

Immigration Trends in the 2021 Census: City of Guelph, Wellington County and its towns & townships



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About this report

This report provides data for Wellington County and the City of Guelph from the 2021 Census around the immigrant population. The data comes from customized tables that the Workforce Planning Board of Waterloo Wellington Dufferin has secured as well as the Target Group Profile—Immigrants and Citizenship that was secured through the Community Data Program.

The first section of this report gives an overview of the immigrant population of the Wellington Census Division which includes Wellington County and the City of Guelph. This information can provide some broader insight and could help the smaller Census Sub-Divisions identify where there may be potential challenges with their immigrant populations or help develop partnered initiatives between the city and the county.

In this section is information on immigrant age, highest educational attainment and labour force attachment. At this level, there has also been educational attainment data pulled around immigrants who identify as racialized and information has been provided around the 7 largest identified groups. Labour force engagement was demonstrated through three lenses: immigrant educational attainment, the success of recent immigrants (2016 to 2021) and the success of those who identify as racialized in the labour market. While this last group included immigrants and non-immigrants, the 7 largest identified racialized groups all had over 65% of their populations also identifying as immigrants.

The second section takes the Wellington Census Division and splits it out into Wellington County and City of Guelph. The Wellington Census Division is there as a baseline for referral.

The final section splits the County data down to the Census Sub-Division level so that each township can see its own immigrant data, compare it to similar townships and the overall County data. The townships can also refer back to the Wellington Census Division data to determine what may be some of the dominant characteristics of their immigrant population.

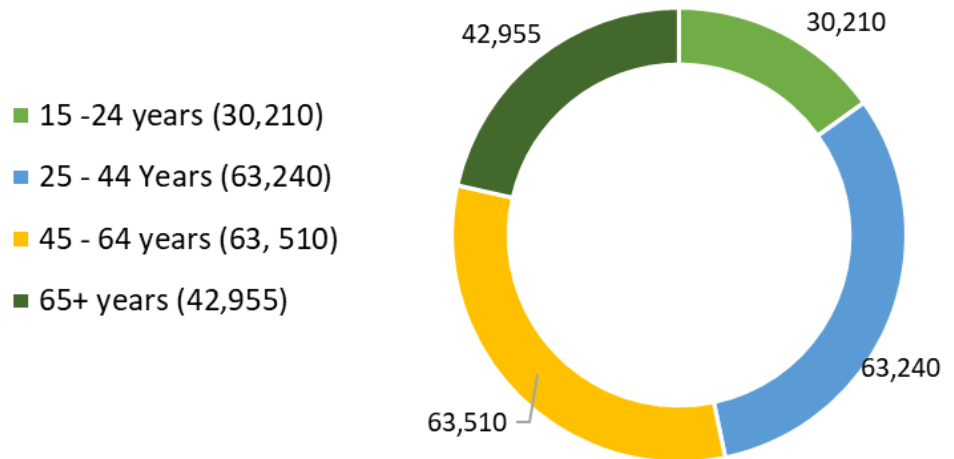
Section 1: Wellington-Guelph Total



Age of total and immigrant populations

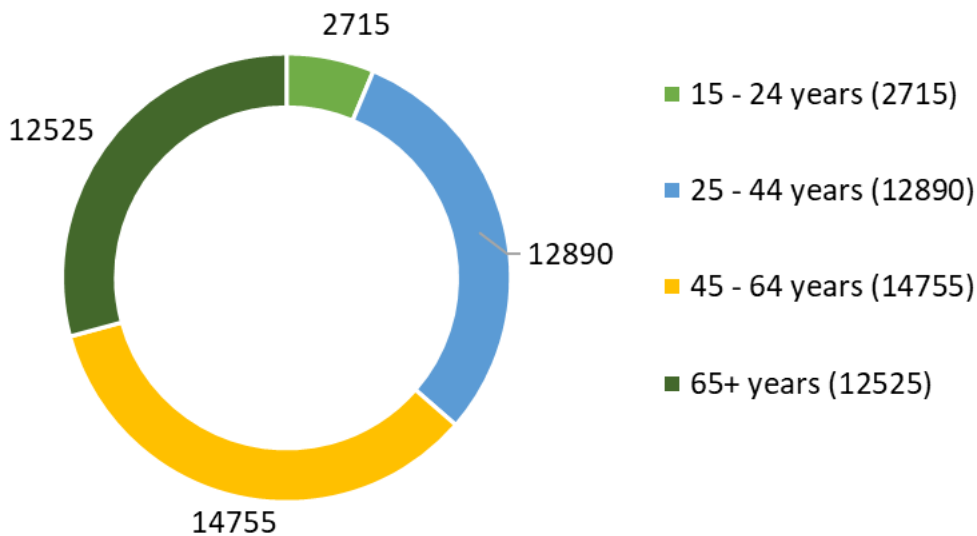
Total Population aged 15+: 199,915

Total* Population 15+



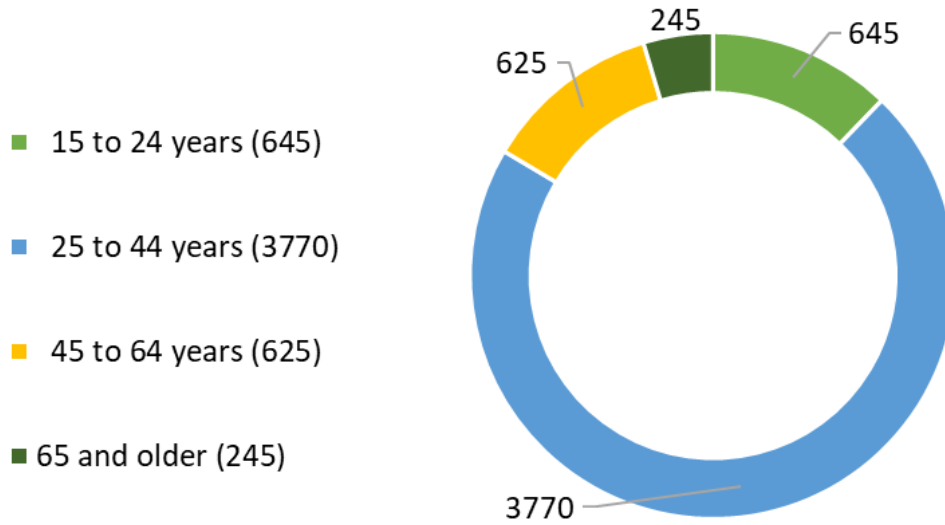
15 to 24 year olds accounted for 15.1% of the Wellington County and Guelph population 15 years of age and older. 25 to 44 year olds accounted for 31.6% and 45 to 64 year olds accounted for 31.8%. The population 65 and older accounted for 21.5%.

Age of Immigrant Population 15+



In the 15 and older immigrant population, 15 to 24 year olds accounted for 6% of the population. 25 to 44 year olds accounted for 30% while 45 to 64 year olds accounted for 34%. 29% of the immigrant population was 65 or older. The 45 and older group was a bit bigger group in the immigrant population than it was in the general population.

Recent Immigrant Arrival Population by Age



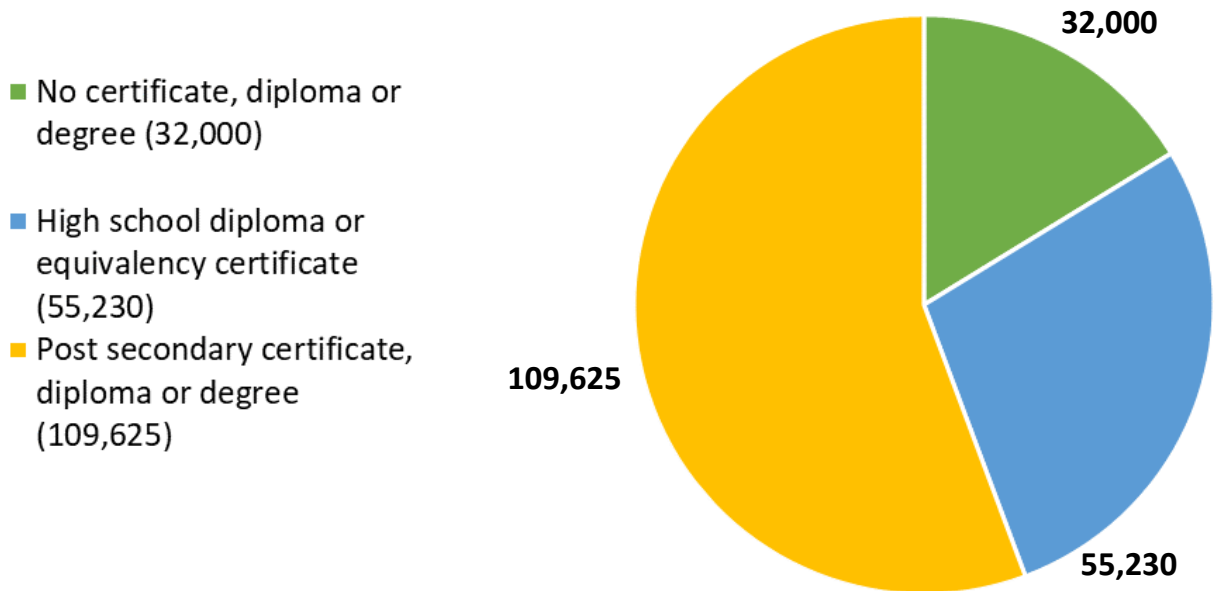
While the overall immigrant population had a higher percentage of 45 to 64 year olds, the recent immigrant population was younger. The data shows us that 15 to 24 year olds accounted for 14% of the recent immigrant population, more in-line with the general population. 25 to 44 year olds accounted for 71% while 45 to 64 accounted for 12% and that recent immigrants 65 years of age or older only accounted for 5% of the recent immigrant population.

So, while the overall immigrant population was aging, the recent immigrant population was predominantly 25 to 44 years of age and considered prime working age.



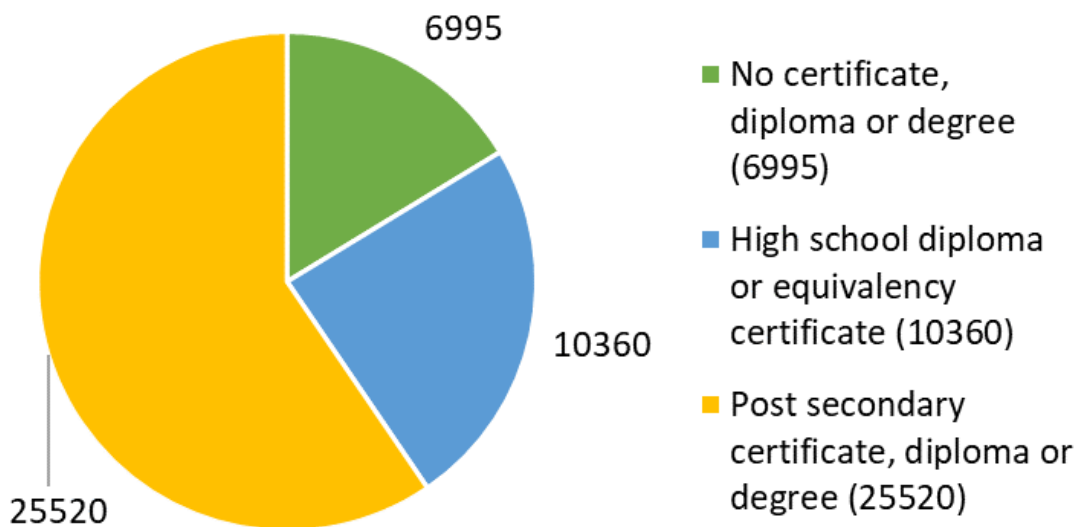
Education

Overall Highest Level of Education (general population)



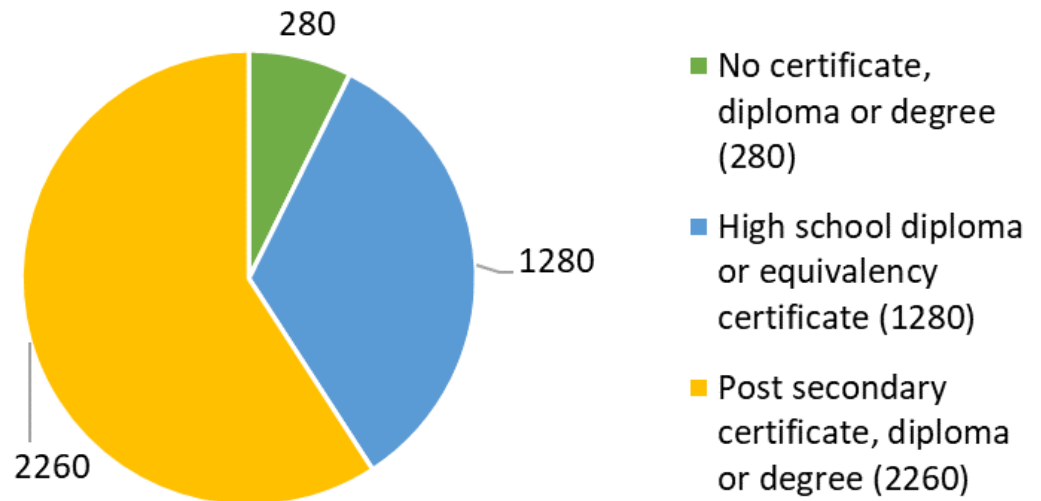
The Wellington-Guelph population 15+ reports that 56% of them have some type of Post secondary completion while 16% report having No certificate, diploma or degree.

Overall Highest Level of Education (All immigrants)



Looking at all the immigrants within Wellington-Guelph, it can be seen that the vast majority have Post secondary education in the form of a certificate, diploma or degree (60%) with only 16% of the immigrant population having No certificate, diploma or degree of any kind.

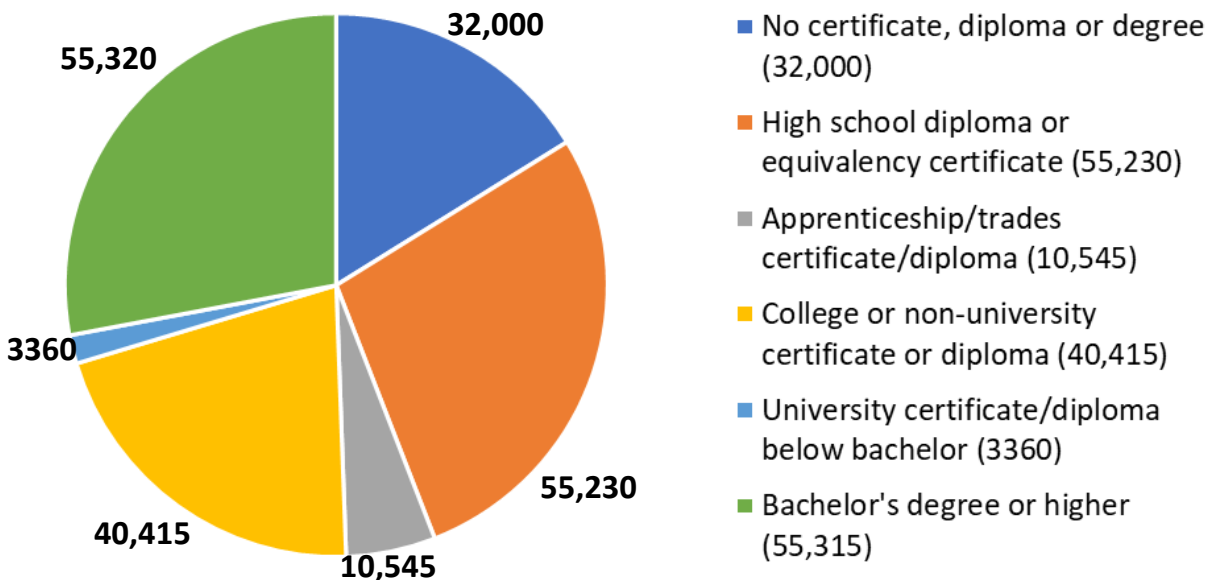
Overall Highest Level of Education (Immigrants 20 to 29)



Looking more specifically at immigrants aged 20-29, it can be seen that the trends remain with 59% having a Post secondary certificate, diploma or degree. The differential from this age group comes from those with No certificate, diploma or degree with only 7% of immigrants belonging to this group. Younger immigrants were more likely to have completed High school and just as likely to have attended post secondary.

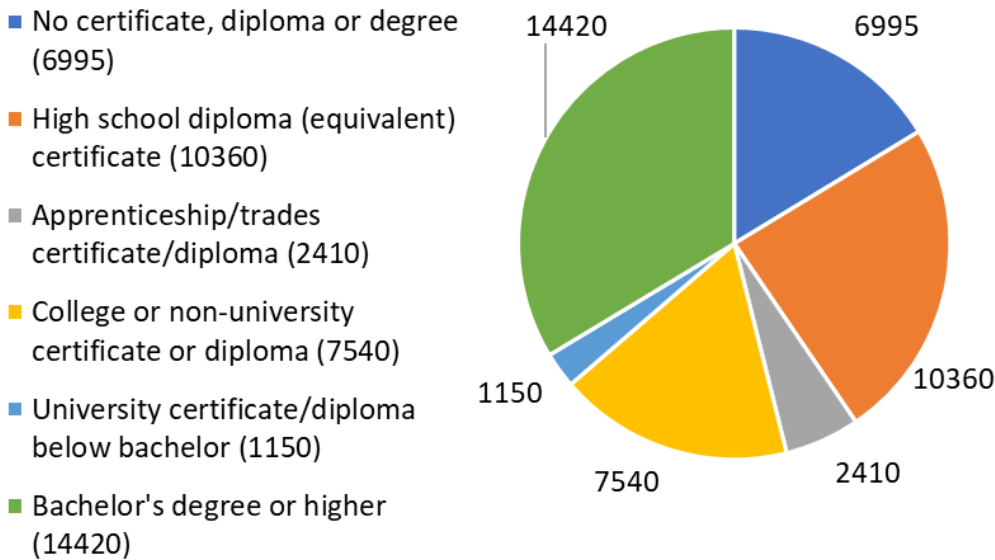
These charts showcase a more specified breakdown of educational attainment.

Detailed Highest Level of Education (general population)



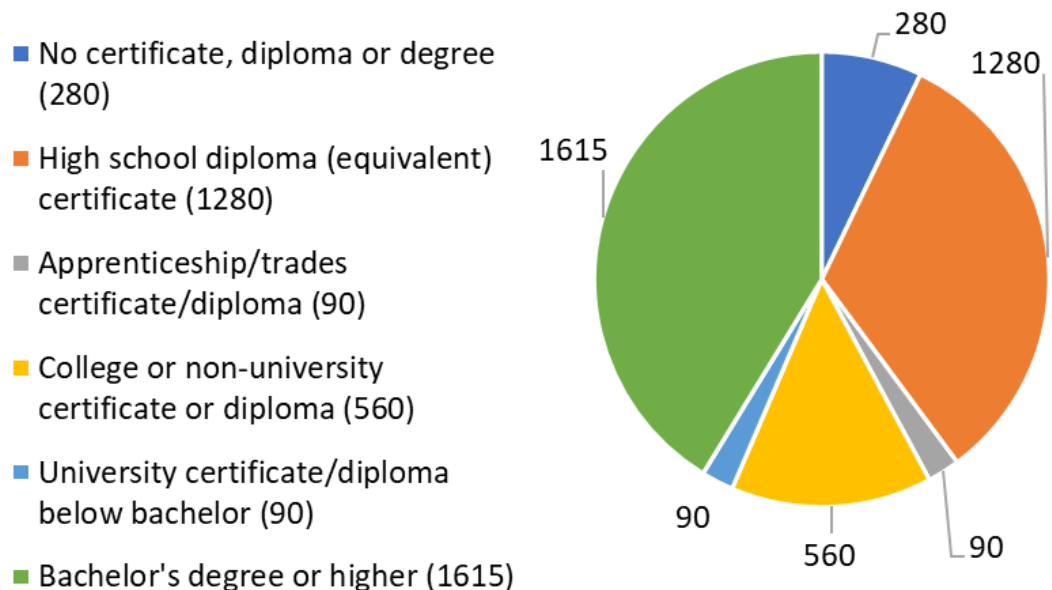
Almost exactly the same number of people reported having High school completion as having Bachelor's degrees or higher - 28%. College attainment was 21%.

Detailed Highest Level of Education (All immigrants)



Looking at the highest level of education of immigrants in Wellington-Guelph, it can be seen that the largest percentage had a Bachelor’s degree or higher (34%). This is followed by immigrants with High school attainment.

Detailed Highest Level of Education (Immigrants 20 to 29)



Looking once again at immigrants in Wellington-Guelph aged 20-29, 40% of immigrants had a Bachelor’s degree or higher followed closely by those who had a High School diploma or equivalency certificate. Fewer young immigrants reported their highest level as Apprenticeships or trades certificates or a University certificate or diploma below bachelor level. Both account for only 2.4%.

In this chart, the total immigrant population will be considered, then divided into those who do, and do not, identify with a racialized group. Within the brackets is the percentage that each immigrant population makes up of the different educational attainment categories. For example, 57% of all those without certificates, degrees or diplomas identify as a member of a racialized group vs 43% of those with that attainment not identifying with a racialized group.

	Immigrant population 15+	Immigrants identifying with a racialized group	Immigrants not identifying with a racialized group
All educational levels	42,855	23,210	19,665
No certificate, diploma or degree	6,995	3,980 (57%)	3,015 (43%)
High school diploma or equivalent	10,360	5,705 (55%)	4,650 (45%)
Apprenticeship, trades certificate or diploma	2,410	675 (28%)	1,735 (72%)
College, non-university certificate or diploma	7,540	3,170 (42%)	4,310 (58%)
University certificate or diploma below bachelor level	1,150	745 (65%)	405 (35%)
Bachelor's degree or higher	14,426	8,935 (62%)	5,485 (38%)

Those who identify as belonging to a racialized group covered a variety of educational profiles. They were more likely to have attained lower levels of education, like High school or equivalent diploma or No certificate/diploma/degree. Yet, they also undertook more University certificate, diplomas or Bachelor’s and above degrees. They were less likely to have an Apprenticeship or trades certificate or to have College diploma/certificate achievement compared to immigrants not identifying as racialized.



Below is a breakdown of the educational attainment of the 7 largest racialized immigrant populations in Wellington-Guelph, according to the Census. The percentages in brackets show the percentage of immigrants identified in that category who have that educational attainment. For example, 20% of South Asian immigrants had highest education level of a High school diploma or equivalent.

	South Asian	Black	Filipino	Chinese	Southeast Asian	Latin American	Arab
All educational levels	7,230	3,330	2,725	2,600	1,955	1,620	1,125
No certificate, diploma or degree	930 (13%)	775 (23%)	195 (7%)	400 (15%)	775 (40%)	190 (12%)	170 (15%)
High school diploma or equivalent	1,425 (20%)	1,055 (32%)	710 (26%)	450 (17%)	720 (37%)	450 (28%)	220 (20%)
Apprenticeship, trades certificate or diploma	115 (2%)	140 (4%)	165 (6%)	25 (1%)	45 (2%)	70 (4%)	20 (2%)
College, non-university certificate or diploma	820 (11%)	550 (17%)	445 (16%)	300 (12%)	215 (11%)	300 (19%)	140 (12%)
University certificate or diploma below bachelor	225 (3%)	85 (3%)	160 (6%)	85 (3%)	25 (1%)	50 (3%)	50 (4%)
Bachelor's degree or higher	3,720 (51%)	730 (22%)	1,055 (39%)	1,340 (52%)	180 (9%)	550 (34%)	525 (47%)

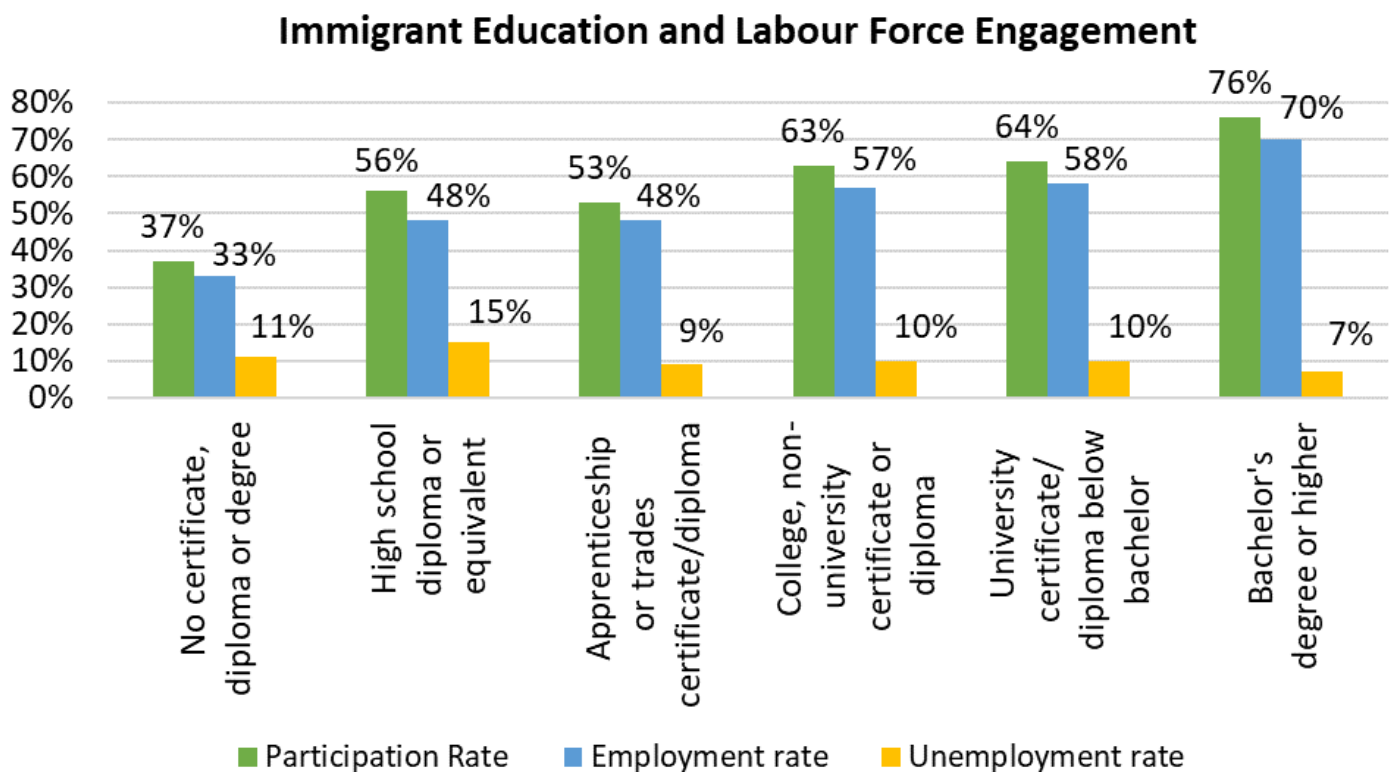
The 7 biggest identified racialized populations varied in their educational attainment.

- Not many of the immigrants discussed in the chart above had Trades or apprenticeship as their highest level of education, but immigrants identifying as Black or Filipino were more likely to have that level of attainment than other populations.
- 77% of immigrants identifying as Southeast Asian had High school attainment or lower education levels which may make sustained employment a challenge.
- Those immigrants who identify as Black and Latin American had higher percentages of College attainment levels than other groups - approaching 20%.
- Immigrants identifying as Chinese, South Asian, Arab and Filipino were more likely to report postsecondary (both college and university) as their highest level of educational attainment (all over 60%).
- For comparison, in the Wellington County and Guelph population as a whole, 28% of respondents had High school attainment while 5% had Apprenticeship or trades completion. Another 21% of respondents had College level attainments while 28% had Bachelor's degrees or higher as their highest educational level attained. Overall, many respondents who identified as racialized immigrants had higher rates of postsecondary attainment than the general population.

Labour force engagement

This section will look at the labour force statistics for immigrants from three different vantage points: highest education attainment, recent immigrant data and racialized data. For a reference point for this section, the general population 15+ for Wellington County and Guelph had a 67% participation rate with a 61% employment rate and a 9% unemployment rate.

Looking at the chart below will help determine if immigrant educational attainment helps with the labour force outcomes of immigrants. The left bar for each educational level is the participation rate. The middle bar is employment rate, and the right bar is unemployment rate.

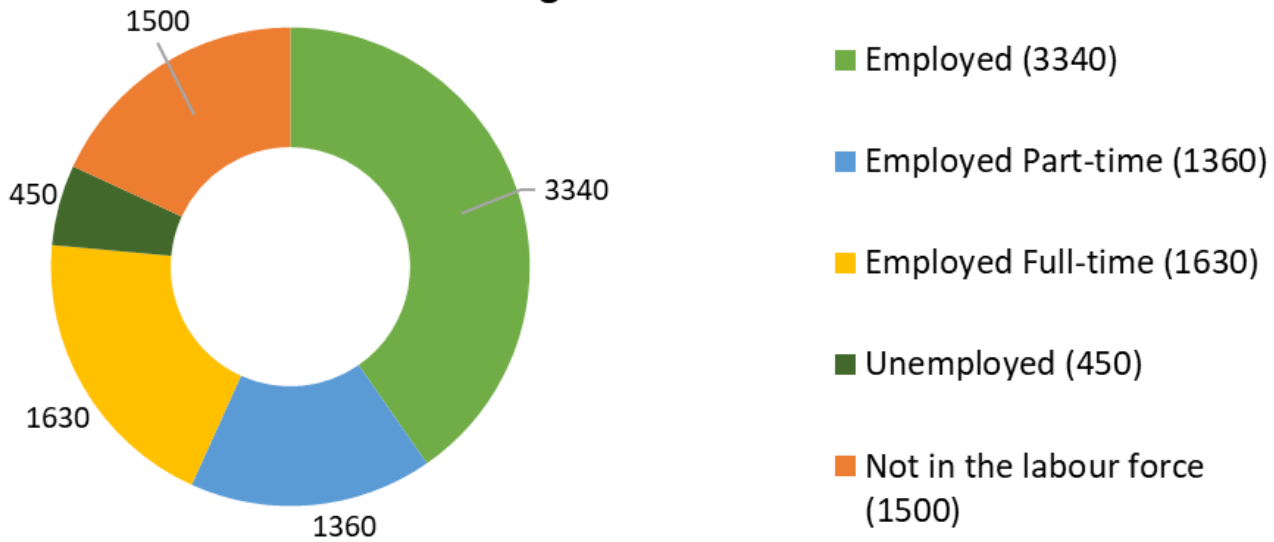


Immigrants who do not have any educational attainment were less likely to be in the labour force (actively working or looking for work). With educational attainment, engagement in the workforce increased. 76% of immigrants who hold Bachelor's degrees or above were active in the labour force.

Employment rates also tended to increase with highest educational attainment for immigrants. At the time of the 2021 Census, immigrants with an Apprenticeship or trade or who had attained a Bachelor's degree or above had the lowest unemployment rates. These were below the general population unemployment rate of 9%. Immigrants with High school attainment struggled the most with unemployment.

These statistics can also be looked at for recent immigrants (arrival between 2016 and 2021) to determine if this group is having some success locally.

Recent Immigrant Labour Force Stats

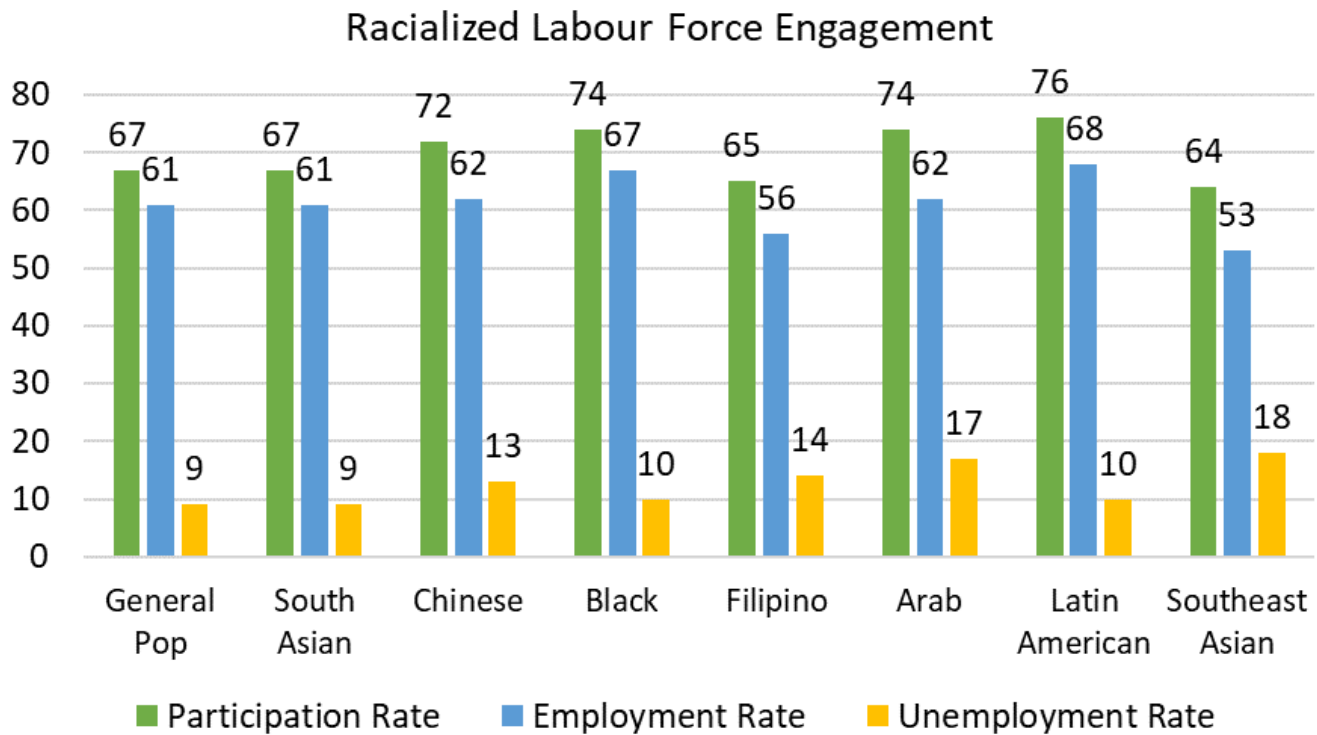


The 2021 Census reported that recent immigrants had a participation rate (working or looking for work) of 72% with a 63% employment rate and a 12% unemployment rate. Recent immigrants were more likely to be looking for working, and more likely to be actively working, but they were also more likely to face unemployment than the general population 15+. Overall, they were more active in the labour market.



Finally, the labour force data can be looked at from a racialized perspective. Not everyone who identifies as racialized is an immigrant so this data includes those born in Canada. Here is the percentage that immigrants make up for each of these groups: South Asian (72%), Black (68%), Filipino (77%), Chinese (67%), Southeast Asian (71%), Latin American (73%), Arab (82%). Given the high percentages that immigrants make up for each of these groups, this data is relevant.

A reminder on the reference point, the general population 15+ for Wellington County and Guelph had a 67% participation rate with a 61% employment rate and a 9% unemployment rate.



- Residents who identify as Filipino and Southeast Asian had lower participation rates than the general 15+ population. The other groups were participating the same or at higher rates.
- That participation success continued as many of the groups also had higher employment rates with those identifying as Latin American or Black having an almost 70% employment rate.
- Those identifying as Filipino and Southeast Asian lagged behind the general population employment rate of 61%, and South Asians were on par with that number.
- In the 2021 Census, almost all groups had more than a 9% unemployment rate.
- Southeast Asian and Arab populations had almost double the unemployment rate of the general population. This is particularly concerning for the Arab group which was 82% immigrants, had a higher participation rate and a slightly higher employment rate than the general population. Only 34% of Arab immigrants arrived between 2016 and 2021 so even immigrants who have been in Canada longer seemed to be having employment challenges.

Section 2: Wellington-Guelph, Wellington County and the City of Guelph



Where immigrants work

This data is for all levels and looks at how the population is engaging in work from home and whether immigrants have the same opportunities to do this type of work.

Total Employed Labour Force 15+:

	Wellington-Guelph	City of Guelph	Wellington County
Total	120,020	71,280	48,740
Worked at home	31,385 (26%)	18,855 (26%)	12,530 (26%)
Worked outside Canada	355	200	155
No fixed workplace address	11,885 (10%)	6135 (9%)	5750 (12%)
Usual place of work	76,400 (64%)	46,090 (65%)	30,310 (62%)

Employed Immigrant Labour Force 15+

	Wellington-Guelph	City of Guelph	Wellington County
Total	23,480	18,000	5480
Worked at home	5395 (23%)	3800 (21%)	1595 (29%)
Worked outside Canada	135 (1%)	105 (1%)	30 (1%)
No fixed workplace address	2,080 (9%)	1545 (9%)	535 (10%)
Usual place of work	15,870 (68%)	12,540 (70%)	3,330 (61%)

Immigrants were less likely to work from home in Guelph and more likely to go into a usual place of work. In the County, they were more likely to work from home. In the County, a smaller percentage of immigrants worked at no fixed address than did the general population.

How long it takes immigrants to get to work

Looking at how long it takes someone to get to work and how they get there can help determine the need for road infrastructure. It also shows whether immigrants are forming part of the local labour pool, or whether they may just be living in a community due to more desirable housing or lifestyles offered.

Employed Immigrant Labour Force 15+ and their commuting location

	Wellington-Guelph	Guelph	Wellington
Total	15,875	12,545	3330
Commute within census subdivision (CSD) of residence	10,340	9355	985
Commute to different CSD within census division (CD) of residence	1445	600	845
Commute to different CSD and CD within province or territory of residence	4060	2575	1485

Employed Immigrant Labour Force 15+ and their commuting time (minutes)

	Wellington- Guelph	Guelph	Wellington
Total	17,955	14,090	3865
Less than 15	6565 (37%)	5545 (39%)	1020 (26%)
15 – 29	5850 (32%)	4855 (34%)	995 (26%)
30 – 44	2690 (15%)	1920 (14%)	770 (20%)
45 – 59	1310 (7%)	805 (6%)	505 (13%)
60 +	1545 (9%)	975 (7%)	570 (15%)

- The immigrant labour force in Wellington-Guelph commuted close to home for work with over one third of them (37%) commuting less than 15 minutes. This is in comparison to only 9% of those who travelled over an hour.
- In the County, more immigrants travelled further for work and into different Census divisions. About 1500 immigrants were not part of the County's workforce.

How much immigrants make

Income disparities may make it harder for immigrants to secure the basics such as housing and food. As well, lower income earners are less likely to own vehicles and need support to get to and from work.

	Wellington- Guelph	Guelph	Wellington
Total	42,875	32,085	10,790
Without total income	1265	975	290
With total income	41,610	31,110	10,500
Under \$10,000 (including loss)	2765 (7%)	2105 (7%)	660 (6%)
\$10,000 - 19,000	4500 (11%)	3385 (11%)	1115 (11%)
\$20,000 - 29,000	6695 (16%)	5055 (16%)	1640 (16%)
\$30,000 - 39,000	5420 (13%)	4165 (13%)	1255 (12%)
\$40,000 – 49,000	4875 (12%)	3680 (12%)	1195 (11%)
\$50,000 – 59,000	4510 (11%)	3585 (12%)	925 (9%)
\$60,000 – 69,000	3355 (8%)	2565 (8%)	790 (8%)
\$70,000 – 79,000	2265 (5%)	1615 (5%)	650 (5%)
\$80,000 – 89,000	1645 (4%)	1220 (4%)	425 (4%)
\$90,000 – 99,000	1220 (3%)	905 (3%)	315 (3%)
\$100,000 - 149,000	2855 (7%)	1845 (6%)	1010 (10%)
\$150,000+	1510 (4%)	985 (3%)	525 (5%)

Median Total Income in 2020 for Immigrants 15+

	Wellington-Guelph Non-immigrants	Wellington- Guelph	Guelph	Wellington
Median Income	46,000	42,800	42,000	No Data

- Many immigrants in Guelph (59%) and the County (56%) made less than \$50,000 a year. Most made \$20,000 to \$29,000 which is about \$20,000 less than the median income for immigrants 15+.
- Immigrants in the county were more likely to make \$100,000+ than immigrants in the city.

The diversity of the immigrant population

Immigrants are a diverse group of people with many beliefs, values and customs. However, knowing how immigrants identify may help organizations determine who is not being heard in their communities.

	Wellington- Guelph	Guelph	Wellington
Total immigrants	44,765	33,775	10,990
Visible minority	24,855 (56%)	21,800 (65%)	3,055 (28%)
Not a visible minority	19,905 (44%)	11,975 (35%)	7,930 (72%)
South Asian	7780	6475	1305
Chinese	2650	2480	170
Black	3770	3365	405
Filipino	2885	2570	315
Arab	1300	1190	110
Latin American	1675	1345	330
Southeast Asian	2025	1970	55
West Asian	1355	1260	95
Korean	270	210	60
Japanese	55	50	5
Visible minority (not identified elsewhere)	470	395	75
Multiple visible minorities	620	495	125

- In Guelph, more immigrants identified as racialized than did not identify. This was not the case in Wellington County.
- There were almost double the number of immigrants identifying as South Asian than the next highest group which identified as Black. In Wellington, this was even higher with 3 times more immigrants identifying as South Asian than Black.

How often are immigrants moving

Mobility Status— 1 Year ago

	Wellington- Guelph	Guelph	Wellington
Total	44,765	33,775	10,990
Non-movers	38,595	28,960	9635
Movers	6170 (14%)	4815 (14%)	1355 (12%)
Non-migrants	2550	2275	275
Migrants	3615	2540	1075
Internal	3060	2050	1010
Intraprovincial	2890	1905	985
Interprovincial	165	145	20
External	560	500	60

Mobility Status—5 Years ago

	Wellington- Guelph	Guelph	Wellington
Total	44,550	33,560	10,990
Non-movers	24,660	18,330	6330
Movers	19,890	15,230	4660
Non-migrants	5575	4935	640
Migrants	14,310	10,295	4015
Internal	9575	5930	3645
Intraprovincial	8595	5035	3560
Interprovincial	980	900	80
External	4740	4370	370

- About 31% of the immigrants who moved into Wellington and Guelph in the 5 year frame moved in the year before the Census.
- This may be reflective of the housing boom that started in 2019 and 2020. Of concern is whether housing costs could slow immigrant labour and population mobility.

What education are immigrants (25 to 64) bringing into the country

The education that immigrants bring into the country helps to identify what types of skilled positions immigrants could best connect with. An immigrant with lower levels may need extra training and upskilling to move into in-demand roles within a community. They may also find themselves working lower-paying roles and face continued stress to earn a living and support their families. This age group was chosen as many of these immigrants would be working age.

	Wellington- Guelph	Guelph	Wellington
Total	27,635	21,560	6075
No certificate, diploma, degree	3250 (12%)	2615 (12%)	635 (10%)
High school or equivalent	6005 (22%)	4700 (22%)	1305 (21%)
Apprenticeship or trades cert	1250 (5%)	840 (4%)	410 (7%)
College, non-university cert or diploma	5050 (18%)	3555 (16%)	1495 (25%)
University cert or diploma below Bachelor	805 (3%)	630 (3%)	175 (3%)
Bachelor's degree +	11275 (41%)	9230 (43%)	2045 (34%)

- 67% of the immigrants, 25 to 64, in the Wellington-Guelph area had post secondary attainment of some kind as their highest attainment. This included Trades training, which was only 4.5% of the immigrant population.
- In Guelph, this percentage fell to 66% while it rose to 68% in the County.
- There was a higher percentage of immigrants in Guelph who had High school or No educational attainment than there was the County.
- Immigrants in Guelph were more likely to have Bachelor's degree and above as the highest educational level.
- Immigrants in the County recorded they were more likely to have College attainment or Trades training as their highest educational level. Certain tradespeople can choose a college or apprenticeship path to get to the same career.
- **Consider:** Does the education that immigrants bring into the country correlate with the jobs that are currently in demand ?

What postsecondary programs have immigrants (ages 25 to 64) studied

As we've seen, many of the immigrants bring with them education beyond a high school level. It is important to understand what types of programs immigrants have studied, and have skills in, so that they can find suitable employment locally.

	Wellington- Guelph	Guelph	Wellington
Total	27,635	21,560 (78%)	6075 (22%)
Education	755 (3%)	525 (2%)	230 (4%)
Visual & performing arts, communications	515 (2%)	395 (2%)	120 (2%)
Humanities	960 (3%)	715 (3%)	245 (4%)
Social & behavioural sciences & law	1765 (6%)	1345 (6%)	420 (7%)
Business, mgmt. & public admin	3695 (13%)	3005 (14%)	690 (11%)
Physical & life sciences & tech	1540 (6%)	1265 (6%)	275 (5%)
Math, computer & info sciences	1175 (4%)	940 (4%)	235 (4%)
Architecture, engineering, related trades	4220 (15%)	3360 (16%)	860 (14%)
Ag, natural resources, conservation	910 (3%)	610 (3%)	300 (5%)
Health & related fields	2070 (7%)	1510 (7%)	560 (9%)
Personal, protective & transportation services	770 (3%)	570 (3%)	200 (3%)
Other	10	0	10

- Using Wellington-Guelph percentage as a comparison, Guelph had a higher percentage of immigrants who report education in: Business, mgmt. & public admin, Physical & life sciences & tech, Math, computer & info sciences, Architecture, engineering & related trades. With the other subjects of study, the County had a similar or higher percentage of immigrants.
- **Consider:** There may be lots of immigrants with these educational backgrounds who are moving from one community to another in order to work in their preferred field. How do communities attract who they need?

What jobs are immigrants working in

Knowing the educational background of immigrants, the next step is to see where immigrants are working to see if they are able to use their skills and knowledge in a meaningful manner.

	Wellington- Guelph	Guelph	Wellington
All occupations	26,105	20,235	5870
Occupations NA	585	530	55
All occupations applicable	25,520	19,705	5815
0 Legislative, senior mgmt.	240 (1%)	125 (1%)	115 (2%)
1 Business, finance, admin	3515 (14%)	2645 (13%)	870 (15%)
2 Natural, applied sciences and related	2925 (11%)	2345 (12%)	580 (10%)
3 Health	1955 (8%)	1445 (7%)	510 (9%)
4 Occupations -education, law & social, community, gov't services	2495 (10%)	1885 (10%)	610 (10%)
5 Occupations - art, culture, rec & sport	495 (2%)	370 (2%)	125 (2%)
6 Sales, service	4735 (19%)	3655 (19%)	1080 (19%)
7 Trades, transport & equipment operators, related	3865 (15%)	2855 (14%)	1010 (17%)
8 Natural resources, ag, related production	530 (2%)	100 (1%)	430 (7%)
9 Occupations - manufacturing, utilities	4770 (19%)	4280 (22%)	490 (8%)

- Using the Wellington-Guelph area as the reference point, Wellington County had a greater percentage of immigrants who were working in Business, finance and admin roles, Health care occupations, Education, law & social, community and government services roles, Trades, transport and equipment operator careers and in Natural resources, agricultural and production roles.
- Guelph had a very high percentage of immigrants who were working in Manufacturing and utilities roles as well as Natural and applied sciences roles. This does align with some of the educational program numbers.
- However, the largest percentage of immigrants were working in Sales and service roles.

What industries are immigrants working in

Immigrants are sometimes over-represented in specific industries. These industries can align with the occupations presented in the previous section. It can also help determine where immigrants may have more success if they are seeking work in a particular industry or where industries may need to boost recruitment efforts to engage this talent pool.

This data will be presented over 2 pages.

	Wellington- Guelph	Guelph	Wellington
Total	26105	20235	5870
Industry NA	585	530	55
All industries	25520	19705	5815
11 Ag, forestry, fishing, hunting	470 (2%)	75 (<1%)	395 (7%)
21 Mining, quarrying, oil & gas	40 (<1%)	30 (<1%)	10 (<1%)
22 Utilities	90 (<1%)	60 (<1%)	30 (1%)
23 Construction	1220 (5%)	785 (4%)	435 (7%)
31-33 Manufacturing	7185 (28%)	6315 (32%)	870 (15%)
41 Wholesale trade	935 (4%)	660 (3%)	275 (5%)
44-45 Retail trade	2155 (8%)	1725 (9%)	430 (7%)
48-49 Transportation & warehousing	1450 (6%)	1085 (6%)	365 (6%)
51 Info & cultural industries	270 (1%)	185 (1%)	85 (1%)

- Immigrants were more likely to work in Agriculture (NAICS 11) if they lived in the County. This fits with more immigrants in the County being engaged in Agriculture and similar production roles. They were also more likely to work in Construction and Wholesale Trade which could include some of those Trades numbers and Sales and service numbers seen in the occupational data.
- Immigrants in Guelph were more likely to work in Retail Trade and Manufacturing than their counterparts in the County. This reflects back to the occupational data where Guelph had a much higher percentage of immigrants employed in Manufacturing and utilities occupations. The Sales and service roles were also reflected in this industry data.
- The other industries on this page had similar percentages of immigrants engaging in both the County and the City data.

What industries are immigrants working in

	Wellington- Guelph	Guelph	Wellington
All industries	25520	19705	5815
52 Finance & insurance	935 (4%)	780 (4%)	155 (3%)
53 Real estate, rental, leasing	350 (1%)	255 (1%)	95 (2%)
54 Professional, scientific & technical services	2040 (8%)	1480 (8%)	560 (10%)
55 Mgmt. of companies	40 (<1%)	35 (<1%)	5 (<1%)
56 Admin & support, waste mgmt.	745 (3%)	535 (3%)	210 (4%)
61 Educational services	2000 (8%)	1625 (8%)	375 (6%)
62 Health care & social assistance	2750 (11%)	2045 (10%)	705 (12%)
71 Arts, entertainment, recreation	230 (1%)	145 (1%)	85 (1%)
72 Accommodation & food	1105 (4%)	850 (4%)	255 (4%)
81 Other services (not public admin)	840 (3%)	555 (3%)	285 (5%)
91 Public administration	665 (3%)	475 (2%)	190 (3%)

- In Guelph, a higher percentage of immigrants were engaged in the Educational services sector. This makes some sense as the City has the college, university, both school board offices and more schools than the County. Looking back to occupational data, it is possible more of the Guelph immigrants who reported working in Occupations in education, law & social, community, government services were a best fit for Educational services occupations and hence work in that industry in Guelph.
- There was a higher percentage of immigrants working in Professional, scientific and technical services, Health care and social assistance and Other services (not public administration) in Wellington County than in Guelph. There are a few occupations that these industries encompass. The Wellington immigrants who engaged in Health, Natural and applied sciences and Education, law, social, community and government services careers are reflected in these industry numbers. Other services is a broad category encompassing many occupations.
- Once again, the other industries had very similar percentages of immigrants employed in Guelph and in Wellington.

How engaged are immigrants with the labour market

Looking at labour market engagement data helps to determine how immigrant talent is faring compared to the general population and community to community. The general population participation rate was 67%, employment rate was 61% and unemployment rate was 9%.

Labour Force Status of Immigrant Population 15+

	Wellington– Guelph Non-Immigrants	Wellington- Guelph	Guelph	Wellington
Total	151,095	42,875	32,085	10,790
In the labour force	103,900	26,105	20,235	5870
Employed	94,520	23,480	17,995	5485
Unemployed	9380	2625	2235	390
Not in the labour force	47,195	16,770	11,850	4920
Participation Rate	68.8%	60.9%	63.1%	54.4%
Employment Rate	62.6%	54.8%	56.1%	50.8%
Unemployment Rate	9%	10.1%	11%	6.6%

Work activity in 2020 of Immigrant Population 15+

	Wellington- Guelph	Guelph	Wellington
Total	42875	32085	10790
Did not work	17065	12325	4740
Worked	25805	19755	6050
Full year full-time	14485	10870	3615
Part year and/or part-time	11325	8885	2440
Average weeks worked in 2020	42	41.5	No data

Immigrant participation in the labour market was lower than the rate of the general population with Wellington County's falling into the 50% range. Employment was also very low. Unemployment rates in Wellington were lower while Guelph rates were higher than the general population rates.

Immigrant labour force 15+ and the class of worker they are

The type of work that immigrants do (their class as workers) helps to determine if they are in long-term stable employment or whether they need to use more resources to find new work arrangements that could make their living conditions more unstable.

	Wellington- Guelph	Guelph	Wellington
Total	26,105	20,235	5870
Class of work -NA	585	530	55
All classes	25,520	19,705	5815
Employee	21,535	17,270	4265
Permanent	18,880 (88%)	15,075 (87%)	3805 (89%)
Temporary	2655 (12%)	2195 (13%)	460 (11%)
Fixed term (1 year+)	1220	1035	185
Casual, seasonal, short-term (less 1 year)	1435	1160	275
Self-employed	3985 (15%)	2435 (12%)	1550 (26%)

- The majority of workers in Wellington-Guelph were permanent workers. An immigrant was slightly more likely to be a permanent worker in Wellington County than in Guelph.
- However, for those immigrants who were temporary workers, those in Guelph were more likely to have fixed term contracts of over one year whereas temporary immigrant workers in the County were more likely to be involved in casual, seasonal or short-term work situations.
- Immigrants were also more likely to be self-employed in the County than in Guelph. Self-employment is sometimes a necessity when immigrants cannot find other work that matches their skill sets.

Section 3: Wellington-Guelph and the 7 Townships



To fit the data in, we have used the following short forms

WC Wellington County

CW Centre Wellington

GE Guelph– Eramosa

WN Wellington North

Where immigrants work

This data is for all levels and looks at how the population is engaging in work from home and whether immigrants have the same opportunities to do this type of work.

Total Employed Labour Force 15+ (immigrants and non-immigrant)

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	48,740	15,255	6460	7170	5640	4400	4005	5810
Worked at home	12,530	3715 (24%)	1825 (28%)	2165 (30%)	1755 (31%)	720 (16%)	1230 (31%)	1125 (19%)
Worked outside Canada	155	50	50 (1%)	25	0	10	20	0
No fixed workplace address	5750 (12%)	1740 (11%)	870 (13%)	805 (11%)	575 (10%)	535 (12%)	495 (12%)	730 (13%)
Usual place of work	30,310 (62%)	9745 (64%)	3715 (57%)	4185 (58%)	3305 (59%)	3140 (71%)	2260 (56%)	3955 (68%)

Employed Immigrant Labour Force 15+

	WG	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	5480	1535	1190	985	420	295	715	335
Worked at home	1595 (29%)	430 (28%)	315 (26%)	355 (36%)	90 (21%)	60 (20%)	230 (32%)	105 (31%)
Worked outside Canada	30 (1%)	0	15 (1%)	10 (1%)	0	0	0	0
No fixed workplace address	535 (10%)	145 (9%)	190 (16%)	70 (7%)	30 (7%)	20 (7%)	60 (8%)	15 (4%)
Usual place of work	3,330 (61%)	960 (63%)	670 (56%)	545 (55%)	300 (71%)	215 (73%)	415 (58%)	215 (64%)

Immigrants in Centre Wellington, Erin, Mapleton and Minto were less likely to work from home. In Erin, immigrants were more likely to work at no fixed address. Immigrants were less likely to go into a usual place of work if they lived in Erin, Guelph-Eramosa or Puslinch than if they lived in other parts of the county.

How long it takes immigrants to get to work

Looking at how long it takes someone to get to work and how they get there can help determine the need for road infrastructure. It also helps to determine whether immigrants are working in the local community, as part of the labour pool, or whether they may just be living in a community due to more desirable housing or lifestyle options offered.

Employed Immigrant Labour Force 15+ and their commuting location

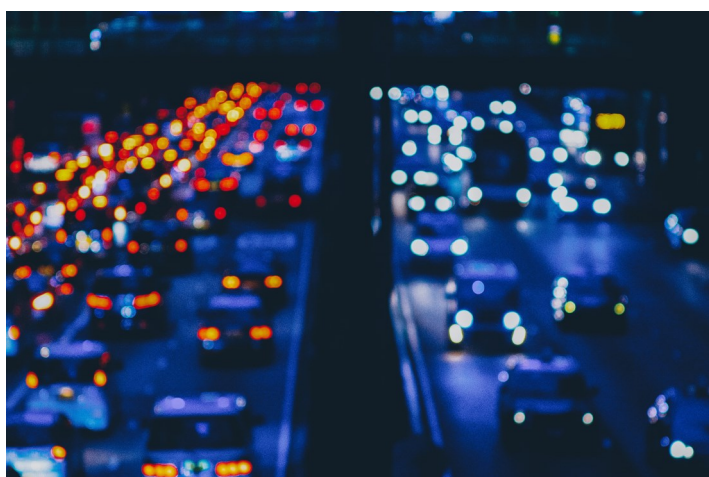
	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	3330	955	670	550	305	220	420	220
Commute within census subdivision (CSD) of residence	985 (30%)	355 (37%)	130 (19%)	100 (18%)	100 (33%)	95 (43%)	100 (24%)	105 (48%)
Commute to different CSD within census division (CD) of residence	845 (25%)	325 (34%)	35 (5%)	180 (33%)	60 (20%)	25 (11%)	180 (43%)	45 (20%)
Commute to different CSD and CD within province or territory of residence	1485 (45%)	280 (29%)	505 (75%)	265 (48%)	140 (46%)	95 (43%)	140 (33%)	55 (25%)

- 45% of the employed County's immigrant workforce left the Wellington CD (including Guelph) to work. Erin had the highest percentage of employed immigrants who left the CD at 75%. This was followed by Guelph-Eramosa (48%) and Mapleton (46%) .
- Employed immigrants in Puslinch (43%) were more likely to stay in the Census Division but travel to another township or into Guelph.
- Employed immigrants in Wellington North (48%), Minto (43%), and Centre Wellington (37%) were more likely to be a part of their township's labour pool. Minto's employed immigrants were just as likely though to also leave the Census Division.

Employed Immigrant Labour Force 15+ and their commuting time (minutes)

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	3865	1105	865	620	330	235	480	230
Less than 15	1020	340	125	110	125	95	135	95
15 – 29	995	315	125	180	90	70	190	30
30 – 44	770	235	220	100	75	30	90	25
45 – 59	505	55	245	110	10	25	30	35
60 +	570	175	145	125	25	20	25	50

- Across Wellington County, most of the employed immigrant labour force commuted within 29 minutes of home.
- This was true for most of the townships as well.
- In Erin and Guelph-Eramosa, where we know more people drive outside of the Census Division, the majority of employed immigrants were driving 30 minutes or more to get to their usual place of work.
- In Mapleton, which also had a higher percentage of immigrants leaving the Census Division, employed immigrants could reach a number of slightly larger centres within 30 minutes: Listowel, Elmira and potentially north Waterloo.



How much immigrants make

Income disparities may make it harder for immigrants to secure the basics – housing, food. As well, lower income earners are less likely to own vehicles and may need support to get to and from work.

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	10,790	3375	2050	1895	775	595	1375	720
Without total income	290	95	65	35	0	30	25	25
With total income	10,500	3285	1985	1860	760	565	1345	700
Under \$10,000 (including loss)	660 (6%)	220	115	95	40	55	90	40
\$10,000 - 19,000	1115	295	200	195	115	65	150	95
\$20,000 - 29,000	1640	560	260	265	120	85	195	155
\$30,000 - 39,000	1255	475	175	185	85	85	180	75
\$40,000 – 49,000	1195	400	210	205	85	85	115	95
\$50,000 – 59,000	925 (9%)	320	180	140	65	40	110	70
\$60,000 – 69,000	790 (8%)	280	120	155	75	40	70	50
\$70,000 – 79,000	650 (5%)	170	155	145	45	40	65	30
\$80,000 – 89,000	425 (4%)	120	115	95	20	25	25	20
\$90,000 – 99,000	315 (3%)	100	70	45	20	15	45	20
\$100,000 - 149,000	1010	220	230	265	55	20	180	35
\$150,000+	525 (5%)	120	150	85	25	0	125	0

How much immigrants make

- In most of the townships, the majority of individuals were making less than \$49,000. There were some townships that demonstrate a large discrepancy in what employed immigrants were earning.
- Just as many immigrants in Guelph-Eramosa earned \$20,000 to \$29,999 as made \$100,000 to \$149,999.
- More immigrants in Puslinch made \$20,000 to \$29,999 but then the \$30,000 to \$39,999 and \$100,000 to \$149,999 categories had the same number of earners.
- Minto had an equal number of earners in the categories between \$20,000 to \$49,999.
- Erin also had most of its earners in the \$20,000 to \$29,999 category but the second largest category was those who earn \$100,000 to \$149,999.

Median Total Income in 2020 for Immigrant Recipients 15+

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Median Income	No Data	42,400	52,000	49,600	41,600	39,200	46,000	37,600

- The median income for immigrants in Erin, Guelph-Eramosa and Puslinch was higher than in neighbouring areas.
- **Consider:** What services may need to be expanded or developed in the County to support immigrants who are struggling? How can these services ensure inclusivity?



The diversity of the immigrant population

Immigrants are a diverse group of people with many beliefs, values and customs. However, knowing how immigrants identify may help organizations define who is not being heard in their communities.

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total immigrants	10,990	3455	2055	1945	810	620	1380	730
Visible minority	3,055 (28%)	815 (24%)	600 (29%)	660 (34%)	95 (11%)	165 (27%)	600 (44%)	125 (17%)
Not a visible minority	7,930 (72%)	2635 (76%)	1455 (71%)	1290 (66%)	720 (89%)	455 (73%)	775 (56%)	605 (83%)
South Asian	1305	365	305	235	15	50	315	35
Chinese	170	55	20	30	0	0	65	0
Black	405	120	120	105	0	0	35	15
Filipino	315	125	30	75	0	50	10	30
Arab	110	10	0	40	40	0	25	0
Latin	330	65	75	70	10	55	25	25
Southeast Asian	55	10	15	0	0	0	20	0
West Asian	95	10	10	25	0	0	50	0
Korean	60	10	10	25	0	0	0	15
Japanese	5	0	0	0	0	0	0	0
Visible minority (nie)	75	15	0	40	0	0	15	0
Multiple visible minorities	125	25	25	10	15	10	40	0

- Immigrants were more likely to be visible minorities in Puslinch, Guelph-Eramosa and Erin.
- In 5 townships, the largest visible minority identifying immigrant group was South Asian.
- In Minto, the largest group was Latin American identifying. The South Asian and Filipino groups were the second largest.
- Wellington North immigrants who identify as Filipino were the second largest group.
- In Mapleton, almost half of the immigrants who identify as visible minorities were Arab.

How often are immigrants moving

Mobility status – 1 year ago

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	10,990	3455	2055	1945	810	620	1380	730
Non-movers	9635	2935	1805	1660	765	575	1260	640
Movers	1355	520	250	285	45	45	120	85
Non-migrants	275	130	0	35	15	10	50	20
Migrants	1075	385	245	250	30	35	70	65
Internal	1010	365	225	245	30	30	60	60
Intraprovincial	985	360	225	235	30	30	45	60
Interprovincial	20	0	0	0	0	0	15	0
External	60	25	15	10	0	0	10	0

Mobility status - 5 years ago

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	10,990	3455	2055	1945	810	620	1380	730
Non-movers	6330	1870	1235	1105	515	310	805	500
Movers	4660	1585	820	840	300	310	575	230
Non-migrants	640	310	45	40	90	55	65	40
Migrants	4015	1275	780	800	205	255	510	190
Internal	3645	1165	730	740	140	230	480	165
Intraprovincial	3560	1155	715	705	120	220	480	160
Interprovincial	80	0	15	35	15	0	10	0
External	370	110	45	70	65	35	25	20

- 29% of immigrants who moved to Wellington County in this 5 year time frame did so in the year before the Census.
- These communities saw higher move in rates over the last year of this 5 year time frame: Centre Wellington (33%), Guelph-Eramosa (34%) and Wellington North (37%).
- Puslinch (21%), Mapleton (15%) and Minto (15%) had fewer immigrants moving into their communities in the last year of this 5 year time frame.

What education are immigrants (25 to 64) bringing into the country

The education that immigrants bring into the country helps to identify what types of skilled positions immigrants could best connect with. An immigrant with lower levels may need extra training and upskilling to move into in-demand roles within a community. They may also find themselves working lower-paying roles and face continued stress to earn a living and support their families. This age group was chosen as many of these immigrants would be working age.

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	6075	1720	1270	1125	455	315	800	380
No certificate, diploma, degree	635	145	100	40	170	80	30	65
High school or equivalent	1305	380	255	210	90	90	190	100
Apprenticeship or trades cert	410	145	115	50	20	10	55	20
College, non-university cert or diploma	1495	445	360	265	95	50	175	110
University cert or diploma below Bachelor	175	75	45	20	10	0	20	0
Bachelor's degree+	2045	530	400	540	75	95	325	80

- 60% of Wellington-Guelph immigrants had postsecondary training (includes Trades training).
- Guelph-Eramosa (78%), Erin (72%) and Puslinch (72%) had the highest percentage of immigrants with postsecondary training (including Trades training).
- Mapleton (44%), Minto (49%) and Wellington North (55%) had lower percentages of immigrants with postsecondary educational attainment.
- A higher percentage of the immigrants in Centre Wellington and Erin had Trades training.

What postsecondary programs have immigrants (ages 25 to 64) studied

As we've seen, many of the immigrants bring with them education beyond a high school level. It is important to understand what types of programs immigrants have studied, and have skills in, so that they can transition into suitable employment locally.

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	6075	1720	1270	1125	455	315	800	380
Education	230	55	40	60	25	20	25	15
Visual & performing arts, communications	120	40	20	30	0	0	15	0
Humanities	245	65	65	60	0	15	35	10
Social & behavioural sciences & law	420	135	90	105	10	15	40	25
Business, mgmt. & public admin	690	220	165	105	15	10	155	30
Physical & life sciences & tech	275	55	65	65	10	0	40	30
Math, computer & info sciences	235	70	65	55	15	0	15	10
Architecture, engineering, related trades	860	225	210	175	45	30	130	40
Ag, natural resources, conservation	300	80	50	50	40	25	30	25
Health & related fields	560	170	130	115	25	35	65	20
Personal, protective & transportation services	200	75	30	45	20	0	25	0
Other	10	0	0	0	0	0	0	0

What postsecondary programs have immigrants (ages 25 to 64) studied

- Guelph-Eramosa Mapleton & Minto had a higher percentage of their immigrant population having backgrounds in Education studies.
- Centre Wellington and Guelph-Eramosa had a higher percentage of immigrants with Social and behavioural sciences and law backgrounds.
- The percentage of immigrants with Business management and public admin studies was higher in Puslinch, Centre Wellington and Erin.
- Wellington North and Guelph-Eramosa attracted a higher percentage of immigrants with Physical and life sciences and tech backgrounds.
- Immigrants with Agriculture, natural resources and conservation education represented a large share of the immigrant population in Mapleton, Minto and Wellington North.
- Centre Wellington, Erin, Guelph-Eramosa, and Minto had a higher percentage of the immigrant population with Health studies.



What jobs are immigrants working in

Knowing the educational background of immigrants, the next step is to see where immigrants are working to see if they are able to use their skills and knowledge in a meaningful manner.

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
All occupations	5870	1645	1280	1050	435	300	790	375
Occupations NA	55	10	25	10	0	0	15	0
All occupations applicable	5815	1635	1250	1040	435	300	775	375
0 Legislative, senior mgmt.	115	0	30	20	0	0	50	0
1 Business, finance, admin	870	245	200	185	40	25	125	50
2 Natural, applied sciences & related	580	155	105	125	30	25	100	40
3 Health	510	165	105	75	15	60	70	20
4 Occupations - education, law & social, community, gov't services	610	190	125	165	50	10	50	25
5 Occupations - art, culture, rec & sport	125	50	15	25	10	15	15	0
6 Sales, service	1080	310	245	200	50	40	170	65
7 Trades, transport & equipment operators & related	1010	275	285	135	75	65	125	40
8 Natural resources, ag and related production	430	75	65	40	120	25	20	80
9 Occupations - manufacturing, utilities	490	160	65	75	55	40	50	40

What jobs are immigrants working in

- Immigrants employed in Manufacturing and utilities and Art, culture, recreation roles had a small concentration in Centre Wellington and then were spread across the county.
- Mapleton and Wellington North had a higher percentage of immigrants in Agriculture, production and natural resources.
- Erin and Guelph-Eramosa had a higher percentage of workers in Trades and transport and equipment operators.
- Minto had a larger percentage of immigrants in Trades and transport and equipment operators as well but Health occupations was a close second.
- Sales and service occupations were the largest groups in Centre Wellington and Puslinch.



What industries are immigrants working in

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
All industries	5815	1635	1250	1040	435	300	775	375
52 Finance & insurance	155	50	20	45	0	10	15	10
53 Real estate, rental, leasing	95	40	20	15	0	0	10	0
54 Professional, scientific & technical services	560	135	115	110	25	20	105	50
55 Mgmt. of companies	5	0	10	0	0	0	0	0
56 Admin & support, waste mgmt.	210	40	60	40	20	10	20	0
61 Educational services	375	105	75	95	40	0	50	15
62 Health care & social assistance	705	245	165	130	25	50	45	40
71 Arts, entertainment, recreation	85	25	25	10	0	15	0	0
72 Accommodation & food	255	95	30	40	15	0	65	0
81 Other services (not public admin)	285	65	50	45	15	15	80	10
91 Public admin	190	70	40	25	10	10	25	0

- 64% of immigrants working in Professional, scientific and technical services lived in the central strip of the county (Centre Wellington, Erin and Guelph-Eramosa) as well as 77% of those who worked in Health care and social assistance.
- Wellington North and Mapleton had 8 industries where there are no (or less than 5) immigrants working.
- Minto had 7 industries where there are 5 or fewer immigrants working.

What industries are immigrants working in

Immigrants are sometimes over-represented in specific industries. These industries can align with the occupations presented in the previous section. It can also help determine where immigrants may have more success if they are seeking work in a particular industry or where industries may need to boost recruitment efforts to engage this talent pool.

This data will be presented over 2 pages.

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	5870	1645	1280	1050	435	300	790	375
Industry NA	55	10	25	10	0	0	15	0
All industries	5815	1635	1250	1040	435	300	775	375
11 Ag, forestry, fishing, hunting	395	70	45	35	115	35	20	80
21 Mining, quarrying, oil & gas	10	0	0	0	0	0	0	0
22 Utilities	30	20	0	0	0	0	0	0
23 Construction	435	115	135	55	35	15	65	30
31-33 Manufacturing	870	285	125	135	75	75	115	60
41 Wholesale trade	275	40	80	75	15	10	35	25
44-45 Retail trade	430	85	115	90	30	15	65	35
48-49 Transportation & warehousing	365	100	120	65	0	10	55	10
51 Info & cultural industries	85	45	0	15	0	0	10	10

- The 3 biggest employers of immigrants in the County were Manufacturing, Health care and social assistance, and Professional, scientific and technical services.
- 27% of those who worked in Wholesale and Retail trade lived in Erin.
- 60% of the immigrants working in Transportation and warehousing lived in Centre Wellington or Erin.
- 66% of immigrants who work in Utilities lived in Centre Wellington.

How engaged are immigrants with the labour market

Looking at labour market engagement data helps to determine how immigrant talent is faring compared to the general population and community to community. The general population participation rate was 67%, employment rate was 61% and unemployment rate was 9%.

Labour Force Status of Immigrant Population 15+

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	10790	3375	2050	1895	775	595	1370	720
In the labour force	5870	1645	1280	1050	435	300	790	375
Employed	5485	1535	1190	990	420	295	715	340
Unemployed	390	110	90	60	15	0	75	35
Not in the labour force	4920	1730	770	850	340	295	585	350
Participation Rate	54.4	48.7	62.4	55.4	56.1	50.4	57.7	52.1
Employment Rate	50.8	45.5	58	52.2	54.2	49.6	52.2	47.2
Unemployment Rate	6.6	6.7	7	5.7	3.4	0	9.5	9.3

- When looking at unemployment rates, Minto and Mapleton immigrants had really low unemployment rates. Minto had the lower participation rate.
- Immigrants in Puslinch and Wellington North had higher rates of unemployment than most other townships. However, their participation rates went in very different directions with WN having a low 50% and Puslinch a high 50%.
- Erin's immigrant participation rate surpassed the County rate, aligning closer to the overall general population's participation rate. This area also had the highest employment rate for immigrants.
- **Consider:** What industries and occupations were immigrants in that may have contributed to some of these rates being worse or better than neighbouring townships? As well, could commuting patterns into neighbouring communities contribute to these numbers?

Work Activity in 2020 of Immigrant Population 15+

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	10790	3375	2050	1895	775	595	1370	720
Did not work	4740	1620	775	790	330	290	580	345
Worked	6050	1755	1275	1105	445	310	795	375
Full year, full-time	3615	1030	795	640	260	175	485	240
Part year and/or part-time	2440	725	480	470	180	140	305	140
Average weeks worked in 2020	No data	43.2	44.5	41	46.9	43.8	43.5	44.9

Immigrant Labour Force 15+ and The Class of Worker

	WC	CW	Erin	GE	Mapleton	Minto	Puslinch	WN
Total	5870	1645	1280	1050	435	300	790	375
Class of work -NA	55	10	25	10	0	0	15	0
All classes	5815	1635	1250	1040	435	300	775	375
Employee	4265	1315	905	800	285	250	450	260
Permanent	3805	1205	825	700	250	210	385	230
Temporary	460	110	80	100	35	40	70	30
Fixed term (1 year+)	185	45	40	50	20	10	20	10
Casual, seasonal, short-term (less 1 year)	275	65	40	50	20	25	50	25
Self-employed	1550 (26%)	320 (19%)	350 (27%)	240 (23%)	150 (34%)	55 (18%)	325 (41%)	115 (31%)

- Immigrants were more likely to be permanent workers in the townships.
- In Centre Wellington, Minto, Puslinch and Wellington North, immigrants employed temporarily were more likely to be in casual, seasonal or contracts less than a year.
- Immigrants were more likely to be self-employed in Wellington North, Mapleton and Puslinch.

Data Variables looked at in Sections 2 and 3 come from the Target Group Profile, 2021 Census data.

Where immigrants work

Place of work status for the employed labour force aged 15 years and over - 25% sample data

How long it takes immigrants to get to work

Commuting destination for the employed labour force aged 15 years and over with a usual place of work - 25% sample data

Commuting duration for the employed labour force aged 15 years and over with a usual place of work or no fixed workplace address - 25% sample data.

Time leaving for work for the employed labour force aged 15 years and over with a usual place of work or no fixed workplace address - 25% sample data

How much immigrants make:

Total income groups in 2020 for the population aged 15 years and over in private households - 25% sample data

Median total income in 2020 among recipients (\$)

The diversity of the immigrant population

Visible minority for the population in private households - 25% sample data

How often are immigrants moving

Mobility status 1 year ago - 25% sample data

Mobility status 5 years ago—25% sample data

What education are immigrants (25 to 64) bringing into the country?

Highest certificate, diploma or degree for the population aged 25 to 64 years in private households - 25% sample data

Data Variables looked at in Sections 2 and 3 come from the Target Group Profile, 2021 Census data.

What postsecondary programs have immigrants (ages 25 to 64) studied?

Major field of study - Classification of Instructional Programs (CIP) 2021 for the population aged 25 to 64 years in private households - 25% sample data

What jobs are immigrants working in?

Labour force aged 15 years and over by occupation - Broad category - National Occupational Classification (NOC) 2021 - 25% sample data

What industries are immigrants working in?

Labour force aged 15 years and over by industry - Sectors - North American Industry Classification System (NAICS) 2017 - 25% sample data

How engaged are immigrants with the labour market

Population aged 15 years and over by labour force status - 25% sample data

Population aged 15 years and over by work activity during the reference year - 25% sample data

Labour force aged 15 years and over by class of worker including job permanency - 25% sample data

Notes:

Glossary of Terms

Source: Statistics Canada

Census Division: Census divisions are intermediate geographic areas between the province/territory level and the municipality (census subdivision). For this report, Wellington encompasses Wellington County and the City of Guelph but is referred to as Wellington-Guelph.

Census Sub-division: Census subdivision (CSD) is the general term for municipalities (as determined by provincial/territorial legislation) or areas treated as municipal equivalents for statistical purposes (e.g., Indian reserves, Indian settlements and unorganized territories). Census sub-divisions in this report include City of Guelph and the towns and townships of Wellington County.

No fixed workplace address: Persons who do not go to the same workplace location at the beginning of each shift. Some examples may include construction workers and tradespeople, those who work for telecommunications or repair companies, salespeople.

Mobility status: Mobility status, (one year or 5 years) refers to the status of a person with regard to the place of residence on the reference day in relation to the place of residence on the same date one year earlier.

Migrants: Migrants include internal migrants, who moved to a different city, town, township, village or Indian reserve within Canada. External migrants include persons who lived outside Canada at the earlier reference date.

Non-migrants: Non-migrants are persons who did move but remained in the same city, town, township, village or Indian reserve.

For notes on how Statistics Canada determined how people identified with the racialized groups and examples for countries of origin, see

<https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=45152>



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