

**Halton Social Planning Council and
Volunteer Centre**

A Social Profile of the Halton Visible Minority Population

December 2000

*Prepared by
Ted Hildebrandt – Senior Planner
Lyn Apgar - Research Associate*

December 2000

Copies of this report are available from:

**Community Development Halton
760 Brant St., Ste. 406
Burlington, ON
L7R 4B7
Phone: 905 632-1975
Fax: 905 632 0778
Email: office@cdhalton.ca
www.cdhalton.ca**



A United Way member agency

**Funding for this study provided in part by
Human Resources Development Canada and
Regional Municipality of Halton**

Table of Contents

TABLE OF CONTENTS	1
LIST OF TABLES	3
LIST OF FIGURES.....	3
ACKNOWLEDGEMENTS	5
1. INTRODUCTION	7
<i>Background</i>	7
<i>Halton Context</i>	7
<i>Methodology</i>	9
<i>Caveats</i>	9
2. ORGANIZATION OF REPORT	11
3. OVERVIEW OF THE HALTON VISIBLE MINORITY POPULATION (TABLE 1).....	16
<i>Population Size</i>	16
<i>Distribution of Visible Minorities across Halton Region</i>	17
<i>Visible Minority Groups in Halton</i>	18
<i>Age of Visible Minority Population</i>	19
<i>Gender of Visible Minority Population</i>	20
<i>English Language Capacity of Visible Minority Population</i>	20
<i>Period of Immigration of Visible Minority Population</i>	20
<i>Educational Attainment of Visible Minority Labour Force Population</i>	20
<i>Employment and Income Outcomes of Visible Minority Population</i>	21
<i>Summary Profile</i>	21
4. PROFILE OF HALTON VISIBLE MINORITIES IN HALTON MUNICIPALITIES (TABLE 2).....	26
<i>Size of Visible Minority Population in Halton Municipalities</i>	26
<i>Gender Distribution in Halton Municipalities</i>	28
<i>Age Groups in Halton Municipalities</i>	29
<i>English Language Capacity in Halton Municipalities</i>	29
<i>Period of Immigration in Halton Municipalities</i>	29
<i>Educational Attainment in Halton Municipalities</i>	29
<i>Employment and Income Outcomes in Halton Municipalities</i>	29
<i>Summary Profile of Visible Minority Population in Halton Municipalities</i>	30
<i>Population Growth in Halton Municipalities</i>	31
5. PROFILE OF VISIBLE MINORITY GROUPS IN HALTON (TABLE 3).....	34
<i>Population Size of Visible Minority Groups</i>	34
<i>Residence Municipality of Visible Minority Groups</i>	36
<i>Gender Distribution of Visible Minority Groups</i>	36
<i>Age Distribution of Visible Minority Groups</i>	36
<i>English Language Capacity of Visible Minority Groups</i>	36
<i>Period of Immigration of Visible Minority Groups</i>	36
<i>Educational Attainment of Visible Minority Groups</i>	37
<i>Employment and Income Outcomes of Visible Minority Groups</i>	37
<i>Summary Profiles of Major Visible Minority Groups in Halton</i>	38
6. PROFILE OF HALTON VISIBLE MINORITY POPULATION BY GENDER (TABLE 4).....	41
<i>Population Size by Gender</i>	41
<i>Municipality of Residence by Gender</i>	41
<i>Visible Minority Groups by Gender</i>	41
<i>Age Groups by Gender</i>	41

	<i>Marital/Family Status by Gender</i>	41
	<i>English Language Capacity by Gender</i>	42
	<i>Period of Immigration by Gender</i>	42
	<i>Educational Attainment of the Labour Force Population by Gender</i>	42
	<i>Employment and Income Outcomes by Gender</i>	42
	<i>Summary Profile by Gender</i>	42
7.	PROFILE OF HALTON VISIBLE MINORITIES BY AGE GROUP (TABLE 5)	45
	<i>Population Size of Age Groups</i>	45
	<i>Municipality of Residence of Age Groups</i>	46
	<i>Visible Minority Groups by Age Groups</i>	46
	<i>Gender Distribution by Age Group</i>	46
	<i>English Language Capacity of Age Groups</i>	47
	<i>Period of Immigration of Age Groups</i>	47
	<i>Educational Attainment of the Labour Force Population by Age Groups</i>	47
	<i>Employment and Income Outcomes of Age Groups</i>	47
	<i>Summary Profiles of Age Group</i>	48
8.	PROFILE OF HALTON VISIBLE MINORITIES BY ENGLISH LANGUAGE CAPACITY (TABLE 6) .51	
	<i>Population Size by English Language Capacity</i>	51
	<i>Municipality of Residence by English Language Capacity</i>	53
	<i>Age by English Language Capacity</i>	53
	<i>Gender by English Language Capacity</i>	53
	<i>Period of Immigration by English Language Capacity</i>	53
	<i>Education by English Language Capacity</i>	53
	<i>Employment and Income Outcomes by English Language Capacity</i>	53
	<i>Summary Profile by English Language Capacity</i>	53
9.	PROFILE OF HALTON VISIBLE MINORITIES BY EDUCATIONAL ATTAINMENT OF THE LABOUR FORCE POPULATION (TABLE 7)	57
	<i>Population Size by Educational Level</i>	57
	<i>Municipality of Residence by Educational Level</i>	57
	<i>Age Groups by Educational Level</i>	58
	<i>Gender Distribution by Educational Level</i>	58
	<i>Period of immigration by Educational Level</i>	58
	<i>Employment and Income Outcomes and Educational Level</i>	58
	<i>Summary Profile by Educational Level</i>	58
10.	PROFILE OF HALTON VISIBLE MINORITIES BY PERIOD OF IMMIGRATION (TABLE 8)	61
	<i>Population Size by Period of Immigration</i>	61
	<i>Residence Municipality by Period of Immigration</i>	61
	<i>Visible Minority Groups by Period of Immigration</i>	63
	<i>Age Group by Period of Immigration</i>	63
	<i>Gender Distribution by Period of Immigration</i>	63
	<i>English Language Capacity by Period of Immigration</i>	63
	<i>Educational Attainment by Period of Immigration</i>	63
	<i>Employment and Income Outcomes by Period of Immigration</i>	63
	<i>Summary Profiles by Period of Immigration</i>	64
11.	SUMMARY OF EMPLOYMENT AND INCOME OUTCOMES FOR HALTON VISIBLE MINORITY POPULATION (TABLES 9,10,11,12)	69
	EMPLOYMENT	69
	PARTICIPATION AND UNEMPLOYMENT RATE COMPARISON	71
	<i>Age</i>	71
	<i>Education</i>	71
	<i>Gender</i>	71

<i>Visible Minorities and Non Visible Minorities</i>	71
<i>Period of Immigration</i>	72
<i>Halton vs. Ontario</i>	72
INCOME	72
<i>Median Employment Income Comparisons</i>	73
<i>Age</i>	73
<i>Halton vs. Ontario</i>	75
<i>Visible Minority Groups</i>	76
<i>Period of Immigration</i>	76
12. DISCUSSION OF IDENTIFIED EMPLOYMENT ISSUES OF VISIBLE MINORITIES IN HALTON ..	79
BARRIERS FACED BY VISIBLE MINORITIES	79
INTERNAL BARRIERS	80
EXTERNAL BARRIERS	83
13: IMPLICATIONS FOR ORGANIZATIONS PROVIDING EMPLOYMENT AND EMPLOYMENT RELATED SERVICES TO HALTON VISIBLE MINORITIES	88
APPENDIX A - ALPHABETICAL GLOSSARY.....	90
APPENDIX B.....	93
<i>Key Informant Interviewees</i>	93
<i>Key Informant Questions</i>	93
APPENDIX C	94
<i>Focus Group Questions</i>	94

List of Tables

Table 1: Halton and Ontario Visible and Non-Visible Minority Populations	23
Table 2: Profile of Halton Visible Minorities for Halton Municipalities	32
Table 3: Visible Minority Groups in Halton.....	39
Table 4: Profile of Halton Visible Minority Population by Gender	43
Table 5: Profile of Halton Visible Minority Population by Age Groups.....	49
Table 6: Profile of Halton Visible Minority Population by English Language Capacity	55
Table 7: Profile of Halton Visible Minority Population by Educational Attainment of the Labour Force Population	59
Table 8: Period of Immigration of the Halton Visible Minority Population.....	66
Table 9: Participation Rate, Unemployment Rate and Median Employment Income of Halton and Ontario to 44 year olds who have completed High School.....	77
Table 10: Participation Rate, Unemployment Rate and Median Employment Income of Halton and Ontario to 44 year olds with University Degree	77
Table 11: Participation Rate, Unemployment Rate and Median Employment Income of Halton and Ontario to 64 year olds who have completed High School.....	78
Table 12: Participation Rate, Unemployment Rate and Median Employment Income of Halton and Ontario to 64 year olds with University Degree	78

List of Figures

Figure 1: Ontario and Halton Visible and Non Visible Minority Populations	17
Figure 2: Municipality of Residence of Visible Minorities in Halton.....	17
Figure 3: Visible Minority Groups In Halton	19
Figure 4: Distribution of Halton Visible Minority Population in by Forward Sortation Area.....	27
Figure 5: Proportion of Visible Minority Groups in Halton Municipalities	28

Figure 6: Composition of the Three Major Visible Minority Population Groups in Halton.....	35
Figure 7: Age Distribution of Visible Minority and Non Visible Minority Population in Halton.....	46
Figure 8: Distribution of Halton Population whose Home Language is a Non Official Language by Forward Sortation Area	52
Figure 9: Distribution of Halton Population who are recent immigrants to Canada (1991 to 1996) by Forward Sortation Area	62
Figure 10: Occupational Groups of Halton Visible and Non Visible Minority Populations	69
Figure 11: Median Employment Income Comparison.....	75

Acknowledgements

The Halton Social Planning Council and Volunteer Centre would like to acknowledge the assistance of the **Halton Multicultural Council** in recruiting focus group participants and in providing the space to have meetings with the focus groups.

As well, we would like to thank all **focus group participants**. Many who participated were very recent immigrants to Canada and we wish them well in finding employment and settling in their new home.

Also, we thank our **key informants** who readily gave of their time to provide their perspectives.

All errors and omissions are those of the Council.

1. Introduction

Background

The **purpose** of this report is to provide information that can be used by a range of interested parties to develop the capacity of visible minority workers to find and keep jobs. The report identifies and specifies the socio-economic and labour market characteristics of the visible minority population in Halton and describes some of the barriers that visible minorities experience in finding employment.

This report is largely a technical document, and as such, the use of some terminology may seem awkward. However, to change some of the labels and terminology could result in the change in the meaning of the data. Therefore, we decided to use Statistic Canada's terminology when using or describing Statistics Canada data. The glossary in Appendix A provides definitions for many of these terms.

The Employment Equity Act defines **visible minorities** as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The Act specifies that the visible minority population includes the following groups:

- Chinese
- South Asian (e.g. East Indian, Pakistani, Punjabi, Sri Lankan)
- Black (e.g. African, Haitian, Jamaican, Somali)
- Arab/West Asian (e.g. Armenian, Egyptian, Iranian, Lebanese, Moroccan)
- Filipino
- Southeast Asian (e.g. Cambodian, Indonesian, Laotian, Vietnamese)
- Latin American
- Japanese
- Korean

This report is one of a series of visible minority social profile reports prepared by the Social Planning Council of Peel and the Halton Social Planning Council and Volunteer Centre with funding from Human Resources Development Canada.

Halton Context

The Region of Halton, located between Peel to the east and northeast; Hamilton to the west and Wellington County to the north and northwest, is a growing exurban region of the Greater Toronto Area. The total 1996 population is 339,875 persons. The Region's four municipalities, Oakville,

Burlington, Milton and Halton Hills, have a growing population that is young, highly educated with high employment rates and high incomes. Many Halton residents work outside the Region, primarily in Mississauga and Toronto, enabled by multiple highways and commuter GO train service from Georgetown, Milton, Oakville and Burlington through Peel to Toronto. The cost of living is relatively high, primarily due to high housing and transportation costs. There is no north/south public transportation system within the Region and Halton residents continue to follow historical patterns of accessing employment, human services and shopping by travelling east and west outside the Region, rather than north and south within the Region.

The majority of the visible minority population in Ontario is made up of relatively new immigrants to Canada. New immigrants to Canada are most likely to settle in major urban areas and, each year, Toronto attracts more than half of the new immigrants to Canada. Halton, with its high housing costs, access to transportation issues and lack of critical mass of ethnic groups to develop culturally specific services, has a visible minority population that is proportionally below the provincial average.

The total visible minority population in Halton is increasing with the overall population increase in Halton as Peel becomes close to being fully built. New developments particularly in northeast Oakville are becoming more culturally diverse.

The low numbers of visible minorities living in Halton and the fact that those who live in Halton are well established is both a reason for and a result of the lack of development of ethno/racially specific service organizations in Halton. While most cultural/religious groups in Halton have created voluntary associations that provide cultural, educational, social and religious functions for their communities; only the Halton Multicultural Council receives ongoing funding to provide settlement services to new immigrants and educational and supportive functions to cultural groups in Halton.

The Halton Multicultural Council provides social programmes to the Halton community. It is the local settlement service for new immigrants to Canada, it develops education programmes to facilitate cross-cultural communication, it encourages and facilitates the development of support groups and community organizations for immigrants and refugees and it provides cultural activities to foster the representation of cultural heritage. The Council has suffered funding cutbacks in recent years and is increasingly challenged to deliver services with limited financial and human resources. Many volunteers from a variety of ethnic and racial groups are involved in the Council.

In 1998/99 for the first time, the Council received funding from Citizenship and Immigration Canada to provide assistance to newcomers in their job search. This programme is delivered in partnership with the Multicultural Assistance Services of Peel. The programme provides job search workshops and served 140 participants in 1998/99. It has been determined that between 75% and 85% of all job search workshop participants have found employment or are following academic or practical plans of upgrading skills. The Council's venture into employment services has been successful and it has enhanced its knowledge of the employment and training needs of newcomer visible minorities living in Halton.

Methodology

The approach to this study was three pronged. The primary focus was analysis of special runs of 1996 Census data. To inform and enhance the data results, key informant interviews and meetings with focus groups were held.

Key informant interviews were held with twelve individuals representing a range of cultural groups and service providers in Halton Region. Key informants are persons in the community that have understandings of current employment issues affecting the visible minority population. The semi-structured interview focused on perceptions of barriers to finding employment and employment services for visible minorities in Halton. Appendix B identifies key informants and key informant questions.

Five focus groups with members of visible minority groups were held. The Halton Multicultural Council assisted in recruiting focus group participants and in providing the space for focus group meetings. Approximately 60 persons attended the focus groups, of which approximately 75% were members of visible minority groups. The focus group questions are attached in Appendix C. All participants received an honorarium.

Caveats

The statistical data presented here is based on the 1996 Canadian Census. While there is little to indicate that the profile of the visible minority population in Halton has changed in the last four years, it is likely that the absolute numbers have increased.

Census data is the best available information about the Canadian population. However, reliability is not 100% and **caution should be taken when making generalizations or drawing conclusions when small numbers are involved.**

Focus groups included an overrepresentation of visible minority new immigrants and an underrepresentation of visible minorities well established in the community. As well, focus group participants did not include any participants from North Halton. However, there is no reason to believe that responses from North Halton participants would be significantly different than those of participants from Oakville and Burlington.

2. Organization of Report

The purpose of this report is to provide information that can be used by a range of interested parties to develop the capacity of visible minority workers to find and keep jobs. Stakeholder groups for the purposes of this study include organizations and individuals that provide services such as employment preparation and training programs, English as a Second Language programs and settlement services. It may also be of value to organizations that provide planning and policy advice to various levels of government.

With such a diverse stakeholder audience, it is important to consider the organization of the report to ensure that all stakeholders can readily utilize it. For example, organizations providing English language training need information that provides information about persons who may require English language training. Where does the target group live, how old are they, what educational experiences have they had, and how many of them are there? With this information organizations can better plan where training will be held, what service delivery models are most appropriate for the different cultures, ages, gender and educational experiences of the target group and what service capacity needs to be developed. On the other hand, organizations providing employment preparation services require similar information organized with respect to the unemployed - the target group they are most interested in.

Visible Minority individuals are a heterogeneous group. They vary by race and culture, by English language speaking ability, by educational and employment experiences and attainments, by age and gender, by income and by the length of time they have been in Canada. Individual and group employment outcomes are the result of a complex interaction of economic and social factors that vary over time and place. The Census provides reliable information on five key variables that influence employment and income outcomes. Those five key variables are gender, age, English language ability, period of immigration and education.

Gender influences employment and income outcomes. Women's employment rate and incomes are lower than men's for a variety of reasons. Until recently women have not been as well educated as men. As well, more women than men are likely to choose to remain outside the labour force, at least temporarily, or to be employed part-time or to be underemployed in order to fulfill family responsibilities. As well, women traditionally have faced significant discrimination in accessing some

types of employment or positions, particularly occupations requiring physical strength and those at senior management level.

Age is a key determinant of employment and particularly of income outcomes. Younger people are more likely to be unemployed or have periods of unemployment than older people in well-established careers. Younger people's employment incomes are lower. When comparing population outcomes it is important to understand the age structure of the populations. Younger populations will have lower median/average incomes than older populations.

Speaking English well is necessary in most parts of Southern Ontario to have good employment prospects and to achieve a stable and adequate income. This is particularly true for professionals who must have a solid command of both social English and professional English. Newcomers to Canada, who are learning English, are unlikely to be able to achieve their full employment potential before they can speak English well.

Almost 75% of visible minority individuals in Ontario are immigrants. An even higher, 88.6% of the visible minority population over 15 years of age in the labour force are immigrants. The immigration fact provides a focus for organizing information about visible minorities and employment. Two dimensions of **period of immigration** influence employment and income outcomes. One is the immigration and refugee policy context in the period of immigration that determines the characteristics of individuals entering the country at any given point.

The second is that period of immigration affects employability on two levels. At the individual level, immigrants, over time, learn English, access training/education and, by and large, find appropriate employment. At the community level, ethnic and racial groups over time launch institutions and associations in local communities that attract new immigrants to particular neighbourhoods and provide an established social network for job seeking. In fact newer immigrants of any particular group despite language skills or education level may have less difficulty finding jobs than the initial group.

By focusing on period of immigration and describing characteristics which visible minority groups from each wave of immigration have in common and where they differ, strategies at both individual and community levels may become more evident.

New immigrants face a transitional period upon arrival in Canada. Acculturation to Canadian job finding and recruiting processes takes time, and new immigrants are often 'underemployed' when they first arrive in the country. They may require English language training and/or retraining before they are able to find employment commensurate with their training and experience in their country of origin.

Immigration policies varied over the time period so that characteristics of newcomers have varied over time. During the 80's when family reunification was a focus of immigration, immigrants were more likely to have lower levels of education. Currently, with a focus on independent immigrants, immigrants are more likely to have higher levels of education.

For all of us level of **educational attainment** is, over the long term, the most significant determinant of employment and income status. People with higher education levels have higher rates of employment and higher incomes.

All of these variables interact to influence employment and income outcomes. As we shall see, older university educated visible minority males who speak English well and have been in Canada for more than 15 years have the highest rates of employment and income; while conversely, young, less educated visible minority women who do not speak English well and are new to Canada experience the most difficulties in finding employment and achieving an adequate income.

Each section of the report is organized similarly. A profile or description of the visible minority population by categories of the specific variable is presented in table format. Column percentages are provided in tables followed by absolute values in parentheses. Absolute numbers are useful for stakeholders in determining the size and sites for programs and services, while proportional data assists in identifying priorities. Highlights of the information (percentages only) contained in the table are also provided in bullet format. Summary profiles are also contained in the highlights section.

This report contains a vast amount of information. After reviewing *Section 3: An Overview of the Halton Visible Minority Population*, most readers of the report will choose to go directly to the section of interest to them.

The sections of the report are as follows:

1. Introduction

The introduction provides background information to the report including the purpose, the Halton context, the methodology, caveats and assumptions.

2. Organization of Report

This section describes and provides the rationale for the report organization.

3. Overview of the Halton Visible Minority Population

This section provides a profile of the visible minority population in Halton in chart format. It also provides a comparison of the visible minority population to the non-visible minority population in Halton, and to the Ontario visible and non-visible minority populations by key variables. Key findings are highlighted. This section is of particular relevance to those interested in “the big picture” of the visible minority population in Halton.

4. Profile of Halton Visible Minority Population in Halton Municipalities

This section identifies and describes the visible minority population in each of the four municipalities in Halton by key variables. It is pertinent to those interested in the profile of visible minorities in a particular Halton municipality and will assist decision-making on program sites and sizing.

5. Profile of Visible Minority Groups in Halton

This section identifies and describes visible minority groups in Halton by key variables. This section is of particular relevance for visible minority groups and associations that are seeking to understand the profile of particular visible minority groups.

6. Profile of Visible Minority Groups in Halton By Gender

This section identifies and describes similarities and differences between visible minority males and females in Halton by key variables. This section is of particular relevance for those planning and providing services specific to men or women.

7. Profile of Visible Minorities in Halton by Age Group

This section identifies and describes similarities and differences among different age groups of visible minorities in Halton by key variables. This speaks to the needs of those planning and providing services specific to particular age groups.

8. Profile of Visible Minorities in Halton by English Language Capacity

This section identifies and describes similarities and differences among visible minorities with respect to their knowledge and use of English by age, gender, education, municipal residence, period of immigration and visible minority group. This section will be of particular relevance to those planning and providing English as a Second Language programs.

9. Profile of Visible Minorities in Halton by Period of Immigration

This section identifies and describes similarities and differences in key employment determinants among visible minorities by period of immigration. It includes information about visible minorities born in Canada. The primary focus is on describing the recent immigrant population. This section is useful for those organizations and associations planning and providing settlement services.

10. Profile of Visible Minorities in Halton by Educational Attainment

This section identifies and describes the characteristics of three groups of visible minorities by highest level of education. The three groups described are: i) those with less than high school ii) those with high school and/or trade iii) those with post-secondary training/education. This section provides information for those planning and providing employment preparation, training programs and English language training programs.

11. Summary of Employment and Income Outcomes of the Halton Visible Minority Population

This section aggregates information from preceding sections about employment outcomes for visible minorities in Halton and confirms the effect of key variables on employment and income.

12. Discussion of Employment Issues of Visible Minorities in Halton

This section is based on focus groups and key informant interviews to augment the data presented in previous sections.

13. Implications for Organizations providing Employment and Employment Related Services to Halton Visible Minorities

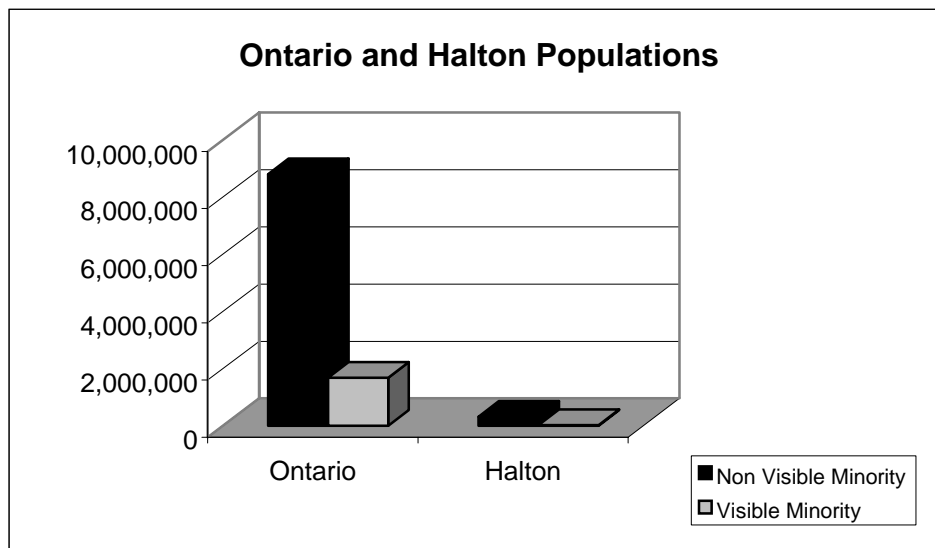
This brief section extracts some implications of the study for organizations providing employment and employment related services to visible minorities in Halton.

3. Overview of the Halton Visible Minority Population (Table 1)

This section identifies and describes the visible minority population in Halton for key variables. Also provided is a comparison of that population to the non-visible minority population in Halton, and to the Ontario visible and non-visible minority populations with respect to key variables. Table 1, at the end of this section, provides the information in chart format. Key findings are highlighted in the text below. This section is of particular relevance to those interested in “the big picture” of the visible minority population in Halton.

Population Size

- In 1996, of the total 339,875 persons living in Halton, 22,580 were members of visible minority groups.
- The visible minority population in Halton comprises 6.6% of the total Halton population. In comparison, across Ontario, the visible minority constitutes 15.4% of the total population.
- While 3.1% of the total Ontario population lives in Halton, just 1.3% of the total Ontario visible minority population lives in Halton.
- Figure 1 shows the relative size of the Ontario and Halton visible and non-visible minority populations.

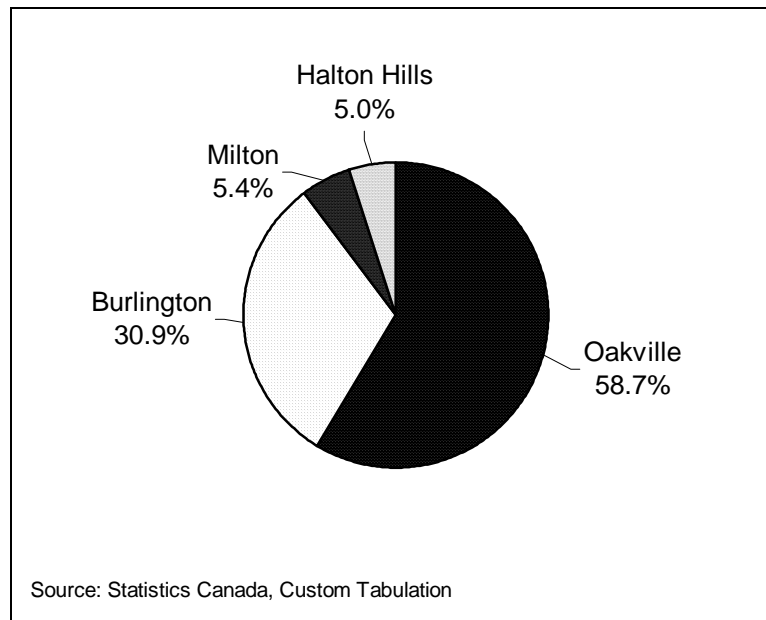
Figure 1: Ontario and Halton Visible and Non Visible Minority Populations

Source: Statistics Canada; Custom Tabulation

Distribution of Visible Minorities across Halton Region

- The visible minority population in Halton is disproportionately located in Oakville. Whereas the Oakville population constitutes 37.9% of the total population of Halton, the visible minority population in Oakville constitutes 58.9% of the Halton Region visible minority population.
- There are almost twice as many visible minority persons in Oakville (13,260) as in Burlington (6,985). Visible minorities make up 10.4% of the population of Oakville and 5.1% of the population of Burlington. The two smaller Halton municipalities north of Highway 5 have almost equal visible minority populations, with 1,210 persons living in Milton and 1,125 living in Halton Hills.
- In Milton, the visible minority population constitutes 3.8% of the total Milton population and 5.4% of the total Halton visible minority population.
- In Halton Hills (Georgetown/Acton), the visible minority population constitutes just 2.7% of its total population. Halton Hills visible minority population comprises 5.0% of the total Halton visible minority population.
- Figure 2 shows the distribution of the Halton visible minority population in Halton municipalities.

Figure 2: Municipality of Residence of Visible Minorities in Halton



Visible Minority Groups in Halton

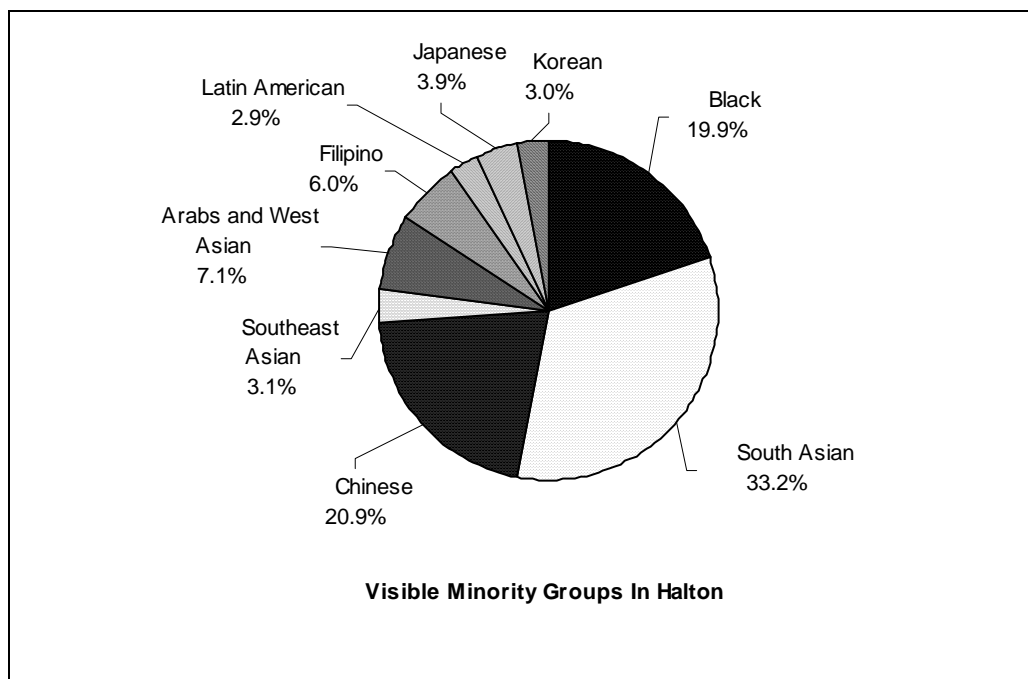
- By population size there are three major visible minority groups in Halton (and Ontario) and two minor groups. The three major groups, South Asians, Chinese and Blacks, make up 70.1% of the total Halton visible minority population. The two minor groups, Arabs/West Asians and Filipinos make up a further 12.4% of the visible minority population in Halton. The four remaining groups (see below) each comprise less than 5% of the total visible minority population in Halton.
- The largest group is the South Asians (7,095) making up 31.4% of the visible minority population in Halton
- The Chinese (4,470) are the second largest group in Halton comprising 19.7% of the visible minority population.
- Blacks (4,260) are the third largest group, only slightly smaller than the Chinese and comprising 18.9% of the total visible minority population.
- In comparison, for Ontario, South Asians comprise 23.2%, the Chinese comprise 23.3%, and Blacks comprise 21.1% of the total Ontario visible minority population.
- In Halton, the two minor groups, Arabs/West Asians (1,520) and Filipino (1,280) comprise 6.7% and 5.7% of the Halton population respectively. Proportions of these groups in Ontario are slightly larger.

Remaining groups and their size in Halton are:

- Japanese 3.7% (840)
- South East Asians 2.5% (655)
- Korean 2.8% (640)
- Latin American 2.8% (635)

Figure 3 shows the distribution of visible minority groups in Halton.

Figure 3: Visible Minority Groups In Halton



Source: Statistics Canada, Custom Tabulation

Age of Visible Minority Population

- The visible minority population is younger than the non-visible minority population in Halton. Whereas the visible minority population under 25 comprise 43.1% of the total visible minority population in Halton, the non-visible minority population under 25 comprises just 32.4% of the total non-visible minority population in Halton. The visible minority population over 45 comprises 26.5% of the total visible minority population while non-visible minorities over 45 comprise 34.5% of the total non-visible minority population.
- The visible minority population born in Canada is very young for all visible minority groups. Approximately 65 % (1,590) of the Halton South Asian population born in Canada is under 15 years of age, and approximately 50% of the Halton Chinese and Black population born in Canada is under 15 years of age.

- Both the visible minority population in Halton and the non-visible minority population in Halton are younger than their Ontario counterparts.

Gender of Visible Minority Population

- In both the visible and non-visible minority populations there are slightly more women than men.

English Language Capacity of Visible Minority Population

- Visible minorities are less likely to have English as their home language than non-visible minorities, both in Halton and in Ontario.
- Halton visible minorities (74.6%) are more likely to speak English at home than Ontario visible minorities (56.2%) are.

Period of Immigration of Visible Minority Population

- Visible minorities make up an increasing proportion of the total immigrant population in Halton. Of those Halton residents who immigrated to Canada from 1981 to 1990, 29.0% (3,685) were visible minorities. Of those Halton residents who immigrated to Canada from 1991 to 1996, 44.5% (3,185) were visible minorities. In comparison, of those Ontario residents who immigrated to Canada from 1991-1996, 64.1% were visible minorities.
- Visible minorities living in Halton are more likely to have been born in Canada and to have immigrated before 1980 than visible minorities in Ontario. The highest proportion of visible minority immigrants to Halton immigrated between 1971 and 1980 whereas the highest proportion of visible minority immigrants to Ontario and Peel immigrated between 1991 and 1996. Because the cost of living is high in Halton and access to jobs and settlement services is more highly developed in Toronto and Peel, new immigrants are less likely to choose Halton as their first home in Canada. Halton may be more likely to attract older, more settled immigrants who have been successful in other communities in Canada, prior to settling in Halton.

Educational Attainment of Visible Minority Labour Force Population

- The educational attainment of Halton visible minorities is higher than non-visible minorities in Halton. It is also higher than that of both the Ontario visible minority population and the Ontario non-visible minority population.

- While 30.3% of Halton visible minorities have university degrees, just 22.8% of non-visible minorities in Halton have university degrees. Across Ontario, 19.6% of the visible minority population have a university degree.
- Similarly, visible minorities living in Halton are more likely to have completed high school than non-visible minorities in Halton and than their Ontario visible minority counterparts.

Employment and Income Outcomes of Visible Minority Population

- The visible minority labour force population is 12,480 in Halton, comprising 7.0% of the total Halton labour force population.
- Participation rate of Halton visible minorities is higher than non-visible minorities and higher than that of visible and non-visible minorities in Ontario.
- The unemployment rate of Halton's visible minorities (9%) is higher than that of non-visible minorities (5%) and lower than that of Ontario visible minorities (14%).
- Median employment income of visible minorities is lower than that of non-visible minorities in Halton, higher than visible minorities in Ontario and lower than non-visible minorities in Ontario.
- The incidence of low income for Halton visible minority families and lone parent families is higher than for the Halton non-visible minority population; however, it is lower than the provincial rate.
- More detailed information on employment and income outcomes is available in Section 11 (Tables 9,10,11,12)

Summary Profile

The Halton visible minority population is young and highly educated, younger and better educated than the non-visible minority population. Compared to Ontario visible minorities Halton visible minorities are likely to have been in Canada for a longer period of time and more likely to speak English at home. Employment and income outcomes are good. While median employment income is less than that of non-visible minorities in Halton, visible minorities fare significantly better than Ontario visible minorities. South Asians make up a higher proportion of the visible minority population in Halton than in Ontario while Chinese and Blacks make up slightly less.

The Halton visible minority population mirrors the Halton non-visible minority population in demographic and socio economic characteristics. Both populations are well educated, likely to be

employed and have higher than average income. It is this population that is able to afford to live in Halton, with its relatively high housing and transportation costs.

Table 1: Halton and Ontario Visible and Non-Visible Minority Populations

	Visible Minority Population in Halton	Non Visible Minority Population in Halton	Visible Minority Population in Ontario	Non Visible Minority Population in Ontario
Population Size	<ul style="list-style-type: none"> • 22,570 persons • 6.6% of total Halton Population • 1.3% Ontario Visible Minority Population 	<ul style="list-style-type: none"> • 312,660 persons • 92.9% of total Halton Population • 3.6% of Ontario non-visible Minority Population 	<ul style="list-style-type: none"> • 1,674,260 persons • 15.8% of total Ontario Population 	<ul style="list-style-type: none"> • 8,794,880 persons • 84.6% of total Ontario Population
Municipality	<ul style="list-style-type: none"> • 58.7% (13,260) live in Oakville • 30.9% (6,985) live in Burlington • 5.4% (1,210) live in Milton • 5.0% (1,125) live in Halton Hills 	<ul style="list-style-type: none"> • 33.8% (111,380) live in Oakville • 38.1% (128,370) live in Burlington • 8.9% (30,030) live in Milton • 12.0% (40,460) live in Halton Hills 	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • NA
Visible Minority Groups	<ul style="list-style-type: none"> • 31.4% (7,095) are South Asian • Chinese 19.7% (4,470) • Black 18.9% (4,260) • Arab and West Asian 6.7% (1,520) • Filipino 5.7% (1,285) 		<ul style="list-style-type: none"> • 23.3% Chinese • 23.2% South Asian • 21.1% Black • 7.1% Arab and West Asian, • 7.0% Filipino 	<ul style="list-style-type: none"> • NA
Gender	<ul style="list-style-type: none"> • 49.0% (11,070) are male • 51.0% (11,510) are female 	<ul style="list-style-type: none"> • 49.3% (153,990) are male • 50.7% (158,670) are female 	<ul style="list-style-type: none"> • 48.7% are male • 51.3% are female 	<ul style="list-style-type: none"> • 49.0% are male • 51.0% are female
Age	<ul style="list-style-type: none"> • 25.5% (5,520) are under 15 • 17.6% (3,965) are from 15 to 24 • 31.2% (7,055) are from 25 to 44 • 21.9% (4,950) are from 45 to 64 • 4.5% (1,020) are 65 and over 	<ul style="list-style-type: none"> • 21.1% (65,990) are under 15 years • 12.3% (38,595) are from 15 to 24 years • 32.1% (100,265) are from 25 to 44 • 23.5% (73,495) are from 45 to 64 years • 11.0% (34,300) are 65 and over 	<ul style="list-style-type: none"> • 24.7% are under 15 • 15.7% are 15 to 24 • 35.8% are 25-44 • 18.0% are 45 to 64 • 5.8% 65 are and over 	<ul style="list-style-type: none"> • 19.9% are under 15 • 12.6% are 15 to 24 • 32.1% are 25 to 44 • 29.7% are 45 to 64 • 13.0% are 65 and over
Family Status	<ul style="list-style-type: none"> • 34.1% (5815) are never married • 57.7% (9845) are married • 2.2% (375) are separated • 2.8% (485) are divorced • 3.2% (540) are widowed • 2.9% (645) are lone parents 	<ul style="list-style-type: none"> • 25.1% (61,855) are never married • 61.1% (150,820) are married • 3.1% (7,605) are separated • 5.8% (14,240) are divorced • 4.9% (12,155) are widowed • 3.05 (9,530) are lone parents 		
English Language Capacity	<ul style="list-style-type: none"> • 3.3% have no knowledge of English • 25.5% do not use English at home 	<ul style="list-style-type: none"> • 0.3% have no knowledge of English • 3.6% do not use English at home 	<ul style="list-style-type: none"> • 43.8% do not use English at home 	<ul style="list-style-type: none"> • 9.8% do not use English at home
Educational Attainment of Labour Force Population	<ul style="list-style-type: none"> • 15.3% (1,915) did not completed high school • 14.5% (1,815) completed high school/trades • 70.1% (8,745) have some post secondary • 30.3% (3,790) have a university degree 	<ul style="list-style-type: none"> • 17.3% (30,830) did not complete high school • 17.4% (31,055) completed high school/trades • 65.3% (116,295) have some post-secondary education • 22.8% (40,645) have a university degree 	<ul style="list-style-type: none"> • 30.9% did not complete high school • 15.5% completed high school/trades • 53.4% have some post secondary education • 19.6% have a university degree 	<ul style="list-style-type: none"> • 33.4% did not complete high school • 18.5% completed high school/trades • 48.0% have some post secondary education • 14.2% have a university degree

	• Visible Minority Population in Halton	• Non Visible Minority Population in Halton	• Visible Minority Population in Ontario	• Non Visible Minority Population in Ontario
Period of Immigration	<ul style="list-style-type: none"> • 35.6% (8,050) were born in Canada • 10.0% (2,255) immigrated < 1971 • 22.2% (5,050) immigrated from '71to '80 • 16.3% (3,685) immigrated from '81 to '90 • 14.1% (3,185) immigrated from ' 91 to '96 	<ul style="list-style-type: none"> • 79.5% (248,525) were born in Canada • 11.9% immigrated prior to 1971 • 3.8% immigrated from '71to '80 • 2.9% immigrated from '81 to '90 • 1.3% immigrated from ' 91 to '96 	<ul style="list-style-type: none"> • 27.2% were born in Canada • 5.7% immigrated < 1971 • 16.1% immigrated from '71to '80 • 23.0% immigrated from '81 to '90 • 24.9% immigrated from ' 91 to '96 	<ul style="list-style-type: none"> • 81.9% were born in Canada • 10.6%% immigrated <1971 • 2.8% immigrated from '71to '80 • 2.4% immigrated from '81 to '90 • 1.6% immigrated from ' 91 to '96
Labour Force Participation	<ul style="list-style-type: none"> • 12,480 persons in labour force • Participation Rate 73% • Unemployment Rate 9% 	<ul style="list-style-type: none"> • 178,180 Labour Force Population • Participation Rate 72% • Unemployment Rate 5% 	<ul style="list-style-type: none"> • Participation Rate is 65% • Unemployment rate 14% 	<ul style="list-style-type: none"> • Participation Rate is 67% • 8% unemployment rate
Income	<ul style="list-style-type: none"> • Median Employment Income is \$23,999 • Median Census Family Income is \$62,049 • Incidence of Family Low Income is 14.8%% • Incidence of Lone Parent Family Low Income is 32.7% 	<ul style="list-style-type: none"> • Median Employment Income is \$29,860 • Median Census Family Income is \$69,439 • Incidence of Family Low Income is 6.8% • Incidence of Lone Parent Family Low Income is 24.3% 	<ul style="list-style-type: none"> • Median Employment Income is \$19,998 • Median Census Family Income is \$36,822 • Incidence of Family Low Income is 32.3% • Incidence of Lone Parent Family Low Income is 54.1% 	<ul style="list-style-type: none"> • Median Employment Income is \$25,004 • Median Census Family Income is \$53,974 • Incidence of Family Low Income is 11.5% • Incidence of Lone Parent Family Low Income is 35.4%

Source: Statistics Canada, Custom Tabulation

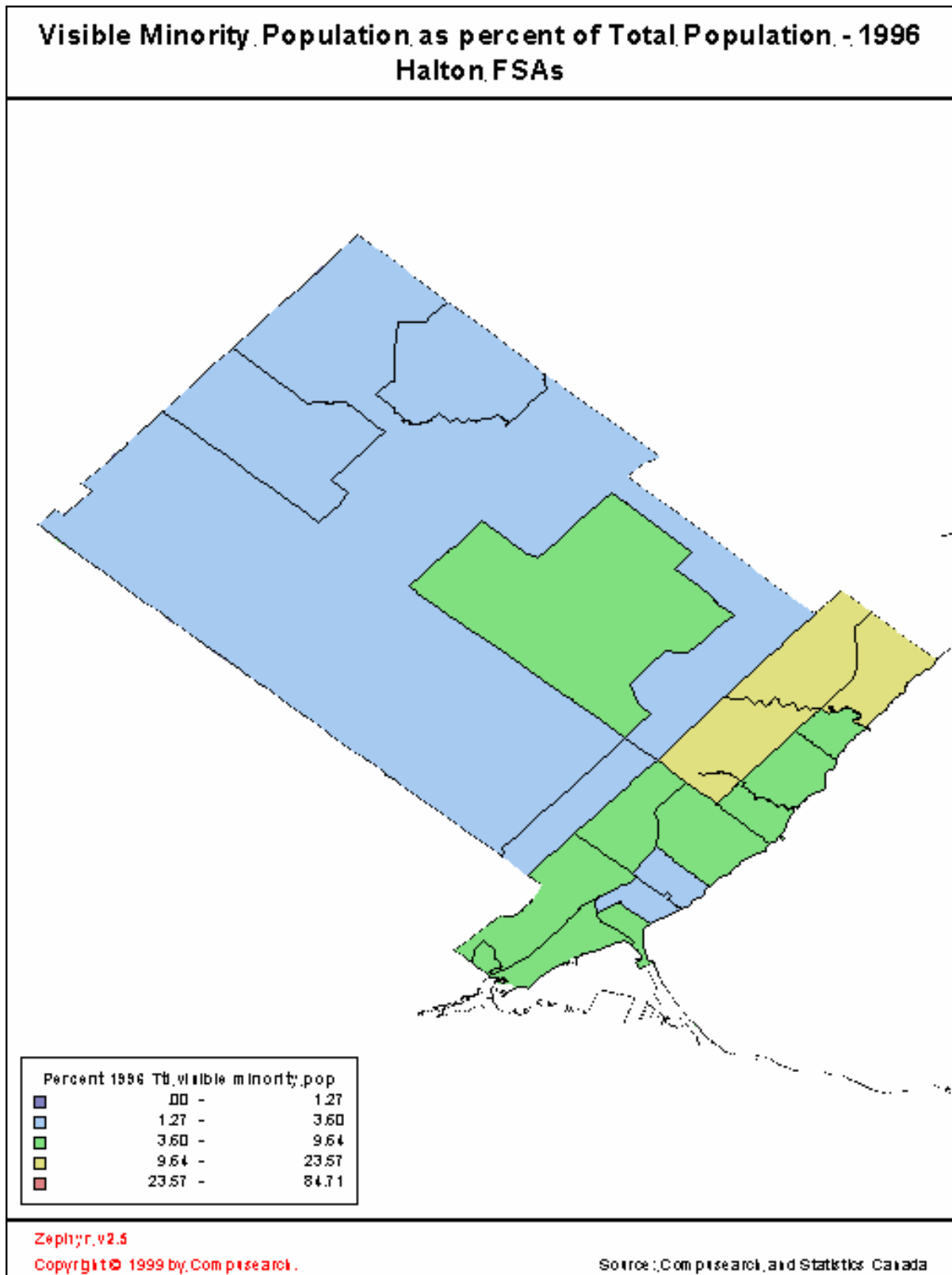
4. Profile of Halton Visible Minorities in Halton Municipalities (Table 2)

This section identifies and describes the visible minority population in each of the four municipalities in Halton for key variables. Table 2, at the end of this section, provides the information in chart format. Key findings are highlighted in the text below. This section is pertinent to those interested in the profile of visible minorities in a particular Halton municipality and will assist decision-making on program sites and sizing. Because the numbers in Milton and Halton Hills are small, the data in some cases is aggregated and reported for North Halton.

Size of Visible Minority Population in Halton Municipalities

- Oakville's visible minority population of 13,260 is the largest in Halton comprising 58.7% of the total Halton visible minority population and 10.4% of the Oakville population.
- Burlington's visible minority population of 6,985 visible minority persons is the second largest constituting 30.9% of the Halton visible minority population and 5.1% of the total Burlington population.
- Milton 's visible minority population of 1,210 constitutes 5.3% of the Halton visible minority population and 3.8% of the total Milton population.
- Halton Hills visible minority population of 1,125 constitutes 2.7% of the Halton visible minority population and 5.3% of the total Halton Hills population.
- Figure 4 shows that visible minorities in Halton live primarily in neighbourhoods between the QEW and Highway 5. Both the absolute number and the proportion of visible minorities in the neighbourhood increase as one moves toward the east.
- The northeast part of Oakville, east of 16 Mile Creek to the Peel boundary is home to 8,635 visible minority persons, representing 38.2% of the total Halton visible minority population and 65.5% of the Oakville visible minority population. In that Forward Sortation Area (FSA) (see Glossary), visible minorities represent approximately 13% of the total population, compared to 6.6% in all of Halton and 10.4% in all of Oakville.

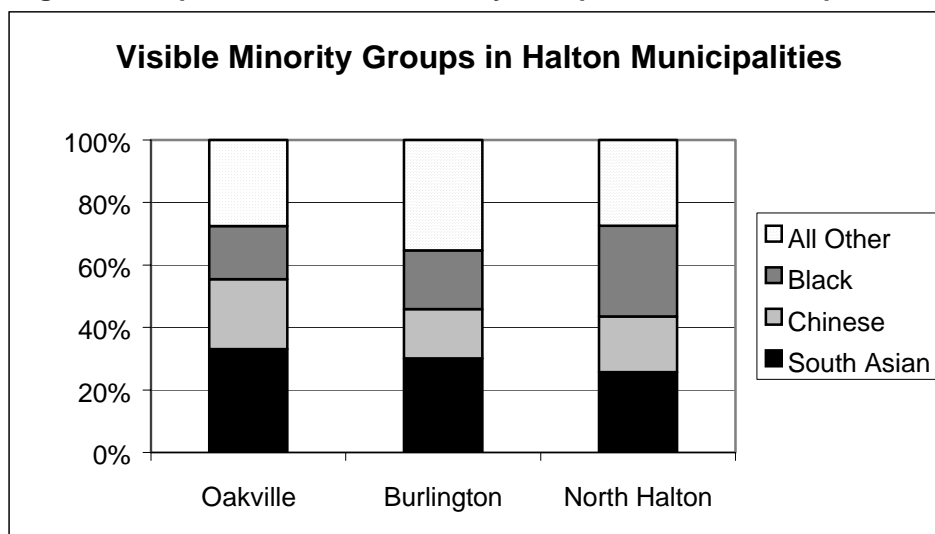
Figure 4: Distribution of Halton Visible Minority Population in by Forward Sortation Area



Visible Minority Groups in Halton Municipalities

- The largest group in both Oakville and Burlington are the South Asians, who constitute 33.1% of the visible minority population Oakville and 30.1% in Burlington. In North Halton, South Asians represent 25.6% of the population.
- Chinese comprise 22.4% of the visible minority population in Oakville, 15.7% in Burlington and 17.7% in North Halton.
- The percentage of the visible minority population that is Black ranges from a low of 17.5% in Oakville to a high of 29.1% in North Halton. In North Halton, Blacks are the largest group.
- The three major groups, South Asian, Chinese and Blacks, comprise approximately 72% of the total visible minority population in Oakville and North Halton and 62.4% in Burlington.
- In Burlington, Arabs and West Asians make up 8.8% of the visible minority population; while in Oakville they comprise 5.6% of the visible minority population.
- In Oakville, Filipinos constitute 6.2% of the visible minority population in that community.
- Figure 5 illustrates the representation of visible minority groups in Halton municipalities.

Figure 5: Proportion of Visible Minority Groups in Halton Municipalities



Source: Statistics Canada, Custom Tabulation

Gender Distribution in Halton Municipalities

- Gender distribution is similar with North Halton having slightly more females than males.

Age Groups in Halton Municipalities

- The age distribution of the visible minority population is similar in all three areas with North Halton having the highest proportion of young people and lowest proportion of older people.
- Oakville has the lowest proportion of visible minority young people under 15 years at 23.8%, approximately the same proportion of the non visible minority population under 15 in Oakville at 22.2%.
- Burlington has the highest proportion of older people over 65 years at 5.6%. This is significantly lower than the proportion of older people in the non-visible minority population at 12.8%.

English Language Capacity in Halton Municipalities

- There are proportionately more visible minorities in North Halton (86.7%) who have English as their home language than in Oakville (71.9%) and Burlington (74.4%)

Period of Immigration in Halton Municipalities

- Approximately 30% of the visible minority population living in both Oakville and Milton immigrated between 1980 and 1996 while less than 20% of the North Halton visible minority population immigrated during the period 1981 to 1996.
- Approximately 40% of the visible minority population living in both Oakville and Burlington was born in Canada while approximately 50% of the visible minority population living in North Halton was born in Canada.

Educational Attainment in Halton Municipalities

- Oakville's visible minority population is most likely to have completed high school and most likely to have a university degree.
- North Halton's visible minority population is more likely to have not completed high school and least likely to have a university degree. Here we see a difference between Milton and Halton Hills where visible minorities living in Georgetown are as likely to have a university degree as those in Burlington with 26% having a university degree. The proportion of the visible minority population in Milton that has a university degree is 16.2%.

Employment and Income Outcomes in Halton Municipalities

- The participation rate of visible minorities living in Burlington is highest at 75%.

- Visible minorities living in Milton have the highest unemployment rate at 11% while the unemployment rate for visible minorities in Halton Hills is the lowest at 2%. Burlington's unemployment rate is 8%, while Oakville's is 9%.
- Visible minorities living in Oakville and Halton Hills have the highest median employment incomes at slightly over \$26,000. Milton and Burlington have lower median employment incomes at approximately \$23,000.
- The median census family income for the visible minority population in Halton Hills is higher than that of the non visible minority population.
- The incidence of family low income is highest for visible minorities living in Burlington at 17.4% and lowest in Halton Hills at 8.1%.

Summary Profile of Visible Minority Population in Halton Municipalities

- Oakville has the largest visible minority population. The Oakville visible minority population is less likely to have been born in Canada than the population in the rest of Halton, as well as is less likely to speak English at home, is more likely to have a university degree and to be employed. Median employment income is higher than visible minorities living in Burlington or North Halton.
- Burlington's visible minority population is slightly older than Oakville's, less likely to be South Asian, more likely to have been born in Canada, less educated and more likely to be employed. Median employment incomes for visible minorities in Burlington are similar to that of visible minorities in Milton and significantly lower than that of those living in Oakville or Halton Hills.
- North Halton's population is significantly different from that of South Halton. The visible minority population is small, more likely to have been born in Canada, more likely to speak English at home and is least likely to have a university degree. However, there are significant differences between visible minorities in Halton Hills and Milton when it comes to education and employment and income outcomes. Visible minorities in Halton Hills are significantly more likely to have a university degree, and to be employed than those living in Milton and the median employment income is significantly higher for visible minorities living in Halton Hills, than in Milton.

Population Growth in Halton Municipalities

- The Halton population continues to increase rapidly. Both Oakville and Burlington have almost completed building to Highway 5. As Figure 4 indicates, the visible minority population lives in new developments in Halton, with the highest proportion of visible minorities living closest to the Peel border. It is likely that the visible minority population will continue to settle first closest to cultural and educational amenities of Peel and northeast Oakville.
- Recent resolution of water supply issues for Milton means that Milton is poised to grow from its current population of approximately 35,000 to 55,000 by 2005. It is expected that the population that will settle in Milton will be more racially diverse than the current Milton population is. Halton Hills has grown rapidly in the last ten years and will continue to grow over the next ten years from the current population of approximately 42,000 to over 50,000 by 2005. The growth is primarily occurring in Georgetown. While the first wave of growth did not see a large increase in the visible minority population, the second wave of growth for Halton Hills may draw a more diverse population.

Table 2: Profile of Halton Visible Minorities for Halton Municipalities

	Oakville Visible Minority Population	Burlington Visible Minority Population	North Halton Visible Minority Population
Population Size	<ul style="list-style-type: none"> 13,260 persons 10.4% of the total Oakville population 58.7% of the Halton Visible Minority population. 	<ul style="list-style-type: none"> 6,985 persons 5.1% of the total Burlington population 30.9% of the Halton Visible Minority population. 	<ul style="list-style-type: none"> 1,210 persons in Milton 3.8% of Milton population 5.3% of Halton visible minority population 1,125 persons in Halton Hills 2.7% of total Halton Hills population 5.0% of Halton visible minority population
Visible Minority Groups	<ul style="list-style-type: none"> 17.0% (2,255) are Black 33.1%(4,390) are South Asian 22.4% (2,965) are Chinese 6.2% (830) are Filipino and 5.6% (740) are Arab or West Asian 	<ul style="list-style-type: none"> 18.9% (1320) are Black 30.1% (2105) are South Asian 15.7% (1095) are Chinese 8.8% (615) are Arab and West Asian 	<ul style="list-style-type: none"> 29.1% (680) are Black 25.6% (600) are South Asian 17.7% (415) are Chinese
Age	<ul style="list-style-type: none"> 23.8% (3,150 persons) are < 15 years 72.1% (9,560 persons) are between 15 and 64 years 4.1% (550 persons) are 65 or over 	<ul style="list-style-type: none"> 24.5% (1,710 persons) are < 15 years of age 69.9% (4,885 persons) are between 15 and 64 years 5.6% (390 persons) are 65 or over 	<ul style="list-style-type: none"> 27.6% (645 persons) are under 15 years of age 68.9% (1,610 persons) are between 15 and 64 years 3.4% (80 persons) are 65 or over
Gender	<ul style="list-style-type: none"> 49.1% are male, 50.9% are female 	<ul style="list-style-type: none"> 49.2% are male, 50.8% are female 	<ul style="list-style-type: none"> 47.9% are male, 52.2% are female
Marital/Family Status	<ul style="list-style-type: none"> 26.2% (3,475) are never married 44.0% (5,835) are married 1.5% (200) are separated 1.8% (250) are divorced 2.6% (345) are widowed 410 are lone parents 	<ul style="list-style-type: none"> 24.7% (1,725) are never married 44.0% (3,075) are married 2.0% (140) are separated 2.8% (195) are divorced 1.9% (190) are widowed 195 are lone parents 	<ul style="list-style-type: none"> 26.5% (620) are never married 40.0% (935) are married 3.2% (75) are separated or divorced 2.6% (60) are widowed 45 are lone parents
English Language	<ul style="list-style-type: none"> 2.9% (390) have no knowledge of English 28.0% (3,715) do not speak English at home 	<ul style="list-style-type: none"> 4.1% (290) have no knowledge of English 25.6% (1,790) do not speak English at home 	<ul style="list-style-type: none"> 4.3% (100) have no knowledge of English 13.5% (315) do not speak English at home
Period of immigration	<ul style="list-style-type: none"> 32.6% (4,325) were born in Canada 1.1% (150) immigrated to Canada before 1961 9.0% (1,195) immigrated between 1961 and 1970 22.3% (2,955) immigrated from 1971 to 1980 18.7% (2,480) immigrated from 1981 to 1990 14.4% (1,910) immigrated from 1991 to 1996 	<ul style="list-style-type: none"> 36.4% (2,545) were born in Canada 1.6% (115) immigrated to Canada before 1961 8.4% (585) immigrated between 1961 and 1970 23.6% (1,650) immigrated from 1971 to 1980 14.1% (935) immigrated from 1981 to 1990 15.5%(1,085) immigrated from 1991 to 1996 	<ul style="list-style-type: none"> 50.5% (1,180) were born in Canada 1.0% (25) immigrated to Canada before 1961 8.4% (180) immigrated between 1961 and 1970 19.1% (445) immigrated from 1971 to 1980 11.8% (275) immigrated from 1981 to 1990 7.7%(180) immigrated from 1991 to 1996 (105 Halton Hills, 75 Milton)
Educational Attainment of Labour Force Population	<ul style="list-style-type: none"> 13.5% (985) have not completed high school 13.9% (1,015) have completed high school /trades certificate 72.6% (5,290) have some post secondary education 34.0% (2,480) have a university degree 	<ul style="list-style-type: none"> 17.5% (695) have not completed high school 13.8% (545) have completed high school / trades certificate 68.8% (2725) have some post secondary education 26.3% (1,045) have a university degree 	<ul style="list-style-type: none"> 19.1% (235) have not completed high school 20.3% (250) have completed high school /trades certificate 58.9% (725) have some post secondary education 21.1% (260) have a university degree Visible minority population in Halton Hills (26.0%) is more likely than visible minority population in Milton (16.2% to have a university degree)

	Oakville Visible Minority Population	Burlington Visible Minority Population	North Halton Visible Minority Population	
Labour Force Participation	<ul style="list-style-type: none"> 7,285 persons Participation rate of 72% 675 were unemployed for an unemployment rate of 9% 	<ul style="list-style-type: none"> 3,960 persons Participation rate of 75% 320 were unemployed for an unemployment rate of 8% 	<ul style="list-style-type: none"> 615 persons in Milton Participation rate of 74% Unemployment rate of 11% 	<ul style="list-style-type: none"> 615 persons in Halton Hills Participation rate of 72% Unemployment rate of 2%
Income	<ul style="list-style-type: none"> Median Employment Income is 25,044 Median Census Family Income is \$64,341 Incidence of family low income is 14.4% Incidence of lone parent family low income is 26.7% 	<ul style="list-style-type: none"> Median Employment is \$21,014 Median Census Family is \$59,600 Incidence of family low income is 17.4% Incidence of lone parent family low income is 46.7% 	<ul style="list-style-type: none"> Median Employment for Milton \$20,010 Median Census Family for Milton \$62,921 Incidence of family low income for Milton is 9.6% 	<ul style="list-style-type: none"> Median Employment for Halton Hills \$24,047 Median Census Family for Halton Hills \$69,140 Incidence of family low income for Halton Hills is 8.1%

Source: Statistics Canada, Custom Tabulation

5. Profile of Visible Minority Groups in Halton (Table 3)

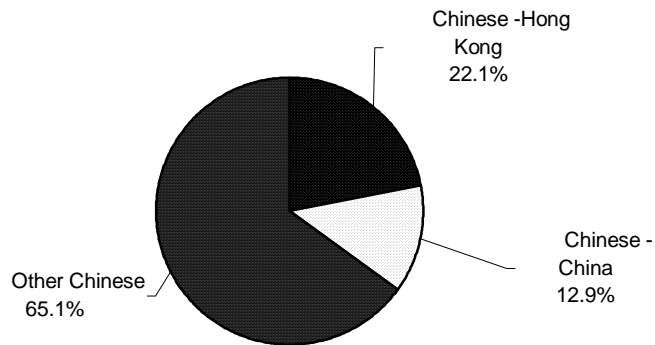
This section identifies and describes major visible minority groups in Halton for key variables. Table 3, at the end of this section, provides the information in chart format. Key findings are provided in the text below. This section is of particular relevance for visible minority groups and associations that are seeking to understand the profile of particular visible minority groups.

Population Size of Visible Minority Groups

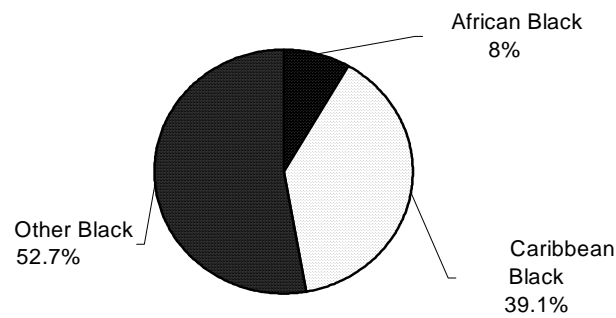
- The largest visible minority population group in Halton is South Asian. South Asians constitute 2.1% of the total Halton population and 31.4% of the total visible minority population.
 - 34.5% (2425) were born in Canada
 - 32.8% (2325) were born in India
 - 8.0% (570) were born in Pakistan
 - 4.2% (350) were born in Sri Lanka
 - 1.9% (135) were Indo-Caribbean
 - 18.6% (1320) were born elsewhere
- The Chinese population is 19.7% of the Halton visible minority population.
 - 35.9% (1605) were born in Canada
 - 22.0% were born in Hong Kong
 - 12.9% (575) were born in China
 - 29.1% (1300) were born elsewhere
- The Black population is 18.9% of the Halton Visible minority population.
 - 44.2% (1885) were born in Canada
 - 39.2% (670) were Caribbean Blacks
 - 8.2% (350) were African Blacks
 - 8.3% (935) were born elsewhere
- Other visible minority groups are much smaller with only Arabs and West Asians at 6.7% and Filipino at 5.7%, comprising more than 5% of the total visible minority population.
- Figure 6 shows the composition of the three major visible minority population groups in Halton.

Figure 6: Composition of the Three Major Visible Minority Population Groups in Halton

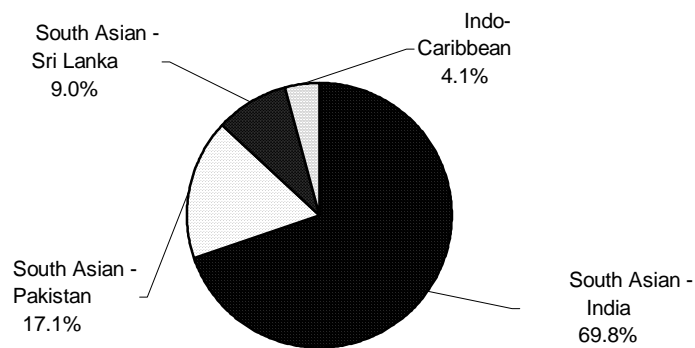
Chinese Population in Halton



Black Population in Halton



South Asian Population in Halton



Source: Statistics Canada, Custom Tabulation

Residence Municipality of Visible Minority Groups

- All populations are most likely to live in Oakville and least likely to live in Halton Hills.
- Chinese are more likely to live in Oakville than other groups while Blacks are less likely than others to live there.
- The Black population is significantly more likely to live in North Halton than either the South Asian population or Chinese population.
- The other visible minorities are more likely to live in Burlington than the three major groups.

Gender Distribution of Visible Minority Groups

- The Black population has more females than males while other population groups are almost equally divided between male and female.

Age Distribution of Visible Minority Groups

- The age distribution of visible minority groups is similar with the South Asian population slightly younger than the other two major groups.
- In all groups, approximately 25% of the population is under 15 (compared with non-visible minority population at approximately 20%) and less than 5% is over 65 years (compared with approximately 11% for non-visible minority population)

English Language Capacity of Visible Minority Groups

- Blacks are more likely to have English as mother tongue (93.0%) and as home language. Blacks whose mother tongue is not English are most likely to be African.
- South Asians are more likely than the Chinese and other visible minorities to have English as mother tongue (47.1%) and to speak English at home (73.9%).
- The Chinese are least likely to speak English at home with 38.1% speaking neither English nor French at home.

Period of Immigration of Visible Minority Groups

- Approximately 45% of Blacks are born in Canada, significantly higher than the approximately 1/3 of the South Asian and Chinese populations that are born in Canada.
- South Asians and Chinese living in Halton are most likely to have immigrated to Canada from 1971 to 1980.

- Figures for the period 1991 to 1996 indicate that Chinese immigration was increasing in the 1990's, as was Black immigration. Increase in Blacks living in Halton who arrived in Canada from 1991 to 1996 is almost solely due to Blacks emigrating from Africa. South Asian immigration, while likely to be higher than 1981 to 1990, may not surpass the South Asian population that immigrated from 1971 to 1980.
- The 'other visible minorities' were most likely to have immigrated to Canada between 1991 and 1996.

Educational Attainment of Visible Minority Groups

- The proportion of each group that has not completed high school is similar ranging from 14.1% for the other visible minorities to 17.2% for the Chinese population.
- Chinese, South Asian and other visible minorities are most likely to have a university degree with approximately 1/3 of each of these groups with a bachelor's degree or higher.
- Blacks are less likely to have a university degree with 16.4% having a bachelor's degree or higher.

Employment and Income Outcomes of Visible Minority Groups

- While participation rates vary somewhat from 80% for Blacks to 68% for the Chinese, unemployment rates are similar for all groups at between 8% and 9.3%
- Of the three major visible minority groups in Halton median employment income is highest for Chinese (\$26,097) and lowest for South Asians. (\$21,095). The Black population in Halton has a median employment income of \$24,405. In comparison, across Ontario the Chinese median employment income is \$20,085, the South Asian \$19,988 and the Black is \$20,020.
- Incidence of family low income is highest for the Blacks at 17.3% and lowest for South Asians at 11.5%, with the incidence of low income for the Chinese in the middle at 15.8%
- For smaller groups, that have a high proportion of new immigrants, African Blacks have the lowest median employment income at \$15,922, with Arabs and West Asians, Koreans, Filipinos and Latin Americans also having median employment incomes under \$20,000. South East Asians have median incomes similar to the major groups at \$26,411 and \$24,023.
- The Japanese (a smaller group that immigrated earlier and is well established) median employment income is \$36,497.
- Census family median incomes are similarly distributed.

Summary Profiles of Major Visible Minority Groups in Halton

South Asians are the largest visible minority group in Halton with a young well-educated population, most likely to be living in Oakville. More than 1/3 of the South Asian population was born in Canada with another 1/3 arriving in Canada prior to 1980, indicating a population which is generally well settled. Participation and employment rates are relatively high with median income in the midrange for visible minority groups in Halton.

The **Chinese** population is a young well educated population, with 2/3 of the population living in Oakville. More than 1/3 of the Chinese population in Halton was born in Canada with a further 30% immigrating before 1980. Chinese are slightly more likely than other visible minority groups in Halton to have immigrated to Canada after 1980. A significant percentage does not speak English at home. More than 1/3 of the population has a university degree and median employment income is the highest of all visible minority groups in Halton. The participation rate is significantly lower than other groups, although employment rate is similar.

The **Black** population is most likely to be born in Canada. More than 3/4 of the Black population living in Halton under the age of 15 was born in Canada. There are more females than males. With the exception of the recently arrived African population, almost all Blacks have English as their mother tongue. The Black population living in Halton that arrived in Canada between 1991 and 1996 was most likely to be African, as opposed to earlier immigrants who were most likely to be from the Caribbean. The Black population is less educated than other visible minority groups but has a higher participation rate and similar unemployment rate. Median employment income is similar to that of South Asians with the exception of African Blacks, recently arrived in the country, who have significantly lower median employment incomes.

'Other Visible Minorities' are increasing in numbers. As a group they have similar characteristics as the three major groups with young well educated populations with similar participation and employment and unemployment rates. Median employment incomes vary significantly with newer immigrants having lower incomes than those settled for longer periods. The Japanese have been in the country the longest and have the highest incomes.

Table 3: Visible Minority Groups in Halton

	South Asian	Chinese	Black	Other Visible Minorities
Size of Population	<ul style="list-style-type: none"> 7,095 persons 2.1% of the total Halton population 31.4% of the Halton Visible Minority Population 32.8% (2,325) are born in India 8.0% (570) are born in Pakistan 4.2% (350) are born in Sri Lanka 34.5% (2,425) are born in Canada 135 or 1.9% are Indo-Caribbean 18.6% (, 1320) are born elsewhere The Halton South Asian population comprises 1.8% of the Ontario South Asian population 	<ul style="list-style-type: none"> 4,470 persons 1.3% of the total Halton population 18.9% of the Halton Visible Minority population. 35.9% (1,605) are born in Canada 22.05 are born in Hong Kong 12.9% (575) are born in china 29.1% (1,300) are born elsewhere The Halton Chinese population comprises 1.1% of the Ontario Chinese population 	<ul style="list-style-type: none"> 4,260 persons 1.2% of the total Halton population 18.9% of the Halton Visible Minority Population 350 or 8.2% are African Blacks 1670 or 39.2% are Caribbean Blacks 44.2% (1,885) are born in Canada 8.3% 9355) are born elsewhere The Halton Black population comprises 1.2% of the Ontario Black population 	<ul style="list-style-type: none"> 5,575 persons 11.9% (665) are South East Asians 27.3% (1,520) are Arabs and West Asians 23.1% (1,285) are Filipino 11.4% (635) are Latin Americans 15.1% (840) are Japanese 11.5% (640) are Korean
Municipality of Residence	<ul style="list-style-type: none"> 61.8% (4,390) live in Oakville 29.7% (2,105) live in Burlington 4.3% (305) live in Milton 4.2% (295) live in Halton Hills. 	<ul style="list-style-type: none"> 66.3% (2,965) live in Oakville 24.5% (1,095) live in Burlington 6.1% (275) live in Milton 3.1% (140) live in Halton Hills. 	<ul style="list-style-type: none"> 52.9% (2,255) live in Oakville (77.1% (270) of the African Black population live in Oakville) 30.9% (1,320) live in Burlington 8.7% (370) live in Milton 7.2% (310) live in Halton Hills. 	<ul style="list-style-type: none"> 54.8% (3,055) live in Oakville 34.4% (1,920) live in Burlington 4.1% (230) live in Milton 6.3% (350) live in Halton Hills
Age	<ul style="list-style-type: none"> 26.2% (1,860) are under 15 years 18.1% (1,285) are between 15 and 24 29.0% (2,060) are between 25 and 44 22.2% (1,575) are between 45 and 64 4.5% (320 persons) are 65 or over 	<ul style="list-style-type: none"> 23.3% (1,045) are under 15 years 18.6% (830) are between 15 and 24 31.4% (1,405) are between 25 and 44 22.8% (1,020) are between 45 and 64 3.8% (170 persons) are 65 or over 	<ul style="list-style-type: none"> 25.7% (1,095) are under 15 years 17.4% (745 persons) 15 and 24 years 29.8% (1,270) are between 25 and 44 22.3% (950) are between 45 and 64 4.5% (190 persons) are 65 or over 	<ul style="list-style-type: none"> 21.4% (1,195) are under 15 years 17.2% (960) are 15 to 24 33.8% (1,885) are 25 to 44 22.6% (1,260) are between 45 and 64 4.6% (255) are 65 and over
Gender	<ul style="list-style-type: none"> 50.1% are male, 49.9% are female 	<ul style="list-style-type: none"> 49.5% are male, 50.5% are female 	<ul style="list-style-type: none"> 47.7% are male, 52.3% are female 	<ul style="list-style-type: none"> 49.1% are male, 50.8% are female
Marital/Family Status	<ul style="list-style-type: none"> 21.6% (1,535) are never married 47.1% (3,340) are married 1.2% (85) are separated 1.2% (80) are divorced 2.8% (200) are widowed 135 are lone parents 	<ul style="list-style-type: none"> 25.5% (1,140) are never married 46.5% (2,080) are married 0.3% (15) are separated 1.9% (85) are divorced 2.2% (100) are widowed 85 are lone parents 	<ul style="list-style-type: none"> 29.5% (1,255) are never married 34.5% (1,470) are married 3.6% (155) are separated 3.9% (170) are divorced 2.7% (115) are widowed 255 are lone parents 	<ul style="list-style-type: none"> 28.6% (1,595) are never married 44.8% (2,500) are married 3.0% (170) are separated are divorced 1.5% (85) are widowed 75 are lone parents
English Language Capacity	<ul style="list-style-type: none"> 4.0% (285) have no knowledge of English 26.1% (1,855) do not speak English French at home 	<ul style="list-style-type: none"> 4.9% (220) have no knowledge of English 38.1% (1,485) do not speak English at home 	<ul style="list-style-type: none"> < 1% have no knowledge of English 5.6% do not speak English at home (88% of these are African Blacks) 	<ul style="list-style-type: none"> 3.6% (200) have no knowledge of English 34.5% do not speak English at home

	South Asian	Chinese	Black	Other Visible Minorities
Period of immigration	<ul style="list-style-type: none"> 34.5% (2,446 persons) were born in Canada 	<ul style="list-style-type: none"> 35.9% (1,605 persons) were born in Canada 	<ul style="list-style-type: none"> 44.2% (1,885 persons) were born in Canada 	<ul style="list-style-type: none"> 31.1% (1,735) were born in Canada 7.5% (420) immigrated before 1971

	South Asian	Chinese	Black	Other Visible Minorities
	<ul style="list-style-type: none"> 7.5% (570) immigrated before 1971 28.8% (2,045) immigrated from '71 to '80 15.9% (1,130) immigrated from '81 to '90 12.0% (850) immigrated from '91 to '96 	<ul style="list-style-type: none"> 8.8% (390) immigrated before 1971 21.7% (970) immigrated from '71 to '80 19.1% (855) immigrated from '81 to '90 14.3% (640) immigrated from '91 to '96 	<ul style="list-style-type: none"> 78.5% under 15 living in Halton was born in Canada 18.1% (775) immigrated before 1971 14.8% (630) immigrated from '71 to '80 11.8% (510) immigrated from '81 to '90 9.9% (420) immigrated from '91 to '96 47.8% of the African Black population immigrated between 1991 and 1996 14.3% of the Caribbean Black population immigrated between 1991 and 1996 	<ul style="list-style-type: none"> 19.5% (1,085) immigrated from '71 and '80 16.2% (905) immigrated from '81 and '90 20.8% (1,160) immigrated from '91 and '96
Educational Attainment of Labour Force Population	<ul style="list-style-type: none"> 15.3% (590) have not completed high school 14.5% (555) have completed high school /trades certificate 70.3% (2,705) have some post secondary education 34.4% (1,320) university degrees 	<ul style="list-style-type: none"> 17.2% (400) have not completed high school 12.4% (290) have completed high school / trades certificate 70.6% (1,645) have some post secondary education 35.0% (815) university degrees 	<ul style="list-style-type: none"> 16.2% (410) have not completed high school 17.2% (435) have completed high school / trades certificate 66.4% (1,675) have some post secondary education 16.4% (415) have university degrees 	<ul style="list-style-type: none"> 14.1% (440) have not completed high school 11.9% (370) have completed high school/ trades certificate 59.9% (1,870) have some post secondary education 35.9% (1,120) have university degrees
Labour Force Participation	<ul style="list-style-type: none"> 3,850 in the labour force Participation rate of 74% 335 were unemployed Unemployment rate of 9% 	<ul style="list-style-type: none"> 2,330 in the labour force Participation rate of 68% 195 were unemployed Unemployment rate of 8% 	<ul style="list-style-type: none"> 2,530 in the labour force Participation rate of 80.0% 235 unemployed Unemployment rate of 9.3% 	<ul style="list-style-type: none"> 3,120 labour force population Participation rate 71.7% 250 unemployed 8.0% unemployment rate
Income	<ul style="list-style-type: none"> Median Employment Income is \$21,085 Median Census Family is \$62,313 Incidence of family low income is 11.5% Incidence of lone parent family low income is 15.3% 	<ul style="list-style-type: none"> Median Employment Income is \$26,097 Median Census Family is \$69,761 Incidence of family low income is 15.8% Incidence of lone parent family low income is 31.4% 	<ul style="list-style-type: none"> Median Income is \$25,015 Median Census Family is \$57,595 Incidence of family low income is 17.3% Incidence of lone parent family low income is 34.7% 	<ul style="list-style-type: none"> Median Employment Incomes are: South East Asian \$26,411 Arab and West Asian Filipino \$17,741 Latin American \$16,082 Japanese \$36,497 Korean \$19,995 Median Family Incomes are: South East Asian \$70,493 Arab and West Asian \$58,641 Filipino \$62,617 Latin American \$56,304 Japanese \$78,791 Korean \$51,726

Source: Statistics Canada, Custom Tabulation

6. Profile of Halton Visible Minority Population by Gender (Table 4)

This section identifies similarities and differences between visible minority males and female visible minorities in Halton by key variables Table 4, at the end of this section, provides the information in chart format. Key findings are highlighted in the text below. This section is of particular relevance for those planning and providing services specific to men or women.

Population Size by Gender

- Distribution of visible minority population between male and female is similar to the non visible minority population, with 49.0% of the population male and 51% female/

Municipality of Residence by Gender

- Males and females are similarly distributed among the four municipalities

Visible Minority Groups by Gender

- Both the South Asian and the Chinese populations have similar numbers of males and females. In the Black population there are more females than males. Similarly there are significantly more females than males in the Filipino population. Other groups have approximately equal male and female populations.

Age Groups by Gender

- A higher proportion of the male population is under 25 years of age. Specifically, there are approximately 400 more visible minority males under 25 living in Halton than females.

Marital/Family Status by Gender

- Males are more likely to have never married, at least partly due to the higher proportion of younger males
- A similar proportion of males and females are married with more women likely to be divorced and widowed.

English Language Capacity by Gender

- Females at 5.8% are more likely than males at 3.2 % to have no knowledge of English and correspondingly females are less likely than males to speak English at home.

Period of Immigration by Gender

- Despite the fact that there are more female visible minorities than males living in Halton, a significantly higher proportion of males were born in Canada. Specifically 600 more males than females were born in Canada.
- For every period of immigration, more females than males immigrated to Canada.

Educational Attainment of the Labour Force Population by Gender

- The male visible minority population is more likely both not to have completed high school and to have a university degree than the female population. Some of this difference may be attributable to the higher numbers of male than female visible minorities between 15 and 24 years.

Employment and Income Outcomes by Gender

- Male participation rate is significantly higher, although unemployment rates are similar.
- Female median employment income at \$18,058 is 60% of the male median employment income at \$30,034.

Summary Profile by Gender

The male visible minority population is younger than the female, more likely to have been born in Canada or immigrated early and is highly educated, with median employment incomes significantly higher than female. The female visible minority population is older, less likely to be born in Canada and to have immigrated more recently. Females are less likely to have a university degree.

Table 4: Profile of Halton Visible Minority Population by Gender

	Male	Female
Population Size	<ul style="list-style-type: none"> 11,070 persons 49.0% of visible minority population 	<ul style="list-style-type: none"> 11,510 persons 51.0% of visible minority population
Municipality	<ul style="list-style-type: none"> 58.8% (6,515) live in Oakville 31.0% (3,430) live in Burlington 5.2% (580) live in Milton 4.9% (540) live in Halton Hills 	<ul style="list-style-type: none"> 58.6% (6,740) live in Oakville 30.9% (3,555) live in Burlington 5.5% (630) live in Milton 5.1% (590) live in Halton Hills
Visible Minority Groups	<ul style="list-style-type: none"> 32.1% (3,555) are South Asian 20.0% (2,210) are Chinese 18.3% (2,030) are Black 7.3% (810) are Arab/West Asian 4.9% (540) are Filipino 3.7% (410) are Japanese 3.1% (340) are Southeast Asian 3.0% (330) are Korean 2.9% (305) are Latin American 	<ul style="list-style-type: none"> 30.8% (3,540) are South Asian 19.6% (2,255) are Chinese 19.4% (2,230) are Black 6.2% (710) are Arab/West Asian 6.5% (745) are Filipino 3.6% (420) are Japanese 2.7% (315) are Southeast Asian 2.7% (310) are Korean 2.8% (325) are Latin American
Age in Years	<ul style="list-style-type: none"> 25.7% (2,840) are under 15 19.0% (2,100) are 15 to 25 28.5% (3,160) are 25 to 44 22.9% (2,535) are 45 to 64 3.9% (430) are 65 and over 	<ul style="list-style-type: none"> 23.3% (2,680) are under 15 years 16.2% (1,865) are 15 to 25 years 33.8% (3,895) are 25 to 44 years 21.5% (2,480) are 45 to 64 years 5.1% (590) are 65 years and over
Marital/Family Status	<ul style="list-style-type: none"> 52.9% (5,855) are never married 43.5% (4,825) are married 1.4% (155) are separated 1.4% (155) are divorced < 1% (75) are widowed 105 are lone parents 	<ul style="list-style-type: none"> 47.6% (5,485) are never married 43.6% (5,015) are married 1.9% (220) are separated 2.8% (325) are divorced 4.0% (465) are widowed 610 are lone parents
English Language	<ul style="list-style-type: none"> 3.2% (260) have no knowledge of English 33.2% (2,730) do not speak English at home 	<ul style="list-style-type: none"> 5.8% (510) have no knowledge of English 34.9% (3,085) do not speak English at home
Period of immigration	<ul style="list-style-type: none"> 38.7% (4,325) were born in Canada 10.1% (1,115) immigrated prior to 1971 21.9% (2,420) immigrated from 1981 to 1990 12.6% (1,400) immigrated from 1981 to 1990 10.2% (1,130) immigrated from 1991 to 1996 	<ul style="list-style-type: none"> 33.4% (3,725) were born in Canada 9.7% (1,125) immigrated prior to 1971 22.8% (2,630) immigrated from 1971 to 1990 15.9% (1,830) immigrated from 1981 to 1990 13.0% (1,500) immigrated from 1991 to 1996
Education of Labour Force Population	<ul style="list-style-type: none"> 15.2% (1,000) have not completed high school 14.3% (935) have completed high school/trades 70.5% (4,620) have some post secondary education 33.3% (2180) have university degree 	<ul style="list-style-type: none"> 15.4% (910) have not completed high school 15.0% (890) have completed high school/trades 69.5% (4,120) have some post secondary 27.2% (1,610) have university degree
Labour Force Participation	<ul style="list-style-type: none"> 6,550 in labour force Participation Rate 80% Unemployment Rate 8% 	<ul style="list-style-type: none"> 5,925 in labour force Participation Rate 67% Unemployment Rate 9%
Income	<ul style="list-style-type: none"> Median Employment Income is \$30,034 Incidence of Low Income for males over 15 in private households is 13.8% 	<ul style="list-style-type: none"> Median Employment Income is \$18,058 Incidence of Low Income for females over 15 in private households is 16.6%

Source: Statistics Canada, Custom Tabulation

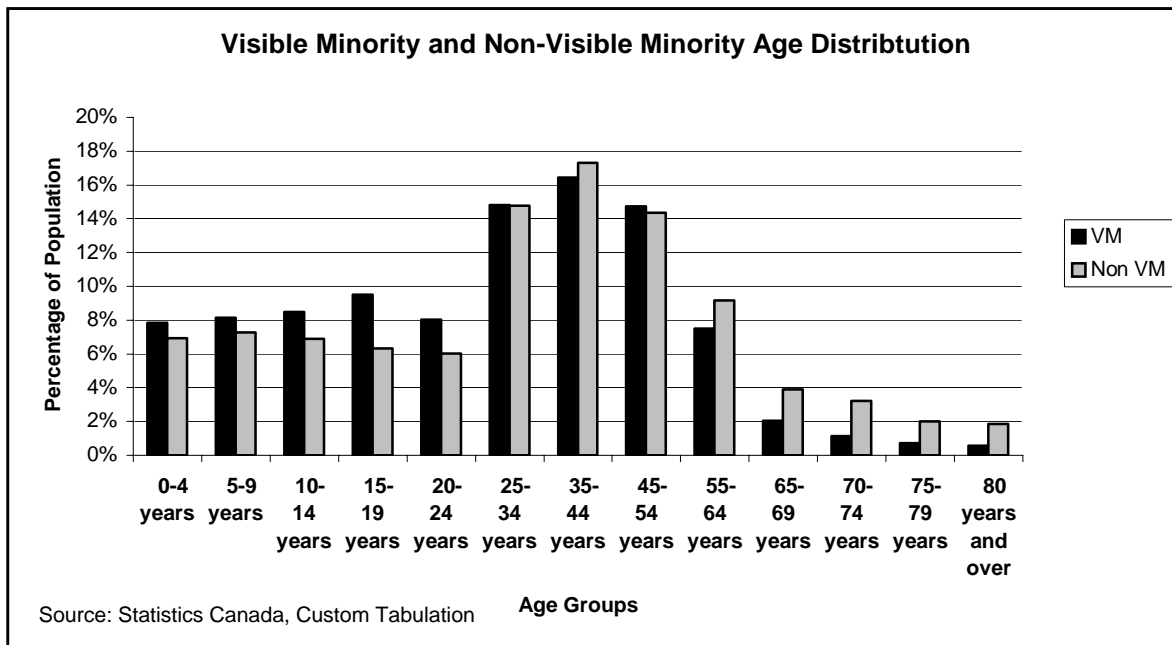
7. Profile of Halton Visible Minorities by Age Group (Table 5)

This section identifies and describes similarities and differences among different age groups of the visible minority population in Halton by key variables. Table 5 provides the information in chart format. This section speaks to the needs of those planning and providing services specific to particular age groups. Five age groups are defined: under 15 years, 15 to 24 years, 25 to 44 years, 45 to 64 years and 65 years and over. For discussions of employment and employment services, the two working age groups - 25 to 44 years and 45 to 64 years - are the most relevant.

Population Size of Age Groups

- The 35 to 44 year old group is the largest age group comprising approximately 18% of the visible minority population.
- The under 15-year-old visible minority population comprises 8.3% of the total under 15 Halton population.
- The over 65 year visible minority population comprises 2.9% of the total Halton over 65 population
- Figure 7 illustrates the age structure of the visible minority and non visible minority populations in Halton

Figure 7: Age Distribution of Visible Minority and Non Visible Minority Population in Halton



Municipality of Residence of Age Groups

- Age distribution of visible minority populations in Halton municipalities is comparable.
- All age groups are more likely to live in Oakville.
- The 25 to 44 year old group is slightly more likely to live in Oakville than other age groups are.
- The 45 to 64 year old group is slightly more likely to live in Burlington than other age groups.

Visible Minority Groups by Age Groups

- Age distribution for all age groups is similar with those under 15 slightly more likely to be South Asian and less likely to be from other groups, while those over 65 are slightly more likely to be from other visible minority groups than the three major groups.

Gender Distribution by Age Group

- The 15 to 24 year age group is significantly more likely to be male than female.
- The 25 to 44 year old age group and the over 65 years age group is significantly more likely to be female than male.
- Both the under 15 year age group and 45 to 64 year age group are distributed between male and female more closely to what would be expected.

English Language Capacity of Age Groups

- Younger people are more likely to have knowledge of English and to speak English at home than older people.
- Over 80% of those under 24 speak English at home while approximately 65% of those 25 and over speak English at home.
- More than 20% of those over 65 have no knowledge of English.

Period of Immigration of Age Groups

- Of approximately 60% of the 15 to 24 year old visible minorities, 13% of the 25 to 44 year old group and 5% of the 45 to 64 year old group were born in the Canada.
- The 25 to 44 year old group was most likely to have immigrated from 1980 to 1996 with almost 50% having immigrated during that period. Next most likely were those 65 and over with approximately 35% immigrating during that period, followed by 15 to 24 year olds with approximately 25% immigrating during that period. Least likely to have immigrated during that 15 year period were 45 to 64 year olds at approximately 20%.

Educational Attainment of the Labour Force Population by Age Groups

- The two working age groups, 25 to 44 years and 45 to 64 years have similar educational backgrounds. Slightly more 45 to 64 year olds have university degrees than 25 to 44 year olds.
- Those 65 and over are significantly less likely to have completed high school and to have a university degree.

Employment and Income Outcomes of Age Groups

- The 25 to 44 year old group has the highest participation rate at 85%, with the 45 to 64 year old group having a participation rate of 80%.
- Unemployment rates for working age groups are 7% for 25 to 44 year olds and 5% for 45 to 64 year olds.
- Median employment income increases with age to a high of \$34,921 for 45 to 64 year olds visible minorities in Halton. In comparison, median employment income for this same group in Ontario is \$27,959 and median employment income for same age group of non-visible minorities in Halton is \$38,498.

Summary Profiles of Age Group

The visible minority young population (under 25) is most likely to live in Oakville, to be South Asian, to be born in Canada and to speak English at home. Many of this age group have not yet completed their education and are not in the labour force.

Of the two working age groups the younger group (25 to 44 years) is larger, most likely to live in Oakville, more likely to be from 'other visible minority' groups, equally likely to speak English at home as the older group and more likely both to be born in Canada and to have immigrated recently. The younger working age group is slightly less educated and has a higher unemployment rate and lower median income than the older group.

The older working age group (45 to 64 years) represents people at the peak of their careers. It is a smaller group, slightly less likely to be living in Oakville and more likely to be living in Burlington than the younger working age group. It is slightly more likely to be South Asian although not as likely as the young population (under 25 years). Almost 3/4 of this group immigrated to Canada prior to 1980 (more than 40% in the 1970's) and thus established their careers in Canada. They are the most highly educated group and, as would be expected from their education and age, have the lowest unemployment rate and highest median income.

The senior population is small and significantly more likely to be living in Burlington than other age groups. It is also less likely to speak English at home and significantly more likely to indicate that it has no knowledge of English. More than 20% indicate they have no knowledge of English. While the senior age group is less educated than other adult groups, it is significantly better educated than its non-visible minority counterparts. Labour force participation is low as would be expected and for those that are employed, median income is low.

Table 5: Profile of Halton Visible Minority Population by Age Groups

	Under 15 Years	15 to 24 Years	25 to 44 Years	45 to 64 Years	65 Years and over
Population Size	<ul style="list-style-type: none"> • 5,520 persons • 24.4% of total visible minority population • 8.3% of Halton population under 15 	<ul style="list-style-type: none"> • 3,965 persons • 17.6% of total visible minority population • 9.3% of Halton population 15 to 24 	<ul style="list-style-type: none"> • 7,055 persons • 31.2% of visible minority population • 6.5% of Halton population 25 to 44 	<ul style="list-style-type: none"> • 4,950 persons • 21.9% of visible minority population • 6.3% of Halton population 45 to 64 years 	<ul style="list-style-type: none"> • 1,020 persons • 4.5% of visible minority population • 2.9% of Halton population 65 and over
Residence Municipality	<ul style="list-style-type: none"> • 57.0% (3150) live in Oakville • 31.0% (1715) live in Burlington • 6.8% (375) live in Milton • 5.5% (275) live in Halton Hills 	<ul style="list-style-type: none"> • 57.9% (2295) live in Oakville • 30.5% (1210) live in Burlington • 6.6% (260) live in Milton • 5.0% (200) live in Halton Hills 	<ul style="list-style-type: none"> • 61.2% (4320) live in Oakville • 29.8% (2100) live in Burlington • 4.1% (250) live in Milton • 4.8% (340) live in Halton Hills 	<ul style="list-style-type: none"> • 59.2% (2930) live in Oakville • 31.7% (1570) live in Burlington • 5.1% (250) live in Milton • 5.5% (265.3%) live in Halton Hills 	<ul style="list-style-type: none"> • 53.9% (550) live in Oakville • 38.2% (390) live in Burlington • 2.9% (30) live in Milton • 4.4% (45) live in Halton Hills
Visible Minority Groups	<ul style="list-style-type: none"> • 19.8% (1095) are Black • 33.7% (1860) are South Asian • 18.9% (1045) are Chinese • 21.6% (1195) are other groups 	<ul style="list-style-type: none"> • 18.8% (745) are Black • 32.4% (1285) are South Asian • 20.9% (830) are Chinese • 24.2% (960) are other groups 	<ul style="list-style-type: none"> • 18.0% (1270) are Black • 29.2% (2060) are South Asian • 19.9% (1405) are Chinese • 26.7% (1885) are other groups 	<ul style="list-style-type: none"> • 19.2% (950) are Black • 31.8% (1575) are South Asian • 20.6% (1020) are Chinese • 25.5% (1260) are other groups 	<ul style="list-style-type: none"> • 18.6% (190) are Black • 31.4% (320) are South Asian • 16.7% (170) are Chinese • 25.0% (255) are other groups
Gender	<ul style="list-style-type: none"> • 51.4% male, 48.6% female 	<ul style="list-style-type: none"> • 53.0% male, 47.0% female 	<ul style="list-style-type: none"> • 44.7% male, 55.3% female 	<ul style="list-style-type: none"> • 51.2% male, 48.8% female 	<ul style="list-style-type: none"> • 42.1% male, 57.9% female
English Language Capacity	<ul style="list-style-type: none"> • 2.4% (130) have no knowledge of English • 16.1% (890) do not speak English at home 	<ul style="list-style-type: none"> • 0.6% (25) have no knowledge of English • 17.7% (700) do not speak English at home 	<ul style="list-style-type: none"> • 1.9% (135) have no knowledge of English • 31.1% (2195) do not speak English at home 	<ul style="list-style-type: none"> • 4.4% (220) have no knowledge of English • 33.0% (1635) do not speak English at home 	<ul style="list-style-type: none"> • 21.6% (220) have no knowledge of English • 33.8% (345) do not speak English at home
Period of Immigration	<ul style="list-style-type: none"> • No information available 	<ul style="list-style-type: none"> • 59.6% (2365) born in Canada • 11.2% (445) immigrated from 1971 to 1980 • 12.6% (500) immigrated from 1981 to 1990 • 14.4% (570) immigrated from 1991 to 1996 	<ul style="list-style-type: none"> • 13.0% (920) born in Canada • 7.5% (530) immigrated prior to 1970 • 30.0% (2,115) immigrated from 1971 to 1980 • 28.3% (1,995) immigrated from 1981 to 1990 • 19.6% (1,385) immigrated from 1991 to 1996 	<ul style="list-style-type: none"> • 5.2% (260) born in Canada • 29.3% (1,450) immigrated prior to 1970 • 44.2% (2,190) immigrated from 1971 to 1980 • 11.1% (550) immigrated from 1981 to 1990 • 10.3% (510) immigrated from 1991 to 1996 	<ul style="list-style-type: none"> • 9.8% (100) born in Canada • 26.0% (265) immigrated prior to 1971 • 28.4% (290) immigrated from 1971 to 1980 • 18.6% (190) immigrated from 1981 to 1990 • 15.7% (160) immigrated from 1991 to 1996

	Under 15 Years	15 to 24 Years	25 to 44 Years	45 to 64 Years	65 Years and over
Education of Labour Force Population	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • 2,255 Labour Force Population • 28.2% (635) have not completed high school • 20.6% (465) completed high school • 51.2% (1,155) have post secondary education • 8.6% (195) have university degree 	<ul style="list-style-type: none"> • 6,020 Labour Force Population • 11.9% (715) have not completed high school • 13.9% (840) have completed high school/trades • 74.1% (4,460) have post secondary education • 33.9% (2,040) have university degree 	<ul style="list-style-type: none"> • 4,020 Labour Force Population • 12.2% (490) have not completed high school • 12.1% (485) have completed high school/trades • 75.6% (3,040) have some post secondary education • 37.7% (1,515) have university degree 	<ul style="list-style-type: none"> • 180 Labour Force Population • 41.7% (75) have not completed high school • 11.1% (20) have completed high school/trades • 44.4% (80) have some post secondary education • 27.8% (50) have university degree
Labour Force Participation	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • Participation Rate 15 to 19 years 46% • Participation Rate 20 to 24 years 70% • 425 persons unemployed • Unemployment Rate 19% 	<ul style="list-style-type: none"> • Participation Rate 85% • 435 persons unemployed • Unemployment Rate 7% 	<ul style="list-style-type: none"> • Participation Rate 80% • 205 persons unemployed • Unemployment Rate 5% 	<ul style="list-style-type: none"> • Participation Rate 18% • 15 persons unemployed • Unemployment Rate 8%
Median Employment Income	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • \$2,896 - 15 to 19 years • \$6,232 - 20 to 24 years 	<ul style="list-style-type: none"> • \$27,416 	<ul style="list-style-type: none"> • \$34,921 	<ul style="list-style-type: none"> • \$15,715

Source: Statistics Canada, Custom Tabulation

8. Profile of Halton Visible Minorities by English Language Capacity (Table 6)

This section identifies and describes similarities and differences among the visible minority population by English Language capacity by key variables. Table 6, at the end of this section, provides the information in chart format.

Three groups are relevant:

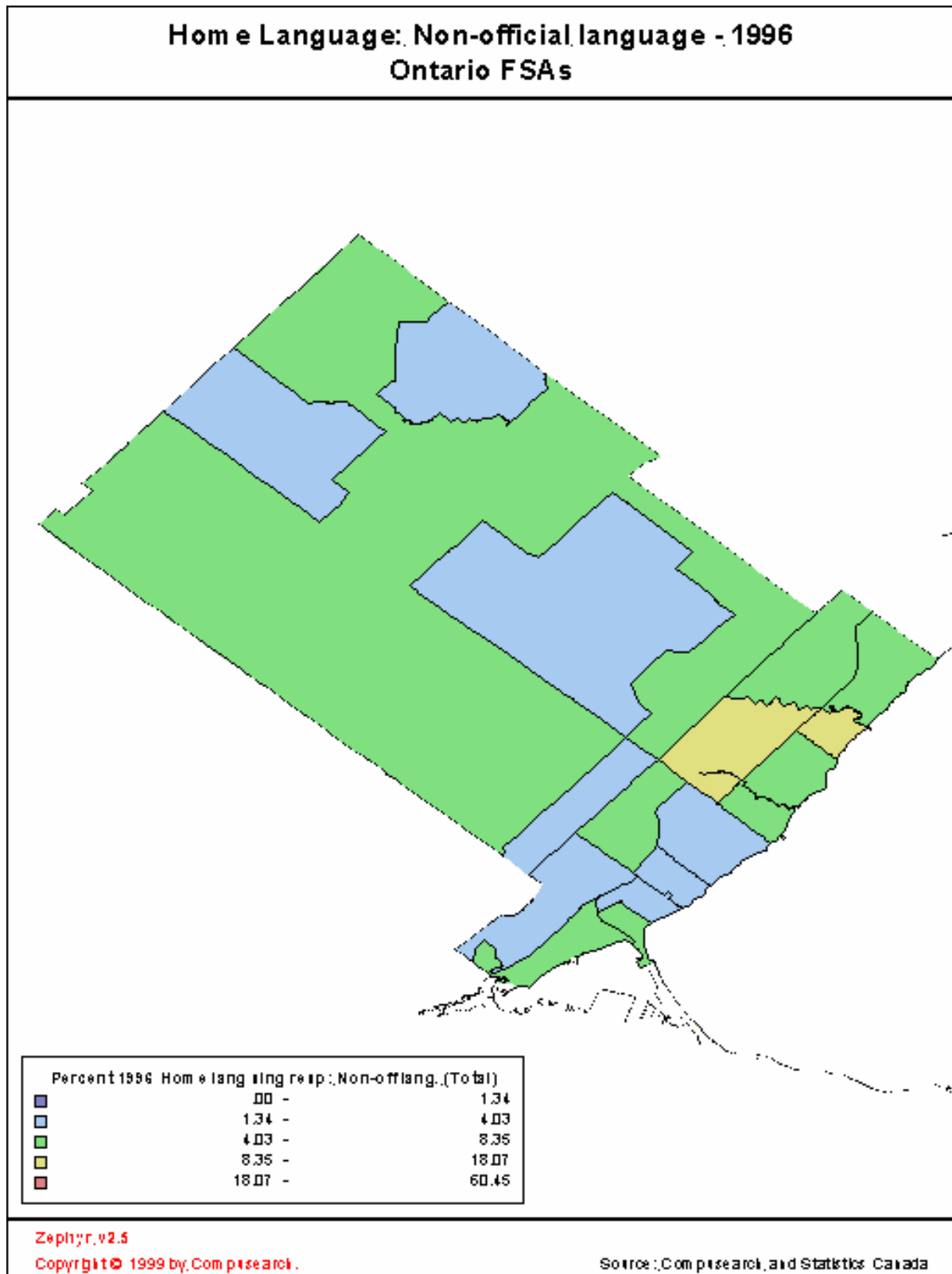
- those who indicate they have no knowledge of English, and thus will require basic English instruction
- those who indicate they do not speak English at home. This group includes those with no knowledge of English and those with good English language skills who choose to speak another language at home. It can be assumed that those with no knowledge of English will require basic English instruction and many others will benefit from more advanced English language instruction.
- Those who indicate they do speak English at home. Most have no requirements for English language instruction although some would benefit from accent and cultural expression skill development.

Key findings are highlighted in the text below. This section will be of most value to those planning and providing English language training and skills development in Halton.

Population Size by English Language Capacity

- More than 70% of visible minorities in Halton speak English at home. The percentage that speaks English will be higher than that as some persons will choose to speak their mother tongue at home while speaking English in the community.
- Approximately 600 persons over the age of 15 indicated that they had no knowledge of English.
- Figure 8 provides information about the proportion of all persons (both visible and non visible minorities) who speak a non-official language at home. Colour scheme indicates the numbers of people in each forward sortation area (FSA)(see glossary) that have neither English nor French as their home language.

Figure 8: Distribution of Halton Population whose Home Language is a Non Official Language by Forward Sortation Area



Municipality of Residence by English Language Capacity

- Those who do not speak English at home are more likely to live in Oakville than those who speak English at home. However those with no knowledge of English are no more likely to live in Oakville than those who speak English at home.

Age by English Language Capacity

- Younger people were less likely to have no knowledge of English and to speak English at home than older people.
- Of those over 15 who indicated no knowledge of English, more than 70% were over the age of 45.

Gender by English Language Capacity

- Women were less likely to speak English at home and significantly more likely to indicate no knowledge of English. Almost 70% of those who have no knowledge of English are women.

Period of Immigration by English Language Capacity

- New immigrants to Canada are more likely to speak languages other than English at home.

Education by English Language Capacity

- Persons who speak English at home are more likely to have completed high school, more likely to have some post secondary education, but only equally likely to have a university degree than those who do not speak English at home.

Employment and Income Outcomes by English Language Capacity

- The participation rate is higher, unemployment rate lower and median employment income higher for those who speak English at home than for those who do not.

Summary Profile by English Language Capacity

- More recent immigrants are less likely to speak English at home than those who were born in Canada or immigrated earlier. Thus the differences in employment and income for those not speaking English at home is likely an effect of their more recent immigrant status.

- For purposes of English language training, the data indicates that older women are most likely to require Basic English. Many of those who do not speak English at home will be candidates for English language training as well. While this group is younger and more likely to be male than the group with no knowledge of English it is still more likely to be female. South Asians and Chinese are equally likely to have no knowledge of English and not to speak English at home and together these two groups comprise more than 60% of those not speaking English at home and 68% of those with no knowledge of English.

Table 6: Profile of Halton Visible Minority Population by English Language Capacity

	Home Language English	Home Language NOT English	No Knowledge of English
Size of Population	<ul style="list-style-type: none"> 16,760 74.2% of Halton visible minority population 	<ul style="list-style-type: none"> 5,765 25.5% of Halton visible minority population 	<ul style="list-style-type: none"> 735 3.3% of Halton visible minority population
Municipalities	<ul style="list-style-type: none"> 56.9% (9,540) live in Oakville 31.0% (5,195) live in Burlington 6.3% (1,060) live in Milton 5.7% (960) live in Halton Hills 	<ul style="list-style-type: none"> 64.2% (3,705) live in Oakville 30.7% (1,775) live in Burlington 2.1% (120) live in Milton 2.9% (165) live in Halton Hills 	<ul style="list-style-type: none"> 51.7% (380) live in Oakville 39.4% (290) live in Burlington 1.4% (10) live in Milton 8.2% (60) live in Halton Hills
Age	<ul style="list-style-type: none"> 27.4% (4,595) are under 15 years 19.5% (3,265) are 15 to 24 years 28.9% (4,840) are 25 to 44 years 20.2% (3,380) are 45 to 64 years 4.0% (675) are over 65 years 	<ul style="list-style-type: none"> 15.4% (890) are under 15 12.1% (700) are 15-24 years 38.0% (2,195) are 25 to 44 years 28.4% (1,635) are 45 to 64 years 6.0% (345) are over age 65 	<ul style="list-style-type: none"> 17.7% (130) are under 15 3.4% (25) are 15 to 24 years 18.4% (135) are 25 to 44 years 29.9% (220) 45 to 64 29.9% (220) over 65
Gender of Adult Population	<ul style="list-style-type: none"> 49.3% (5,995) are male 50.7% (6,165) are female 	<ul style="list-style-type: none"> 45.8% (2,230) are male 54.8% (2,670) are female 	<ul style="list-style-type: none"> 29.7% (180) are male 69.4% (420) are female
Visible Minority Groups	<ul style="list-style-type: none"> 31.3% (5,240) are South Asian 15.6% (2,765) are Chinese 	<ul style="list-style-type: none"> 32.8. % (1,855) are South Asians 29.4% (1,695) are Chinese 10.6% (1,800 persons) have Chinese as home language 11.7% (2,265 persons) have Punjabi as home language. Another 2.1% has Urdu or Hindi as home language 	<ul style="list-style-type: none"> 38.7% (285) are South Asians 29.9% (220) are Chinese
Period of immigration	<ul style="list-style-type: none"> 43.8% (7,335) were born in Canada 56.2% (9,425) are immigrants 	<ul style="list-style-type: none"> 12.1% (700) were born in Canada 87.9% (5,065) are immigrants 	<ul style="list-style-type: none"> All adult visible minorities with no knowledge of English are immigrants to Canada
Educational Attainment of the Adult Population	<ul style="list-style-type: none"> 20.4% (2,485) has not completed high school 14.4% (1,745) completed high school 65.2% (7,930) has post - secondary education 26.3% has a university degree 	<ul style="list-style-type: none"> 28.9% (1,410) has not completed high school 15.0% (730) has completed high school 56.1% (2,735) has post-secondary education 26.7% (1,300) has a university degree 	<ul style="list-style-type: none"> No information available
Labour Force Participation	<ul style="list-style-type: none"> Participation Rate 75.2% 720 persons unemployed 7.8% unemployment rate 	<ul style="list-style-type: none"> 68% participation rate 360 unemployed 10.7% unemployment rate 	<ul style="list-style-type: none"> No information available
Median Employment Income	<ul style="list-style-type: none"> \$24,994 	<ul style="list-style-type: none"> \$21,026 	<ul style="list-style-type: none"> No information available

Source: Statistics Canada, Custom Tabulation

9. Profile of Halton Visible Minorities by Educational Attainment of the Labour Force Population (Table 7)

This section identifies similarities and differences in the Halton visible minority population by level of education by key variables. Table 7, at the end of this section, provides the information in chart format. Key findings are highlighted in the text below.

The level of education of new immigrants to Canada is determined by immigration policy. Current policy demands a high level of education of those seeking to enter Canada and education levels of new immigrants, including visible minorities, is higher than the educational levels of the resident population. When planning services for new immigrants, including visible minorities, the high education levels should be taken into account. Both the content of services and the approach to service delivery should address the educational experiences of the groups served.

(Notes: 1) In the table, the "university degree" group is a subset of the "some post secondary education" group and thus the number of those with university degrees is included in the numbers of those with some post secondary education. Other groups are distinct. 2) Table presents educational attainment of the labour force population, not the entire adult population)

Population Size by Educational Level

- Largest proportion of the Halton visible minority population has some post secondary education. Approximately 70% have post secondary education with 30.3% having a university bachelor's degree or higher.
- Just 15.3% of Halton visible minorities have not completed high school

Municipality of Residence by Educational Level

- More educated visible minorities are more likely to live in Oakville and less educated visible minorities are more likely to live in Burlington and North Halton.
- While 51.4% of those who have not completed high school live in Oakville, 65.4% of those with university degrees live in Oakville

Age Groups by Educational Level

- Those who have not completed high school are more likely to be older and younger than those who have university degrees.

Gender Distribution by Educational Level

- Males are both more likely to be the least educated and more likely to be the most educated.

Period of immigration by Educational Level

- Those that are least educated are more likely to have been born in Canada
- Those who are most educated are most likely to have immigrated between 1971 and 1980

Employment and Income Outcomes and Educational Level

- The effect of education on employment and incomes is very clear. Labour force participation, employment rate and median employment income all increase with education.

Summary Profile by Educational Level

- Less educated visible minorities in Halton (those having no post secondary education) are more likely to live in Burlington or North Halton and are more likely to be both younger and older. They are more likely to be either born in Canada or immigrated recently and less likely to have immigrated to Canada in the 1960's and 70's. They have a higher employment rate and lower median incomes.
- Highly educated visible minorities in Halton who are the majority of the population (70.1% of Halton visible minority labour force population have some post secondary education) are most likely to live in Oakville, be South Asian, be working age (25 to 64 years) and to have immigrated to Canada in the 1960's and 1970's. They are also significantly more likely to be male than female. Their participation rate is high and unemployment rate less than 5%. Median income is more than double that of visible minorities that have not completed high school.

Table 7: Profile of Halton Visible Minority Population by Educational Attainment of the Labour Force Population

	Not Completed High School	Completed High School	Post Secondary Education	University Degree
Population Size	<ul style="list-style-type: none"> 1,915 persons 15.3% of visible minority labour force population 	<ul style="list-style-type: none"> 1,815 persons 14.5% of visible minority labour force population 	<ul style="list-style-type: none"> 8,745 70.1% of visible minority labour force population 	<ul style="list-style-type: none"> 3,790 30.3% of visible minority labour force population
Municipality	<ul style="list-style-type: none"> 51.4%(1,820) live in Oakville 36.3% (1,140) live in Burlington 12.2% (235) live in N. Halton 	<ul style="list-style-type: none"> 55.9% (1,015) live in Oakville 30.5% (555) live in Burlington 13.7% (250) live in N. Halton 	<ul style="list-style-type: none"> 60.5% (5,290) live in Oakville 31.1% (2,725) live in Burlington 8.4% (735) live in N. Halton 	<ul style="list-style-type: none"> 65.4% (2,480) live in Oakville 27.5% (1,045) live in Burlington 6.9% (260) live in N. Halton
Visible Minority Groups	<ul style="list-style-type: none"> 21.4% (410) are Black 30.8% (590) are S. Asian 20.9%(400) are Chinese 	<ul style="list-style-type: none"> 24.0% (435) are Black 30.6% (555) are S. Asian 16.0% (290) are Chinese 	<ul style="list-style-type: none"> 19.1% (1,675) are Black 30.9% (2,705) are S. Asian 14.3% (1,250) are Chinese 	<ul style="list-style-type: none"> 10.9% (415) are Black 34.8% (1,320) S. Asian 21.5% (815) are Chinese
Gender	<ul style="list-style-type: none"> 52.5% (1,005) are male 48.1 % (920) are female 	<ul style="list-style-type: none"> 51.2% (930) are male 48.5% (880) are female 	<ul style="list-style-type: none"> 52.8% (4,620) are male 47.2% (4,125) are female 	<ul style="list-style-type: none"> 57.5% (2,180) are male 42.5% (1,610) are female
Age	<ul style="list-style-type: none"> 32.9% (630) are 15 to 24 years 29.8% (570) are 25 to 44 years 18.8% (360) are 45 to 64 years 3.9% (75) are 65 or over 	<ul style="list-style-type: none"> 24.8% (450) are 15 to 24 46.6% (845) are 25 to 44 years 26.7% (485) are 45 to 64 1.1% (20) are 65 or over 	<ul style="list-style-type: none"> 13.3% (1160) are 15 to 24 51.0% (4460) are 25 to 44 34.8% (3045) are 45 to 64 0.8% (75) are 65 or over 	<ul style="list-style-type: none"> 4.9% (185) are 20 to 24 53.8% (2,040) are 25 to 44 39.8% (1,510) are 45 to 64 1.2% (45) are 65 or over
Period of immigration	<ul style="list-style-type: none"> 28.5% (545) were born in Canada 6.3% (120) immigrated <1971 25.1% (480) immigrated from 1971 to 1980 21.9% immigrated from 1981 to 1990 16.2% (310) immigrated from 1991 to 1996 	<ul style="list-style-type: none"> 25.3% (460) were born in Canada 12.1% (220) immigrated <1971 22.6% (410) immigrated from 1971 to 1980 22.3% (405) immigrated from 1981 to 1990 16.5% (300) immigrated from 1991 to 1996 	<ul style="list-style-type: none"> 17.9% (1,565) were born in Canada 15.7% (1,375) immigrated <1971 35.8% (3,135) immigrated from 1971 to 1980 18.0% (1,575) immigrated from 1981 to 1990 11.7% (1,020) immigrated from 1991 to 1996 	<ul style="list-style-type: none"> 14.1% (535) were born in Canada 16.9% (640) immigrated <1971 37.3% (1,415) immigrated from 1971 to 1980 19.0% (720) immigrated from 1981 to 1990 11.2% (425) immigrated from 1991 to 1996
Labour Force Participation	<ul style="list-style-type: none"> 57% participation rate 395 persons unemployed 11.6% unemployment rate 	<ul style="list-style-type: none"> 73.2% participation rate 185 persons unemployed 10.2% unemployment rate 	<ul style="list-style-type: none"> 81.9% participation rate 670 persons unemployed 7.7% unemployment rate 	<ul style="list-style-type: none"> 84.4% participation rate 185 persons unemployed 4.9% unemployment rate
Income	<ul style="list-style-type: none"> Median employment income for less than Grade 9 is \$12,019 Median employment income Incomplete high school is \$9,880 	<ul style="list-style-type: none"> Median employment income for high school completion \$16,004 	<ul style="list-style-type: none"> Median employment income non-university post secondary is \$25,381 Median employment income University post secondary is \$31,011 	<ul style="list-style-type: none"> Median employment income for university degree is \$39,013

Source: Statistics Canada, Custom Tabulation

10. Profile of Halton Visible Minorities by Period of Immigration (Table 8)

This section identifies similarities and differences in the Halton visible minority population by period of immigration by key variables. Grouping is by decade of immigration. The population is grouped into five groups:

- Those born in Canada
- Those immigrating to Canada before 1971
- Those immigrating to Canada between 1971 and 1980
- Those immigrating to Canada between 1981 and 1990
- Those immigrating to Canada to Canada between 1991 and May, 1996

Table 8, at the end of this section, provides the information in chart format. Key findings are highlighted in the text below. This section will be of most relevance to those planning and providing services for recent immigrants.

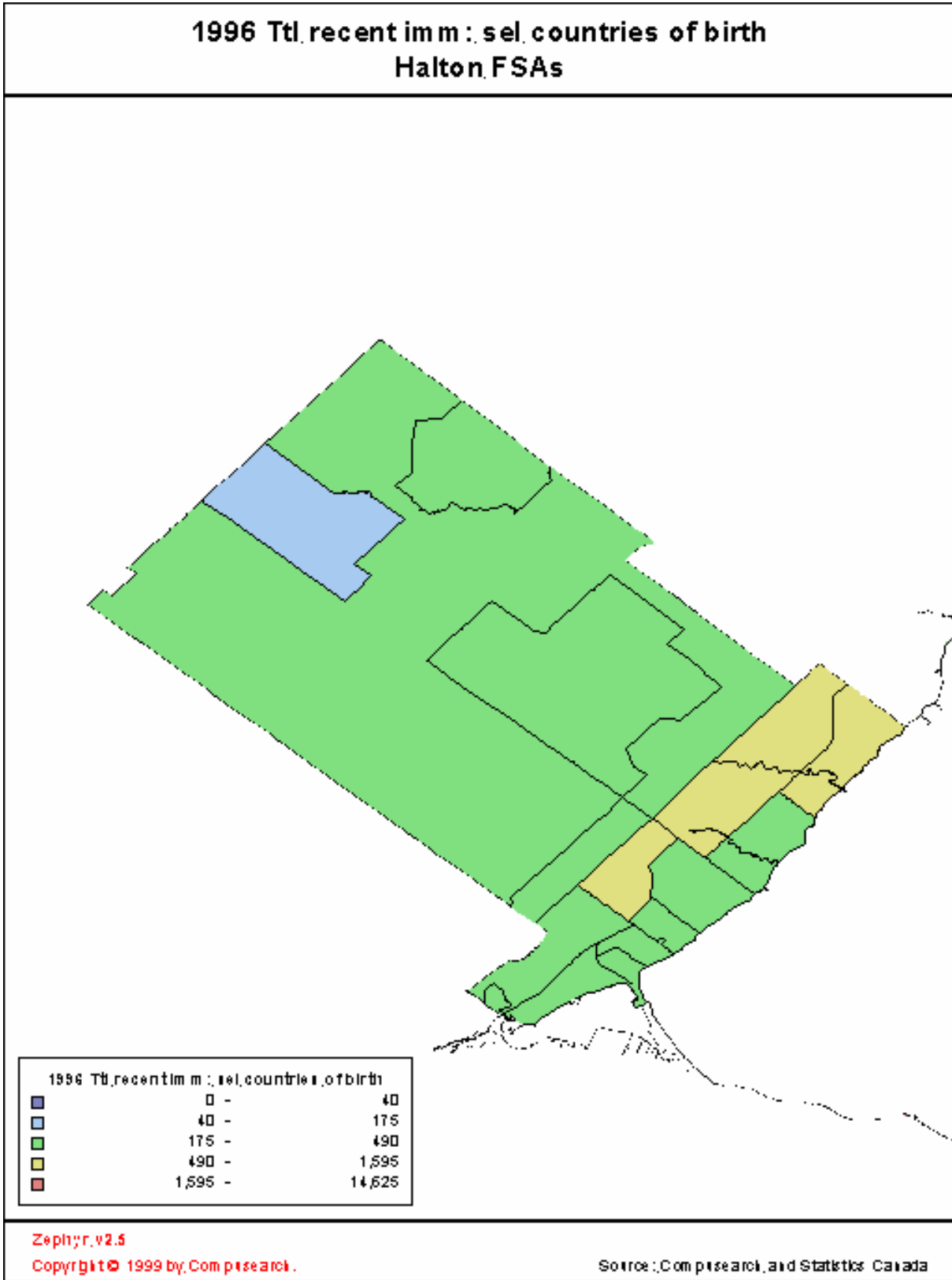
Population Size by Period of Immigration

- More than 1/3 of the Halton visible minority population was born in Canada.
- The largest group of visible minority immigrants arrived in Canada from 1971 to 1980. (In comparison, for Ontario, the largest group of visible minority immigrants arrived in the five-year period 1991 to 1996. See Table 1)

Residence Municipality by Period of Immigration

- While all groups are most likely to live in Oakville, those who immigrated between 1981 and 1990 are more likely to live in Oakville than more recent or earlier immigrants are. More recent immigrants are more likely to live in Burlington than those that arrived in Canada in 1981 to 1990.
- Those born in Canada are more likely to live in North Halton than immigrants are and the more recent the immigration the least likely visible minorities are to live in North Halton.
- Figure 9 indicates where Halton residents who are recent immigrants to Canada (1991 to 1996) live in the Region.

Figure 9: Distribution of Halton Population who are recent immigrants to Canada (1991 to 1996) by Forward Sortation Area



Visible Minority Groups by Period of Immigration

- More recent immigrants are more likely to be from 'other visible minority groups' than the three major groups and in particular more recent immigrants are less likely to be Black.
- More recent immigrants are less likely to be South Asian than immigrants from 1971 to 1990 are.
- Earlier immigrants and those born in Canada are more likely to be Black than later immigrants.

Age Group by Period of Immigration

- More recent immigrants are younger than earlier immigrants. The population born in Canada is very young with more than 85% under 25 years.

Gender Distribution by Period of Immigration

- Significant differences are observed. Immigrants are more likely to be female than male and those born in Canada are more likely to be male than female. In particular recent immigrants are significantly more likely to be female.

English Language Capacity by Period of Immigration

- Of those born in Canada 8.7% have a non-official language as home language. Of immigrants to Canada, 35.7% have a non-official language as home language and 4.5% indicate no knowledge of English. There are no adults born in Canada who have no knowledge of English.

Educational Attainment by Period of Immigration

- A higher proportion of those immigrating before 1971 have university degrees than those immigrating later. Many of those will have received their university education in Canada. While 37.4% of those who immigrated before 1971 have university degrees, just 26.0% of those immigrating from 1991 to 1996 have university degrees. Similarly the lowest proportion of those not completing high school occurs in the group immigrating prior to 1971 and the highest proportion in those immigrating between 1991 and 1996.

Employment and Income Outcomes by Period of Immigration

- Labour force participation increases with length of time in the country to 1971 and then decreases slightly. Unemployment rate is lowest for those that have been in the country longest.

- Median employment income increases with length of time in the country up to 1961. It decreases slightly for visible minorities immigrating after 1961.
- Employment status of those born in Canada is significantly lower than for immigrants. This effect is likely related to the much younger age of the born in Canada group.

Summary Profiles by Period of Immigration

Halton visible minorities born in Canada represent the largest group of visible minorities. They are young with more than 80% under 25 years and they are significantly more likely to be male. Due to the age of this group, many have not completed their education and have not entered the labour force. For those that are in the labour force, unemployment rates are relatively high (13%) and median income is very low.

Halton visible minorities that immigrated before 1971 comprise 10.0% of the visible minority population. They are significantly more likely to be Black than others. More than 75% of this group are over 45 years and they are most likely of all groups to have university degrees. Their participation rate is lower than other groups (likely due to the age of the group). Unemployment rate is less than 5% and median employment income is high.

The largest group of visible minorities in Halton (22.2%) is the group that immigrated to Canada from 1971 to 1980. More than 40% of this group is South Asian and less than 13% is Black. This group is split between those who are 45 to 64 years who arrived in Canada as adults and those between 25 and 44 years who arrived in Canada as children. They are well educated and many will have received their education in Canada. Participation rate is high, unemployment is low and median incomes are moderate.

Those visible minorities in Halton that immigrated from 1981 to 1990 (16.3%) is more likely than other groups to live in Oakville, more likely than other groups to be Chinese. This is a young group with more than 50% of this group are between 25 and 44 years of age and another 25% are under 25 years and there are significantly more females than males in this group. Their education, participation rate, unemployment rate and median income are commensurate with the age of the group, young people in school or beginning their careers.

Most recent immigrants (14.1%) arrived in Canada from 1991 to 1996. They are significantly more likely to be from other than the three major visible minority groups. The representation of the three major groups drops to 59% in this group and more than 35% are from groups other than South

Asian, Chinese and Black, including 12.6% Arabs/West Asians and 10.7% Filipino. The most recent immigrant is significantly more likely to be female than male and is a young population, although not as young as the 1981 to 1990 group. Slightly less educated than previous groups, this group's participation rate, unemployment rate and median employment income reflect their age and status as newcomers.

Table 8: Period of Immigration of the Halton Visible Minority Population

	1991 - 1996	1981 - 1990	1971-1980	Prior to 1971	Born in Canada
Size of Population	<ul style="list-style-type: none"> 3,185 persons 14.1% of Halton visible minority population 	<ul style="list-style-type: none"> 3,685 persons 16.3% of Halton visible minority population 	<ul style="list-style-type: none"> 5,050 persons 22.2% of Halton visible minority population 	<ul style="list-style-type: none"> 2,255 person 10.0% of Halton visible minority population 	<ul style="list-style-type: none"> 8,050 person 35.6% of Halton visible minority population
Municipality	<ul style="list-style-type: none"> 60.0% (1,910) live in Oakville 34.0% (1,085) live in Burlington 2.4% (75) live in Milton 3.3% (105) live in Halton Hills 	<ul style="list-style-type: none"> 67.2% (2,480) live in Oakville 25.3% (935) live in Burlington 2.3% (85) live in Milton 5.1% (190) live in Halton Hills 	<ul style="list-style-type: none"> 58.5% (2,955) live in Oakville 32.7% (1,650) live in Burlington 5.0% (255) live in Milton 3.8% (190) live in Halton Hills 	<ul style="list-style-type: none"> 59.6% (1,345) live in Oakville 31.0% (700) live in Burlington 4.9% (110) live in Milton 4.2% (95) live in Halton Hills 	<ul style="list-style-type: none"> 53.7% (4,325) live in Oakville 31.6% (2,545) live in Burlington 8.2% (660) live in Milton 6.5% (520) live in Halton Hills
Visible Minority Groups	<ul style="list-style-type: none"> 13.2% (420) are Black 26.7% (850) are South Asian 20.1% (640) are Chinese 12.6% (400) are Arabs and West Asians 10.7% (340) are Filipino 13.2% (420) are 'Other Visible Minority Groups' 	<ul style="list-style-type: none"> 13.8% (510) are Black 30.7% (1130) are South Asian 23.2% (855) are Chinese 24.5% (905) are 'Other Visible Minority Groups' 	<ul style="list-style-type: none"> 12.5% (630) are Black 40.5% (2,045) are South Asian 19.2% (970) are Chinese 21.5% (1,085) are 'Other Visible Minority Groups' 	<ul style="list-style-type: none"> 34.1% (770) are Black 25.7% (580) are South Asian 17.3% (390) are Chinese 18.4% (415) are Other 	<ul style="list-style-type: none"> 23.4% (1,885) are Black 30.4% (2,445) are South Asian 19.9% (1,605) are Chinese 21.5% (1,735) are other
Gender	<ul style="list-style-type: none"> 44.9% (1,430) are male 55.1% (1,755) are female 	<ul style="list-style-type: none"> 44.0% (1,620) are male 56.2% (2,070) are female 	<ul style="list-style-type: none"> 47.9% (2,420) are male 52.0% (2,625) are female 	<ul style="list-style-type: none"> 49.7% (1,120) are male 50.3% (1,135) are female 	<ul style="list-style-type: none"> 53.7% (4,325) are male 46.3% (3,725) are female
Age	<ul style="list-style-type: none"> 17.2% (550) are under 15 years 17.9% (570) are 15 to 24 years 43.5% (1,385) are 25 to 44 years 16.3% (520) are 45 to 64 years 5.0% (160) are 65 years and over 	<ul style="list-style-type: none"> 12.3% (455) are under 15 years 13.6% (500) are 15 to 24 years 54.1% (1 995) are 25 to 44 years 14.9% (550) are 45 to 64 years 5.1% (190) are 65 and over 	<ul style="list-style-type: none"> 0.2% (10) are under 15 years 8.8% (445) are 15 to 24 years 41.9% (2,115) are 25 to 44 years 43.4% (2,190) are 45 to 64 years 5.7% (290) are 65 and over 	<ul style="list-style-type: none"> 0 are under 15 years 0 are 15 to 24 years 23.5% (530) are 25 to 44 years 64.3% (1,450) are 45 to 64 years 11.7% (265) are 65 years and over 	<ul style="list-style-type: none"> 54.7% (405) are under 15 years 29.4% (2,365) are 15 to 24 years 11.4% (920) are 25 to 44 years 3.2% (260) are 45 to 64 years 1.2% (100) are 65 and over
English Language Capacity	<ul style="list-style-type: none"> 630 have no knowledge of English 5,065 have non-official language as home language 				<ul style="list-style-type: none"> 110 no knowledge of English 700 have non-official language as home language

	1991 - 1996	1981 - 1990	1971-1980	Prior to 1971	Born in Canada
Educational Attainment	<ul style="list-style-type: none"> • 18.9% (310) have not completed high school • 18.6% (305) have completed high school/trades • 62.4% (1020) have some post-secondary ed. • 26.0% (425) have a university degree 	<ul style="list-style-type: none"> • 17.5% (420) have not completed high school • 16.7% (400) have completed high school/trades • 65.7% (1,570) have some post secondary education • 30.1% (720) have a university degree 	<ul style="list-style-type: none"> • 11.9% (480) have not completed high school • 10.2% (410) have completed high school/trades • 77.8% (3,135) have some post secondary education. • 35.1% (1,415) have a university degree 	<ul style="list-style-type: none"> • 6.9% (120) have not completed high school • 12.8% (220) have completed high school/trades • 82.0% (1,415) have some post-secondary education. • 37.4% (645) have a university degree 	<ul style="list-style-type: none"> • 33.5% (1,210) have not completed high school • 16.3% (590) have completed high school/trades • 50.2% (1,810) have some post secondary education. • 16.8% (605) have a university degree
Labour Force Participation	<ul style="list-style-type: none"> • Labour Force Population 1,635 • Participation Rate 62% • Unemployment Rate 14% 	<ul style="list-style-type: none"> • Labour Force Population 2,390 • Participation Rate 74% • Unemployment Rate 9% 	<ul style="list-style-type: none"> • Labour Force Population 4,030 • Participation Rate 80% • Unemployment Rate 6% 	<ul style="list-style-type: none"> • Labour Force Population 1,725 • Participation Rate 76.5% • Unemployment Rate 4.3% 	<ul style="list-style-type: none"> • 2,570 Labour Force Population • Participation Rate 71 • Unemployment Rate 13% • 340 Unemployed persons
Median Employment Income	<ul style="list-style-type: none"> • \$13,296 	<ul style="list-style-type: none"> • \$24,243 	<ul style="list-style-type: none"> • \$30, 080 	<ul style="list-style-type: none"> • Prior to 1961 \$26,934 • 1961 to 1970 \$37,894 	<ul style="list-style-type: none"> • \$8,025 • (Average Income is \$22,459)

Source: Statistics Canada, Custom Tabulation

11. Summary of Employment and Income Outcomes for Halton Visible Minority Population (Tables 9,10,11,12)

The preceding discussion has documented that employment and median income outcomes for visible minorities increase with age, education, period of immigration and English language skills and vary with gender. This section provides a summary of those outcomes by key variables.

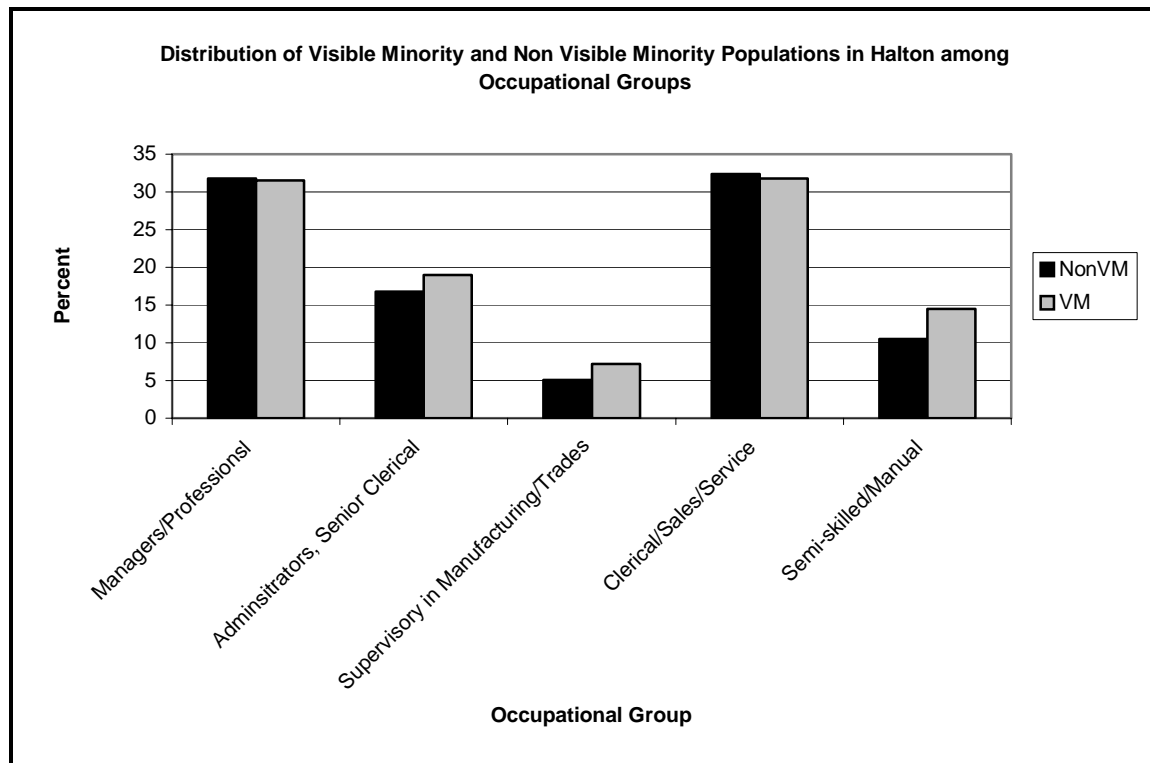
Tables 9, 10, 11 and 12 and accompanying Figure 11 compare participation rates, unemployment rates and median employment incomes of the two working age groups (25 to 44 and 45 to 64) by level of education, gender and the three major visible minority groups and non-visible minorities. In some cases, particularly with those completing high school, cell sizes are small and caution should be taken when drawing conclusions.

Key findings for Halton are provided below.

Employment

- Visible and non visible minorities are similarly distributed among occupational groups. Both groups are equally likely to be professionals or managers, although non visible minorities are more likely to be in senior management than visible minorities.
- Visible minorities are more likely than non visible minorities to be in semi-skilled and manual occupations.
- Figure 10 depicts the distribution of visible and non visible minorities among occupational groups.

Figure 10: Occupational Groups of Halton Visible and Non Visible Minority Populations



Source: Statistics Canada, Custom Tabulation

- With respect to **employment by industrial classification group**, the visible and non visible minority populations in Halton are distributed among groups relatively equally. There are only four industrial groups where the difference between the visible minority and non visible minority populations is greater than 2%. The proportion of the Halton visible minority population engaged in educational service industries is 4.7% compared to 7.2% of the Halton non visible minority population in this group. With respect to health and social services industries, 11.9% of the visible minority population is engaged in this group, compared to 8.2% of the non visible minority Halton population. Accommodation, food and beverage industries is the third category where a discrepancy is found. In this category, 5.2% of the non visible minority population are engaged versus 7.8% of the visible minority population.

Participation and Unemployment Rate Comparison

Tables 9, 10, 11 and 12 provide comparison data for participation rates, unemployment rates and median employment income by age group, education, gender, period of immigration and visible minority group. Because of small numbers, data for the 45 to 64 year old group that has high school education is incomplete.

Age

- With one exception, those aged 25 to 44 with a university degree have higher participation rate than the 45 to 64 year group. Female South Asians 25 to 44 with a university degree have a lower participation rate than female South Asians 45 to 64 with a university degree.
- Unemployment rates are equivalent for both age groups. However for males, 45 to 64 year olds with a university degree who immigrated from 1991 to 1996 have an unemployment rate of 17% compared to males 25 to 44 years with a university degree who immigrated from 1991 to 1996 who have an unemployment rate of 6%.

Education

- With no exceptions, those with university degrees have higher participation rates and lower unemployment rates than those with high school education.

Gender

- Both non visible and visible minority women have lower participation rates than men.
- With the exception of Chinese females, whose unemployment rates are equivalent to Chinese males, in all other categories females have higher unemployment rates than men.

Visible Minorities and Non Visible Minorities

- For all categories, visible minorities have lower participation rates than non visible minorities, although for university education males and females the differences are insignificant.

Period of Immigration

- Participation rates increase and unemployment rates decrease for immigrants as length of time in the country increases.
- Non-immigrant female visible minorities 25 to 44 years with a university degree and those that immigrated from 1961 to 1970 have a higher participation rate than non-visible minorities women in the same category.
- Males 25 to 44 with high school education have high participation rates for all periods of immigration, although unemployment rates for recent immigrants are significantly high.

Halton vs. Ontario

- Except for two categories, Halton visible minorities and non visible minorities have higher participation rates for all categories than Ontario visible minorities. Halton females 45 to 64 years with university degrees who immigrated from 1981 to 1996 have lower participation rates than Ontario females in the same category. For university-educated females in all categories, Halton participation rates are close to those of Ontario females in the same category. Halton unemployment rates, however, are lower.

Income

- In Halton, 24.3% of the total census families and 19.0% of visible minority census families had 1995 census family income over \$100,000. In Ontario 12.4% of the total census families and 7.2% of visible minority census families had 1995 census family incomes over \$100,000.
- In Halton 2.3% of all census families and 6.9% of visible minority census families had 1995 census family incomes under \$10,000. In Ontario, 5.0% of all census families and 12.6% of visible minority census families had 1995 census family incomes under \$10,000.
- Incidence of low income for persons in private households decreases with length of time in the country.
- For both individual and census family incomes, visible minorities receive a higher proportion of their income from employment, a lower proportion from other sources and about equal proportion from government transfers than the non-visible minority population.

Median Employment Income Comparisons

Tables 9, 10, 11 and 12 provide comparison data for participation rates, unemployment rates and median employment income by age group, education, gender, period of immigration and visible minority group. Because of small numbers, data for the 45 to 64 year old group that has high school education is incomplete.

Age

In all categories except five, older visible minorities have higher median employment incomes than younger persons. The differences between incomes of older and younger persons are greater for those with university degrees than for those with high school education.

The five exceptions are:

- Males 25 to 44 with high school education who immigrated between 1971 and 1980 earn more than males 45 to 64 with high school education who immigrated in the same period.
- South Asian males 25 to 44 years with high school education earn more than South Asian males 45 to 64 with high school education
- South Asian females 25 to 44 years with high school education earn more than South Asian females 45 to 64 years with high school education
- Black females 25 to 44 years with high school education earn more than Black females 45 to 64 years with high school education
- Male visible minorities 25 to 44 years with a university degree who immigrated from 1961 to 1970 earn more than male visible minorities 45 to 64 years who immigrated from 1971 to 1980.

Education

In all categories, persons with a university degree have higher incomes than those whose highest level of education is high school completion.

Gender

In all categories except two, male median incomes are higher than female.

- Black females 25 to 44 years with high school education living in Halton earn \$32,040 compared with same group black males with high school education who earn \$13,049

- Black females 25 to 44 years with a university degree in Halton earn \$44,955 compared with same group black males with a university degree in Halton who earn \$27,449.

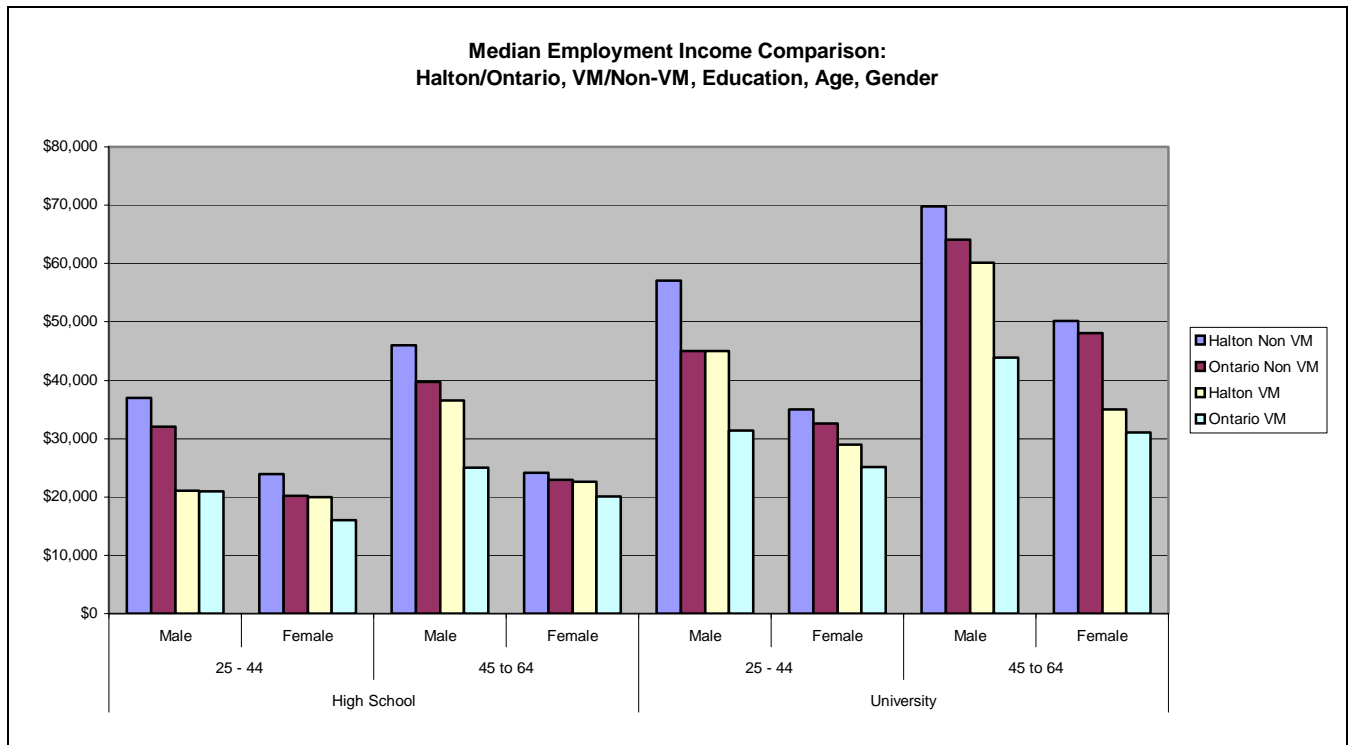
Non-Visible Minorities and Visible Minorities

In all categories except five, non-visible minorities have higher median incomes than visible minorities.

The five exceptions are:

- Black females in Halton form 25 to 44 years who have completed high school earn \$32,040 compared to non visible minority females between 25 and 44 years with a high school education in Halton who earn \$23,958.
- Chinese males between 25 and 44 years with a university degree earn \$57,859 compared with non-visible minority males 25 to 44 years with a university degree in Halton who earn \$57,077
- Black females 25 to 44 years in Halton with a university degree earn \$44,955 compared with non-visible minority females 25 to 44 years with a university degree in Halton who earn \$35,045
- Chinese females 45 to 64 years with a high school education in Halton earn \$26,871 compared to non-visible minority women 45 to 64 years with a high school education in Halton who earn \$24,093
- Chinese males 45 to 64 years with a university degree in Halton earn \$69,914 compared with non-visible minority males 45 to 64 years with a university degree in Halton who earn \$69,797.

Figure 11: Median Employment Income Comparison



Halton vs. Ontario

In all categories except six median employment incomes of Halton residents are above those of Ontario.

The six exceptions are:

- Halton Black males between 25 and 44 years who have only completed high school earn \$13,049 compared to Ontario Black males who earn \$20,908.
- Halton Chinese males between 25 and 44 years who have only completed high school earn \$14,980 compared to Ontario Chinese males who earn \$18,954
- Halton Black females between 45 and 64 with high school education earn \$24,079 compared with Ontario Black Females between 45 and 64 years with high school education who earn \$25,061.
- Halton South Asian females between 45 and 64 years earn \$5,008 compared with Ontario South Asian females between 45 and 64 years with high school education who earn \$20,053.
- Halton Black males with a university degree between 25 and 44 earn \$27,449 compared to Ontario Black males with a university degree between 25 and 44 years who earn \$27,951.

- Halton Black females between 45 and 64 years with a university degree earn \$30,078 compared with Ontario Black females between 45 and 64 years who earn \$44,845.

Visible Minority Groups

- For 25 to 44 year old males with high school education, South Asians earn the most at \$30,046.
- For 25 to 44 year old females with high school education, Blacks earn the most at \$32,040.
- For 25 to 44 year old males with a university degree, Chinese earn the most at \$57,859.
- For 25 to 44 year old females with a university degree, Blacks earn the most at \$44,955.
- For 45 to 64 year old males with high school education, Chinese and Blacks earn the most at approximately \$40,000.
- For 45 to 64 year old females with high school education, Chinese earn the most at \$26,871.
- For 45 to 64 year old males with university education, Chinese earn the most at \$69,914.
- For 45 to 64 year old females with university education, Chinese earn the most at \$52,017.

Period of Immigration

With two exceptions, for visible minority immigrants, the longer time in the country the higher the income. The exceptions are both males and females between 45 and 64 years with high school education who immigrated between 1971 and 1980 earn less than both males and females between 45 and 64 years with high school education who immigrated between 1981 and 1990

25 to 44 Year Old Group**Table 9: Participation Rate, Unemployment Rate and Median Employment Income of Halton and Ontario 25 to 44 year olds who have completed High School**

Age	25 to 44 years																			
Education	Completed High School																			
Gender	Male (290 Halton)										Female (365 Halton)									
	Period of Immigration							Visible Minority Group			Period of Immigration							Visible Minority Group		
Group	Non VM	VM	Non-Immig.	VM 61-70	VM 71-80	VM 81-90	VM 91-96	South Asian	Chinese	Black	Non VM	VM	Non-Immig.	VM 61-70	VM 71-80	VM 81-90	VM 91-96	South Asian	Chinese	Black
Halt. PR*	94	95	100	90	92	95	94	96	83	100	79	75	-	-	83	76	63	69	78	80
Halt. UE*	3	18	40	0	0	25	20	14	30	27	5	6	-	-	0	18	0	0	19	0
Halton \$	37,018	21,038	20,674	36,900	29,975	20,054	14,578	30,046	14,980	13,049	23,958	20,025	36,140	-	21,970	17,019	15,327	16,902	20,081	32,040
Ont. PR*	94	84	89	90	88	87	81	87	81	85	79	64	70	79	76	68	56	65	63	65
Ont. UE*	6	13	10	15	10	11	16	11	11	17	8	18	16	8	12	14	25	21	13	23
Ontario \$	32,097	20,992	25,006	26,000	26,898	21,947	16,972	21,762	18,954	20,908	20,217	16,048	21,030	27,919	22,919	17,112	12,018	15,559	16,936	16,943

* Figures are percentages

The number in parentheses on the Gender row is the number of visible minority persons living in Halton in that age group with that level of education.

\$ row is median employment income

Table 10: Participation Rate, Unemployment Rate and Median Employment Income of Halton and Ontario 25 to 44 year olds with University Degree

Age	25 to 44 years																			
Education	University Degree																			
Gender	Male (1,030 Halton)										Female (1,010 Halton)									
	Period of Immigration							Visible Minority Group			Period of Immigration							Visible Minority Group		
Group	Non VM	VM	Non-Immig.	61-70	71-80	81-90	91-96	South Asian	Chinese	Black	Non VM	VM	Non-Immig.	VM 61-70	VM 71-80	VM 81-90	VM 91-96	South Asian	Chinese	Black
Halt. PR*	98	95	100	100	94	93	88	97	90	95	86	82	91	90	85	81	71	78	82	96
Halt. UE*	2	3	6	0	3	0	6	6	0	11	4	7	7	12	7	5	10	7	7	14
Halton \$	57,077	44,976	48,038	68,187	48,016	44,887	32,235	40,124	57,859	27,449	35,045	29,007	26,974	40,063	33,956	23,704	13,499	26,943	34,203	44,955
Ont. PR*	96	89	94	94	93	92	85	92	89	91	89	81	90	91	88	83	72	79	82	87
Ont. UE*	4	9	7	3	5	8	15	9	7	17	5	11	6	5	6	9	19	14	8	13
Ontario \$	45,040	31,429	36,968	47,242	40,103	34,932	20,039	30,038	38,058	27,951	32,595	25,079	30,008	38,446	32,053	26,973	14,989	22,922	30,055	32,595

* Figures are percentages

The number in parentheses on the Gender row is the number of visible minority persons living in Halton in that age group with that level of education.

\$ row is median employment income

45 to 64 year old Group

Table 11: Participation Rate, Unemployment Rate and Median Employment Income of Halton and Ontario 45 to 64 year olds who have completed High School

Age	45 to 64 Years																			
Education	Completed High School																			
Gender	Male (170 Halton)										Female (235 Halton)									
Group	Period Of Immigration							Visible Minority Group			Period of Immigration							Visible Minority Group		
	Non VM	VM	Non-Immig.	VM 61-70	VM 71-80	VM 81-90	VM 91-96	South Asian	Chinese	Black	Non VM	VM	Non Immig.	VM 61-70	VM 71-80	VM 81-90	VM 91-96	South Asian	Chinese	Black
Halt. PR*	84	92	-	-	-	-	-	-	-	-	68	56	-	-	-	-	-	-	-	-
Halt. UE*	2	19	-	-	-	-	-	-	-	-	5	10	-	-	-	-	-	-	-	-
Halton \$	45,962	36,559	37,411	45,920	21,979	40,317	-	25,373	40,250	40,140	24,093	22,576	-	22,957	20,090	24,012	12,600	5,008	26,871	24,079
Ont. PR*	80	75									66	58								
Ont. UE*	4	11									5	11								
Ontario \$	39,775	24,969	37,082	33,228	30,006	21,909	15,002	24,030	20,605	30,066	22,986	20,098	28,467	24,993	23,982	16,054	10,019	20,053	19,053	25,061

* Figures are percentages

The number in parentheses on the Gender row is the number of visible minority persons living in Halton in that age group with that level of education.

\$ row is median employment income

Table 12: Participation Rate, Unemployment Rate and Median Employment Income of Halton and Ontario 45 to 64 year olds with University Degree

Age	45 to 64 Years																			
Education	University Degree																			
Gender	Male (1000 Halton)										Female (510 Halton)									
Group	Period of Immigration							VM Group			Period of Immigration							Visible Minority Group		
	Non VM	VM	Non Immig.	61-70	71-80	81-90	91-96	South Asian	Chinese	Black	Non VM	VM	Non Immig.	61-70	71-80	81-90	91-96	South Asian	Chinese	Black
Halt. PR*	92	91	100	90	98	83	67	98	82	95	85	86	67	83	93	70	50	81	68	92
Halt. UE*	2	2	0	0	2	8	17	3	0	0	3	4	0	7	0	0	0	7	0	0
Halton \$	69,797	60,112	90,888	62,291	60,142	58,431	34,934	57,198	69,914	64,810	50,129	34,975	47,956	40,632	37,855	32,916	26,023	34,254	51,017	30,078
Ont. PR*	90	89	86	89	92	85	74	91	82	88	83	79	83	82	85	78	59	80	71	88
Ont. UE*	2	7	2	3	4	10	18	6	5	9	3	7	4	4	5	9	19	9	5	6
Ontario \$	64,057	43,876	57,902	56,974	48,577	33,813	17,940	44,811	32,742	44,845	48,108	31,055	47,972	40,018	32,804	25,038	13,788	30,008	32,742	44,845

* Figures are percentages

The number in parentheses on the Gender row is the number of visible minority persons living in Halton in that age group with that level of education.

\$ row is median employment income

12. Discussion of Identified Employment Issues of Visible Minorities in Halton

The purpose of the focus group discussions is to identify barriers to employment and recommendations for removal of the barriers. Social statistics describe the Visible Minority population in Halton as a highly educated, experienced and competent group of people. The barriers to employment identified by the Visible Minorities point to the difficulties they encounter as they attempt to find paid employment and engage in business entrepreneurship in Canada and should not be used to undervalue their knowledge, skills and initiative.

Key informant interviews were held with twelve individuals representing a range of cultural groups and service providers in Halton Region. The semi-structured interview focused on perceptions of barriers to finding employment and employment services for visible minorities in Halton. Appendix B identifies key informants and key informant questions.

Five focus groups with members of visible minority groups were held. The Halton Multicultural Council assisted in recruiting focus group participants and in providing the space for the focus groups. Approximately 60 persons attended those focus groups, of which approximately 75% were members of visible minority groups. The focus group questions are attached in Appendix C. All participants received an honorarium.

Both key informants and focus group participants express similar perspectives with respect to barriers to employment for visible minorities in Halton, particularly new immigrants.

Barriers to employment that were identified by focus group participants and by key informants are barriers related particularly to new immigrant status.

Barriers Faced by Visible Minorities

The information provided by focus group participants point to considerable problems for Visible Minorities regarding employment. They seem to be divided into three main areas:

1. *Issues that are faced by everyone* – such as the problem that it is hard to get a job without experience, and you do not get the experience without a job. These are issues faced by everyone, but probably most challenging to people from other countries without Canadian work experience, and for those who find it difficult to find work due to discrimination.

2. *Issues that apply particularly to Visible Minorities*, but which are not necessarily products of discrimination. Language issues are an example of this – while strong English skills may not be needed for some factory work, to hold a job in an office requires near-perfect skills in spoken and written English. Non-Visible Minority immigrants also face these issues.
3. *Genuine discriminatory practices* – Individuals who want to discriminate against Visible Minorities may use the previous two kinds of issues as an excuse – holding to the requirement of Canadian job experience, for example, or rejecting an applicant whose English is less than perfect. There are many cases of this non-blatant, but very real, discrimination. There are also cases of overt racism described in the focus group results.

These three sets of issues can be further categorized into two broad categories: internal barriers and external barriers. Internal barriers pertain more directly to the individual, while external barriers are more directly related to society as a whole. These two kinds of barriers are described in the following sections.

Internal Barriers

Internal barriers pertain directly to the Visible Minority person as a private individual. They are characteristics of the individual or situations over which he or she has some control. Related to this, it is possible to address these barriers by providing the individual with information, appropriate services and training that he or she can use to reduce or eliminate these barriers.

a) Limited Ability to Speak English

- All participants indicate that lack of English proficiency is the most significant barrier to finding employment upon arrival in Canada. Data presented supports that perspective. Persons with no knowledge of English and persons who do not speak English at home have lower rates of participation in the labour force, lower employment rates and lower median income.
- Strong foreign accent prevents many visible minorities from being understood and sometimes causes them to be stereotyped as poorly educated persons. Accent is mentioned by a few as a barrier when seeking employment. Some sensed that a person's accent is often a factor in obtaining interviews. Blacks suggest that a Jamaican accent is problematic when using the telephone to seek employment. Blacks with a British accent indicate that their accent is helpful in getting an interview. At the interview meeting employers are often taken aback to find that they are Black.

- Limited knowledge of English for specific trades, professions and other highly specialized fields of work

b) Having to Learn About Canadian Culture and Look for Employment at the same time

- Limited knowledge of general, everyday Canadian culture, not to mention specific business cultures
- The Visible Minority person experiences a high level of stress because of two things – learning to settle in Canadian society and looking for a job – happening simultaneously.
- The social aspects of the LINC classes for newcomers is recognized by both focus group participants and key informants as important in the development of a social support network in their new home. One individual indicates that she obtained her first job in Canada through a referral from her LINC teacher!
- Visible minority newcomers in Halton come with a range of experiences. Recent newcomers are more likely to have come from countries where customs and traditions are more dissimilar from Canadian customs and traditions than those of past immigrants.
- Service providers and visible minorities indicate that newcomers have difficulty adjusting to the need for "marketing yourself" when seeking employment in Canada.
- Some visible minority newcomers who are highly educated are coming from countries where their education and skills are in short supply. They may not have faced competition when seeking employment in their home country.
- Resumes that focus on achievements are uncommon in some countries where educational qualifications and personal attributes are more important criteria for job finding.
- Interviews with panels of interviewers at a potential employer with expectations of "selling" yourself are almost counter cultural for some visible minorities. As more than one focus group participant put it - "In my country, it would be considered rude to do that."

c) Lack of Canadian Experience

- This is the case for those Visible Minorities who are new to Canada. It does not apply to those who have been in Canada for many years and to the Canadian-born Visible Minorities. However, a common stereotype of Visible Minorities is that they

generally lack Canadian experience based on the assumption that they are new immigrants.

- Even visible minorities with English language competency face the "Canadian Experience" barrier. All express frustration with the ignorance of Canadian employers of the standards and quality of experiences in countries outside Canada.

d) *Lack of Information about services to boost individual capacity*

- Employment Services
- Health and Safety Standards/Legislation for Industry
- Employment Insurance system
- Human Rights Legislation
- Canadian Labour Law
- Employment Training programs
- Community/Social Service programs
- Dealing with racism inside and outside the workplace

e) *Limited Skills*

- Networking (for professional and social purposes)
- Computers (fear of; don't have enough money to have one at home; never used one before coming to Canada, etc.)
- Resume preparation (Canadian style/appropriate for the Canadian labour market; understanding the importance of the resume)
- Interviewing skills

f) *Transportation*

- Transportation can be a barrier to finding and keeping a job. Graduated licensing has made it difficult for all new immigrants to Ontario to look for work, other than those living in major urban centres with good public transportation systems.
- While South Halton has local public transit systems, many find that they are not adequate and that they require a car. GO Train Service to Toronto is good from South Halton. Milton has local public transit but no public transit to connect it to other parts of Halton, although there is commuter GO train service to Mississauga and Toronto. Halton Hills has no local public transit but it too has commuter GO Train Service to Brampton, Malton and Toronto. The relative lack of visible minority

new immigrants in North Halton may reflect the lack of transportation and other services to this population group.

g) Not Enough Money to Enrol in Some Training Programs

- The cost of some training programs, especially those in the high technology fields, is high.
- The policy of HRDC that recipients of EI should pay for a portion of their training fees is a major stumbling block for Visible Minorities
- Changes in EI has affected training opportunities in general

h) Family Problems

- Childcare for young children may not be available or accessible, may not be culturally appropriate or may be too expensive for two parents trying to find work and learn English.
- Cultural pressures on family (especially on husband and wife relations, and between parents and children)
- Lack of family support (many Visible Minorities do not have their extended families in Canada and have difficulty dealing with their personal and social problems by themselves, with no one close to turn to).

i) High Level of Stress

- This is a case for the individual as well for the family as a whole, especially when one or both parents are unemployed, and especially when the male is unemployed.

j) Low Self-Esteem

- Not being able to find a job, being broke, feeling exploited and discriminated against, being highly-educated and under-employed, etc.; all of these things contribute to the Visible Minority person feeling despondent and losing faith in themselves.

External Barriers

External barriers are characteristics of people, organizations and society at large that prevent the individual from achieving his or her goals. They are things or events over which the individual has no immediate or direct control. External barriers are sometimes called systemic barriers. (An example of an external barrier is racism among the dominant group in a society. Another example is

that of a public policy or regulation that discriminates against certain groups of people intentionally or unintentionally.)

a) *Racial Discrimination in all Parts of the Labour Market/Employment Stream*

This is compounded by sexism and ageism in the hiring process and on the job, and when the Visible Minority person is seeking employer-paid training, a promotion, etc.

Focus group participants do not relate personal experiences of discrimination based on race or colour with respect to finding a job, although they suggest that it does occur. All groups believe that some visible minority groups are likely to experience a greater degree of discrimination than others and express the belief that the darker your skin, the more likely you are to be discriminated against in hiring.

Some Black participants in the focus groups express the belief that discrimination also occurs in promotion practices. There is, they believe, a ceiling for visible minorities in professional positions in large organizations similar to the so-called 'glass ceiling' for women in large organizations. The statistical data presented in this report supports that differences in median incomes might be an indicator for underemployment.

The fact that this study did not hear of racial discrimination in the workplace does not mean that it does not occur in Halton. The individuals, who provided information for this study in Halton, are primarily well-educated professionals and are not as subject to discrimination as less educated individuals. These professionals certainly faced barriers, such as recognition of credentials, with respect to pursuing their chosen professions; discrimination based on race or colour was not perceived as a significant barrier.

More than one visible minority person suggested that discrimination occurs in the driving license testing in Halton.

b) *Employers not Being Formally/Officially Accountable to the Government and the Community at Large for Providing Opportunity in the Workplace*

The removal of employment equity legislation by the Ontario government in 1995 has seriously undermined the ability of non-white people to get equal access to employment and training opportunities.

c) *Limited to No Recognition or Acceptance of Work Experience Outside Canada*

Those visible minorities newcomers who arrived in Canada in the early 1990's and have had difficulty finding the employment they are trained for were philosophical about their plight of having arrived during a period of significant downsizing and limited hiring. They anticipate that economic growth and a growing shortage of professionals in their fields (specifically engineering, medicine and teaching) will improve their prospects.

On more than one occasion, individuals express their frustration by indicating that it is their perception that opportunities are better in the US. Their perception, gained from relatives, friends and colleagues, is that American businesses more readily take risks on people without local experience. The fact that the perception circulates among highly educated professional visible minority newcomers may be of interest to the business community, especially in their need for an educated and skilled labour force.

Visible minorities in Halton do seek out training opportunities. They are well educated and comfortable and confident with classroom learning and study. Many focus group participants have taken advantage of opportunities through adult and continuing education programs to upgrade or "Canadianize" their skills.

d) *Difficulty in Getting Accreditation for Trades Certificates and University Degrees Earned Outside Canada*

This barrier is linked to the well known fact that highly educated Visible Minorities who happen to be immigrants also are often unemployed, under-employed and not able to find paid work in their area of professional/trade specialization.

Not unexpectedly, many visible minorities who are immigrants to Canada express considerable frustration at the difficulties in receiving accreditation or licensing in their professional fields, most specifically medicine and engineering. Their complaints are familiar and valid. Median employment incomes that are lower for visible minorities than for non visible minorities are partially related to the inability of highly educated professionals to work in their field. When they are unable to work in their field, some take related jobs that usually pay lower wages. For example, doctors may take jobs as orderlies or in health related businesses. Others find jobs in unrelated fields; most often, these jobs are significantly less well-paid jobs than those for which they are trained.

e) *Not enough Language Training Programs Available*

- Not enough training in English is being provided in pre-employment training programs
- Not enough training in English for people in the skilled trades and professions
- Not enough on the job training in the use of English, especially English that is relevant to a particular job and workplace
- Caribbean Blacks are generally not eligible for LINC or ESL classes when their mother tongue is English. Nevertheless some suggest that support for learning Canadian cultural expressions would assist with settlement for newcomers from the Caribbean, particularly younger people.
- Experiences with Language Instruction for Newcomers to Canada (LINC) and/or English as a Second Language training are generally positive. Many new immigrants without significant financial resources have to find employment to support their families and would welcome the opportunity for English language training in the workplace. Having to attend English classes while working can be very stressful on individuals and their families particularly when both adults must work and take classes outside work. As one individual put it "I can't spend all my time learning English. I have to support my family".
- Newcomers to Halton are fortunate in that LINC and ESL are blended classes providing a greater range of options and a smoother transition from basic English to more advanced English language skill development.

f) *Insufficient Training Programs for Job Search and Job Preparation*

Employment preparation services and programs that provide placements and/or mentoring are highly valued and sought after. Professionals are anxious to enrol in programs in Toronto that have a placement component. The value of a placement is fourfold. It is a foot in the door with possibility of employment following the placement. It provides a network of people in the field of work. It provides "Canadian Experience" and references for a resume, and finally it provides opportunity for Canadian workplace acculturation.

g) *Not Being Eligible for any Employment or Training Assistance Because of Ineligibility for Both Employment Insurance and Social Assistance or Welfare*

Because the unemployment rate among visible minorities in Halton is relatively low and much of that unemployment is related to settlement of newcomers, most visible minorities

have not had experience with Employment Insurance or Ontario Works. Those that had had experience with the Canada Employment offices expressed their frustration both with the system itself, particularly confounding eligibility criteria for programs, but also with the manner in which they were treated. More than one participant in the focus groups stated that they felt they had been treated "like a child" when they went to a Canada Employment office in Halton.

h) Hardly any Training on how to Deal with Racism and Sexism in the Employment System, Especially in the Workplace

Very often, visible minorities do not know how to deal with racism in the workplace; do not know their legal rights and where to turn for help.

i) Very Few Visible Minority Employment Counsellors And Trainers

Very often employment counsellors and trainers are not knowledgeable about the cultural backgrounds of Visible Minorities; they often assume that a Visible Minority person is an immigrant, an assumption that is problematic for Canadian-born Visible Minorities.

13: Implications for Organizations Providing Employment and Employment Related Services to Halton Visible Minorities

The visible minority population living in Halton is well educated, likely to be employed and to have adequate income, as is the majority of Halton residents.

The primary barriers to finding employment for visible minorities in Halton are those faced by many recent immigrants, although most recent immigrants to Canada do not first come to Halton. Employment services for new immigrants need to take into account the high levels of education of the immigrant visible minority population in Halton. Notwithstanding accreditation issues, foreign trained professionals seek employment programs which provide placements and/or mentoring and other kinds of networking opportunities with professional colleagues.

Many professionals living in Halton will not find jobs in Halton, but in Toronto. Opportunities for the Halton Multicultural Council to establish formal linkages or service agreements with organizations in Toronto that provide support for professionals could be explored further.

It is quite clear that visible minorities, new immigrants and those whose home language is not English are congregated north of the QEW in Oakville and Burlington, with the highest concentrations in the Northeast, closest to the boundary with Peel (see Figure 8). Access to services is increased when services are located close to where people live. Cultural interpretation services need further development to assist newcomers. All organizations serving these populations should take this into account when planning where services will be located. This is particularly the case in Halton where transportation is an issue. Newcomers must wait at least eight months for a drivers' licence and public transit systems are not well developed.

While neither focus group participants nor key informants indicated that visible minorities face extensive racial discrimination in finding employment, all visible minority groups indicated that discrimination does exist and that the darker your skin the more likely you will face discrimination. That is, all groups believe that Blacks are more likely to face discrimination than other groups.

Focus groups also indicated that small businesses are less likely to take a chance on new immigrants, visible minority or not, than larger businesses. Education for small businesses, provided through Business Development and/or local Chambers of Commerce, on how to evaluate the experience and education of new immigrants and how to integrate new immigrants into their

workforce would assist in building the capacity of small businesses in Halton to hire new immigrants, both visible minority and non visible minority.

Appendix A - Alphabetical Glossary

The following terms are used in this report. All except Forward Sortation Area (FSA) are found in Statistics Canada *1996 Census Dictionary*.

Age

Refers to the age at last birthday (as of the census reference date, May 14, 1996). This variable is derived from date of birth.

Census Family

Refers to a now-married couple (with or without never-married sons and/or daughters of either or both spouses), a couple living common-law (with or without never-married sons and/or daughters of either or both parents) or a lone parent of any marital status, with at least one never-married son or daughter living in the same dwelling.

Census Family Total Income

The total income of a census family is the sum of the total incomes of all members of that family.

Divorced

Refers to persons who have obtained a legal divorce and who have not remarried

Employed

Refers to persons 15 years of age and over, excluding institutional residents, who, during the week (Sunday to Saturday) prior to Census Day: (a) did any work at all for pay or in self-employment; or (b) were absent from their job or business for the entire week because of vacation, illness, a labour dispute at their place of work or other reasons.

Employment Income

Refers to total income received by persons 15 years of age and over during calendar year 1995 as wages and salaries, net income from non-farm unincorporated business and/or professional practice and net farm self-employment income.

Forward Sortation Area

Refers to a geographic area with designated postal codes having the same first three letter/digit combination e.g. Addresses with L6K as the first three letter/digit combination of the postal code are in the same forward sortation area.

Immigrant Population

Refers to people who are, or have been, landed immigrants in Canada. A landed immigrant is a person who has been granted the right to live in Canada permanently by immigration authorities. Some immigrants have resided in Canada for a number of years, while others are recent arrivals. Most immigrants are born outside Canada, but a small number were born in Canada.

Incidence of Low Income

The incidence of low income is the proportion or percentage of economic families or unattached individuals in a given classification below the low income cut-offs. These incidence rates are calculated from unrounded estimates of economic families and unattached individuals 15 years of age and over.

Knowledge of English

Refers to an individual's self-assessed ability to carry on a conversation of some length on various topics in English

Legally Married (and Not Separated)

Persons whose husband or wife is living, unless the couple is separated or a divorce has been obtained. Prior to 1991, married included those living common-law.

Lone parent

Refers to a mother or a father, with no spouse or common-law partner present, living in a dwelling with one or more never-married sons and/or daughters.

Median Income:

Refers to that amount which divides the income size distribution of a specified group of income recipients into two halves. That is, 50% of the group have incomes below the median and 50% have incomes above the median.

Never Married (Single)

Persons who have never married (including all persons less than 15 years of age) and persons whose marriage has been annulled and who have not remarried.

Non-immigrant Population

Refers to people who are Canadian citizens by birth. Although most were born in Canada, a small number were born outside Canada to Canadian parents.

Not in Labour Force

Refers to those persons 15 years of age and over, excluding institutional residents, who, in the week prior to Census Day, were neither employed nor unemployed. It includes persons who did not work for pay or in self-employment in the week prior to enumeration and (a) did not look for paid work in the four weeks prior to enumeration, (b) were not on temporary lay-off and (c) did not have a new job to start in four weeks or less. It also includes person who looked for work during the last four weeks but were not available to start work in the week prior to enumeration.

Participation Rate

Refers to the total labour force in the week (Sunday to Saturday) prior to Census Day, expressed as a percentage of the population 15 years of age and over, excluding institutional residents.

Separated, But Still Legally Married

Persons currently married, but who are no longer living with their spouse (for any reason other than illness or work) and have not obtained a divorce.

Widowed

Persons who have lost their spouse through death and who have not remarried.

Occupation (Based on 1991 Standard Occupational Classification)

Refers to the kind of work persons were doing during the reference week, as determined by their kind of work and the description of the most important duties in their job. Data are available for persons 15 years of age and over, excluding institutional residents. If the person did not have a job during the week prior to enumeration, the data relate to the job of longest duration since January 1, 1995. Persons with two or more jobs were to report the information for the job at which they worked the most hours.

Appendix B

Key Informant Interviewees

Frances C. de Bolanos - Executive Director, Halton Multicultural Council

Salina Lau - Settlement Worker, Halton Multicultural Council

Al Karim Shanghavi - Settlement Worker/Employment Counsellor - Halton Multicultural Council

Fred Yhap - Board of Directors - Halton Multicultural Council

Elizabeth Carmichael - North Halton Cultural Awareness Council

Aldo Cianfrini - Chief Administrative Officer, Centre for Skills Development

Barb Krukowski - LINC Coordinator, Centre For Skills Development

Marg Garey - Human Resources Development Canada, Burlington

Kate Johnston - Business Development Office, Region of Halton

Sharon Douglas - Executive Director - Halton Peel Dufferin Labour Development Board

Veronica Tyrell - Caribbean Association of Halton

Rehani Ali - Board of Directors, Halton Multicultural Council

Key Informant Questions

1. In your experience do visible minorities experience barriers in getting training, a job or promotion?
2. In your opinion what is visible minorities experience with employment programs in Halton?
4. How do visible minorities in Halton find employment?
5. What kinds of training needs do you see that visible minorities have?
6. What is the experience of visible minorities with training programs in Halton? Which meet needs, which do not?
7. How do you think those training and employment needs can best be met?
8. What about youth? Do they face any specific or different barriers than adults do? What kinds of programs can best meet their needs?
9. In what ways could this project be of use to you in your work? What are you particularly interested in?

Appendix C

Focus Group Questions

1. What employment preparation and training programs or services have you used? Have they met your needs?
2. What programs have not been useful?
3. What changes need to be made to make programs more useful and accessible?
4. Do you believe that as a member of a visible/racial minority you encounter additional barriers in employment and employment training?
5. What strategies would you suggest to a new immigrant from your visible minority group about finding training and employment?
6. Other issues: Employment Insurance Process, Self-Employment Assistance, Income Disparity, Job Promotion