



4 Labour Force



4.1 Key Indicators

Haldimand County is home to a labour force of more than 27,000 persons. As illustrated in Table 12, the labour force participation and employment rates are above that of Ontario. The unemployment rate is lower than that of the province.

Figure 13: Hewitt's Dairy, Hagersville

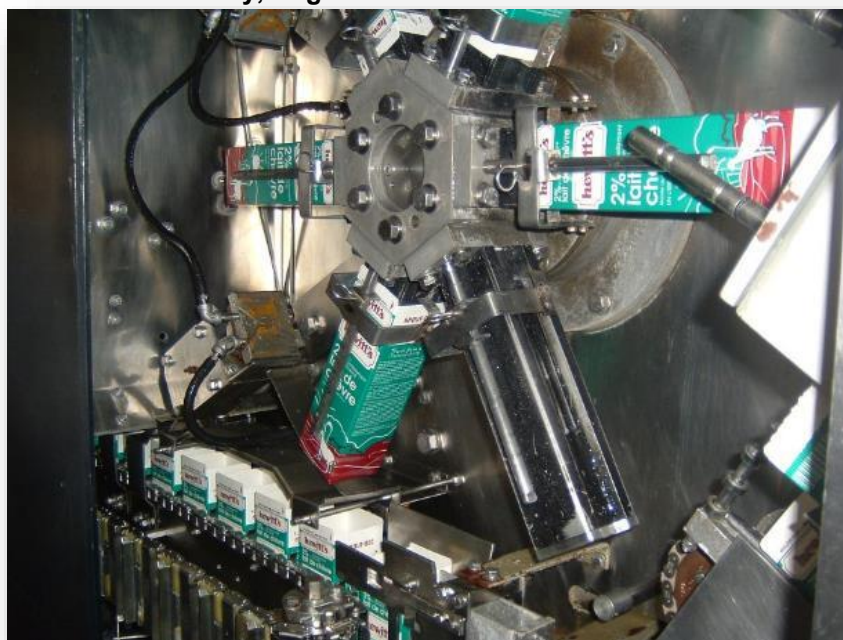


Table 12: Labour Force Characteristics, 2017

Characteristic	Haldimand	Ontario
Total population aged 15 years and older	40,500	11,839,798
In the labour force ¹⁰	27,181	7,801,243
Employed	25,609	7,263,691
Unemployed	1,572	537,552
Not in the labour force	13,318	4,038,555
Participation rate %	67.11	65.89
Employment rate %	63.23	61.35
Unemployment rate %	5.78	6.89

Source: McSweeney & Associates from Manifold Data Mining Inc. SuperDemographics 2017.

¹⁰ Labour force - Refers to persons who were either employed or unemployed. Unemployed - Refers to persons 15 years and over, excluding institutional residents, who, during the week (Sunday to Saturday) prior to Census Day, were without paid work or without self-employment work and were available for work and either:

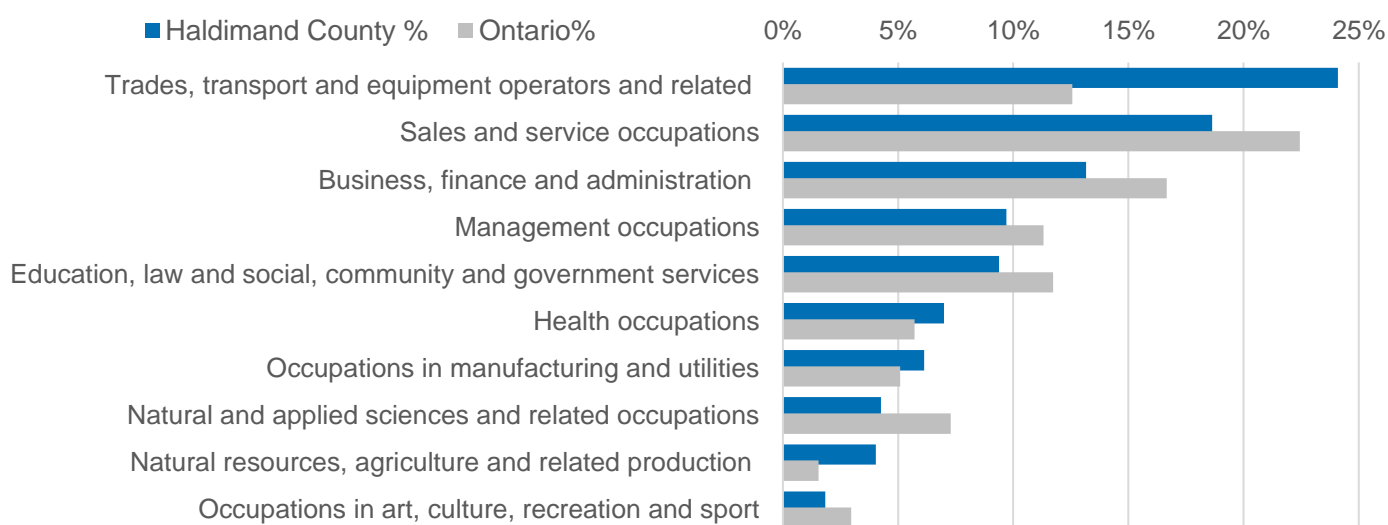
- (a) had actively looked for paid work in the past four weeks;
- (b) were on temporary lay-off and expected to return to their job;
- (c) had definite arrangements to start a new job in four weeks or less.



4.2 Labour Force by Occupation

Figure 14 and Table 13 illustrate Haldimand County's labour force make up by occupation: Trades, transport and equipment operators and related jobs represent the largest occupational group (24%) in the community.

Figure 14: Labour Force by Occupation¹¹, 2017



Source: McSweeney & Associates from Manifold Data Mining Inc. SuperDemographics 2017.

Table 13: Labour Force by Occupation, 2017

Characteristic	Haldimand	Haldimand	Ontario
Total labour force 15 years and over	27,181	100.0%	100.0%
Occupation - Not applicable	484	1.8%	2.7%
All occupations	26,698	98.2%	97.3%
Trades, transport, and equipment operators and related	6,548	24.1%	12.6%
Sales and service occupations	5,065	18.6%	22.4%
Business, finance and administration occupations	3,578	13.2%	16.7%
Management occupations	2,636	9.7%	11.3%
Occupations in education, law and social, community, and government services	2,550	9.4%	11.7%
Health occupations	1,899	7.0%	5.7%
Occupations in manufacturing and utilities	1,668	6.1%	5.1%
Natural and applied sciences and related occupations	1,157	4.3%	7.3%
Natural resources, agriculture, and related production occupations	1,096	4.0%	1.6%
Occupations in art, culture, recreation, and sport	501	1.8%	3.0%

Source: McSweeney & Associates from Manifold Data Mining Inc. SuperDemographics 2017.

¹⁰Occupation data are produced according to the NOC 2011:
<http://www.statcan.gc.ca/eng/subjects/standard/noc/2011/index>



4.3 Labour Force by Industry

As show in Table 14, the largest employing industries, by percentage of the labour force, are manufacturing (16%), healthcare and social assistance (12%), and retail trade (11%).

Other important industries in the Haldimand economy which account for larger percentages of the population compared to the same industries in Ontario include construction (10%), transportation and warehousing (6%) and agriculture, forestry, fishing and hunting (6%).

Table 14: Labour Force by Industry, 2017

(NAICS code) - Industries ¹²	Haldimand	Haldimand	Ontario
Total labour force 15 years and over	27,181	100.0%	100.0%
Industry - not applicable ¹³	484	1.8%	2.7%
All industries	26,698	98.2%	97.3%
31-33 Manufacturing	4,215	15.5%	10.2%
62 Health care and social assistance	3,201	11.8%	10.1%
44-45 Retail trade	2,920	10.7%	10.9%
23 Construction	2,750	10.1%	6.0%
61 Educational services	1,782	6.6%	7.3%
48-49 Transportation and warehousing	1,521	5.6%	4.5%
11 Agriculture, forestry, fishing and hunting	1,514	5.6%	1.5%
72 Accommodation and food services	1,429	5.3%	6.0%
81 Other services (except public administration)	1,175	4.3%	4.3%
91 Public administration	1,175	4.3%	6.8%
56 Administrative and support, waste management and remediation services	974	3.6%	4.5%
41 Wholesale trade	848	3.1%	4.5%
54 Professional, scientific and technical services	835	3.1%	7.5%
52 Finance and insurance	689	2.5%	5.4%
22 Utilities	503	1.9%	0.8%
71 Arts, entertainment and recreation	500	1.8%	2.1%
53 Real estate and rental and leasing	319	1.2%	2.0%
21 Mining, quarrying, and oil and gas extraction	182	0.7%	0.4%
51 Information and cultural industries	166	0.6%	2.6%

Source: McSweeney & Associates from Manifold Data Mining Inc. SuperDemographics 2017.

¹² North American Industry Classification System 2012:

<http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464>

¹³ Data are available for: (a) the employed person; (b) the labour force - persons who were either employed or unemployed in the reference period. Unemployed persons who worked prior to the reference period, or who never worked, are shown in the data under the category 'Industry- Not applicable'; (c) persons with recent work experience; they are those who have worked at some point in the reference period, regardless of whether or not they were in the labour force in the reference period.



4.4 General Wages by Occupation

Below is a sampling of wage rates associated with various occupations in Haldimand County, collected by the Government of Canada. Salary data is collected by region. Haldimand County belongs to the Hamilton-Niagara Peninsula Region.

Table 15: General Wages by Occupation¹⁴

Category	Low Wage (\$/hour)	Average Wage (\$/hour)	High Wage (\$/hour)
Senior managers - financial, communications and other business services (NOC 0013-0)	19.23	49.04	76.92
Senior managers - health, education, social and community services and membership organizations (NOC 0014-0)	35.70	43.52	87.18
Engineering managers (NOC 0211-0)	27.88	50.00	72.12
Architecture and science managers (NOC 0212-0)	26.44	38.46	65.38
Human resources professionals (NOC 1121-A)	19.69	28.21	60.44
Data entry clerks (NOC 1422-C)	11.40	15.75	26.00
Transportation route and crew schedulers (NOC 1526-C)	14.02	25.48	30.29
Survey interviewers and statistical clerks (NOC 1454-C)	11.40	17.91	30.00
Industrial and manufacturing engineers (NOC 2141-A)	24.04	36.06	51.28
Software engineers and designers (NOC 2173-A)	26.13	42.35	60.49
Agricultural and fish products inspectors (NOC 2222-B)	11.92	29.20	54.32
Construction estimators (NOC 2234-B)	20.00	28.41	50.00
Physiotherapists (NOC 3142-A)	25.00	35.90	43.27
Nursing co-ordinators and supervisors (NOC 3011-A)	19.23	38.00	48.00
Economists and economic policy researchers and analysts (NOC 4162-A)	23.59	42.13	55.38
Technical sales specialists - wholesale trade (NOC 6221-B)	13.50	26.00	48.08
Cleaning supervisors (NOC 6315-B)	13.50	22.00	30.00
Store shelf stockers, clerks and order fillers (NOC 6622-D)	11.40	11.40	17.50
Paramedical occupations (NOC 3234-B)	25.60	36.50	42.00
Home support workers, housekeepers and related occupations (NOC 4412-C)	12.00	16.00	19.00

Source: Produced by Human Resources and Skills Development Canada's Labour Market Information Service. Last updated November 1st, 2016.

¹⁴ For more wage rates please visit:

https://www.jobbank.gc.ca/LMI_report_area.do?lang=eng&area=6261&reportOption=wage



4.5 Largest Employers

Tables 16 and 17 identify some of the largest private and public employers by NAICS and employment level in Haldimand County.

Table 16: Largest Private Sector Employers

Name	NAICS	# of Employees (approximate)
Stelco (US Steel)	Iron and Steel Mills and Ferro-Alloy Manufacturing	1,500
CGC Inc	Gypsum Product Manufacturing	300
Imperial Oil	Petroleum Manufacturing	260
Original Foods	All Other Food Manufacturing	150
Rosa Flora	Floriculture Production	150
Parkview Christian Retirement	Community Care Facilities for the Elderly	110
Contrans Flatbed Group	General Freight Trucking, Local	100
Charles Jones Industrial Ltd.	Electronic Components, Navigational and Communications Equipment and Supplies Merchant Wholesalers	90

Source: Haldimand County

Table 17: Largest Public-Sector Employers

Name	NAICS	# of Employees (approximate)
Haldimand County	Public Administration	514
Grandview Lodge	Nursing Care Facilities	170
Children's Aid Society Haldimand Norfolk	Child & Youth Services	140
Community Living Haldimand	Social Advocacy Organizations	100

Source: Haldimand County



4.6 Place of Work

Tables 18 and 19 provide information on persons reporting a “usual place of work other than in their home or outside of Canada”, and reveal the following regarding labour force commuting:

- 52% of the workers living in Haldimand County had a usual place of work outside of the County. Most commuted to work in Hamilton, Burlington, or Norfolk County
- 36% of labour is non-resident and commute to work in Haldimand. Most commuters are coming from Norfolk County and City of Hamilton.

Table 18: Where the Haldimand Resident Labour Force Works, 2016

Place of Work	Total	Male	Female
Haldimand County	8,465	4,010	4,455
Hamilton, City	5,070	2,650	2,415
Norfolk County	655	435	225
Brantford, City	620	165	455
Burlington, City	515	230	280
Toronto, City	300	175	120
West Lincoln, Township	240	185	55
Oakville, Town	205	95	115
Mississauga, City	185	110	80
Grimsby, Town	180	115	70
Brant, County	180	160	25
Welland, County	145	85	60
Niagara Falls, City	105	70	35
St. Catharines, City	105	75	30
Lincoln, Town	80	50	25
Cambridge, City	65	45	15
Port Colborne, County	65	35	0
Wainfleet, Township	60	0	60
Milton, Town	55	35	15
Pelham, Town	55	0	45
Brampton, City	50	10	40
Guelph, City	50	0	50
Thorold, County	35	10	20
Vaughan, City	35	0	25
Fort Erie, Town	35	0	0
Kitchener, County	30	0	0
Woodstock, City	30	30	0
Kincardine, Municipality	20	20	0
Total Resident Labour Force	17,545	8,425	9,150
<i>Total resident labour force with a usual place of work outside of Haldimand County</i>	9,630	4,990	4,670
<i>Percent of residents declaring a place of work outside of Haldimand County</i>	55%	59%	51%

Source: Statistic Canada, 2016 Commuting Flow; <http://bit.ly/2AdJ5Vy>

Table 19: Place of Residence for Persons Working in Haldimand, 2016

Place of Residence	Total	Male	Female
Haldimand County	7,915	3,435	4,480
Norfolk County	1,880	1,275	605
Hamilton, City	1,290	875	410
Brantford, City	345	215	120
West Lincoln, Township	240	105	130
Wainfleet, Township	170	70	105
Brant, County	125	80	45
Port Colborne, County	95	60	30
Pelham, Town	95	50	50
Burlington, City	85	60	25
Welland, County	85	60	30
Toronto, City	65	40	20
St. Catharines, City	65	35	30
Lincoln, Town	60	30	30
Tillsonburg, Town	55	40	15
Grimsby, Town	45	15	25
Fort Erie, Town	40	35	0
Niagara Falls, City	35	30	10
Mississauga, City	30	15	10
Norwich, Township	25	15	10
Total workforce working in Haldimand County	12,745	6,540	6,180
<i>Total non-resident workforce commuting to work to Haldimand County</i>	4,830	3,105	1,700
<i>Percent of workers (non-residents) commuting to work to Haldimand County</i>	38%	47%	28%

Source: Statistic Canada, 2016 Commuting Flow, <http://bit.ly/2AdJ5Vy>

Figure 15: Imperial Oil, Nanticoke



Figure 16: Hewitt's Dairy, Hagersville

