2020 COMPETITIVE ANALYSIS

for Burlington, Ontario, Canada

Draft: January 26, 2021
Prepared by Burlington Economic Development

Burlington
ECONOMIC DEVELOPMENT

Contents

1. COMPETITIVE ANALYSIS

The purpose of this document is to update the 2018 Competitive Analysis with 2019 and 2020 data and to add value and insight for various initiatives, such as the Burlington Economic Development Strategic Plan. This analysis identifies Burlington's relative competitiveness for several metrics to a selected group of jurisdictions to identify and draw insight into comparative advantages and disadvantages.

- The City of Brantford
- The City of Hamilton
- The City of Markham
- The Town of Milton
- The City of Mississauga
- The Town of Oakville
- The Region of Waterloo

1.1. HIGHLIGHTS FROM THE COMPETITIVE ANALYSIS

Burlington has several competitive advantages and disadvantages when measured against its comparator jurisdictions. The advantages offer opportunities for Burlington to further position itself to attract and retain industry and labour force talent to the City, whereas the disadvantages highlight areas in which Burlington can explore further in order to compete more effectively with its closest competitors.

Based on key findings from earlier Competitive Analysis Reports, professional, scientific, and technical services (NAICS 54), manufacturing (NAICS 31-33), and finance and insurance (NAICS 52) are an important part of Burlington's economy and competitive advantages relative to comparator jurisdictions (industry and business trends). However, growth in these industries has been much slower than in comparator jurisdictions in the more recent periods (2016 to 2020). Continued focus on these sectors will further support Burlington's competitive advantages and the employment and business growth that Burlington is well positioned to experienced based on the following advantages.

1.1.1. Competitive Advantages in Burlington

- Burlington saw the largest growth relative to comparator jurisdictions for total business establishments (employees + without employees) by industry from June 2016 to June 2020 in:
  - NAICS 21 – Mining, quarrying, and oil and gas extraction
    - Second highest growth (18.18%) relative to comparator jurisdictions, with 13 business counts in June 2020.
  - NAICS 23 – Construction
    - Third highest growth (12.37%) relative to comparators, with 1862 business counts in June 2020.
  - NAICS 55 – Management of companies and enterprises
    - Second slowest decline (-45.86%) relative to comparators, with 314 business counts in June 2020.

- NAICS 62 – Healthcare and social assistance
    - Third highest growth (22.37%) relative to comparators, with 1904 business counts in June 2020.
- Burlington has lower average industrial net rental rates ($8.18) relative to Oakville, Milton, Mississauga, and Markham. Lower rates are a competitive advantage for attracting businesses, but not for developers. Given the low vacancy rates and lack of development lands in the City, these lower rates would act as more of an advantage for attraction than a disadvantage.
- Burlington has several competitive advantages in development and expansion costs relative to comparator jurisdictions, including some of the lowest charges per m^2 in built boundary and greenfield office and industrial development charges (DCs). Built boundary office DCs present a competitive advantage compared to Mississauga, Markham, Oakville, and Hamilton, all of which represent Burlington's most direct competition for development attraction. Built boundary industrial DCs and greenfield office and industrial DCs follow the same competitive advantages with the exclusion of Hamilton.
- Burlington has the third lowest 2017 site plan fees for office and industrial developments, with only Milton and Kitchener having lower fees. These cities have lower flat fees, but higher variable fees per $100m^2$.
- Burlington has a competitive advantage in municipal tax rates when competing against Brantford, Hamilton, and communities in the Region of Waterloo (i.e., Waterloo, Cambridge, and Kitchener) across office (DR) and industrial (IT, JT, and LT) categories; against Mississauga in the office category (DR); and in the industrial categories (IT, JT, and LT) against Oakville and Milton.
- Burlington has a relatively low office net rental rate ($15.75 per SQ FT) compared to a subset of comparator jurisdictions, with Oakville, Mississauga, and Markham North having higher rates. Conversely, Markham South and the Region of Waterloo have lower office rental rates than Burlington. Lower office rental rates translate to available space being easier to fill, making it attractive to developers.
- Burlington's ICI permit values per capita ranks third highest when using ICI values from 2014 to 2019 and population estimates for 2019. The City has the highest per capita value by far ($85,870) when looking at additional resident counts between 2016 and 2019, indicating that Burlington has a competitive advantage in developing the City in way that ICI building permit values are going towards businesses and services to better support each new resident.
- The condominium market in Burlington presents a competitive advantage relative to Mississauga, Oakville, and Milton. With an average price of $482,253 and a median price of $448,000, Burlington is a more affordable location to purchase condominium apartments. Historically, the City was in the middle of the jurisdictions. Within the last four years, the City has seen the slowest growth average and median prices relative to comparator jurisdictions, which has enhanced the affordability of such property.
- Based on a variety of quality-of-life rankings issues by MacLean's Magazine in 2019, Burlington ranks as the best place to live in Canada, not just above all comparator jurisdictions in this report, but all 415 cities studied by the magazine. Burlington specifically ranks very well for criteria related to crime and wealth.

- (*Based on 2018 data)* Burlington saw the largest growth relative to comparator jurisdictions for total employment (employees + self-employed) counts by industry from 2011 to 2016 in:
  - NAICS 54 - Professional, scientific, and technical services
    - Highest growth relative to comparator jurisdictions (31% increase), with 10,907 jobs in 2016
  - NAICS 61 – Educational services
    - Highest growth relative to comparator jurisdictions (20% increase), with 6,606 jobs in 2016
- (*Based on 2018 data)* Burlington also saw high growth, but not necessarily relative to comparator jurisdictions in:
  - NAICS 51 – Information and cultural studies (15% increase, 2,795 jobs in 2016)
  - NAICS 71 – Arts, entertainment, and recreation (15% increase, 1,818 jobs in 2016)
  - NAICS 72 – Accommodation and food services (15% increase, 8,036 jobs in 2016)
- (*Based on 2018 data)* Average earnings in Burlington had the highest growth of 6% from 2014 to 2016, with key sectors (NAICS 31-33, 52 and 54) ranking in the top three earnings in dollar terms relative to comparator jurisdictions in 2016.
- (*Partially based on 2018 data)* Burlington had the second highest job to population ratio of 0.603 in 2016 relative to comparator jurisdictions, indicating Burlington has a strong job base relative to its population size. Mississauga was the only comparator jurisdictions with a higher ratio of 0.753. Looking at it from a more current picture, an analysis of job to population ratio via the HES 2019 shows that Burlington has the highest ratio among all comparators in the Halton Region, followed by Oakville and then Milton (0.466, 0.443, and 0.365, respectively).

1.1.2. Competitive Disadvantages in Burlington

- According to Statistics Canada's Canadian Business Counts, Burlington ranked second lowest in terms of establishment growth between June 2016 and June 2020, with relatively lower growth in businesses without employees, businesses with employees, and total business establishments (with and without employees).
- Burlington saw the slowest growth relative to comparator jurisdictions for total business establishments by industry from 2016 to 2020 in:
  - NAICS 22 – Utilities (-6.25% growth)
  - NAICS 48-49 – Transportation and warehousing (18.13% growth)
  - NAICS 51 – Information and cultural industries (1.26% growth)
  - NAICS 56 – Administrative and support, waste management, and remediation services (2.62% growth)
- The housing market in Burlington presents a competitive disadvantage, with the second highest average price of $2,440,333 for a single-detached unit in 2020, below Mississauga and above Oakville which has historically had the highest prices. This acts as a barrier to entry for young professionals and families due to a relatively more expensive cost of living.
- The primary rental market in Burlington presents a competitive disadvantage, with vacancy rates (1.8%) in the lower half of jurisdictions and the third highest average rent ($1,506) for a two-bedroom apartment relative to comparators in 2019. This acts as a barrier to entry for young professionals and families due to low inventory stock and

relatively more expensive costs of living. Oakville has a higher vacancy rate of 2.2% but also a higher average rent of $1,561, indicating Burlington is competitive relative to Oakville. Similarly, Markham has both a higher average rent ($1,544) and lower vacancy rates (1.2%), indicating Burlington is also more competitive relative to Markham.

- While Burlington's office vacancy rate has decreased considerably over the last four years, it continues to have higher vacancy rates (13.6%) relative to a subset of comparator jurisdictions. Oakville has a higher vacancy rate of 17.0%. This is a competitive disadvantage for Burlington indicating that office demand is relatively low and translates into risk for developers.
- Burlington has a competitive disadvantage compared to Milton and Hamilton in industrial development charges, with those cities charging approximately 20% to 43% less per m^2.
- Burlington has a competitive disadvantage in development charges for built boundary and greenfield retail development, with the second highest DCs relative to comparators. Markham is the only jurisdiction with higher DCs in both categories, and Oakville is slightly higher than Burlington in built boundary retail DCs.
- In terms of municipal tax rates, Burlington has a competitive disadvantage relative to Markham across office (DT) and industrial (IT, JT, and LT) categories; to Milton and Oakville in office (DT) rates, and; to Mississauga across industrial (IT, JT, and LT) rates.

1.1.3. No Competitive Advantages or Disadvantages

- Burlington has an industrial vacancy rate of 2.1% in 2020 Q2, ranking average relative to a subset of comparator jurisdictions.
- Burlington has the second highest median household income, and the third fastest growing level of wealth among comparator jurisdictions.
- Burlington saw moderate increases to comparator jurisdictions in terms of population growth between 2001 and 2019 (26.1%), growing at a faster rate than Mississauga, Milton, Brantford, and Hamilton, but slower than Oakville, Milton, and the Region of Waterloo.
- In terms of overall business count growth between June 2007 and June 2020, Burlington saw an average rise in growth in businesses with employees and businesses without employees relative to comparator jurisdictions.
- (*Based on 2018 data)* According to EMSI Analyst projections, Burlington is forecasted to have average total job growth (employees + self-employed) of 5.74% from 2016 to 2024 relative to comparator jurisdictions, adding 6,340 jobs. This total growth is below Oakville, above Hamilton and similar to Mississauga. Growth in the self-employed category is relatively higher indicating entrepreneurship attraction. EMSI estimates from 2003 to 2016 placed Burlington with the third highest total job growth, only exceeded by Oakville and Milton. The population boom in Milton far exceeds its job growth with low density employment lands and creates an opportunity for Burlington to obtain a regionally available workforce.

2. DEMOGRAPHIC PROFILE

2.1. POPULATION

*Note: Data used to determine the population of all jurisdictions were taken from Statistics Canada's annual population estimates based on previous census surveys. Therefore, they will not be completely accurate, but provide a good picture of the changes in overall population between census releases.[1]

The City of Burlington saw 26.1% growth, or 39,358 new residents from 2001 to 2019.

This growth represents a moderate increase when compared with the comparator jurisdictions. Mississauga and Brantford saw similar levels of growth at 25.5% and 21.4% respectively. Burlington's two nearest cities for development and growth, Hamilton, and Oakville experienced opposing growth patterns, with 17.1% and 46.9% growth, respectively. Milton experienced the highest growth by far, at 311%. In absolute terms, Mississauga and Markham increased their populations most, with an addition of 156,125 and 135,083 residents, respectively.

The trend indicates that growth rates are decreasing over time in Burlington, with an estimated 3.75% growth seen over the last three years. Milton and Markham follow this same pattern. Other cities are following different patterns of growth however, with jurisdictions further away from Toronto seeing rising populations. Hamilton, for example, is estimated to have more than doubled growth seen over the last three census periods within the last three years (6.96% compared to 3.3% between 2011 and 2016). Interestingly, Mississauga and Oakville both seemed to be seeing lower levels of population growth over each of the last three census periods but are estimated to have rebounded to higher growth rates over the last three years.

[1] For the complete dataset, see https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1710014201

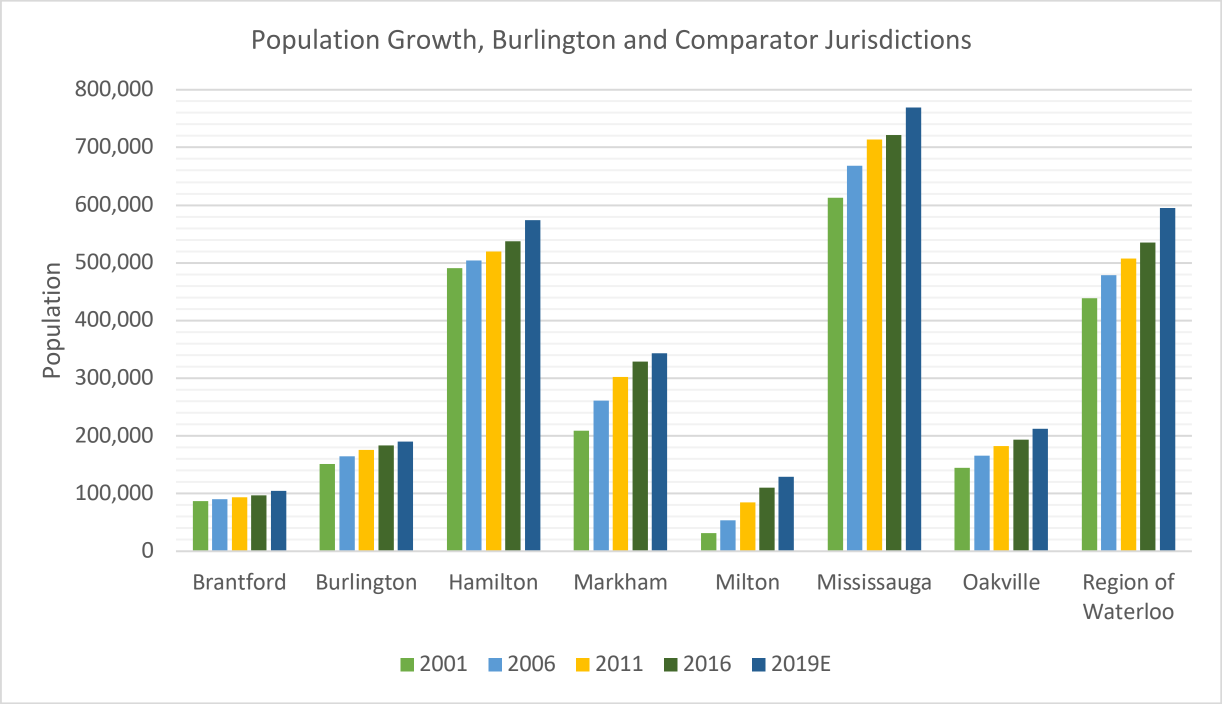


Figure 1: Statistics Canada, National Household Survey, 2006-2016 Census; Annual Demographic Estimates, July 2019

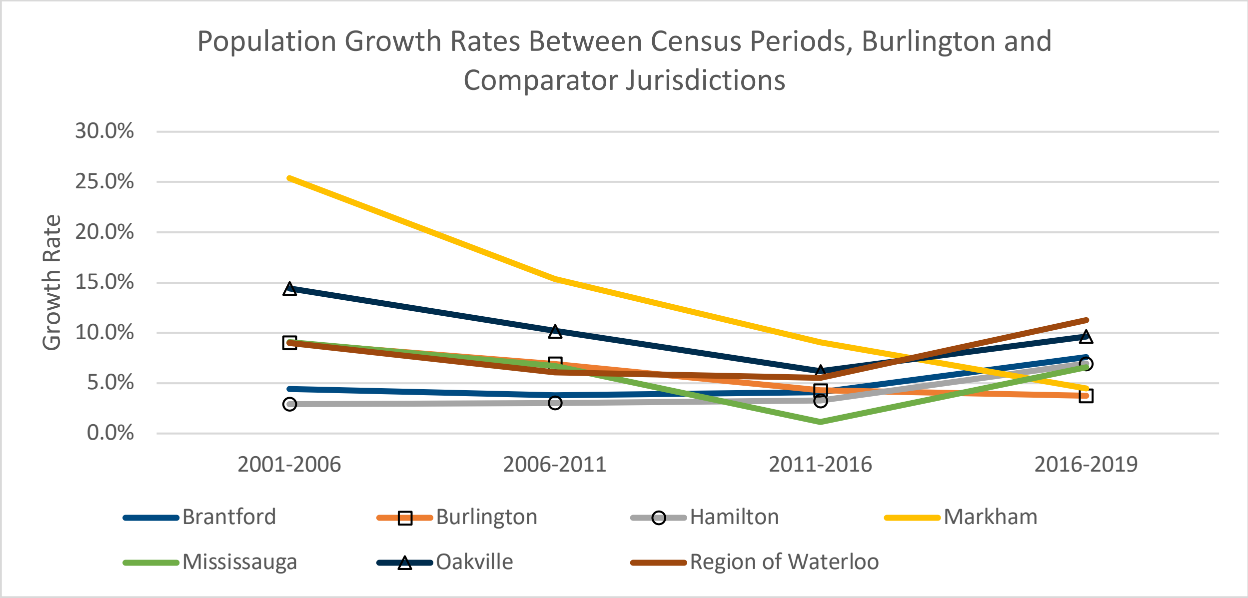


Figure 2: Source: Statistics Canada, National Household Survey, 2006-2016 Census; Annual Demographic Estimates, July 2019

POPULATION COUNTS, BURLINGTON AND COMPARATOR JURISDICTIONS																				
	Population					2001-2006		2006-2011		2011-2016		2016-2019		2001-2019	
Jurisdiction	2001	2006	2011	2016	2019^E	Absolute Δ	% Δ	Absolute Δ	% Δ	Absolute Δ	% Δ	Absolute Δ	% Δ	Absolute Δ	% Δ
Brantford	86,417	90,192	93,650	97,496	104,902	3,775	4.40%	3,458	3.80%	3,846	4.10%	7,406	7.60%	18,485	21.4%
Burlington	150,836	164,415	175,779	183,314	190,194	13,579	9.0%	11,364	6.9%	7,535	4.3%	6,880	3.75%	39,358	26.1%
Hamilton	490,268	504,559	519,949	536,917	574,263	14,291	2.9%	15,390	3.1%	16,968	3.3%	37,346	6.96%	83,995	17.1%
Markham	208,615	261,573	301,709	328,966	343,698	52,958	25.4%	40,136	15.3%	27,257	9.0%	14,732	4.48%	135,083	64.8%
Milton	31,471	53,939	84,362	110,128	129,334	22,468	71.4%	30,423	56.4%	25,766	30.5%	19,206	17.44%	97,863	311.0%
Mississauga	612,925	668,599	713,443	721,599	769,050	55,674	9.1%	44,844	6.7%	8,156	1.1%	47,451	6.58%	156,125	25.5%
Oakville	144,738	165,613	182,520	193,832	212,551	20,875	14.4%	16,907	10.2%	11,312	6.2%	18,719	9.66%	67,813	46.9%
Region of Waterloo	438,515	478,121	507,096	535,154	595,465	39,606	9.0%	28,975	6.1%	28,058	5.5%	60,311	11.27%	156,950	35.8%

Table 1: Source: Statistics Canada, National Household Survey, 2006-2016 Census; Annual Demographic Estimates, July 2019

2.2. POPULATION BY AGE

*Note: The data and comparisons made in this section are based on the 2016 Census.

The median age of the population in Burlington in 2016 was 45.9 years old.[2] This age represents the oldest median age among all the comparator communities, with Hamilton at 41.5 years old, Oakville at 41.7 years old, Markham at 41.1 years old, Mississauga at 40.0 years old, and the Region of Waterloo at 38.5 years old.

Burlington has a lower proportion of the population considered youth (i.e., aged 24 and below) relative to the comparator jurisdictions (28%). Other jurisdictions have youth population

[2] Statistics Canada, Census Profile, 2016 Census, Statistics Canada Catalogue no. 98-316-X2016001

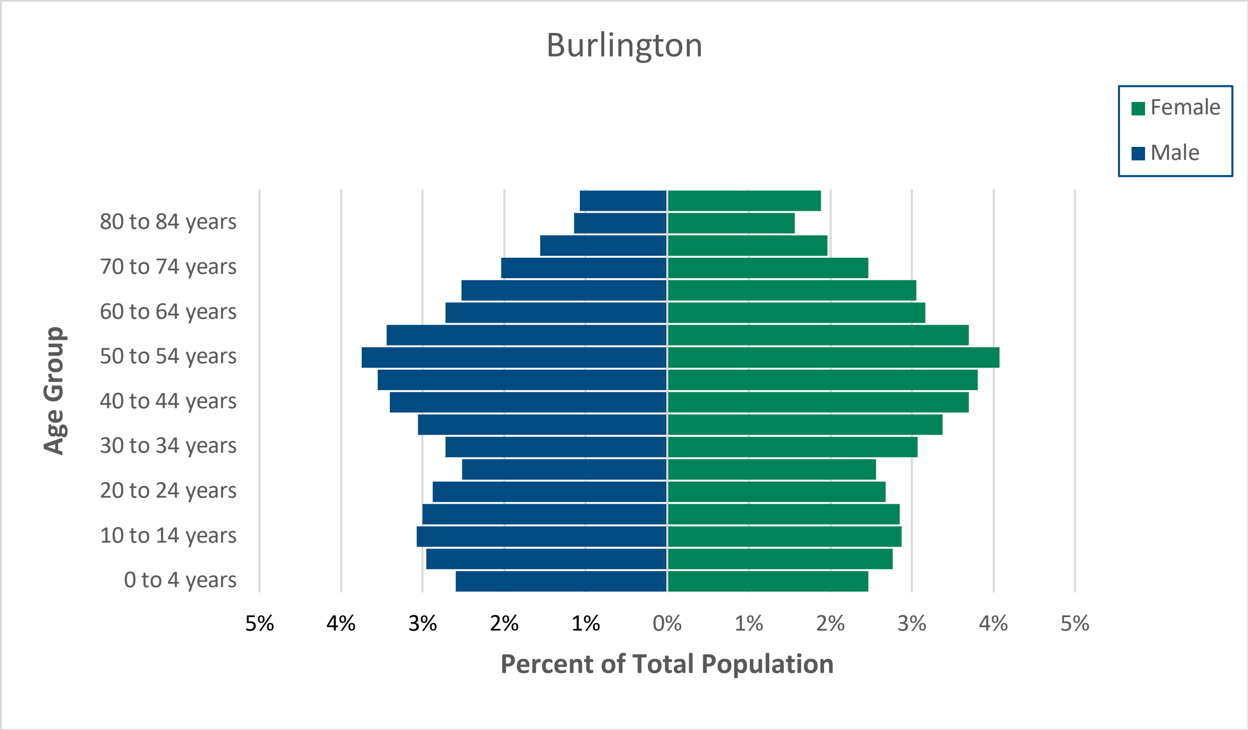
proportions of 29% in Hamilton, 30% in Markham, 33% in the Region of Waterloo, 31% in Mississauga, and 33% in Oakville.

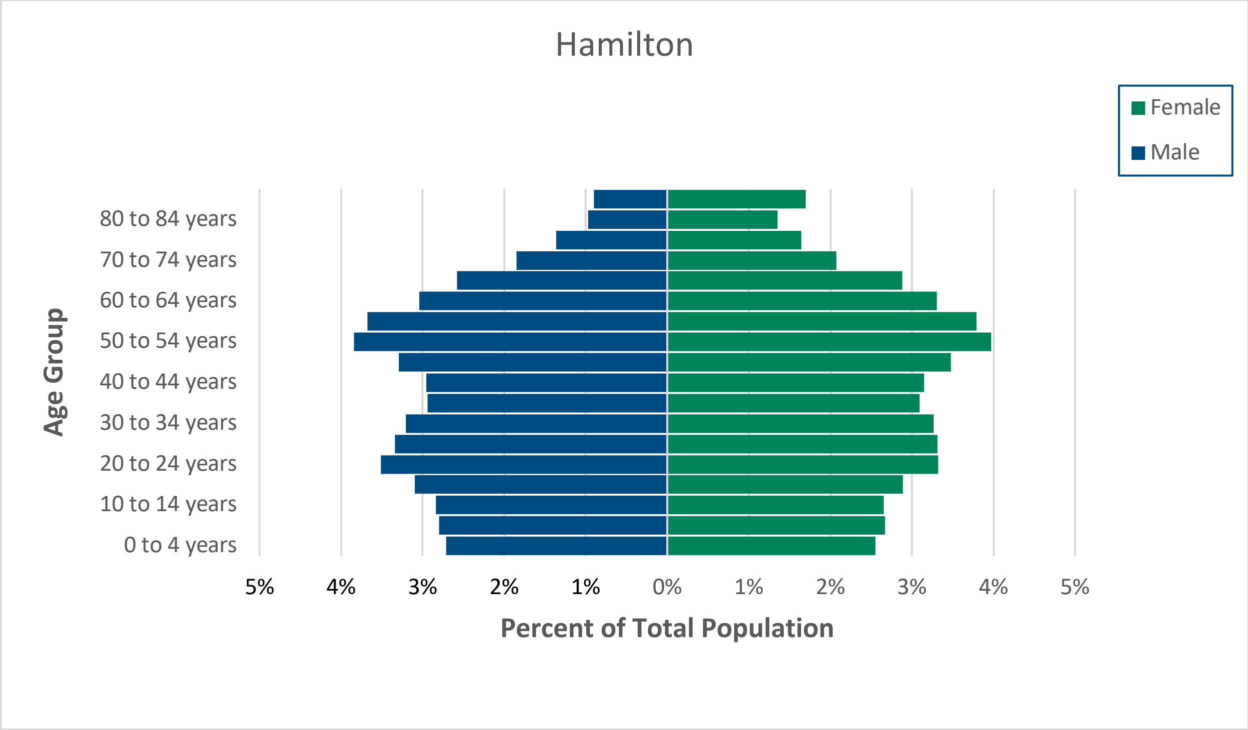
In terms of proportions of the population in the working age (i.e., 25-64 years old), Burlington is among the lower end of the jurisdictions with 53% of the population within this age range. Other communities' proportions include Oakville (51%), Hamilton (54%), Markham and Mississauga (both at 55%), and the Region of Waterloo (57%).

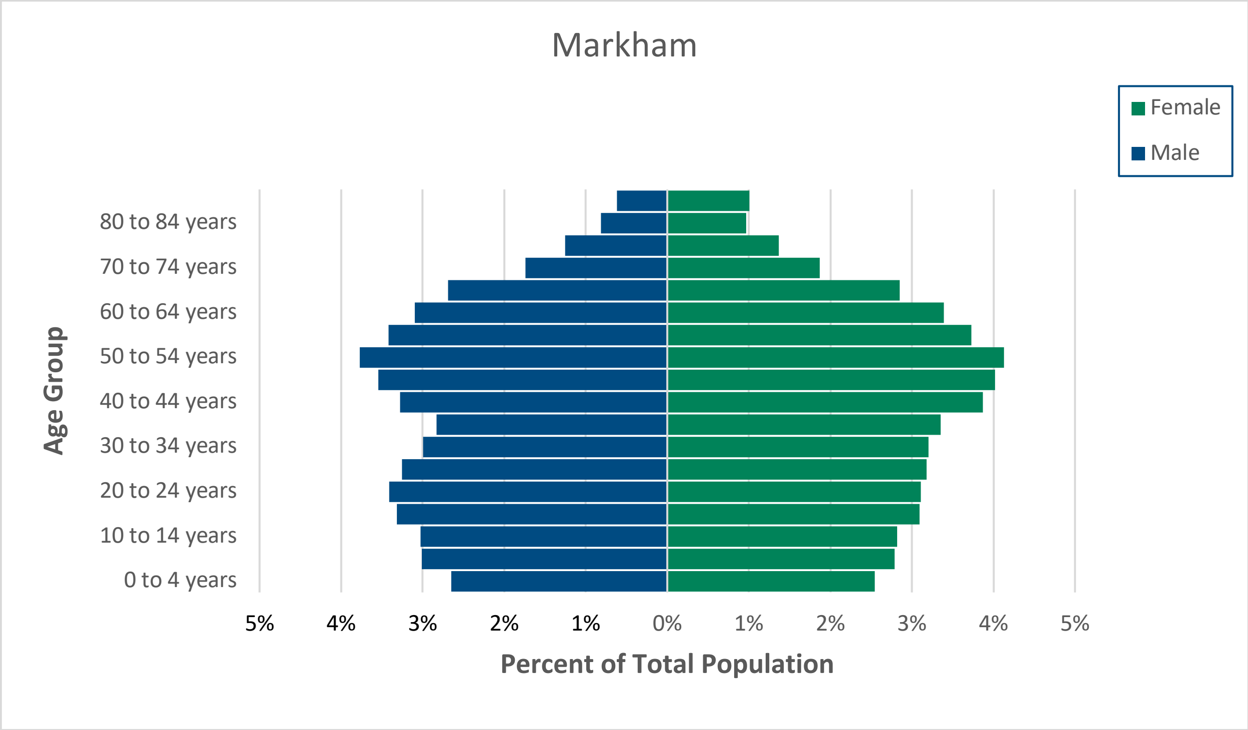
These population age distributions highlight the relative competitive disadvantages that Burlington has in relation to the comparator jurisdictions. A smaller youth population is a disadvantage in that there will be fewer youth transitioning into the working age population category over the next ten years compared to the comparator jurisdictions. This may result in labour shortages that may dissuade industry from locating in Burlington relative to neighbouring jurisdictions. In addition, Burlington is already in a position where it has a relatively lower proportion of the working age cohort in the local population, indicating that labour shortages may already be a factor in the community.

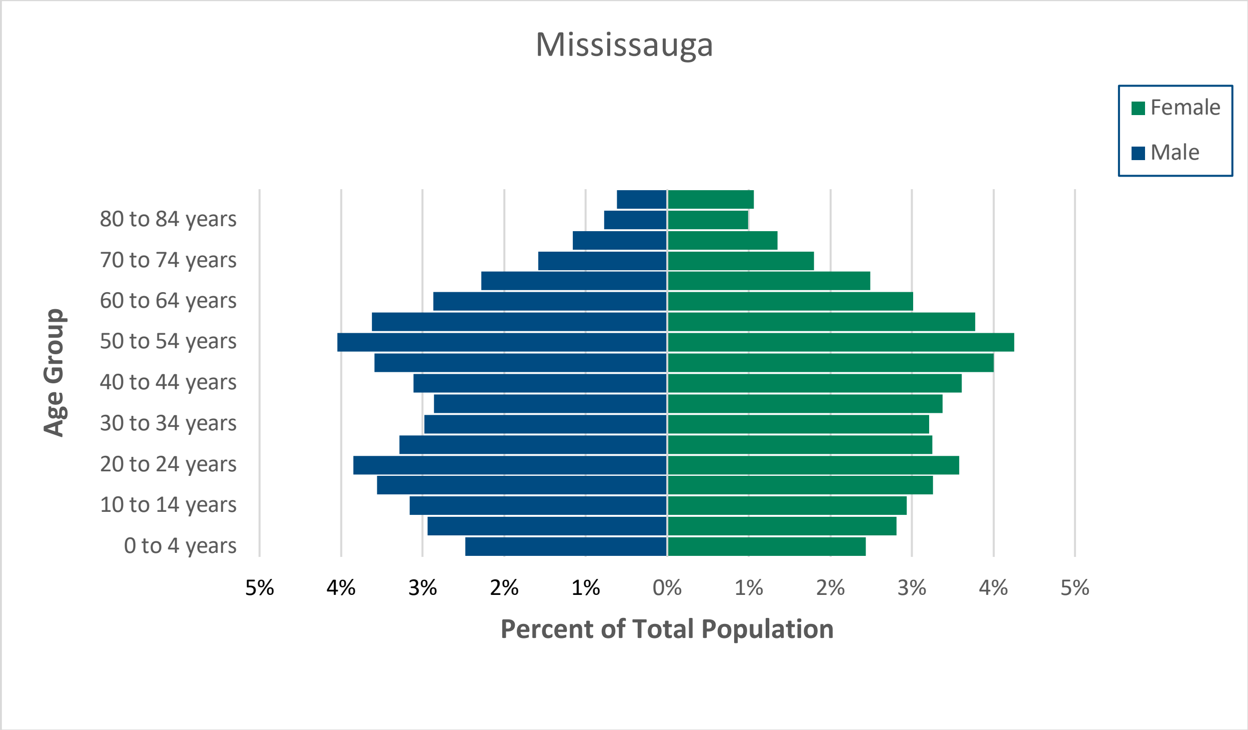
It is interesting to note, however, that projections from Hemson Consulting for the Government of Ontario on growth forecasts for the Greater Golden Horseshoe show that the youth population for Halton Region (which includes Burlington) and Hamilton will actually be increasing to 2041, whereas these youth populations will be decreasing in the City of Toronto.[3] This increasing youth population may be reflective of anecdotal evidence that youth are moving from Toronto to outside jurisdictions due to overcrowding, increasing cost of living, and a lack of employment opportunities in Toronto. These projected changes in the age distributions of Halton Region and Hamilton may help solve Burlington's issues with a small youth cohort, though it remains to be seen how that increase in youth will be distributed throughout the communities of Halton Region.

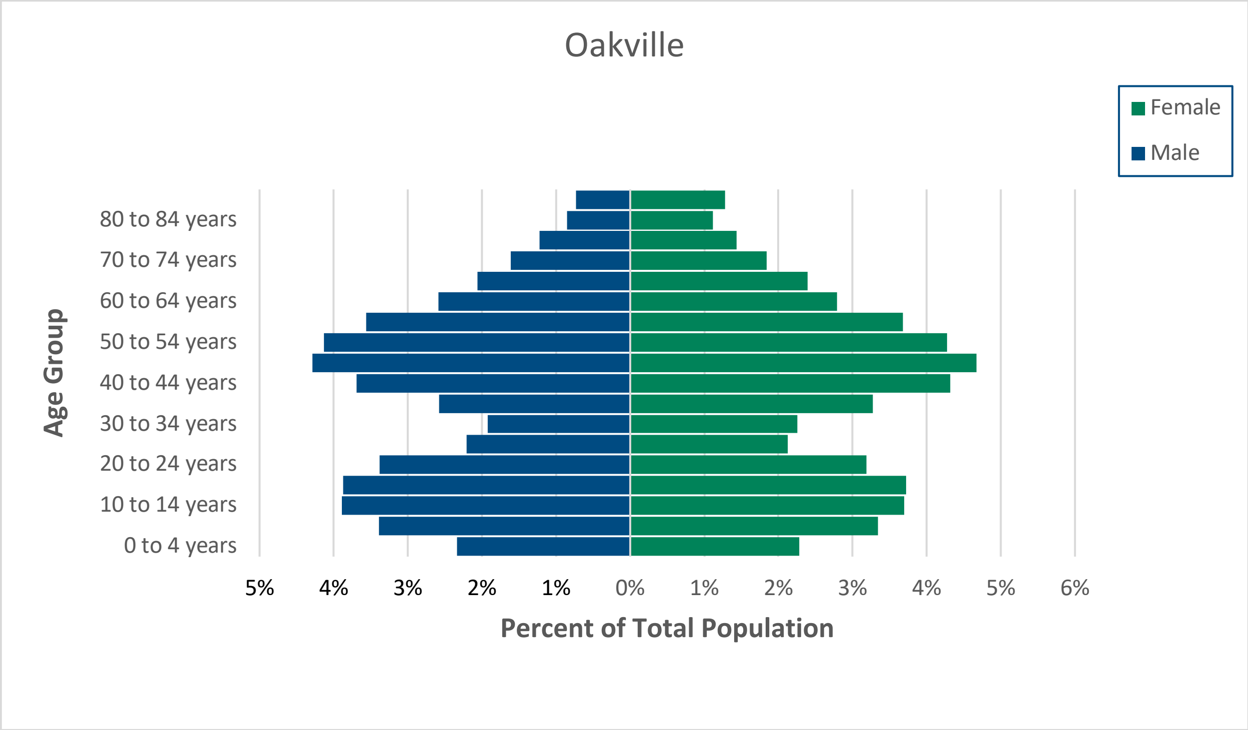
[3] Hemson Consulting for the Government of Ontario, "Greater Golden Horseshoe Growth Forecasts to 2041: Technical Report (November 2012) Addendum", June 2013

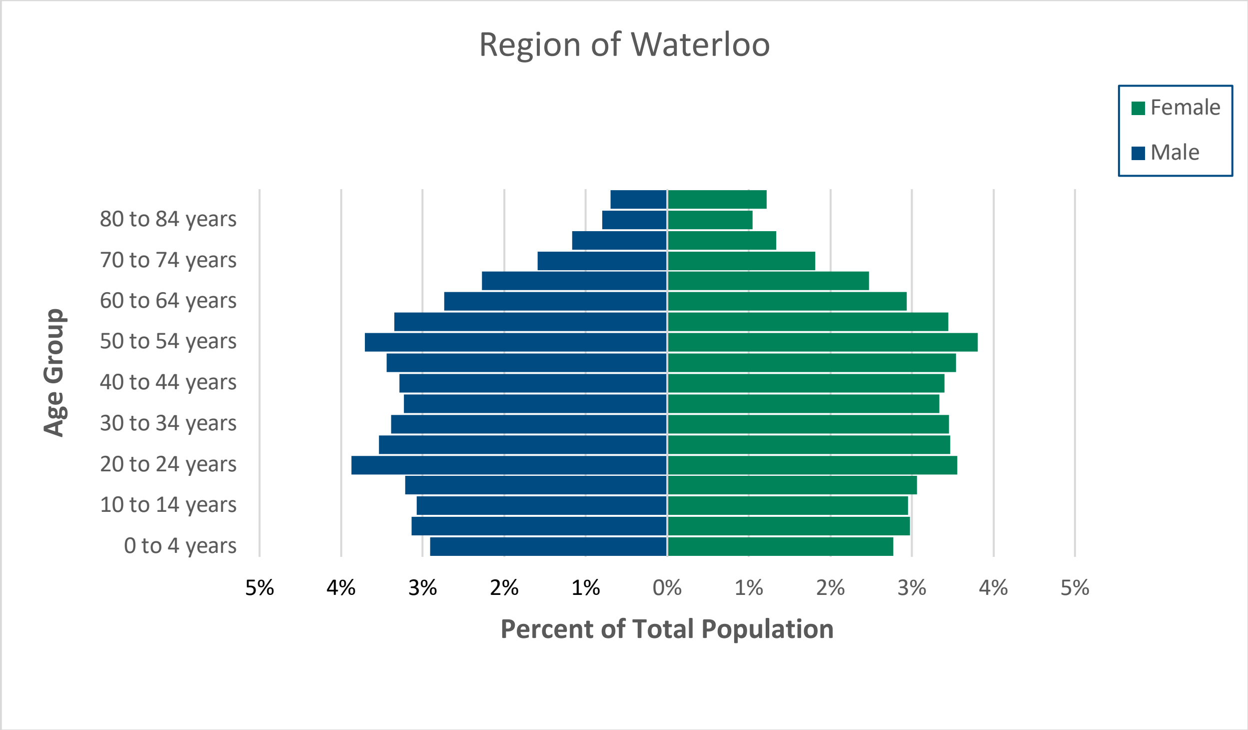

Burlington
Female
Male
Age Group
80 to 84 years
70 to 74 years
60 to 64 years
50 to 54 years
40 to 44 years
30 to 34 years
20 to 24 years
10 to 14 years
0 to 4 years
5%
4%
3%
2%
1%
0%
1%
2%
3%
4%
5%
Percent of Total Population


Hamilton
Female
Male
Age Group
80 to 84 years
70 to 74 years
60 to 64 years
50 to 54 years
40 to 44 years
30 to 34 years
20 to 24 years
10 to 14 years
0 to 4 years
5%
4%
3%
2%
1%
0%
1%
2%
3%
4%
5%
Percent of Total Population


Markham
Female
Male
80 to 84 years
70 to 74 years
60 to 64 years
50 to 54 years
40 to 44 years
30 to 34 years
20 to 24 years
10 to 14 years
0 to 4 years
Age Group
5%
4%
3%
2%
1%
0%
1%
2%
3%
4%
5%
Percent of Total Population


Mississauga
Female
Male
80 to 84 years
70 to 74 years
60 to 64 years
50 to 54 years
40 to 44 years
30 to 34 years
20 to 24 years
10 to 14 years
0 to 4 years
Age Group
5%
4%
3%
2%
1%
0%
1%
2%
3%
4%
5%
Percent of Total Population


Oakville
Female
Male
80 to 84 years
70 to 74 years
60 to 64 years
50 to 54 years
40 to 44 years
30 to 34 years
20 to 24 years
10 to 14 years
0 to 4 years
Age Group
5%
4%
3%
2%
1%
0%
1%
2%
3%
4%
5%
6%
Percent of Total Population


Region of Waterloo
Female
Male
80 to 84 years
70 to 74 years
60 to 64 years
50 to 54 years
40 to 44 years
30 to 34 years
20 to 24 years
10 to 14 years
0 to 4 years
Age Group
5%
4%
3%
2%
1%
0%
1%
2%
3%
4%
5%
Percent of Total Population

2.3. EDUCATIONAL ATTAINMENT

*Note: The data and comparisons made in this section are based on the 2016 Census.

As seen in Figure 3, Burlington has a relatively well-educated proportion of the 25-64-year-old (i.e., working age) population with roughly 69% of people in that age category having a university certificate, diploma, or degree at a bachelor level or above, a university certificate or diploma below a bachelor level, or a college, CEGEP, or other non-university certificate or diploma.

This rate is in the middle range relative to the comparator jurisdictions, with Oakville at 76%, Mississauga and Markham both at 65%, the Region of Waterloo at 56%, and Hamilton at 54%. This relatively well-educated population presents competitive advantages for Burlington in the attraction of industry looking for more educated workforces.

More information on absolute values for each category of educational attainment is available in Table 2 below.

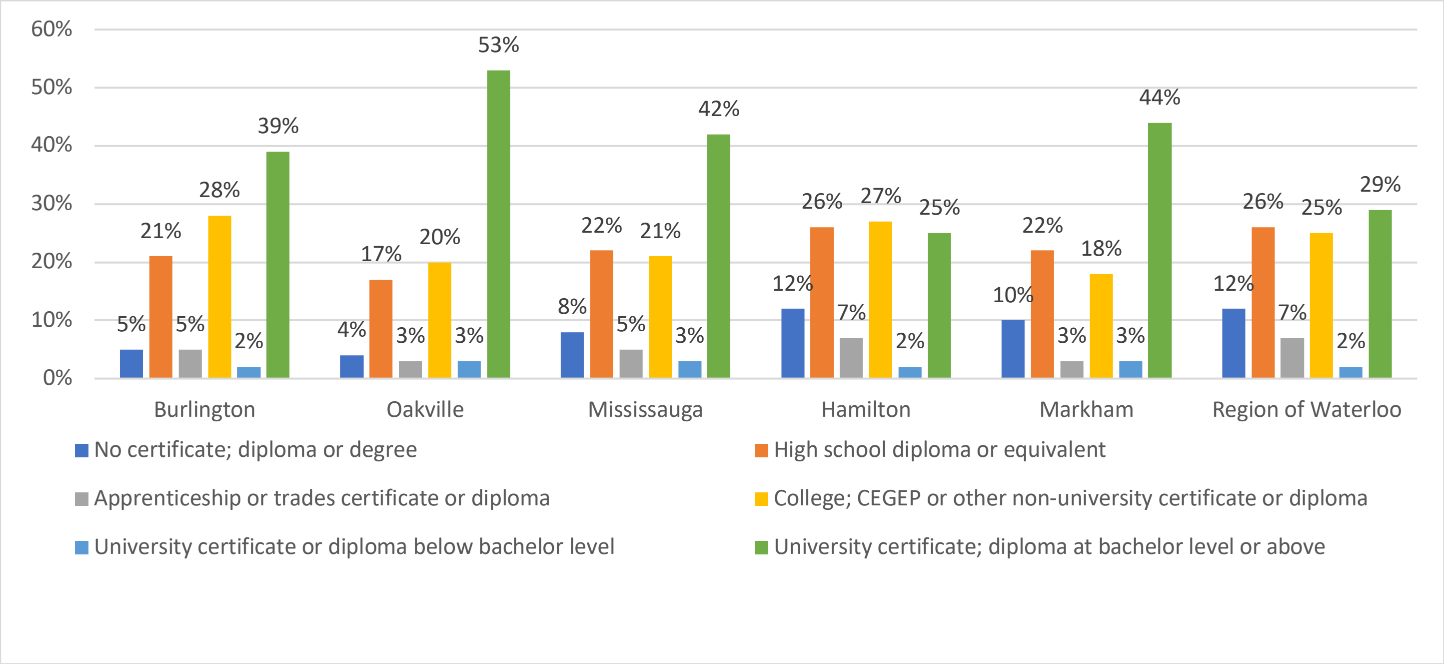


Table 2: Total population aged 25-64, by highest education, Burlington, and comparator jurisdictions, 2016. Source: Statistics Canada, 2017. Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017.

	Burlington	Oakville	Mississauga	Hamilton	Markham	Region of Waterloo
No certificate; diploma or degree	5%	4%	8%	12%	10%	12%
High school diploma or equivalent	21%	17%	22%	26%	22%	26%
Apprenticeship or trades certificate or diploma	5%	3%	5%	7%	3%	7%
College; CEGEP or other non-university certificate or diploma	28%	20%	21%	27%	18%	25%
University certificate or diploma below bachelor level	2%	3%	3%	2%	3%	2%
University certificate; diploma at bachelor level or above	39%	53%	42%	25%	44%	29%
Total	**95,995**	**101,225**	**395,240**	**285,660**	**180,935**	**287,610**

Figure 3: Total population aged 25-64, by highest education, Burlington, and comparator jurisdictions, 2016. Source: Statistics Canada, 2017. Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017.

2.4 HOUSEHOLD INCOME

The median household income in Burlington in 2019 was $101,448, representing an increase of 8% from 2015.

This level of household wealth ranks second relative to comparator jurisdictions, behind Oakville's $122,584 median household income. Burlington's household income growth is the third fastest growing level of wealth, ranking below Waterloo's 15.5% growth and Hamilton's 10.4% growth.

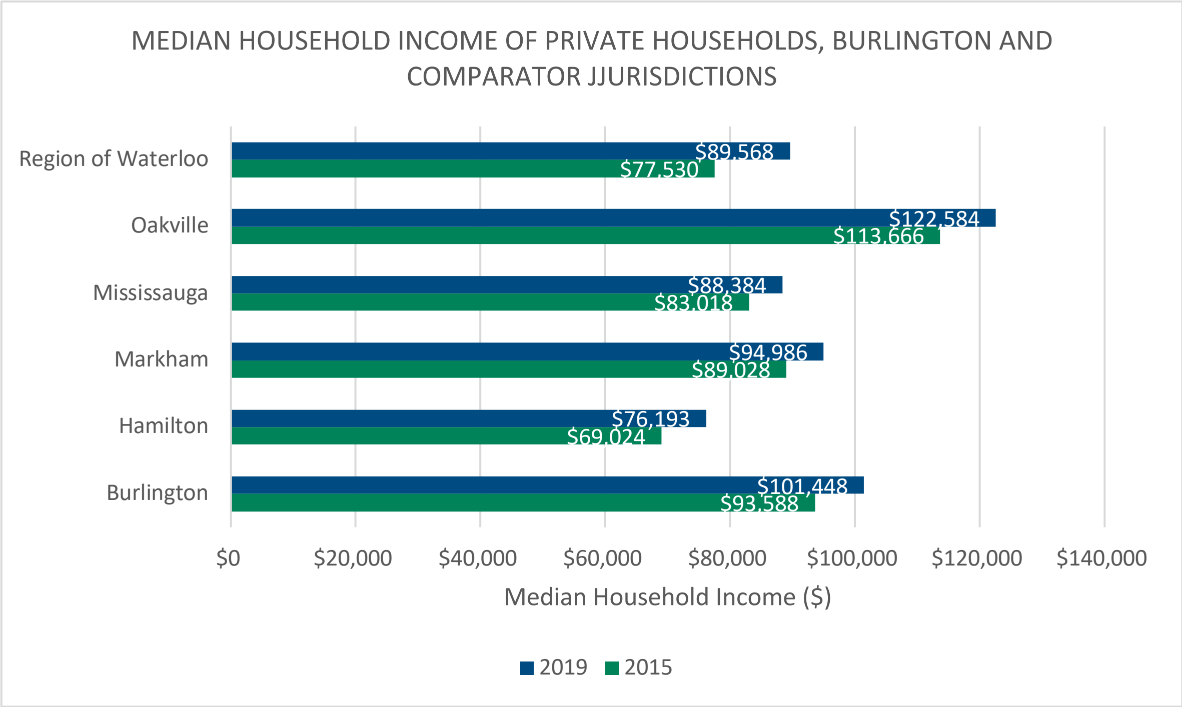


Figure 4: Source: MacLean's Magazine, Canada's Best Communities 2019

2.4. DWELLING VALUES

2.4.1. Single-Detached Units

Housing value data are taken from Toronto Real Estate Board (TREB) Community Reports, and the prices in the tables are December's YTD values for the average price of absorbed single detached units[4]. To include the most up-to-date data, 2020's Q2 numbers are used here to compare to previous years.

Oakville and Burlington had the two highest prices per unit in 2020 ($1.4 million and $845 thousand, respectively). Burlington and Mississauga experienced the highest growth from 2016 to 2020 in dollar and percentage terms (33% and 25%, respectively) relative to comparator jurisdictions.

This presents a competitive disadvantage for Burlington as high housing prices present a barrier to entry in the residential market and results in more expensive cost of living. This may be prohibitive for key demographics the city is targeting for attraction/retention; primarily younger professionals and families to address concerns of an aging population.

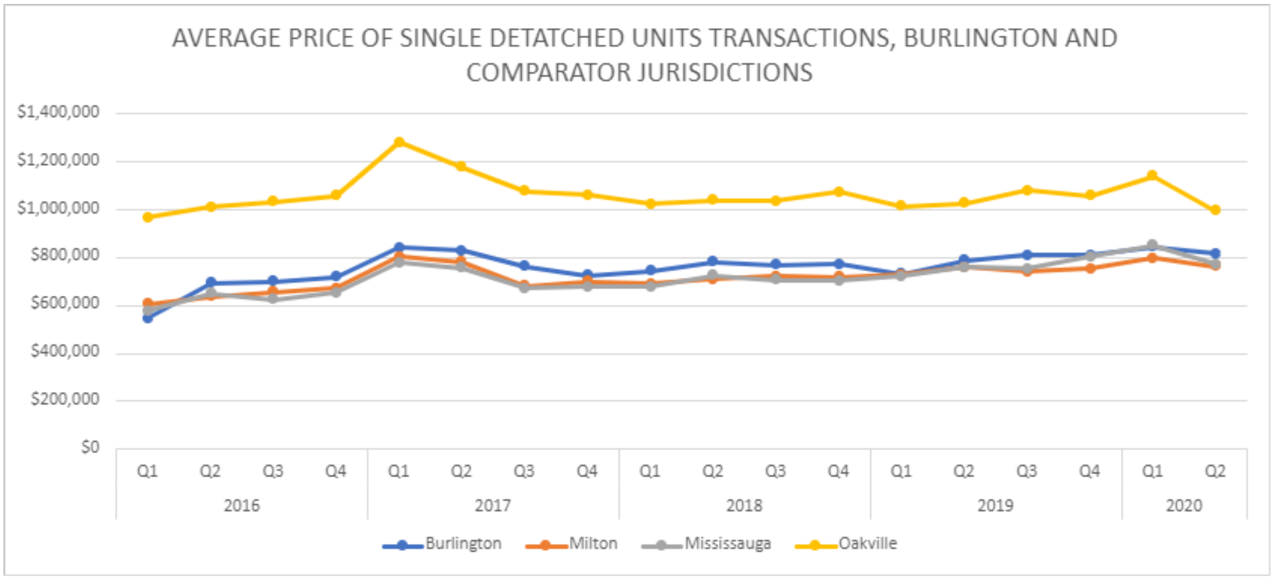


Figure 5: Source: TRREB Community Reports

[4] Absorbed: housing unit is no longer on the market (i.e., sold or rented)

Q1 2016 - Q2 2020 % CHANGE IN AVG PRICE OF SINGLE-DETACHED UNITS, BURLINGTON AND COMPARATOR JURISDICTIONS				
Jurisdictions	**Average Price ($)**		**Median Price**	
	Absolute ∆	**% ∆**	**Absolute ∆**	**% ∆**
Burlington	$268,448	33%	$217,000	27%
Milton	$159,417	21%	$204,000	27%
Mississauga	$196,052	25%	$258,750	33%
Oakville	$27,678	3%	$152,000	15%

Table 3: Source: TRREB Community Reports

AVERAGE PRICE OF SINGLE DETACHED UNITS TRANSACTIONS, BURLINGTON AND COMPARATOR JURISDICTIONS																	
Jurisdictions	**2016**				**2017**				**2018**				**2019**				**2020**
	Q1	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**	**Q2**
Burlington	$546,552	$693,451	$701,573	$718,875	$841,586	$830,213	$762,400	$724,279	$742,544	$781,455	$768,903	$773,592	$731,936	$788,020	$809,444	$810,462	$815,000
Milton	$604,583	$637,837	$657,083	$672,041	$803,924	$780,243	$681,777	$700,460	$691,751	$710,888	$721,653	$717,745	$728,421	$759,099	$740,324	$752,365	$764,000
Mississauga	$576,698	$648,902	$624,813	$652,809	$778,770	$757,253	$672,320	$679,249	$678,342	$724,764	$707,339	$703,496	$722,829	$758,246	$753,833	$803,393	$772,750
Oakville	$968,322	$1,010,963	$1,032,974	$1,058,099	$1,279,189	$1,178,115	$1,077,381	$1,059,984	$1,022,443	$1,039,265	$1,035,883	$1,075,112	$1,014,824	$1,026,263	$1,079,652	$1,058,522	$996,000

Table 4: Source: TRREB Community Reports

2.4.2. Condominium Apartments

Condominium apartment value data is collected from TREB Condo Market Reports, which list average and median sale prices for transactions on a quarterly basis. A subset of comparator jurisdictions is analyzed due to data availability: Burlington, Milton, Mississauga, and Oakville.

Burlington ranks as the lowest cost of the four jurisdictions in the condominium market, with an average price of $482,353 in 2020 Q2, falling below Milton and Mississauga. Historically, Burlington maintained a middle ranking, always cheaper than Oakville, but somewhat pricier than either Mississauga or Milton. While all jurisdictions are seeing rising average prices, Burlington has been the slowest to grow, seeing a 34% rise in price between 2016 Q1 and 2020 Q2. Conversely, Mississauga has seen a 76% rise in average condominium prices.

As very high value sales skew the average, looking at the median prices gives a clearer picture of what may be happening in the market. In this case, a similar pattern emerges, with Burlington's median prices ($448,000) indicating the City is more affordable relative to its comparator jurisdictions. As with average prices, median prices are rising in each jurisdiction, and at a faster rate. Within the last four years, Burlington's median prices have increased at the slowest pace (42%). Mississauga, again, has seen the steepest rise in its median prices (83%).

Q1 2016 - Q2 2020 % CHANGE IN AVG PRICE OF CONDOMINIUM APARTMENT TRANSATIONS, BURLINGTON AND COMPARATOR JURISDICTIONS

Jurisdictions	Average Price ($)		Median Price	
	Absolute ∆	% ∆	Absolute ∆	% ∆
Burlington	$122,686	34%	$133,000	42%
Milton	$180,366	55%	$179,500	54%
Mississauga	$226,955	76%	$231,000	83%
Oakville	$174,654	45%	$188,750	59%

Table 5: Source: TREB Condo Market Reports from 2016 Q1 to 2020 Q2

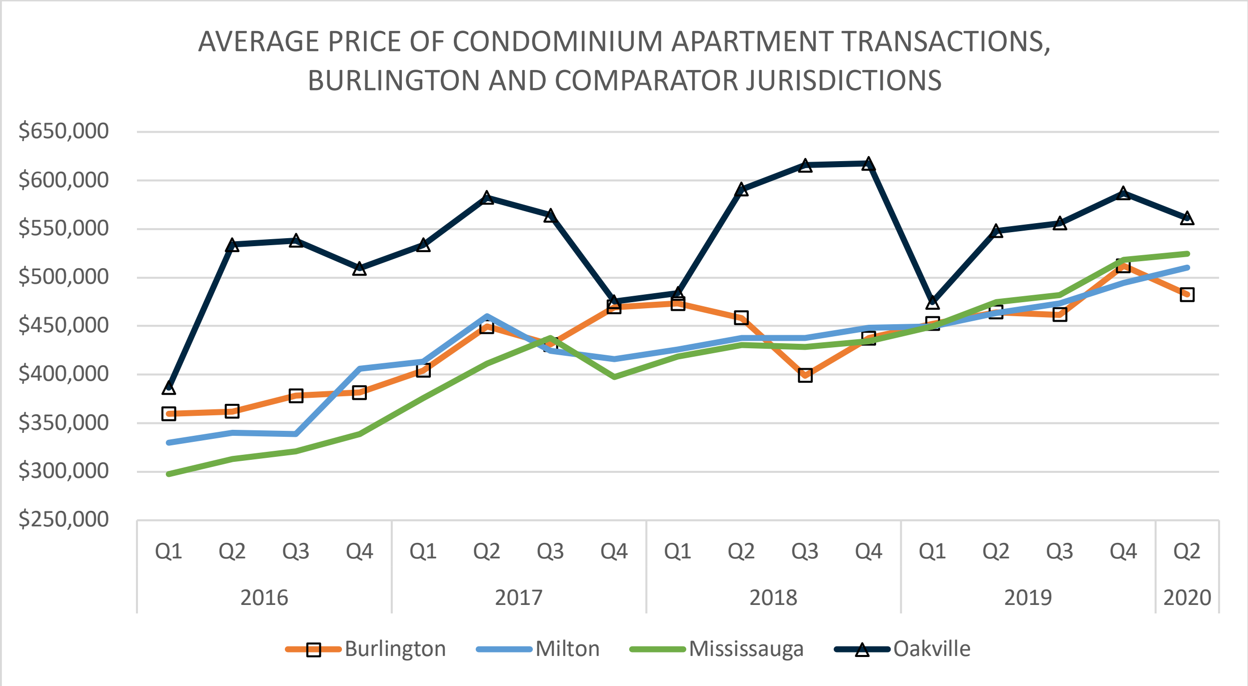


Figure 6: Source: TREB Condo Market Reports from 2016 Q1 to 2020 Q2

AVERAGE PRICE OF CONDOMINIUM APARTMENT TRANSACTIONS, BURLINGTON AND COMPARATOR JURISDICTIONS																	
Jurisdiction	**2016**				**2017**				**2018**				**2019**				**2020**
	Q1	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**	**Q2**
Burlington	$359,667	$362,186	$378,373	$381,630	$404,230	$449,479	$431,100	$469,533	$473,183	$458,538	$398,950	$437,624	$452,318	$464,359	$461,820	$512,120	$482,353
Milton	$329,898	$340,362	$338,621	$405,883	$413,074	$459,947	$424,513	$415,804	$425,701	$438,020	$438,034	$447,998	$449,389	$463,224	$473,523	$494,600	$510,264
Mississauga	$297,551	$313,078	$321,107	$338,917	$375,801	$411,569	$437,935	$397,347	$418,591	$430,749	$428,558	$434,445	$449,369	$474,457	$482,083	$518,531	$524,506
Oakville	$386,630	$533,815	$538,167	$509,595	$533,648	$582,420	$564,412	$475,087	$483,935	$590,903	$615,654	$617,608	$474,571	$548,087	$556,036	$586,938	$561,284

Table 6:Source: TREB Condo Market Reports from 2016 Q1 to 2020 Q2

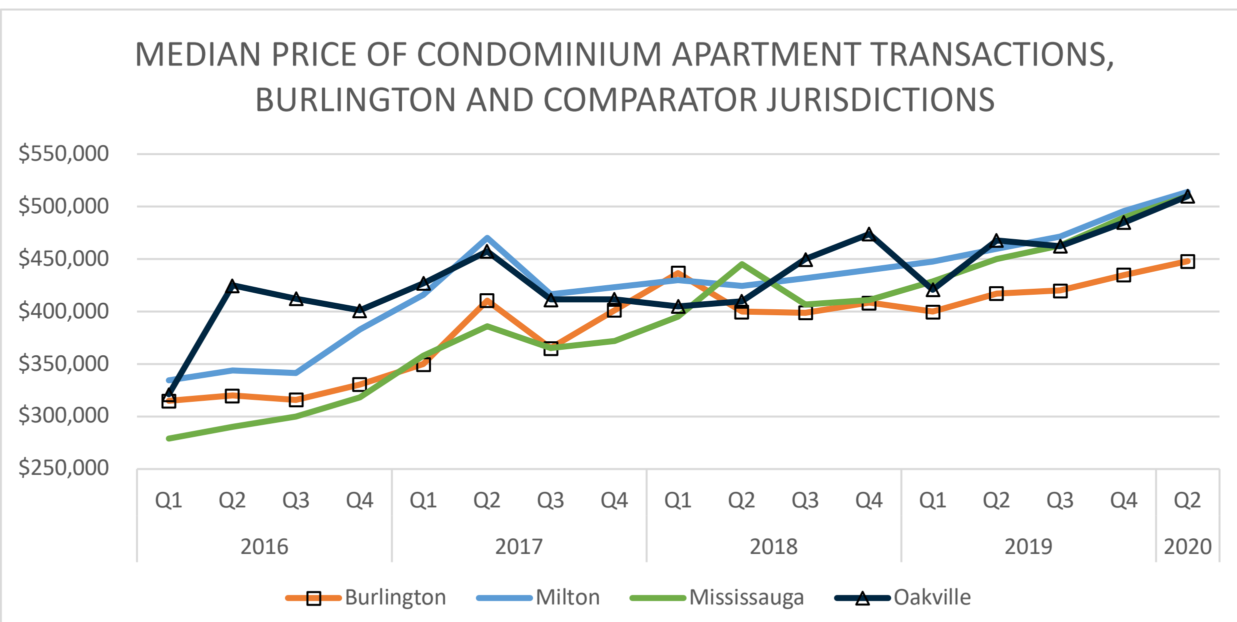


Figure 7: Source: TREB Condo Market Reports from 2016 Q1 to 2020 Q2

Burlington ECONOMIC DEVELOPMENT

MEDIAN PRICE OF CONDOMINIUM APARTMENT TRANSACTIONS, BURLINGTON AND COMPARATOR JURISDICTIONS																	
Jurisdiction	2016				2017				2018				2019				2020
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q2
Burlington	$315,000	$319,900	$316,000	$330,741	$350,000	$410,500	$365,000	$401,500	$436,940	$400,000	$398,950	$408,500	$400,000	$417,250	$419,950	$435,000	$448,000
Milton	$334,500	$344,000	$341,250	$383,000	$416,000	$470,000	$416,500	$423,250	$430,000	$424,625	$432,000	$440,000	$447,500	$459,950	$471,250	$496,000	$514,000
Mississauga	$279,000	$290,000	$300,000	$318,000	$358,000	$386,000	$365,000	$372,250	$395,000	$445,000	$407,000	$411,000	$429,000	$450,050	$463,000	$489,500	$510,000
Oakville	$321,250	$425,000	$412,400	$401,250	$427,000	$457,500	$411,500	$411,750	$405,000	$410,000	$450,000	$474,000	$421,000	$467,889	$462,500	$485,000	$510,000

Table 7: Source: TREB Condo Market Reports from 2016 Q1 to 2020 Q2

2.4.3. Primary Rental Market

The vacancy rate for rental apartments in Burlington increased from 1.1% in 2016 to 1.8% in 2019. This goes in the opposite direction from the trends seen in the previous two competitive analysis reports prepared by Burlington Economic Development, which saw 1.9% vacancy rates in 2013 drop to 1.1% in 2016. It is difficult to say how this correlates with apartment availability as no data is available past 2016 on that metric. This coincides with an increase in the average and median rents for two-bedroom apartments. Similar rent trends are seen across all jurisdictions, with varying vacancy rate changes.

Burlington ranks in the middle in terms of vacancy rates amongst all jurisdictions, but has the second highest median rent and third highest average rent. This presents a slight competitive disadvantage for Burlington, as these latter factors as a barrier to entry for people looking to secure residence at a reasonable cost of living. This may be prohibitive for key demographics the City is targeting for attraction; mainly younger professionals and families, to address concerns of an aging population

PRIMARY RENTAL MARKET, BURLINGTON AND COMPARATOR JURISDICTIONS										
Year	Metric	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Kitchener	Waterloo
2016	Vacancy Rate (%) - Apt	2.20%	1.10%	4.50%	1.40%	1.80%	1.40%	1.10%	2.60%	1.40%
	Availability Rate (%) - Apt	3%	3.10%	6.70%	2.50%	3%	3.40%	2.50%	4.50%	3.30%
	Average Rent ($) - 2-Bed Apt	$911	$1,294	$965	$1,271	$1,248	$1,276	$1,423	$1,033	$1,098
	Median Rent ($) - 2-Bed Apt	$900	$1,250	$925	$1,300	$1,250	$1,264	$1,429	$993	$1,050
2018	Vacancy Rate (%) - Apt	1.50%	1.80%	3.40%	1.50%	1.00%	0.80%	1.30%	3.30%	3.10%
	Availability Rate (%) - Apt	-	-	-	-	-	-	-	-	-
	Average Rent ($) - 2-Bed Apt	$1,007	$1,403	$1,085	$1,408	$1,269	$1,399	$1,509	$1,129	$1,463
	Median Rent ($) - 2-Bed Apt	$975	$1,380	$1,074	$1,411	$1,341	$1,384	$1,500	$1,077	$1,250
2019	Vacancy Rate (%) - Apt	2.30%	1.80%	4.50%	1.20%	1.60%	1.20%	2.20%	2.20%	1.60%
	Availability Rate (%) - Apt	-	-	-	-	-	-	-	-	-
	Average Rent ($) - 2-Bed Apt	$1,042	$1,506	$1,131	$1,544	$1,335	$1,466	$1,570	$1,196	$1,368
	Median Rent ($) - 2-Bed Apt	$1,010	$1,516	$1,102	$1,486	$1,353	$1,425	$1,561	$1,140	$1,266

Table 8: Source: Canada Mortgage and Housing Corporation (CMHC), Housing Market Information Portal

2.5. OWNERSHIP CHARACTERISTICS

*Note: The data and comparisons made in this section are based on the 2016 Census and may be slightly outdated.

Roughly 76% of private households in Burlington own their residence, with an additional 24% renting (see Figure 8).

This rate of ownership in Burlington is among the highest relative to comparator jurisdictions, with Markham's rate of ownership at 86%, Oakville at 82%, Mississauga at 72%, the Region of Waterloo at 68%, and Hamilton at 68%.

This relatively high rate of ownership in Burlington is another indicator of the relative wealth that is found in Burlington. More detailed information on absolute values for rates of ownership and rental for each comparator jurisdiction can be found in Table 9 below.

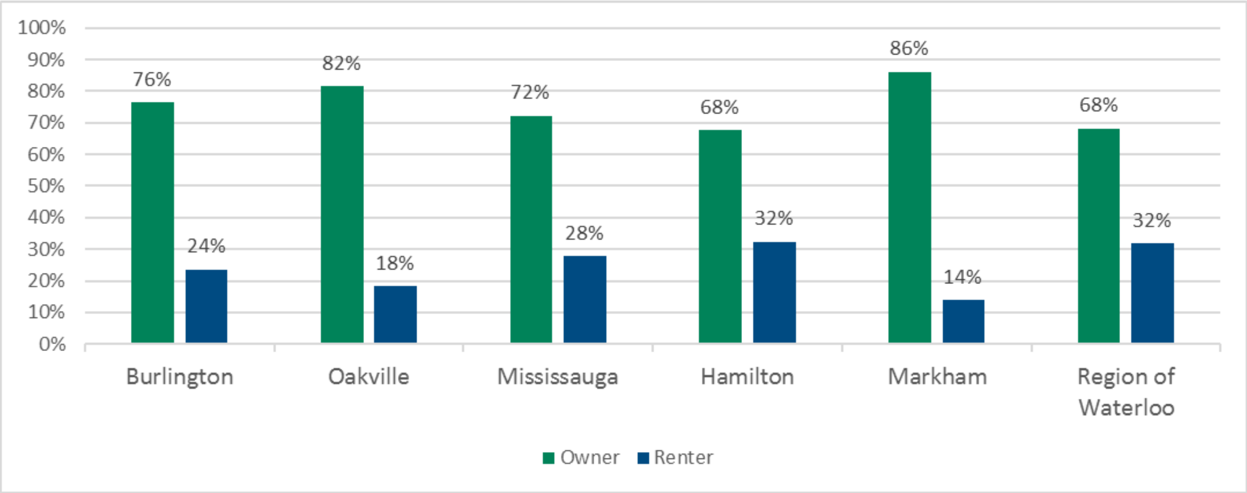


Figure 8: Total Percentage of Private Households by Tenure, Burlington, and Comparator Jurisdictions, 2016. Source: Statistics Canada. 2017. Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017.

	Burlington	Oakville	Mississauga	Hamilton	Markham	Region of Waterloo
Owner	54,540	54,130	174,130	143,050	88,395	139,070
Renter	16,835	12,135	66,785	68,545	14,285	64,760
Total	**71,375**	**66,270**	**240,910**	**211,600**	**102,680**	**203,830**

Table 9: Total Percentage of Private Households by Tenure, Burlington, and Comparator Jurisdictions, 2016. Source: Statistics Canada. 2017. Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017.

EMPLOYMENT STATISTICS

*Note: The data and comparisons made in this section are based on the 2016 Census.

Burlington had the lowest unemployment rate in 2016 at 5.6% relative to all other comparator jurisdictions (as seen in Figure 9).

Unemployment rates in comparator jurisdictions were Oakville at 6.9%, the Region of Waterloo at 6.3%, Markham at 7.3%, Mississauga at 8.3%, and Hamilton at 7.0%.

More details about the absolute values for the broad range of employment statistics (including unemployment rates) can be seen in Table 10 below.

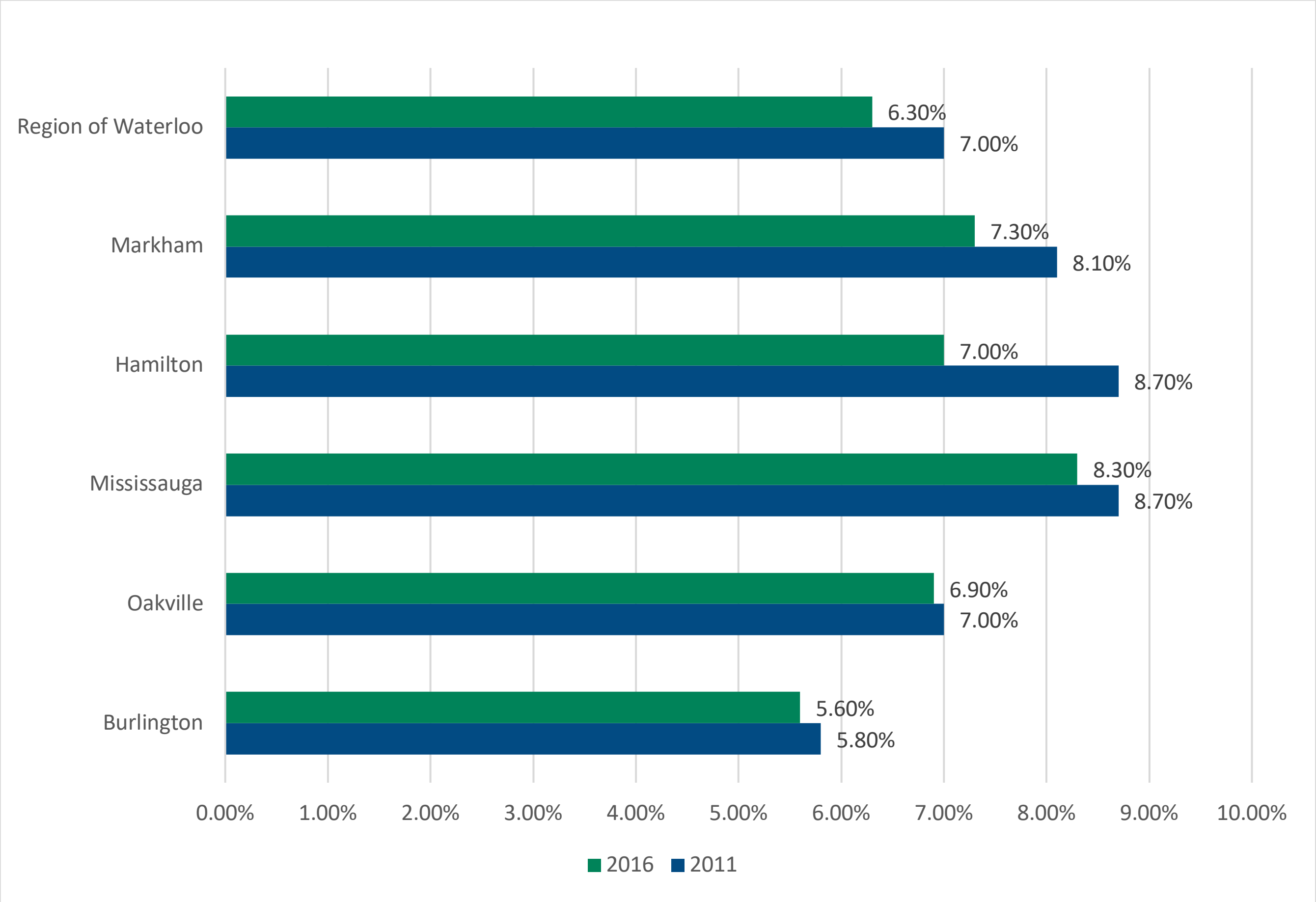


Figure 9: Unemployment Rate: Burlington and Comparator Jurisdictions, 2016.
Source: Statistics Canada. 2017. Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017.

	2011					
	Burlington	Oakville	Mississauga	Hamilton	Markham	Region of Waterloo
In the labour force	98,785	100,565	395,805	266,200	160,225	283,680
Employed	93,030	93,490	361,315	243,080	147,315	263,815
Unemployed	5,755	7,075	34,490	23,120	12,910	19,860
Not in the labour force	44,725	43,965	184,190	157,855	87,395	123,015
Participation rate	68.80%	69.60%	68.20%	62.80%	64.70%	69.80%
Employment rate	64.80%	64.70%	62.30%	57.30%	59.50%	64.90%
Unemployment rate	5.80%	7.00%	8.70%	8.70%	8.10%	7.00%
	2016					
	Burlington	Oakville	Mississauga	Hamilton	Markham	Region of Waterloo
In the labour force	101,650	105,750	394,640	278,640	172,130	296,480
Employed	95,975	98,460	361,690	259,065	159,640	277,785
Unemployed	5,680	7,295	32,950	19,575	12,495	18,695
Not in the labour force	47,845	49,270	200,125	162,415	99,920	135,645
Participation rate	68.00%	68.20%	66.40%	63.20%	63.30%	68.60%
Employment rate	64.20%	63.50%	60.80%	58.70%	58.70%	64.30%
Unemployment rate	5.60%	6.90%	8.30%	7.00%	7.30%	6.30%

Table 10: Unemployment Rate: Burlington and Comparator Jurisdictions, 2016.
Source: Statistics Canada. 2017. Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017.

3. OCCUPATIONAL PROFILE

*Note: The employment data in this section is obtained from EMSI Analyst, version 2016.3.

THESE ARE JOBS AND NOT LABOUR FORCE PROJECTIONS and are capturing the employment – number of jobs in the jurisdiction, but the people doing the jobs could be coming from anywhere. EMSI defines job as full- and part-time jobs, and source their data from the Survey of Employment, Payrolls and Hours (SEPH), Canadian Business Patterns, and Census data. Job projections are captured in two categories:

- **Industry Data (NAICS)** – To capture a complete picture of industry employment, EMSI combines employment data from SEPH with data from the Labour Force Survey (LFS), Census, and Canadian Business Patterns (CBP) to form detailed geographic estimates of employment. Projections are based on the latest available EMSI industry data, 10-year past local trends in each industry and growth rates from national industry projections from the Canadian Occupational Projection System (COPS) produced by Human Resources and Skills Development Canada.

- **Occupational Data (NOCS)** – Organizing regional employment information by occupation provides a workforce-oriented view of the regional economy. EMSI's occupation data are based on EMSI's industry data, regional occupation data from the Labour Force Survey (LFS), and regional staffing patterns taken from the Census.

The data is further separated into Employee and Self-Employed categories. The later represents workers who consider self-employment their primary form of income and can be used to gauge entrepreneurship activity. Selecting both often presents the fullest picture of job activity.[5]

3.1. EMPLOYMENT CHARACTERISTICS

3.1.1. Job Projections

Total job growth (employees + self-employed) in Burlington is expected to increase by 5.7% (or 6,340 jobs) between 2016 and 2024. This job growth falls into the lower average range relative to comparator jurisdictions, with the highest growth of 8.2% in Milton, 6.4% in Oakville, 5.9% in Brantford and 5.8% in Mississauga. Hamilton and Region of Waterloo are projected to have the lowest growth at 5.6% and 5%.

The employee category is projected to grow by 6% (or 5,782 jobs) in Burlington and makes up most new jobs, and self-employed jobs are expected to increase by 3.2% (or 1,118 jobs). This ranks fifth and third relative to seven comparator jurisdictions. Oakville is projected to have higher growth than Burlington in the employee category with a 7.2% increase (or 6,566 jobs), and Hamilton lower at 6% growth (or 12,938 jobs). Milton is projected to have the highest growth in both categories, 9% (or 2,989 jobs) employees and 4.9% (or 346 jobs) for self-employed.

[5] http://kb.economicmodeling.com/class-of-worker-explained/

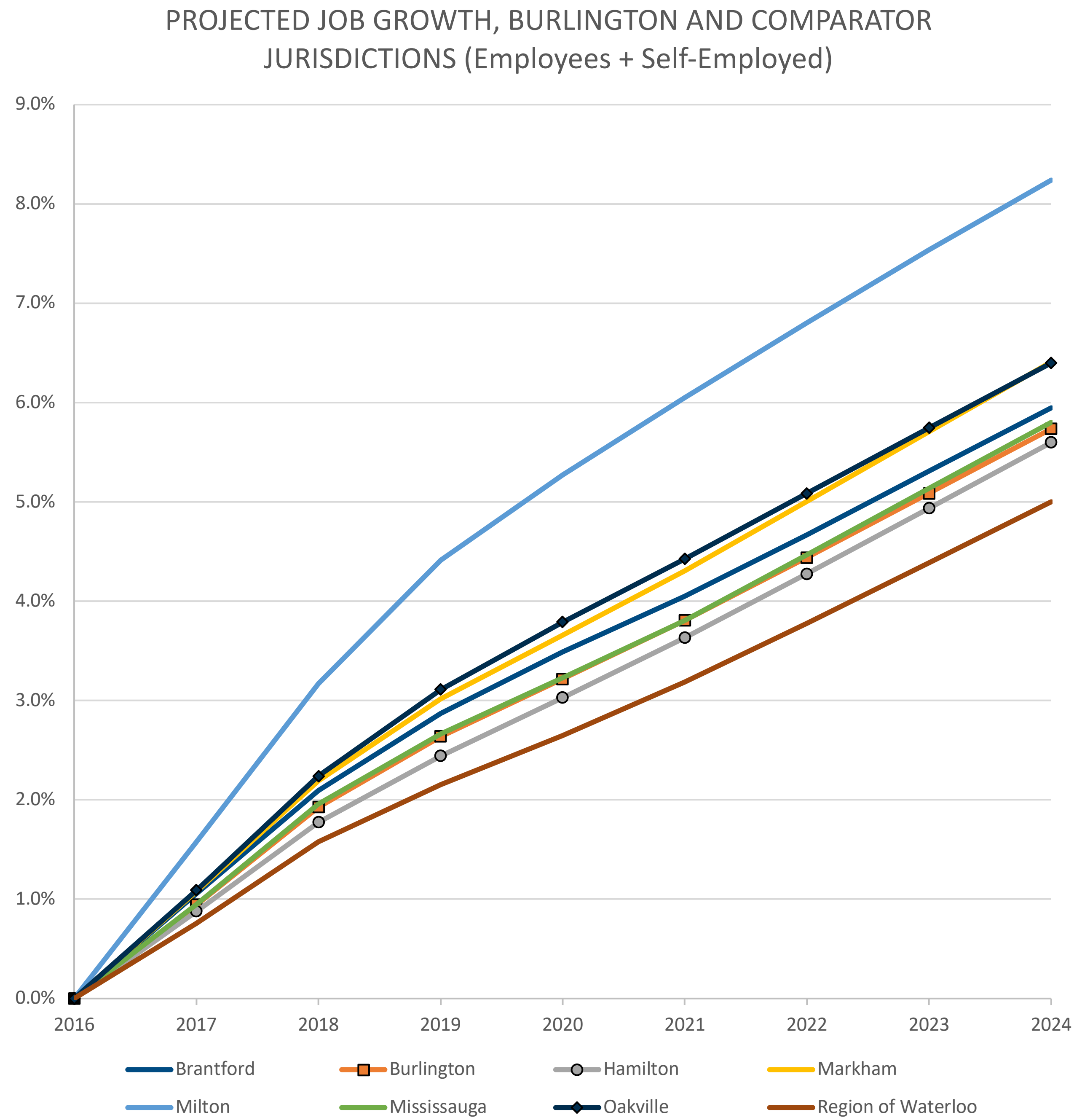


Figure 10: Source: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

PROJECTED JOB GROWTH, BURLINGTON AND COMPARTOR JURISDICTIONS (Employees + Self-Employed)								
	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
2016	51,621	110,545	251,061	176,558	40,476	543,223	109,507	307,494
2017	52,165	111,588	253,267	178,462	41,114	548,375	110,701	309,821
2018	52,703	112,674	255,518	180,431	41,758	553,862	111,958	312,348
2019	53,101	113,462	257,196	181,883	42,262	557,712	112,914	314,114
2020	53,423	114,102	258,666	183,020	42,610	560,766	113,658	315,638
2021	53,712	114,752	260,181	184,161	42,925	563,906	114,353	317,298
2022	54,031	115,454	261,799	185,399	43,231	567,492	115,078	319,116
2023	54,361	116,168	263,453	186,631	43,527	571,130	115,800	320,986
2024	54,691	116,885	265,116	187,874	43,811	574,737	116,514	322,873

Table 11: Source: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

PROJECTED JOB GROWTH, BURLINGTON AND COMPARTOR JURISDICTIONS (Employees)								
	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
2016	45,823	92,835	214,658	147,177	33,367	475,779	91,675	264,682
2017	46,314	93,734	216,565	148,888	33,918	480,422	92,756	266,710
2018	46,805	94,697	218,561	150,693	34,487	485,476	93,917	268,982
2019	47,164	95,377	220,017	152,003	34,926	488,948	94,788	270,525
2020	47,462	95,952	221,351	153,053	35,235	491,773	95,480	271,915
2021	47,736	96,555	222,785	154,128	35,518	494,747	96,138	273,486
2022	48,046	97,224	224,347	155,321	35,802	498,218	96,836	275,242
2023	48,369	97,915	225,961	156,521	36,083	501,775	97,540	277,068
2024	48,694	98,616	227,596	157,742	36,357	505,325	98,241	278,924

Table 12: Source: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

PROJECTED JOB GROWTH, BURLINGTON AND COMPARTOR JURISDICTIONS (Self-Employed)

	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
2016	5,798	17,710	36,402	29,382	7,108	67,444	17,832	42,812
2017	5,852	17,854	36,701	29,574	7,197	67,953	17,945	43,111
2018	5,898	17,977	36,957	29,738	7,271	68,386	18,041	43,367
2019	5,938	18,085	37,180	29,881	7,336	68,764	18,126	43,589
2020	5,962	18,150	37,315	29,967	7,375	68,993	18,177	43,723
2021	5,976	18,197	37,396	30,032	7,406	69,158	18,215	43,812
2022	5,985	18,230	37,452	30,078	7,428	69,274	18,242	43,874
2023	5,992	18,253	37,492	30,110	7,444	69,355	18,260	43,918
2024	5,997	18,269	37,520	30,132	7,455	69,412	18,273	43,949

Table 13: Source: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

3.1.2. Job Trends

3.1.2.1. Total Jobs

Total job estimates (employees + self-employed) from 2003-2016 place Burlington with the third highest growth rate among comparator jurisdictions at 29%. Oakville and Milton exceeding at 32% and 50% growth respectively, and Mississauga and Markham ranking moderately just below at 26%. Burlington and Mississauga are the only two jurisdictions with an observably lower population growth rate between 2001-2016 than job growth rate between 2003-2016, indicating high employment attraction relative to new residents. In retrospect, Milton's job growth was 54% with population growth of 250% in the stated time periods, which may create considerable strain on infrastructure development with such high population inflow. Hamilton experienced the lowest job growth at 10%.

The self-employed category, a gauge for entrepreneurship, makes up 16% of jobs in Burlington and experienced 35% growth which is clustered with Oakville, Region of Waterloo, Mississauga, and Markham rates. Milton experienced the highest growth of 54%, and has the largest job share of 17.6% but in absolute terms has the fewest. Brantford is the least entrepreneurial city with 11.2% of jobs in this category.

The high job growth rate indicates Burlington is a destination for businesses and serves as a competitive advantage in terms of investment attraction and marketing. The population boom of Milton in the north presents an opportunity to attract and obtain a regional workforce and drive the idea of creating a Regional Employment Hub.

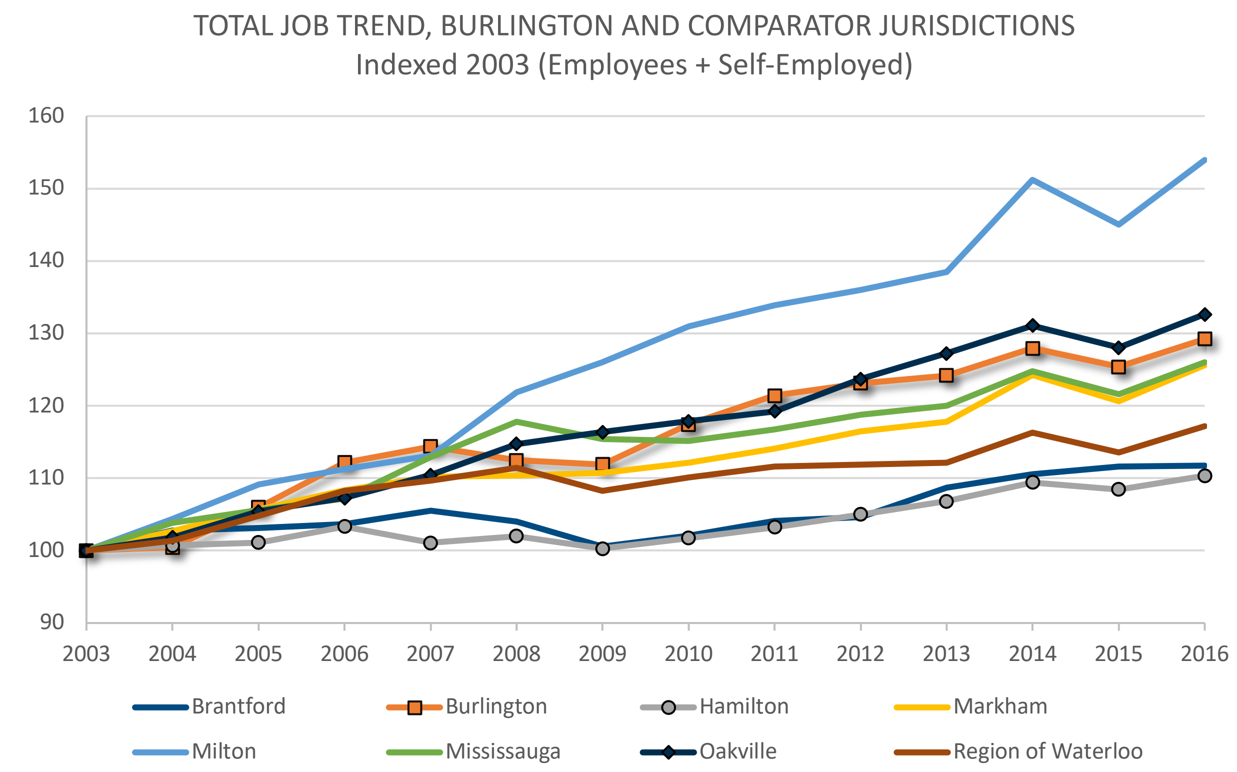


Figure 11: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees + Self-Employed)														
Jurisdiction	**2003**	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Brantford	46,199	47,466	47,648	47,882	48,750	48,032	46,466	47,156	48,081	48,338	50,215	51,062	51,551	51,621
Burlington	85,553	85,943	90,652	95,966	97,855	96,208	95,738	100,441	103,876	105,342	106,244	109,467	107,262	110,545
Hamilton	227,535	229,187	230,108	235,128	229,960	232,065	228,199	231,511	234,868	238,941	243,043	248,967	246,780	251,061
Markham	140,567	144,372	148,557	152,314	154,936	155,103	155,685	157,651	160,400	163,766	165,619	174,587	169,561	176,558
Milton	26,293	27,432	28,704	29,248	29,739	32,048	33,140	34,433	35,201	35,753	36,410	39,760	38,125	40,476
Mississauga	431,104	447,757	455,202	462,138	486,674	507,827	497,551	496,462	503,384	512,148	517,450	537,842	524,220	543,223
Oakville	82,559	84,065	87,023	88,564	91,189	94,709	96,074	97,291	98,450	102,118	105,037	108,197	105,683	109,507
Region of Waterloo	262,411	265,959	274,951	284,168	287,789	292,418	284,120	288,861	292,835	293,674	294,212	305,088	298,083	307,494

Table 14: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

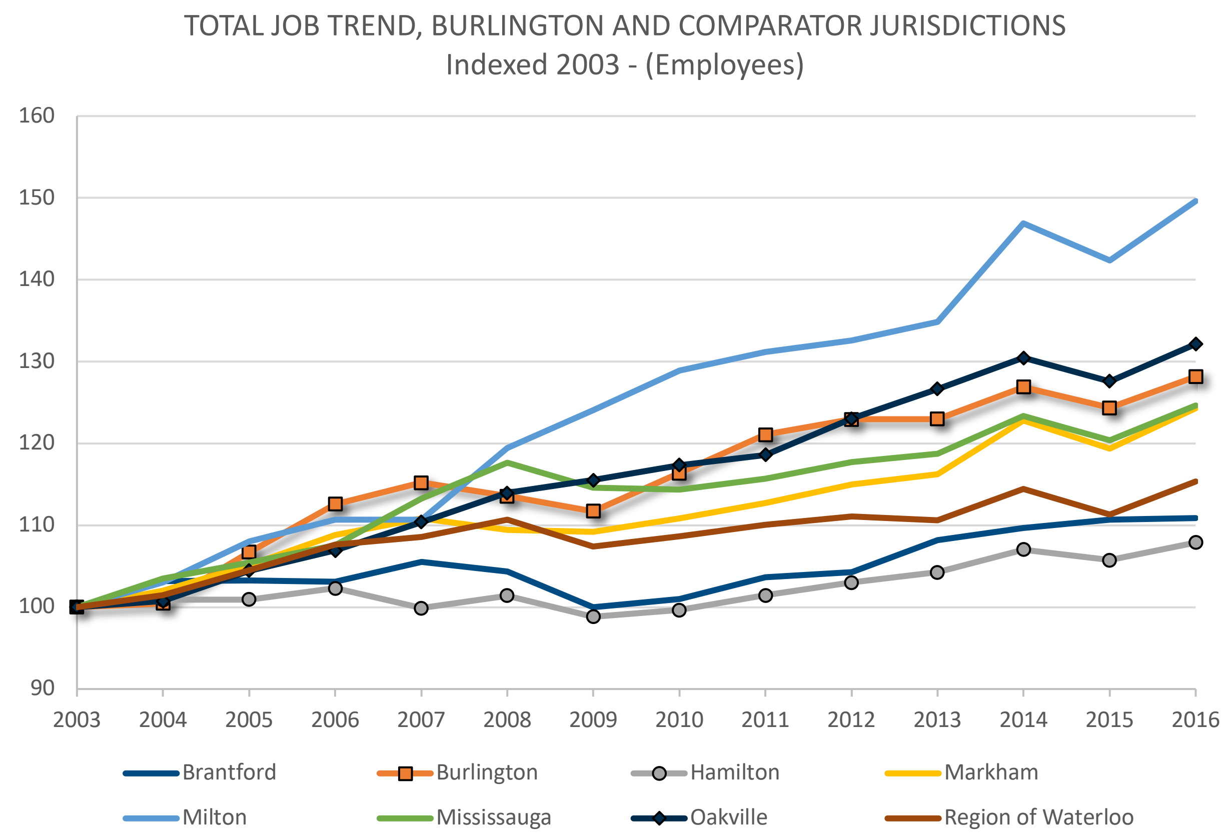


Figure 12: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees)														
Jurisdiction	**2003**	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Brantford	41,325	42,657	42,685	42,615	43,602	43,124	41,322	41,734	42,850	43,099	44,696	45,331	45,735	45,823
Burlington	72,435	72,769	77,302	81,549	83,445	82,271	80,917	84,293	87,711	89,064	89,091	91,931	90,087	92,835
Hamilton	198,962	200,764	200,852	203,576	198,727	201,760	196,633	198,291	201,837	204,987	207,472	212,926	210,385	214,658
Markham	118,393	120,741	124,508	128,843	131,269	129,567	129,286	131,269	133,442	136,171	137,654	145,438	141,327	147,177
Milton	22,302	22,982	24,090	24,684	24,687	26,636	27,669	28,756	29,259	29,567	30,080	32,759	31,745	33,367
Mississauga	381,708	395,113	402,599	410,687	432,319	448,990	437,572	436,596	441,730	449,470	453,261	471,014	459,425	475,779
Oakville	69,373	69,878	72,475	74,178	76,596	79,067	80,146	81,410	82,279	85,359	87,866	90,501	88,530	91,675
Region of Waterloo	229,445	232,837	239,880	246,897	249,045	254,064	246,447	249,272	252,623	254,939	253,828	262,640	255,329	264,682

Table 15: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

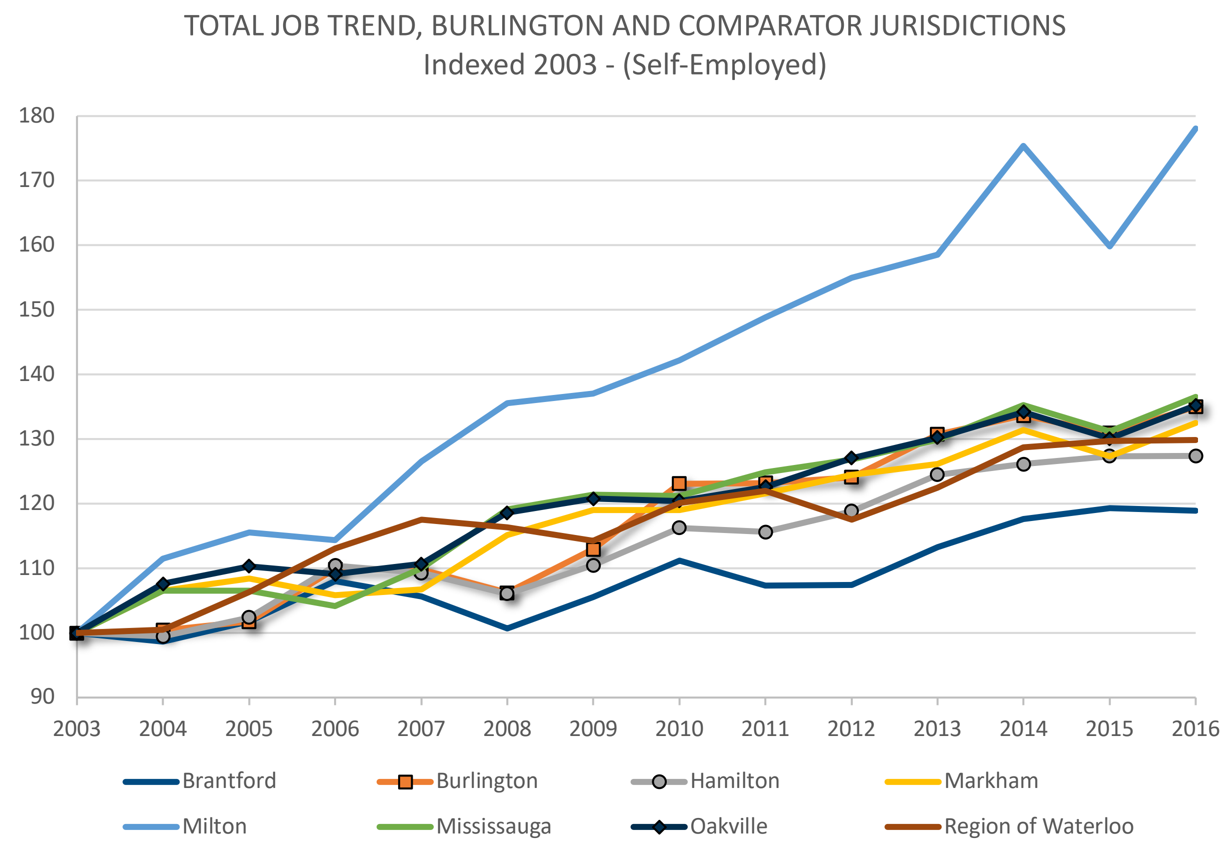


Figure 13: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS, BURLINGTON AND COMPARATOR JURISDICTIONS (Self-Employed)														
Jurisdiction	**2003**	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Brantford	4,874	4,809	4,964	5,267	5,148	4,908	5,144	5,422	5,231	5,239	5,519	5,732	5,816	5,798
Burlington	13,118	13,174	13,350	14,417	14,411	13,937	14,821	16,148	16,165	16,278	17,153	17,537	17,176	17,710
Hamilton	28,573	28,422	29,256	31,552	31,233	30,305	31,567	33,220	33,031	33,954	35,571	36,041	36,395	36,402
Markham	22,174	23,631	24,049	23,472	23,667	25,536	26,399	26,382	26,958	27,595	27,965	29,148	28,234	29,382
Milton	3,992	4,451	4,613	4,564	5,052	5,412	5,472	5,677	5,942	6,186	6,329	7,001	6,380	7,108
Mississauga	49,396	52,644	52,602	51,451	54,355	58,837	59,979	59,866	61,654	62,677	64,189	66,828	64,794	67,444
Oakville	13,187	14,188	14,548	14,386	14,594	15,642	15,928	15,881	16,171	16,759	17,172	17,696	17,153	17,832
Region of Waterloo	32,967	33,122	35,071	37,270	38,744	38,354	37,673	39,589	40,213	38,735	40,383	42,448	42,754	42,812

Table 16: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

3.1.2.2. NAICS 31-33: Manufacturing Jobs

Manufacturing sector jobs declined from 2003 to 2016 across all jurisdictions. Burlington and Oakville experienced decreases of -11.1% (1,631 jobs) and -7.3% (1,059 jobs), the lowest across all jurisdictions except for Milton in terms of job counts. Hamilton was impacted the hardest with a -38% decline (14,834 jobs) which is comprised of employee jobs, as the self-employed category grew 21%, attributing 6.2% to the total. The self-employed category makes up a very small share of total manufacturing jobs across all jurisdictions, so its impacts do not weigh on the overall trend. It is important to note that Burlington had the second highest growth rate of -3% in this category.

Burlington places overall just below Oakville for manufacturing, with indication the industry is more attractive to start-ups/entrepreneurships. The trend indicates Burlington has a competitive advantage in the manufacturing industry, with strong competition from Oakville to attract businesses.

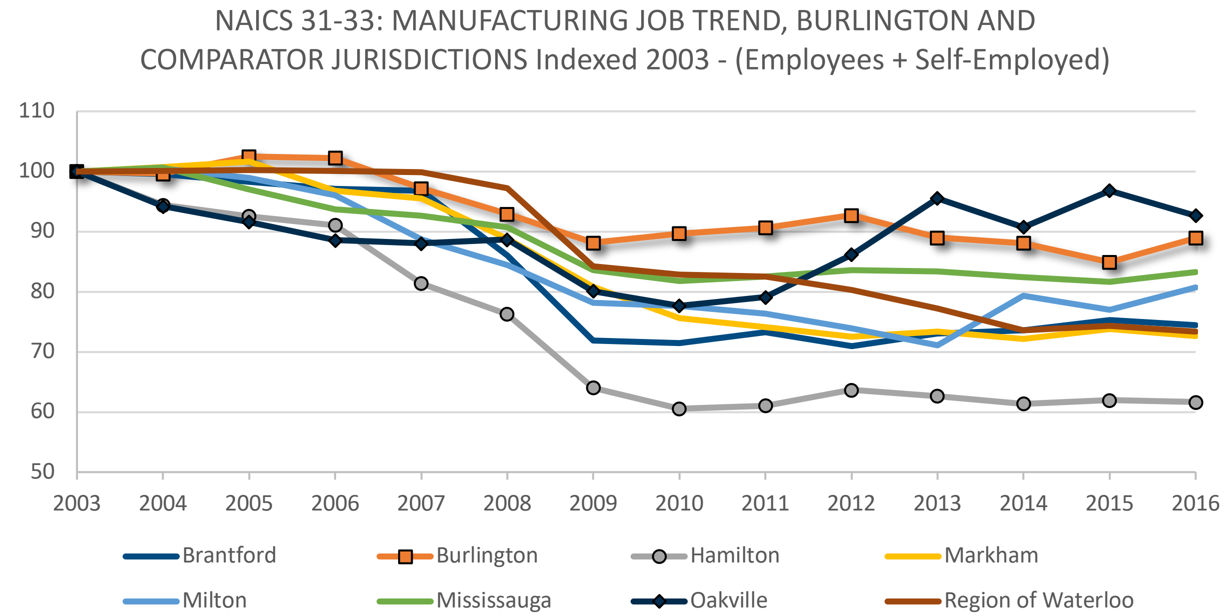


Figure 14: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS - NAICS 31-33: MANUFACTURING (Employees + Self-Employed)														
Jurisdiction	**2003**	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Brantford	10,251	10,205	10,070	9,952	9,918	8,815	7,370	7,319	7,513	7,273	7,493	7,543	7,720	7,630
Burlington	14,709	14,651	15,075	15,039	14,293	13,671	12,965	13,188	13,334	13,637	13,086	12,956	12,490	13,078
Hamilton	38,659	36,508	35,770	35,202	31,467	29,479	24,750	23,406	23,594	24,617	24,216	23,727	23,943	23,825
Markham	20,921	21,069	21,263	20,249	19,982	18,570	16,903	15,822	15,512	15,180	15,341	15,093	15,444	15,196
Milton	5,421	5,447	5,363	5,205	4,809	4,580	4,239	4,208	4,139	4,006	3,853	4,301	4,174	4,374
Mississauga	75,002	75,494	72,765	70,237	69,505	68,043	62,706	61,317	61,867	62,723	62,558	61,850	61,230	62,469
Oakville	14,424	13,590	13,210	12,771	12,700	12,785	11,554	11,200	11,410	12,426	13,779	13,090	13,961	13,365
Region of Waterloo	60,066	60,141	60,208	60,104	60,008	58,416	50,596	49,777	49,570	48,233	46,386	44,198	44,627	44,068

Table 17: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

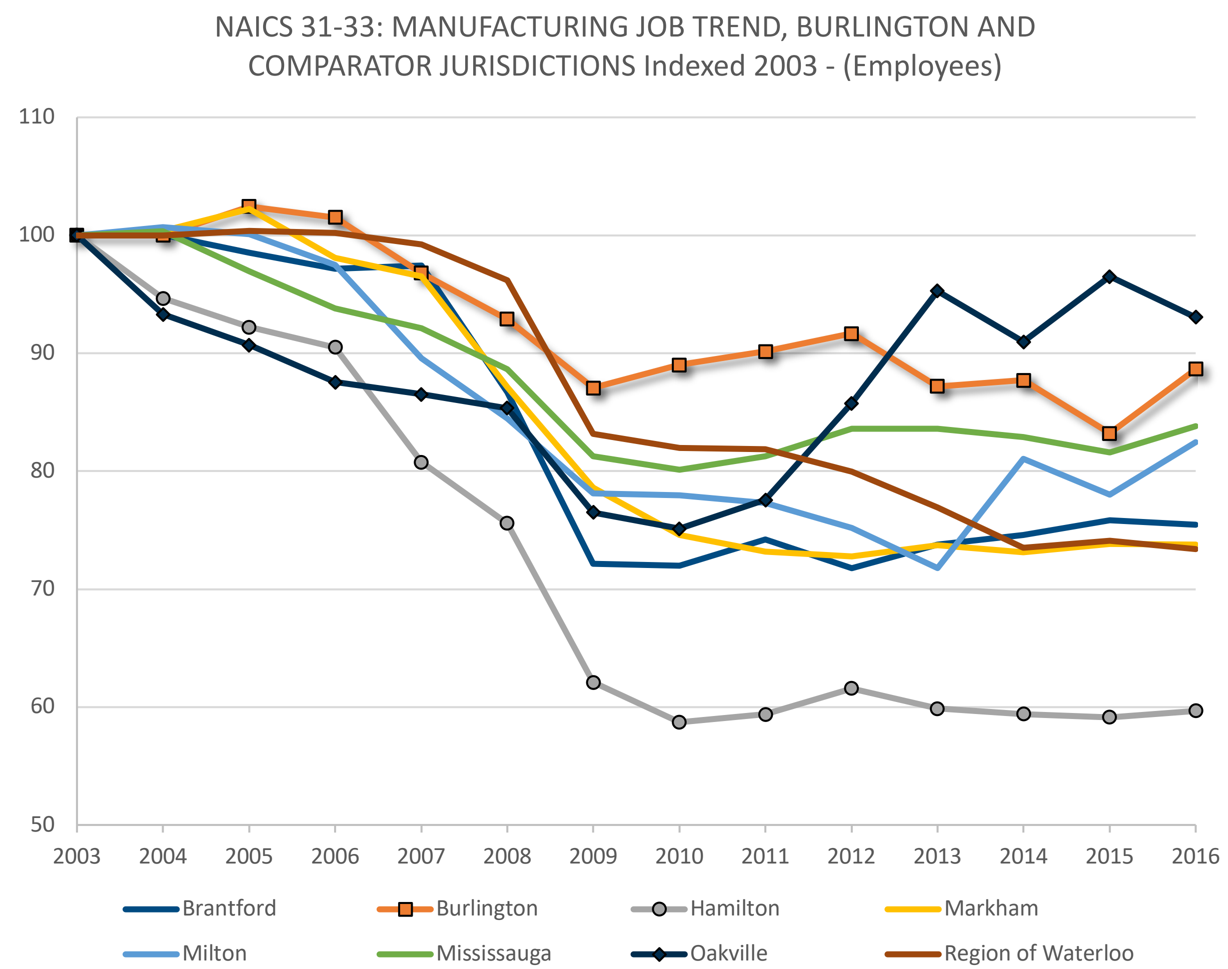


Figure 15: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS - NAICS 31-33: MANUFACTURING (Employees)														
Jurisdiction	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Brantford	10,024	10,028	9,874	9,740	9,769	8,691	7,234	7,214	7,438	7,194	7,393	7,477	7,602	7,564
Burlington	14,178	14,180	14,523	14,394	13,725	13,169	12,344	12,618	12,782	12,998	12,361	12,435	11,798	12,569
Hamilton	37,441	35,440	34,520	33,885	30,234	28,297	23,250	21,981	22,232	23,053	22,416	22,246	22,136	22,347
Markham	19,610	19,678	20,047	19,231	18,921	17,081	15,415	14,622	14,355	14,270	14,456	14,340	14,477	14,466
Milton	5,145	5,181	5,151	5,016	4,607	4,346	4,018	4,010	3,979	3,869	3,693	4,169	4,015	4,243
Mississauga	71,807	72,054	69,600	67,359	66,144	63,637	58,335	57,531	58,358	60,030	60,026	59,510	58,573	60,203
Oakville	13,907	12,976	12,612	12,173	12,031	11,870	10,639	10,448	10,786	11,924	13,252	12,650	13,419	12,940
Region of Waterloo	58,058	58,042	58,275	58,191	57,605	55,848	48,277	47,577	47,522	46,439	44,648	42,688	43,014	42,609

Table 18: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

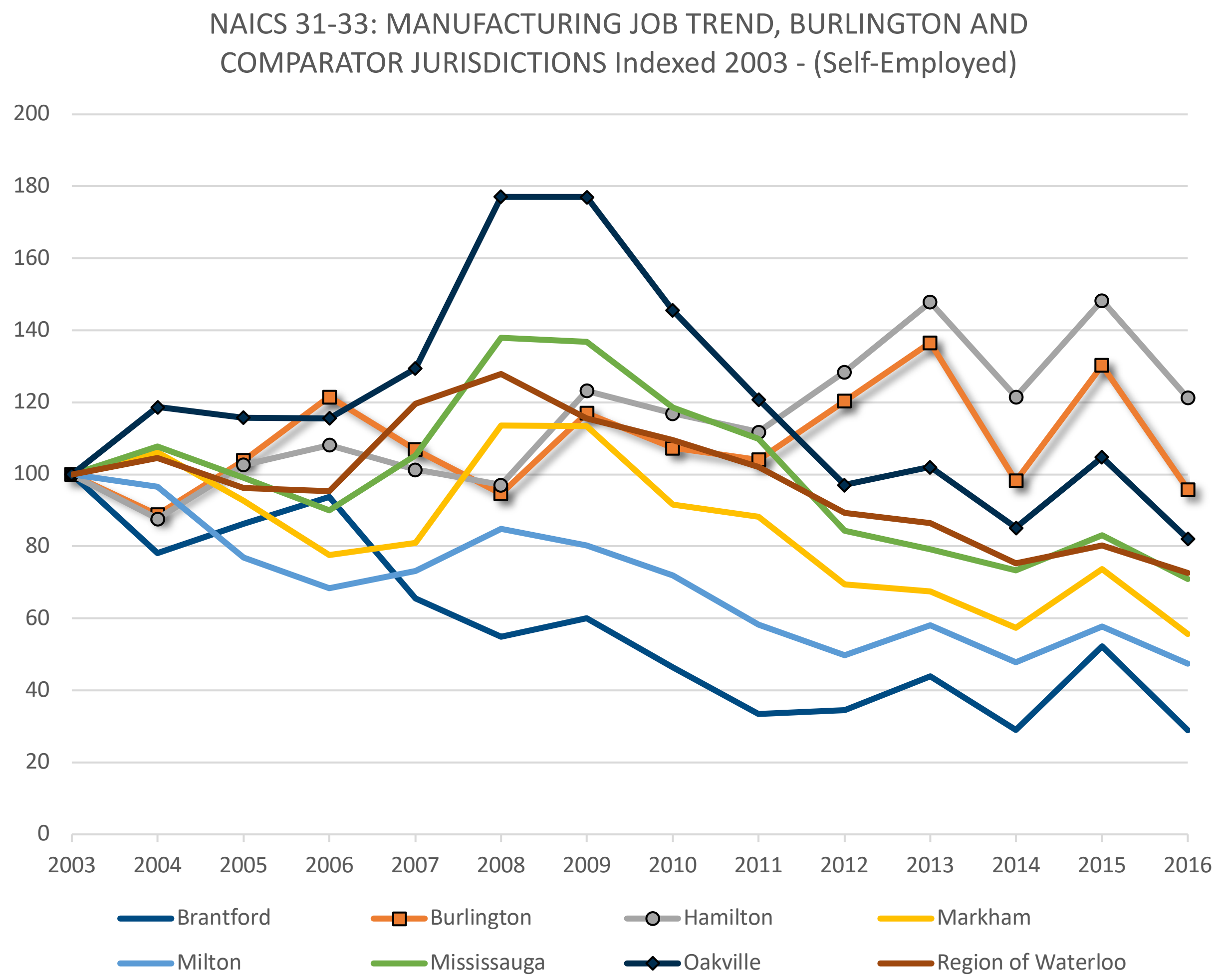


Figure 16: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS - NAICS 31-33: MANUFACTURING (Self-Employed)														
Jurisdiction	**2003**	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Brantford	227	177	196	212	149	124	136	105	76	78	100	66	118	66
Burlington	531	472	552	645	568	503	621	570	552	639	725	522	692	509
Hamilton	1,218	1,068	1,251	1,317	1,234	1,182	1,500	1,424	1,362	1,564	1,801	1,481	1,807	1,477
Markham	1,311	1,391	1,216	1,017	1,062	1,489	1,488	1,200	1,157	910	885	753	967	730
Milton	276	266	212	188	202	234	221	198	161	137	160	132	159	131
Mississauga	3,194	3,441	3,164	2,878	3,360	4,406	4,371	3,785	3,509	2,693	2,531	2,340	2,657	2,266
Oakville	517	614	598	598	669	915	915	752	625	502	527	440	542	424
Region of Waterloo	2,008	2,099	1,933	1,914	2,402	2,568	2,319	2,200	2,048	1,795	1,737	1,510	1,613	1,458

Table 19: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

3.1.2.3. NAICS 52: Finance and Insurance Jobs

Milton, Oakville, and Mississauga experienced the highest growth in finance and insurance jobs from 2013 to 2016, with Milton more than doubling with 119% growth and Oakville nearly doubling at 83% growth. In absolute terms Mississauga came out far ahead with 9,843 added jobs, followed by the Region of Waterloo and Oakville with 3,627 and 2,162. Burlington had 23% overall job growth since 2003, however has not recovered from a 2009-2012 decline with job levels being 22% lower since 2009.

The self-employed category makes up a significant portion of total jobs, between 9.8% to 33.5%, with moderate to high growth across all jurisdictions besides for Hamilton at 4%. Burlington had the second highest growth rate of 102.6%, which is similar to Markham, Oakville, and Region of Waterloo. This is a contrast to jobs by employees which Burlington had the second lowest growth rate of 9%.

Burlington has a competitive disadvantage in finance and insurance jobs, with indications that companies are not locating given low growth in the employee category. Oakville, Mississauga, and Milton all experienced high employee growth and are geographically close to Burlington – meanings if companies are looking to locate in the area, these would be their primary choices.

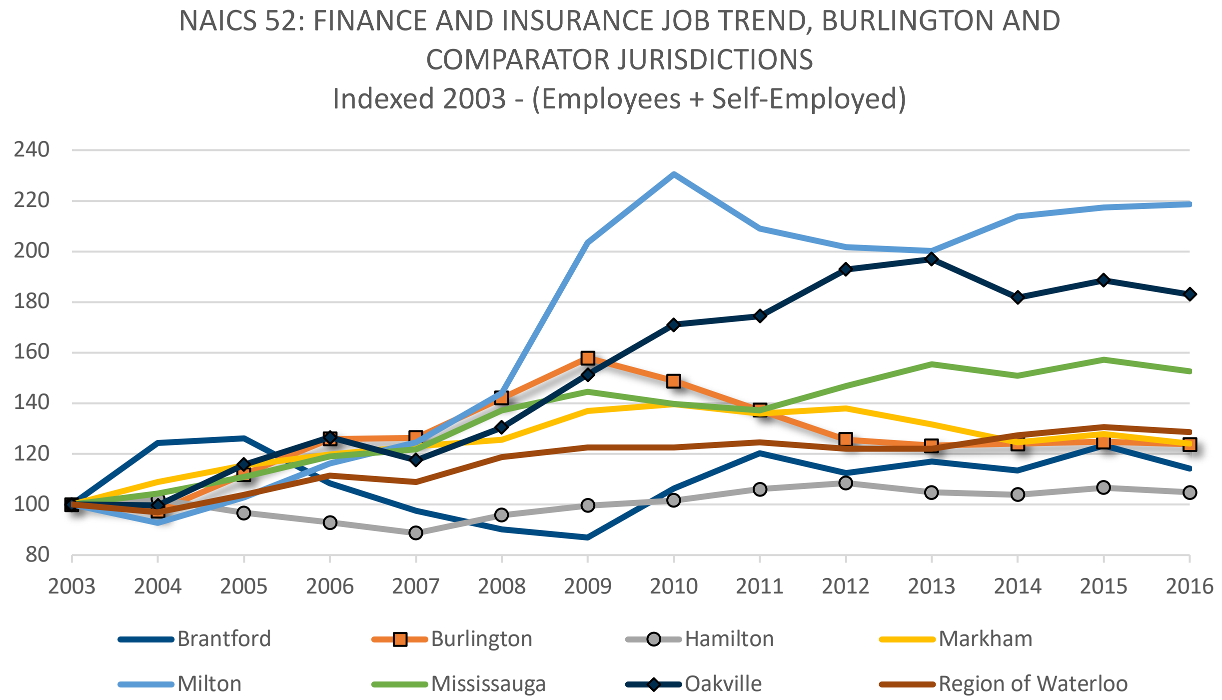


Figure 17: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS - NAICS 52: FINANCE AND INSURANCE (Employees + Self Employed)														
Jurisdiction	**2003**	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Brantford	832	1,033	1,049	902	811	750	723	885	1,001	934	972	943	1,026	950
Burlington	3,847	3,746	4,302	4,843	4,862	5,466	6,073	5,723	5,279	4,833	4,742	4,768	4,797	4,759
Hamilton	6,838	6,984	6,608	6,351	6,062	6,549	6,808	6,950	7,250	7,416	7,163	7,105	7,297	7,163
Markham	8,360	9,099	9,649	10,015	10,291	10,497	11,440	11,673	11,363	11,531	11,010	10,422	10,694	10,369
Milton	331	307	340	384	412	476	672	762	691	667	662	707	719	723
Mississauga	18,734	19,540	20,783	22,282	22,835	25,702	27,073	26,161	25,716	27,511	29,122	28,274	29,449	28,577
Oakville	2,604	2,595	3,013	3,292	3,060	3,397	3,940	4,452	4,540	5,024	5,127	4,732	4,910	4,766
Region of Waterloo	12,639	12,248	13,111	14,092	13,747	15,012	15,488	15,497	15,749	15,421	15,437	16,091	16,503	16,266

Table 20: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

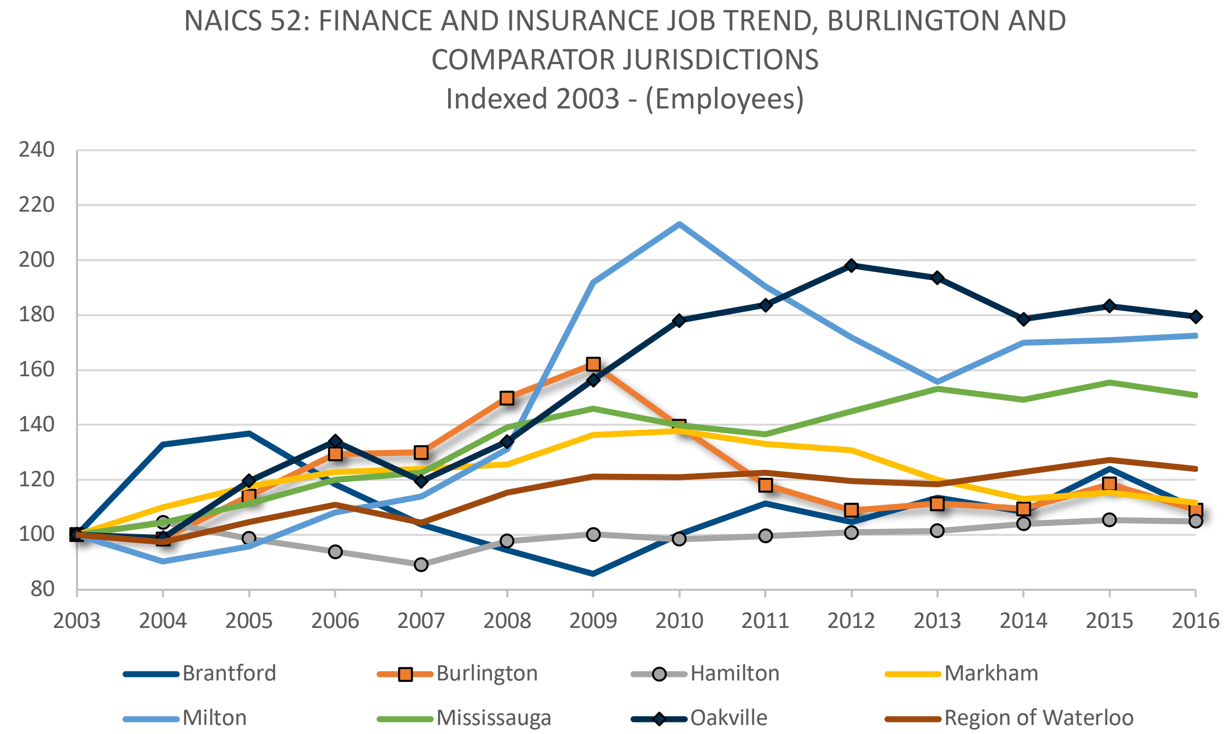


Figure 18: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS - NAICS 52: FINANCE AND INSURANCE (Employed)														
Jurisdiction	**2003**	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Brantford	717	953	982	849	744	678	615	720	800	751	814	778	889	785
Burlington	3,243	3,196	3,701	4,197	4,217	4,858	5,257	4,522	3,830	3,532	3,613	3,552	3,840	3,535
Hamilton	6,027	6,304	5,948	5,657	5,375	5,889	6,034	5,933	6,004	6,076	6,113	6,268	6,350	6,323
Markham	7,145	7,857	8,409	8,770	8,856	8,975	9,750	9,846	9,512	9,336	8,577	8,081	8,244	7,982
Milton	278	251	267	301	317	365	534	593	531	478	433	473	476	480
Mississauga	16,934	17,687	18,864	20,325	20,759	23,562	24,718	23,692	23,144	24,546	25,919	25,281	26,323	25,549
Oakville	2,037	2,013	2,436	2,732	2,435	2,728	3,185	3,627	3,741	4,034	3,943	3,637	3,734	3,655
Region of Waterloo	11,822	11,509	12,363	13,113	12,343	13,627	14,337	14,301	14,503	14,141	14,001	14,518	15,044	14,668

Table 21: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

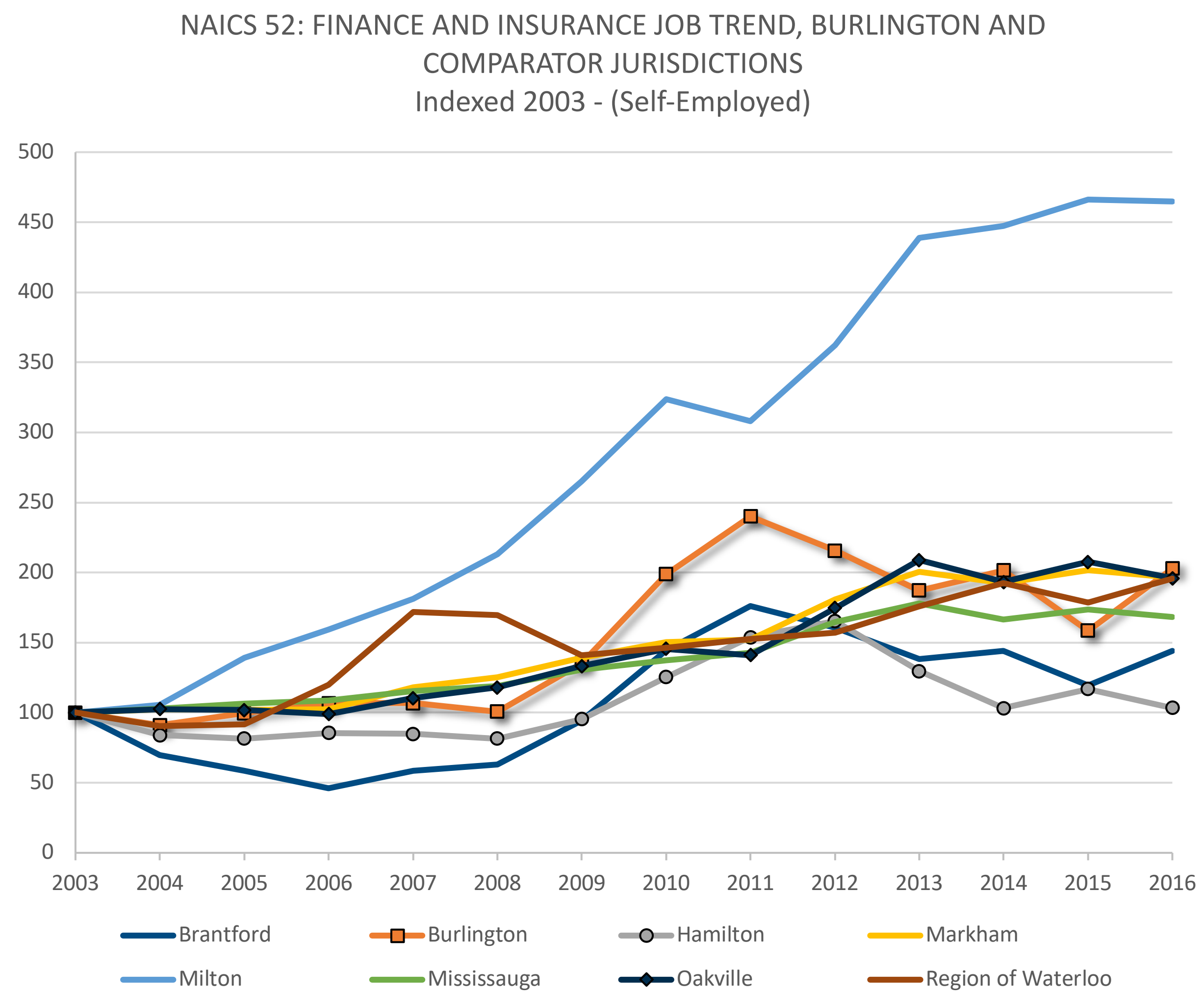


Figure 19: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS - NAICS 52: FINANCE AND INSURANCE (Self Employed)														
Jurisdiction	**2003**	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Brantford	114	80	67	53	67	72	108	165	201	184	158	165	137	165
Burlington	604	550	601	645	645	608	816	1,200	1,448	1,302	1,130	1,217	957	1,224
Hamilton	811	680	660	694	688	661	774	1,017	1,246	1,340	1,050	837	947	839
Markham	1,215	1,242	1,240	1,245	1,436	1,522	1,690	1,827	1,851	2,194	2,434	2,341	2,450	2,387
Milton	52	55	73	83	94	111	138	169	161	189	229	233	243	242
Mississauga	1,800	1,853	1,920	1,957	2,076	2,140	2,354	2,470	2,572	2,965	3,203	2,994	3,126	3,028
Oakville	567	581	577	561	625	669	755	825	799	989	1,184	1,095	1,176	1,111
Region of Waterloo	816	739	748	978	1,404	1,386	1,152	1,196	1,246	1,281	1,436	1,573	1,459	1,598

Table 22: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

3.1.2.4. NAICS 54: Professional, Scientific, and Technical Services Jobs

Job growth in professional, scientific, and technical services saw positive trends across all jurisdictions from 2003 to 2016, with Milton and Burlington leading at 87% (1,191 jobs) and 67% (4,351 jobs) growth. The remaining jurisdictions are clustered between 33% to 50% growth, with Oakville lagging in last. In absolute terms Mississauga added nearly twice the jobs of Markham, at 14,471 and 7,460.

The self-employed category significantly impacts total jobs, comprising between 25% to 54% across jurisdictions. Growth in Burlington is relatively average at 34%, (1,013 jobs), with Milton and Region of Waterloo leading at 118% (739 jobs) and 69% (7,109 jobs). In the employee category Burlington has the highest growth of 93% (3,338 jobs) with a constant positive trend, with competitor jurisdictions growing between 33% to 61%.

Burlington has a competitive advantage in professional, scientific, and technical service jobs given its high overall growth rate and highest employee counts, which means companies are choosing to locate/expand to Burlington.

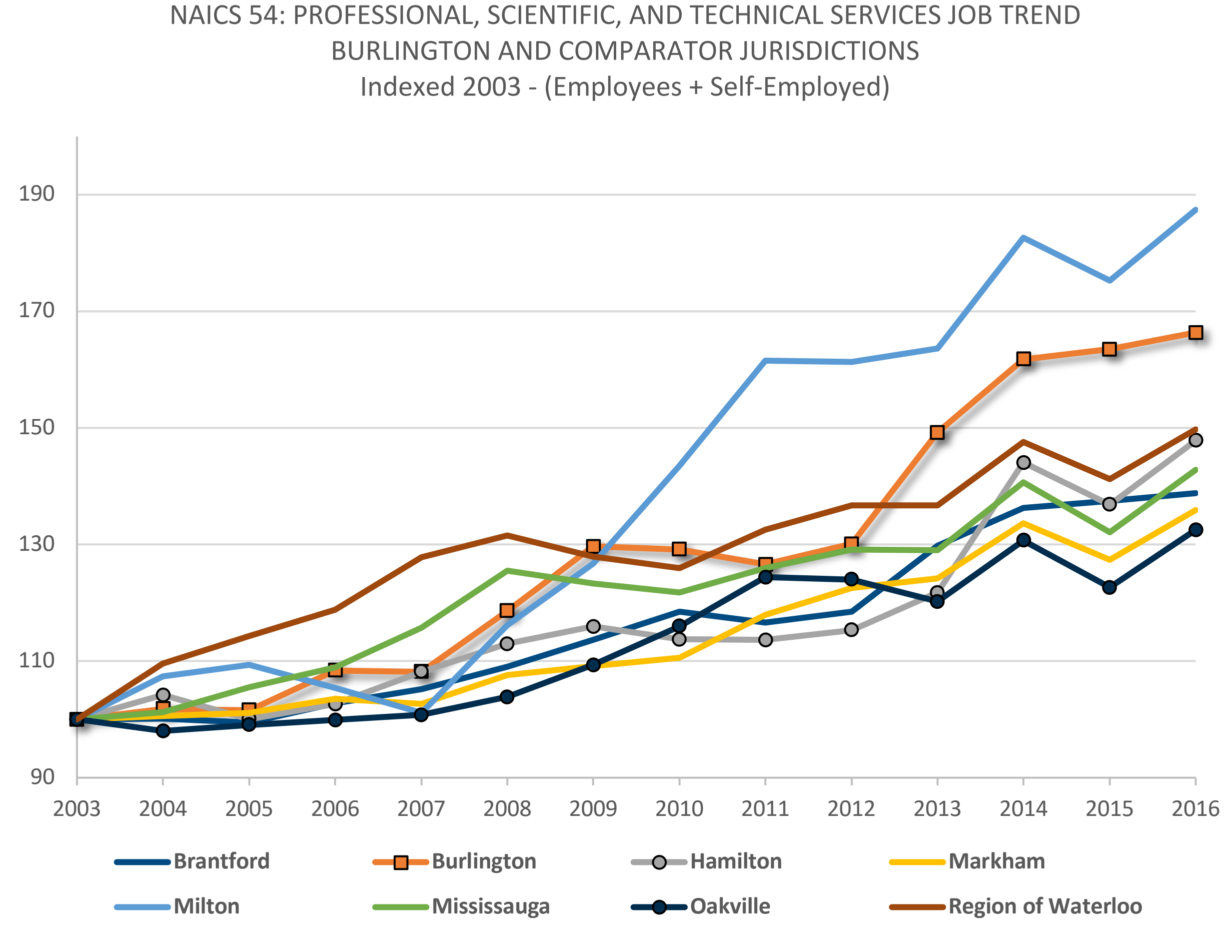


Figure 20: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

Burlington
ECONOMIC DEVELOPMENT

TOTAL JOBS - NAICS 54: PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES (Employees + Self-Employed)														
Jurisdiction	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Brantford	1,378	1,381	1,371	1,417	1,450	1,502	1,566	1,633	1,607	1,633	1,789	1,878	1,895	1,913
Burlington	6,556	6,675	6,659	7,108	7,091	7,776	8,499	8,469	8,298	8,528	9,781	10,605	10,716	10,907
Hamilton	9,576	9,978	9,581	9,831	10,361	10,815	11,100	10,892	10,881	11,044	11,659	13,792	13,107	14,157
Markham	20,775	20,899	21,010	21,523	21,335	22,351	22,674	22,964	24,510	25,466	25,808	27,764	26,459	28,235
Milton	1,362	1,463	1,490	1,436	1,378	1,583	1,727	1,955	2,201	2,197	2,229	2,488	2,387	2,553
Mississauga	33,799	34,215	35,652	36,827	39,106	42,409	41,676	41,147	42,588	43,639	43,612	47,528	44,651	48,270
Oakville	8,097	7,937	8,022	8,086	8,158	8,406	8,851	9,392	10,070	10,042	9,733	10,582	9,931	10,729
Region of Waterloo	13,858	15,184	15,836	16,457	17,705	18,235	17,724	17,462	18,361	18,945	18,953	20,455	19,570	20,752

Table 23: Employees – EMSI 2016.3, adapted by Burlington Economic Development

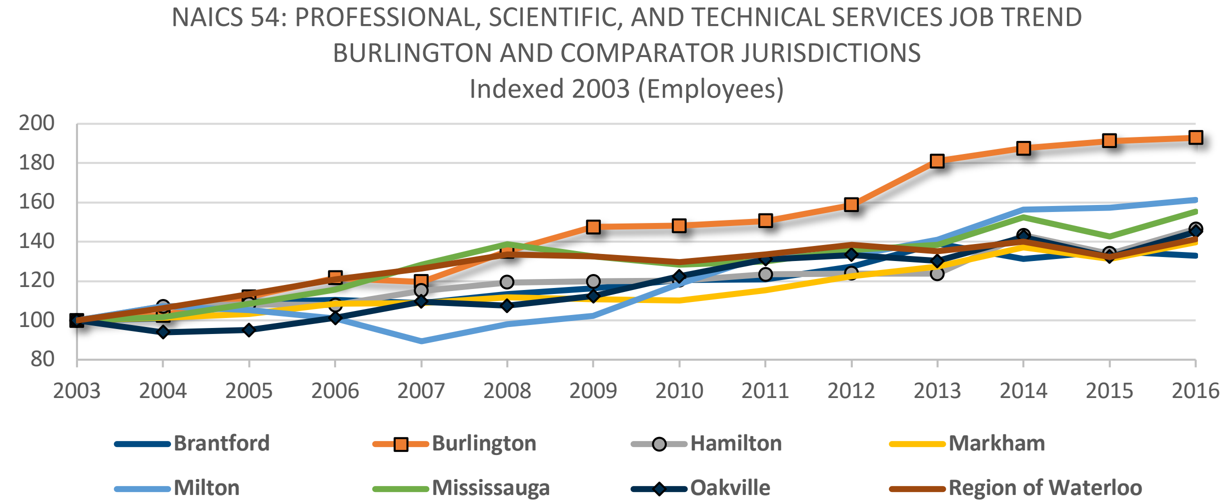


Figure 21: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS - NAICS 54: PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES (Employees)														
Jurisdiction	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Brantford	764	773	835	844	832	867	888	922	923	973	1,063	1,004	1,033	1,015
Burlington	3,595	3,686	4,028	4,372	4,298	4,854	5,303	5,325	5,412	5,708	6,505	6,741	6,874	6,933
Hamilton	5,307	5,687	5,741	5,715	6,106	6,332	6,362	6,382	6,547	6,573	6,562	7,604	7,109	7,777
Markham	15,198	15,388	15,696	16,487	16,544	16,987	16,857	16,716	17,535	18,622	19,342	20,833	19,935	21,236
Milton	738	790	775	746	659	724	754	875	980	981	1,041	1,153	1,160	1,190
Mississauga	23,405	23,785	25,372	27,087	30,076	32,482	31,052	30,004	30,402	31,772	32,427	35,689	33,374	36,354
Oakville	4,352	4,087	4,138	4,403	4,767	4,679	4,887	5,325	5,705	5,803	5,665	6,200	5,761	6,312
Region of Waterloo	9,654	10,240	10,940	11,668	12,197	12,893	12,804	12,508	12,897	13,371	13,038	13,525	12,755	13,643

Table 24: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

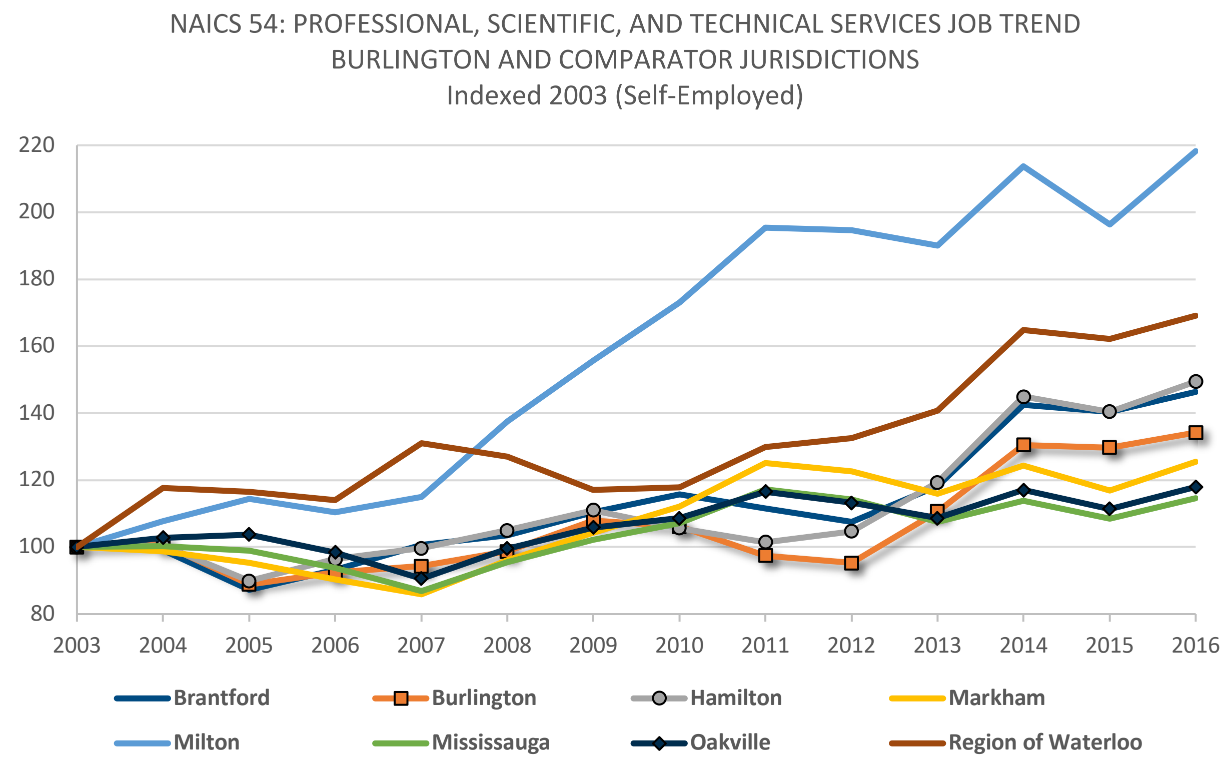


Figure 22: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

TOTAL JOBS - NAICS 54: PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES (Self-Employed)														
Jurisdiction	**2003**	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Brantford	614	608	535	573	617	635	678	711	684	660	726	874	862	898
Burlington	2,961	2,988	2,631	2,736	2,793	2,922	3,197	3,144	2,886	2,820	3,276	3,865	3,842	3,974
Hamilton	4,269	4,291	3,839	4,117	4,255	4,483	4,738	4,510	4,334	4,472	5,097	6,188	5,998	6,380
Markham	5,577	5,511	5,314	5,036	4,791	5,363	5,818	6,248	6,976	6,843	6,467	6,931	6,524	6,999
Milton	625	673	715	690	718	859	973	1,081	1,221	1,216	1,188	1,335	1,227	1,364
Mississauga	10,394	10,430	10,279	9,739	9,030	9,927	10,625	11,143	12,186	11,867	11,186	11,839	11,277	11,915
Oakville	3,744	3,849	3,884	3,684	3,391	3,727	3,964	4,068	4,365	4,239	4,068	4,382	4,170	4,417
Region of Waterloo	4,204	4,943	4,896	4,790	5,508	5,342	4,920	4,953	5,464	5,574	5,915	6,930	6,815	7,109

Table 25: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

3.1.3. Jobs by Industry

Burlington experienced the highest job growth between 2011 to 2016 in Professional, scientific, and technical services relative to all other industries and comparator jurisdictions. Total growth was 31%, totaling 10,907 jobs in 2016, attributed by 28% in the employees and 38% in the self-employed categories. Educational services was the second highest growing industry with

20% growth, ranking third and first in the employee and self-employed categories relative to comparator jurisdictions. The largest industries which experienced job loss over the five were period were finance and insurance at 10% and other services (except public administration) at 3%. It is important to note that manufacturing jobs had also declined 2% in Burlington, with Hamilton and Oakville experiencing 1% and 20% increases in the employees' category.

The five-year growth or decline in key Burlington industries indicates that Professional, scientific, and technical services are an area of strong advantage relative to competition. Finance and insurance, and manufacturing does face strong competition from Oakville, with the five-year trend showing a resurgence of manufacturing job creation in Oakville, indicating a preference for companies to choose it over Burlington.

The figures below in section 3.1.3 highlight that the greatest levels of estimated employment growth and decline in Burlington by NAICS industry classifications between 2011 to 2016 relative to comparator jurisdictions were:

Employees + Self Employed

- ✓ 54 – Professional, scientific, and technical services (31% increase, 10,907 jobs in 2016)
    - Highest growth across jurisdictions.
- ✓ 61 – Educational services (20% increase, 6,606 jobs in 2016)
    - Second highest growth across jurisdictions
- ✓ 51 – Information and cultural studies (15% increase, 2,795 jobs in 2016)
- ✓ 71 – Arts, entertainment, and recreation (15% increase, 1,818 jobs in 2016)
- ✓ 72 – Accommodation and food services (15% increase, 8,036 jobs in 2016)
- × 21 – Mining, quarrying, and oil and gas extractions (37% decrease, 72 jobs in 2016)
- × 52 – Finance and insurance (10% decrease, 4,759 jobs in 2016)
- × 22 – Utilities (7% decrease, 406 jobs in 2016)
- × 55 – Management of companies and enterprises (6% decrease, 1,318 jobs in 2016)
- × 81 – Other Services (except public administration) (3% decrease, 4,268 jobs in 2016)

Employees

- ✓ 54 – Professional, scientific, and technical services (28% increase, 6,933 jobs in 2016):
    - Highest growth across jurisdictions
- ✓ 53 – Real estate and rental and leasing (19% increase, 1,454 jobs in 2016)
- ✓ 61 – Educational services (17% increase, 5,882 jobs in 2016)
    - Third highest growth across jurisdictions
- ✓ 23 – Construction (15% increase, 5,450 jobs in 2016)
- ✓ 72 – Accommodation and food services (15% increase, 7,981 jobs in 2016)
- × 21 – Mining, quarrying, and oil gas extraction (28% decrease, 72 jobs in 2016)
- × 52 – Finance and insurance (8% decrease, 3,535 jobs in 2016)
    - Third largest decline across jurisdictions
- × 22 – Utilities (7% decrease, 406 jobs in 2016)
    - Second lowest decline across jurisdictions
- × 56 – Administrative and support, waste management and remediation services (5% decrease, 4,494 jobs in 2016)
    - Largest decline across jurisdictions

- ✗ 55 – Management of companies and enterprises (5% decrease, 1,318 jobs in 2016)

Self Employed[6]

- ✓ 61 – Educational services (55% increase, 724 jobs in 2016)
  - Second highest growth across jurisdictions
- ✓ 71 – Arts, entertainment, and recreation (44% increase, 547 jobs in 2016)
  - Highest growth across jurisdictions
- ✓ 54 – Professional, scientific, and technical services (38% increase, 3,974 jobs in 2016)
  - Second highest growth across jurisdictions
- ✓ 51 – Information and cultural industries (22% increase, 137 jobs in 2016)
- ✓ 56 – Administrative and support, waste management and remediation services (20% increase, 2,225 jobs in 2016)
- ✗ 72 – Accommodation and food services (36% decrease, 55 jobs in 2016)
  - Only jurisdiction to experience a decline
- ✗ 52 – Finance and insurance (15% decrease, 1,224 jobs in 2016)
  - Third largest decline across jurisdictions
- ✗ 48-49 – Transportation and warehousing (11% decrease, 586 jobs in 2016)
  - Only jurisdiction to experience a decline
- ✗ 81 – Other services (except for public administration) (10% decrease, 1,103 jobs in 2016)
- ✗ 31-33 – Manufacturing (8% decrease, 509 jobs in 2016)
  - Second lowest decline across jurisdictions

[6] Excludes 100% change in NAICS 55 – Management of companies and enterprises due to 0 job counts in 2016

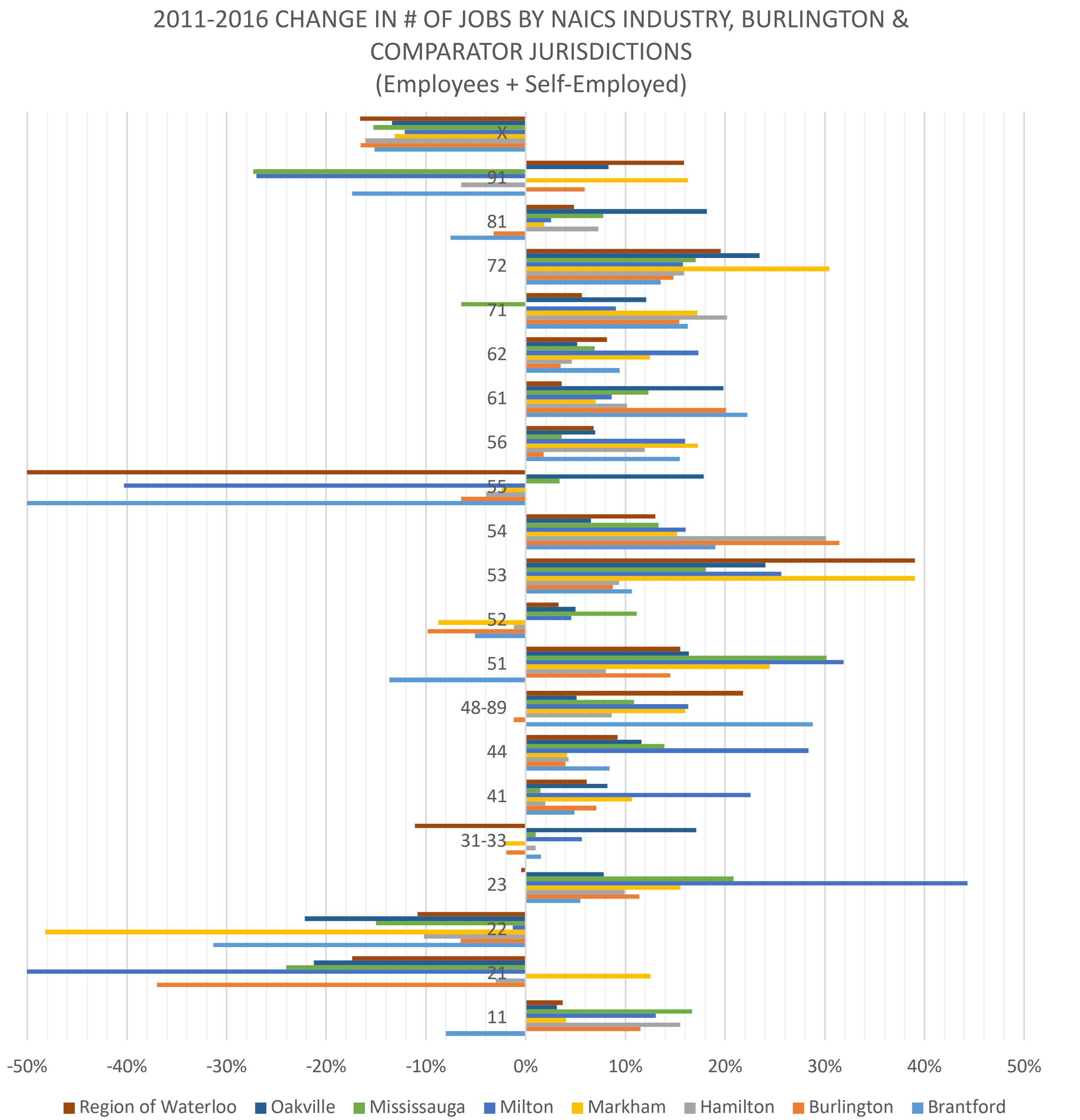


Figure 23: Source: Employees - EMSI 2016.3, adapted by Burlington Economic Development.
*Refer to table below for industries with growth rate capped by y-axis bounds, e.g., NAICS 21. These generally have low business counts for which small absolute changes translate to high percentage changes. NAICS Categories: 11-Agriculture; forestry; fishing and hunting, 21-Mining; quarrying; and oil and gas extraction, 22-Utilities, 23-Construction, 31-33 Manufacturing, 41-Wholesale trade, 44-45 Retail trade, 48-49 Transportation and warehousing, 51-Information and cultural industries, 52-Finance and insurance, 53-Real estate and rental and leasing, 54-Professional; scientific and technical services, 55-Management of companies and enterprises, 56- Administrative and support; waste management and remediation services, 61-Educational services, 62-Health care and social assistance, 71-Arts; entertainment and recreation, 72-Accommodation and food services, 81-Other services (except public administration), 91-Public administration

2011 – 2016 CHANGE IN # JOBS BY NAICS INDUSTRY, BURLINGTON AND COMPATATOR JURISDICTIONS (Employees + Self-Employed)									
NAICS	Industry	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
11	**Agriculture, forestry, fishing, and hunting**	-8%	12%	16%	4%	13%	17%	3%	4%
21	**Mining, quarrying, and oil and gas extraction**	n/a	-37%	-3%	13%	-100%	-24%	-21%	-17%
22	**Utilities**	-31%	-7%	-10%	-48%	-1%	-15%	-22%	-11%
23	**Construction**	5%	11%	10%	16%	44%	21%	8%	0%
31-33	**Manufacturing**	2%	-2%	1%	-2%	6%	1%	17%	-11%
41	**Wholesale trade**	5%	7%	2%	11%	23%	1%	8%	6%
44	**Retail trade**	8%	4%	4%	4%	28%	14%	12%	9%
48-89	**Transportation and warehousing**	29%	-1%	9%	16%	16%	11%	5%	22%
51	**Information and cultural industries**	-14%	15%	8%	24%	32%	30%	16%	16%
52	**Finance and insurance**	-5%	-10%	-1%	-9%	5%	11%	5%	3%
53	**Real estate and rental and leasing**	11%	9%	9%	39%	26%	18%	24%	39%
54	**Professional, scientific, and technical services**	19%	**31%**	30%	15%	16%	13%	7%	13%
55	**Management of companies and enterprises**	-60%	-6%	-4%	-2%	-40%	3%	18%	-56%
56	**Administrative and support, waste management and remediation services**	15%	2%	12%	17%	16%	4%	7%	7%
61	**Educational services**	22%	20%	10%	7%	9%	12%	20%	4%
62	**Health care and social assistance**	9%	3%	5%	12%	17%	7%	5%	8%
71	**Arts, entertainment, and recreation**	16%	15%	20%	17%	9%	-6%	12%	6%
72	**Accommodation and food services**	14%	15%	16%	30%	16%	17%	23%	20%
81	**Other services (except public administration)**	-8%	-3%	7%	2%	3%	8%	18%	5%
91	**Public administration**	-17%	6%	-6%	16%	-27%	-27%	8%	16%
X0	**Unclassified**	-15%	-17%	-16%	-13%	-12%	-15%	-13%	-17%

Table 26: Source: Employee - EMSI 2016.3, adapted by Burlington Economic Development.
*n/a denotes number of jobs for one or more periods was <10

2011 - 2016 CHANGE IN # JOBS BY NAICS INDUSTRY, BURLINGTON AND COMPATATOR JURISDICTIONS (Employees)									
NAICS	Row Labels	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
11	Agriculture, forestry, fishing, and hunting	-7%	14%	21%	-1%	6%	17%	-1%	2%
21	Mining, quarrying, and oil and gas extraction	n/a	-28%	-13%	-60%	n/a	-24%	-65%	-20%
22	Utilities	-31%	-7%	-10%	-48%	-1%	-15%	-22%	-11%
23	Construction	5%	15%	14%	19%	60%	22%	1%	5%
31-33	Manufacturing	2%	-2%	1%	1%	7%	3%	20%	-10%
41	Wholesale trade	5%	9%	2%	8%	18%	0%	5%	6%
44	Retail trade	7%	3%	3%	8%	31%	16%	14%	9%
48-89	Transportation and warehousing	35%	1%	11%	17%	15%	9%	4%	15%
51	Information and cultural industries	-22%	14%	7%	26%	34%	32%	20%	14%
52	Finance and insurance	-2%	-8%	5%	-16%	-9%	10%	-2%	1%
53	Real estate and rental and leasing	18%	19%	14%	54%	12%	13%	21%	41%
54	Professional, scientific, and technical services	10%	**28%**	19%	21%	21%	20%	11%	6%
55	Management of companies and enterprises	-60%	-5%	-3%	-2%	-40%	3%	18%	-55%
56	Administrative and support, waste management and remediation services	15%	-5%	14%	12%	10%	-1%	1%	7%
61	Educational services	20%	17%	9%	9%	9%	14%	21%	2%
62	Health care and social assistance	9%	3%	4%	10%	18%	7%	3%	10%
71	Arts, entertainment, and recreation	21%	6%	18%	26%	11%	-15%	22%	10%
72	Accommodation and food services	14%	15%	16%	29%	15%	16%	23%	19%
81	Other services (except public administration)	-5%	-1%	12%	6%	7%	14%	23%	15%
91	Public administration	-17%	6%	-6%	16%	-27%	-27%	8%	16%
X0	Unclassified	-15%	-17%	-16%	-13%	-12%	-15%	-13%	-17%

Table 27: Source: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

2011 – 2016 CHANGE IN # JOBS BY NAICS INDUSTRY DATA TABLE, BURLINGTON AND COMPATATOR JURISDICTIONS (Self Employed)									
NAICS	Row Labels	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
11	Agriculture, forestry, fishing, and hunting	-12%	9%	2%	27%	33%	14%	6%	5%
21	Mining, quarrying, and oil and gas extraction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	27%
22	Utilities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
23	Construction	8%	4%	2%	7%	22%	18%	23%	-11%
31-33	Manufacturing	-13%	-8%	8%	-37%	-19%	-35%	-32%	-29%
41	Wholesale trade	0%	-6%	0%	35%	94%	22%	45%	3%
44	Retail trade	23%	11%	13%	-17%	2%	-13%	-14%	10%
48-89	Transportation and warehousing	6%	-11%	4%	14%	20%	20%	9%	52%
51	Information and cultural industries	136%	22%	22%	2%	17%	6%	-25%	59%
52	Finance and insurance	-18%	-15%	-33%	29%	51%	18%	39%	28%
53	Real estate and rental and leasing	0%	-4%	-2%	20%	39%	30%	27%	35%
54	Professional, scientific, and technical services	31%	38%	47%	0%	12%	-2%	1%	30%
55	Management of companies and enterprises	n/a	-100%	-100%	n/a	n/a	n/a	n/a	-100%
56	Administrative and support, waste management and remediation services	18%	20%	3%	53%	40%	45%	36%	5%
61	Educational services	66%	55%	47%	-7%	3%	-5%	6%	27%
62	Health care and social assistance	12%	5%	15%	21%	14%	10%	15%	-2%
71	Arts, entertainment, and recreation	-14%	**44%**	26%	1%	-4%	8%	-3%	-1%
72	Accommodation and food services	n/a	-36%	11%	124%	103%	143%	n/a	36%
81	Other services (except public administration)	-15%	-10%	-5%	-8%	-10%	-14%	-2%	-15%
91	Public administration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
X0	Unclassified	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Table 28: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development
*n/a denotes number of jobs for one or more periods in calculation was <10

3.1.4. Average Earnings by Industry

In terms of average earnings from employment, Burlington ranks in the middle relative to comparator jurisdictions with average earning of $50,349, up 6% from 2014 which was more than any other jurisdiction.

Average earnings for Burlington in 2016 were above:

- Brantford ($40,422)
- Hamilton ($44,900)
- Region of Waterloo ($48,028)
- Milton ($49,198)

However, they were below:

- Oakville ($51,027)
- Mississauga ($52,985)
- Markham ($54,576)

It should be noted however, that these lower average earnings are likely attributable to the prominence of certain lower wage sectors such as retail ($28,260), arts, entertainment, and recreation ($25,608), and accommodation and food services ($22,234).

Key industries of interest have earnings above the total average amount, and indicate Burlington fares well against competitor jurisdictions with 2016 Q3 industry specific average earnings of:

- NAICS 31-33 – Manufacturing ($63,918, third highest after Oakville and Milton)
- NAICS 52 – Finance and insurance ($59,862, second highest after Oakville)
- NAICS 54 – Professional, scientific, and technical services ($77,211, highest across all competitor jurisdictions)

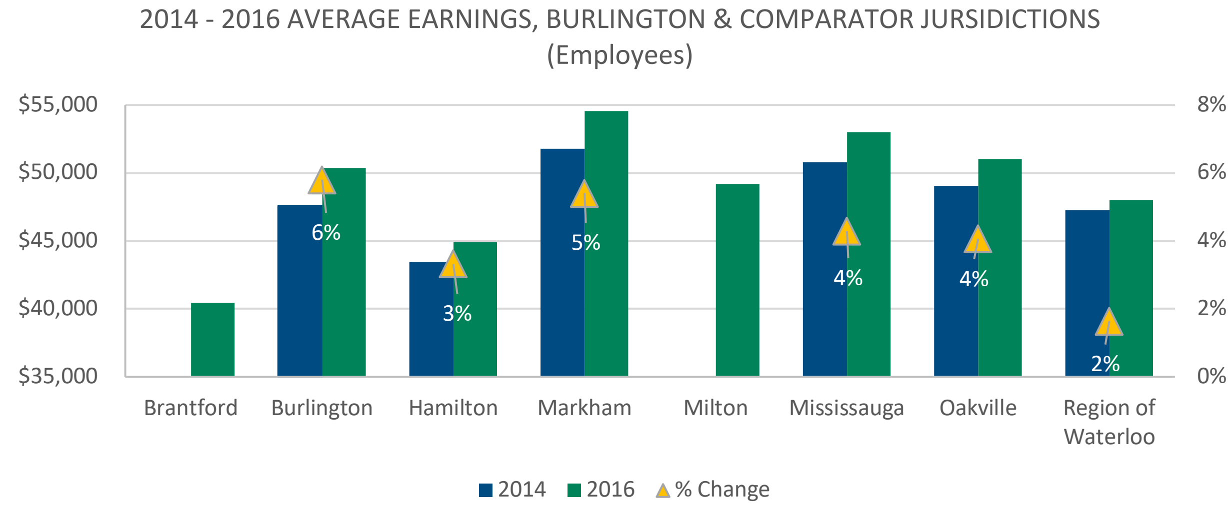


Figure 24: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

2016 Q3 AVERAGE EARNINGS			
Jurisdiction	**2014**	**2016**	% Change
Markham	$51,774	$54,576	5%
Mississauga	$50,807	$52,985	4%
Oakville	$49,035	$51,027	4%
Burlington	$47,586	$50,349	6%
Milton	n/a	$49,198	n/a
Region of Waterloo	$47,251	$48,028	2%
Hamilton	$43,455	$44,900	3%
Brantford	n/a	$40,422	n/a

Table 29: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

2016 Q3 AVERAGE EARNINGS BY INDUSTRY - CURRENT TOTAL WAGES									
NAICS	Industry	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
11	Agriculture, forestry, fishing, and hunting	$27,176	$26,770	$23,247	$25,147	$28,944	$35,597	$43,277	$26,645
21	Mining, quarrying, and oil and gas extraction	n/a	$78,802	$52,618	$117,089	n/a	$72,868	$122,324	$65,310
22	Utilities	$84,267	$84,366	$85,715	$85,286	$87,281	$85,118	$86,507	$79,090
23	Construction	$50,252	$63,461	$60,268	$67,977	$63,748	$66,250	$65,042	$61,914
31-33	Manufacturing	$54,413	$63,918	$59,235	$57,153	$66,821	$58,456	$69,333	$57,866
41	Wholesale trade	$52,845	$68,140	$61,127	$69,685	$61,920	$67,505	$67,218	$59,120
44	Retail trade	$25,141	$28,260	$24,013	$30,175	$29,558	$34,372	$29,045	$27,498
48-89	Transportation and warehousing	$40,144	$47,097	$50,090	$47,250	$49,917	$54,185	$53,109	$46,762
51	Information and cultural industries	$38,275	$58,396	$47,066	$71,651	$50,425	$69,410	$64,001	$57,201
52	Finance and insurance	$50,923	$59,862	$45,137	$54,030	$50,184	$53,504	$62,970	$57,645
53	Real estate and rental and leasing	$47,580	$51,242	$37,716	$55,324	$51,787	$54,669	$57,664	$43,589
54	Professional, scientific, and technical services	$41,021	**$77,211**	$54,488	$75,635	$73,163	$71,574	$72,146	$66,753
55	Management of companies and enterprises	$79,168	$43,320	$78,950	$68,386	$43,320	$62,268	$43,320	$82,795
56	Administrative and support, waste management and remediation services	$22,142	$43,521	$30,202	$42,131	$41,187	$37,760	$45,475	$48,749
61	Educational services	$51,704	$51,793	$52,991	$52,927	$51,335	$57,115	$48,912	$55,471
62	Health care and social assistance	$44,265	$44,439	$49,999	$47,466	$42,492	$48,044	$46,187	$43,464
71	Arts, entertainment, and recreation	$33,969	$25,608	$27,928	$27,507	$26,509	$28,367	$25,309	$25,882
72	Accommodation and food services	$13,404	**$22,234**	$15,068	$20,571	$22,144	$21,933	$22,093	$15,935
81	Other services (except public administration)	$29,301	$41,177	$33,475	$39,516	$40,208	$41,643	$35,575	$36,723
91	Public administration	$56,241	$57,799	$58,760	$57,799	$64,489	$61,492	$55,185	$58,095
X0	Unclassified	$50,050	$50,050	$50,050	$50,050	$50,050	$50,050	$50,050	$50,050

Table 30: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

3.1.5. Jobs by Occupation

Job counts by occupation are assessed only by those who fall into the employee category to capture the 2011-2016 staffing changes. Burlington experienced the following growth or decline across occupations relative to comparator jurisdictions:

- ✓ NOC-S 4 – Occupations in education, law and social, community and government services (22% increase, 8,493 jobs in 2016)
    - Highest growth across jurisdictions
- × NOC-S 8 – Natural resources, agriculture, and related production occupations (16% increase, 917 jobs in 2016)
- × NOC-S 2 – Natural and applied sciences and related occupations (14% increase, 7,333 jobs in 2016)
- × NOCS-S 0 – Management Occupations (12% decrease, 6,285 jobs in 2016)

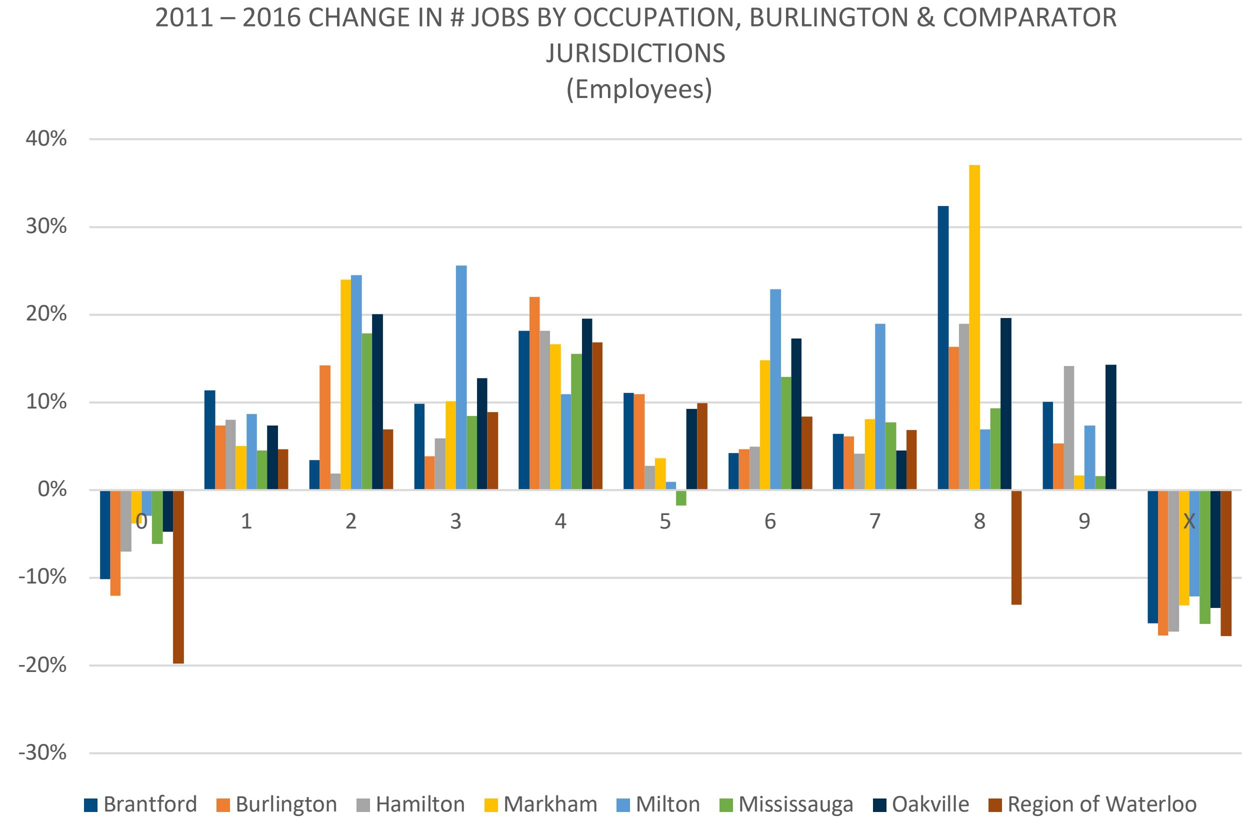


Figure 25: Employees - EMSI 2016.3, adapted by Burlington Economic Development

NOC-S Categories: 0 - Management occupations, 1 - Business, finance and administrative occupations, 2 - Natural and applied sciences and related occupations, 3 - Health occupations, 4 - Occupations in social science, education, government service and religion, 5 - Occupations in art, culture, recreation and sport, 6 - Sales and service occupations, 7 - Trades, transport and equipment operators and related occupations, 8 - Occupations unique to primary industry, 9 - Occupations unique to processing, manufacturing and utilities, X – Unclassified

2011 – 2016 CHANGE IN # JOBS BY OCCUPATION (NOC-S), BURLINGTON AND COMPARATOR JURISDICTION (Employees)									
NOC-S	Occupation	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
0	Management occupations	-10%	-12%	-7%	-4%	-3%	-6%	-5%	-20%
1	Business, finance, and administration occupations	11%	7%	8%	5%	9%	5%	7%	5%
2	Natural and applied sciences and related occupations	3%	14%	2%	24%	25%	18%	20%	7%
3	Health occupations	10%	4%	6%	10%	26%	8%	13%	9%
4	Occupations in education, law and social, community and government services	18%	22%	18%	17%	11%	16%	20%	17%
5	Occupations in art, culture, recreation, and sport	11%	11%	3%	4%	1%	-2%	9%	10%
6	Sales and service occupations	4%	5%	5%	15%	23%	13%	17%	8%
7	Trades, transport and equipment operators and related occupations	6%	6%	4%	8%	19%	8%	5%	7%
8	Natural resources, agriculture, and related production occupations	32%	16%	19%	37%	7%	9%	20%	-13%
9	Occupations in manufacturing and utilities	10%	5%	14%	2%	7%	2%	14%	0%
X	Unclassified	-15%	-17%	-16%	-13%	-12%	-15%	-13%	-17%

2016 # OF JOBS BY OCCUPATION (NOC-S), BURLINGTON AND COMPARATOR JURISDICTIONS (Employees)									
NOC-S	Occupation	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
0	Management occupations	2,656	6,285	12,559	11,671	2,263	36,785	6,526	14,866
1	Business, finance, and administration occupations	7,126	15,348	36,704	29,254	5,316	97,106	16,119	42,903
2	Natural and applied sciences and related occupations	2,000	7,333	10,967	23,238	2,382	51,501	8,369	22,062
3	Health occupations	3,940	4,179	18,806	5,081	1,372	17,670	5,059	13,576
4	Occupations in education, law and social, community and government services	5,128	8,493	28,695	13,298	3,751	37,877	10,840	30,895
5	Occupations in art, culture, recreation, and sport	757	1658	3,915	3,459	799	8,200	2,566	4,796
6	Sales and service occupations	12,817	26,558	52,679	37,298	9,238	127,136	24,416	66,978
7	Trades, transport and equipment operators and related occupations	5,837	13,135	29,766	13,016	4,998	58,363	9,770	38,388
8	Natural resources, agriculture, and related production occupations	449	917	3,364	911	599	2,216	539	2,778
9	Occupations in manufacturing and utilities	4,423	7,518	13,892	7,697	2,158	31,813	6,086	23,290
X	Unclassified	697	1,410	3,311	2,253	499	7,112	1,385	4,152
Total		**45,829**	**92,835**	**214,658**	**147,177**	**33,375**	**475,779**	**91,675**	**26,4682**

3.1.6. Average Earnings by Occupation

In terms of average hourly earnings from employment in each occupation, Burlington has the second highest wages for occupations in manufacturing and utilities ($22.63) after Milton ($23.12), with the majority of remaining occupations not varying distinctly from the average wage across all jurisdictions.

2015 AVERAGE HOURLY EARNINGS BY OCCUPATION, BURLINGTON AND COMPARATOR JURISTICTIONS (Employees)									
NOC-S	Occupation	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
0	Management occupations	$39.18	$39.70	$39.88	$42.88	$41.24	$42.29	$42.02	$40.85
1	Business, finance and administration occupations	$23.83	$24.57	$24.06	$25.63	$24.28	$25.07	$25.19	$24.63
2	Natural and applied sciences and related occupations	$32.77	$33.50	$33.22	$35.52	$34.74	$35.42	$35.25	$34.42
3	Health occupations	$28.89	$28.56	$29.48	$28.31	$28.49	$28.14	$28.26	$27.78
4	Occupations in education, law and social, community and government services	$32.03	$31.66	$32.40	$30.71	$29.86	$31.32	$31.21	$31.45
5	Occupations in art, culture, recreation and sport	$20.49	$21.73	$21.54	$24.25	$21.36	$25.15	$23.22	$22.47
6	Sales and service occupations	$16.39	$17.13	$ 16.26	$17.94	$16.51	$17.75	$16.37	$16.59
7	Trades, transport and equipment operators and related occupations	$22.81	$23.35	$ 23.70	$24.01	$23.74	$23.17	$23.87	$23.35
8	Natural resources, agriculture and related production occupations	$17.20	$17.20	$ 16.58	$17.84	$18.24	$18.33	$17.82	$16.44
9	Occupations in manufacturing and utilities	$21.32	$22.63	$ 23.12	$18.46	$19.84	$18.89	$20.17	$20.71
X	Unclassified	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -

Table 31: Source: Employees – EMSI 2016.3, adapted by Burlington Economic Development.

3.1.7. Jobs to Population Ratio

The jobs-to-population ratio provides insight into the relationship between job creation and population growth. Four data sources are used to construct three sets of ratios:

1. Census population counts and EMSI job counts for Burlington and comparator jurisdictions for 2006, 2011 and 2016.
2. Halton Employment Survey population and job counts from 2013 to 2015.
3. Halton Region Best Planning Estimates (BPE) from 2006 to 2031.

The ratio using Census and EMSI data shows Burlington with the second highest ratio using total job counts (employees + self-employed) (0.603), and employee jobs (0.506) in 2016 with a steady increase during the three census periods from 2006 to 2016. Mississauga had the highest ratios in both categories (0.753 and 0.659). Milton experienced a significant drop from

0.542 to 0.368 from 2006 to 2016 for the total job category, indicating that population growth greatly exceeds job growth. Burlington led the self-employed category ratio meaning it has the highest entrepreneurship base relative to population size.

2006 – 2016 CENSUS & EMSI JOBS TO POPULATION RATIO

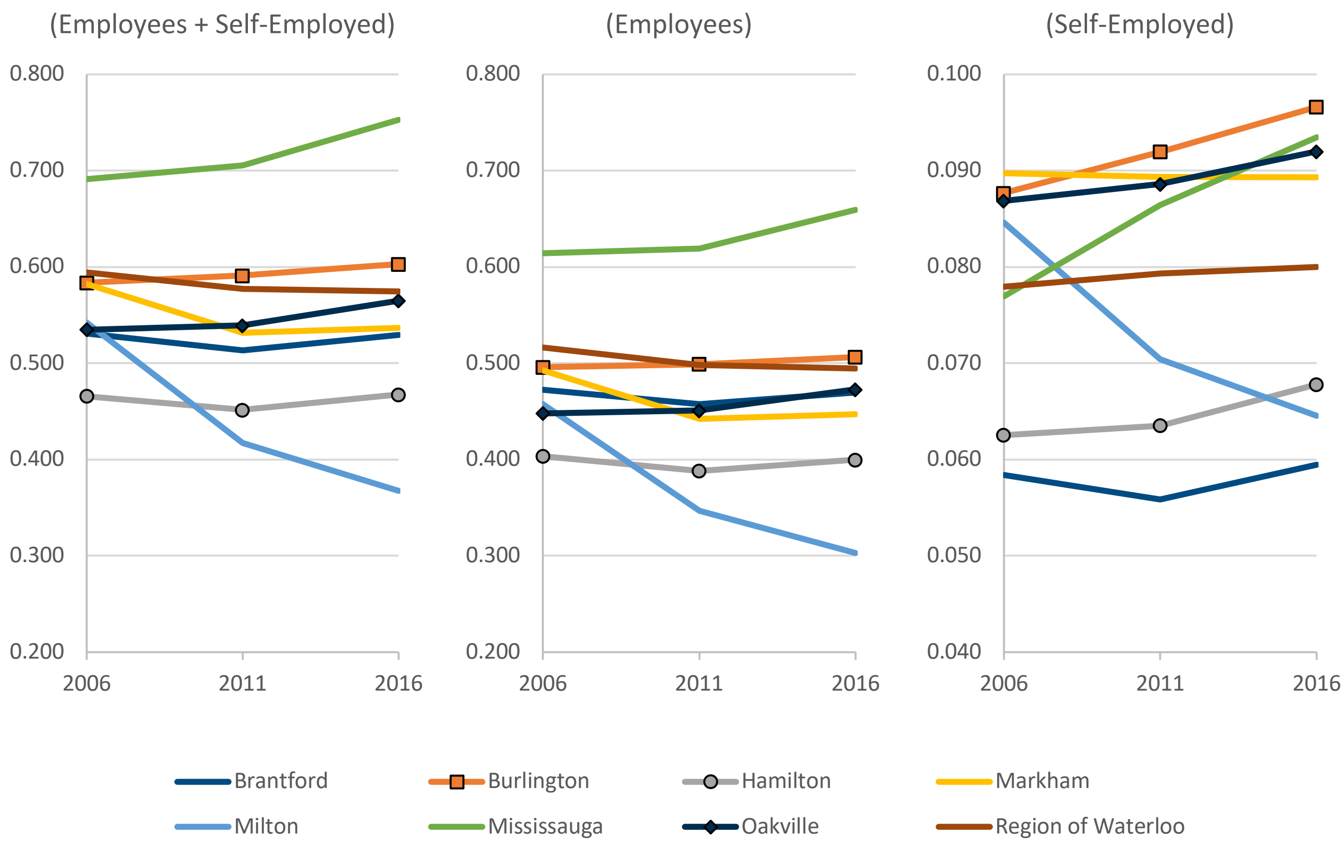


Figure 26: Source: Employees - EMSI 2016.3, adapted by Burlington Economic Development.; Statistics Canada, National Household Survey

JOB TO POPULATION RATIO (Employee + Self-Employed)			
Jurisdiction	2006	2011	2016
Mississauga	0.691	0.706	0.753
Burlington	0.584	0.591	0.603
Region of Waterloo	0.594	0.577	0.575
Oakville	0.535	0.539	0.565
Markham	0.582	0.532	0.537
Brantford	0.531	0.513	0.529
Hamilton	0.466	0.452	0.468
Milton	0.542	0.417	0.368

Source:
Employees – EMSI 2016.3, adapted by Burlington Economic Development, Statistics Canada, National Household Survey

JOB TO POPULATION RATIO (Employees)			
Jurisdiction	2006	2011	2016
Mississauga	0.614	0.619	0.659
Burlington	0.496	0.499	0.506
Region of Waterloo	0.516	0.498	0.495
Oakville	0.448	0.451	0.473
Brantford	0.472	0.458	0.470
Markham	0.493	0.442	0.447
Hamilton	0.403	0.388	0.400
Milton	0.458	0.347	0.303

Source:
Employees – EMSI 2016.3, adapted by Burlington Economic Development, Statistics Canada, National Household Survey

JOB TO POPULATION RATIO (Self-Employed)			
Jurisdiction	2006	2011	2016
Burlington	0.088	0.092	0.097
Mississauga	0.077	0.086	0.093
Oakville	0.087	0.089	0.092
Markham	0.090	0.089	0.089
Region of Waterloo	0.078	0.079	0.080
Hamilton	0.063	0.064	0.068
Milton	0.085	0.070	0.065
Brantford	0.058	0.056	0.059

Source:
Employees – EMSI 2016.3, adapted by Burlington Economic Development, Statistics Canada, National Household Survey

The Halton Employment Survey shows the Region's ratio declining from 0.410 to 0.386 during the 2015 to 2019 period. This is attributed to primarily to a significant drop in Halton Hills' job-to-population ratio, though that is likely due to some error in data collection for the HES. Milton, Burlington, and Oakville's ratios all increased slightly over the period, with the steepest growth seen in Milton. Burlington and Oakville ratios are higher than Halton Region's ratio, indicating that they are strong contributors to jobs relative to their population. Burlington is also the most consistent as well as the highest-ranking jurisdiction within Halton Region in this metric.

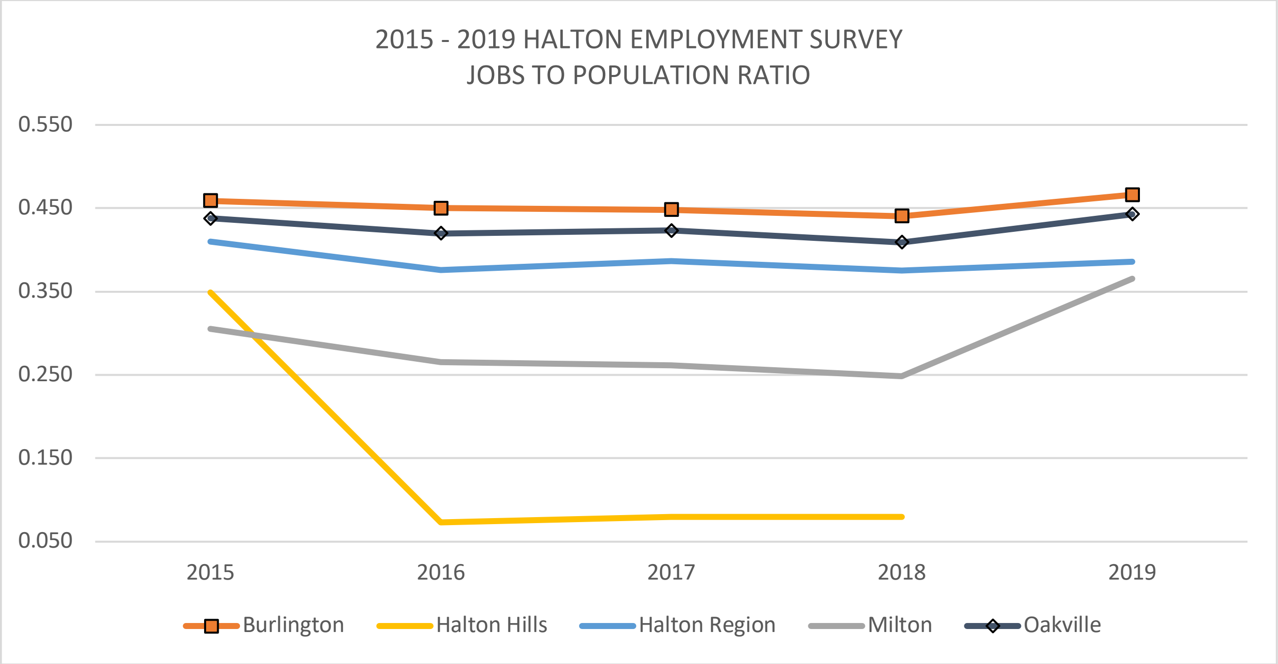


Figure 27: Halton Employment Survey, 2015 to 2019; Statistics Canada Population Estimates by Census Subdivision

JOBS TO POPULATION RATIO (HES 2015-2019)					
Jurisdiction	**2015**	**2016**	**2017**	**2018**	**2019**
Burlington	0.459	0.450	0.448	0.440	0.466
Halton Hills	0.349	0.073	0.080	0.080	N/A
Halton Region	0.410	0.376	0.386	0.375	0.386
Milton	0.305	0.265	0.261	0.249	0.365
Oakville	0.438	0.420	0.423	0.409	0.443

Table 32: Halton Employment Survey, 2015 to 2019; Statistics Canada Population Estimates by Census Subdivision

4. BUSINESS PROFILE

4.1. BUSINESS PATTERN CHARACTERISTICS

Statistics Canada's Canadian Business Patterns Data provides a record of business establishments in Canada by industry and size. Collected by the Canada Revenue Agency (CRA), business data collected includes all local business that meet at least one of the following criteria:

- Have an employee workforce for which they submit payroll remittances to CRA; or
- Have a minimum of $30,000 in annual sales revenue; or
- Are incorporated under a federal or provincial act and have filed a federal corporate income tax form within the past three years.

There two main sets of Business Counts:

- Locations with employees
- Locations without employees – this includes the self-employed, i.e., those who do not maintain an employee payroll, but may have a workforce which consists of contracted workers, family members, or business owners. These also include employers who did not have employees in the last 12 months.

METHODOLOGY CHANGES IN DECEMBER 2014 ISSUED REPORT

With the December 2014 issue, Canadian Business Patterns have undergone major changes which resulted in a significant increase in the total number of businesses in, notably:

- A new NAICS category added to include locations that have not yet received a NAICS code: unclassified.
- The indeterminate category has been changed to locations without employees. It includes locations that were not previously included in tables. The impact of the change is the inclusion of approximately 600,000 additional locations across Canada. Business counts in Real estate and rental and leasing (NAICS 53) and Health care and social assistance (NAICS 62) saw the largest increases.

Changes in methodology or in business industrial classification strategies used Statistics Canada's Business Register can create increases or decreases in the number of active businesses reported in the data on Canadian Business Patterns. As a result, these data do not represent changes in the business population over time. **Statistics Canada recommends users**

not to use these data as a time series. The data is broken up into three time periods in the analysis below: before and after the methodology changes in December 2014, and the change over the entire period.

- June 2007 to June 2014
- Dec 2014 to June 2020
- June 2007 to June 2020

Additionally, while the June 2020 dataset did take into account some of the businesses which closed due to COVID-19, Statistics Canada advises users not use this data to measure the impact of the pandemic, as these figures include businesses which closed in the months since the pandemic began. December 2020's release may show a clearer picture of the impact of COVID-19 on the Canadian business landscape.

The data presented in "Section 4: Business Profile" includes the unclassified category for total counts and does not take into consideration the overall change for growth from 2007 to 2020 due to a structural break[7] from methodology changes in Dec 2014, which would lead to unreliability and errors in assessing business growth trends. The change for the entire period is listed for representational purposes and should not be used to draw any insight or conclusions from.

4.1.1. Business Establishments Trend

Burlington ranked fourth in the growth rate of total business establishments (employees + without employees) between 2007 and 2014. Between 2014 and 2020, the growth rate in Burlington was lower at 19.55%, with business growing faster than only Mississauga at 19.18%. Of the comparator jurisdictions, the largest increase in businesses were seen in Milton and Oakville (168.65% and 100.06% respectively. Overall, between 2007 and 2020, Burlington also ranked second last, just above Brantford.

Growth in separate categories show a similar story. Growth in the "employees" category which tracks business counts with a workforce on payroll was moderate between June 2007 and June 2014, and last between Dec 2014 and June 2016. The same patterns were followed in the "without employees" category. However, growth appears to have slowed down in the more recent period in establishments with employees (10.68% vs. 16.10% between 2007 and 2014) and accelerated in establishments without employees (26.13% vs. 8.2%).

Milton, Oakville, and Markham consistently ranked higher than Burlington across most categories. Overall growth in Burlington continues to rise, however the more recent period does show a shift towards slower growth relative to comparator jurisdictions.

[7] A structural break occurs when we see an unexpected shift in a time series or relationship between two time series. This can lead to huge forecasting errors and unreliability in general.

4.1.1.1. Total Businesses

BUSINESS COUNT GROWTH, BURLINGTON AND COMPARATOR JURISDICTIONS									
Jurisdiction	Total: Employees + Without Employees			Employees			Without Employees		
	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020
Brantford	-6.50%	26.88%	56.33%	-4.60%	17.39%	13.56%	-8.30%	35.95%	95.59%
Burlington	11.40%	19.55%	73.98%	16.10%	10.68%	31.98%	8.20%	26.13%	103.09%
Hamilton	4.80%	28.92%	75.91%	9.10%	13.46%	26.14%	1.50%	41.50%	113.59%
Markham	14.40%	25.86%	90.21%	22.10%	11.28%	42.54%	9.50%	36.31%	120.88%
Milton	45.80%	41.18%	168.65%	52.70%	22.14%	99.83%	41.30%	54.48%	213.15%
Mississauga	9.90%	19.18%	70.49%	19.60%	10.63%	37.18%	3.60%	25.59%	92.14%
Oakville	13.90%	33.91%	100.06%	24.40%	17.05%	54.63%	7.70%	45.37%	126.79%
Region of Waterloo	7.10%	24.58%	72.15%	9.30%	11.81%	22.48%	5.40%	34.66%	109.92%

Table 33: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

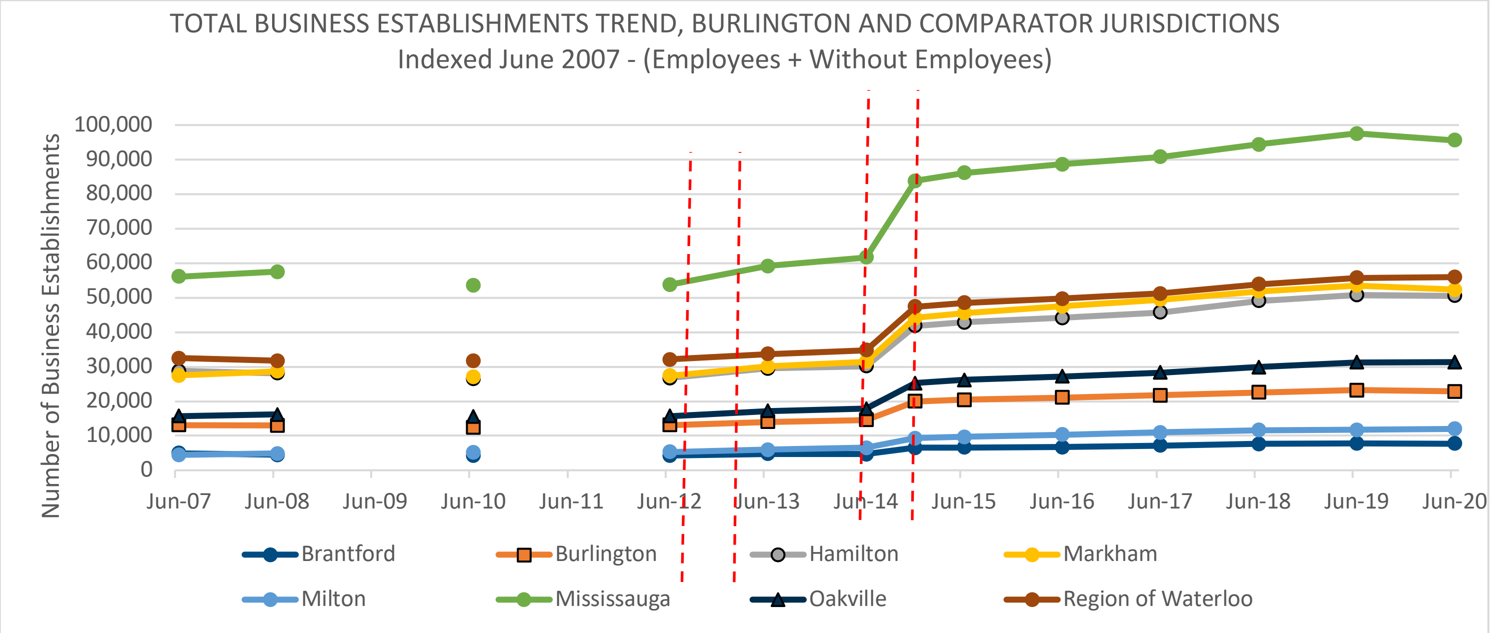


Figure 28: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

# BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees + Without Employees)															
Jurisdiction	**Jun-07**	**Jun-08**	**Jun-09**	**Jun-10**	**Jun-11**	**Jun-12**	**Jun-13**	**Jun-14**	**Dec-14**	**Jun-15**	**Jun-16**	**Jun-17**	**Jun-18**	**Jun-19**	**Jun-20**
Brantford	4,962	4,481		4,259		4,277	4,733	4,639	6,510	6,610	6,748	7,156	7,607	7,787	7,757
Burlington	13,102	12,998		12,481		13,088	14,070	14,602	19,941	20,378	21,088	21,688	22,513	23,247	22,795
Hamilton	28,736	28,116		26,541		26,751	29,535	30,114	41,841	42,835	44,113	45,769	49,040	50,782	50,550
Markham	27,502	28,645		27,016		27,335	30,044	31,464	44,176	45,541	47,485	49,397	51,844	53,487	52,312
Milton	4,459	4,820		5,112		5,316	5,915	6,501	9,302	9,690	10,292	10,939	11,617	11,723	11,979
Mississauga	56,100	57,493		53,654		53,757	59,160	61,669	83,819	86,168	88,653	90,780	94,396	97,597	95,645
Oakville	15,664	16,203		15,583		15,693	17,157	17,834	25,290	26,203	27,166	28,299	29,911	31,232	31,337
Region of Waterloo	32,508	31,753		31,686		32,094	33,672	34,802	47,405	48,554	49,762	51,228	53,846	55,711	55,961

Table 34: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

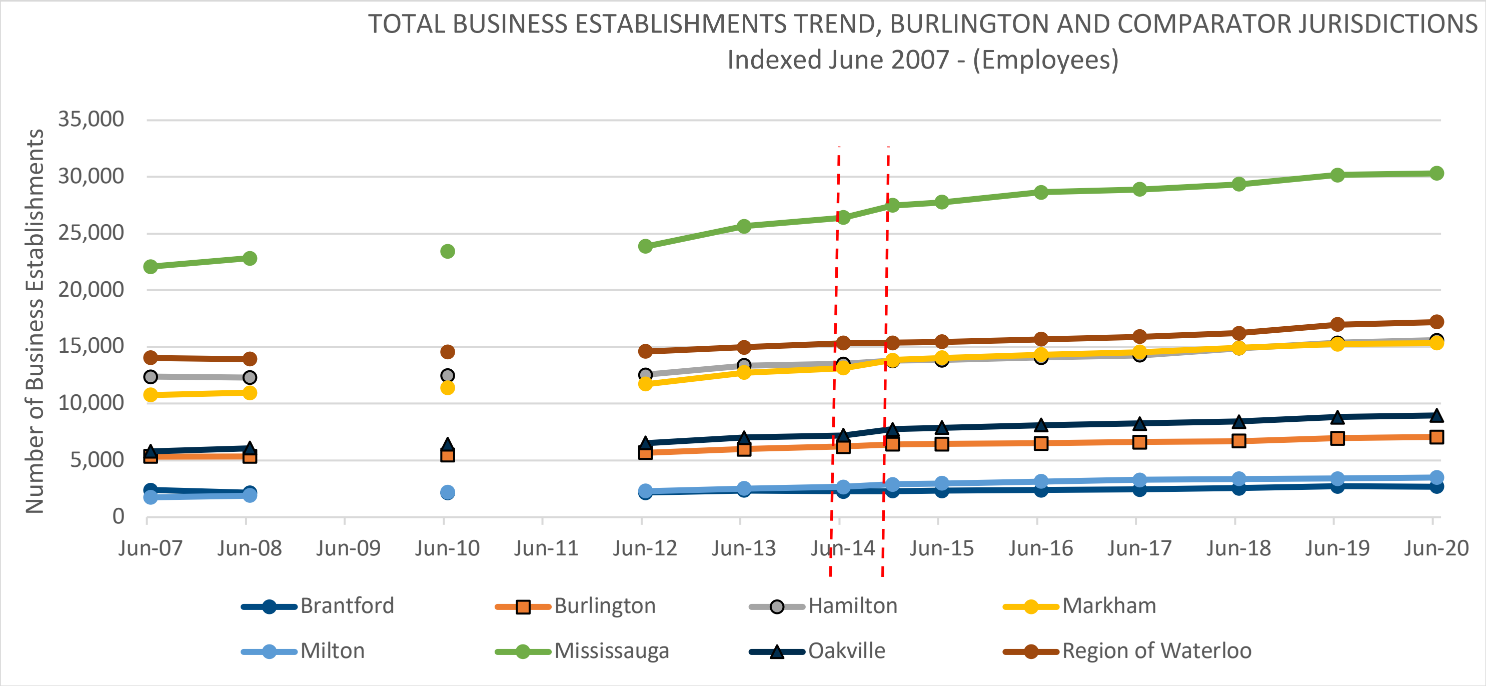


Figure 29: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development

# BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees)															
Jurisdiction	**Jun-07**	**Jun-08**	**Jun-09**	**Jun-10**	**Jun-11**	**Jun-12**	**Jun-13**	**Jun-14**	**Dec-14**	**Jun-15**	**Jun-16**	**Jun-17**	**Jun-18**	**Jun-19**	**Jun-20**
Brantford	2,375	2,159		2,150		2,176	2,362	2,266	2,303	2,329	2,375	2,445	2,572	2,734	2,697
Burlington	5,363	5,353		5,495		5,705	5,991	6,226	6,413	6,451	6,522	6,611	6,720	6,967	7,078
Hamilton	12,380	12,312		12,490		12,545	13,383	13,508	13,798	13,850	14,074	14,264	14,903	15,382	15,616
Markham	10,767	10,968		11,434		11,729	12,763	13,142	13,864	14,046	14,337	14,546	14,934	15,264	15,347
Milton	1,751	1,911		2,196		2,303	2,520	2,674	2,907	2,983	3,164	3,304	3,368	3,399	3,499
Mississauga	22,099	22,840		23,437		23,884	25,657	26,434	27,507	27,768	28,648	28,892	29,352	30,177	30,316
Oakville	5,803	6,089		6,458		6,538	7,011	7,218	7,742	7,902	8,128	8,253	8,434	8,832	8,973
Region of Waterloo	14,044	13,928		14,554		14,630	14,995	15,345	15,388	15,468	15,700	15,909	16,238	16,994	17,201

Table 35: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

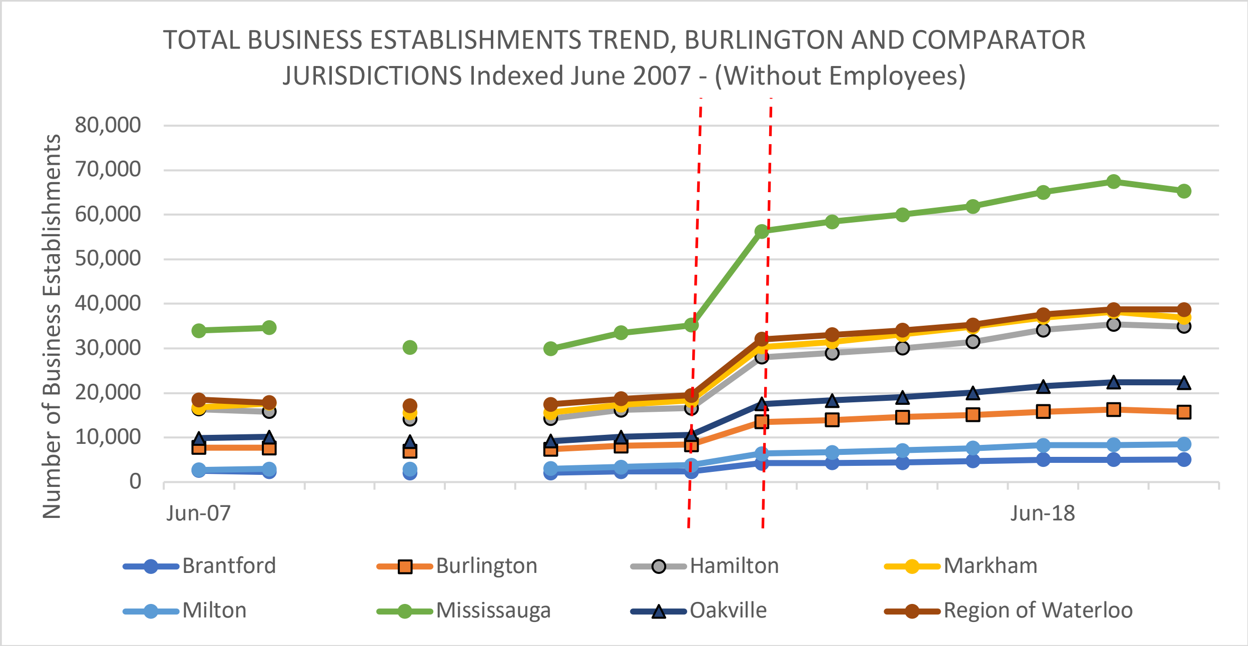


Figure 30: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

# BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Without Employees)															
Jurisdiction	**Jun-07**	**Jun-08**	**Jun-09**	**Jun-10**	**Jun-11**	**Jun-12**	**Jun-13**	**Jun-14**	**Dec-14**	**Jun-15**	**Jun-16**	**Jun-17**	**Jun-18**	**Jun-19**	**Jun-20**
Brantford	2,587	2,322		2,109		2,101	2,371	2,373	4,207	4,281	4,373	4,711	5,035	5,053	5,060
Burlington	7,739	7,645		6,986		7,383	8,079	8,376	13,528	13,927	14,566	15,077	15,793	16,280	15,717
Hamilton	16,356	15,804		14,051		14,206	16,152	16,606	28,043	28,985	30,039	31,505	34,137	35,400	34,934
Markham	16,735	17,677		15,582		15,606	17,281	18,322	30,312	31,495	33,148	34,851	36,910	38,223	36,965
Milton	2,708	2,909		2,916		3,013	3,395	3,827	6,395	6,707	7,128	7,635	8,249	8,324	8,480
Mississauga	34,001	34,653		30,217		29,873	33,503	35,235	56,312	58,400	60,005	61,888	65,044	67,420	65,329
Oakville	9,861	10,114		9,125		9,155	10,146	10,616	17,548	18,301	19,038	20,046	21,477	22,400	22,364
Region of Waterloo	18,464	17,825		17,132		17,464	18,677	19,457	32,017	33,086	34,062	35,319	37,608	38,717	38,760

Table 35: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

4.1.1.2. NAICS 31-33: Manufacturing Businesses

Manufacturing is one of Burlington's key industries and major areas of employment. The industry experienced a decline in business counts between June 2007 and June 2014, with recent years showing a change of trend, with some jurisdictions showing growth. Overall growth (or lowest decline) was moderate in Burlington relative to comparator jurisdictions. Between 2014 and 2020, Burlington ranked fifth in terms of total business count growth, trailing behind Hamilton, Brantford, Oakville, and the Region of Waterloo, all of whom saw growth (as opposed to a slower decline).

Of particular importance is the "business counts with employees" category due to its contribution to Burlington's employment base. Despite declining -10.1% between 2007 and 2014, it was the third lowest loss across comparator jurisdictions. Similarly, in the more recent period, the City ranks fourth lowest among comparators, rebounding to -0.52% decline. Conversely, Brantford, the Region of Waterloo, and Hamilton saw growth between 2014 and 2020.

- Total business establishments: Burlington had the second lowest decline of business counts from June 2007 to June 2014 at -10.9%, with Oakville and Hamilton at -15.7% and -14.5%. In the recent period between Dec 2014 and June 2020, Burlington's manufacturing decline slowed to -1.85%, behind Hamilton, Brantford, the Region of Waterloo, and Oakville.
- Business establishments with employees: For business counts with an employee workforce with payroll remittances to the CRA, Burlington experienced the third lowest decline across comparator jurisdictions from June 2007 to June 2014 at -10.1% behind Hamilton and the Region of Waterloo. From December 2014 to June 2020, Burlington saw a much slower decline in business counts at -0.52%, with Brantford, the Region of Waterloo, and Hamilton being the jurisdictions to experience growth.
- Business establishments without employees: All jurisdictions with the exception of Milton saw a decline in business counts between June 2007 and June 2014, with the trend changing in the recent period of December 2014 to June 2020. Burlington ranked fifth across comparator jurisdictions, with -4.27% growth, with Oakville experiencing the highest growth rate of 19.53%.

MANUFACTURING BUSINESS COUNT GROWTH, BURLINGTON, AND COMPARATOR JURISDICTIONS									
Jurisdiction	Total: Employees + Without Employees			Employees			Without Employees		
	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020
Brantford	-26.70%	5.43%	-19.03%	-29.70%	16.11%	-17.97%	-18.80%	-19.23%	-21.88%
Burlington	-10.90%	-1.85%	-6.59%	-10.10%	-0.52%	-12.65%	-12.40%	-4.27%	4.15%
Hamilton	-14.50%	9.49%	-2.81%	-7.20%	3.30%	-7.73%	-25.70%	21.20%	4.65%
Markham	-14.80%	-3.93%	-13.60%	-13.10%	-0.78%	-17.82%	-17.00%	-8.09%	-8.26%
Milton	-7.20%	-2.58%	-5.98%	-12.80%	0.00%	-18.12%	1.00%	-5.83%	11.76%
Mississauga	-15.60%	-1.89%	-13.70%	-14.10%	-1.70%	-18.11%	-18.10%	-2.23%	-6.03%
Oakville	-15.70%	2.56%	-11.57%	-11.30%	-8.46%	-23.59%	-21.80%	19.53%	4.73%
Region of Waterloo	-12.40%	4.22%	-4.25%	-9.00%	4.55%	-8.52%	-18.60%	3.53%	3.60%

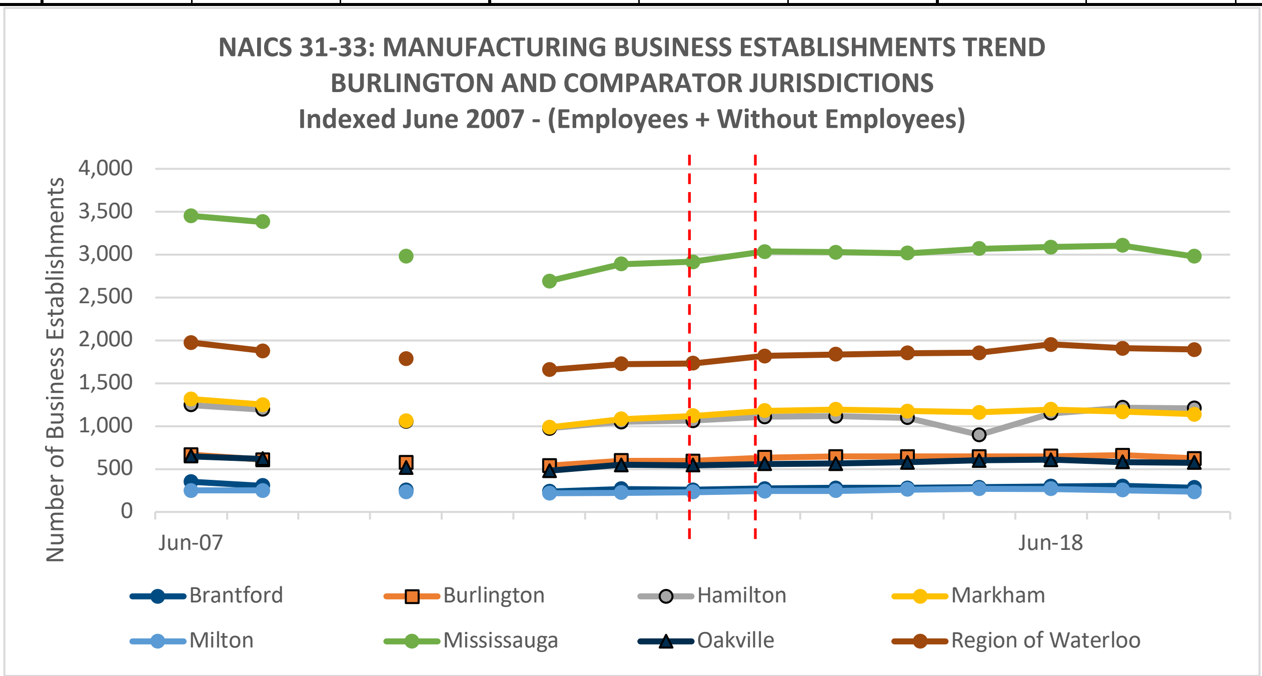


Figure 31: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

Burlington
ECONOMIC DEVELOPMENT

# MANUFACTURING (NAICS 31-33) BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees + Without Employees)															
Jurisdiction	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14	Dec-14	Jun-15	Jun-16	Jun-17	Jun-18	Jun-19	Jun-20
Brantford	352	305		256		237	269	258	271	280	281	289	300	302	285
Burlington	668	609		574		540	597	595	635	644	647	644	649	659	624
Hamilton	1,245	1,196		1,055		974	1,049	1,064	1,109	1,115	1,098	899	1,151	1,217	1,210
Markham	1,316	1,252		1,062		986	1,084	1,121	1,181	1,193	1,176	1,162	1,193	1,168	1,137
Milton	251	251		236		218	222	233	242	245	261	269	268	252	236
Mississauga	3,452	3,384		2,982		2,693	2,891	2,914	3,034	3,028	3,015	3,070	3,089	3,105	2,979
Oakville	648	619		516		481	547	546	559	564	577	601	609	583	573
Region of Waterloo	1,975	1,879		1,786		1,657	1,723	1,731	1,818	1,835	1,850	1,855	1,953	1,908	1,891

Table 36: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

Burlington
ECONOMIC DEVELOPMENT

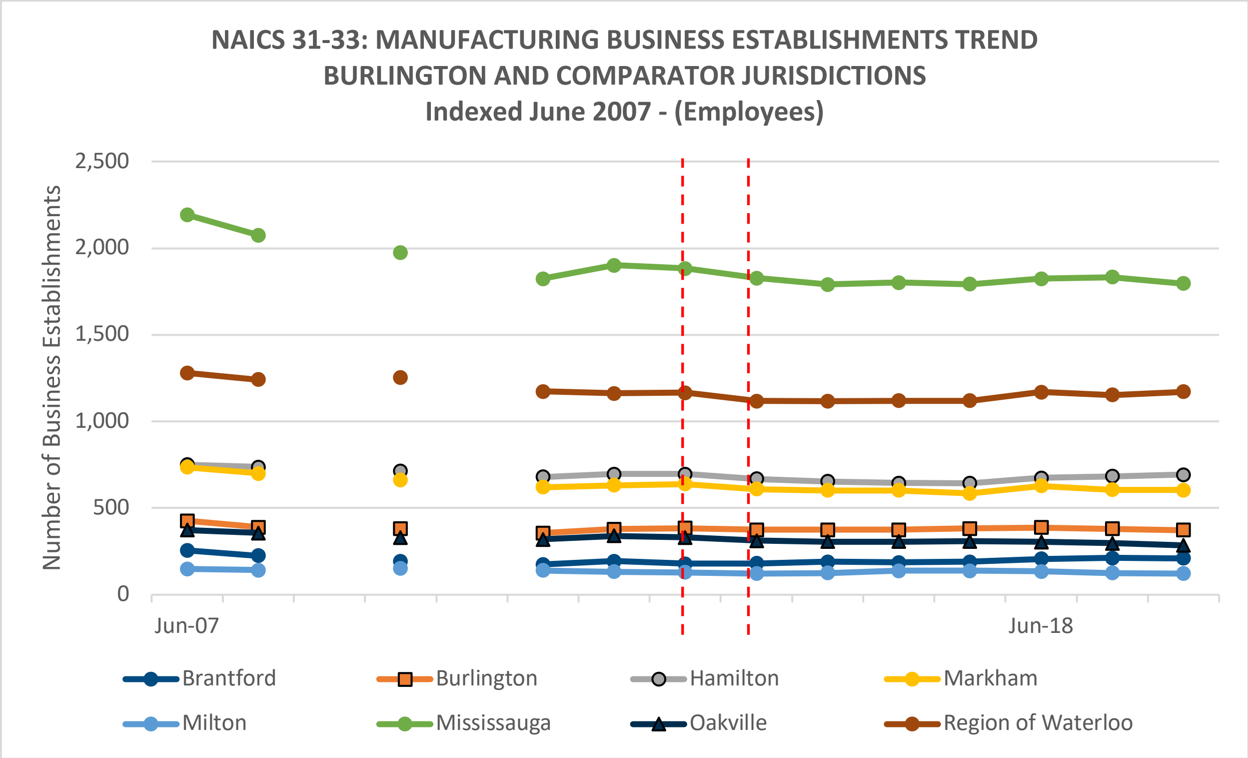


Figure 32: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

# MANUFACTURING (NAICS 31-33) BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTION S(Employees)															
Jurisdiction	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14	Dec-14	Jun-15	Jun-16	Jun-17	Jun-18	Jun-19	Jun-20
Brantford	256	225		193		175	193	180	181	191	186	191	206	213	210
Burlington	427	389		381		356	378	384	375	375	375	382	388	381	373
Hamilton	750	738		714		679	696	696	669	654	644	643	674	684	692
Markham	735	700		661		620	632	639	609	602	603	585	628	606	604
Milton	149	143		153		140	133	130	122	125	138	138	134	126	122
Mississauga	2,192	2,074		1,974		1,824	1,902	1,882	1,827	1,791	1,802	1,792	1,823	1,832	1,795
Oakville	373	357		330		319	340	331	313	307	307	308	305	297	285
Region of Waterloo	1,280	1,241		1,254		1,174	1,163	1,165	1,118	1,117	1,119	1,120	1,169	1,153	1,171

Table 37: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

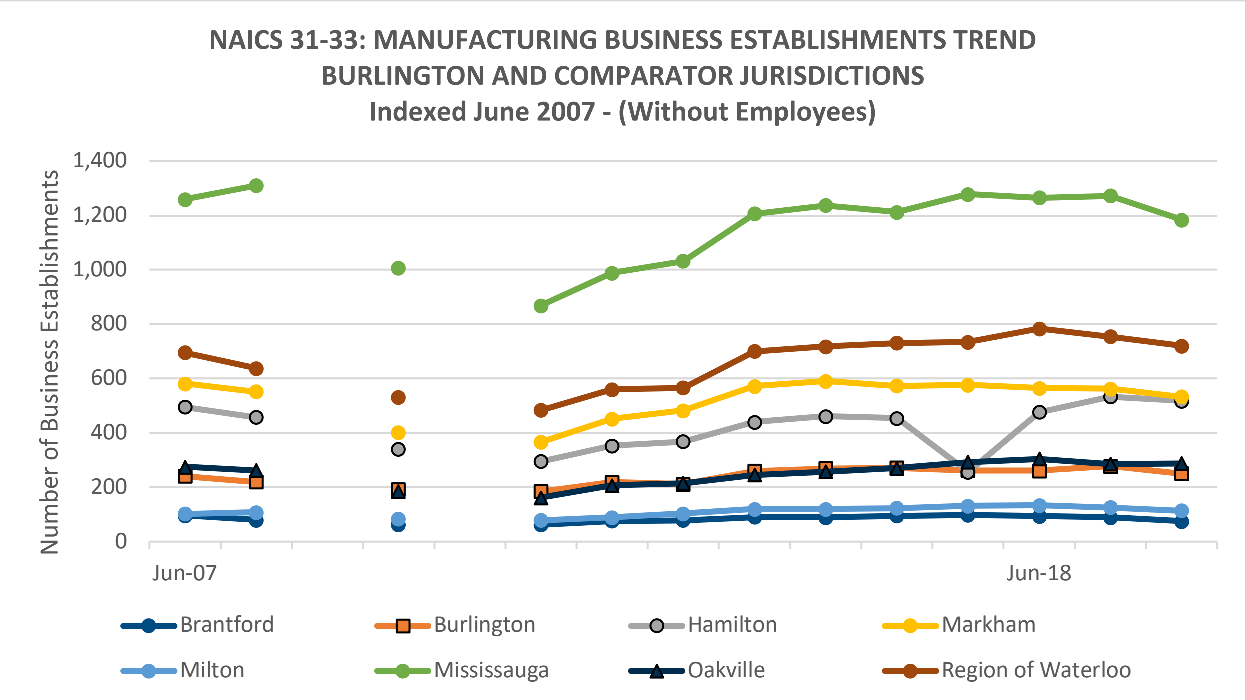


Figure 33: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

# MANUFACTURING (NAICS 31-33) BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Without Employees)															
Jurisdiction	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14	Dec-14	Jun-15	Jun-16	Jun-17	Jun-18	Jun-19	Jun-20
Brantford	96	80		63		62	76	78	90	89	95	98	94	89	75
Burlington	241	220		193		184	219	211	260	269	272	262	261	278	251
Hamilton	495	458		341		295	353	368	440	461	454	256	477	533	518
Markham	581	552		401		366	452	482	572	591	573	577	565	562	533
Milton	102	108		83		78	89	103	120	120	123	131	134	126	114
Mississauga	1,260	1,310		1,008		869	989	1,032	1,207	1,237	1,213	1,278	1,266	1,273	1,184
Oakville	275	262		186		162	207	215	246	257	270	293	304	286	288
Region of Waterloo	695	638		532		483	560	566	700	718	731	735	784	755	720

Table 38: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

4.1.1.3. NAICS 52: Finance & Insurance Businesses

Total business count growth, which includes businesses with and without employees, in the Finance and Insurance industry was positive across all jurisdictions, apart from Brantford from June 2007 to June 2014. Interpreting the results with a distinction between businesses with and without employees show similar results across jurisdictions, with a slower growth between June 2007 and June 2014, and a significant boost between December 2014 and June 2020. Burlington follows the same pattern, with total business counts growing at 25.4% between June 2007 and June 2014, and by 45.97% between December 2014 and 2020. Businesses without employees grew at a faster rate in the more recent period than businesses with employees.

- Total business establishments: Burlington had the second highest growth of total business counts from June 2007 to June 2014 at 25.4%, grouped with Markham, Mississauga, and Milton. In the recent period between December 2014 and June 2020, Burlington experienced the third slowest growth relative to comparators at a rate of 45.97%.
- Business establishments with employees: Here, Burlington experienced moderate growth relative to comparator jurisdictions between June 2007 and June 2014 at 8.7%. From December 2014 to June 2020, Burlington had the third slowest growth rate relative to

comparator jurisdictions at 22.07%, with Milton, Brantford, and Oakville seeing the highest growth rates.

- Business establishments without employees: All jurisdictions with the exception of Brantford saw an increase in business counts between June 2007 to June 2014. Burlington had the second highest growth of 34.30% in the initial period and the fifth highest (56.28%) from December 2014 to June 2020.

FINANCE & INSURANCE BUSINESS COUNT GROWTH, BURLINGTON AND COMPARATOR JURISDICTIONS									
Jurisdiction	Total: Employees + Without Employees			Employees			Without Employees		
	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2016	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2016
Brantford	-3.70%	52.92%	60.30%	-7.20%	36.36%	16.87%	-2.20%	60.00%	79.89%
Burlington	25.40%	45.97%	114.66%	8.70%	22.07%	29.09%	34.30%	56.28%	160.27%
Hamilton	12.80%	60.23%	107.78%	6.40%	25.05%	24.15%	16.20%	76.93%	151.12%
Markham	27.20%	44.28%	121.69%	10.00%	23.25%	31.15%	34.80%	51.86%	161.68%
Milton	23.60%	48.44%	123.63%	28.90%	46.55%	82.22%	21.90%	49.10%	137.23%
Mississauga	23.90%	35.92%	99.75%	7.30%	16.91%	20.73%	31.90%	43.33%	137.66%
Oakville	20.00%	68.27%	126.97%	11.30%	30.57%	35.82%	23.40%	81.81%	163.28%
Region of Waterloo	15.70%	47.97%	93.49%	-1.20%	14.14%	4.55%	24.20%	61.61%	138.57%

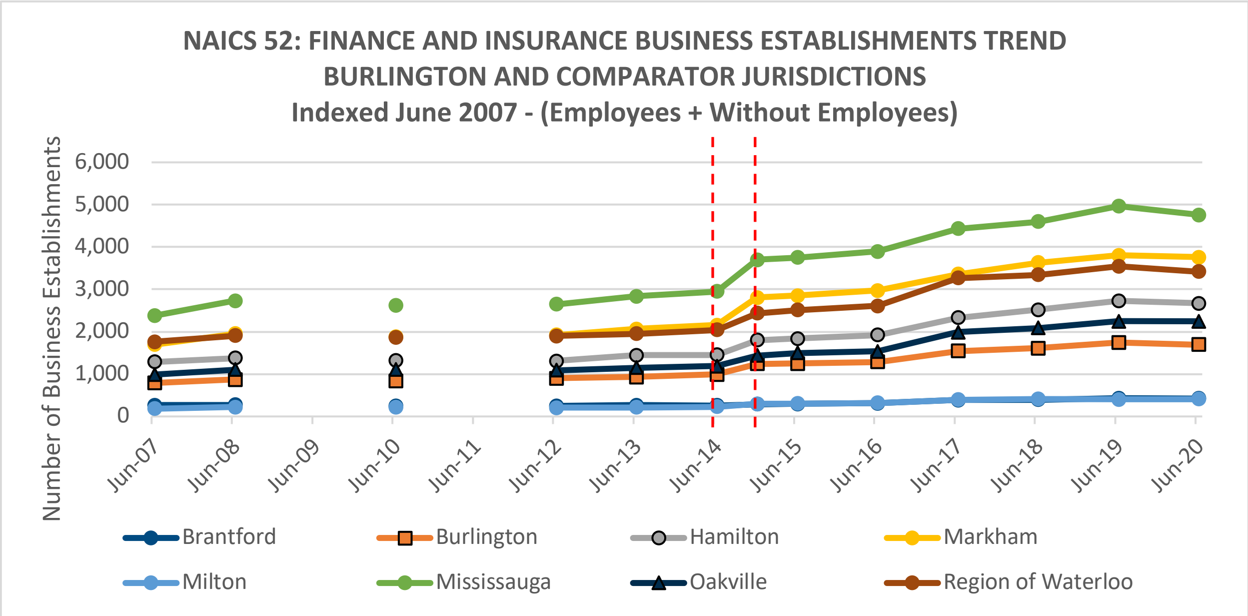


Figure 34: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

# FINANCE & INSURANCE (NAICS 52) BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees + Without Employees)															
Jurisdiction	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14	Dec-14	Jun-15	Jun-16	Jun-17	Jun-18	Jun-19	Jun-20
Brantford	267	271		250		249	263	257	292	300	312	386	398	432	428
Burlington	791	870		843		904	930	992	1,242	1,250	1,290	1,542	1,614	1,746	1,698
Hamilton	1,286	1,376		1,314		1,310	1,449	1,451	1,798	1,839	1,925	2,333	2,519	2,730	2,672
Markham	1,697	1,951		1,874		1,926	2,066	2,159	2,806	2,850	2,970	3,361	3,632	3,807	3,762
Milton	182	224		223		209	211	225	298	304	322	398	411	400	407
Mississauga	2,381	2,728		2,619		2,647	2,838	2,951	3,696	3,755	3,895	4,433	4,601	4,966	4,756
Oakville	990	1,106		1,105		1,092	1,150	1,188	1,436	1,500	1,540	1,994	2,090	2,245	2,247
Region of Waterloo	1,766	1,908		1,872		1,902	1,950	2,043	2,437	2,513	2,613	3,266	3,345	3,546	3,417

Table 39: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

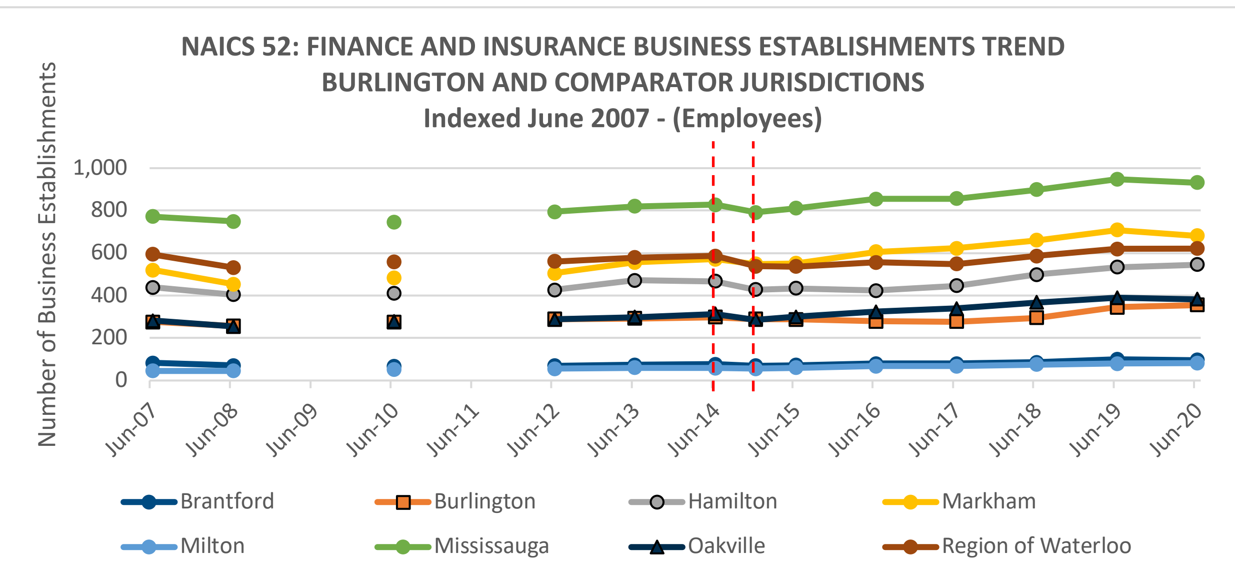


Figure 35: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

# FINANCE & INSURANCE (NAICS 52) BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees + Without Employees)															
Jurisdiction	**Jun-07**	**Jun-08**	**Jun-09**	**Jun-10**	**Jun-11**	**Jun-12**	**Jun-13**	**Jun-14**	**Dec-14**	**Jun-15**	**Jun-16**	**Jun-17**	**Jun-18**	**Jun-19**	**Jun-20**
Brantford	267	271		250		249	263	257	292	300	312	386	398	432	428
Burlington	791	870		843		904	930	992	1,242	1,250	1,290	1,542	1,614	1,746	1,698
Hamilton	1,286	1,376		1,314		1,310	1,449	1,451	1,798	1,839	1,925	2,333	2,519	2,730	2,672
Markham	1,697	1,951		1,874		1,926	2,066	2,159	2,806	2,850	2,970	3,361	3,632	3,807	3,762
Milton	182	224		223		209	211	225	298	304	322	398	411	400	407
Mississauga	2,381	2,728		2,619		2,647	2,838	2,951	3,696	3,755	3,895	4,433	4,601	4,966	4,756
Oakville	990	1,106		1,105		1,092	1,150	1,188	1,436	1,500	1,540	1,994	2,090	2,245	2,247
Region of Waterloo	1,766	1,908		1,872		1,902	1,950	2,043	2,437	2,513	2,613	3,266	3,345	3,546	3,417

Table 40: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

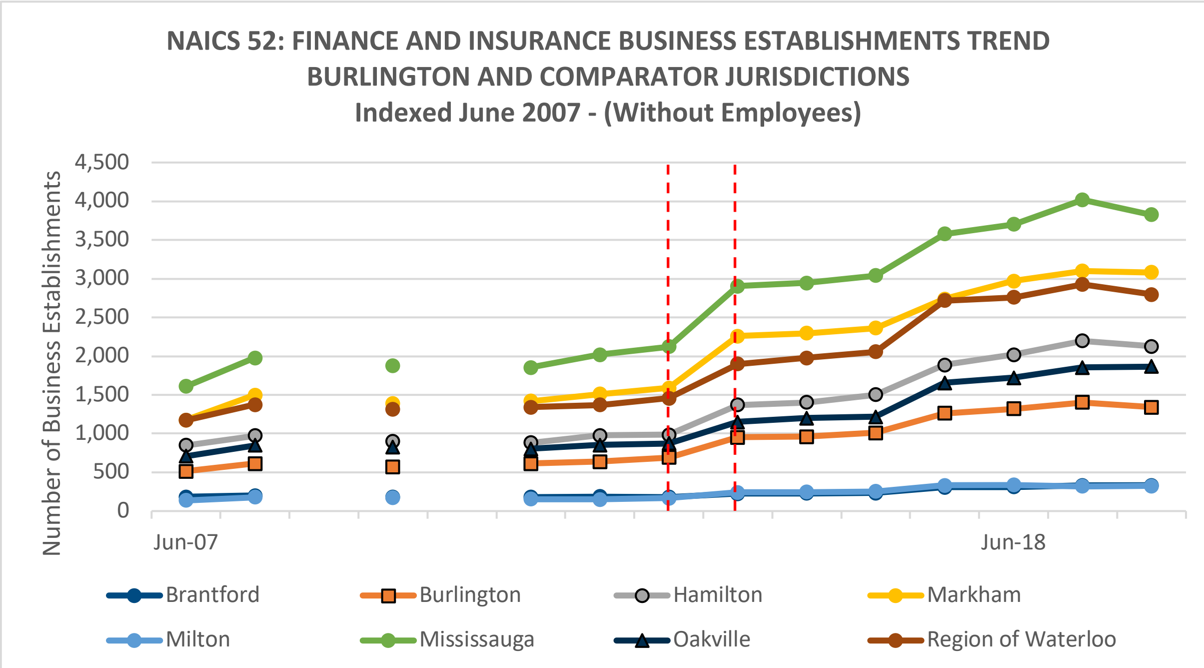


Figure 36: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

# FINANCE & INSURANCE (NAICS 52) BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees + Without Employees)															
Jurisdiction	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14	Dec-14	Jun-15	Jun-16	Jun-17	Jun-18	Jun-19	Jun-20
Brantford	267	271		250		249	263	257	292	300	312	386	398	432	428
Burlington	791	870		843		904	930	992	1,242	1,250	1,290	1,542	1,614	1,746	1,698
Hamilton	1,286	1,376		1,314		1,310	1,449	1,451	1,798	1,839	1,925	2,333	2,519	2,730	2,672
Markham	1,697	1,951		1,874		1,926	2,066	2,159	2,806	2,850	2,970	3,361	3,632	3,807	3,762
Milton	182	224		223		209	211	225	298	304	322	398	411	400	407
Mississauga	2,381	2,728		2,619		2,647	2,838	2,951	3,696	3,755	3,895	4,433	4,601	4,966	4,756
Oakville	990	1,106		1,105		1,092	1,150	1,188	1,436	1,500	1,540	1,994	2,090	2,245	2,247
Region of Waterloo	1,766	1,908		1,872		1,902	1,950	2,043	2,437	2,513	2,613	3,266	3,345	3,546	3,417

Table 41: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

4.1.1.4. NAICS 54: Professional, Scientific, and Technical Services Businesses

Growth for total business counts in Professional, Scientific, and Technical Services was positive across the majority of jurisdictions, following similar patterns to the Finance and Insurance industry, where growth was seen in most jurisdictions between 2007 and 2014, but steeper growth was seen in the later period, between December 2014 and June 2020. Unlike the Finance and Insurance industry; however, faster growth rates were seen in establishments with employees than those without them. Burlington saw a decline of -2.6% overall from June 2007 to June 2014, and then an increase of 13.84% from December 2014 to June 2020. However, growth was low relative to comparator jurisdictions, with Milton, Hamilton, Mississauga, Oakville, and the Region of Waterloo having higher rates.

- Total business establishments: Burlington was one of three jurisdictions which experienced a decline in business counts between June 2007 and June 2014, with negative growth of -2.6%. The more recent period of December 2014 to June 2020 saw a positive upturn of 13.84% growth.
- Business establishments with employees: Burlington experienced low growth relative to comparator jurisdictions across growth periods, ranking sixth in both the initial and the more recent period, growing at a rate of 10.8% and 16.65% respectively. In both periods, Milton, Mississauga, and Oakville saw the highest growth rates.
- Business establishments without employees: Burlington experienced the second largest decline from June 2007 to June 2014 at -8.6%, with negative growth in three more jurisdictions including Hamilton and Oakville. From December 2014 to June 2020, all jurisdictions except for Brantford experienced growth, with Burlington ranking sixth again, increasing by 13.2%. Here, Milton, Oakville, and Hamilton saw the highest growth rates.

PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES BUSINESS COUNT GROWTH, BURLINGTON AND COMPARATOR JURISDICTIONS									
Jurisdiction	Total: Employees + Without Employees			Employees			Without Employees		
	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020	June 2007 - June 2014	Dec 2014 - June 2020	June 2007 - June 2020
Brantford	-6.60%	12.65%	14.37%	-4.60%	11.43%	9.14%	-7.80%	13.08%	37.59%
Burlington	-2.60%	13.84%	8.78%	10.80%	16.65%	20.52%	-8.60%	13.20%	29.34%
Hamilton	-2.80%	23.65%	12.72%	11.40%	19.51%	25.59%	-10.10%	27.54%	44.50%
Markham	8.60%	8.31%	4.71%	18.60%	10.31%	24.15%	2.80%	8.06%	33.68%
Milton	64.40%	57.82%	52.11%	85.20%	94.14%	181.64%	54.10%	61.99%	191.05%
Mississauga	11.10%	17.10%	18.99%	30.40%	27.74%	55.15%	1.80%	14.51%	38.99%
Oakville	3.80%	22.64%	21.70%	21.10%	27.87%	47.37%	-3.80%	22.43%	40.66%
Region of Waterloo	3.40%	16.64%	12.06%	7.90%	16.78%	20.87%	0.70%	17.32%	45.90%

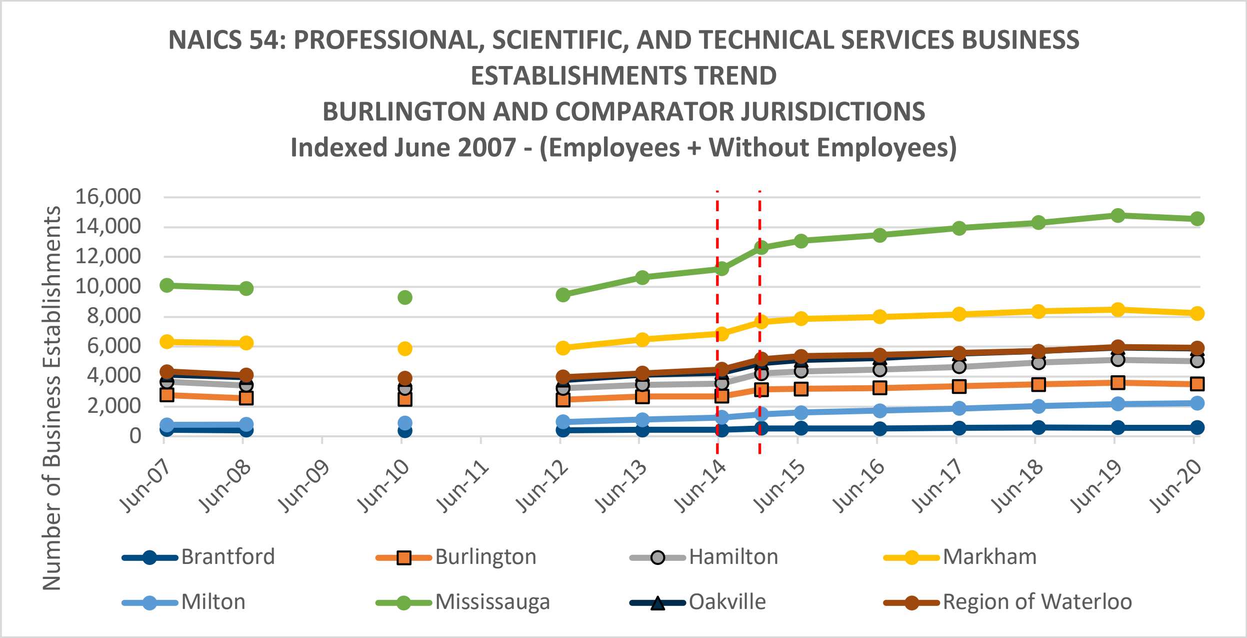


Figure 37: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

 # PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES (NAICS 54) BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees + Without Employees)

Jurisdiction	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14	Dec-14	Jun-15	Jun-16	Jun-17	Jun-18	Jun-19	Jun-20
Brantford	457	412		395		401	431	427	525	531	513	554	590	580	579
Burlington	2,758	2,549		2,455		2,449	2,656	2,687	3,120	3,162	3,244	3,340	3,479	3,590	3,492
Hamilton	3,646	3,398		3,198		3,222	3,461	3,544	4,197	4,346	4,455	4,649	4,935	5,116	5,035
Markham	6,326	6,230		5,876		5,923	6,470	6,868	7,664	7,859	7,989	8,174	8,369	8,484	8,235
Milton	770	790		874		955	1,124	1,266	1,485	1,586	1,712	1,872	2,018	2,170	2,217
Mississauga	10,089	9,915		9,314		9,482	10,637	11,207	12,637	13,089	13,458	13,928	14,298	14,794	14,553
Oakville	4,119	3,952		3,798		3,768	4,128	4,276	4,910	5,111	5,257	5,534	5,699	5,944	5,878
Region of Waterloo	4,332	4,089		3,905		3,956	4,218	4,478	5,171	5,350	5,446	5,567	5,711	5,979	5,916

Table 42: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

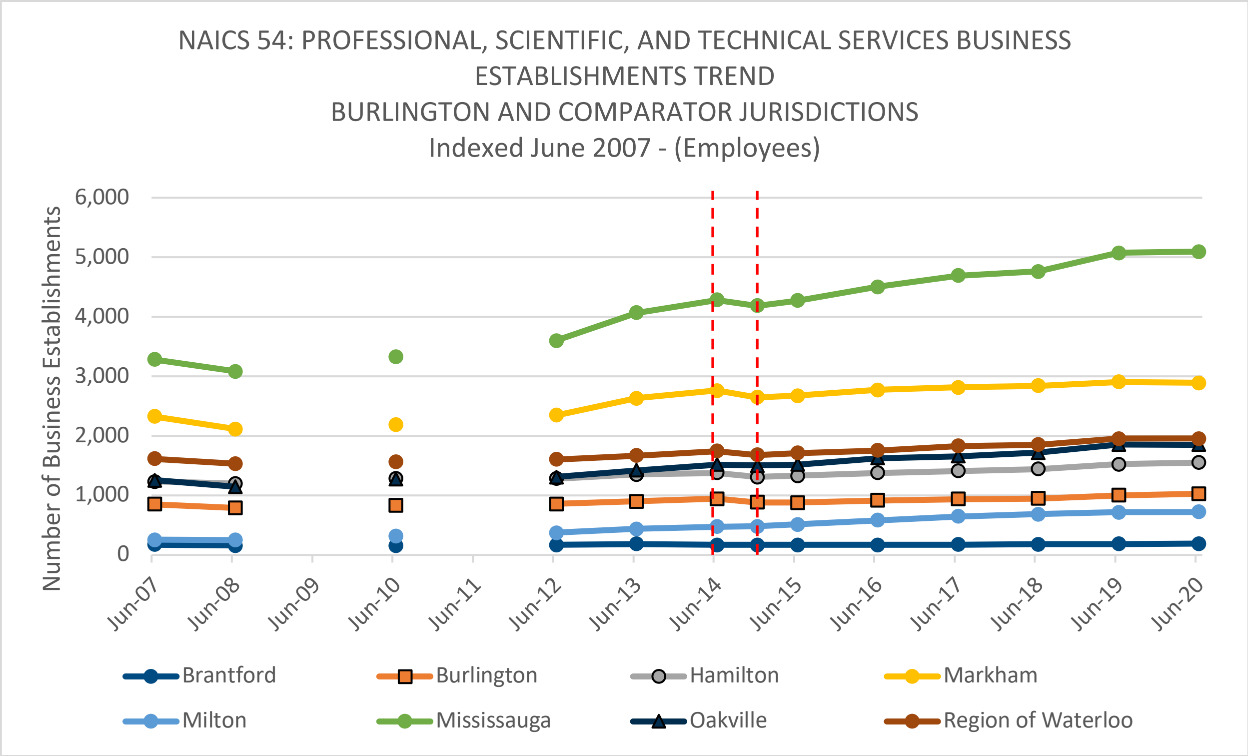


Figure 38: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

# PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES (NAICS 54) BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Employees)															
Jurisdiction	**Jun-07**	**Jun-08**	**Jun-09**	**Jun-10**	**Jun-11**	**Jun-12**	**Jun-13**	**Jun-14**	**Dec-14**	**Jun-15**	**Jun-16**	**Jun-17**	**Jun-18**	**Jun-19**	**Jun-20**
Brantford	175	160		152		167	183	167	171	168	167	174	180	187	191
Burlington	853	790		829		856	902	945	886	881	917	940	949	1,002	1,028
Hamilton	1,235	1,198		1,287		1,283	1,353	1,376	1,310	1,328	1,377	1,412	1,445	1,526	1,551
Markham	2,327	2,117		2,190		2,344	2,630	2,759	2,649	2,676	2,769	2,817	2,843	2,904	2,889
Milton	256	250		316		371	436	474	480	512	585	646	685	716	721
Mississauga	3,284	3,086		3,325		3,599	4,070	4,282	4,184	4,274	4,505	4,690	4,763	5,071	5,095
Oakville	1,256	1,146		1,276		1,310	1,419	1,521	1,501	1,516	1,627	1,656	1,720	1,855	1,851
Region of Waterloo	1,615	1,533		1,563		1,607	1,667	1,742	1,681	1,712	1,753	1,832	1,854	1,956	1,952

Table 43: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

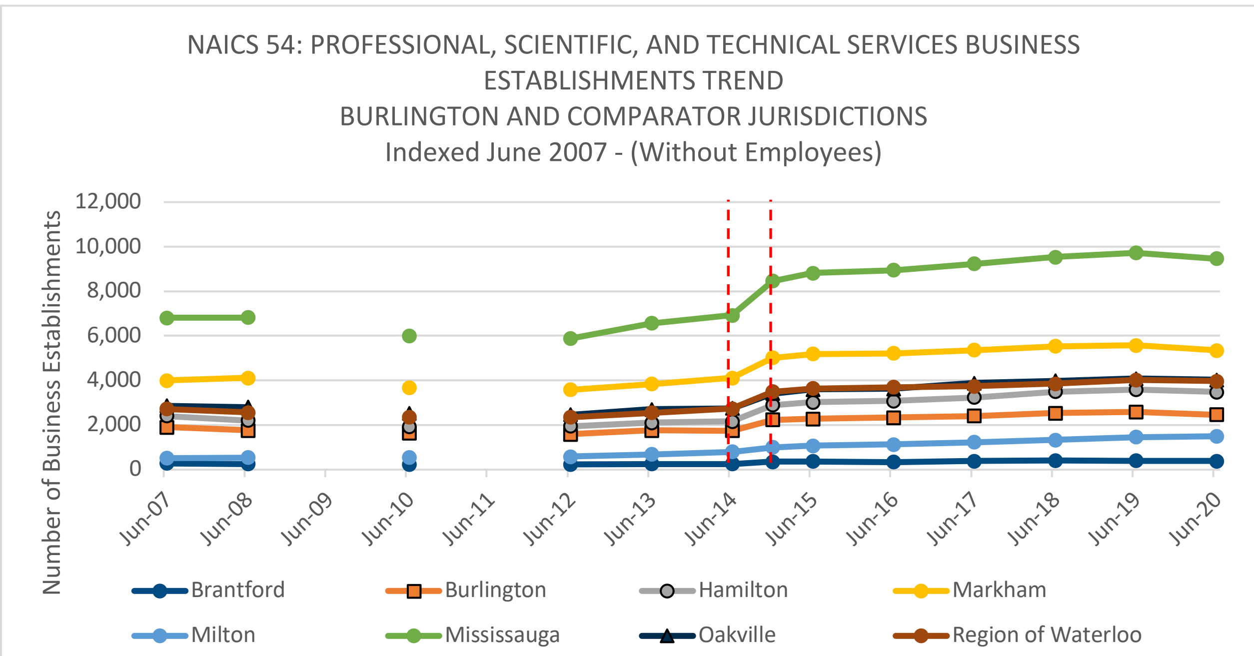


Figure 39: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

# PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES (NAICS 54) BUSINESS ESTABLISHMENTS, BURLINGTON AND COMPARATOR JURISDICTIONS (Without Employees)															
Jurisdiction	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14	Dec-14	Jun-15	Jun-16	Jun-17	Jun-18	Jun-19	Jun-20
Brantford	282	252		243		234	248	260	354	363	346	380	410	393	388
Burlington	1,905	1,759		1,626		1,593	1,754	1,742	2,234	2,281	2,327	2,400	2,530	2,588	2,464
Hamilton	2,411	2,200		1,911		1,939	2,108	2,168	2,887	3,018	3,078	3,237	3,490	3,590	3,484
Markham	3,999	4,113		3,686		3,579	3,840	4,109	5,015	5,183	5,220	5,357	5,526	5,580	5,346
Milton	514	540		558		584	688	792	1,005	1,074	1,127	1,226	1,333	1,454	1,496
Mississauga	6,805	6,829		5,989		5,883	6,567	6,925	8,453	8,815	8,953	9,238	9,535	9,723	9,458
Oakville	2,863	2,806		2,522		2,458	2,709	2,755	3,409	3,595	3,630	3,878	3,979	4,089	4,027
Region of Waterloo	2,717	2,556		2,342		2,349	2,551	2,736	3,490	3,638	3,693	3,735	3,857	4,023	3,964

Table 44: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

4.1.2. Business Establishments by Industry

The figures below estimate business establishment growth in Burlington and comparator jurisdictions for the most recent period of June 2016 and June 2020, after Canadian Business Counts underwent methodology changes, and after the most recent period studied in the Burlington Economic Development's last Competitive Analysis Report written in 2018. Business establishments are counted by employee and without employee counts.

Burlington experienced growth in all but five industries for total business establishments (employees + without employees).

The figures below highlight the highest levels of business establishment growth and decline across industries in Burlington relative to comparator jurisdictions.

4.1.2.1. *Business Establishments by Industry, Employees + Without Employees*

Top and Bottom Five Industries

- ✓ 52 – Finance and insurance (31.63% increase, 1290 business counts in June 2016, and 1698 in June 2020)
  - Fourth highest growth rate relative to comparator jurisdictions
- ✓ 62 - Health care and social assistance (22.37% increase, 1556 business counts in June 2016, and 1904 in June 2020)
  - Third highest growth rate relative to comparator jurisdictions
- ✓ 53 – Real estate and rental leasing (20.27% increase, 2857 business counts in June 2016, and 3436 in June 2020)
  - Lowest growth rate relative to comparator jurisdictions
- ✓ 71 – Arts, entertainment, and recreation (19.22% increase, 333 business counts in June 2016, and 397 in June 2020)
  - Fourth highest growth rate relative to comparator jurisdictions
- ✓ 21 – Mining, quarrying, and oil and gas extraction (18.18% increase, 11 business counts in June 2016, and 13 in June 2020)
  - Second highest growth rate relative to comparator jurisdictions
- × 41 – Wholesale trade (2.13% decrease, 847 business counts in June 2016, and 829 in June 2020)
- × 31-33 – Manufacturing (3.55% decrease, 647 business counts in June 2016, and 624 in June 2020)
- × 22 – Utilities (6.25% decrease, 16 business counts in June 2016, and 15 in June 2020)
- × N/A – Unclassified (7.55% decrease, 2833 business counts in June 2016, and 2619 in June 2020)
- × 55 - Management of companies and enterprises (45.86% decrease, 580 business counts in June 2016, and 314 in June 2020)

Key Sectors

- 31-33 – Manufacturing (3.55% decrease, 624 business counts as of June 2020)
  - Second lowest growth relative to comparator jurisdictions, with Milton showing the lowest growth in this industry with a decline of 9.58%. Hamilton, the Region of Waterloo, and Brantford saw the highest growth rates in this industry. While Mississauga and Oakville saw declines in this industry as well, they declined at a slower rate than Burlington (-1.19% and -0.69% respectively).
- 52 – Finance and insurance (31.63% increase, 1,698 business counts as of June 2020)
  - While this was the fastest growing industry in Burlington over the last four years, Burlington ranked fourth highest relative to comparator jurisdictions in terms of growth rate, surpassed by Oakville, Hamilton, and Brantford. Notable here is that between December 2014 and June 2016, this industry saw declines in establishments with employees. That trend has reversed over the last four years.
- 54 – Professional, scientific, and technical services (7.64% increase, 3,492 business counts as of June 2020)
  - Second lowest growth relative to comparator jurisdictions, with Milton, Hamilton, and Oakville leading growth (29.5%, 13.02%, and 11.81% respectively). This trend follows growth in businesses with employees.

NAICS Code	NAICS Industry	2020 Business Count							
		Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
Total, all industries		**7,757**	**22,795**	**50550**	**52312**	**11979**	**95645**	**31337**	**55961**
Unclassified		**650**	**2619**	**4736**	**6557**	**1240**	**10930**	**4147**	**5405**
Sub-total, classified		**7,107**	**20,176**	**45814**	**45755**	**10739**	**84715**	**27190**	**50556**
11	Agriculture, forestry, fishing and hunting	45	110	757	124	104	143	65	2001
21	Mining, quarrying, and oil and gas extraction	4	13	25	23	5	27	26	21
22	Utilities	13	15	56	61	9	80	47	116
23	Construction	687	1862	5289	3577	1009	8192	1897	4959
31-33	Manufacturing	285	624	1210	1137	236	2979	573	1891
41	Wholesale trade	230	829	1098	2038	317	4251	949	1492
44-45	Retail trade	558	1273	3057	3130	693	5272	1549	3248
48-49	Transportation and warehousing	616	756	3274	2088	1231	8971	963	3990
51	Information and cultural industries	62	321	598	530	138	997	395	527
52	Finance and insurance	428	1698	2672	3762	407	4756	2247	3417
53	Real estate and rental and leasing	1672	3436	9558	10381	1909	15098	5959	10296
54	Professional, scientific and technical services	579	3,492	5035	8235	2217	14553	5878	5916
55	Management of companies and enterprises	58	314	435	533	54	1003	431	588
56	Administrative and support, waste management and remediation services	290	941	2209	2020	457	3997	1086	1943
61	Educational services	69	273	546	743	145	1048	413	661
62	Health care and social assistance	494	1904	4155	2679	739	5065	2338	3847
71	Arts, entertainment and recreation	131	397	795	474	152	815	396	714
72	Accommodation and food services	228	536	1495	1460	263	2280	622	1414
81	Other services (except public administration)	654	1379	3528	2756	653	5170	1347	3500
91	Public administration	4	3	22	4	1	18	9	15

Table 45: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

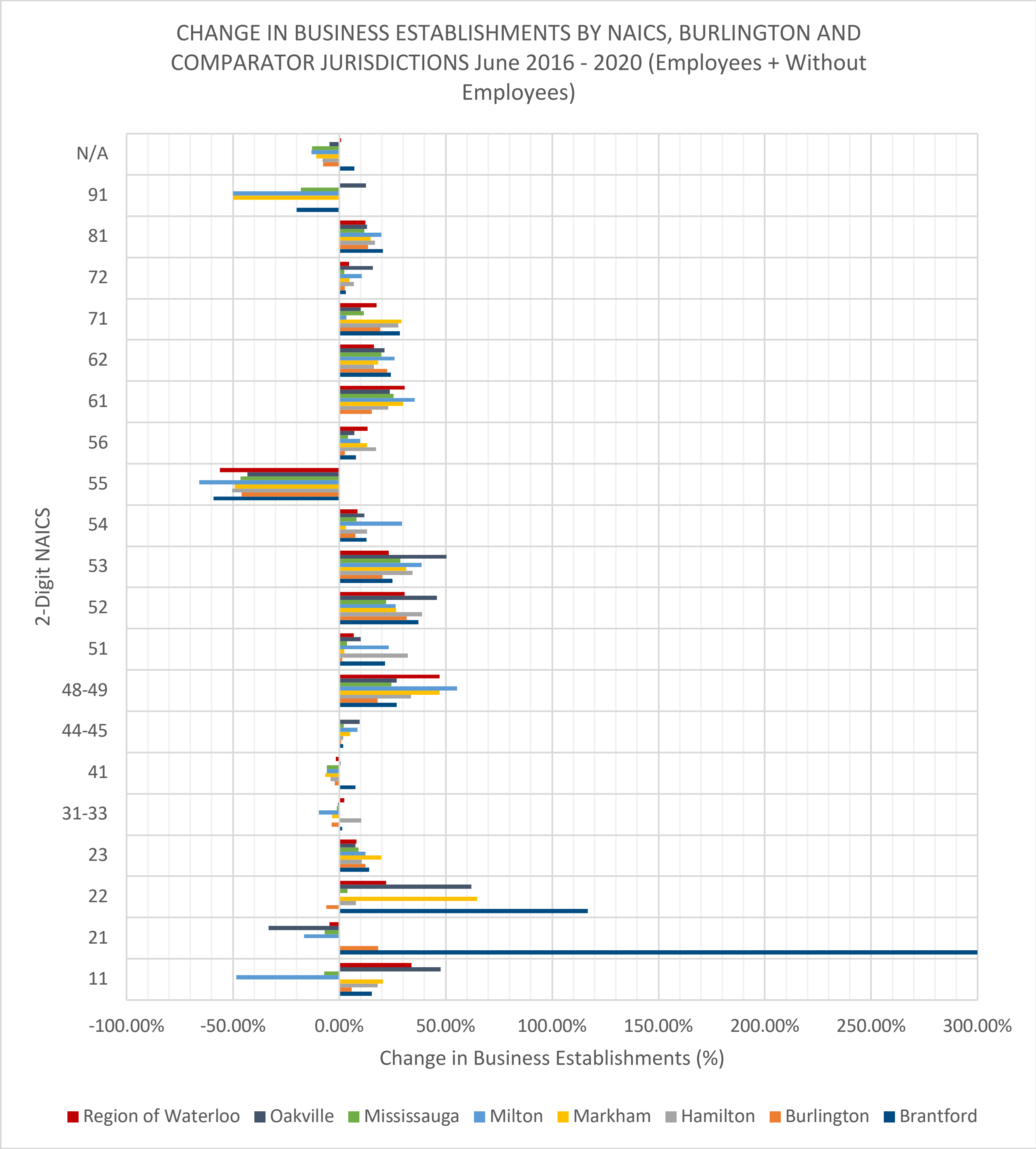


Figure 40: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.
*Refer to table below for industries with growth rate capped by y-axis bounds, e.g., NAICS 21. These generally have low business counts for which small absolute changes translate to high percentage changes.
NAICS Categories: 11-Agriculture; forestry; fishing and hunting, 21-Mining; quarrying; and oil and gas extraction, 22-Utilities, 23-Construction, 31-33 Manufacturing, 41-Wholesale trade, 44-45 Retail trade, 48-49 Transportation and warehousing, 51-Information and cultural industries, 52-Finance and insurance, 53-Real estate and rental and leasing, 54-Professional; scientific and technical services, 55-Management of companies and enterprises, 56-

Administrative and support; waste management and remediation services, 61-Educational services, 62-Health care and social assistance, 71-Arts; entertainment and recreation, 72-Accommodation and food services, 81-Other services (except public administration), 91-Public administration

JUNE 2016 – JUNE 2020 % CHANGE IN BUSINESS ESTABLISHMENTS (Employees + Without Employees)									
NAICS	Industry	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
11	Agriculture, forestry, fishing and hunting	15.38%	5.77%	17.91%	20.39%	-48.51%	-7.14%	47.73%	33.94%
21	Mining, quarrying, and oil and gas extraction	300.00%	18.18%	-	-	-16.67%	-6.90%	-33.33%	-4.55%
22	Utilities	116.67%	-6.25%	7.69%	64.86%	0.00%	3.90%	62.07%	22.11%
23	Construction	13.93%	12.37%	10.65%	19.75%	12.24%	9.01%	7.66%	8.04%
31-33	Manufacturing	1.42%	-3.55%	10.20%	-3.32%	-9.58%	-1.19%	-0.69%	2.22%
41	Wholesale trade	7.48%	-2.13%	-4.02%	-6.56%	-5.93%	-5.85%	0.64%	-1.58%
44-45	Retail trade	1.82%	0.95%	1.76%	5.07%	8.62%	2.07%	9.47%	-0.22%
48-49	Transportation and warehousing	27.01%	18.13%	33.58%	47.04%	55.43%	24.39%	27.04%	47.18%
51	Information and cultural industries	21.57%	1.26%	32.30%	2.32%	23.21%	3.53%	10.03%	6.90%
52	Finance and insurance	37.18%	31.63%	38.81%	26.67%	26.40%	22.11%	45.91%	30.77%
53	Real estate and rental and leasing	24.87%	20.27%	34.51%	31.47%	38.63%	28.81%	50.40%	23.28%
54	Professional, scientific, and technical services	12.87%	7.64%	13.02%	3.08%	29.50%	8.14%	11.81%	8.63%
55	Management of companies and enterprises	-59.15%	-45.86%	-50.46%	-49.09%	-65.82%	-46.42%	-43.29%	-56.02%
56	Administrative and support, waste management and remediation services	7.81%	2.62%	17.31%	13.10%	9.86%	4.12%	7.10%	13.23%
61	Educational services	0.00%	15.19%	22.97%	29.90%	35.51%	25.36%	23.65%	30.63%
62	Health care and social assistance	24.12%	22.37%	16.32%	18.33%	25.89%	19.82%	21.14%	16.29%
71	Arts, entertainment, and recreation	28.43%	19.22%	27.61%	29.16%	3.40%	11.64%	10.00%	17.43%
72	Accommodation and food services	3.17%	2.49%	6.71%	4.81%	10.50%	2.24%	15.83%	4.66%
81	Other services (except public administration)	20.44%	13.50%	16.78%	14.88%	19.82%	11.69%	12.91%	12.18%
91	Public administration	-20.00%	-	-	-50.00%	-50.00%	-18.18%	12.50%	-
N/A	Unclassified	7.08%	-7.55%	-7.84%	-10.96%	-12.98%	-12.90%	-4.56%	0.76%
	Total	14.95%	8.09%	14.59%	10.17%	16.39%	7.89%	15.35%	12.46%

Table 46: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

4.1.2.2. *Business Establishments by Industry, Employees*

Top and Bottom Five Industries

- ✓ 11 – Agriculture, forestry, fishing, and hunting (33.33% increase, 24 businesses June 2016 and 32 in June 2020)
  - Highest growth relative to comparator jurisdictions
- ✓ 52 – Finance and insurance (27.24% increase, 279 businesses June 2016 and 355 in June 2020)
  - Second highest growth relative to comparator jurisdictions
- ✓ 71 – Arts, entertainment, and recreation (24.18% increase, 91 businesses June 2016 and 113 in June 2020)
  - Third highest growth relative to comparator jurisdictions
- ✓ 62 – Health care and social assistance (22.39% increase, 670 businesses June 2016 and 820 in June 2020)
  - Third highest growth relative to comparator jurisdictions
- ✓ 48-49 – Transportation and warehousing (17.86% increase, 224 businesses June 2016 and 264 in June 2020)
  - Fifth highest growth relative to comparator jurisdictions
- × 31-33 – Manufacturing (0.53% decrease, 373 businesses June 2020)
- × 56 – Administrative and support, waste management, and remediation services (3.61% decrease, businesses June 2020)
- × 21 – Mining, quarrying, and oil and gas extraction (20% decrease, 4 businesses June 2020)
- × 91 – Public administration (33.33% decrease, businesses June 2020)
- × 55 – Management of companies and enterprises (43.48% decrease, businesses June 2020)

Key Sectors

- 31-33 – Manufacturing (0.53% decrease, 373 business counts June 2020)
  - Third lowest growth relative to comparator jurisdictions, with Milton and Oakville showing the lowest growth in this industry. Hamilton, the Region of Waterloo, and Brantford saw the highest growth rates in this industry. While Mississauga saw declines in this industry as well, it declined at a slower rate than Burlington (-0.39%), indicating that Burlington may be well-positioned to attract manufacturing businesses within the Halton Region.
- 52 – Finance and insurance (27.24% increase, 355 business counts June 2020)
  - Burlington ranked second highest relative to comparator jurisdictions in terms of growth rate in this industry, surpassed by Hamilton. Notable here is that between December 2014 and June 2016, this industry saw declines in establishments with employees. That trend has reversed over the last four years, indicating that Burlington is well positioned to attract finance and insurance companies.
- 54 – Professional, scientific, and technical services (12.10% increase, 1028 business counts June 2020)
  - Third lowest growth relative to comparator jurisdictions, with Milton, Brantford, and Oakville leading growth (23.25%, 14.37%, and 13.77% respectively). While growth is positive, this indicates low business attraction in comparison to competitors.

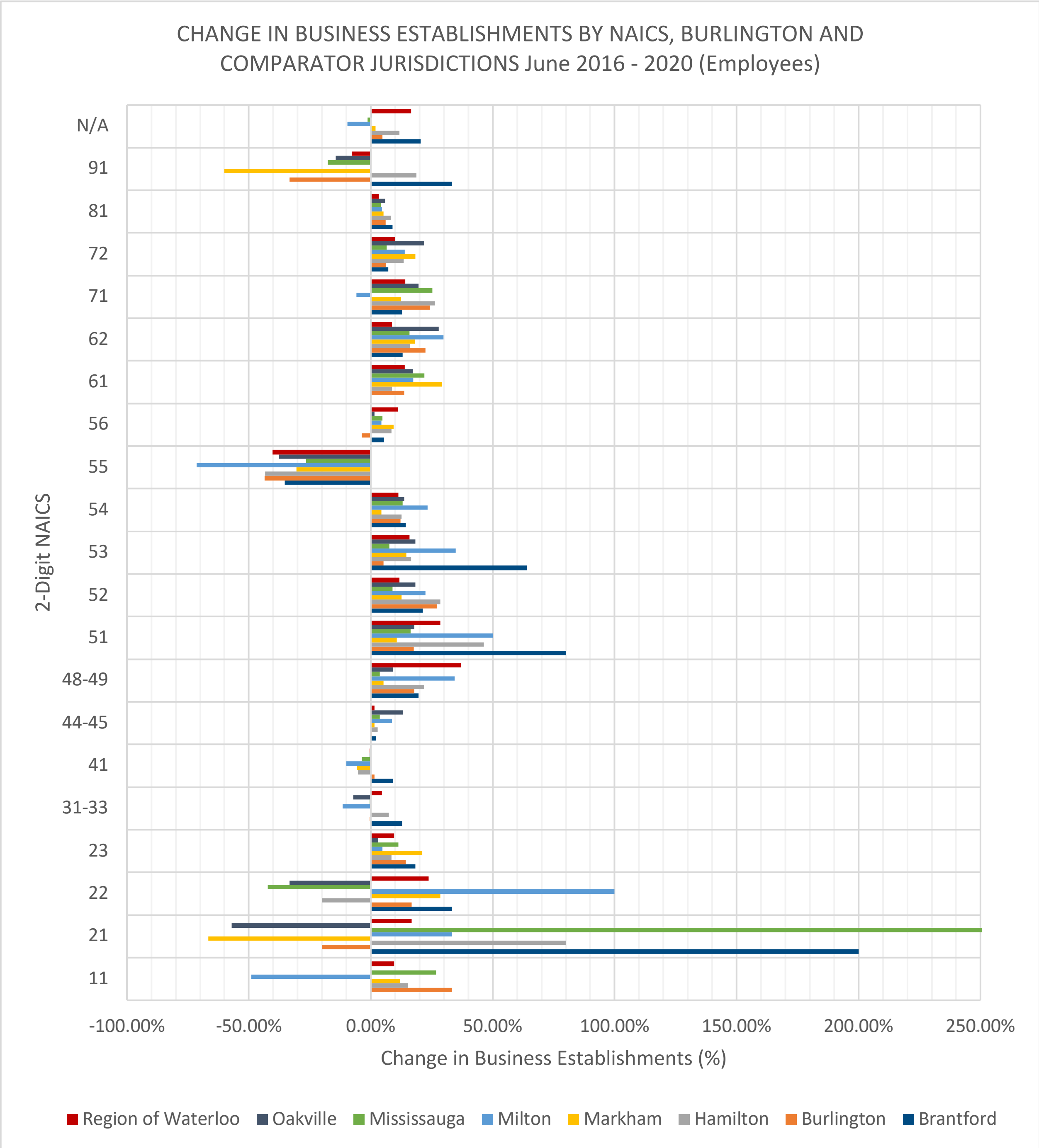


Figure 41: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.
*Refer to table below for industries with growth rate capped by y-axis bounds, e.g., NAICS 21. These generally have low business counts for which small absolute changes translate to high percentage changes.
NAICS Categories: 11-Agriculture; forestry; fishing and hunting, 21-Mining; quarrying; and oil and gas extraction, 22-Utilities, 23-Construction, 31-33 Manufacturing, 41-Wholesale trade, 44-45 Retail trade, 48-49 Transportation and warehousing, 51-Information and cultural industries, 52-Finance and insurance, 53-Real estate and rental and leasing, 54-Professional; scientific and technical services, 55-Management of companies and enterprises, 56-

Administrative and support; waste management and remediation services, 61-Educational services, 62-Health care and social assistance, 71-Arts; entertainment and recreation, 72-Accommodation and food services, 81-Other services (except public administration), 91-Public administration

JUNE 2016 – JUNE 2020 % CHANGE IN BUSINESS ESTABLISHMENTS (Employees)									
NAICS	Industry	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
11	Agriculture, forestry, fishing, and hunting	-	33.33%	15.25%	12.00%	-48.89%	26.67%	0.00%	9.58%
21	Mining, quarrying, and oil and gas extraction	200.00%	-20.00%	80.00%	-66.67%	33.33%	600.00%	-57.14%	16.67%
22	Utilities	33.33%	16.67%	-20.00%	28.57%	100.00%	-42.31%	-33.33%	23.81%
23	Construction	18.22%	14.29%	8.58%	21.11%	4.81%	11.34%	3.02%	9.64%
31-33	Manufacturing	12.90%	-0.53%	7.45%	0.17%	-11.59%	-0.39%	-7.17%	4.65%
41	Wholesale trade	9.23%	1.47%	-5.16%	-5.57%	-10.11%	-3.65%	-0.41%	-0.47%
44-45	Retail trade	2.11%	0.42%	2.77%	1.47%	8.65%	3.78%	13.28%	1.62%
48-49	Transportation and warehousing	19.52%	17.86%	21.69%	5.11%	34.33%	3.65%	9.06%	36.96%
51	Information and cultural industries	80.00%	17.65%	46.32%	10.56%	50.00%	16.40%	17.92%	28.57%
52	Finance and insurance	21.25%	27.24%	28.54%	12.54%	22.39%	9.01%	18.21%	11.69%
53	Real estate and rental and leasing	64.00%	5.29%	16.57%	14.50%	34.78%	7.72%	18.36%	15.86%
54	Professional, scientific and technical services	14.37%	12.10%	12.64%	4.33%	23.25%	13.10%	13.77%	11.35%
55	Management of companies and enterprises	-35.29%	-43.48%	-43.43%	-30.52%	-71.43%	-26.59%	-37.65%	-40.30%
56	Administrative and support, waste management and remediation services	5.50%	-3.61%	8.55%	9.40%	4.32%	4.79%	1.53%	11.19%
61	Educational services	-	13.75%	8.72%	29.22%	17.50%	21.93%	17.29%	13.92%
62	Health care and social assistance	13.08%	22.39%	16.08%	18.04%	29.73%	15.78%	27.88%	8.67%
71	Arts, entertainment and recreation	12.82%	24.18%	26.42%	12.39%	-5.88%	25.14%	19.59%	14.05%
72	Accommodation and food services	7.27%	6.20%	13.42%	18.26%	13.86%	6.44%	21.74%	10.02%
81	Other services (except public administration)	8.84%	6.03%	8.37%	5.20%	4.48%	4.20%	5.94%	3.20%
91	Public administration	33.33%	-33.33%	18.75%	-60.00%	-	-17.65%	-14.29%	-7.69%
N/A	Unclassified	20.35%	4.70%	11.67%	1.98%	-9.62%	-1.35%	0.45%	16.55%
	Total	13.56%	8.52%	10.96%	7.04%	10.59%	5.82%	10.40%	9.56%

Table 47: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

4.1.2.3. Business Establishments by Industry, Without Employees

Top and Bottom Five Industries

- ✓ 91 – Public administration (100% increase, 0 businesses in June 2016 and 1 in June 2020)
    - Second highest growth relative to comparator jurisdictions
- ✓ 21 – Mining, quarrying, and oil and gas extraction (50% increase, 6 businesses in June 2016 and 9 in June 2020)
    - Second highest growth relative to comparator jurisdictions
- ✓ 52 – Finance and insurance (32.84% increase, 1,011 businesses in June 2016 and 1,343 in June 2020)
    - Fifth highest growth relative to comparator jurisdictions
- ✓ 62 – Health care and social assistance (22.35% increase, 886 businesses in June 2016 and 1,084 in June 2020)
    - Fourth highest growth relative to comparator jurisdictions
- ✓ 53 – Real estate and rental and leasing (21.56% increase, 2,630 businesses in June 2016 and 3,197 in June 2020)
    - Lowest growth relative to comparator jurisdictions
- × 72 – Accommodation and food services (6.58% decrease, 142 businesses in June 2020)
- × 41 – Wholesale trade (6.76% decrease, 345 businesses in June 2020)
- × N/A - Unclassified (10.11% decrease, 2,107 businesses in June 2020)
- × 22 – Utilities (20.0% decrease, 8 businesses in June 2020)
- × 55 – Management of companies and enterprises (46.31% decrease, 262 businesses in June 2020)

Key Sectors

- 31-33 – Manufacturing (7.72% decrease, 251 business counts in June 2020)
    - Second lowest growth relative to comparator jurisdictions, with Brantford showing the lowest growth in this industry with a decline of 21.05%. Hamilton and Oakville saw the highest growth rates in this industry. While Mississauga saw declines in this industry as well of -2.39%, it declined at a slower rate than Burlington.
- 52 – Finance and insurance (32.84% increase, 1,343 business counts in June 2020)
    - While this was the third fastest growing industry in Burlington over the last four years, Burlington ranked fifth highest relative to comparator jurisdictions, surpassed by Oakville, Hamilton, Brantford, and the Region of Waterloo.
- 54 – Professional, scientific, and technical services (5.89% increase, 2,464 business counts in June 2020)
    - Third lowest growth relative to comparator jurisdictions, with Milton, Oakville, and Hamilton leading growth (32.74%, 10.94%, and 13.19% respectively).

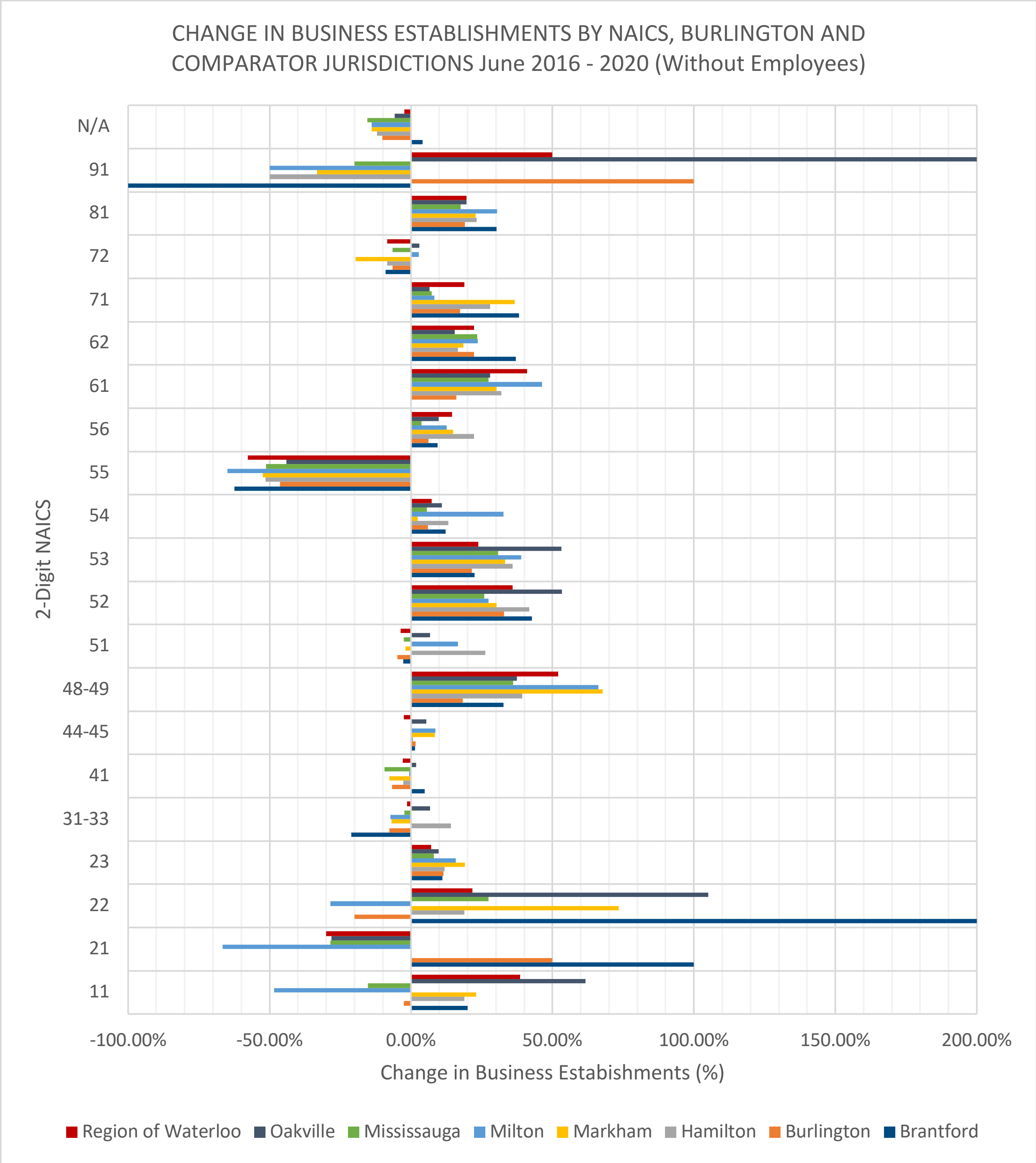


Figure 42: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development. *Refer to table below for industries with growth rate capped by y-axis bounds, e.g., NAICS 21. These generally have low business counts for which small absolute changes translate to high percentage changes. NAICS Categories: 11-Agriculture; forestry; fishing and hunting, 21-Mining; quarrying; and oil and gas extraction, 22-Utilities, 23-Construction, 31-33 Manufacturing, 41-Wholesale trade, 44-45 Retail trade, 48-49 Transportation and warehousing, 51-Information and cultural industries, 52-Finance and insurance, 53-Real estate and rental and leasing, 54-Professional; scientific and technical services, 55-Management of companies and enterprises, 56- Administrative and support; waste management and remediation services, 61-Educational services,

62-Health care and social assistance, 71-Arts; entertainment and recreation, 72-Accommodation and food services, 81-Other services (except public administration), 91-Public administration

JUNE 2016 – JUNE 2020 % CHANGE IN BUSINESS ESTABLISHMENTS (Without Employees)									
NAICS	**Industry**	**Brantford**	**Burlington**	**Hamilton**	**Markham**	**Milton**	**Mississauga**	**Oakville**	**Region of Waterloo**
11	**Agriculture, forestry, fishing and hunting**	20.00%	-2.50%	18.92%	23.08%	-48.41%	-15.32%	61.76%	38.60%
21	**Mining, quarrying, and oil and gas extraction**	100.00%	50.00%	-	-	-66.67%	-28.57%	-28.13%	-30.00%
22	**Utilities**	200.00%	-20.00%	18.92%	73.33%	-28.57%	27.45%	105.00%	21.62%
23	**Construction**	11.17%	11.41%	11.89%	19.12%	15.79%	8.04%	9.84%	7.02%
31-33	**Manufacturing**	-21.05%	-7.72%	14.10%	-6.98%	-7.32%	-2.39%	6.67%	-1.50%
41	**Wholesale trade**	4.76%	-6.76%	-2.67%	-7.69%	-0.67%	-9.31%	1.77%	-2.98%
44-45	**Retail trade**	1.38%	1.63%	0.58%	8.40%	8.60%	0.31%	5.49%	-2.46%
48-49	**Transportation and warehousing**	32.73%	18.27%	39.26%	67.79%	66.22%	36.13%	37.34%	52.10%
51	**Information and cultural industries**	-2.78%	-4.74%	26.27%	-2.07%	16.67%	-2.61%	6.72%	-3.61%
52	**Finance and insurance**	42.67%	32.84%	41.71%	30.29%	27.45%	25.79%	53.29%	35.93%
53	**Real estate and rental and leasing**	22.55%	21.56%	35.99%	33.17%	38.91%	30.80%	53.08%	23.85%
54	**Professional, scientific and technical services**	12.14%	5.89%	13.19%	2.41%	32.74%	5.64%	10.94%	7.34%
55	**Management of companies and enterprises**	-62.40%	-46.31%	-51.35%	-52.30%	-64.96%	-51.16%	-44.00%	-57.77%
56	**Administrative and support, waste management and remediation services**	9.38%	6.15%	22.24%	14.81%	12.64%	3.78%	9.74%	14.59%
61	**Educational services**	0.00%	15.92%	31.99%	30.31%	46.27%	27.29%	27.86%	41.03%
62	**Health care and social assistance**	36.96%	22.35%	16.51%	18.57%	23.56%	23.34%	15.42%	22.34%
71	**Arts, entertainment and recreation**	38.10%	17.36%	28.02%	36.61%	8.33%	7.39%	6.46%	18.91%
72	**Accommodation and food services**	-8.93%	-6.58%	-8.33%	-19.60%	2.78%	-6.49%	2.96%	-8.40%
81	**Other services (except public administration)**	30.27%	18.97%	23.27%	22.75%	30.43%	17.52%	19.70%	19.53%
91	**Public administration**	-100.00%	100.00%	-50.00%	-33.33%	-50.00%	-20.00%	200.00%	50.00%
N/A	**Unclassified**	4.05%	-10.11%	-12.08%	-13.90%	-13.93%	-15.48%	-5.84%	-2.39%
	Total	15.71%	7.90%	16.30%	11.52%	18.97%	8.87%	17.47%	13.79%

Table 48Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

4.1.3. Business Establishments June 2016 – June 2020 Total Changes

4.1.3.1. Business Establishments, Employees + Without Employees

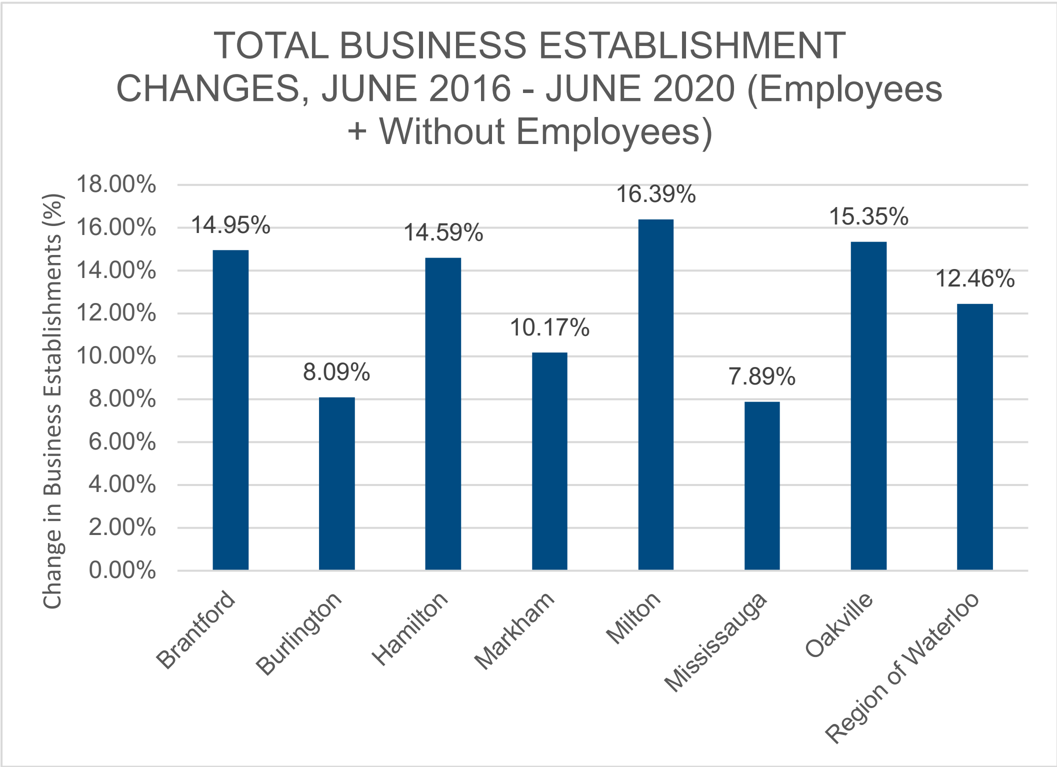


Figure 43: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

JUNE 2016 - JUNE 2020 BUSINESS ESTABLISHMENT CHANGES (Employees + Without Employees)				
Jurisdiction	**Total Establishments Jun-16**	**Total Establishments Jun-20**	**Absolute Change**	**% Change**
Brantford	6,748	7,757	1,009	14.95%
Burlington	21,088	22,795	1,707	8.09%
Hamilton	44,113	50,550	6,437	14.59%
Markham	47,485	52,312	4,827	10.17%
Milton	10,292	11,979	1687	16.39%
Mississauga	88,653	95,645	6,992	7.89%
Oakville	27,166	31,337	4,171	15.35%
Region of Waterloo	49,762	55,961	6,199	12.46%
Total	**295,307**	**328,336**	**33,029**	**11.18%**

Table 49: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

4.1.3.2. Business Establishments, Employees

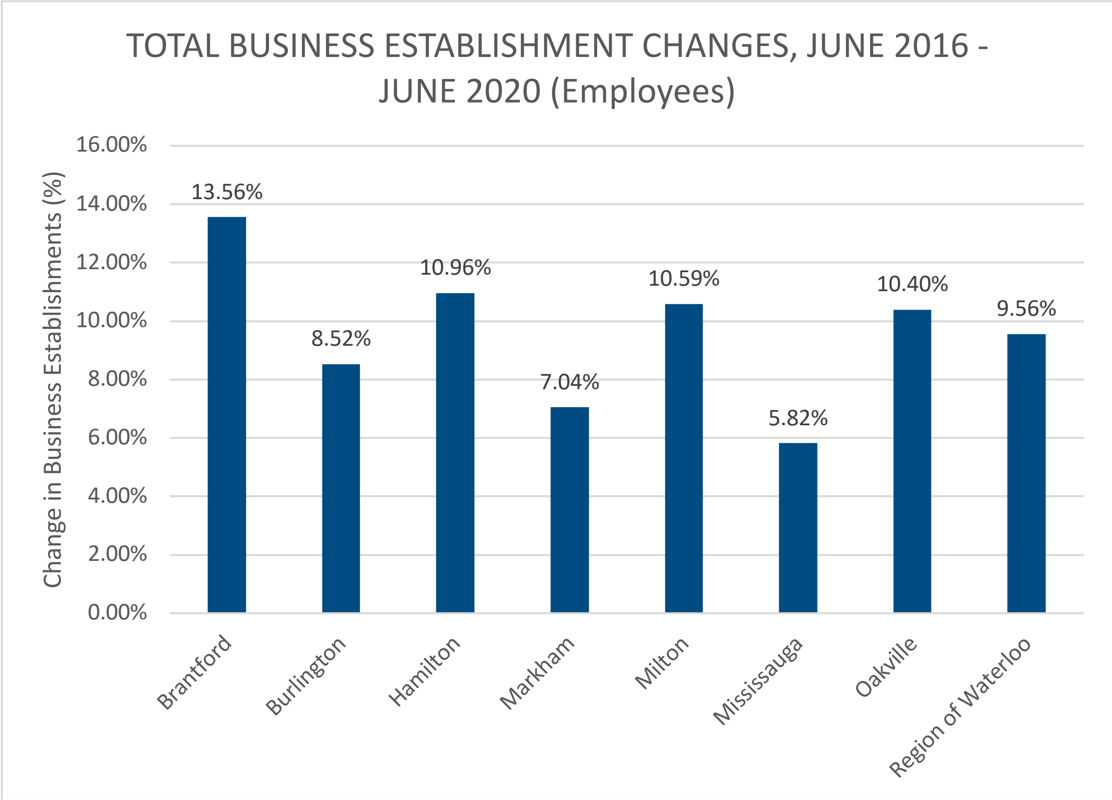


Figure 44: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development

JUNE 2016 - JUNE 2020 BUSINESS ESTABLISHMENT CHANGES (Employees)				
Jurisdiction	**Total Establishments Jun-16**	**Total Establishments Jun-20**	**Absolute Change**	**% Change**
Brantford	2,375	2,697	322	13.56%
Burlington	6,522	7,078	556	8.52%
Hamilton	14,074	15,616	1,542	10.96%
Markham	14,337	15,347	1,010	7.04%
Milton	3,164	3,499	335	10.59%
Mississauga	28,648	30,316	1,668	5.82%
Oakville	8,128	8,973	845	10.40%
Region of Waterloo	15,700	17,201	1,501	9.56%
Total	**92,948**	**100,727**	**7,779**	**8.37%**

Table 50: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development

4.1.3.3. Business Establishments, Without Employees

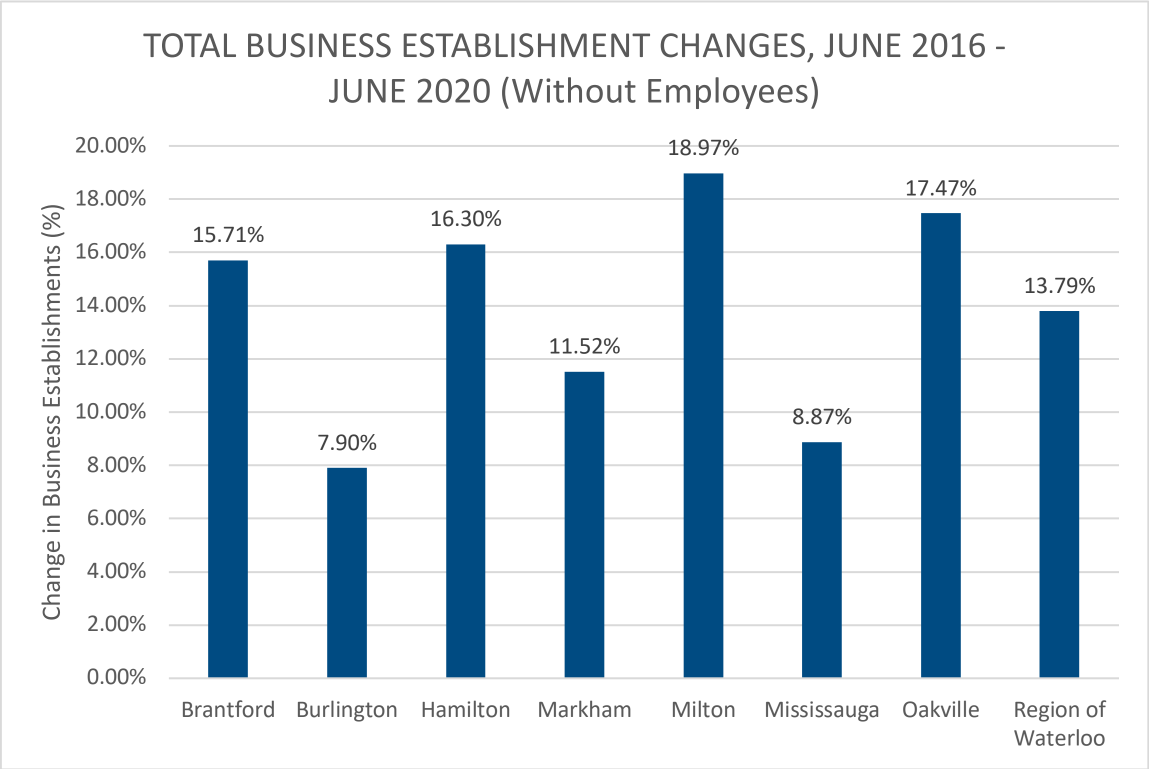


Figure 45: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

JUNE 2016 - JUNE 2020 BUSINESS ESTABLISHMENT CHANGES (Without Employees)				
Jurisdiction	**Total Establishments Jun-16**	**Total Establishments Jun-20**	**Absolute Change**	**% Change**
Brantford	4,373	5,060	687	15.71%
Burlington	14,566	15,717	1,151	7.90%
Hamilton	30,039	34,934	4,895	16.30%
Markham	33,148	36,965	3,817	11.52%
Milton	7,128	8,480	1352	18.97%
Mississauga	60,005	65,329	5,324	8.87%
Oakville	19,038	22,364	3,326	17.47%
Region of Waterloo	34,062	38,760	4,698	13.79%
Total	**202,359**	**227,609**	**25,250**	**12.48%**

Table 51: Source: Community Data Portal, Canadian Business Patterns, Statistics Canada, adapted by Burlington Economic Development.

5. LOCATION QUOTIENTS

*Note: The data and comparisons made in this section are based on the 2016 Census.

Location quotients (LQs) help determine the level and degree of specialization of a specific area. It quantifies how concentrated the economic activities of an industry, cluster, occupation, or demographic group in a smaller area relative to an overarching region(s), revealing what makes it unique.

The LQs below have been calculated by EMSI Analyst by concentration of jobs for 2-digit NAICS industries relative to Ontario and compare Burlington's industry specialization to that of seven comparator jurisdictions. This LQ analysis will help highlight the industries in which Burlington has competitive advantages based on the number of employees. For LQs by business establishment concentration, refer to the 2014 competitive analysis.[8]

- A location quotient greater than 1.25 for a given sector indicates a local concentration of economic activity as compared to the overarching region and may be an indication of competitive advantage with respect to the attraction of that industry sector.
- Location quotients equal to 1.0 for a given sector suggest that the study area has the same concentration of economic activity as the overarching comparator.
- A location quotient of less than 0.75 suggests that the place in question a low local concentration of economic activity and does not have a strong competitive advantage.

LQs are captured in two separate categories, employees and self-employed. The latter represents workers who consider self-employment their primary form of income and can be used to gauge entrepreneurship activity.

5.1. LOCATION QUOTIENT BY EMPLOYEES

The figure below shows that Burlington has a high degree of specialization (LQ > 1.25) by number of employees in the following industries:

- ✓ NAICS 55 – Management of companies and enterprises (2.22) – Oakville, Markham and Mississauga also have this specialization (2.3, 1.64 and 1.4 respectively). This represents a competitive advantage because it is the second highest LQ relative to comparator jurisdictions.
- ✓ NAICS 41 – Wholesale trade (1.76) – Markham, Milton, Mississauga, and Oakville also have this specialization (2.91, 2.6, 2.32, 1.46 respectively). Even with an LQ > 1.25, this does not represent a competitive advantage relative to comparator jurisdictions with the top three LQ values being much higher than Burlington's.
- ✓ NAICS 31-33 – Manufacturing (1.45) – Brantford, Region of Waterloo, Oakville, Milton and Mississauga also have this specialization (1.77, 1.73, 1.51, 1.36 and 1.36 respectively). Manufacturing appears to be a regionally specialized industry given the close proximity of

[8] Burlington Economic Development's 2014 Competitive Analysis is located at: https://investburlington.ca/wp-content/uploads/2015/09/Competitive-Analysis.pdf

LQ values > 1.25. Burlington has the fourth highest LQ between Oakville and Mississauga, indicating no clear competitive advantage.

- ✓ NAICS 54 – Professional, scientific, and technical services (1.4) – Markham, Mississauga and Oakville also have this specialization (2.71, 1.43 and 1.29 respectively). This specialization represents a competitive advantage for Burlington as it is in the top three, relative to comparator jurisdictions.
- ✓ NAICS 51 – Information and cultural studies (1.38) – Markham and Mississauga also have this specialization (1.57 and 1.49). This specialization represents a competitive advantage as Burlington is in the top three, relative to comparator jurisdictions.

Areas where Burlington has a low degree of specialization (LQ < 0.75) which are an indication of no competitive advantage:

- × NAIC 62 – Health care and social assistance (0.69)
- × NAICS 48-49 – Transportation and warehousing (0.62)
- × NAICS 22 – Utilities (0.61)
- × NAICS 91 – Public administration (0.49)
- × NAICS 11 – Agriculture, forestry, fishing and hunting (0.19)
- × NAICS 21 Mining, quarrying, and oil and gas extraction (0.06)

2016 LOCATION QUOTIENTS RELATIVE TO ONTARIO (Employees)									
NAICS	Industry	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
11	Agriculture, forestry, fishing and hunting	0.109766	0.195073	0.865589	0.102172	1.66403	0.086677	0.050602	0.543059
21	Mining, quarrying, and oil and gas extraction	0.0105	0.059243	0.041446	0.00661	0.016942	0.057951	0.015198	0.05361
22	Utilities	0.301068	0.613026	0.573293	0.307984	0.453243	0.467351	0.657233	0.336556
23	Construction	0.591378	0.975444	0.993782	0.728542	1.29891	0.724759	0.771941	0.91498
31-33	Manufacturing	1.77036	1.45218	1.11666	1.05426	1.36357	1.35722	1.51404	1.72672
41	Wholesale trade	1.19166	1.75773	0.795035	2.91077	2.60086	2.3212	1.46099	1.22806
44	Retail trade	1.08155	1.16644	0.955793	0.738287	1.30482	0.896889	1.04187	1.01065
48-89	Transportation and warehousing	0.968618	0.622707	0.770704	0.439758	1.01652	2.43834	0.606384	0.860273
51	Information and cultural industries	0.291653	1.38286	0.714598	1.57177	0.415014	1.48703	0.927503	1.06721
52	Finance and insurance	0.38955	0.865683	0.669779	1.23316	0.32726	1.22095	0.906577	1.26
53	Real estate and rental and leasing	0.913987	0.871227	1.0975	1.54802	0.654122	1.16743	1.07275	1.08445
54	Professional, scientific and technical services	0.415493	1.40147	0.679919	2.70778	0.668976	1.43393	1.2921	0.967312
55	Management of companies and enterprises	0.053255	2.21715	0.638981	1.63557	0.079543	1.39855	2.30272	0.322129
56	Administrative and support, waste management and remediation services	1.59486	1.00591	1.11794	1.71526	0.989043	1.5021	1.04276	0.966903
61	Educational services	1.02518	0.830541	1.50251	0.705594	0.838036	0.614242	1.05515	1.13741
62	Health care and social assistance	1.31422	0.69022	1.36515	0.474568	0.660051	0.5096	0.723536	0.824211
71	Arts, entertainment and recreation	1.83062	0.822391	0.904717	0.713949	2.02785	0.268618	0.939766	0.613729
72	Accommodation and food services	1.03015	1.1245	0.926644	0.798826	0.70436	0.709161	1.02622	0.91492
81	Other services (except public administration)	0.767819	0.85118	1.22441	0.883889	0.935979	0.797414	1.21598	0.906457
91	Public administration	0.606301	0.489508	0.775195	0.3023	0.634362	0.29099	0.720113	0.634252
X0	Unclassified	0.92774	0.926139	0.940672	0.933752	0.912284	0.91165	0.92135	0.956703

Table 52: Source: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

5.2. LOCATION QUOTIENT BY SELF-EMPLOYED

The figure below shows that Burlington has a high degree of specialization (LQ > 1.25) by number of self-employed in the following industries:

- ✓ NAICS 52 – Finance and insurance (2.38) – Markham, Oakville, Mississauga, and Region of Waterloo also have this specialization (2.79, 2.14, 1.54 and 1.28 respectively). This represents a competitive advantage because it is the second highest LQ relative to comparator jurisdictions.

- ✓ NAICS 56 – Administrative and support waste management and remediation services (1.86) – Brantford, Mississauga and Brantford also have this specialization (1.44, 1.34 and 1.33 respectively). Burlington has a competitive advantage having the highest LQ.
- ✓ NAICS 61 – Educational services (1.6) – Brantford, Oakville and Region of Waterloo also have this specialization (1.9, 1.48 and 1.28 respectively). This represents a competitive advantage because it is the second highest LQ relative to comparator jurisdictions.
- ✓ NAICS 41 – Wholesale trade (1.43) – Five comparator jurisdictions also have this specialization, with Burlington ranking fourth. This does not clearly demonstrate a competitive advantage.
- ✓ NAICS 54 – Professional, scientific, and technical services (1.33) - Oakville and Markham also have this specialization (1.47 and 1.41 respectively). This represents a competitive advantage being one of the only three jurisdictions with a LQ > 1.25. However, there is strong competition from Oakville.
- ✓ NAICS 53 – Real estate and rental and leasing (1.26) – All comparator jurisdictions except for Hamilton also have this specialization. Burlington has the second lowest LQ despite having a specialization, indicating a competitive disadvantage.

Areas where Burlington has a low degree of specialization (LQ < 0.75) which are an indication of no competitive advantage:

- × NAICS 81 – Other services (except public administration) (0.74)
- × NAICS 22 – Utilities (0.62)
- × NAICS 48-49 – Transportation and warehousing (0.54)
- × NAICS 72 – Accommodation and food services (0.25)
- × NAICS 11 – Agriculture, forestry, fishing and hunting (0.12)
- × NAICS 21 – Mining, quarrying, and oil and gas extraction (0.05)

NAICS	Industry	Brantford	Burlington	Hamilton	Markham	Milton	Mississauga	Oakville	Region of Waterloo
2016 LOCATION QUOTIENTS (Self-Employed)									
11	**Agriculture, forestry, fishing, and hunting**	0.042903	0.120891	0.32091	0.026008	0.55907	0.014399	0.075106	0.664384
21	**Mining, quarrying, and oil and gas extraction**	0	0.049913	0.046073	0.101937	0	0	0.159665	0.051727
22	**Utilities**	0.70241	0.624825	0.678966	0	0	0	0	0
23	**Construction**	0.540746	0.806852	1.02927	0.58933	1.31651	0.995685	0.936895	1.00374
31-33	**Manufacturing**	0.404882	1.02894	1.45395	0.889694	0.65855	1.20359	0.852686	1.22017
41	**Wholesale trade**	1.40358	1.42769	0.904316	2.66567	1.92032	1.77059	1.27856	1.086
44	**Retail trade**	1.82547	0.883745	1.2171	0.966597	0.80198	0.653198	0.769875	1.10176
48-89	**Transportation and warehousing**	1.20671	0.536087	1.23113	0.479115	1.10176	2.38329	0.695683	1.14962
51	**Information and cultural industries**	0.830615	0.84544	0.952059	0.829332	0.619177	1.18178	0.620954	0.685427
52	**Finance and insurance**	0.976741	2.3738	0.792178	2.79044	1.17083	1.54252	2.13989	1.28249
53	**Real estate and rental and leasing**	1.65874	1.25509	0.834531	1.91453	1.5921	1.7884	2.15243	1.31835
54	**Professional, scientific, and technical services**	0.91945	1.33208	1.04082	1.41448	1.13921	1.04924	1.47131	0.986281
55	**Management of companies and enterprises**	0	0	0	1.06115	0.571446	0.480411	0.122767	0
56	**Administrative and support, waste management and remediation services**	1.43548	1.85795	1.14813	1.33057	1.06395	1.33712	1.06418	0.941284
61	**Educational services**	1.90111	1.5978	0.987016	1.05556	0.709598	0.847499	1.47811	1.27945
62	**Health care and social assistance**	1.47917	0.817285	1.03491	0.735087	0.910787	0.593154	0.821349	0.912827
71	**Arts, entertainment, and recreation**	0.701897	0.815064	1.16209	0.709625	0.400293	0.656804	1.08348	0.866701
72	**Accommodation and food services**	0.059028	0.246997	0.602993	0.816751	0.28709	0.767829	0.061747	0.725971
81	**Other services (except public administration)**	0.864308	0.73614	1.08214	0.733074	0.671606	0.58682	0.55113	1.04523
91	Public administration	0	0	0	0	0	0	0	0
X0	Unclassified	0	0	0	0	0	0	0	0

Table 53: Source: Employees - EMSI 2016.3, adapted by Burlington Economic Development.

6. MARKET OUTLOOK

The Market Outlook section provides insight for growth in Burlington through employment land and real estate market indicators. The findings are for the support of the QEW Corridor strategy.

6.1. EMPLOYMENT LANDS

6.1.1. Employment Land Inventory

BURLINGTON VACANT EMPLOYMENT LAND, OCT 2020				
Category	Parcels (#)	Parcels (%)	Area (ha)	Area (%)
Serviced	39	70%	70.16	28%
Un-serviced	17	30%	182.1	72%
Total	56	100%	**252.26**	**100%**

Table 54: Burlington Economic Development calculation adapted from Burlington Employment Lands Study Phase 2 - March 2013, data from Dillon Consulting & Watson and Associates https://www.burlington.ca/en/services-for-you/resources/Initiative%20Projects/ Official_Plan_Review/Studies/Employment_Lands_Phase_2/CPR_-_Employment_Lands_Study_Ph2_-_Stakeholder_Workshop_Presentation.pdf

6.1.2. Office & Industrial Inventory

Office and industrial inventory data were collected from CBRE market reports. Due to the availability of jurisdiction and time periods, the time series does not contain full datasets. No data was available for Hamilton.

Note: Region of Waterloo data includes Waterloo, Kitchener, Cambridge, Guelph for office inventory, and includes Brantford and Stratford as well for industrial inventory.

6.1.2.1. Office Inventory

Office inventory did not experience similar growth from 2016 Q4 to 2020 Q2 across all jurisdictions. Markham South saw a 27% increase in office inventory, from 3.17 to 4.01 million SQ FT. In terms of inventory added, the Region of Waterloo saw the highest additions, increasing inventory by nearly 1.39 million SQ FT. Burlington added nearly 230,000 SQ FT over the four-year period, a significant increase from the previous four-year period from 2013 to 2016, in which 160,000 SQ FT were added.

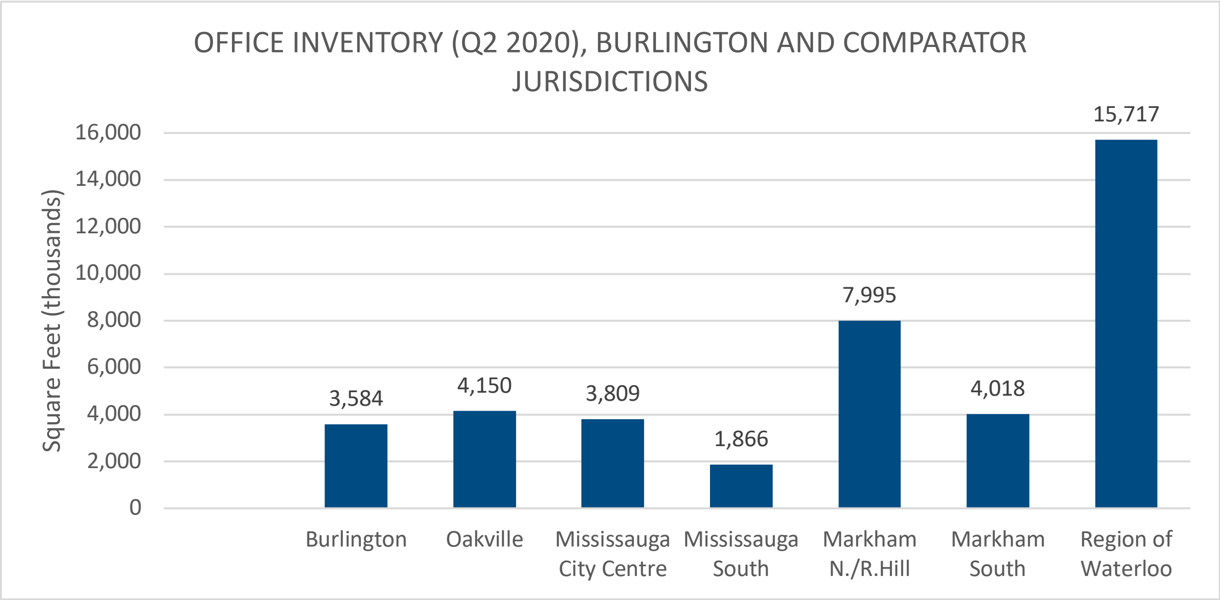


Figure 46: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

OFFICE INVENTORY (SQ FT), BURLINGTON AND COMPARATOR JURISDICTIONS			
Jurisdiction	**2016 Q4**	**2018 Q4**	**2020 Q2**
Burlington	3,353,827	3,540,122	3,583,793
Oakville	3,765,413	4,156,426	4,150,026
Mississauga City Centre	3,808,582	3,808,582	3,808,582
Mississauga South	1,993,374	1,866,212	1,866,212
Markham N./R. Hill	7,871,803	7,866,410	7,994,979
Markham South	3,167,526	4,017,526	4,017,526
Region of Waterloo	14,327,528	15,501,637	15,716,539

Table 55: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx OFFICE INVENTORY (SQ FT) Jurisdiction

6.1.2.2. Industrial Inventory

Growth in industrial inventory has been minimal in some jurisdictions, and significant in others. Milton added the largest amount of square footage to its current inventory, adding over 5.17 million SQ FT between 2016 Q4 and 2020 Q2. In terms of percentage growth, Brantford and Mississauga saw the highest growth in industrial inventory of all comparator jurisdictions (9% and 8% respectively).

Burlington added the least industrial inventory of all comparator jurisdictions, with 187,485 SQ FT (+0.9%) added in the four-year period, totalling 21.01 million SQ FT.

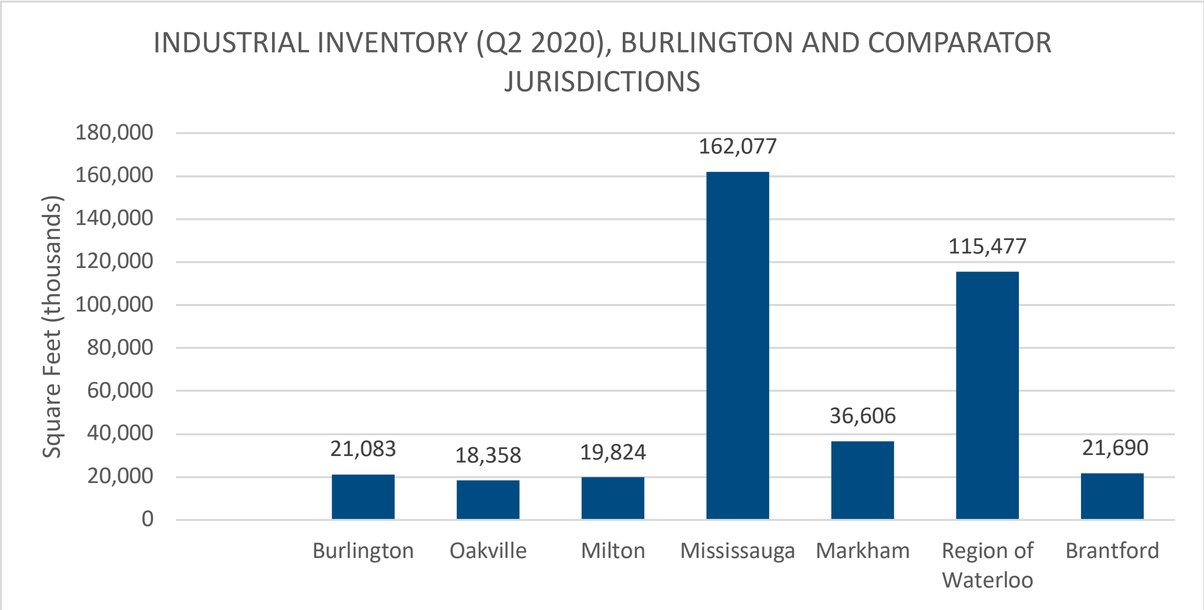


Figure 47: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

INDUSTRIAL INVENTORY (SQ FT), BURLINGTON AND COMPARATOR JURISDICTIONS			
Jurisdiction	**2016 Q4**	**2018 Q4**	**2020 Q2**
Burlington	20,895,222	20,895,222	21,082,707
Oakville	18,111,186	18,209,735	18,358,002
Milton	18,335,068	18,501,482	19,823,873
Mississauga	156,909,090	159,998,541	162,076,685
Markham	36,286,002	36,345,752	36,605,752
Region of Waterloo	112,560,735	115,119,731	115,476,566
Brantford	19,912,076	21,669,980	21,689,980

Table 56: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

6.2. VACANCY RATES

6.2.1. Office Vacancy Rates

In terms of general trends, most jurisdictions saw reduced office vacancy rates between 2016 Q4 and 2020 Q2, except for Mississauga South and Markham South. The rise in vacancy rates in Markham South can be explained by the significant increase in office inventory in the city, however. Though they have fallen considerably over the last four years, Burlington (13.6%) and Oakville (17.0%) continue to have the highest office vacancy rates relative to Mississauga, Markham, and the Region of Waterloo. This shows a move in the right direction for both cities, both of which were seeing dramatic rises in vacancy rates (>200%) over the previous four-year period between 2013 and 2016.

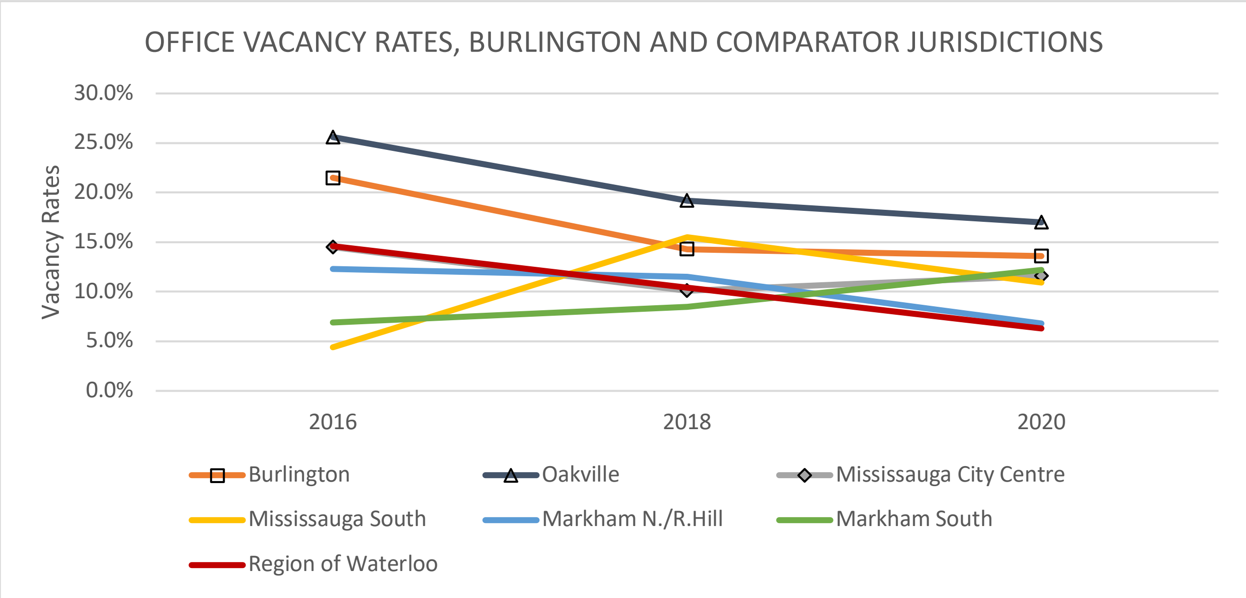


Figure 48: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

OFFICE VACANCY RATES, BURLINGTON AND COMPARATOR JURISDICTIONS			
Jurisdiction	**2016**	**2018**	**2020**
Burlington	21.5%	14.3%	13.6%
Oakville	25.6%	19.2%	17.0%
Mississauga City Centre	14.5%	10.1%	11.6%
Mississauga South	4.4%	15.5%	10.9%
Markham N./R. Hill	12.3%	11.5%	6.8%
Markham South	6.9%	8.5%	12.2%
Region of Waterloo	14.6%	10.4%	6.3%

Table 57: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

6.2.2. Industrial Vacancy Rates

The industrial vacancy rate in Burlington reached a new low of 2.1% in 2020 Q2. This is lower than the vacancy rate in Oakville, Brantford, and the Region of Waterloo, but higher than Milton, Mississauga, and Markham. The trend towards lower industrial vacancy rates is generally stable across all comparator jurisdictions, aside from Oakville which dropped to 1.0% in 2018, but rose again to 2016 numbers (over 2.5%) by 2020.

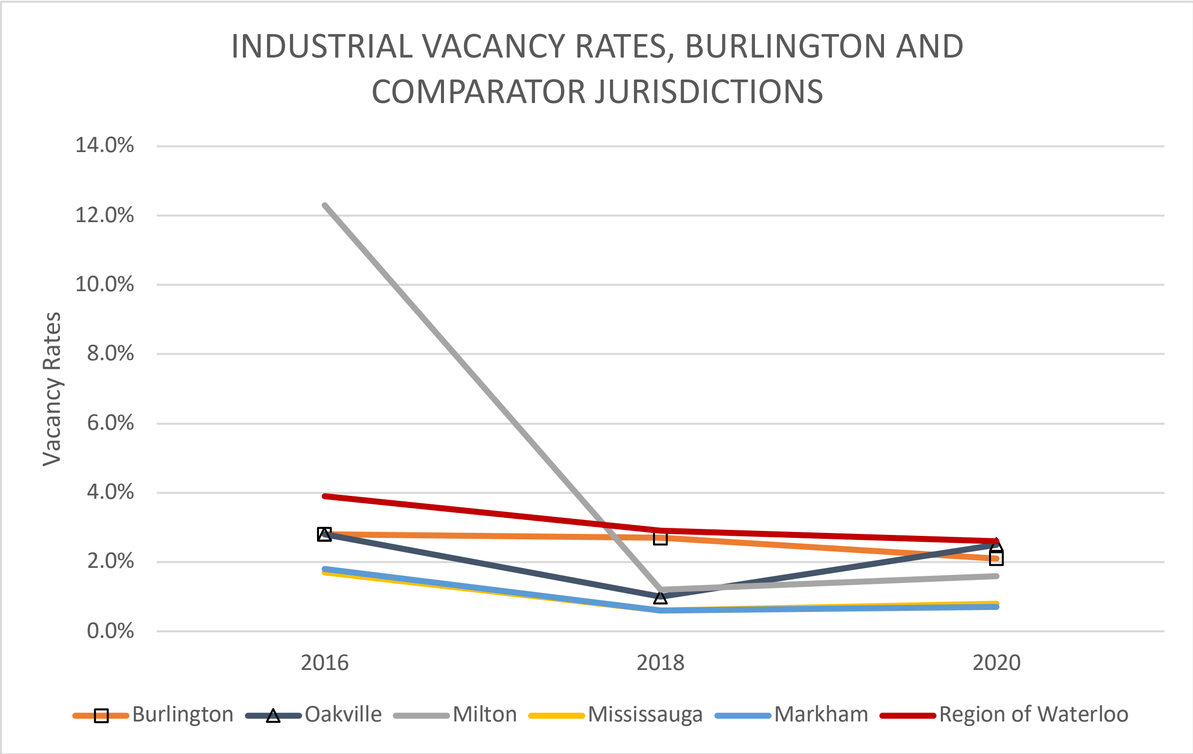


Figure 49: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

INDUSTRIAL VACANCY RATES, BURLINGTON AND COMPARATOR JURISDICTIONS			
Jurisdictions	**2016**	**2018**	**2020**
Burlington	2.8%	2.7%	2.1%
Oakville	2.8%	1.0%	2.5%
Milton	12.3%	1.2%	1.6%
Mississauga	1.7%	0.6%	0.8%
Markham	1.8%	0.6%	0.7%
Region of Waterloo	3.9%	2.9%	2.6%
Brantford		7.4%	2.6%

Table 58: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

6.3. RENTAL RATES

6.3.1. Office Rental Rates

Office rental rates have remained relatively stable (i.e., ±5%) between 2016 and 2020, apart from Mississauga South, which saw a 22% increase in rental rates. Overall, Oakville has the highest office net rental rate of $18.82 per SQ FT in 2020 Q2 relative to Burlington, Mississauga, Markham, and the Region of Waterloo. The rate in Burlington decreased by 5% to $15.75 per SQ FT from 2016 Q4 to 2020 Q2. This rate is higher than Markham South and Region of Waterloo, but lower than the rates in Oakville, Mississauga, and Markham North.

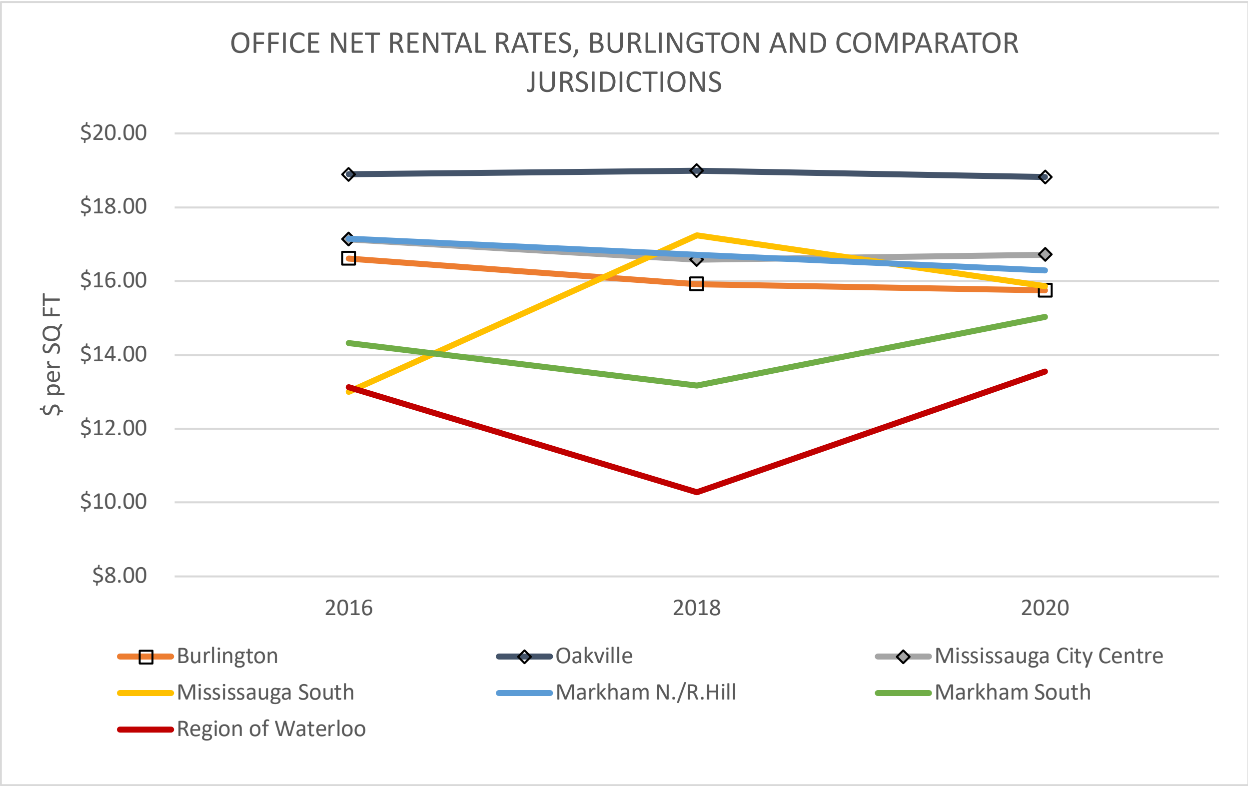


Figure 50: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

OFFICE NET RENTAL RATES PER SQ FT, BURLINGTON AND COMPARATOR JURISDICTIONS			
Jurisdictions	**2016**	**2018**	**2020**
Burlington	$ 16.61	$ 15.92	$ 15.75
Oakville	$ 18.89	$ 18.99	$ 18.82
Mississauga City Centre	$ 17.13	$ 16.58	$ 16.72
Mississauga South	$ 13.00	$ 17.24	$ 15.86
Markham N./R. Hill	$ 17.15	$ 16.71	$ 16.29
Markham South	$ 14.32	$ 13.17	$ 15.03
Region of Waterloo	$ 13.13	$ 10.28	$ 13.55

Table 59: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

6.3.2. Industrial Rental Rates

Industrial rates have been rising significantly across all comparator jurisdictions between 2016 Q4 and 2020 Q2, with over 50% increases in rates seen across most jurisdictions. Overall, the Region of Waterloo saw the lowest rise in rental rates, with an increase of 23.2% seen over four years. In Burlington, industrial net rental rates are on the lower end at a rate of $8.18 per SQ FT in 2020 Q2, however the City has seen a 56.4% rise in rates over the four-year period. Burlington's rental rates are higher than Brantford and the Region of Waterloo, but lower than Milton, Oakville, Mississauga, and Markham.

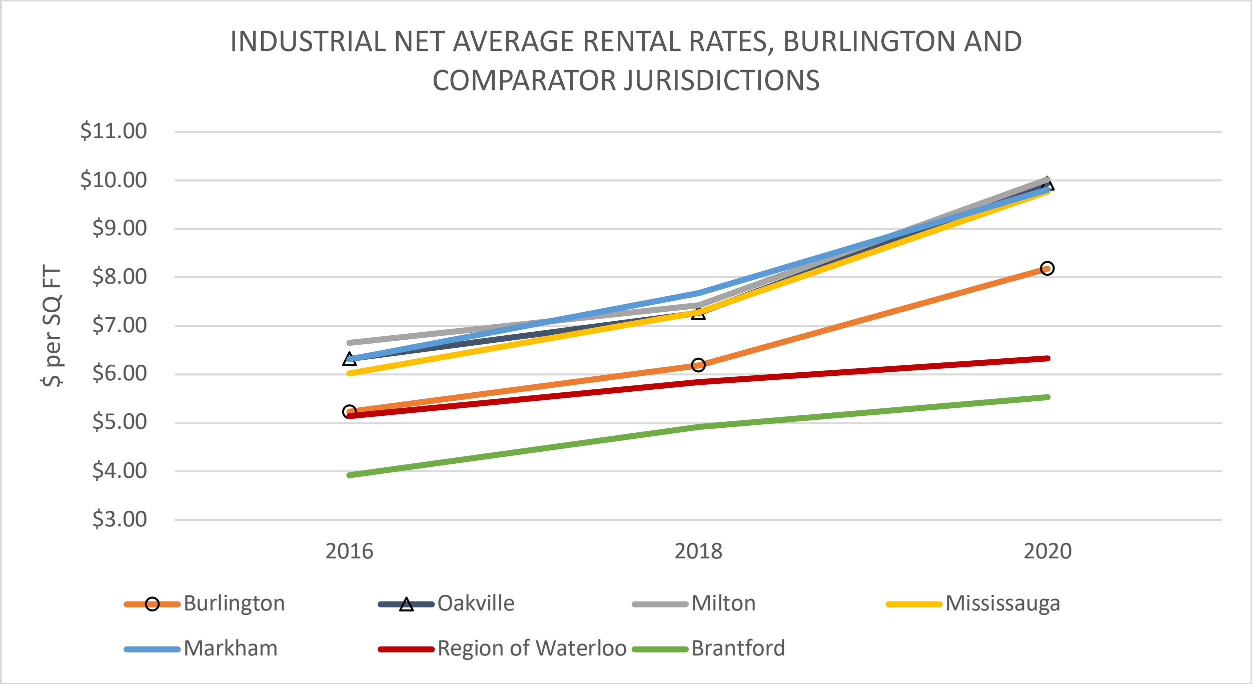


Figure 51: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

INDUSTRIAL NET RENTAL RATES PER SQ FT, BURLINGTON AND COMPARATOR JURISDICTIONS			
Jurisdiction	**2016**	**2018**	**2020**
Burlington	$ 5.23	$ 6.19	$ 8.18
Oakville	$ 6.32	$ 7.27	$ 9.94
Milton	$ 6.65	$ 7.42	$ 10.02
Mississauga	$ 6.02	$ 7.28	$ 9.77
Markham	$ 6.31	$ 7.67	$ 9.81
Region of Waterloo	$ 5.14	$ 5.84	$ 6.33
Brantford	$ 3.92	$ 4.91	$ 5.53

Table 60: Source: CBRE Market Reports, http://www.cbre.ca/EN/o/Pages/Home.aspx

6.4. BURLINGTON MARKET

*Note: In the following figures, where CBRE data was unavailable for inventory data, it was assumed that office and industrial inventory did not grow.

6.4.1. Burlington's Office Market

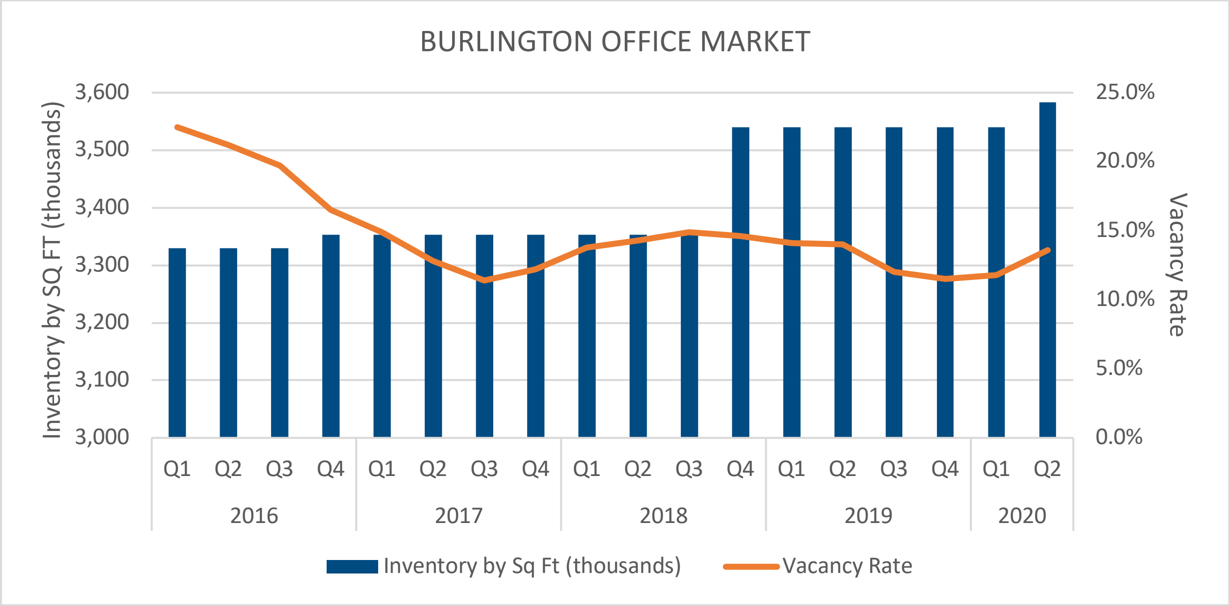


Figure 52: Source: CBRE Market Reports and Cushman & Wakefield Market Beat Reports

6.4.2. Burlington's Industrial Market

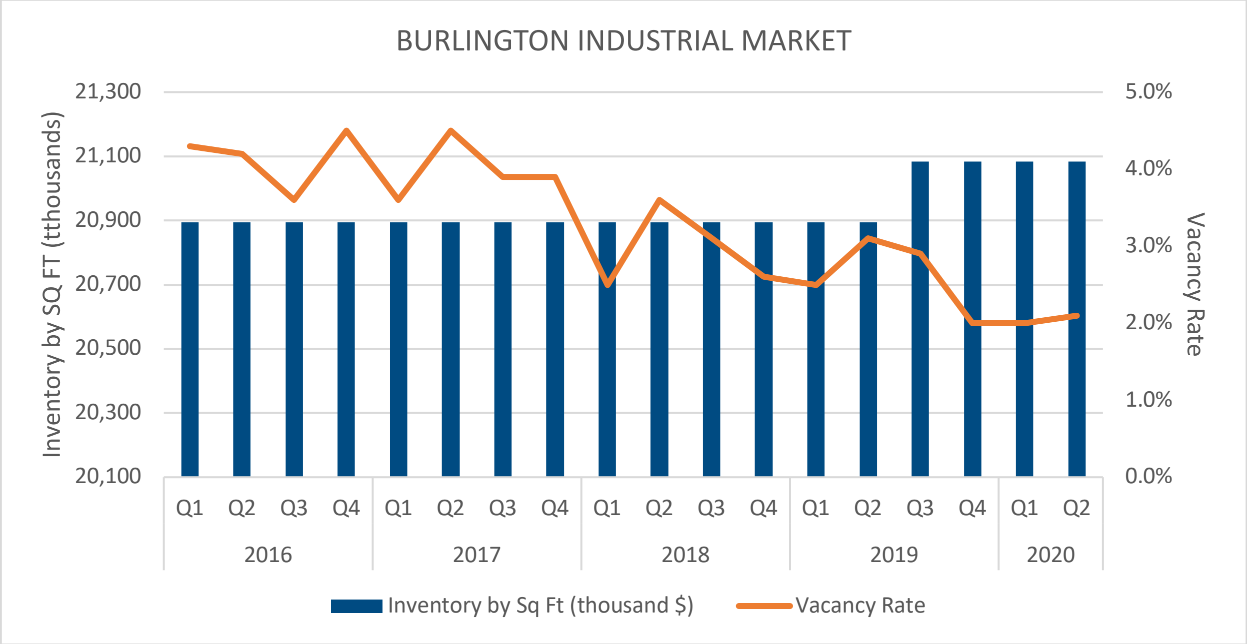


Figure 53: Source: CBRE Market Reports and Cushman & Wakefield Market Beat Reports

DEVELOPMENT AND EXPANSION COSTS

6.5. SITE PLAN FEES

Burlington ranks on the lower end of the comparator jurisdictions when it comes to both flat and variable site plan fees for office and industrial developments. It is important to note that regional conservation fees are not included in the table below for most jurisdictions.

Office and industrial development fees in Burlington include a flat fee of $6,400 and a variable fee of $135 per 100m^2. Burlington's relative positioning for site plan fees gives it a competitive advantage in attracting development to the City.

SITE PLAN FEES – OFFICE AND INDUSTRIAL, RATES EFFECTIVE 2019				
Jurisdiction	Flat Fee		Variable Fee	
	Flat Fee	Relative %	Per 100 m² (1,076 ft²)	Relative %
Markham	$12,282	192%	$529	392%
Hamilton"	$11,244	176%	$815	604%
Mississaugaɸ	$10,549	165%	See Below	See Below
Brantford^	$10,200	159%	n/a	-
Oakville~	$12,104	189%	$650	481%
Waterloo^¹	$8,545	134%	n/a	-
Cambridge`	$6,600	103%	n/a	-
Burlington~	$6,400	100%	$135	100%
Milton~	$5,934	93%	$160	119%
Kitchener ^#	$4,841	76%	$201	149%

Table 61: Data Source: Based on publicly available information found on each comparator jurisdiction municipal website.

~ In addition, there is a Region of Halton fee and potential Conservation Halton fee

ɸ Max charge of $50,122 (base + variable fees)

" Plus per m2 new gross floor area for non-residential developments, prior to the Issuance of final site to a maximum of 5,000 m2 for industrial and 50,000 m2 for commercial approval - $5/m2

" The total fees will be reduced by 25% if you are filing a joint application where applications are made for an: OP Amendment, Zoning By-Law Amendment, Approval of a Draft Plan of Subdivision, Condominium description, Any combination thereof

" In additional, potential Conservation Authority plan review fee

^ Fees for major site plan

¹ In addition, there is a Region of Waterloo fee

` Regional Review Fee of $700 that must be submitted to the City with application if project is next to a Regional Road

 # In addition, Regional Municipality of Waterloo and/or Grand River Conservation Authority may require additional fees + other fees

Mississauga Variable Site Plan Fees, per 100 m²		
Variable	**Commercial/Office/Institutional**	**Industrial**
First 2000 m²	$1,438	$796
2001-4500 m²	$1,030	$555
4501-7000 m²	$628	$288
Beyond 7000 m²	$301	$130

Table 62: Data Source: based on publicly available information found on the City of Mississauga's municipal website. Note: maximum variable fees of $46,609

6.6. DEVELOPMENT CHARGES

6.6.1. Office Development Charges

In terms of development charges for build boundary office development, Burlington has much lower prices than almost all comparator jurisdictions, with development charges less costly in Milton and Brantford. With a comparatively low charge of $199.76/m^2, Burlington has a distinct competitive advantage in attracting more commercial development to the city relative to surrounding jurisdictions which are main competitors, including Mississauga, Oakville, and Hamilton, all of which nearly $50 and up per square meter.

For greenfield office development, Burlington continues to have a competitive advantage over the most comparator jurisdictions, with a charge of $241.68/m^2. While more costly than Milton and Hamilton, the charge is far cheaper (>$100) than Mississauga and Markham.

DEVELOPMENT CHARGES FOR OFFICE DEVELOPMENTS						
Jurisdiction	Built Boundary			Greenfield		
	$/m²	$/ft²	Relative %	$/m²	$/ft²	Relative %
Markham	$386.53	$35.91	193%	$386.53	$35.91	160%
Mississauga	$363.12	$33.74	182%	$363.12	$33.74	150%
Oakville	$266.38	$24.75	133%	$266.38	$24.75	110%
Waterloo	$265.33	$24.65	133%	$265.33	$24.65	110%
Kitchener^	$252.09	$23.42	126%	$252.09	$23.42	104%
Cambridge	$251.23	$23.34	126%	$251.23	$23.34	104%
Hamilton*	$234.44	$21.78	117%	$234.44	$21.78	97%
Burlington	$199.76	$18.56	100%	$241.68	$22.45	100%
Milton	$158.92	$14.76	80%	$200.86	$18.66	83%
Brantford*”	$78.04	$7.25	39%	$78.04	$7.25	32%

Table 63: Source: Based on most recent (i.e., 2019 or 2020) publicly available information found on each comparator jurisdiction municipal website.
^ Rates are for full service suburban area
“Only municipal city-wide rate included, no intensification areas, regional or educational
** Rates before special area charges with separated sewer system*

6.6.2. Industrial Development Charges

Industrial development charges in Burlington follow similar patterns as office costs, with the City being comparatively lower than all other jurisdictions except for Milton, Hamilton, and Brantford. This follows the same analysis as development charges for office development.

DEVELOPMENT CHARGES FOR INDUSTRIAL DEVELOPMENTS						
	Built Boundary			Greenfield		
	$/m²	$/ft²	Relative %	$/m²	$/ft²	Relative %
Markham	$386.53	$35.91	193%	$386.53	$35.91	160%
Oakville	$266.38	$24.75	133%	$266.38	$24.75	110%
Waterloo	$265.33	$24.65	133%	$265.33	$24.65	110%
Mississauga	$264.09	$24.54	132%	$264.09	$24.54	109%
Cambridge	$251.23	$23.34	126%	$251.23	$23.34	104%
Kitchener^	$252.09	$23.42	126%	$252.09	$23.42	104%
Burlington	$199.76	$18.56	100%	$241.68	$22.45	100%
Milton	$158.92	$14.76	80%	$200.86	$18.66	83%
Hamilton*	$138.10	$12.83	69%	$138.10	$12.83	57%
Brantford “	$78.04	$7.25	39%	$78.04	$7.25	32%

Table 64: Source: Based on most recent (i.e., 2019 or 2020) publicly available information found on each comparator jurisdiction municipal website.

“ Only municipal rate included, no regional or educational

^ Rates are for full service suburban area

6.6.3. Retail Development Charges

In terms of retail development charges, Burlington has the second highest built boundary ($521.38/m^2) and greenfield ($563.31/m^2) development charges relative to comparator jurisdictions, with Markham being the only jurisdiction with higher costs. Here, Burlington has a distinct competitive disadvantage in attracting more retail development to the City.

DEVELOPMENT CHARGES FOR RETAIL DEVELOPMENTS						
Jurisdiction	Built Boundary			Greenfield		
	$/m²	$/ft^2	Relative %	$/m²	$/ft^2	Relative %
Markham	$780.37	$72.50	150%	$780.37	$72.50	107%
Burlington	$521.38	$48.44	100%	$563.31	$52.33	100%
Oakville	$521.57	$48.46	100%	$521.57	$48.46	98%
Milton	$460.33	$42.77	88%	$502.26	$46.66	89%
Mississauga	$363.12	$33.74	70%	$363.12	$33.74	77%
Hamilton*	$234.44	$21.78	45%	$234.44	$21.78	52%
Kitchener^	$252.09	$23.42	48%	$252.09	$23.42	47%
Waterloo	$265.33	$24.65	51%	$265.33	$24.65	45%
Cambridge	$251.23	$23.34	48%	$251.23	$23.34	41%
Brantford “	$78.04	$7.25	15%	$78.04	$7.25	17%

Table 65: Source: Based on most recent (i.e., 2019 or 2020) publicly available information found on each comparator jurisdiction municipal website.
“ Only municipal rate included, no regional or educational
^ Rates are for full service suburban area
** Rates before special area charges with separated sewer system*

6.7. TAX RATES

In terms of municipal tax rates for office and industrial developments, Burlington ranks in the middle relative to comparator jurisdictions.

- Burlington ranks on the lower end for office urban development (DT) with a tax rate of 1.66%, higher than Oakville, Milton, and Markham (1.58%, 1.56%, and 1.53% respectively)
- Tax rates in Burlington for industrial urban (IT), new constriction (JT), and large industrial (LT) (2.37%, 2.25%, and 2.37% respectively) are higher than Mississauga and Markham, but at least 0.1% lower than Oakville and Milton.

It is interesting that Markham offers the most competitive tax rates across all categories relative to comparator jurisdictions, especially considering development charges in the city are significantly higher across all types of developments.

Taking this together, Burlington has:

- A *competitive advantage* when competing with Brantford, Hamilton, and communities in the Region of Waterloo across all categories.
- A *competitive disadvantage* when competing with Markham across all categories.
- A *slight competitive disadvantage* when competing with Oakville and Milton for office developments, but a *slight competitive advantage* when competing with those jurisdictions for industrial developments. An opposite pattern is seen when compared to Mississauga.

MUNICIPAL TAX RATES, BURLINGTON, AND COMPARATOR JURISDICTIONS 2020								
Jurisdiction	Office		Industrial					
	Urban Area (DT)		Urban Area (IT)		New Construction (JT)		Large Industrial (LT)	
	Rate	Relative %	Rate	Relative %	Rate	Relative %	Rate	Relative %
Brantford	3.38%	203.81%	3.95%	166.59%	3.69%	164%	3.95%	166.59%
Hamilton	3.03%	182.56%	4.60%	194.08%	4.41%	196%	5.19%	219.09%
Cambridge	3.25%	195.78%	3.25%	137.13%	2.98%	132%	3.24%	136.71%
Kitchener	3.10%	186.49%	3.10%	130.62%	2.83%	126%	3.10%	130.62%
Waterloo	3.05%	183.73%	3.05%	128.86%	2.78%	124%	3.05%	128.89%
Mississauga	1.90%	114.75%	2.09%	88.11%	2.02%	90%	2.09%	88.10%
Burlington	1.66%	100.00%	2.37%	100.00%	2.25%	100.00%	2.37%	100.00%
Oakville	1.58%	95.29%	2.38%	100.44%	2.26%	100.55%	2.38%	100.44%
Milton	1.56%	93.98%	2.40%	101.35%	2.27%	100.89%	2.40%	101.35%
Markham	1.53%	92.17%	1.76%	74.26%	1.76%	78.22%	1.76%	74.26%

Table 66: Source: Based on most recent (i.e., 2019 or 2020) publicly available information found on each comparator jurisdiction municipal website.

7. DEVELOPMENT VALUES

7.1. BUILDING PERMIT VALUE CHARACTERISTICS

7.1.1. ICI Building Permit Values

The ICI permit values of Burlington and its comparator jurisdictions do not display an observable trend, however there are jurisdictions with consistently higher values across time periods. Between 2004 and 2019, Mississauga, the Region of Waterloo, and Hamilton had considerably higher ICI permit values ($4.2, $4.05, and $3.6 billion, respectively). Brantford, Milton, and Burlington had the lowest permit values ($0.65, $1.18, and $1.49 billion, respectively). This is not a direct indication of higher relative growth due to the varying geographic and population sizes between comparator jurisdictions, which are positively correlated to ICI permit values. Burlington is at the redevelopment growth stage with limited room to build and has the third lowest population relative to comparator jurisdictions, so it is expected for ICI permit values to be lower.

Commercial building permits comprise the largest share of total ICI permit values, contributing between 41-71% between 2004 to 2019, and 39-75% between 2014 and 2019 across all jurisdictions. Over the last five years, Milton and Waterloo have seen the highest industrial shares, Mississauga and Hamilton for both commercial and institutional shares.

Periods of individual jurisdiction high growth over the last 5 years include:

- 2015 in Burlington (Joseph Brant Hospital)
- 2016 to 2019 in Mississauga and Hamilton
- 2019 in Milton

ICI permit values per capita, using ICI values from 2014 to 2019 and population estimates for 2019, show Milton, Oakville, and Burlington developing the most per capita ($4,200, $4,010, and $3,110 respectively) over the five-year period. In terms of permit values per capita for population changes between 2016 and 2019, Burlington has the highest per capita value by far ($85,8700), followed by Markham and Oakville ($46,180 and $45,540 respectively).

An interesting insight from permit values per capita is gauging business (job) and service development values per resident to better understand growth patterns. From 2014 to 2019, Milton had the highest value per capita with respect to their 2019 population estimates, but the second lowest per capita value for new resident counts between 2016 and 2019. This indicates that Milton is adding high value per resident, but the marginal value (every additional resident between 2016 and 2019) in recent years is low due to the high population inflow (311% increase between 2001 and 2019) and points towards traits of a new developing city which is having trouble supporting its recent population growth. Markham displays a contrasting trend, with the lowest value per capita relative to the entire 2019 population (approximately 343,698 residents), but the second highest value among all comparator jurisdictions relative to additional resident counts between 2016-2019. These are indicators that Markham is an established and developed city in which ICI building permit values are going towards businesses and services to better support their new residents.

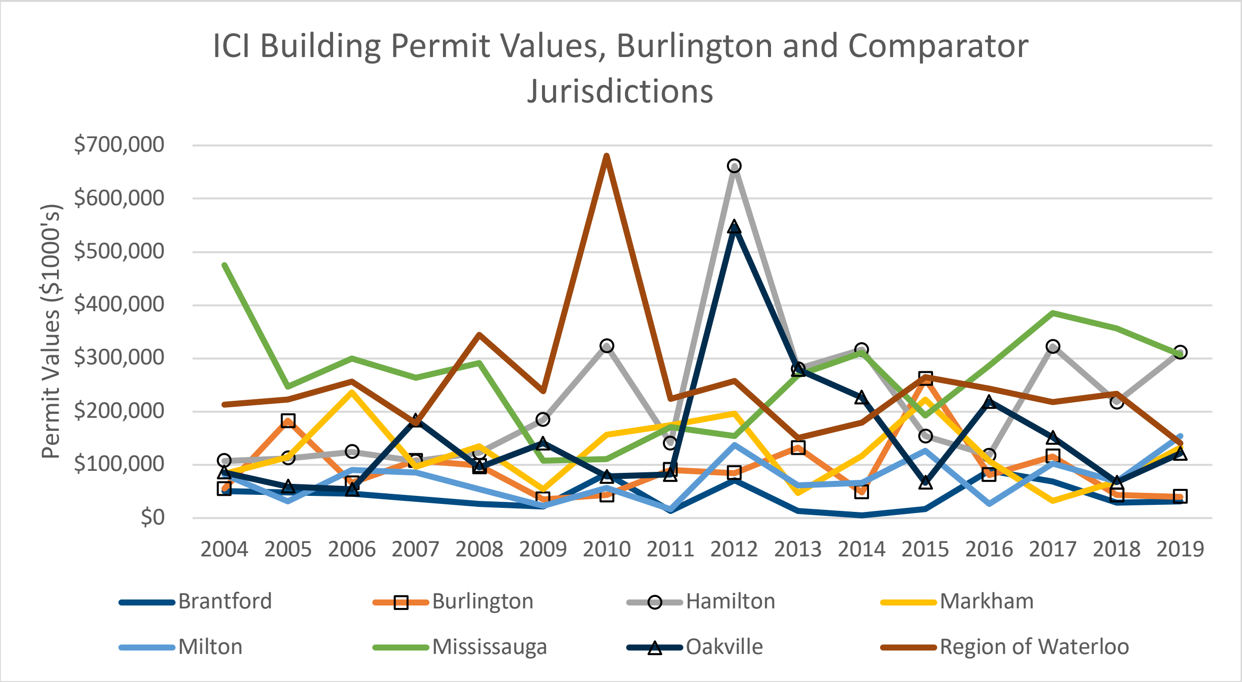


Figure 54: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

INDIVIDUAL PERMIT VALUE SHARE OF ICI TOTAL BURLINGTON AND COMPARATOR JURISDICTIONS						
Jurisdiction	2004 to 2019			2014 to 2019		
	Industrial	Commercial	Institutional	Industrial	Commercial	Institutional
Brantford	22%	64%	14%	22%	75%	2%
Burlington	14%	48%	38%	8%	39%	51%
Hamilton	20%	41%	38%	23%	39%	36%
Markham	8%	71%	21%	11%	73%	16%
Milton	24%	66%	9%	30%	48%	17%
Mississauga	27%	56%	17%	11%	67%	18%
Oakville	12%	44%	43%	6%	55%	28%
Region of Waterloo	27%	44%	29%	34%	42%	18%

Table 67: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

ICI BUILDING PERMIT VALUES IN $1000's BURLINGTON AND COMPARATOR JURISDICTIONS																
Jurisdiction	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**
Brantford	$50,964	$47,914	$45,644	$35,730	$26,298	$21,218	$83,579	$13,298	$71,270	$13,896	$5,043	$16,834	$ 89,077	$ 68,856	$ 28,874	$ 31,205
Burlington	$55,218	$182,757	$65,870	$107,849	$98,707	$35,030	$43,243	$90,894	$84,605	$132,011	$48,688	$261,815	$ 81,250	$ 115,594	$ 43,266	$ 40,150
Hamilton	$107,250	$112,478	$124,476	$107,047	$122,292	$184,542	$323,269	$140,821	$661,286	$280,203	$316,396	$153,796	$ 117,453	$ 322,357	$ 217,733	$ 311,122
Markham	$83,621	$114,351	$236,040	$96,860	$134,834	$54,460	$156,964	$174,941	$195,618	$46,794	$116,967	$222,885	$ 107,104	$ 32,301	$ 68,643	$ 132,478
Milton	$82,058	$31,060	$90,839	$85,457	$53,733	$22,977	$56,402	$16,507	$137,032	$61,827	$65,846	$126,202	$ 26,289	$ 102,158	$ 68,507	$ 154,094
Mississauga	$475,166	$247,013	$299,870	$264,077	$291,382	$107,752	$111,283	$170,675	$154,420	$268,399	$310,429	$192,101	$ 287,011	$ 384,903	$ 356,373	$ 306,932
Oakville	$85,635	$59,274	$54,086	$184,007	$95,136	$140,764	$77,684	$81,733	$547,785	$278,657	$226,679	$66,674	$ 218,540	$ 151,585	$ 67,393	$ 121,511
Region of Waterloo	$213,239	$222,991	$256,809	$178,690	$343,938	$238,400	$680,732	$224,447	$257,870	$150,002	$179,837	$264,770	$ 243,579	$ 218,166	$ 233,662	$ 140,558

Table 68: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

ICI PERMIT VALUES PER CAPITA, BURLINGTON AND COMPARATOR JURISDICTIONS					
Jurisdiction	Total ICI Permit Values ($1,000's) for Specified Period			2014 to 2019 ICI Permit Values ($1,000's) per Capita	
	2004 to 2019	2014 to 2019	Period Ratio	2019 Population	2016-2019 Population Change
Brantford	$649,700	$239,889	36.92%	$2.29	$32.39
Burlington	$1,486,947	$590,763	39.73%	$3.11	$85.87
Hamilton	$3,602,521	$1,438,857	39.94%	$2.51	$38.53
Markham	$1,974,861	$680,378	34.45%	$1.98	$46.18
Milton	$1,180,988	$543,096	45.99%	$4.20	$28.28
Mississauga	$4,227,786	$1,837,749	43.47%	$2.39	$38.73
Oakville	$2,457,143	$852,382	34.69%	$4.01	$45.54
Region of Waterloo	$4,047,690	$1,280,572	31.64%	$2.15	$21.23

Table 69: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

7.1.1.1. Industrial Building Permit Values

Industrial permit values comprised between 8-27% of ICI permit values from 2004 to 2019, and 6-34% from 2014 to 2019. Over the last five years, industrial values exceeded institutional in Milton and Waterloo. In dollar terms, Mississauga, Waterloo, and Hamilton had the highest values from 2004 to 2019, with the latter two seeing nearly half of these values over the last five years. In Mississauga, despite the higher dollar value associated with industrial permits, development has slowed down considerably with only 18% being seen within the last five years. Of all the comparator jurisdictions, Milton has seen the highest growth in industrial development over the last five years, with values nearly doubling those seen between 2004 to 2014 in half the timeframe.

Burlington has low industrial permit values, second and third lowest relative to comparator jurisdictions in the two calculated periods, with 8% and 14% contributions to ICI permit values.

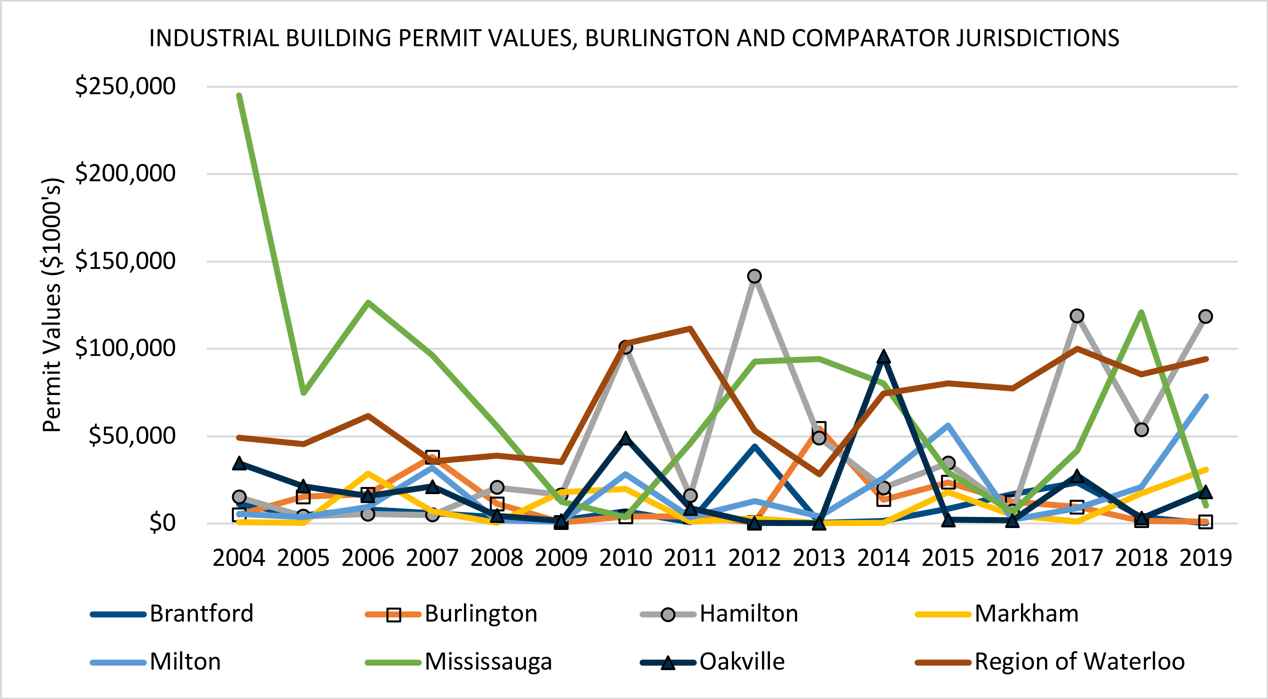


Figure 55: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

INDUSTRIAL PERMIT VALUES, BURLINGTON AND COMPARATOR JURISDICTIONS					
Jurisdiction	2004 to 2019		2014 to 2019		Period Ratio
	Total Values ($1,000's)	Share of ICI Total	Total Values ($1,000's)	Share of ICI Total	
Brantford	$142,194	22%	$52,893	22%	37.20%
Burlington	$211,474	14%	$47,858	8%	22.63%
Hamilton	$727,183	20%	$332,834	23%	45.77%
Markham	$150,846	8%	$71,606	11%	47.47%
Milton	$289,105	24%	$160,668	30%	55.57%
Mississauga	$1,136,022	27%	$209,162	11%	18.4%
Oakville	$305,223	12%	$52,497	6%	17.20%
Region of Waterloo	$1,072,679	27%	$436,883	34%	40.73%

Table 70: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

INDUSTRIAL BUILDING PERMIT VALUES IN $1000's BURLINGTON AND COMPARATOR JURISDICTIONS																
Jurisdiction	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**
Brantford	$11,045	$4,747	$8,089	$5,927	$3,808	$1,888	$7,097	$905	$44,082	$329	$1,384	$8,407	$ 17,016	$ 23,549	$ 3,751	$170
Burlington	$5,031	$15,329	$16,700	$38,005	$11,285	$572	$3,995	$4,003	$577	$54,424	$13,695	$23,495	$ 12,405	$ 9,380	$ 1,528	$ 1,050
Hamilton	$15,161	$4,064	$5,441	$4,837	$20,672	$16,450	$100,978	$15,786	$141,440	$49,063	$20,457	$34,621	$ 7,038	$ 118,834	$ 53,679	$ 118,662
Markham	$784	$241	$28,443	$7,032	$283	$17,940	$19,906	$1,009	$2,981	$181	$440	$17,793	$ 4,695	$ 1,143	$ 17,156	$ 30,819
Milton	$5,677	$3,742	$9,360	$31,812	$1,935	$980	$28,216	$3,789	$12,652	$4,167	$26,107	$56,226	$ 2,141	$ 8,738	$ 20,848	$ 72,715
Mississauga	$245,034	$74,844	$126,402	$96,180	$55,664	$12,332	$3,610	$45,697	$92,799	$94,196	$80,102	$29,383	$ 6,568	$ 41,920	$ 121,057	$ 10,234
Oakville	$34,495	$21,402	$15,765	$21,084	$4,411	$1,640	$49,049	$8,626	$298	$157	$95,799	$2,126	$ 1,685	$ 27,441	$ 2,951	$ 18,294
Region of Waterloo	$49,081	$45,283	$61,709	$35,696	$38,836	$35,311	$102,819	$111,533	$53,021	$28,188	$74,319	$80,121	$ 77,226	$ 100,083	$ 85,390	$ 94,063

Table 71: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

7.1.1.2. Commercial Building Permit Values

Commercial permit values comprise between 41-71% of permit values from 2004 to 2019, and 39-75% from 2014 to 2019. Commercial values exceeded industrial values and institutional values in all jurisdictions except for Burlington between 2014 and 2019. In dollar terms, Mississauga, the Region of Waterloo, Hamilton, and Markham had the highest values from 2004 to 2019, with Mississauga realizing 51.9% of it in the latest five-year period. Commercial development has relatively slowed down in the Region of Waterloo, Burlington, and Milton, which realized approximately 70% of 2004 to 2019 permit values in the first ten years studied.

Burlington has the first and third lowest commercial building permit values relative to comparator jurisdictions in the two calculated periods, with 39% and 48% contributions to ICI permit values.

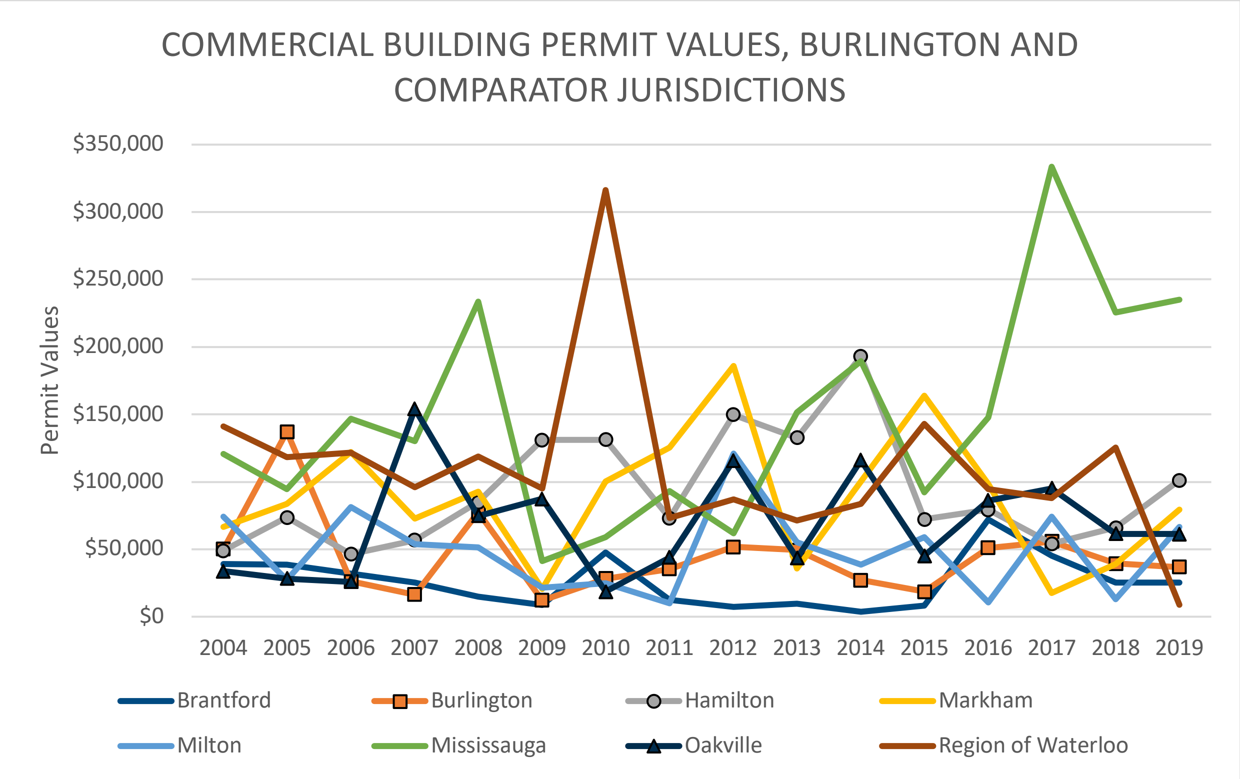


Figure 56: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

COMMERCIAL PERMIT VALUES, BURLINGTONAND COMPARATOR JURISDICTIONS					
Jurisdiction	2004 to 2019		2014 to 2019		Period Ratio
	Total Values ($1,000's)	Share of ICI Total	Total Values ($1,000's)	Share of ICI Total	
Brantford	$414,515	64%	$179,683	75%	43.35%
Burlington	$712,645	48%	$228,804	39%	32.11%
Hamilton	$1,493,843	41%	$565,735	39%	37.87%
Markham	$1,403,218	71%	$497,932	73%	35.49%
Milton	$782,198	66%	$261,928	48%	33.49%
Mississauga	$2,355,013	56%	$1,222,919	67%	51.9%
Oakville	$1,091,076	44%	$465,182	55%	42.64%
Region of Waterloo	$1,781,453	44%	$542,863	42%	30.47%

Table 72: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

COMMERCIAL BUILDING PERMIT VALUES IN $1000's BURLINGTON AND COMPARATOR JURISDICTIONS																
Jurisdiction	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**
Brantford	$39,168	$38,537	$32,048	$25,210	$14,790	$8,587	$47,362	$12,370	$7,193	$9,567	$3,659	$8,426	$ 72,061	$ 45,057	$ 25,118	$ 25,362
Burlington	$49,984	$137,183	$26,121	$16,362	$77,419	$12,025	$28,233	$35,374	$51,691	$49,449	$27,103	$18,647	$ 51,005	$ 55,854	$ 39,295	$ 36,900
Hamilton	$48,949	$73,522	$46,354	$56,613	$85,021	$130,957	$131,247	$72,984	$149,743	$132,718	$193,084	$72,181	$ 79,155	$ 54,149	$ 65,974	$ 101,192
Markham	$66,597	$83,644	$121,943	$72,791	$92,473	$20,355	$100,306	$125,494	$185,909	$35,774	$100,310	$163,621	$ 98,254	$ 17,570	$ 39,008	$ 79,169
Milton	$74,061	$27,258	$81,375	$53,540	$51,478	$21,647	$24,881	$9,925	$120,943	$55,162	$38,424	$58,936	$ 10,478	$ 74,284	$ 13,040	$ 66,766
Mississauga	$120,572	$94,371	$146,918	$130,201	$233,722	$41,236	$59,095	$93,052	$61,621	$151,306	$189,270	$91,999	$ 147,727	$ 333,631	$ 225,370	$ 234,922
Oakville	$33,689	$28,265	$25,931	$154,045	$74,842	$87,268	$18,644	$44,006	$115,750	$43,454	$116,024	$45,103	$ 86,106	$ 95,189	$ 61,572	$ 61,188
Region of Waterloo	$141,039	$118,339	$121,698	$95,769	$118,825	$95,004	$316,328	$73,009	$87,060	$71,519	$83,727	$142,777	$ 94,496	$ 87,820	$ 125,238	$ 8,805

Table 73: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

7.1.1.3. Institutional Building Permit Values

Institutional permit values comprise between 9-43% of ICI permit values from 2004 to 2019, and 2-51% from 2014 to 2019. Institutional values exceeded industrial in Burlington, Hamilton, Markham, Oakville, and the Region of Waterloo from 2004 to 2019, and both commercial and industrial in Burlington in 2014 to 2019. In dollar terms, Hamilton, the Region of Waterloo, and Oakville realized the highest values from 2004 to 2019. In the latest five-year period, Milton, Burlington, and Mississauga realized the highest amounts relative to the fifteen-year period (86.06%, 53.37%, and 44.2% respectively). Institutional development has slowed down in Brantford and the Region of Waterloo over the last five years, with 93.62% and 81.02% of 2004 to 2019 permit values being seen in the first ten years.

Burlington has the first and second highest institutional permit values relative to comparator jurisdictions in the two calculated periods, with 51% and 38% contributions to ICI permit values. The high value in 2015 is attributed to the development of the Joseph Brant Hospital.

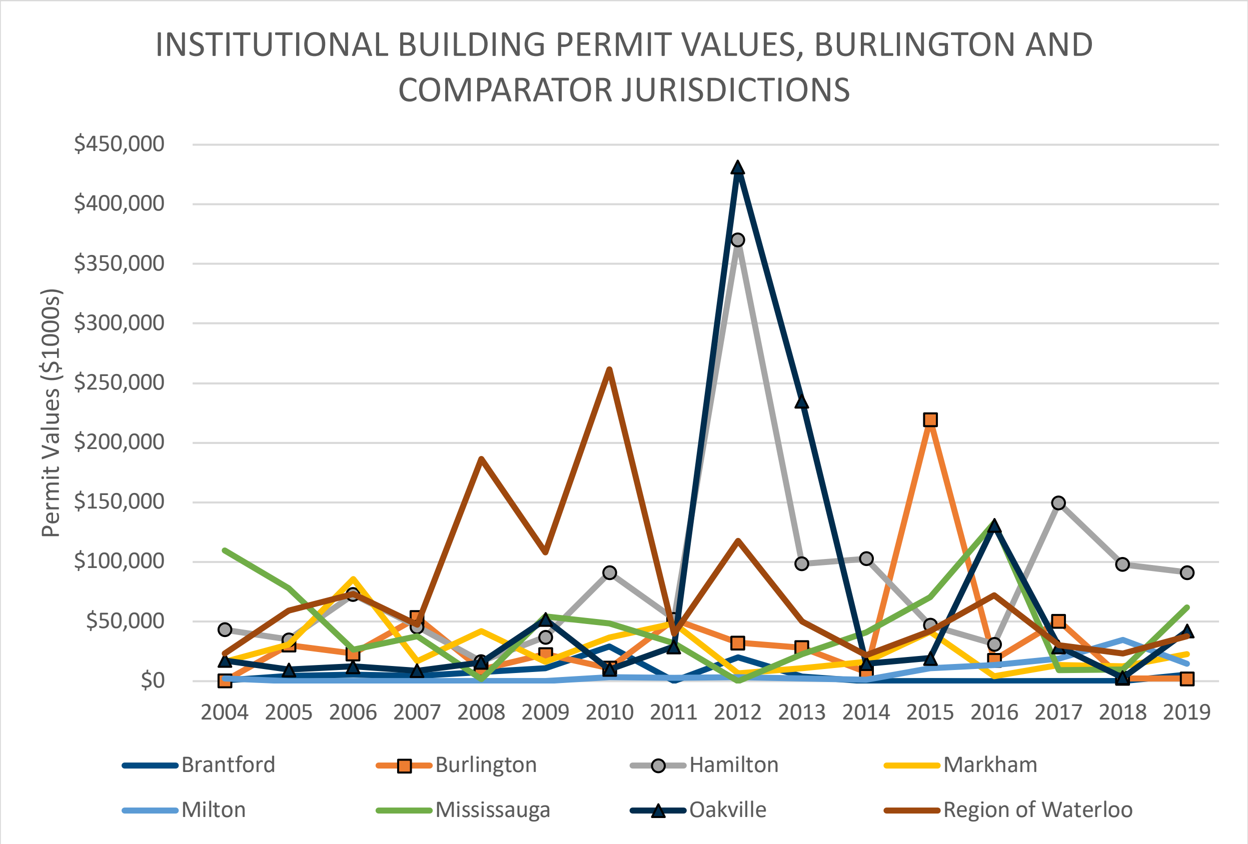


Figure 57: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

INSTITUTIONAL PERMIT VALUES, BURLINGTON AND COMPARATOR JURISDICTIONS					
Jurisdiction	2004 to 2019		2014 to 2019		Period Ratio
	Total Values ($1,000's)	Share of ICI Total	Total Values ($1,000's)	Share of ICI Total	
Brantford	$92,991	14%	$5,929	2%	6.38%
Burlington	$562,828	38%	$300,406	51%	53.37%
Hamilton	$1,381,495	38%	$519,831	36%	37.63%
Markham	$420,797	21%	$110,400	16%	26.24%
Milton	$109,685	9%	$94,393	17%	86.06%
Mississauga	$736,751	17%	$325,566	18%	44.2%
Oakville	$1,060,844	43%	$238,904	28%	22.52%
Region of Waterloo	$1,193,558	29%	$226,507	18%	18.98%

Table 74: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

INSTITUTIONAL BUILDING PERMIT VALUES IN $1000's BURLINGTON AND COMPARATOR JURISDICTIONS																
Jurisdiction	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**
Brantford	$751	$4,630	$5,507	$4,593	$7,700	$10,743	$29,120	$23	$19,995	$4,000	$0	$1	$ -	$ 250	$ 5	$ 5,673
Burlington	$203	$30,245	$23,049	$53,482	$10,003	$22,433	$11,015	$51,517	$32,337	$28,138	$7,890	$219,673	$ 17,840	$ 50,360	$ 2,443	$ 2,200
Hamilton	$43,140	$34,892	$72,681	$45,597	$16,599	$37,135	$91,044	$52,051	$370,103	$98,422	$102,855	$46,994	$ 31,260	$ 149,374	$ 98,080	$ 91,268
Markham	$16,240	$30,466	$85,654	$17,037	$42,078	$16,165	$36,752	$48,438	$6,728	$10,839	$16,217	$41,471	$ 4,155	$ 13,588	$ 12,479	$ 22,490
Milton	$2,320	$60	$104	$105	$320	$350	$3,305	$2,793	$3,437	$2,498	$1,315	$11,040	$ 13,670	$ 19,136	$ 34,619	$ 14,613
Mississauga	$109,560	$77,798	$26,550	$37,696	$1,996	$54,184	$48,578	$31,926	$0	$22,897	$41,057	$70,719	$ 132,716	$ 9,352	$ 9,946	$ 61,776
Oakville	$17,451	$9,607	$12,390	$8,878	$15,883	$51,856	$9,991	$29,101	$431,737	$235,046	$14,856	$19,445	$ 130,749	$ 28,955	$ 2,870	$ 42,029
Region of Waterloo	$23,119	$59,369	$73,402	$47,225	$186,277	$108,085	$261,585	$39,905	$117,789	$50,295	$21,791	$41,872	$ 71,857	$ 30,263	$ 23,034	$ 37,690

Table 75: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

7.1.2. Residential Building Permit Values

Residential building permit values exceed ICI values across all jurisdictions, especially in Markham and Milton, in which they are approximately four times greater. In dollar terms, the Region of Waterloo, Markham, and Mississauga had the highest values from 2004 to 2019. In the latest five-year period, Brantford, Oakville, and Hamilton realized the highest values, with the highest relative growth in Brantford. Residential development has slowed down in Markham, which realized over 70% of 2004 to 2019 permit values in the first ten years.

Burlington has the second lowest residential building permit values relative to comparator jurisdictions in the two calculated periods. Residential development has also slowed down considerably in the City, with over 60% of 2004 to 2019 permit value growth seen in the first ten years.

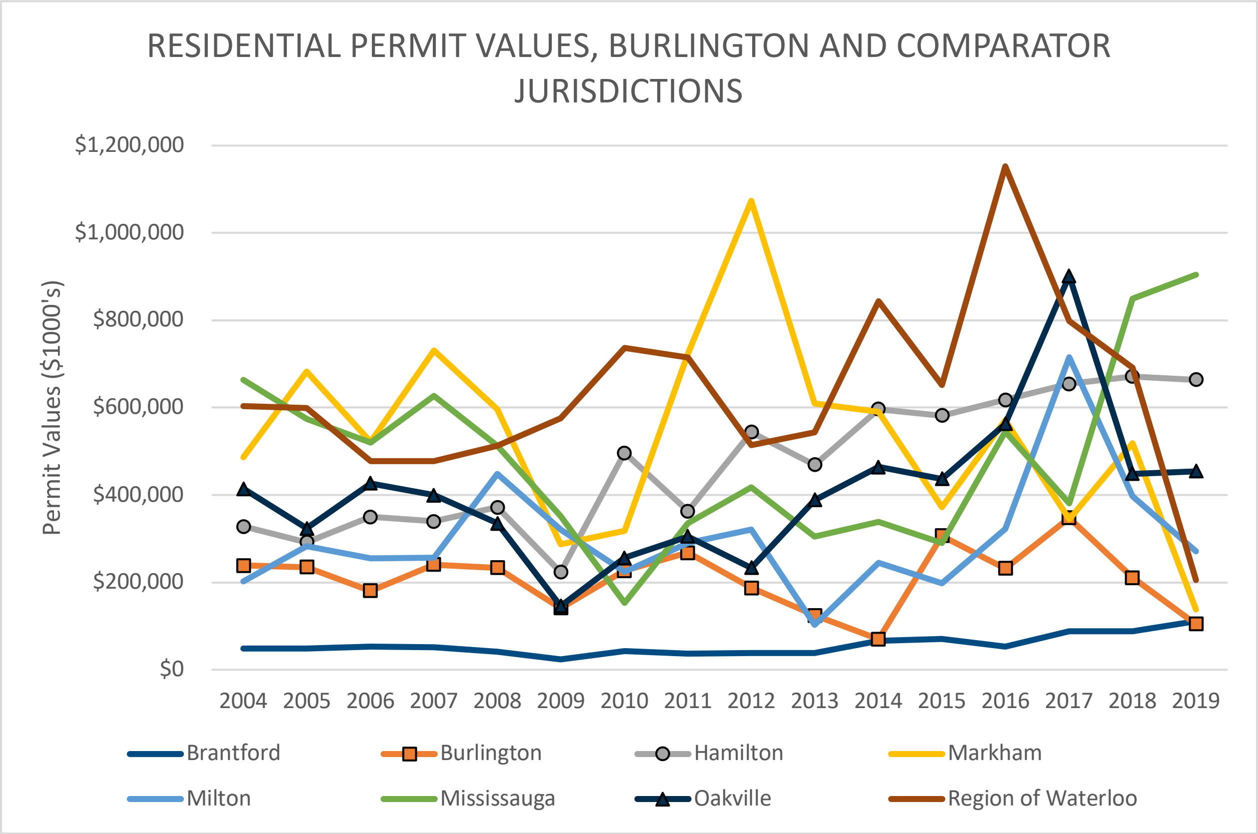


Figure 58: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

RESIDENTIAL PERMIT VALUES BURLINGTON AND COMPARATOR JURISDICTIONS			
Jurisdiction	**2004 to 2019** **Total Values ($1,000's)**	**2014 to 2019** **Total Values ($1,000's)**	**Period Ratio**
Brantford	$897,848	$477,284	53.16%
Burlington	$3,347,065	$1,270,705	37.96%
Hamilton	$7,562,833	$3,785,634	50.06%
Markham	$8,564,676	$2,534,661	29.59%
Milton	$4,850,180	$2,146,410	44.25%
Mississauga	$7,769,068	$3,308,334	42.6%
Oakville	$6,496,303	$3,269,211	50.32%
Region of Waterloo	$10,097,683	$4,342,928	43.01%

Table 76: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

RESIDENTIAL BUILDING PERMIT VALUES IN $1000's BURLINGTON AND COMPARATOR JURISDICTIONS																
Jurisdiction	**2004**	**2005**	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**
Brantford	$47,834	$48,081	$53,311	$50,800	$40,823	$23,716	$42,990	$36,137	$38,087	$38,785	$65,573	$70,147	$ 53,580	$88,395	$88,549	$ 111,040
Burlington	$238,613	$235,227	$180,337	$240,922	$233,414	$141,339	$227,155	$267,618	$187,446	$124,289	$69,861	$306,942	$ 231,703	$ 347,537	$ 210,384	$ 104,278
Hamilton	$327,704	$292,214	$349,867	$339,602	$371,902	$223,210	$496,329	$363,351	$543,946	$469,074	$596,351	$582,136	$ 617,775	$ 654,219	$ 671,192	$ 663,961
Markham	$486,376	$683,227	$521,683	$731,013	$595,698	$287,404	$317,966	$724,197	$1,073,642	$608,809	$590,409	$371,952	$ 572,000	$ 344,299	$ 518,088	$ 137,913
Milton	$202,822	$282,378	$254,738	$256,165	$448,140	$321,560	$224,145	$290,863	$320,216	$102,743	$244,397	$197,227	$ 322,100	$ 715,412	$ 396,806	$ 270,468
Mississauga	$663,440	$574,044	$519,568	$626,935	$513,032	$352,137	$153,002	$335,857	$417,560	$305,159	$338,864	$290,510	$ 544,350	$ 380,269	$ 850,002	$ 904,339
Oakville	$414,118	$323,408	$426,616	$399,877	$335,380	$145,654	$255,785	$304,844	$233,141	$388,269	$464,193	$436,852	$ 562,721	$ 902,069	$ 448,861	$ 454,515
Region of Waterloo	$603,693	$598,497	$477,408	$477,452	$513,110	$575,350	$736,977	$714,530	$514,062	$543,676	$843,158	$652,344	$ 1,152,537	$ 798,893	$ 690,669	$205,327

Table 77: Source: Community Data Portal, Investment and Capital Stock Division, Statistics Canada, adapted by Burlington Economic Development.

8. QUALITY OF LIFE

Based on a variety of quality-of-life rankings used by MacLean's Magazine in 2019, Burlington is the first overall city to live in Canada.[9] These rankings take into account a number of elements that are critical to making a place nice to live, including access to medical care, crime, public transportation, weather, and affordability.[10]

The full ranking for overall quality of life for all comparator jurisdictions used in the Competitive Analysis includes:

- #1 – Burlington (up 1 spot from 2016)
- #4 – Oakville (down 1 spot from 2016)
- #17 – Milton (down 7 spots from 2016)
- #44 – Waterloo (down 34 spots from 2016)
- #53 – Markham (down 16 spots from 2016)
- #97 – Brantford (up 28 spots from 2016)
- #129 – Kitchener (down 65 spots from 2016)
- #219 – Hamilton (down 157 spots from 2016)
- #227 – Cambridge (down 131 spots from 2016)
- #256 – Mississauga (down 202 spots from 2016)

*Note: Some cities have fallen further down the list as the scope of the study has been gradually increasing each year, with nearly 200 more cities being studied in 2019 compared to 2016.

8.1. REAL ESTATE AND WEALTH

In terms of real estate and wealth, compared to comparator jurisdictions, Burlington ranks first place, followed by Hamilton and Waterloo.

Burlington ranks third in terms of median household income ($101,448), behind Oakville ($122,584) and Milton ($114,275), and second in terms of average discretionary income ($63,511) behind Oakville ($78,388).

Burlington ranks fourth in terms of average household net worth and average value of primary real estate behind Oakville, Markham, and Milton. This is one rank down from 2016, with Milton surpassing Burlington into third place in both metrics.

In terms of home to income ratios, Burlington comes in fifth (7.05), after Markham (11.4), Milton (9.42), Mississauga (7.55) and Oakville (7.49). This is directly related to higher average housing prices in the five jurisdictions, which may be attributed to the jurisdictions' proximity and access to Toronto, and their quality of life. Notable here is that some of these values have nearly doubled. Just three years ago in 2016, Markham's home to income ratio was 6.62. Burlington's has risen from 5.27 as well, calling into question the affordability of these jurisdictions.

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[9] Full rankings can be found at https://www.macleans.ca/best-communities-canada-2019-full-ranking-tool/

[10] For a detailed understanding of the methodology used in the rankings, see https://www.macleans.ca/economy/best-communities-in-canada-2019-methodology/

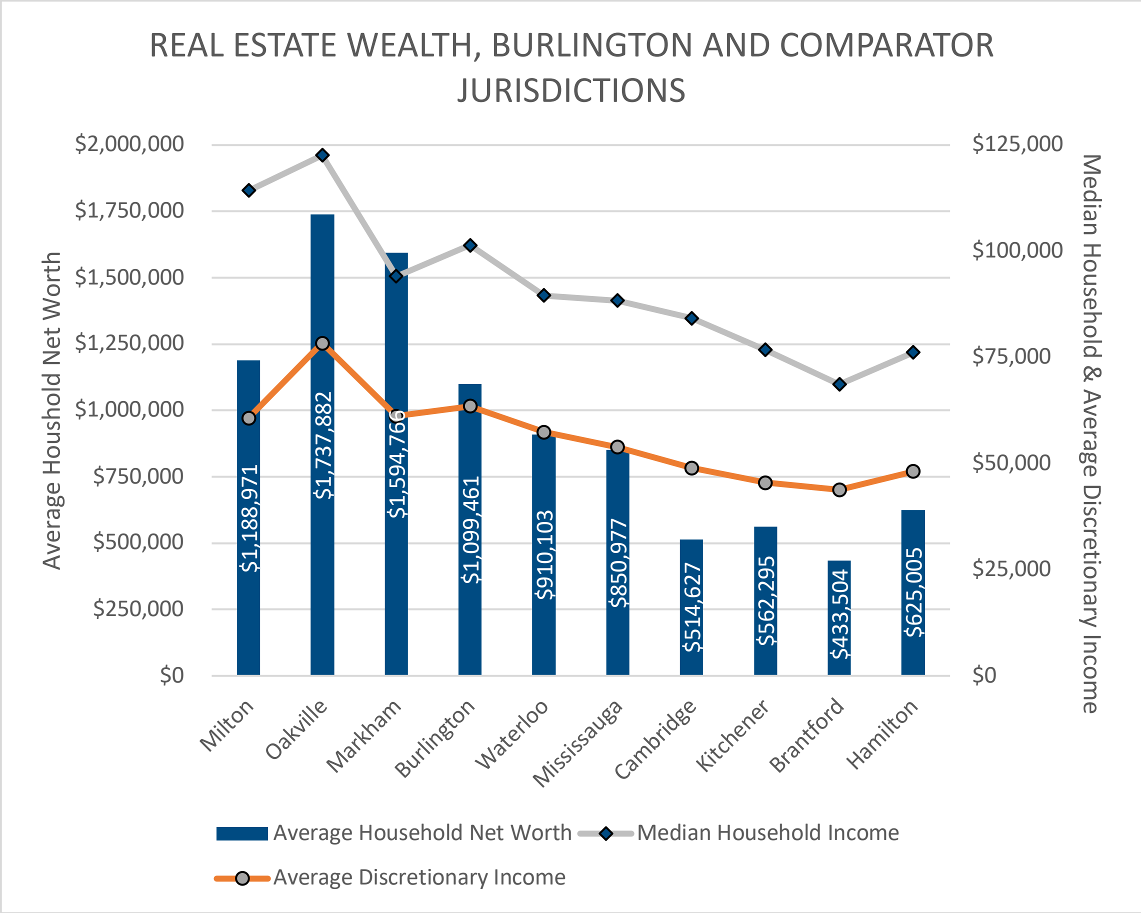

Figure 59: Source: MacLean's Magazine, "Canada's Best Communities 2019," https://www.macleans.ca/best-communities-canada-2019-full-ranking-tool/

2016 REAL ESTATE AND WEALTH RANKINGS BURLINGTON AND COMPARATOR JURISDICTIONS					
Jurisdiction	**Median Household Income**	**Average Discretionary Income**	**Average Household Net Worth**	**Average Value Primary Real Estate**	**Home to Income Ratio**
Milton	$114,275	$60,734	$1,188,971	$1,229,291	9.42
Oakville	$122,584	$78,388	$1,737,882	$1,243,760	7.49
Markham	$94,086	$61,170	$1,594,766	$1,407,357	11.4
Burlington	$101,448	$63,511	$1,099,461	$887,657	7.08
Waterloo	$89,568	$57,384	$910,103	$677,337	5.9
Mississauga	$88,384	$53,886*	$850,977*	$839,431	7.55*
Cambridge	$84,234	$48,922*	$514,627*	$595,383	5.1*
Kitchener	$76,800	$45,501	$562,295	$631,282	6.98
Brantford	$68,639	$43,823	$433,504	$427,546	5.25
Hamilton	$76,193	$48,102	$625,005	$595,593	6.54

Table 78: Source: MacLean's Magazine, "Canada's Best Communities 2019," https://www.macleans.ca/best-communities-canada-2019-full-ranking-tool/
* 2018 data included where 2019 data was unavailable

8.2. CRIME

Burlington ranks at the top in terms of low crime relative to the comparator jurisdictions. It is important to note that the ranking for jurisdictions appears to be calculated not for individual communities but rather for overarching regions, specifically the Halton Region (Burlington, Oakville, and Milton), the Peel Region (Mississauga), the region of Hamilton and the Region of Waterloo (Waterloo, Cambridge, and Kitchener).

In terms of both its Crime Severity Index (CSI) and Violent Crime Severity Index, Burlington is leading all jurisdictions (tied with Oakville and Milton), with the lowest index values (25 CSI; 26 VCSI), followed by Markham (34 CSI; 43 VCSI). Burlington saw a 1.9 increase in its CSI over the last 5 years. This is a much lower increase compared to all other regions studied, with the biggest increase seen in the Waterloo region (+16.3 CSI). In terms of crime rates per 1000 people, Burlington also leads with the lowest rates (2.1) compared to all other jurisdictions. Here, too, Brantford also comes last with 7.3 crimes seen per 1000 people.

Overall, Burlington along with the rest of the Halton region is the safest place to live among comparator jurisdictions.

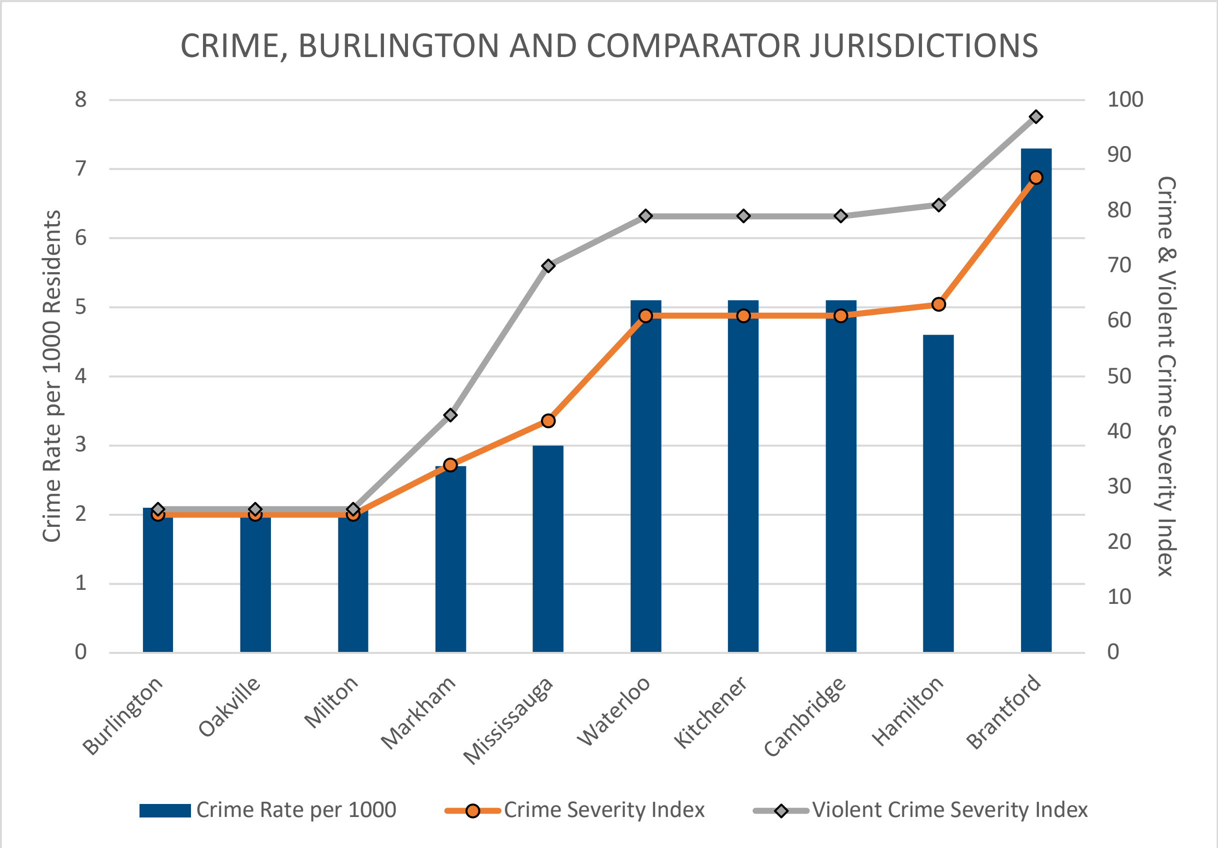

Figure 60: Source: MacLean's Magazine, "Canada's Best Communities 2019," https://www.macleans.ca/best-communities-canada-2019-full-ranking-tool/

CRIME RANKINGS 2019, BURLINGTON AND COMPARATOR JURISDICTIONS				
Jurisdiction	**Crime Rate/1000**	**Five-Year Change in CSI**	**Crime Severity Index (5-year average)**	**Violent Crime Severity Index**
Burlington	**2.1***	**1.9**	**25**	**26**
Oakville	2.1*	1.9	25	26
Milton	2.1*	1.9	25	26
Markham	2.7*	7.69	34	43
Mississauga	3.0*	7.27	42	70
Waterloo	5.1*	16.3	61	79
Kitchener	5.1*	16.3	61	79
Cambridge	5.1*	16.3	61	79
Hamilton	4.6*	2.51	63	81
Brantford	7.3*	7.7	86	97

Table 79: Source: MacLean's Magazine, "Canada's Best Communities 2019," https://www.macleans.ca/best-communities-canada-2019-full-ranking-tool/
* 2018 data substituted where 2019 data was unavailable

8.3. HEALTH

Burlington ranks second in terms of health relative to comparator jurisdictions, after Markham. In terms of medical offices per 100,000 people, Burlington ranked second (1.00) below Oakville (1.05) and above Kitchener (0.99), Hamilton (0.98), and Brantford (0.90). More populous comparators appear to have fallen further behind in this metric from previous years due to rising populations.

In terms of family doctors per 1,000 people, Burlington tied for first place (1.02) with Hamilton and Brantford, followed by Kitchener and Cambridge (0.99 each).

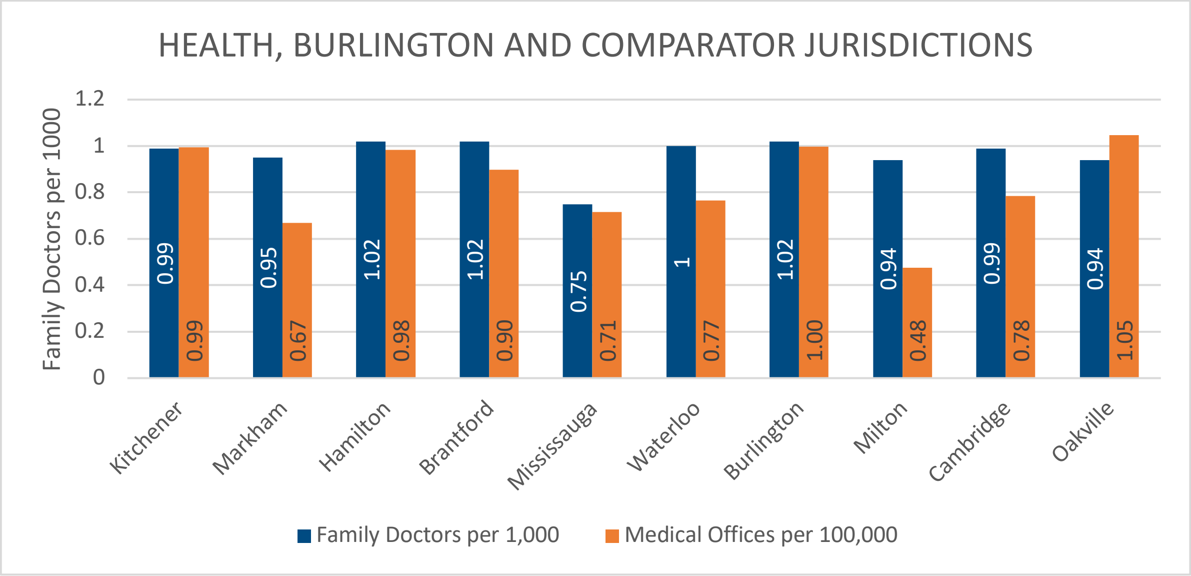

Figure 61: Source: MacLean's Magazine, "Canada's Best Communities 2019," https://www.macleans.ca/best-communities-canada-2019-full-ranking-tool/

HEALTH RANKINGS, BURLINGTON AND COMPARATOR JURISDICTIONS, 2019		
Jurisdiction	**Family Doctors per 1,000**	**Offices per 100,000**
Kitchener	0.99*	0.99
Markham	0.95*	0.67
Hamilton	1.02	0.98
Brantford	1.02	0.90
Mississauga	0.75*	0.71
Waterloo	1.00	0.77
Burlington	1.02	1.00
Milton	0.94	0.48
Cambridge	0.99*	0.78
Oakville	0.94	1.05

Table 80: Source: MacLean's Magazine, "Canada's Best Communities 2019," https://www.macleans.ca/best-communities-canada-2019-full-ranking-tool/
* 2018 numbers substituted where 2019 data was unavailable

9. EXPORT ANALYSIS

10.1 BURLINGTON EXPORT ANALYSIS

DISCLAIMER: Halton Employment Survey Data is used in this section of the report to display job counts for export engaged businesses in the City. True employment numbers and business counts are different and should not be directly compared. The Halton Employment Survey is a door-to-door voluntary basis from companies and may be subject to data quality issues which do not accurately present all businesses in Burlington. It is important to focus on the general ideas presented below, rather than the specifics.

In 2019, Canada exported a total of $447 billion (CAD) to the United States, which equates to 75% of all Canadian exports, making it the largest destination of Canadian goods and services.[11] Burlington has a key competitive advantage for exports given its strategic location to major transportation connections to world markets, having access to 40% of the American market within a day's drive, being situated between two of Canada's busiest airports, and a 15-minute drive to the busiest Great Lakes port in Hamilton, which handles over 12 million tonnes of cargo and is visited by over 700 vessels each year.[12] Given these connections, it is important to understand how the export industry in Burlington is shaped.

Export values are not available for Burlington businesses; therefore, employment numbers are used as a proxy to gauge which export engaged industries produce the most goods and services, and in translation higher export values. Industries are not ranked by business establishment counts as that does not necessarily translate to higher values of goods and services.

Based on 2019 Halton Employment Survey data, Burlington is home to 307 export-engaged businesses (6%) of all business. These are nearly double the number of establishments recorded in 2015's survey. These businesses employ 9,511 full-time employees (onsite and offsite) (14% of all full-time employees). Export engaged businesses appear to have higher employee counts than non-engaged ones. The top 2019 3-digit NAICS export-engaged industries by employee size were predominantly manufacturing-related (NAICS 31-33), comprising 6 of the top 10 industries. Transportation equipment was by far the largest, employing nearly 17% of all export-engaged full-time employees between two businesses. In total, the top 6 manufacturing industries consist of 55 businesses and employ 4,577 full-time employees, 18% and 48% respectively of all export-engaged industries in Burlington. In relation to total full-time employment in the City, the top manufacturing export-engaged businesses employ 6.94% of 65,952 jobs.

It is important to understand if businesses in Burlington are engaged in areas of high US import demand given their strategic location. According to Statistics Canada, the top Canadian exports to the US are in areas of manufacturing (NAICS 31-33) and mining, quarrying, and oil and gas extraction (NAICS 21). The top 5 Canadian exports to the US by 5-digit NAICS industry valued $187 billion, and the top 25 valued $279 billion. Burlington has no companies in the top Canadian

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[11] https://www.ic.gc.ca/app/scr/tdst/tdo/crtr.html?timePeriod=%7CCustom+Years&reportType=TE&searchType=Top25&customYears=2019&productType=NAICS&currency=CDN&countryList=ALL&runReport=true&grouped=GROUPED&toFromCountry=CDN&naArea=9999

[12] https://investburlington.ca/transportation-infrastructure/

export industry; oil and gas extraction (NAICS 21111), six companies in the top 10, and an additional 15 in the remainder of the top 25, with 877 employees. Compared to 2016, the City has 11 more businesses falling within the top 25 Canadian exporting industries, and an additional 643 employees, thereby narrowing the gap noted in 2016 between Burlington exports and US demand for Canadian goods and services.

BURLINGTON TOP 10 EXPORT ENGAGED INDUSTRIES BY EMPLOYEE SIZE					
3-Digit NAICS	Industry	Business Establishments	Full Time Employees (Onsite + Offsite)	Part Time Employees (Onsite + Offsite)	Full Time Employees per Business
336	Transportation equipment manufacturing	2	1583	11	792
333	Machinery manufacturing	15	1076	20	72
332	Fabricated metal product manufacturing	1	629	25	629
414	Personal and household goods merchant wholesalers	4	549	112	137
334	Computer and electronic product manufacturing	11	522	15	47
325	Chemical manufacturing	5	502	4	100
541	Professional, scientific and technical services	2	501	8	251
484	Truck transportation	1	344	6	344
335	Electrical equipment, appliance and component manufacturing	21	265	5	13
488	Support activities for transportation	2	239	15	120
	Top 10 export engaged industries total	**64**	**6210**	**221**	**97**
	Other export engaged industries	**243**	**3301**	**347**	**14**
	All export engaged industries	**307**	**9511**	**568**	**31**
	All industries total	**5,273**	**65,952**	**22,725**	**13**

Table 81: Data Source: 2019 Halton Employment Survey

*Note: The table below uses Statistics Canada and US Census Bureau data for top Canadian exports to the US in 2019, in addition to Halton Employment Survey data.

BURLINGTON SHARE OF 2019 TOP 25 CANADIAN EXPORT INDUSTRIES TO USA				
Top 25 Canadian Export Industries to USA			Burlington Share of Top 25 Canadian Export Industries to USA	
5-Digit NAICS	Industry	CAD in Millions	# of Businesses	Full Time Employees (Onsite + Offsite)
21111	**Oil and Gas Extraction**	$96,801		
33611	**Automobile and Light-Duty Motor Vehicle Manufacturing**	$53,005	1	0
32411	**Petroleum Refineries**	$18,367		
33641	**Aerospace Product and Parts Manufacturing**	$10,847	2	139
32541	**Pharmaceutical and Medicine Manufacturing**	$8,350	1	300
33131	**Alumina and Aluminum Production and Processing**	$7,725		
32521	**Resin and Synthetic Rubber Manufacturing**	$6,596		
32111	**Sawmills and Wood Preservation**	$6,471		
33141	**Non-Ferrous Metal (except Aluminum) Smelting and Refining**	$5,829		
32619	**Other Plastic Product Manufacturing**	$5,622	2	95
33361	**Engine, Turbine and Power Transmission Equipment**	$5,097	1	23
33111	**Iron and Steel Mills and Ferro-Alloy Manufacturing**	$5,073		
32212	**Paper Mills**	$4,567		
31161	**Animal Slaughtering and Processing**	$4,312		
31122	**Starch and Vegetable Fat and Oil Manufacturing**	$4,138		
33631	**Motor Vehicle Gasoline Engine and Engine Parts Manufacturing**	$4,046	1	10
21239	**Other Non-Metallic Mineral Mining and Quarrying**	$3,983		
33451	**Navigational, Measuring, Medical and Control Instruments**	$3,906	7	224+7 Part-time
32121	**Veneer, Plywood and Engineered Wood Product Manufacturing**	$3,778		
33612	**Heavy-Duty Truck Manufacturing**	$3,631		
33721	**Office Furniture (including Fixtures) Manufacturing**	$3,568	2	28
33392	**Material Handling Equipment Manufacturing**	$3,301	1	8+4 Part-time
21222	**Gold and Silver Ore Mining**	$3,281		
33324	**Industrial Machinery Manufacturing**	$3,256	3	50
33635	**Motor Vehicle Transmission and Power Train Parts**	$3,011		
	Top 25 Exports to USA	**$278,562**		
	Other Exports to USA	**$168,392**		
	Total Exports to USA	**$446,955**		
	Total Exports to World	**$593,028**		

Table 82: Data Source: Statistics Canada, US Census Bureau & 2019 Halton Employment Survey

Burlington
ECONOMIC DEVELOPMENT