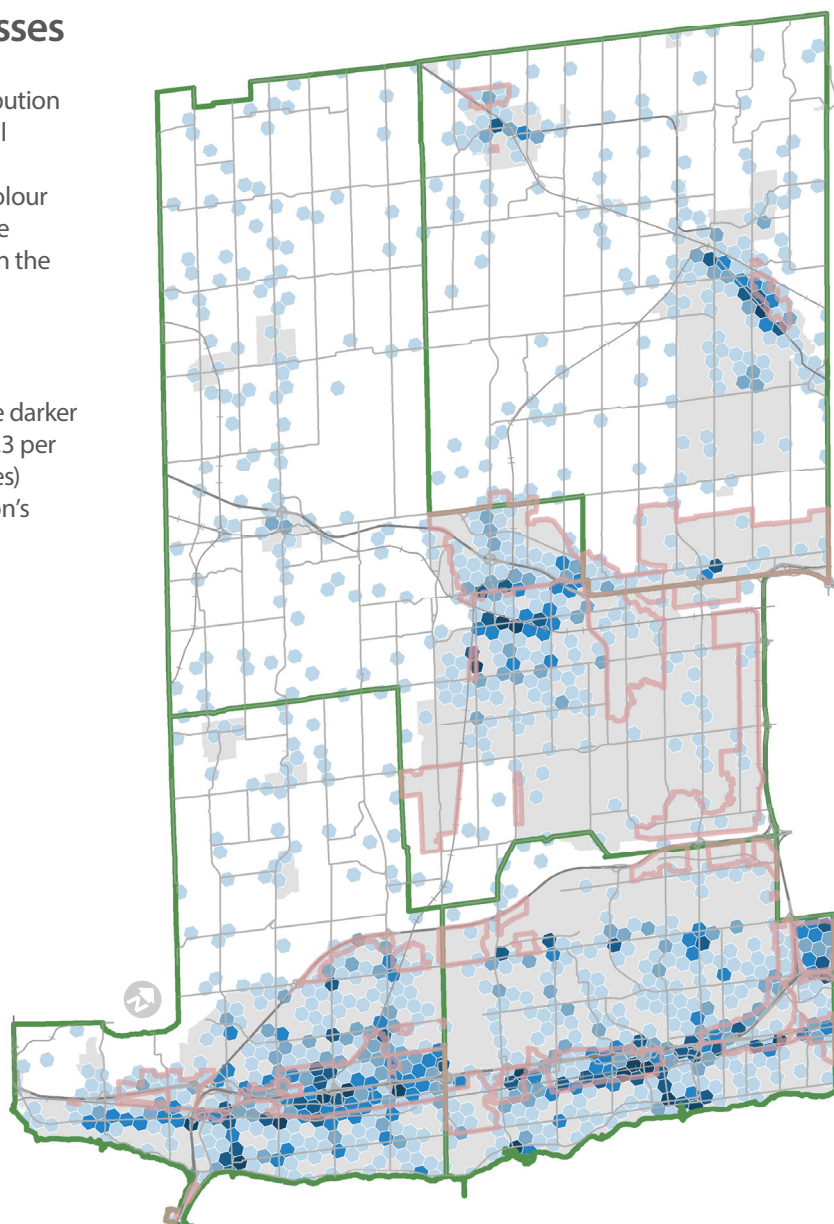


Based on 13,820 businesses

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 13,820 businesses identified in 2022 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 (40.3 per cent of the total businesses identified, or 5,576 businesses) located within the Employment Areas identified in Halton's Regional Official Plan.



2022 Employment Survey

Jobs: Summary



240,200

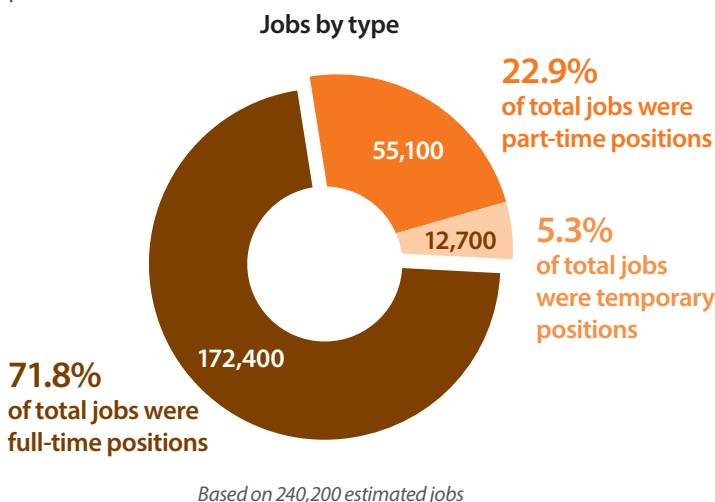
Total estimated (rounded) jobs in 2022

+ 5,400

Net estimated (rounded) change in jobs between 2021 and 2022

Jobs by type

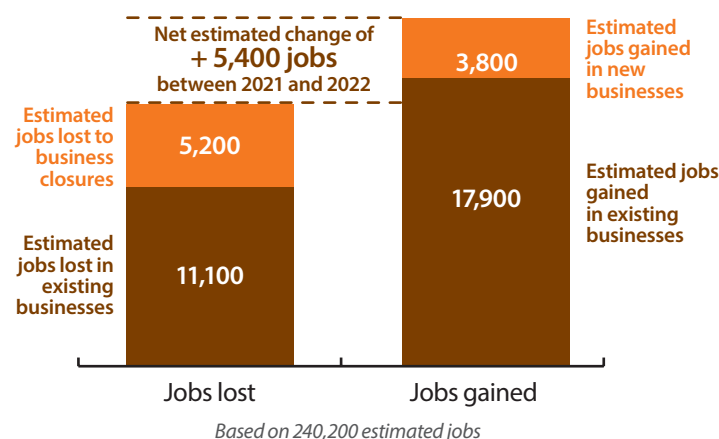
The 2022 Employment Survey estimated a total of 240,200 jobs in Halton Region. The majority of jobs in 2022 were full-time positions¹, representing 71.8 per cent of total jobs (172,400 jobs). 22.9 per cent of the jobs (55,100 jobs) were part-time positions². The remaining 5.3 per cent (12,700 jobs) were temporary positions³.



Net change between 2021 and 2022

Between 2021 and 2022, there was an estimated net increase by 2.3 per cent (5,400 jobs) in total jobs. Increase was due to more jobs gained from new and existing businesses (3,800 jobs and 17,900 jobs, respectively) than jobs lost to business closures and in existing businesses (5,200 jobs and 11,100 jobs, respectively).

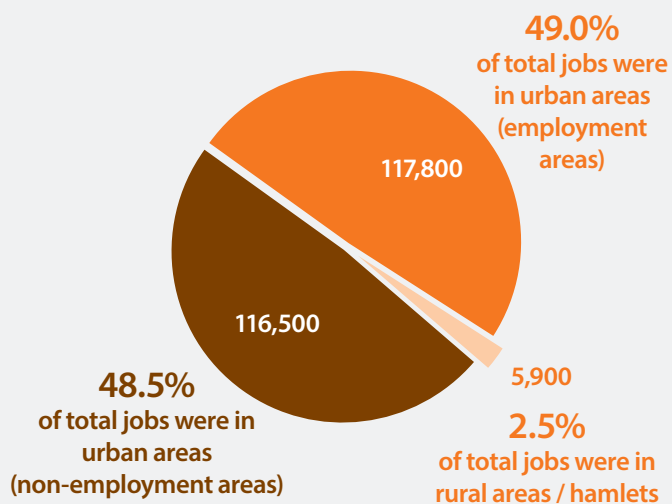
Net estimated change of total jobs between 2021 and 2022



Jobs by Halton's land use area

In 2022, 97.5 per cent (234,300 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. 49.0 per cent (117,800 jobs) of Halton's total jobs were located in the employment areas. For more highlights on the employment areas, see page 17 of the report.

The remaining 2.5 per cent (5,900) were located in hamlets and rural areas. Hamlets are part of Halton's settlement area, but located within rural areas. Limited population and employment growth are directed to these areas; however, they play an important economic role in Halton to support rural and agricultural activities.



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

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

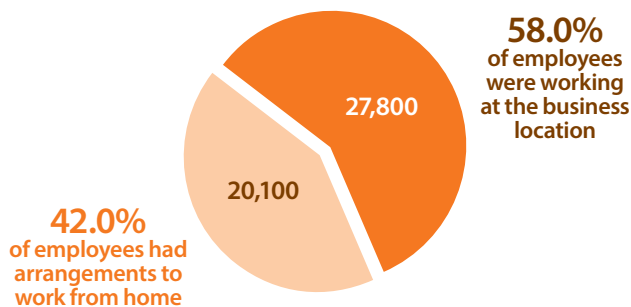
3. Temporary positions are based on jobs that are under a contract for a specific, limited amount of time, such as seasonal or holidays.



Employees working from home

In 2022, 7,410 businesses responded to the survey question regarding working from home. Of those, 1,729 businesses indicated employees had the ability to work from home. In total, the 1,729 businesses employed 47,900 jobs with 42.0 per cent (20,100 jobs) working from home. The remaining 58.0 per cent (27,800 jobs) at those businesses continued to work at the business location.

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



Based on 1,729 businesses with work-from-home arrangements and 47,900 work-from-home jobs

Work-from-home by proportion

The proportion of employees working from home differed within the 1,729 businesses that indicated employees had the ability to work from home. At a majority of these businesses (42.4 per cent), between 76 to 100 per cent of employees worked from home. 17.3 per cent of these businesses had between 51 and 75 per cent of their employees working from home, while the remaining 40.4 per cent of the businesses had 50 per cent or less of their workforce working from home.

Work-from-home by proportion

Proportion of total employees working from home (%)		Number of employees working from-home at the businesses
1 to 25%	11.5%	2,300 employees at 199 businesses
26 to 50%	28.8%	5,800 employees at 499 businesses
51 to 75%	17.3%	3,500 employees at 299 businesses
76 to 100%	42.4%	8,500 employees at 732 businesses

Based on 1,729 businesses and 20,100 work-from-home jobs

Top sectors by net jobs lost

In 2022, the Information and Cultural Industries sector had the highest number of jobs lost with an estimated net decrease by 1,320 jobs, or a 22.7 per cent net decrease from 5,800 jobs in 2021.

The chart below identifies the top 5 sectors by net number of jobs lost. For descriptions of the sectors, see page 20 of this report.

Top 5 sectors by number of net jobs lost

1	Information and cultural industries	- 1,320	- 22.7% from 5,800 in 2021
2	Health care and social assistance	- 730	- 2.6% from 27,800 in 2021
3	Public administration	- 620	- 6.5% from 9,500 in 2021
4	Utilities	- 560	- 16.1% from 3,500 in 2021
5	Transportation and warehousing	- 80	- 0.8% from 10,600 in 2021

Based on 240,200 jobs with NAICS

Top sectors by net jobs gained

In 2022, the Educational Services sector had the most number of new jobs with an estimated net increase by 2,410 jobs, or an 11.9 per cent increase from 20,200 jobs in 2021.

The chart below identifies the top 5 sectors by net number of new jobs. For descriptions of the sectors, see page 20 of this report.

Top 5 sectors by number of net jobs gained

1	Educational services	2,410	+ 11.9% from 20,200 in 2021
2	Accommodation and food services	1,540	+ 10.4% from 14,900 in 2021
3	Manufacturing	760	+ 2.2% from 35,200 in 2021
4	Construction	670	+ 9.2% from 7,300 in 2021
5	Retail trade	590	+ 1.7% from 35,000 in 2021

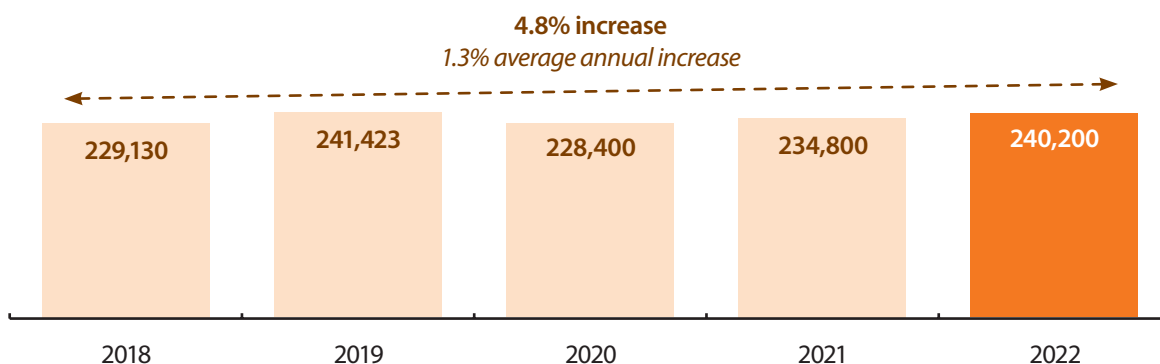
Based on 240,200 jobs with NAICS



Five-year job trend (2018 – 2022)

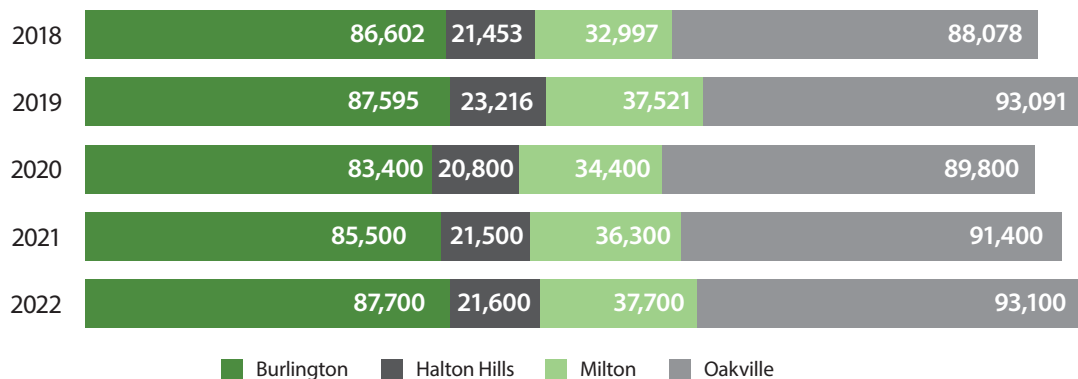
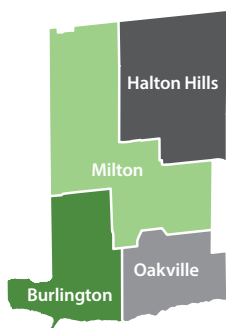
Between 2018 and 2022, the Employment Survey results show an overall increase by 4.8 per cent (11,070 jobs) in the total number of jobs identified in Halton over the five-year period. The results suggest an average annual increase by 1.3 per cent over the last five years, or 2,210 (rounded) additional jobs identified each year during this period.

Total number of jobs identified in Halton, 2018 - 2022



Five-year job trend by municipality (2018 – 2022)

By municipality, Milton had the highest annual rate of change in the number of jobs identified with an average annual increase by 3.7 per cent. Oakville had the second highest average annual increase by 1.4 per cent. Burlington and Halton Hills both had an average annual increase by 0.4 per cent.



	Burlington	Halton Hills	Milton	Oakville	Halton Region
Five-year change (2018 – 2022)	1.3%	0.7%	14.3%	5.7%	4.8%
Annual average (2018 – 2022)	0.4%	0.4%	3.7%	1.4%	1.3%

Jobs: Geographic distribution

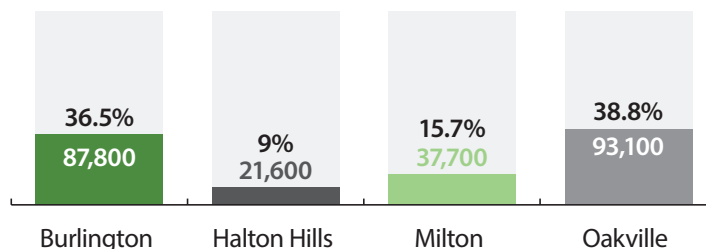


Distribution by municipality

By municipality, Oakville had the highest share of the total estimated jobs in 2022 at 38.8 per cent (93,100 jobs), followed by Burlington with a 36.5 per cent share (87,800 jobs). Together, Oakville and Burlington were home to over 75 per cent of Halton's total estimated jobs in 2022.

Milton and Halton Hills had shares of 15.7 per cent (37,700 jobs) and 9.0 per cent (21,600 jobs), respectively.

Distribution of jobs in Halton by municipality



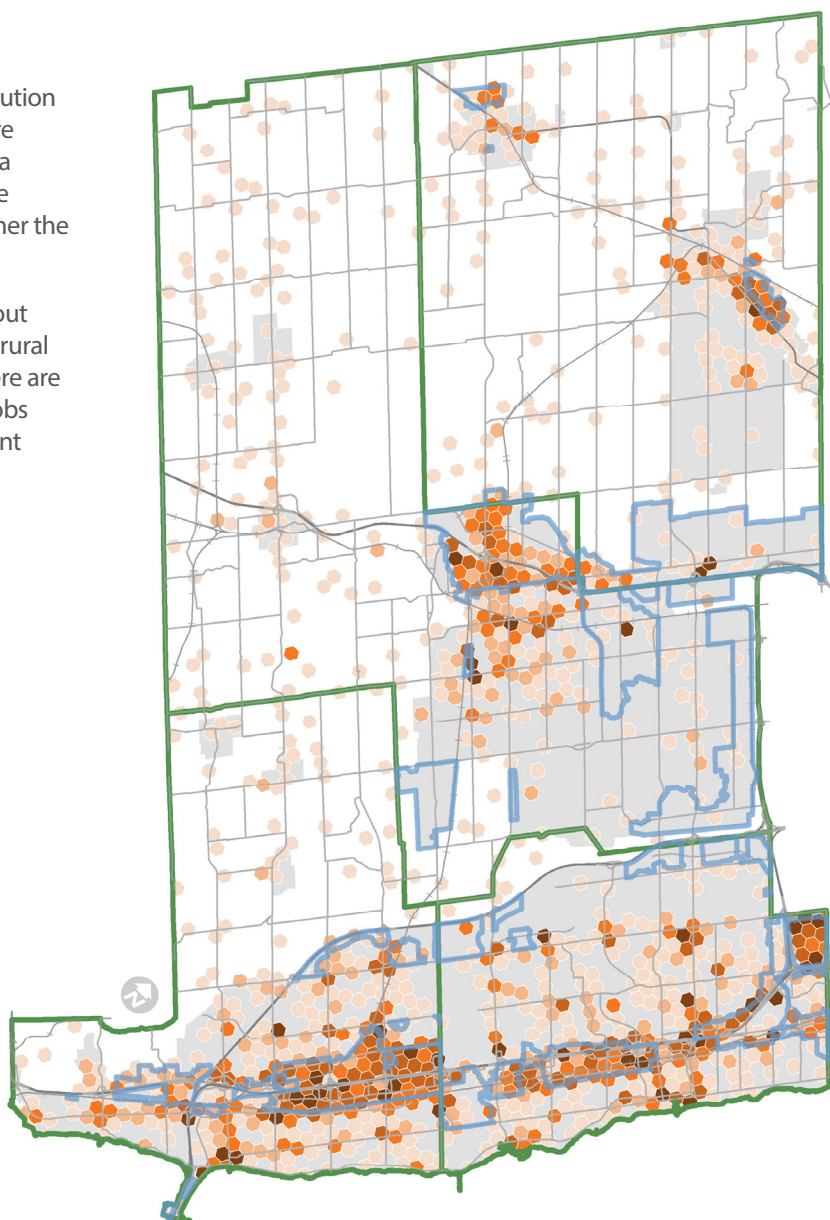
Based on 240,200 estimated jobs

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 240,200 estimated jobs in 2022 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 (49.0 per cent of the total jobs estimated, or 117,800 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
- Settlement Boundary
- Employment Area

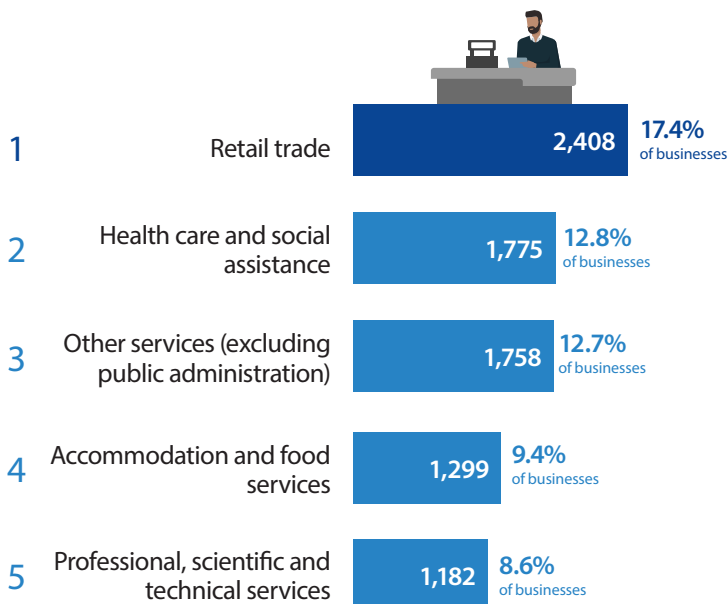


Businesses and jobs: Key Trends in 2022



Top 5 sectors by business count

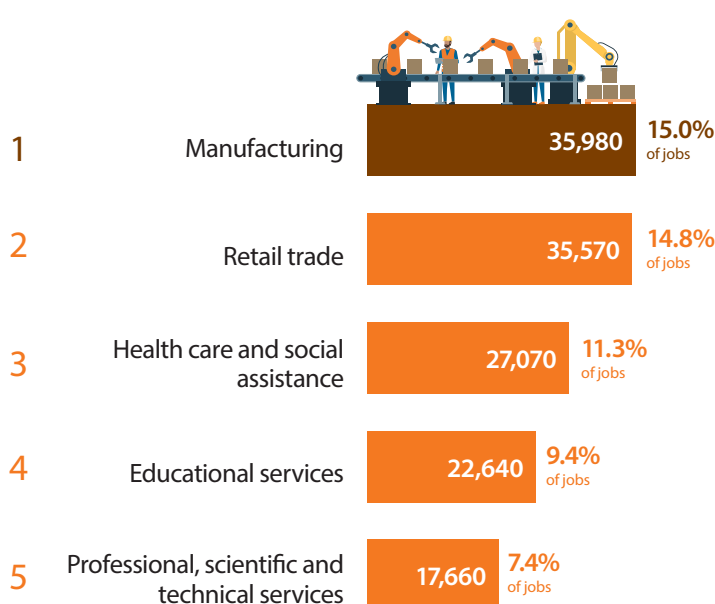
The top sector by total identified business count in 2022 was the Retail Trade sector, representing 17.4 per cent of the total businesses identified in Halton (2,408 businesses). The chart below provides the top 5 sector by business count.



Based on 13,820 businesses with NAICS

Top 5 sectors by job count

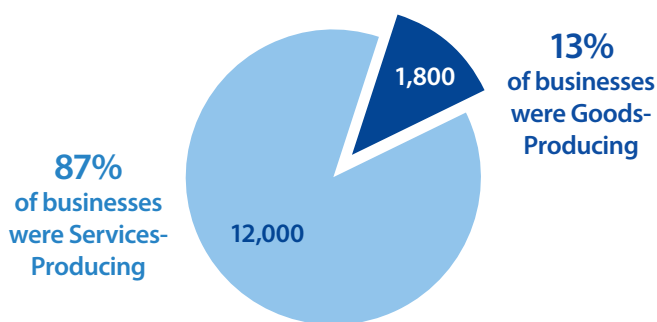
The top sector by total estimated job count in 2022 was the Manufacturing sector, representing 15.0 per cent of the total jobs estimated in Halton (35,980 jobs). The chart below provides the top 5 sector by job count.



Based on 240,200 jobs with NAICS

Goods vs. service producing businesses

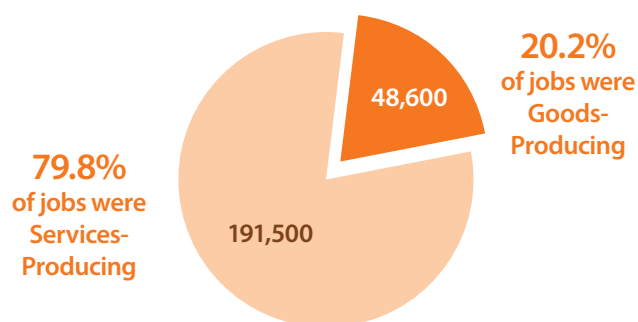
Of the 13,820 businesses identified within Halton Region in 2022, 13,800 businesses were generated by goods and service-producing sectors. The majority of businesses fell under service-producing sectors, representing 87.0 per cent (12,000 businesses). The remaining 13.0 per cent (1,800 businesses) were generated by goods-producing sectors.



Based on 13,800 businesses with NAICS

Goods vs. service producing jobs

Of the 240,200 jobs identified within Halton Region in 2022, 240,100 jobs were generated by goods and service-producing sectors. The majority of jobs were generated by service-producing sectors, accounting for 79.8 per cent (191,500 jobs). The remaining 20.2 per cent (48,600 jobs) were associated with goods-producing sectors.



Based on 240,100 jobs with NAICS

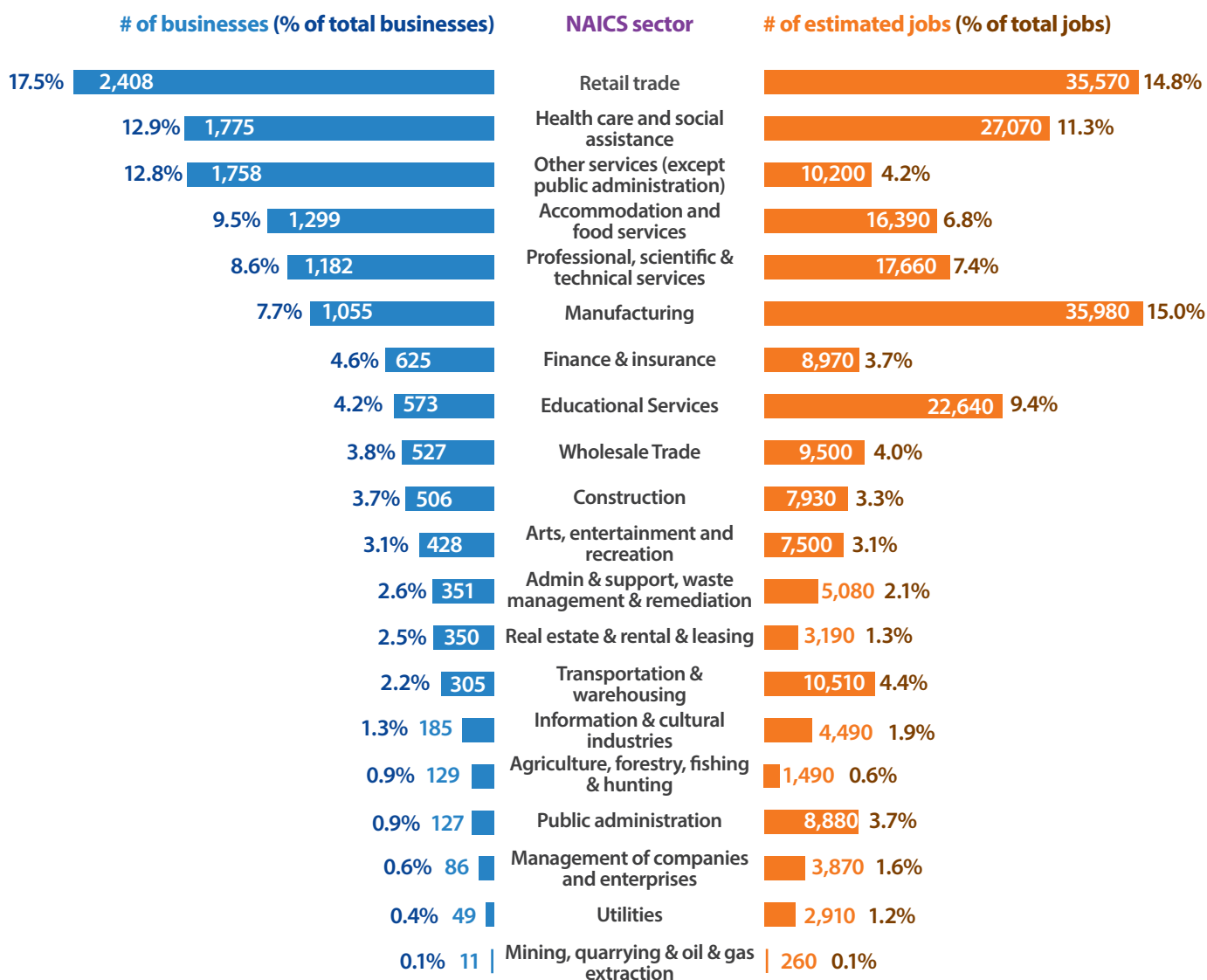
For descriptions of the NAICS sectors and the sectors associated with goods or service producing industries, refer to page 20 of this report.



Businesses and jobs: All sectors

Businesses and jobs by NAICS economic sectors

The graph below represents business and jobs identified in the 2022 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.



Based on 13,820 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).

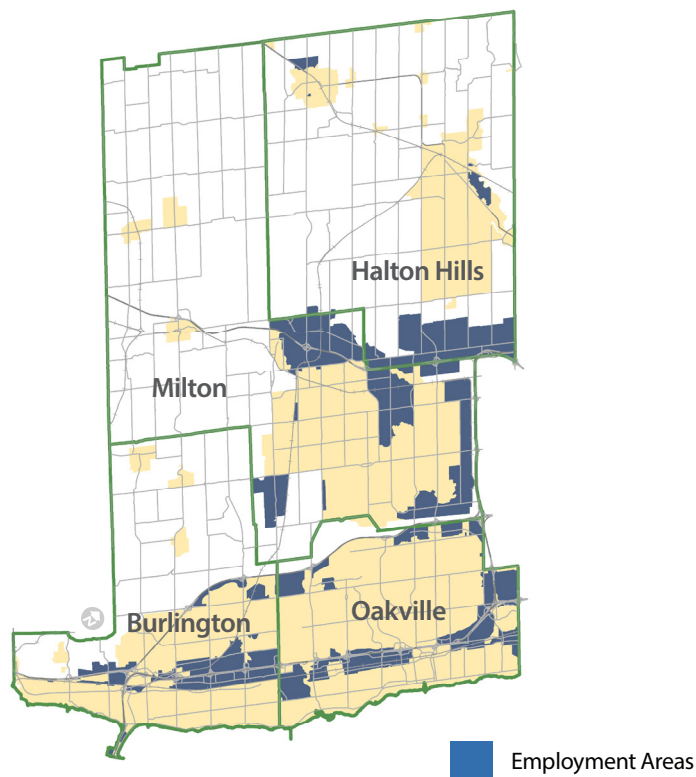
Employment Areas: Highlights



About Halton's Employment Areas

Under the Growth Plan for the Greater Golden Horseshoe (2020), 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 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.

2022 Businesses Highlights in Employment Areas

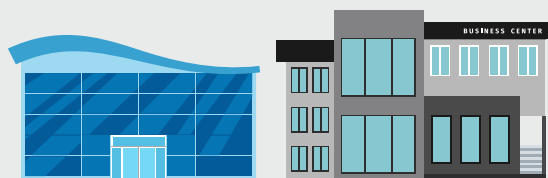
The 2022 Employment Survey identified 5,576 businesses located within Halton's Employment Areas, representing 40.3 per cent of total businesses identified in Halton Region.

5,576

Number of businesses identified in 2022 in Employment Areas

40.3%

Percentage of total businesses located in Employment Areas



2022 Jobs Highlights in Employment Areas

The 2022 Employment Survey estimated 117,800 jobs located within Halton's Employment Areas, representing more than half (49.0 per cent) of total jobs estimated in Halton Region.

117,800

Number of estimated jobs in 2022 within Employment Areas

49%

Percentage of total jobs located in Employment Areas



Employment Areas: Summary


5,576

Number of businesses identified in 2022 in Employment Areas

117,800

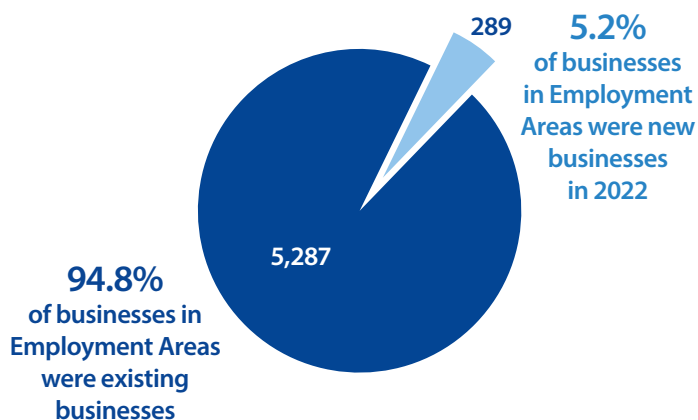
Number of jobs estimated in 2022 in Employment Areas

Businesses in Employment Areas by type

The 2022 Employment Survey identified a total of 13,820 businesses in Halton Region. Within the Employment Areas, the survey identified 5,576 businesses, representing 40.3% of the total businesses in Halton.

Of the 5,576 businesses identified in the Employment Areas, 94.8 per cent (5,287 businesses) were businesses identified in 2021 or earlier. The remaining 5.2 per cent (289 businesses) were newly identified businesses in the Employment Areas in 2022.

Businesses in Employment Areas by type



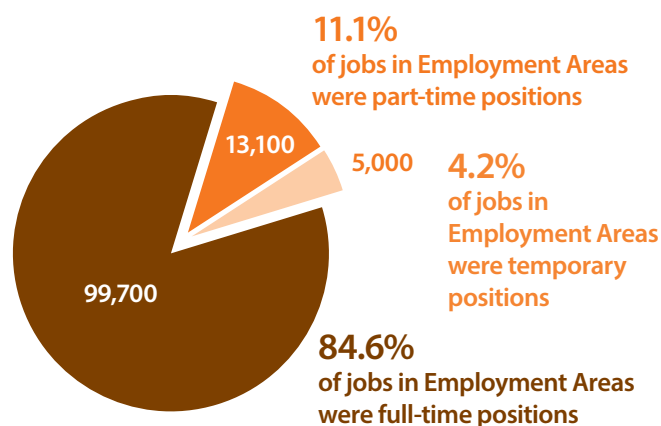
Based on 5,576 businesses in Employment Areas

Jobs in Employment Areas by type

The 2022 Employment Survey estimated a total of 240,200 jobs in Halton Region. Within the Employment Areas, the survey estimated 117,800 jobs, representing 49.0 per cent of the total jobs estimated in Halton.

Of the 117,800 jobs estimated in the Employment Areas, 84.6 per cent of the jobs were full-time positions¹ (99,700 jobs). The remaining 11.1 per cent (13,100 jobs) were part-time positions² and 4.2 per cent (5,000 jobs) were temporary positions³ in the Employment Areas.

Jobs in Employment Areas by type



Based on 117,800 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.

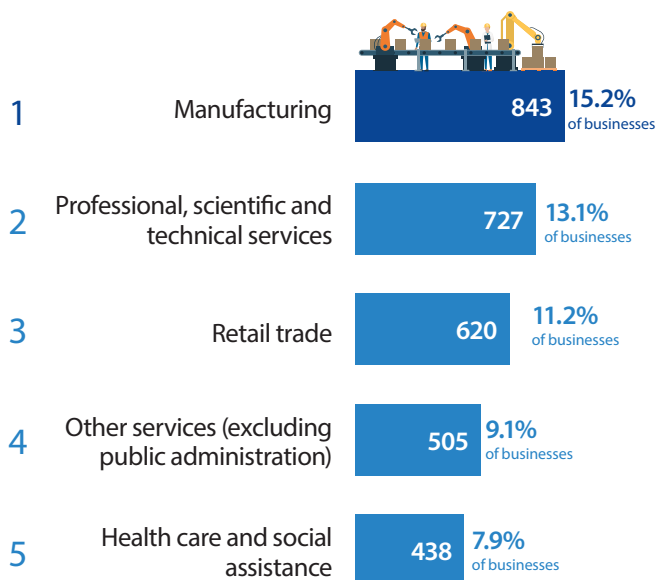
3. Temporary positions are based on jobs that are under a contract for a specific, limited amount of time, such as seasonal or holidays.

Employment Areas: Key Trends in 2022



Top 5 sectors by business count

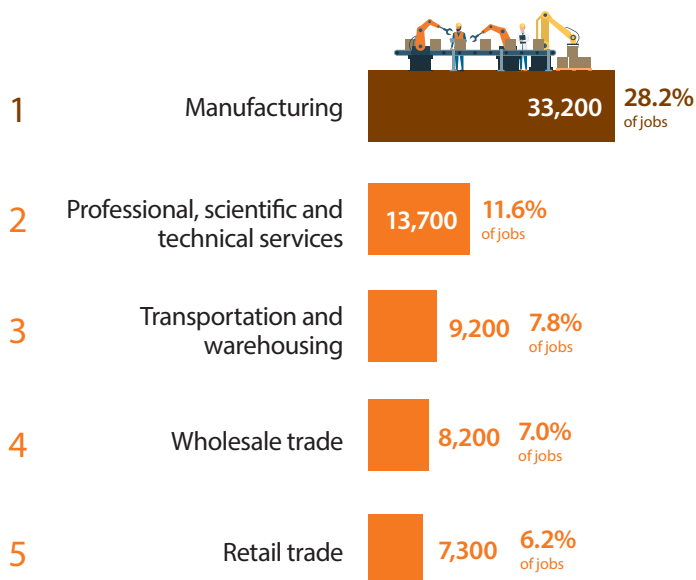
Within Halton's Employment Areas, the top sector by business count in 2022 was the Manufacturing sector, representing 15.2 per cent of the total businesses identified in Halton's Employment Areas (843 businesses). The chart below provides the top five sectors by business count.



Based on 5,576 businesses with identified NAICS in Employment Areas

Top 5 sectors by job count

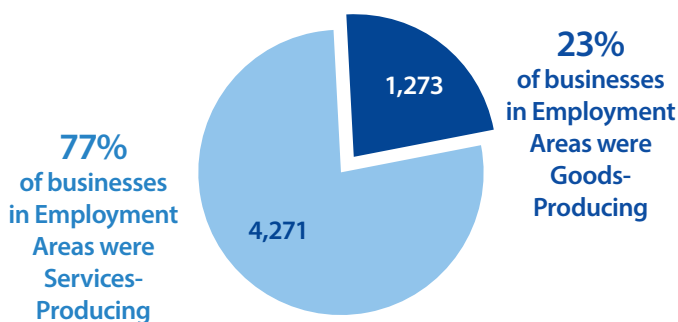
Within Halton's Employment Areas, the top sector by job count in 2022 was the Manufacturing sector, representing 28.2 per cent of the total jobs identified in Halton's Employment Areas (33,200 jobs). The chart below provides the top five sectors by job count.



Based on 117,800 jobs in Employment Areas

Goods vs. service producing businesses in Employment Areas

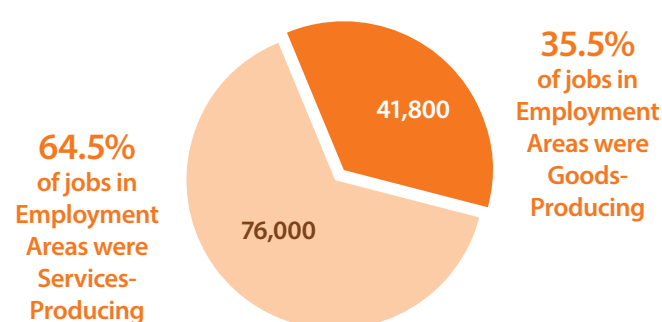
Of the 5,576 businesses identified within Halton's Employment Areas, the majority of businesses fell under service-producing sectors, accounting for 77.0 per cent (4,271 businesses). The remaining 23.0 per cent (1,273 businesses) of businesses were part of goods-producing sectors.



Based on 5,576 businesses in Employment Areas

Goods vs. service producing jobs in Employment Areas

Of the 117,800 jobs identified within Halton's Employment Areas, the majority of jobs are associated with service-producing sectors, accounting for 64.5 per cent (76,000 jobs). The remaining 35.5 per cent (41,800 jobs) were associated with goods-producing sectors.



Based on 117,800 jobs in Employment Areas

For descriptions of the NAICS sectors and the sectors associated with goods or service producing industries, refer to page 20 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.

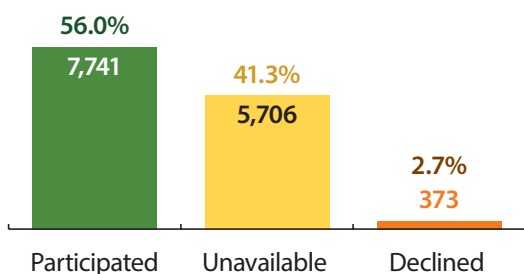
Survey participation rate

The 2022 Employment Survey identified a total of 13,820 businesses in Halton Region. The participation rate for the 2022 Employment Survey was as follows:

- 7,741 (56.0 per cent) businesses participated in 2022 and provided up-to-date information;
- 5,706 (41.3 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
- 373 (2.7 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 2021, the participation rate was 47.9 per cent.

2022 Employment Survey participation rate



Based on 13,820 businesses identified

Survey methodology

The 2022 Employment Survey took place between May 9, 2022 and September 30, 2022. 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 in order to visually verify and confirm business activities (i.e. business closures and newly opened businesses).

The approach to the 2022 Employment Survey included a mix of survey methods, adjusted throughout the survey period as appropriate in consideration of the ongoing pandemic and adherence to public health measures. During the survey, businesses were provided with a range of options to participate in the 2022 Employment Survey, which included providing responses through:

- face-to-face interviews (when and where appropriate, while following all public health measures);
- telephone interviews; or
- completing the survey electronically (e.g. by email or online form on halton.ca).

Of the 7,741 businesses that responded to the 2022 Employment Survey, about 68.9% of the businesses participated through telephone interviews. The remaining 21.1% of the respondents participated through face-to-face interviews and 9.9% of the respondents participated by completing the survey electronically.

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.

Additional information

North American Industry Classification System (NAICS) Sectors and Description. Visit 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.

