

To: Mayor and Members of Council

From: Zaryab Ahmad, Economic Development Officer, Burlington Economic Development
Kate Hill-Montague, Coordinator of Planning Policy, Community Planning
Ali Balarlou, Planner II, Community Planning

Cc: Anita Cassidy, Executive Director, Burlington Economic Development
Jamie Tellier, Interim Director of Community Planning
Brynn Nheiley, Executive Director of Community Planning, Regulation and Mobility
Tim Commisso, City Manager

Date: July 2023

Re: 2021 Census Release: Education, Labour and Commuting

This memo presents the 2021 Census release on the portrait of education, labour and commuting for the City of Burlington. The memo was jointly prepared by Burlington Economic Development and Community Planning to present the latest data in one comprehensive document while providing some analysis relevant to the interests of each department.

Background

On November 30, 2022, Statistics Canada released the 2021 Census data on Education, Labour and Commuting. This was the seventh and final release of 2021 Census data. The Census of Canada commenced in May 2021, during a global pandemic, with Statistics Canada reporting an overall response rate of 98.3% for Ontario.

Previous Census Release Memos:

February 25, 2022: [Population and Dwelling Counts](#)
June 30, 2022: [Age, Sex at Birth and Gender, and Types of Dwellings](#)
July 13, 2022: [Income, Canadian Military Experience, and Families, Households & Marital Status](#)
October 28, 2022: [Language](#)
December 9, 2022: [First Nations peoples, Metis and Inuit in Canada & Canada's Housing Portrait](#)
January 27, 2023: [Immigration, Place of Birth & Citizenship, Ethnocultural & Religious Diversity, and Mobility & Migration](#)

2021 Census Highlights:

- Between 2016 and 2021, Burlington's working age population with postsecondary education increased from 73% to 76% Burlington due to a significant increase in residents with bachelor's degrees or higher education.

- Over the last 10 years, the proportion of Burlington’s working age population participating in the labour force decreased from 68.8% to 65%. This may be the result of both a general drop in workforce participation due to pandemic restrictions and Burlington’s aging population.
- The shift to remote work during the COVID-19 pandemic led to nearly 25,000 (37%) fewer of Burlington’s employed residents commuting to work in 2021, compared with five years earlier. With pandemic restrictions easing since then, an increasing number of workers are returning to the office. As a result, the number of people working from home may continue to evolve, and the future of work-from-home is not yet fully known.

2021 Census Education:

Level of Education:

As of 2021, roughly 76% of Burlington’s 96,660 working age¹ residents had a postsecondary certificate, diploma, or degree. This is significantly higher than the 68% seen in the rest of Ontario and is approximately the same as the rest of Halton Region (78%). Roughly 4% of Burlington’s population had an apprenticeship or trades certificate or diploma, while 20% attained a high school diploma or equivalent as their highest level of education.

Total Working Age Population by Highest Certificate, Diploma, or Degree (2021)

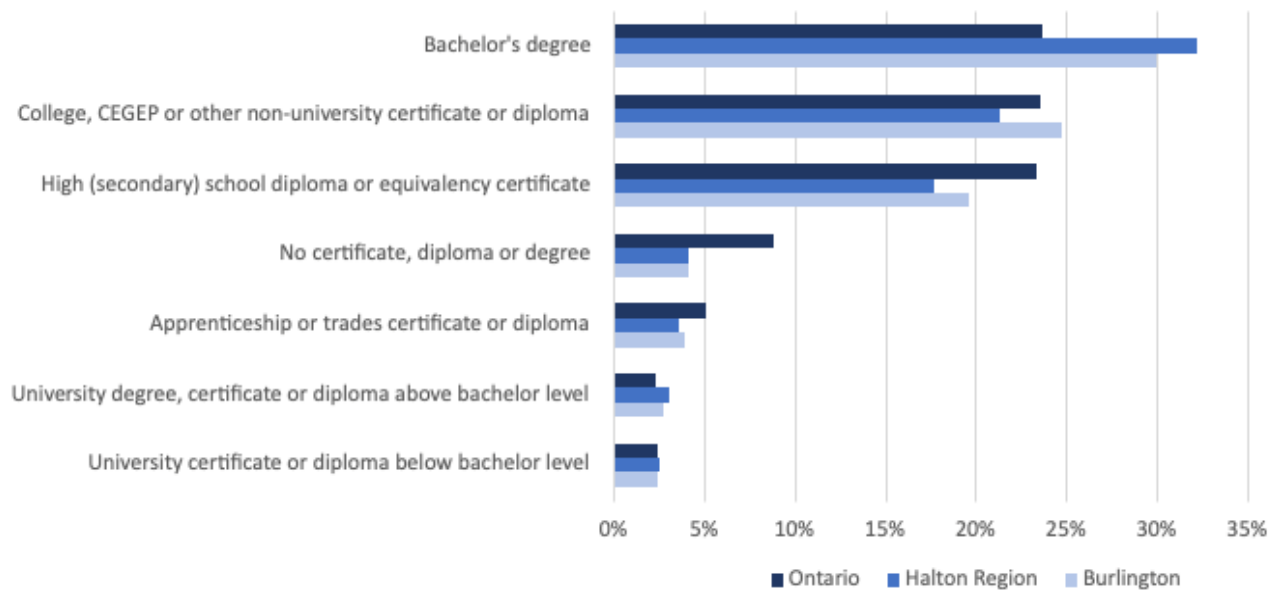


Figure 1: Percentage of Burlington’s working age population (25-64 years old) by highest certificate, diploma, or degree, compared to Halton Region and Ontario.

Over the last 10 years, Burlington’s working age population has increased by 2,125 residents (+2%). In this period, there has been a significant increase (+34%) in the proportion of residents with Bachelor’s degrees or higher. At the same time, there have been significant decreases in the proportion of Burlington’s working age residents with their highest level of education in the following categories:

- Those without any certificate, diploma, or degree (-20%)
- Those with a high school diploma or equivalent certificate as their highest level of education (-11%)
- Those with apprenticeship or trades certificates or diplomas (-32%)
- Those with university certificates or diplomas below the bachelor level (-50%).

¹ Working age population refers to those aged between 25 and 64 years old.

Among youth aged 18 to 24 in Burlington, 57% were attending postsecondary school, compared to 51.5% in Ontario and 50.2% in Canada overall.

Major Fields of Study²:

The top three most common fields of study among Burlington’s working age residents were:

1. Business, Management, and Public Administration (19%)
2. Architecture, Engineering, and Related Trades (12%)
3. Social and Behavioural Sciences, and Law (12%)

Together these fields of study account for 43% of Burlington’s working age population. While these three fields of study are also the most common across the rest of Halton Region and Ontario, those who studied these fields are overrepresented in Halton Region (46% vs. 37% across Ontario). Compared to the rest of Ontario, Burlington also has a significantly higher location quotient³ of working age residents who majored in the field of Education (LQ = 1.38).

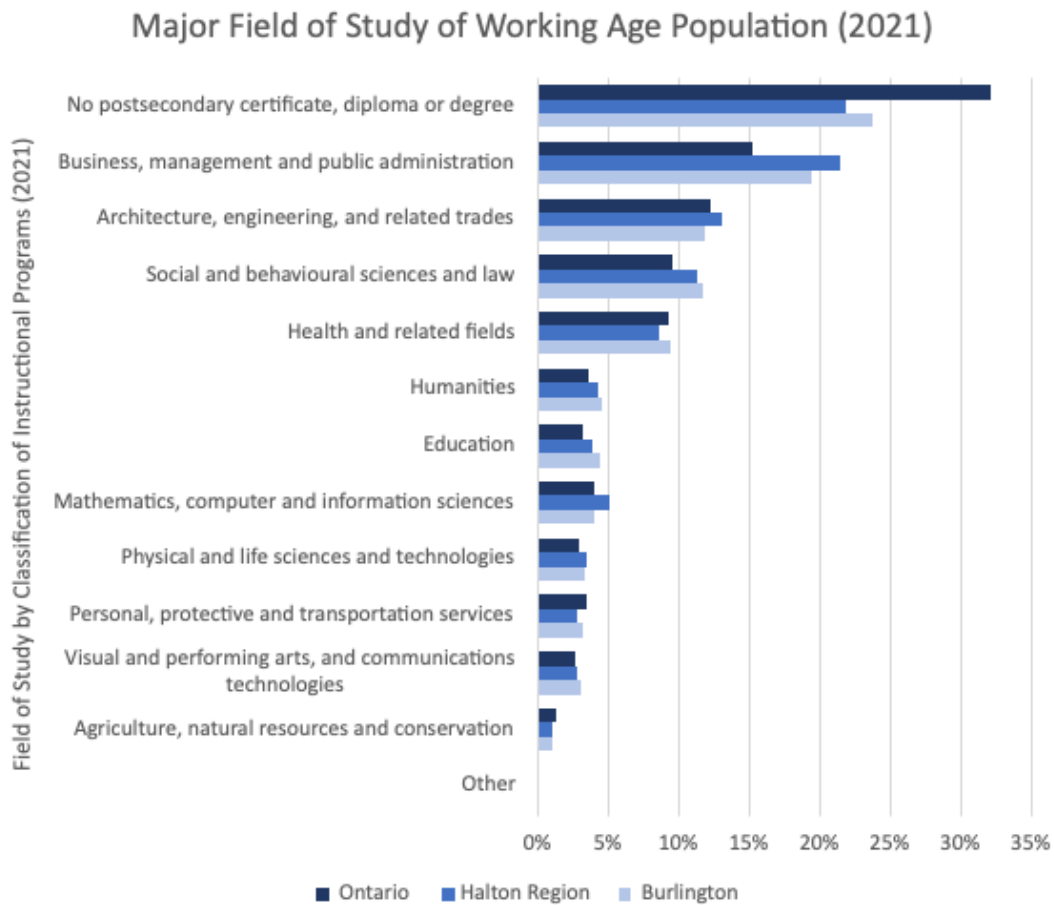


Figure 2: The major fields of study of Burlington’s working age population in 2021, compared to Halton Region and Ontario.

Over the last 10 years, growth in the number of residents in Burlington aged 15 and over who majored in the fields of Agriculture, Natural Resources and Conservation, and Social Behavioural Sciences and Law was significant (+49% and +33%, respectively). Additionally, since the last census period in 2016, there has been

² Major field of study refers to the predominant discipline or area of learning or training of a person’s highest completed postsecondary certificate, diploma, or degree, classified according to the Classification of Instructional Programs (CIP) Canada 2021.

³ Location quotient (LQ) is an analytical statistic that measures a region’s industrial specialization relative to a larger geographic unit. An LQ is computed as a specific industry’s share of a regional total for some economic statistic (e.g., earnings, GDP by metropolitan area, employment, etc.). An LQ of 1.25 or higher indicates a higher-than-average concentration of a specific industry in a region.

a significant increase in those aged 15 and over who majored in Mathematics, Computer and Information Sciences (+17%).

2021 Census Labour and Commuting:

Labour Force Status:

In 2021, Burlington's population aged 15 years and older was 154,075. Of this group, 100,160 were in the labour force and 89,495 (58%) were employed as census responses were collected in May 2021. Nearly 10,700 (11%) of Burlington's labour force were unemployed. As with the rest of Halton Region, Burlington had a higher labour force participation rate⁴ and a higher employment rate⁵ compared to the rest of Ontario. However, compared to other municipalities within Halton Region, Burlington had the lowest participation rate.

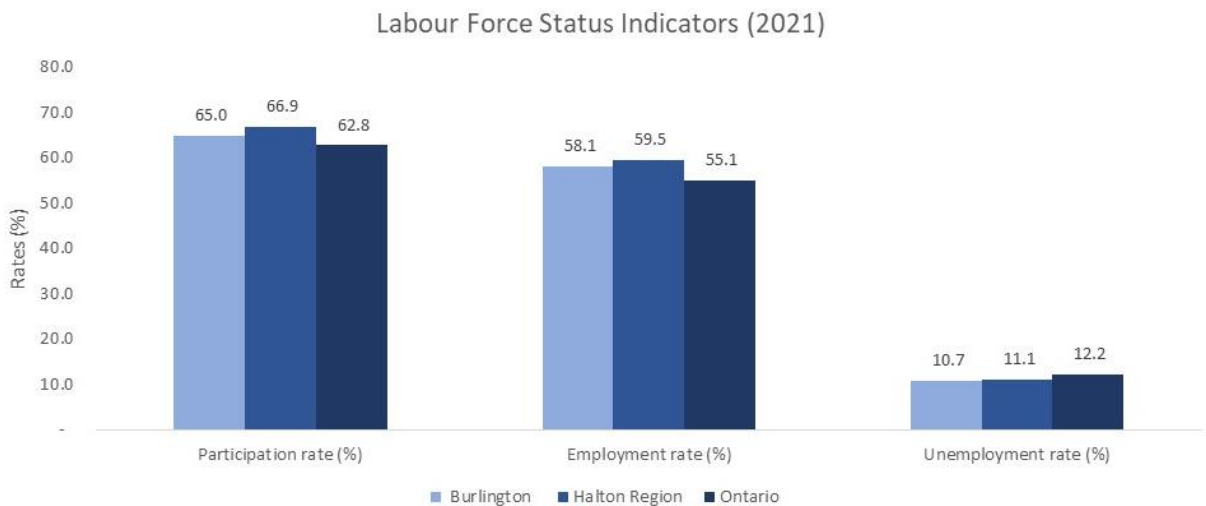


Figure 3: Labour force status indicators for Burlington, Halton Region, and Ontario in 2021.

While the number of Burlington residents aged 15 years and over in the labour force increased over the last 10 years by nearly 1,300 residents (+1%), the proportion of the total population in the labour force has decreased over time. In 2011, 69% of Burlington's 143,510 adult residents were participating in the labour force. As of 2021, 65% (-4%) of Burlington's 154,075 (+7%) adult residents were participating in the labour force. This drop in participation is likely attributable both to the impacts of COVID-19 and to Burlington's trend of an aging population.

As of 2021, Burlington's unemployment rate was nearly double the rate reported in 2016 (10.7% vs. 5.6%), likely the result of government pandemic restrictions at the time, as data from the 2021 Census reflects labour market conditions as of May 2021. Since Census Day, the Canadian labour market has continued to evolve with employment recovering to pre-pandemic levels by Fall 2021. Canadian labour market conditions continued to tighten into 2022, with an unprecedented number of job vacancies, peaking at 1.0 million in May 2022. In Halton, the unemployment rate returned to pre-pandemic levels at the end of 2021 and has remained relatively stable since then.

⁴ *Participation rate* refers to the total labour force (both employed and unemployed) expressed as a percentage of the population aged 15 years and over.

⁵ *Employment rate* refers to the number of employed individuals expressed as a percentage of the population aged 15 years of age and over.

Labour Force Status over Time (Burlington, 2011 to 2021)

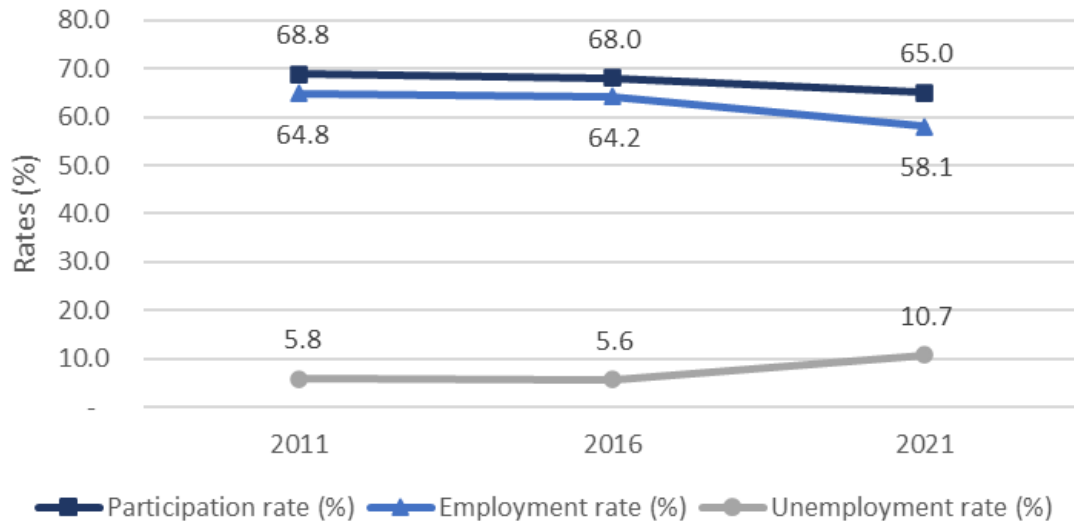


Figure 4: Labour force status indicators in Burlington over time, 2011-2021.

Employment by National Occupational Classification (NOC):

The top three occupational industries in Burlington in 2021 were in Sales and Service (25%), Business Finance and Administration (21%), and Education, Law and Social, Community and Government Services (12%). These concentrations are comparable to levels in Halton and Ontario, apart from a higher concentration of Trades, Transport, and Equipment Operators across Ontario, relative to Burlington and Halton Region.

Burlington Occupations by NOC (2021)

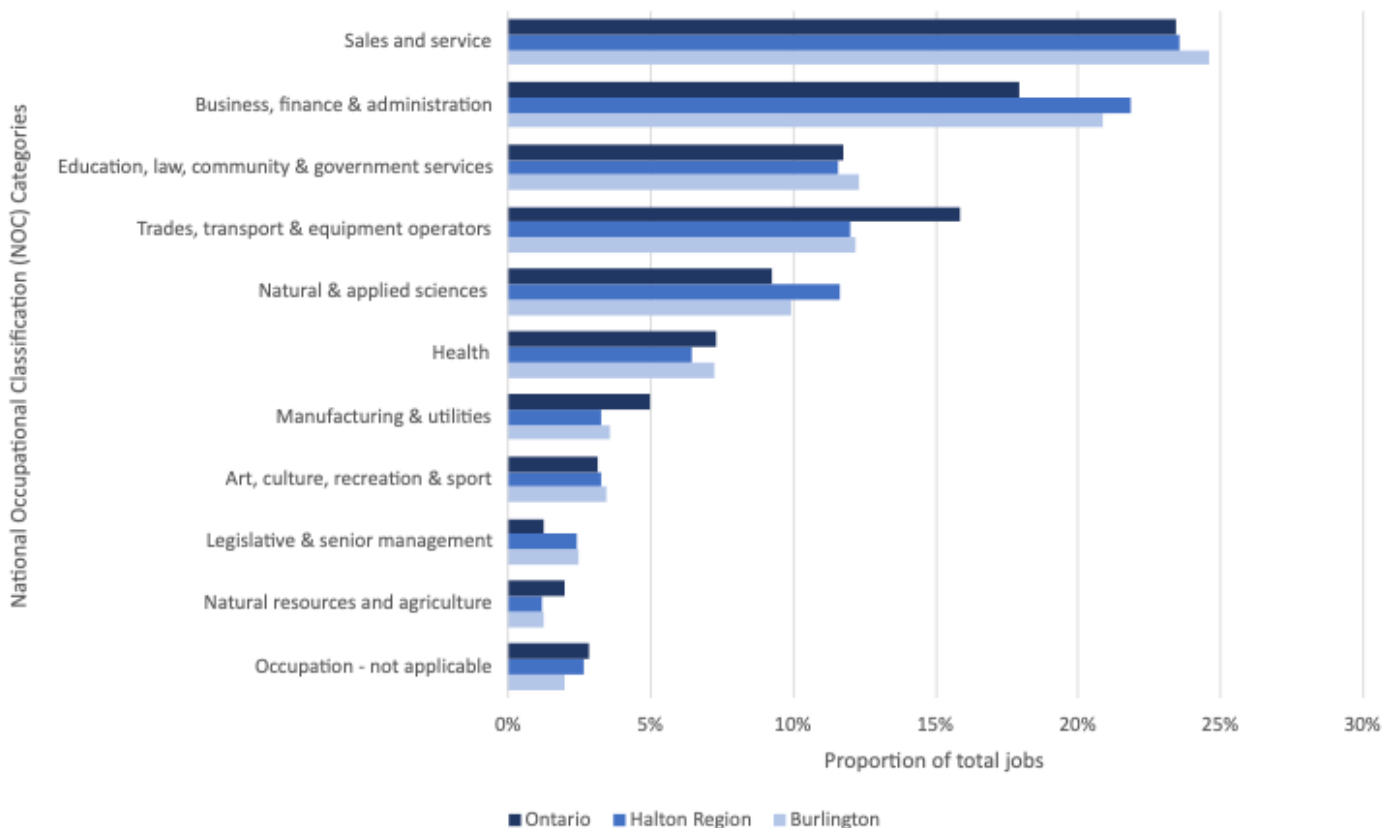


Figure 5: Percentage of residents with occupations in industries classified by NOC (2021), compared to Halton Region and Ontario.

Location quotients across occupations indicate that Burlington has a significant concentration of residents in Legislative and Senior Management occupations (LQ = 1.92) when compared to the rest of Ontario. No significant differences in concentration are evident between Burlington and the rest of Halton Region.

Over the last 10 years, Burlington experienced the greatest increases in residents aged 15 years and over working in occupations in Health (+32%), Trades, Transport and Equipment Operators (+32%), and Natural and Applied Sciences (+28%).

Employment by North American Industry Classification System (NAICS):

Burlington Occupations by NAICS (2021)

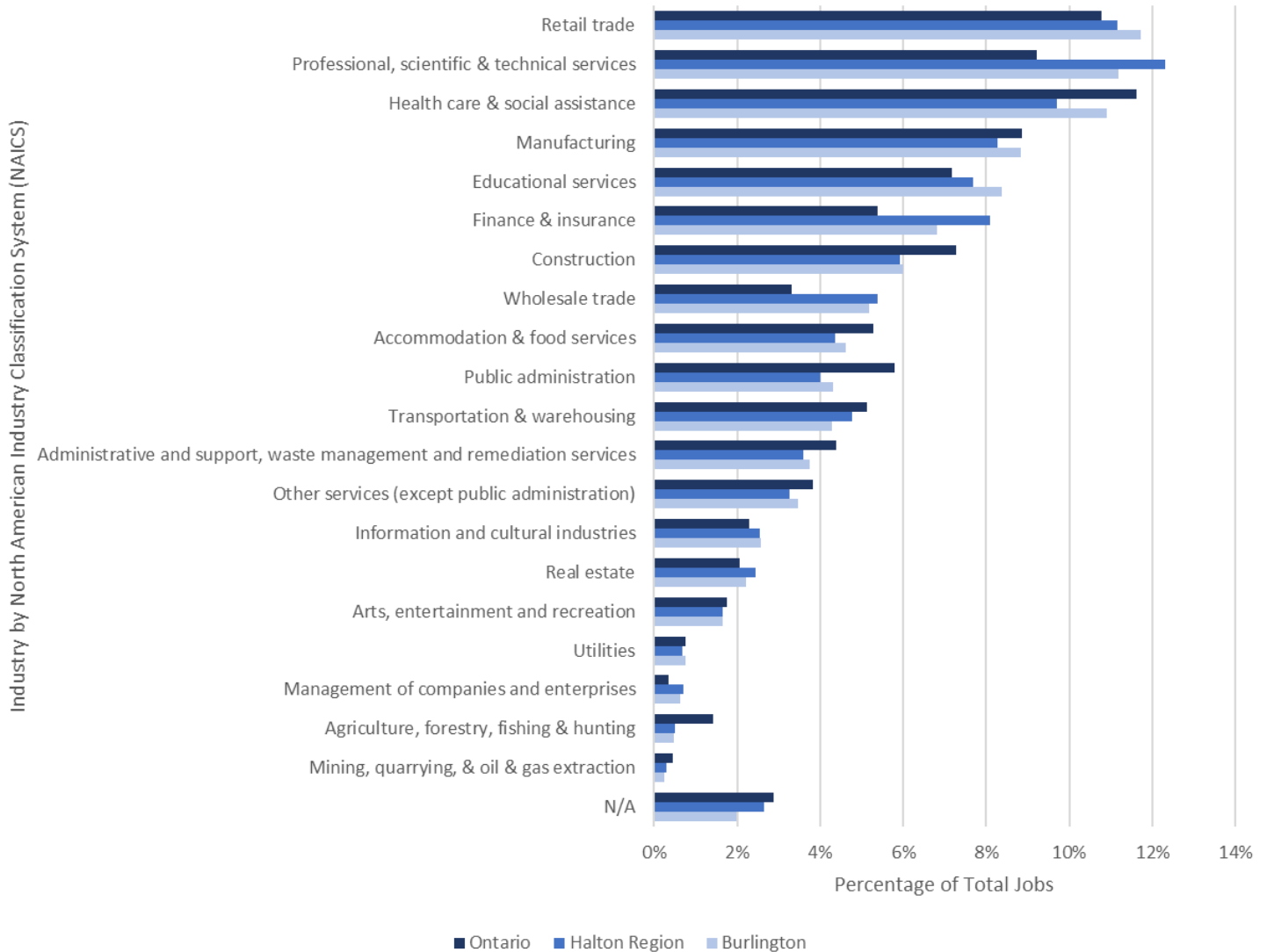


Figure 6: Percentage of residents with occupations in industries classified by NOC (2021), compared to Halton Region and Ontario. NAICS codes are indicated by the 2-digit codes listed in the graph. The full list of industries by NAICS code can be found [here](#).

Location quotients across occupations indicate that Burlington has a significant concentration of residents in Management of Companies and Enterprises (LQ = 1.76), Wholesale Trade (LQ = 1.57), and Finance and Insurance (LQ = 1.26) when compared to the rest of Ontario. Burlington also has significantly low concentrations of Agriculture, Forestry, Fishing and Hunting (LQ = 0.35) and Mining, Quarrying, and Oil and Gas Extraction (LQ = 0.35) compared to Ontario. No significant differences in concentration are visible between Burlington and the rest of Halton Region.

Over the last 10 years, Burlington experienced the greatest increases in residents aged 15 years and over working in occupations in Management of Companies and Enterprises (+443%), Mining, Quarrying, and Oil and Gas Extraction (+41%), and Professional, Scientific, and Technical Services (+28%).

Place of Work Status:

Nearly two-thirds of Burlington’s employed labour force commuted to their place of work⁶ in 2021 with 56,415 people commuting to work and 33,075 people working from home in Burlington. The number of commuters has decreased since 2016 by 28% or 31,145 people. Conversely, the number of employed people that worked from home drastically increased by 305% or 24,915 people over the last five years and now accounts for 36.7% of Burlington’s workers in 2021.

The availability of more remote-work options and health and safety regulations during the global pandemic led to considerable changes in how and where people do their work. This increased flexibility in remote-work options is reflected in the 2021 Census. Since 2016, more of Burlington’s workforce has worked from home instead of commuting to a workplace. As a result, office vacancies in the city have increased to record levels. With pandemic restrictions easing over the course of 2022 and 2023, an increasing number of workers are returning to the office, as a result, the number of people working from home may continue to evolve, and the future of work-from-home is not yet fully known. The City will continue to find ways to make Burlington an attractive place to live and work and to attract employers.

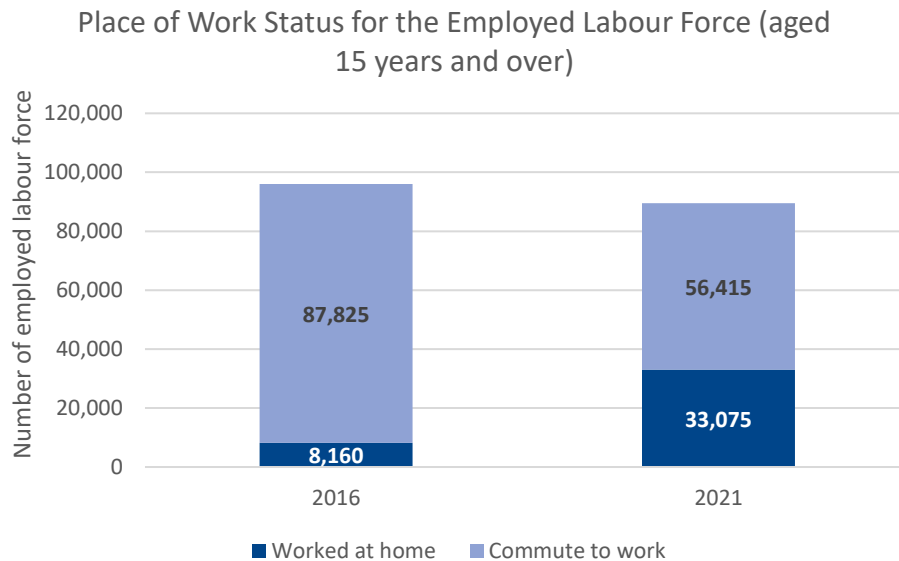


Figure 7: Number of Burlington residents employed in the labour force by place of work status in 2016 and 2021.

⁶ Place of Work is defined as “usual place of work, no fixed workplace address and worked outside Canada”

Commuting Destination Status (Only for commuters⁷ with a usual place of work)

Since 2016, the number of commuters with a usual place of work decreased by 30,085 or 38%. Half (50%) of these commuters in 2021, stayed within Burlington (the Census Subdivision⁸). Comparatively, 17% were commuting to a neighbouring municipality but stayed within Halton Region (Census Division (CD))⁹. Since 2016, the number and proportion of Burlington's commuters that commuted outside of Halton Region (CD) but stayed within Ontario decreased by -15,650 workers (-7%).

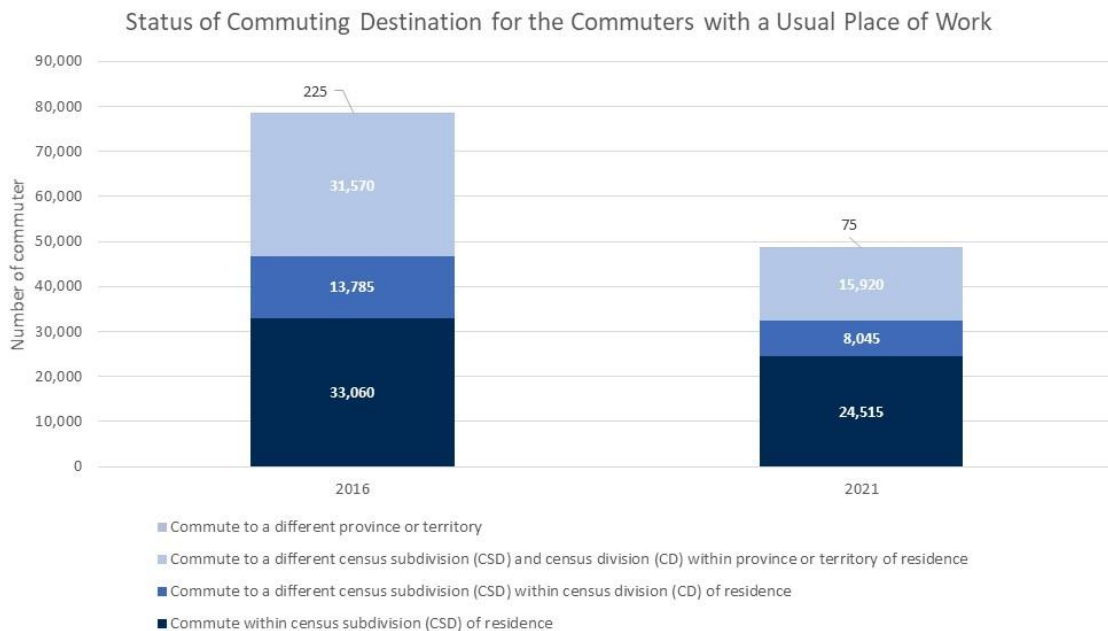


Figure 8: A comparison of number of the commuters by commuting destination status in 2016 and 2021.

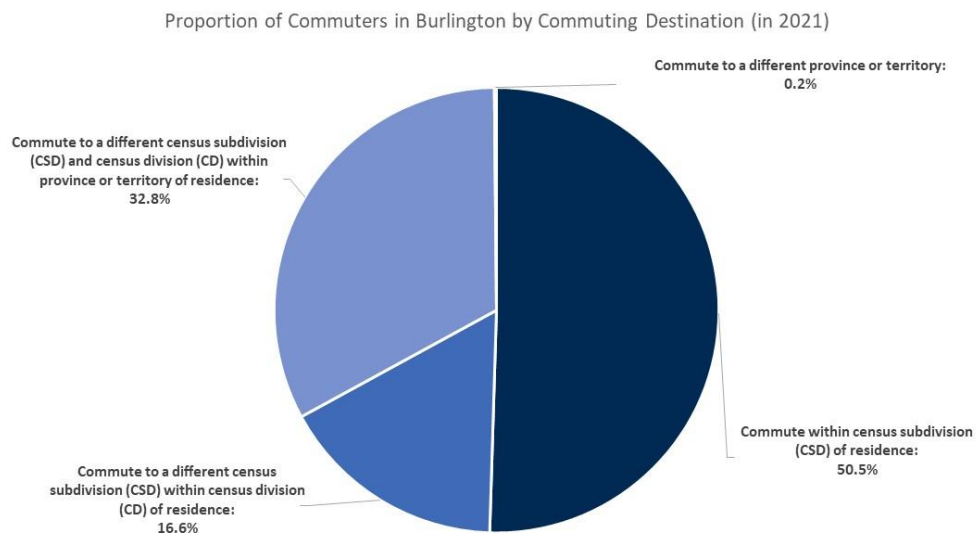


Figure 9: Proportion of the commuters by commuting destination in 2021.

⁷ *Commuter* means employed labour force aged 15 years and over works at usual place of work or no fixed workplace address.

⁸ *Census subdivision (CSD)* is the general term for municipalities (as determined by provincial/territorial legislation) or areas treated as municipal equivalents for statistical purposes (e.g., Indian reserves, Indian settlements and unorganized territories)

⁹ *Census division (CD)* refers to a group of neighboring municipalities joined together for the purposes of regional planning and managing common services (such as police or ambulance services). These groupings are established under laws in effect in certain provinces of Canada. *Census division (CD)* is the general term for provincially legislated areas (such as county, municipalit  regionale de comt  (MRC) and regional district) or their equivalents.

Main Mode of Commuting

In 2021, 9 out of 10 commuters in Burlington (50,000 commuters) used a car, truck or van to get to their place of work. While 8% of commuters were passengers using carsharing, 11% of commuters traveled to their place of work using active transit electing to commute by public transit (4%), walking (4%), cycling (1%) and other methods (2%). The City will continue to find ways to encourage the use of active transit modes for commuters and to increase and diversify commuting modes.

Commuting Duration

Compared to 2016, commuters are spending less time commuting to their place of work. In terms of commuting duration, most of Burlington's commuters spent less than an hour traveling to their workplace. Two-thirds of commuters (67%) spent less than 29 minutes traveling to work (which was 59% in 2016). Conversely, only 7% of Burlington's commuters spent 60 minutes or more getting to work (decreasing by 7% compared to 2016).

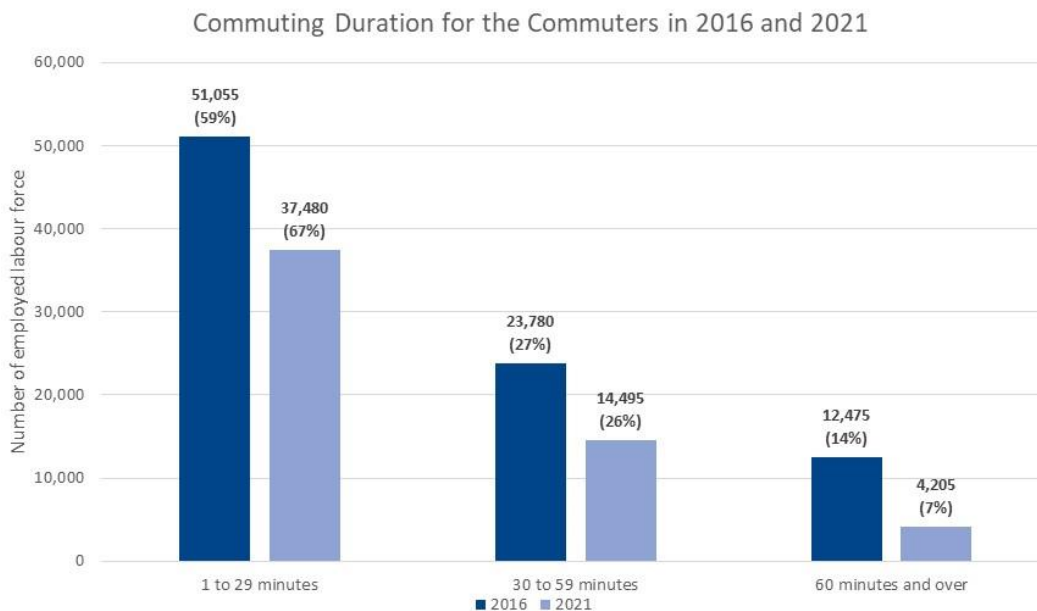


Figure 10: A comparison of the number of commuters by commuting duration in 2016 and 2021. Percentage values reflect the proportion of Burlington's total commuters that each group accounts for in each census year

Time Leaving for Work

In 2021, the largest proportion of commuters (65%) left their place of residence between 6 a.m. and 8:59 a.m. followed by commuters leaving their place of residence between 9 a.m. and 11:59 a.m. (15%) which increased by 4% over the last five years.

Time Leaving for Work in 2016 and 2021

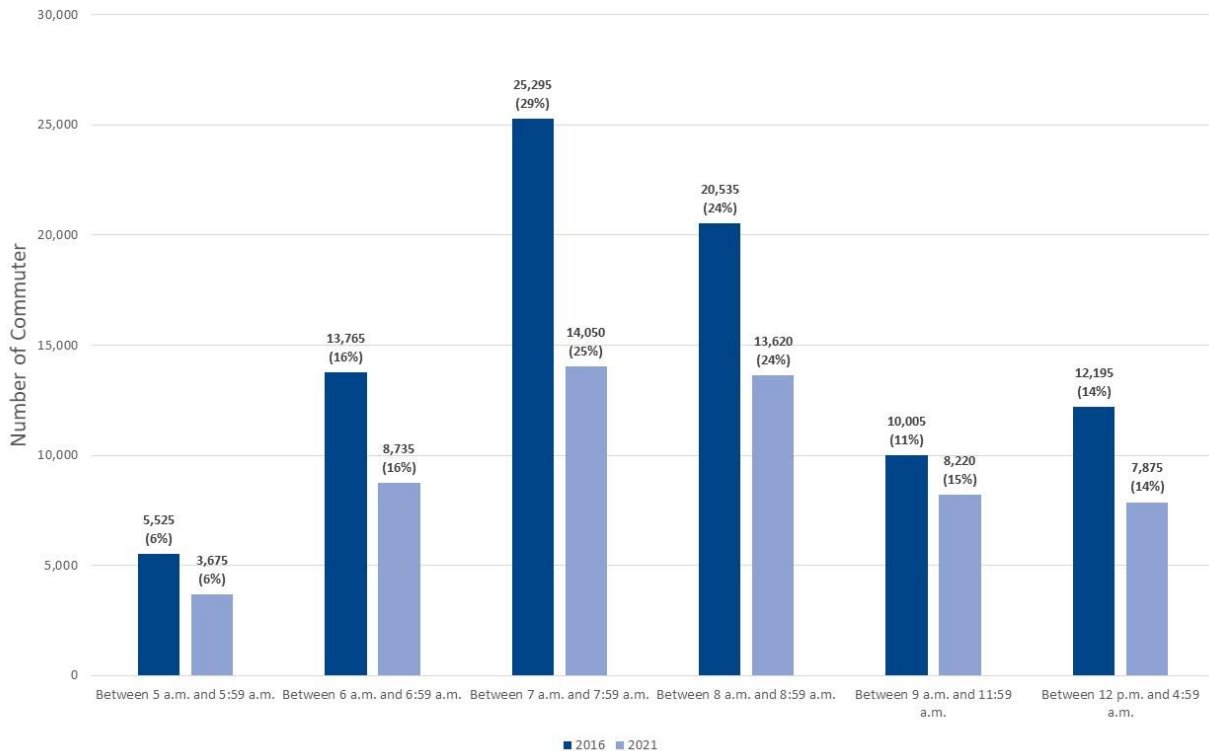


Figure 11: A comparison number of the commuters by time leaving for work in 2016 and 2021. Percentage values reflect the proportion of Burlington’s total commuters that each group accounts for in each census year

If you have any questions, please feel free to contact us.

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