



Labour Market Bulletin

Human Resource Centre of Canada

Peel Halton Dufferin

~ An Analysis of the Peel Halton Dufferin Area Labour Market ~ January – March 2004 ~

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An overview of the Peel Halton Dufferin areas.

Halton Hills and Milton continue to grow at an astonishing rate with business and infrastructure projects on the go. Construction and manufacturing in Peel-Halton-Dufferin on the whole are continuing to account for a large portion of the region's labour market. The automotive sector continues to play an important role in Peel and Halton, but for completely opposite reasons.

HIGHLIGHTS

- ▶ Nortel eliminates the manufacturing sector of its business.
- ▶ Halton Hills Council approved a staff recommendation to fast-track development of the 401 corridor.
- ▶ Ford Motor Company is seeking financial assistance from Federal and Provincial governments to redevelop Oakville operations.
- ▶ DaimlerChrysler plans to re-launch the Dodge Charger out of its Brampton plant.
- ▶ Bauer Nike Hockey of Mississauga announces its closing, laying off 30 people.
- ▶ GTA is in dire need of drywallers.

The Peel Halton Dufferin HRCC 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.



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

Halton Hills Council approved a staff recommendation to fast-track development of the 401 corridor. \$1.5 million will be given by the town to assist with the construction of a \$2.25 million watermain along Steeles Avenue from Fifth Line to Trafalgar Rd. Mold-Masters, the company that owns the property was not in agreement with the town's previous expansion schedule and had been looking at other opportunities in Brampton and Mississauga. A side benefit of Mold-Masters locating in the 401 corridor is that a 165 000 square foot industrial space will be opened in Georgetown, providing the opportunity for more jobs to be created.

The City of Burlington approved Baird Sampson Neuert Architects as lead consultants for the construction and design of the new waterfront centre and its adjoining amenities. Construction will begin in June.

Milton Mall is expanding by 40 000 square feet in 2004 and First Gulf has planned a 313 000 square foot shopping centre at the corner of James Snow Parkway and the 401.

A new design for the expansion of Milton Town Hall is planned for some time in 2004 in order to deal with the rapid expansion of the town.

Halton Hills Council approved plans for a new Loblaws supermarket on the Dominion Gardens property. A completion date of next spring has been tabled for the supermarket which will feature a grocery store and pharmacy along with electronics, housewares, babywear, photo lab and fitness centres. Entrances are planned for Guelph Street and Mountainview Road.

Brampton's Bramalea City Centre is receiving a \$30 million facelift that is due for completion by Christmas of 2004. The renovations will include new entrances, floor tiles, ceilings and light fixtures.

Manufacturing

DaimlerChrysler is expected to bring back the Dodge Charger and assemble it at its Brampton plant. The Charger will be built on the same chassis as the 300 sedan and the Magnum, two other new cars. The car was phased out in the late 70s, but revived briefly in the 80s as a front wheel coupe. Hundreds of formerly laid-off workers will be hoping to be put back to work as the company adds a new shift.

DaimlerChrysler experienced a delay in receiving engines at its Brampton plant due to the strike at CN Rail. Management said they face no shortage because they are in the middle of launching new models and also have a stockpile of engines on hand.

Ford Motor Company is seeking financial help from the provincial and federal governments in order to redevelop its Oakville operations in an attempt to secure 3000 jobs. The hope is to include "flexible manufacturing" in the plant, which involves building multiple models off the same vehicle chassis. The Globe and Mail reports that the auto-maker is likely to ask for approximately \$200 million of a total \$1 billion for the complete redevelopment. The project was one of two major investment proposals the Canadian Auto Workers union extracted from auto makers during 2002 contract talks.

Ford has almost completely abandoned plans to add a third full shift of workers at the minivan plant in Oakville due to slumping sales of the Freestar. Instead of employing 900 people who will be out of work when the pickup truck plant is closed, a third shift in the body and paint shops at the minivan plant will be added, creating 400 jobs. Ford is offering \$60 000 cash in retirement incentives in order to encourage another 600 employees to retire.

Ford had problems getting pickup trucks and Freestar minivans from its operations in Oakville into rail cars due to the strike at CN Rail. More than 1000 cars were parked on company lots due to the delay.

Dorel Industries Inc. is closing the Carina Furniture factory in Brampton, affecting 300 employees. The company has stated that the Brampton plant was unable to meet "efficiency targets". Most of the Carina production will be transferred to a "high efficiency" plant in Cornwall and the 300 displaced employees will be offered positions there.

Brampton based Nortel Networks Corp. stated it would be eliminating the manufacturing component of its business. Negotiations to sell most of its factories to Flextronics International Ltd. of Singapore have been ongoing. A proposed \$500 million deal could see the company cut 2500 jobs, 1500 in Canada (800 in Montreal, 700 in Calgary). Nortel had been leaning toward outsourced manufacturing for five years in an attempt to fulfill its strategy to concentrate on higher value network activities.



Bauer Nike Hockey Inc. will be closing in May, laying off 30 employees. The action is a result of a massive restructuring that will place more than 300 employees out of work in Canada.

Canam Manac's Orangeville plant sent out approximately 245 letters of permanent termination at the start of January. President and CEO of Canam Manac, Charles Dutil stated that the rising dollar was a major factor in the permanent nature of the terminations.

Trade

Tuck Phinnemore & Associates Inc. (a private investigation agency) established its new corporate head office in Oakville.

Hendrik Tool and Die Inc. (Milton), Sentinel Automotive (Milton), BERICAP North America (Burlington) and Ford Motor Company of Canada (Oakville) were recognized by the Halton Apprenticeship Advisory Council for excellence in skilled trades at their annual Honour Roll breakfast.

The Acton IGA grocery store has been sold to Sobeys. The store will be expanded by 10 000 square feet and will feature a pharmacy and floral department.

Nortel also announced a major deal to overhaul the network of Verizon Communications Inc, North America's largest phone company. Nortel beat out Lucent Technologies Inc. of Murray Hill, New Jersey for the contract.

Columbia's government reached a settlement with Nortel for \$80 million in compensation for a failed joint-venture agreement.

Boston Pizza opened a new location in Burlington at 3120 South Service Rd.

Certicom Corporation of Mississauga reached a deal with Motorola to embed technology into Motorola handsets. The deal marks the first time Motorola has embedded virtual private-network security into its handsets. The technology allows users to read e-mail, browse intranets and access databases within a corporate network that were previously unavailable.

Best Buy will be opening a new 30 000 square foot store at Bramalea City Centre in Brampton. Plans are to have the store open this summer.

A Toronto Home Builders Association study stated that 400-500 drywallers are needed immediately in the GTA. The Toronto School of Drywall (located at 5359 Timberlea Blvd. in Mississauga) offers an intensive eight week, full-time training program that takes a maximum of 10 people per class. More information can be found at <http://www.torontoschoolofdrywall.com>.

Burlington based Home Service Technicians Program had its first group of graduating students. The 46 week program offers 35 skilled trades students have the option of going through. The program also offers graduates post-program support, including mentorship and career development.

Transportation and Warehousing

The City of Mississauga recently purchased six new transit buses and forecasts that they will have to buy 87 in 2008 at a cost of \$47.6 million. In 2009, they will have to buy 52 more for \$22.4 million which does not include the 30 larger buses planned for the 403 rapid transit line at \$650 000 each.

Finance, Insurance, Real Estate and Leasing

Harold G. Shipp, the chairman and CEO of Shipp Corp. Ltd. of Mississauga was awarded the 2003 Lifetime Achievement Award from the Greater Toronto chapter of the National Association of Industrial and Office Properties.

Health Care and Social Assistance

A program called "Barrier Free Communication to Employment" was launched by the Canadian Hearing Society that aims to help the deaf, deafened and hard of hearing connect with available jobs in Peel, Halton and Dufferin. Participants learn job search techniques and skills to help market themselves. More information on the program can be found at <http://www.chs.ca>.

Accommodation and Food Services

The Region of Peel stated that it is planning to implement a health inspection rating system similar to the one used in Toronto. Information on the inspections will be posted on the region's web site along with convictions of any violators. It is unlikely to be introduced before 2005 due to funding that is necessary to hire staff. Peel currently has more than 5000 eateries that are inspected by public health.

Public Administration

Milton's population has grown 50% since 1999, which has resulted in the Town increasing its staff over the past two years from 92 to 185 full time and another 85 part-time.

Workplace Trends and Demographics

According to the Manpower Employment Outlook Survey, Burlington and Oakville area employers expect to be hiring at a favourable place during the first quarter of 2004. The study shows that 21% of companies interviewed plan to hire for the first quarter, while 5% intend to reduce their workforce. The study also showed that 71% expect to maintain their current levels and 3% are uncertain of their plans.



The Toronto Star reported that “ethnic mini-cities” were on the rise across Canada. Mississauga and Brampton have high concentrations of South Asian immigrants, where some of the census tracts in the area have more than 30% of the population of South Asian descent.

Statscan released an article called, “Black in Canada: A long history” providing some interesting statistics on black individuals living in the Toronto area. From the report:

- approximately half of Canada’s 600 000 blacks live in the Toronto area
- Canadian born blacks are just as likely to have attended university as other Canadian born residents of the same age group, but they endure higher unemployment rates and lower average incomes
- College – Canadian Average – 20%, Blacks – 23%
- University – Canadian Average – 21%, Blacks – 21%
- Unemployment Rate – Cdn. Av. – 6%, Blacks – 7.9%
- Income – Cdn. Average - \$37 200, Blacks \$32 000

Mississauga is now home to 400 000 workers, which puts it second in the GTA behind Toronto. Mississauga is also a net importer of labour as 52 000 more people commute to jobs in the city than leave it to work elsewhere. It has been predicted that by 2031, 95% of the city’s industrial and commercial lands will be developed and jobs will be in the range of 487 000.



LABOUR FORCE TRENDS

Statistics Canada does not gather separate labour force statistics for the Peel Halton Dufferin area. 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.

2004 1st Quarter Overview for the Toronto Census Metropolitan Area

In January, February and March employment in the Toronto Census Metropolitan Area (CMA) fell slightly by 6,100. The change in employment, combined with a rise in the number of people looking for work increased the number of unemployed. The unemployment rate rose to 7.4% compared to 6.7% in October, November and December 2003. In the first quarter employment fell in the Goods-Producing Sector, mainly in Construction. There were very cold temperatures in January and February but Statistics Canada also reported a drop of 15% in the value of building permits for the Toronto Area in January and February 2004 compared to January and February of 2003.

The Toronto Area suffered from a number of economic setbacks in 2003 including the outbreak of the Severe Acute Respiratory Syndrome (SARS) virus, a rise in the value of the Canadian dollar, and the August electricity blackout. These developments limited economic growth and held back hiring activity. Since the fourth quarter of 2002 employment in the Toronto CMA increased by 1.5% or 38,700. In comparison, from the first quarter of 2002 to the first quarter of 2003, employment expanded by 2.7%. Over the past year employment growth was concentrated in the Services-Producing Sector with the largest number of new jobs in industries like Retail and Wholesale Trade, Health Care and Social Assistance, Transportation and Warehousing, and Information, Culture and Recreation. Employment declined in the Accommodation and Food Services industry as fewer tourists and other visitors came to the Toronto Area. Employment also fell in the Professional, Scientific and Technical Services industry.

Statistics Canada Labour Force Survey, seasonally unadjusted data, three-month moving averages for the Toronto Census Metropolitan Area.

LABOUR SUPPLY AND DEMAND

Employment Insurance Claimload

Regular Employment Insurance Claimants – Peel Halton Dufferin Area

Area	January – March '04			October – December '03			January – March '03		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Mississauga West	16155	6163	9993	15105	6557	8548	16444	5145	11299
Brampton	6088	2277	3811	3807	1682	2125	4625	1791	2834
Mississauga East	983	425	557	1345	613	731	2719	1110	1609
Malton	390	160	230	382	166	217	699	275	423
Milton	426	173	253	223	107	116	383	150	233
Oakville	1457	461	996	747	335	412	1210	450	760
Burlington	1760	479	1281	814	335	479	1378	525	854
Georgetown	501	157	345	248	88	160	514	168	346
Orangeville	720	229	491	433	162	271	873	275	598
TOTAL PHD	28481	10524	17957	23104	10046	13058	28846	9890	18956

Source: HRCC administrative data C-356



FROM THE AUTHOR'S DESK

Georgetown District High School will host the Skills Olympics April 21, 2004. The competition enables students from grades 9-12 to demonstrate skills obtained in technical programs in the Region of Halton. For more information, visit <http://www.schooltocareer.ca>.

A job fair was held January 17 at the Halton Hills Civic Centre with the town looking to hire 50-75 people for part-time positions. Salaries ranged from minimum wage to \$25/hr.

The Oakville Chamber of Commerce has a new program called “RESULTS Panel” where experts in various business disciplines are on hand to answer questions and relate proven strategies. The first of the monthly sessions was January 20 at the Oakville Chamber of Commerce.

Eight Mississauga based companies were listed in the Globe and Mail's “Canada's 50 Best Employers” edition of Report on Business. Cintas Canada ranked 4th, Hoffman-LaRoche 5th, Microsoft Canada 11th, Edward Jones Canada 12th, Wal-Mart Canada 14th, GlaxoSmithKline 24th, Whirlpool Canada 30th and AstraZeneca Canada 40th.

According to Statscan, although more people than ever are registered in apprenticeship training in Canada, fewer than 10% of those who enroll ever complete their programs. The actual number of people being certified each year in skilled trades has not changed significantly in a decade, despite government programs aimed at trade certification. The number of women who completed their training fell 4% between 2000 and 2001. A number of factors have been cited for the decline including:

- each province and territory having its own apprenticeship system, standards and certification
- high schools emphasizing academic programs and not making students aware of trade opportunities
- apprentices not being able to find a sponsor during economic downturns and being lured to other jobs during economic booms
- apprentices are required to make a long-term commitment of time and money at an early age
- most training is on the job, where employers may not have the time or equipment to properly mentor the apprentice

A Globe and Mail article stated that with all of the hits the economy took last year, job creation was favourable. Upon further examination, most of the job creation was in low-pay categories. Six of every ten new jobs were created by below average wage industries and the other four by above average. In low wage industries, workers' average weekly wage rates are at least 25% below the 2002 average of \$650.

Notes to Readers:

1. The **Peel Halton Dufferin** area is 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>

