



Labour Market Bulletin

Human Resource Centre of Canada

Halton, Dufferin and Peel Areas

~ An Analysis of the Halton, Dufferin and Peel Labour Markets ~ July - September 2004 ~

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The Halton, Dufferin and Peel Labour Market Bulletin is a quarterly report produced by the area Labour Market Information Analyst. This bulletin and other LMI products may also be found on our website. (aussi disponible en français)

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Note: In preparing this bulletin, HRSDC has taken care to provide clients with labour market information from reliable sources that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since the bulletin was published. Readers are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this bulletin does not necessarily reflect official policies of HRSDC.

An overview of the Halton, Dufferin and Peel areas

Construction continued at an accelerated rate in Peel, Halton and Dufferin, with significant amounts of work taking place and planned in Milton, as it remains one of Ontario's fastest growing cities. Halton on the whole has seen developments increase as the area continues to grow and is redeveloped, with projects such as Burlington's waterfront taking the lead.

The automotive sector is picking up speed in Brampton as DaimlerChrysler can hardly keep up with the demand for some of its new vehicles. The situation at Oakville's Ford plant is not as positive, but future construction of a flexible manufacturing plant could change Ford's fortunes.

Nortel remains the major story in the region as it struggles with legal and financial turmoil. While the company is still generating new business and winning contracts, they are expected to cut their workforce in order to improve their bottom line. The management area continues to see new businesses open, confirming that the communities in Halton, Dufferin and Peel are good places for companies to invest.

HIGHLIGHTS

- ▶ The unemployment rate in the Hamilton CMA fell by 1.5% over last year, while in the Toronto CMA it fell by 0.6%.
- ▶ Total Employment Insurance claims were up in the Brampton-Halton & Mississauga management area over the third Quarter of 2003.
- ▶ Oakville is experiencing significant growth in its residential construction, sparking high job growth rates.
- ▶ DaimlerChrysler is in negotiations to add a third shift to its plant in Brampton and also confirmed manufacturing of the Charger at the same plant.
- ▶ Milton Transit is back in operation, running three bus routes.
- ▶ William Osler Health Centre in Brampton is facing job cuts to meet the Province's deficit recovery program.



LABOUR MARKET NEWS

Highlights on industry activities that have an impact on the local labour market, this information is derived from several sources including local newspapers, newsletters and various publications. Please refer to "Notes to Readers" for additional information.

Construction

Construction continued at an accelerated rate in Peel, Halton and Dufferin, with significant amounts of work taking place and planned in Milton, as it remains one of Ontario's fastest growing cities. Halton on the whole has seen development increase as the area continues to grow and is redeveloped, with projects such as Burlington's waterfront taking the lead.

Traffic congestion in Peel is starting to increase as its population and importance in Ontario's economy continues to rise. The stretch of the 401 between the 410/403 interchange and the Credit River is an area in dire need of expansion according to Peel Region and they are asking the Ministry of Transportation to widen it. Preliminary design projects have the area expanding from the current six-lane system to a twelve-lane express/collector system at a cost of \$180-million.

The approval and review of various development proposals in the Halton and Dufferin areas display the region's growth. Job futures are likely to change as more employers locate to the area. The Ontario Municipal Board gave the Westside Market Village (Orangeville) application its approval, allowing Westside to build a 42,500 sq. ft. Sobeys' grocery store. Georgetown Town Council approved the building of a 43,500 sq. ft. Sobeys' grocery store on Guelph Street. The Town of Milton is reviewing a proposed north Milton business and industrial park that would encompass the area between the 401, Regional Road 25, No.5 Sideroad and Dublin Line. According to the Milton Canadian Champion, the park would include "...five business park blocks covering about 54 acres, four industrial park blocks on 101 acres, a storm water management area, two watercourse blocks, buffer blocks and an internal road system." Milton Town Council also adopted the Sherwood Survey secondary plan, a decision that will result in almost 12,000 new homes being built, attracting more than 35,000 people. The groundbreaking is anticipated to occur as early as the fall. Completion dates and prospective hires were not readily available on any of the projects.

The building proposed to house Peel Region's new headquarters was delayed by Mississauga's push for independence. Reports now say that the building will not go to tender until January 2005.

Oakville has seen growth in its residential dwelling construction coinciding with its affluent demographic and employment growth. According to the Globe and Mail, job growth is expected to rise between 16 and 25% this year compared to 10% in Toronto. There are some concerns that

the closing of the Ford truck plant will have a negative effect on the housing market, but no noticeable change has been seen yet.

The proposed Niagara-Halton highway has been delayed as more planning sessions will be held in the fall. A new environmental assessment will be looking at all transportation options for the corridor. The highway would not only create jobs in the region of Halton, but would also have a significant effect on commuter patterns, possibly changing workplace structure in the area.

The provincial government has earmarked \$81 million to construct a new correctional facility in Brampton. The scheduled date for completion is 2007. Opening under the name, "Greater Toronto Area Youth Centre" and will house 192 males and 32 females.

Approximately 150 foreign construction workers have come to the GTA to assist in dealing with the shortage of skilled workers, created by the rapid expansion of multiple cities, including Brampton and Mississauga. Construction Recruitment External Workers Services (CREWS) is a two year pilot program that ended in 2003, but was renewed for a year and has assisted with hiring foreign construction workers. In a related story, Brampton ranked fourth in the nation in construction value through the first half of 2004. Total value was \$980-million compared to \$997-million a year ago. Cities in front of Brampton were Toronto, Calgary and Montreal.

Developers went before a public consultation committee regarding how soon proposed development charge increases would go into effect and the amount of time left for discussion. Builders are not pleased with the 29% and 49% increases in residential and commercial development charges, which could affect their decisions on future projects in Peel, Halton and Dufferin.

Breaking Ground and Changing Places

- Ground was officially broken on the new headquarters of the Bombay Company in Brampton. The site is at the corner of Steeles and Goreway and is expected to be completed by March 2005.
- Construction on roadwork associated with Burlington's new waterfront began in July, slightly earlier than originally planned. Updates on the construction can be found on the City's website, www.burlington.ca or by calling 905 335 7694.



- Halton Police will be moving their station on Locust Street to the southwest corner of Walker's Line and Southampton Boulevard in the summer of 2006. The new building will be 30,000 sq. ft. and is budgeted between \$8-9 million. All 140 employees will make the move.
- Visual Arts Mississauga will move into a new facility in the summer of 2005 at the Mississauga Garden Park being developed east of the Credit River at Burnhamthorpe Rd.

Manufacturing

The automotive sector is picking up speed in Brampton as DaimlerChrysler can hardly keep up with the demand for some of its new vehicles. The situation at Oakville's Ford plant is not as positive, but future construction of a flexible manufacturing plant could change Ford's fortunes.

DaimlerChrysler Canada is meeting with its union representatives to discuss adding a third shift and over 900 jobs at the Brampton plant. Demand for the Chrysler 300 and 300C sedans and the Dodge Magnum wagon has reached record highs, prompting the move. Some of the issues to be discussed during the meetings are operational improvements to increase competitiveness, staffing numbers and the maintenance of current overtime schedules. The company also officially confirmed that the Charger will be rejuvenated and built in its Brampton plant in the second half of 2005. The move is seen as having a big influence on whether or not a third shift will be added to the plant to meet current demand. The Charger will be built on the same platform as the 300, 300C and Magnum, which are all built in Brampton. The company is presently in the process of introducing 25 new products over a three-year period. The plant currently employs approximately 3,000 people and a third shift would add another 900.

DaimlerChrysler's CEO, Dieter Zetsche says that Canada's automotive advantage is shrinking as competitors like Mexico are challenging with lower costs and higher quality standards. He believes that Canada has what it takes to remain relevant, but that it is time the country started thinking of competitors as more than places that simply offer cheap labour.

Ford held its 100th anniversary in Canada celebration at the Oakville plant. The goodwill was extended in August when Bill Ford Jr. stated that he expects Ford of Canada to build a \$1.2 billion flexible manufacturing plant in Oakville. The plan was not officially confirmed, but speculation is that the decision has already been made. The current active workforce at the Oakville minivan plant is less than 3,000. A new operation to replace it would provide up to 4,000 jobs on three shifts. Ford also received a letter from Ontario Industry Minister Joe Cordiano advised the automaker appears to

qualify for \$100-million in financial aid. Conditions and further discussions were deemed necessary for access to the Automotive Investment Strategy Program. The move by the provincial government could put pressure on the federal government to also commit funds.

Canadian Waste Recycling of Orangeville has a new product line after developing a technique for disposing of asphalt shingles. The company will use the same technology to create a line of products made from waste wood. Kitty litter, horse bedding (the most popular product), and mulch for indoor and outdoor planting are some of its uses.

Trade

Nortel remains the major story in the region as it struggles with legal and financial turmoil. While the company is still generating new business and winning contracts, they are expected to cut their workforce in order to improve their bottom line. The management area continues to see new businesses open, confirming that the communities in Halton and Dufferin are good places for companies to invest.

Nortel

Nortel CEO Bill Owens stated that the company would focus on cost controls to boost profits. The announcement, fuelled speculation of job cut or assets sold to lower costs. Nortel currently has 32,500 global employees compared to 95,500 in 2000. Owens later confirmed a work force reduction of 10% and a development expense reduction that could amount to \$250-million (U.S.).

Reports released after Mr. Owens' initial statements confirmed that more than 25% of Nortel staff working on long-haul equipment and up to 25% of employees working on urban optical network gear are expected to be laid off. Nortel has offered incentives for early retirement and one-year sabbaticals to staff. It has been suspected that the majority of layoffs would be in North America in the management ranks. Analysts have suggested that moving the headquarters from Brampton to Ottawa may assist in attaining financial viability.

Competitors are challenging Nortel for its North American ICT sector. Chinese companies are forcing Nortel to cut costs and adopt a more efficient production strategy. Owens claims that the Chinese education system is graduating 25% of its students in computer science, math and the sciences, while Canada graduates less than 10%. He states that Chinese graduates are becoming increasingly sophisticated in their research and development capability, helping their country win market share by knowing how to build and market lower priced equipment.



Additional Nortel News:

- Nortel integrated its wireless, wireline and optical divisions into one entity called 'Carrier Networks', saving the company \$500 million U.S.
- Nortel won a contract with Ufone, the cellular unit of the state-controlled Pakistan Telecommunications Company. Nortel will help Ufone double its current network.
- Nortel and Nokia won a big contract from Bharat Sanchar Nigam Ltd., India's biggest phone services provider. The contract is worth \$863-million (U.S.). Nortel will supply seven million lines of equipment, while Nokia will supply four million.

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The courier business in Brampton is becoming oversaturated, leading to problems in quality and reliability. The real estate boom in the city has led to increased business as legal documents need to be delivered. Increased business in Brampton has also driven the need for couriers to record levels.

Brampton is experiencing a shortage in freight transportation drivers according to industry experts, which has resulted in some companies having to increase their rates as some trucks sit on the lot. According to the Canadian Trucking Human Resources Council, approximately 224,000 newly qualified commercial truck drivers will be needed before 2008, which translates to approximately 90,000 for Ontario.

Maytag Canada and Zenon Environmental have partnered, with Zenon, developing an in-home water filtration unit using its membrane technology. Both organizations share offices in Burlington, while Zenon still has some services located in Oakville.

The Brampton Business Times listed Brampton's Top 50 Companies, with the top five being: 1) Daimler Chrysler - Brampton Plant, 2) Maple Lodge Farms, 3) Nortel Networks, 4) Canadian Tire Corp., 5) Canadian Waste Services Inc.

Business was up for pick-your-own berry growers in Brampton over the summer. While growers couldn't specify why numbers were up from previous years, it has been speculated that general economic health has allowed more people to spend money over the summer.

The Burlington Economic Development Corporation has created an in-depth prospectus, expected to provide entrepreneurs with a better understanding of the market and showcase the city to investors. The prospectus is \$25 and volume discounts are available. Order forms can be attained at www.advantageburlington.com.

Grohe Canada expanded production at its plant in Mississauga. The expansion has increased the workforce to 100 people with forecasts of continued growth. The plant has doubled its workforce since it opened in 2001.

The Burlington Post reports that Hanson Brick will move one of its Burlington operations to another region or to the United States if its proposed new shale quarry does not receive a license soon. If the quarry is approved, approximately 100 jobs will be saved. One of the main problems delaying the approval of the quarry is the effect it may have on the water supply of local residents.

A Burlington company has invented a product that could extend the lifespan of landfills. Called EkoSeal, the product is a spray that covers landfills, keeping pests at bay. Over time, the hardened cap breaks down, leaving more space for waste to be stored. The company is currently trying to get Halton Region to use the product.

Workers at the Coca-Cola bottling plant in Brampton voted in favour of a strike after not being able to resolve disputes focused on salaries, benefits and working conditions. Union reps had been complaining of workers being part-time for years without ever being moved into the full-time bracket. Bargaining for a new contract began in May of 2004, but after the strike was put into effect, the dispute was resolved in seven hours. Workers received a \$1.50/hour raise over three years and concessions that would make it easier for part-time workers to become full-time, a change that immediately made 38 part-time employees full-time. Members voted 92% in favour of ratifying the agreement.

Kruger Inc. opened a \$7 million cardboard box packaging plant in Brampton, employing 35 people; however, General Manager Duncan Campbell said that he expects the hiring of several hundred people.

Al's Sport Shop in Burlington joined Source for Sports, becoming Al's Source for Sports after finding competition from large 'big box' stores made it difficult to operate profitably.

Grocery Gateway Inc. of Mississauga was purchased by the Longo's grocery chain, giving them immediate control over the internet food delivery system. Grocery Gateway had just filed for voluntary receivership in Superior Court.

Sears Canada Inc. announced the opening of a new specialty store in Burlington, one of six locations based in Ontario. A second store will be opening in Mississauga near Matheson and Mavis later. Estimates are that the new stores will create approximately 100 retail and 200 construction jobs.

Oakville held its Midnight Madness July 16th, attracting more than 50,000 people to the downtown area for extended shopping hours and entertainment.



Various grocers have called a truce in Orangeville, as Westside, Westdale, Sobeys, Zehrs and Loblaws all withdrew their Ontario Municipal Board appeals against each other. Expectations are that all projects (Westside Market Village, Montgomery Village, Zehrs expansion and the Westdale Mall store) will proceed as planned.

Metal Supermarket in Mississauga (headquartered in Brampton) doubled its store size to 7,100 sq. ft. The store features a 24 hour call line for emergencies and almost 2000 different types of metal. The Mississauga store currently employs six people, but could increase to eight in the coming months. Sales were up by 22% over the past year.

SunValley Foods, a division of Cargill Ltd. bought out Caravelle Foods of Brampton. The takeover involves approximately 120 employees.

Opening, Closing & Moving

This sub-section of the Trade heading concerns businesses that are opening, closing or moving in the Brampton-Halton & Mississauga management area. Unless noted, prospective employment numbers or job losses were not available at time of publication.

- Downsview Décor Centre Ltd. Opened a new store in Brampton at 4299 Queen Street East.
- PartSource, a professional auto part specialty store has opened an outlet in Oakville at 368 Speers Rd. According to the company and the Oakville Beaver, the new store "...represents a \$1.5 million investment in the community and has created construction work and sub-trade employment as well as 15 new retail jobs..."
- OK&D Marketing Group relocated its operations to a larger facility in order to facilitate its growing staff, clients and holdings. The new location is at 3375 North Service Road in Burlington and is easily viewable from the QEW. Staff has increased this year from 27 to 39 people.
- Colour Addiction Salon opened its newest hair salon in Oakville, located at 518 Postridge Drive.
- Yves Rocher opened a new 1,200 sq. ft. store in Mississauga's Square One mall.
- Shopsy's opened its first location outside of Toronto at the Meadowvale North Plaza at Financial Drive and Derry Road in Mississauga.
- Red Chillie Restaurant has expanded outside of its Oakville location, opening a new location in Burlington at 3505 Upper middle Road at Walkers Line.
- Long Legs, a clothing store for tall women opened in Mississauga at 299 Lakeshore Rd. E. in Port Credit.
- EQ3, a retail home furnishing centre opened in Burlington at 1220 Brant Street. Seven employees run the operation.
- Wotif.com a company specializing in last minute accommodation launched its North American office in Burlington in August. The company has noticed significant growth in conjunction with the discount travel market.
- Best Buy will be opening a store in Burlington in October and are anticipating hiring 100 staff. Best Buy also recently opened a store in Brampton at the Bramalea City Centre.
- Wal-Mart opened its doors in Milton to dozens of shoppers waiting to be the first in. The store employs more than 250 local residents.
- Maxxlink, a business development company, opened in Brampton, assisting entrepreneurs and small companies with 'behind the scenes' needs. More information can be found at www.maxxlink.com
- Pooch Boutique, a store featuring a variety of products for dogs, opened in Burlington at 472 Elizabeth Street on September 10th. More information can be gathered at www.thepoochboutique.com.
- Royal Mattress Manufacturing Company recently expanded, now housing a 45,000 sq. ft. showroom at 5280 South Service Road in Burlington. The facility employs more than 50 full-time workers.
- Spherion Staffing Solutions opened in Brampton with a workforce of eight people. They are located at 350 Rutherford Rd. S., Plaza 2, Suite 110 and can be reached at 905 452 7110.
- Staples Business Depot opened its fifth store in Mississauga at 3950 Grand Park Drive and Burnhamthorpe Road, just east of Mavis Road. They will employ 30 Mississauga area workers, as they specially recruited employees from the local area. The store will also feature a technology centre with expanded computer services.



- PharmaPlus opened a new store in Mississauga beside Dr. Antoun Toma's medical centre; a practice PharmaPlus says is common. Fifteen employees have been hired to work up front, along with two pharmacists.
- Mark's Work Warehouse opened a new 10,000 sq. ft. store in Orangeville at 53 4th Avenue.
- Blitzfull Treats opened in Brampton at 33 McMurchy Ave. N., offering ice cream and other frozen goods.
- Chrome, a clothing store geared toward teen girls opened at 130 Guelph Street, Unit 1 in Georgetown.
- K.N. Crowder opened a new 30,000 sq. ft. factory in Burlington at 1220 Burloak Drive, moving the business from Mississauga.
- Accents Décors, a housing accessory store opened at 221 Miller Drive in Georgetown.
- Kimby's Apparel, a company that started after a Georgetown resident completed an HRSDC Self Employment Benefit Program, opened out of Kim Gauthier's home. More information and appointments can be made at 905 877 7139.
- Ashley Furniture opened in Mississauga, featuring a 38,000 sq. ft. showroom located on Hurontario Street at Eglinton Avenue.
- Truestar for Women Nutrition and Fitness Centre opened in Milton at 575 Ontario Street.

Transportation and Warehousing

As the three regions in the management area continue to grow at a rapid pace, local and provincial transit plans required modifications.

Effective September 7, GO Transit implemented a new morning express train from Georgetown to Union Station. GO will also alter its mid-afternoon train to Brampton from 2:50 pm to 3:14 pm. The changes reflect the growth of the two areas, making commuting a more urgent topic for local and provincial governments.

Milton Transit is in operation with three bus routes across the town. According to the Toronto Star, the town had dropped its dial-a-bus service in the mid 90s to save money when the province downloaded the cost of other services onto municipalities. Now that Milton is one of the province's fastest growing cities, the need for mass transportation is proving to be relevant as residents need a means of access to shopping and other appointments as they arise.

Halton Police conducted one of their regular vehicle inspection programs, focusing on commercial vehicles. The program was intended to ensure driver and company compliance in the transportation of dangerous goods and trip documents. In Milton, almost four out of every ten trucks checked were taken off the road.

Health Care and Social Assistance

Employee relations are the hot issue in Brampton and Burlington as cuts are expected at the William Osler Health Centre and many unions at the Joseph Brant Hospital were still without contracts. Officials at the Joseph Brant Hospital have been contemplating cuts to services in order to deal with its financial pressures.

Brampton will have to rely on private businesses to raise the rest of the funds needed to build its new hospital according to William Osler Health Centre president and CEO, Bob Bell. The Healthcare Infrastructure Company of Canada will now have to secure all funding before the October 15th deadline imposed by the province. The original price of the hospital was \$165 million, but costs have now put that figure at \$550 million. If the funds are raised, construction on the hospital would begin the week after the October deadline.

The William Osler Health Centre (WOHC) will have to cut 400 full-time jobs and close some acute-care beds based on the province's deficit recovery plan, according to the Independent & Free Press. Patient backlogs are expected as services are downgraded and consolidated. In a separate move, the WOHC reversed its decision to close the Georgetown obstetrics and pediatric unit, saying they would have to make up the expected \$875,000 savings somewhere else. In addition to the cuts, WOHC is also enduring a hiring freeze, which has been hindering recruitment efforts for specialists to staff Brampton's new hospital.

The provincial government announced that the WOHC will receive approximately \$3.3 million in order to reduce waiting times in key areas.

The City of Burlington could be tagged by the province as an under serviced area for family physicians. If the province deems it necessary, Burlington will qualify for funding incentives aimed at luring physicians to the area. Burlington is currently short approximately 22 doctors. Milton and Halton Hills have already been designated as under serviced while Oakville has not. The City of Burlington has already taken the matter into its own hands, hiring 13 new doctors this year and 23 last year. Two hundred and forty GP's are practicing in the area with 92 of them in Burlington. Halton has been using the site www.physicianopportunities.ca to attract more doctors and report that the site has been averaging 20 visits a day.



The owner of the Canadian Tire on Fairview Street said that he would pay the new health care premium for all of his employees, which he estimates will affect 75-90 people.

Joseph Brant Hospital in Burlington received a budget increase that was lower than anticipated, leaving the hospital to face a \$5.5 million deficit. Officials from the hospital have stated that service cuts are possible, which generally equals a reduction in the number of available beds. The hospital had planned to re-open 24 acute care beds in October, but has now stated that will not happen due to a lack of funds.

Three major unions at Joseph Brant Hospital are without contracts, adding to the changes taking place at the hospital. According to the Burlington Post the unions involved include, "...the Ontario Nurses Association, representing 520 registered nurses, whose contract expired March 31; OPSEU, representing 31 laboratory technologists and 26 radiology technologists, whose contract expired March 31; and CUPE, representing 94 registered practical nurses, 120 clerical staff and 110 support staff, whose contract expired September 28."

Joseph Brant Hospital has taken to putting up lawn signs to attract more registered nurses as they are facing a situation where a large amount (approximately 18%) of their RNs are eligible for retirement this year and next. The hospital is looking to hire between 20-25 part-time and full-time RNs to maintain its level of 520. Any RN interested in a position with the Joseph Brant Hospital should call 905-336-4129 or visit www.jbmh.com.

Dr. Julian Kho opened a new family physician practice at the Oakville Health Centre at 1060 Speers Road, Suite 213 in Oakville. Veteran physicians Dr. David Schooling and Dr. Kathy Gray are also accepting new patients.

Peel Region has created a pilot project experimenting with flexible daycare hours for parents who work late shifts. Nearly one in five full-time workers have jobs outside of nine-to-five business hours, but daycare centres accommodating those times are rare. The region has budgeted for extended service in Mississauga's Cooksville area and is considering a outlet at Sheridan College's new High Scope centre.

Halton Healthcare Services will receive \$2,998,400 in funding from the province as part of the \$470 million provincial funding announcement.

The Erinoak Treatment Centre is planning on moving to a new Variety Village site in Brampton, but the Mississauga site is likely to remain open. The new site will serve between 40 000 and 50,000 children with disabilities a year.

The Jean Hamlyn Day Care Centre in Orangeville eliminated four full-time jobs in order to keep the operation running. The centre also had its operating budget slashed by 61%. County

subsidization of the centre and the 2004 budget process came under scrutiny, resulting in action against the centre.

License to Clean, a joint venture of the Region of Peel and the province, based out of Brampton's St. Leonard's House is a new business that provides homeless men with employment opportunities and is looking for community support. The organization assists people who want to work but have been stopped by mental illness, disability or other challenges. More information can be attained at 905 460 6968, 416 543 9693 or via e-mail at shanlicensetoclean@rogers.com.

Peel Region's public health department hired two new Associate Medical Officers of Health (MOH), one part-time and one full-time to assist with growing service demands.

Accommodation and Food Services

Brampton welcomed a new Monte Carlo Inn at 45 Coventry Road, offering 108 suites, including king-size executive suites and whirlpool theme suites. More information can be gained by calling 905 453 5200 or visiting www.montecarloinns.com.

Public Administration

Expansion of Peel and Halton regions is at the core of developments this quarter as the province unveiled a plan to limit sprawl that will affect both areas. Development charges are being contested by the City of Brampton and the City of Burlington has been clarifying the designation of its residential and industrial sites.

The Greater Toronto Home Builder's Association (GTHBA) will take the City of Brampton to the Ontario Municipal Board if they do not like the development charges being established in the city. The City maintains the charges need to be raised in order to keep taxes where they are, but the developers argue that the increases will divert future growth from Brampton to other areas.

Halton Region is encouraging employers to hire more immigrants. Regional Chair Joyce Savoline wants them hired in order for them to earn Canadian experience in their field. Savoline has called the processes involved in getting immigrants to the point where they can choose their career path, "cumbersome". The Region is encouraging employers to take on immigrants on through four month internships, estimating that an intern for four months would cost a company approximately \$10,000.

The Ontario Trillium Foundation provided a \$75,000 grant to the Oakville Waterfront Festival which will be spread over three years to fund a new water conservation and appreciation activity in the Children's Village.



The Ontario Municipal Board stated that a northeast Burlington property can still be developed for industrial and employment uses, halting the proposed Bronte Creek Meadows residential subdivision. Burlington Mayor Rob MacIsaac stated that the area should also remain with that designation for at least another ten years.

The City of Brampton will open a new passport office in December according to Public Works Government Services of Canada. The new office is to be located at 40 Gillingham Drive, near Bovaird Drive and Main Street North. The passport office will be part of a new 90 000square foot office building to be completed in 2005.

The province unveiled a plan to limit sprawl in 11 priority urban centres and 15 emerging ones. Included in the priority centres are Mississauga and Brampton, while Burlington and Milton are considered emerging. The plan is geared toward deterring developers from building in the areas through higher development charges and possibly creating urban boundaries.

Milton town council members voted in favour of giving themselves a 3% retroactive (January 1, 2004) raise, valued at \$7,000 this year.

Oakville Mayor Ann Mulvale stated that a primary initiative of the town is to develop a new part of Oakville, north of Highway 5. The mayor continued, saying that she has a goal of growth being 55,000, and new job creation 35,000, but stated that this is achieved over many years.

Workplace Trends and Demographics

A new award has been created, recognizing companies who are leaders in the employment of people over 50 years old. The Globe and Mail reported that many companies are using recruiters in malls to find "seniors" getting their exercise and see if they could help with the company's national learning and development centres. Home Depot, Merck Frosst Canada, Royal Bank of Canada and Avis Rent-a-Car were all award winners.

Employers are using retired seniors as their new star employees because they will work odd hours, cost less and don't 'job hop'. Seniors4hire.com, Senior Job Bank and other national job boards have made the workplace more accessible for retired seniors looking to get back into the workforce.

Utilities

Treatment facilities are the big news item as upgrades and construction on sites in Halton and Peel are underway.

Halton Region spent \$40 million on an upgraded water treatment plant that allowed Burlington to avoid odour and

taste problems with Lake Ontario water during the annual algae season. The ozone treatment system is 80 times more effective than chlorine at destroying bacteria and microorganisms.

Construction is underway at Peel Region's Lakeview Wastewater Treatment Facility and Clarkson Wastewater Treatment Facility and will be completed in 2006. Costs are estimated to be more than \$600 million and the expansions are planned to provide a higher water treatment capacity and reduced odour.

Educational Services

Hiring is up at the Peel Board and Dufferin-Peel Catholic District school boards as both have shown significant increases in the amount of teachers and specialists signed for the 2004/2005 school year.

The Peel District School Board will be hiring 32 additional teaching assistants, two social workers, two speech and language pathologists, two psycho-educational consultants and one teacher for the upcoming school year. \$1.8-million has been allocated for the hiring. Further reports state that more than 750 new public school teachers were hired for the 2004/2005 school year. Plans are to hire an additional 400-500 occasional teachers.

The Dufferin-Peel Catholic District School Board reports that 152 new teachers were hired for this school year. The board also hired 20 new Education Resource Workers who assist with special education students. Dufferin-Peel employs almost 5,000 teachers in its elementary and secondary schools.

Eleven student entrepreneurs from Oakville received cash awards from the Ministry of Economic Development and Trade's Summer Company Program in order to start their own businesses. The program provides training and mentoring, with awards of up to \$3,000.

Peel Region has a new "school-to-work" program for students wanting to become chefs. In February, students at Turner Fenton Campus in Brampton became the first to participate in the program that trains students to earn credits and gain experience. To apply, a student needs 16 credits or the completion of a grade 10 certificate of education.

Information, Culture and Recreation

The Brampton Guardian Gold Book launched its 2005 sales campaign. The book provides consumer listings for all Brampton businesses, government services, restaurants, entertainment and cultural organizations. The copy total will increase from 75,000 to 90,000 based on its success last year.



The Oakville Arts Council published its second annual Oakville Arts Directory, a one-stop shopping guide for the arts in Oakville. The directory was delivered in the September 1 edition of the Oakville Beaver. The directory is also on-line at www.oakvillearts.com.

Other Services

Halton Region hired ten new police officers, with five assigned to the No.2 District in Oakville. Two will be in Milton, two in Burlington and one in Halton Hills.

Tourism

The provincial government provided the Royal Botanical Gardens (RBG) in Burlington with a \$1.87-million deal for next year, temporarily saving it from closing. The RBG

almost closed due to its dire financial situation, which was caused by "...government cutbacks, rising expenses and lagging tourism" according to the Globe and Mail.

Indicators

The Globe and Mail reported that wage freezes that had been implemented over the past few years have started to be lifted as employers are budgeting for average salary increases of more than 3.2% in 2005. It is also expected that performance bonuses will be more readily available next year as companies have more funds left around.

LABOUR FORCE TRENDS

Statistics Canada does not gather separate labour force statistics for the Halton, Dufferin and Peel areas. Statistics for, **Mississauga, Brampton, Caledon, Orangeville, Mono, Halton Hills, Milton and Oakville** are included in the Toronto Census Metropolitan (CMA). Statistics for **Burlington** are included in the Hamilton Census Metropolitan area. Following are overviews for the Toronto and Hamilton CMAs.

LABOUR SUPPLY AND DEMAND

Employment Insurance Claimload

Regular Employment Insurance Claimants – Halton, Dufferin and Peel Areas

Area	July – September '04			April - June '04			July – September '03		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Mississauga West	10095	5134	4962	12656	4996	7661	15024	7556	7468
Brampton	6075	3277	2798	5888	2506	3382	3694	1852	1842
Mississauga East	314	146	168	604	270	334	1771	837	934
Malton	296	133	163	363	139	224	567	263	304
Milton	495	276	219	414	189	225	251	132	119
Oakville	1410	782	628	1435	524	911	819	404	415
Burlington	1488	828	660	1738	563	1176	902	420	482
Georgetown	541	310	241	481	179	302	197	80	117
Orangeville	671	414	257	566	222	344	411	196	215
TOTAL PHD	21385	11299	10086	24144	9587	14557	23636	11740	11896

Source: HRCC administrative data C-356

Employment Insurance Claimload Analysis

Employment insurance claims dropped this quarter compared to the third quarter of 2003, which is consistent with the trend across the country, especially in Ontario where the claim rate has dropped by 4.9%.



2004 3rd Quarter Overview for the Hamilton Census Metropolitan Area

Employment growth in the Hamilton-Burlington-Grimsby area exceeded the normal change for this time of year, and extended a strong growth trend that began in the second quarter. Employment levels rose by 3.3% (12,000), more than three times the provincial average of 1.0%. The gains came within both the full and part-time workforces. The growth absorbed an influx of new and returning job seekers and reduced unemployment to its lowest level since the beginning of 2004. This cut the unemployment rate to 5.6% from 7.0% last quarter, well below the Ontario average of 7.1%. The unemployment rate has been falling steadily since reaching an eight-year high this spring.

The third quarter job gains raised employment by 4.2% (nearly 16,000) compared with a year earlier, more than double the rate for Ontario overall (1.8%). This accelerated the pace of year-to-year growth compared with last quarter, following a slowdown through most of the previous year. Labour force participation also showed above average growth, but at a slower rate of 2.5%. As a result, the unemployment rate fell by 1.5 percentage points year-over-year.

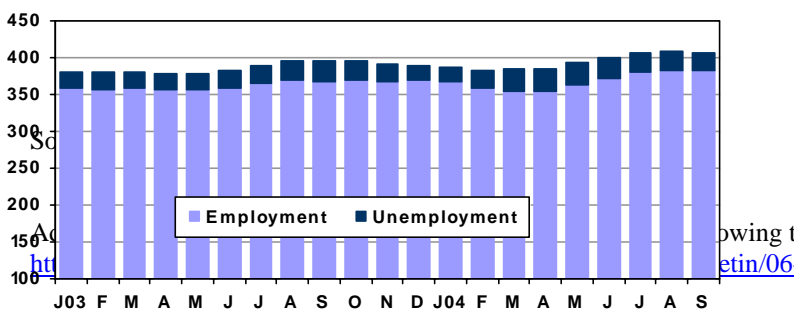
Courtesy the Hamilton Labour Market Bulletin – Human Resource Centre of Canada

Hamilton CMA: Labour Force Trends

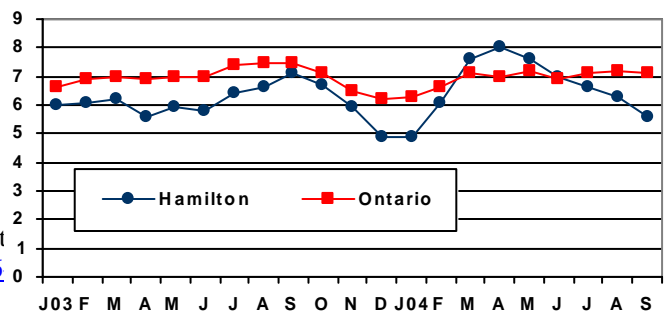
	July to September 2004	April to June 2004	July to September 2003	Change		Change	
				Quarter/Quarter Absolute	%	Year/Year Absolute	%
Population 15+	573,000	571,100	565,800	1,900	0.3	7,200	1.3
Labour force	406,200	399,300	396,400	6,900	1.7	9,800	2.5
Employed	383,600	371,200	368,100	12,400	3.3	15,500	4.2
Full-time	306,300	296,800	298,500	9,500	3.2	7,800	2.6
Part-time	77,300	74,400	69,500	2,900	3.9	7,800	11.2
Unemployed	22,600	28,100	28,300	-5,500	-19.6	-5,700	-20.1
Not in labour force	166,800	171,800	169,400	-5,000	-2.9	-2,600	-1.5
Participation rate	70.9	69.9	70.1	1.0		0.8	
Unemployment rate	5.6	7.0	7.1	-1.4		-1.5	
Employment rate	66.9	65.0	65.1	1.9		1.8	

*Note: Totals may not add due to rounding.
Source: Statistics Canada, Labour Force Survey*

Hamilton CMA: Labour Force
January 2003 to September 2004



Hamilton's unemployment rate declines,
reflecting above average employment growth



2004 3rd Quarter Overview for the Toronto Census Metropolitan Area

The Toronto CMA labour market continued to add jobs in the third quarter of 2004. Employment rose by 9,000 jobs compared to the second quarter. All of the gain was in full-time positions.

Employment increased by about 90,000 jobs from the third quarter of 2003 to the third quarter of 2004. The unemployment rate fell from 8.8% to 8.2% over this period. Job growth was strong in manufacturing, finance, insurance, real estate and leasing, and in retail and wholesale trade.

Interest rates, although low by historical standards, rose in the third quarter with a quarter of a percentage point rise in the Bank of Canada overnight rate on September 8th. This was followed up by another quarter of a percentage point rise on October 19th. These increases were reflected in rising mortgage and loan rates charged by financial institutions and over time should start to cool the residential construction and real estate industries.

Manufacturing employment continued to rise in the third quarter, despite continuing gains in the value of the Canadian dollar compared to the US dollar. However, manufacturing employment still remains below the level of the third quarter of 2002. Employment in most service industries rose over the past year.

Courtesy the Toronto Labour Market Bulletin – Toronto/York Human Resource Centres of Canada

Toronto CMA: Labour Force Trends

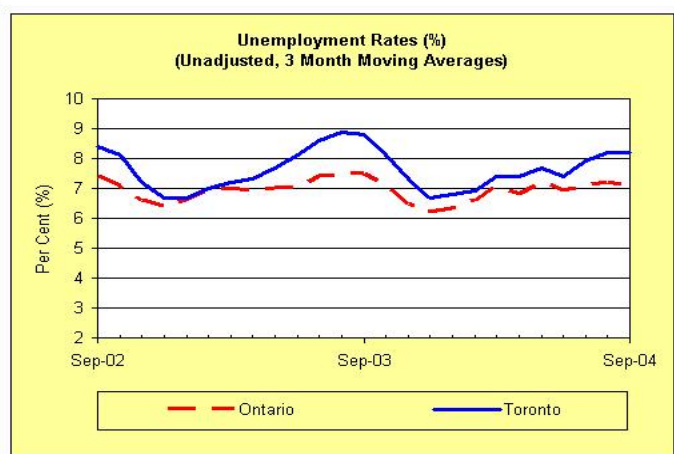
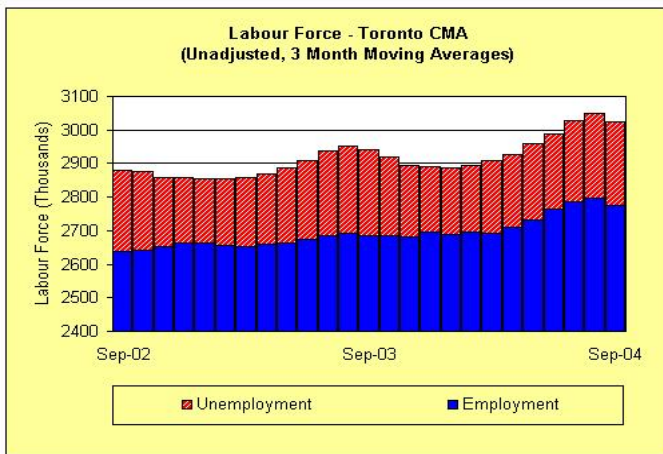
Labour Force Variable	Estimate			Month/Month Change		Year/Year Change	
	Sep 2004	Aug 2004	Sep 2003	Abs.	%	Abs.	%
Population 15+	4,272,100	4,263,400	4,162,400	8,700	0.2	109,700	2.6
Labour force	3,023,500	3,048,800	2,941,700	-25,300	-0.8	81,800	2.8
Employment	2,774,500	2,798,700	2,684,200	-24,200	-0.9	90,300	3.4
Unemployment	249,100	250,100	257,500	-1,000	-0.4	-8,400	-3.3
Unemployment rate (%)	8.2	8.2	8.8	0.0		-0.6	
Participation rate (%)	70.8	71.5	70.7	-0.7		0.1	
Employment rate (%)	64.9	65.6	64.5	-0.7		0.4	

Source: Labour Force Survey, Statistics Canada

Note: Totals may not add due to rounding.

Toronto CMA continues to add jobs through September 2004 Unemployment rate drops on year over year basis.





Source: Labour Force Survey, Statistics Canada

Additional statistics for the Toronto CMA can be found by following the link below:

<http://www.hrsdc.gc.ca/en/on/lmi/eaid/bulletin/09-2004/toronto.shtml>

FROM THE AUTHOR'S DESK

Some interesting statistics from Jim Stanford (an economist with the Canadian Auto Workers), published in the September 27th issue of the Globe and Mail:

- For the first time since the 1950s, workers are taking home less than half of the economic pie they produce. The historical peak was 57% in 1976.
- Of every dollar in new GDP generated in Canada's new economic upswing, almost one-third has gone to corporate profits. In contrast, less than half a cent went to new business investment.

Studies have shown that taking your pet to work with you will reduce stress while increasing productivity and job satisfaction. While this trend exploded in the 90s with all of the high-tech and dot-com companies, it has started to decline despite the statistics.

Canadian employers are positive about hiring plans for the fourth quarter of 2004, with manufacturing being the only industry that is slightly struggling according to Manpower Canada Inc. Their study found that 23% of employers plan to add to their payrolls, while 10% plan to cut staffing. Retail and wholesale had the highest projections as 34% planned to add staff, 6% planned to reduce and 55% planned to remain the same. Construction is anticipating a strong quarter with 16% planning to add staff, 66% maintaining the same amount and 17% planning to reduce. The education sector is expecting a 29% increase and 7% decrease. Finance, insurance and real estate are expecting a 21% increase and 5% decrease. Durable goods manufacturing will see 18% adding staff, 11% reducing and 66% remaining the same. Public administration will remain stable for the balance of 2004. Non-durable goods manufacturing is expecting a 14% increase, 9% decrease and 74% remaining the same.

Ryerson University stated that six years after launching its retail management program, students who find jobs are averaging a starting annual salary of \$35 000.



Notes to Readers:

1. The **Halton, Dufferin and Peel** areas are comprised of **Milton, Burlington, Oakville, Georgetown, Mississauga, Brampton, Malton and Orangeville**.
2. The information contained in the Labour Market News section is gathered using a variety of internal and external sources. The primary sources of information include **the Globe and Mail, the Toronto Star, the Oakville Beaver, the Burlington Post, the Brampton Guardian, the Brampton Business Times, the Mississauga News, the Mississauga Business Times, the Orangeville Citizen, the Orangeville Banner and the Milton Champion**.
3. **Definitions – Labour Force Survey data**
Population 15+ (the working age population) consists of all persons 15 years of age and over residing in Canada with the exception of residents of the Territories, persons living on Indian Reserves, inmates of institutions and full-time members of the Canadian Armed forces. The **Labour Force** consists of people employed or unemployed and searching for work. Those who are neither employed nor unemployed and are not willing or able to supply labour services are considered **Not in the Labour Force**. The **Participation Rate** is the percentage of the working age population (15+) who are seeking work or are employed. The **Unemployment Rate** is the number of people who are unemployed and looking for work as a percentage of the number of people in the Labour Force. The **Employment Rate** is the number of people employed as a percentage of the working age population.
5. **Definitions - HRSDC Corporate Data**
Employment Insurance claim load: The number of individuals with an active claim for regular Employment Insurance benefits. Data on Employment Insurance claimants is not an accurate measure of the absolute level of unemployment. The data does not include unemployed individuals who: 1/ have not met the program's eligibility requirements or 2/ have exhausted their benefit entitlement.
Employment Opportunities: Advertised employment opportunities are comprised of vacancies notified to the HRCC offices in our area and newspaper want ads. This data is not a count of all labour market activity; in practical terms, such a count is not feasible. This data is useful to track short and long-term changes in the demand for individual occupations. The total number of opportunities is equal to full-time plus part-time and casual.
6. This review uses data from **Statistics Canada's Labour Force Survey (LFS)**. In any survey there is a chance of variation due to sampling size. **Three-month moving averages** are used for selected labour force characteristics in an attempt to improve the reliability of this data. For further information on the Labour Force Survey, visit Statistics Canada's website at:
<http://www.statcan.ca/english/concepts/labour/index.htm>
7. For more information on Industrial and Occupational categories used in this review, visit **Statistics Canada's website** at:
<http://www.statcan.ca/english/concepts/index.htm>

