



Census

BULLETIN | 2016
Employment and Education

Employment

All individuals aged 15 years and older may be grouped into one of three employment categories: employed, unemployed, or not in the labour force (Figure 1). In 2016, two out of three people over the age of 15 in Waterloo Region were employed. These 277,785 individuals included people who were in paid employment, self-employed, or doing unpaid work for a family business. A further 18,695 individuals were unemployed. People in this category may be looking for work or waiting for a new job to start. Finally, there were 135,645 individuals not in the labour force. This number includes students, people in retirement, stay at home parents, as well as people not looking for work for other reasons.

Compared to Ontario, Waterloo Region had a high employment rate and a low unemployment rate. The region's employment rate was 64.3 per cent, compared to Ontario's 59.9 per cent. The unemployment rate for Waterloo Region was 6.3 per cent compared to 7.4 per cent in Ontario. In total, 68.6 per cent of the population over 15 was in the labour force, down from 71.5 per cent in 2006.

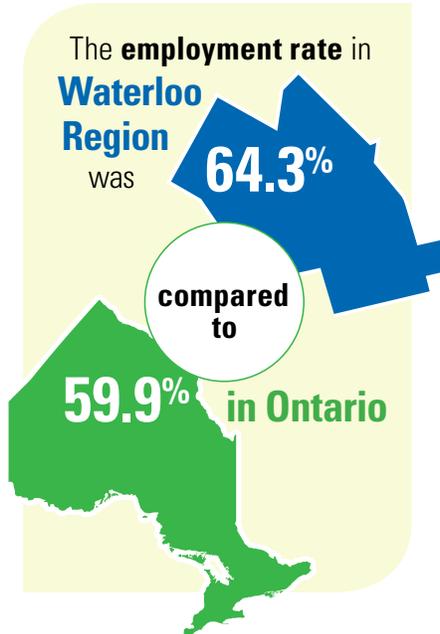
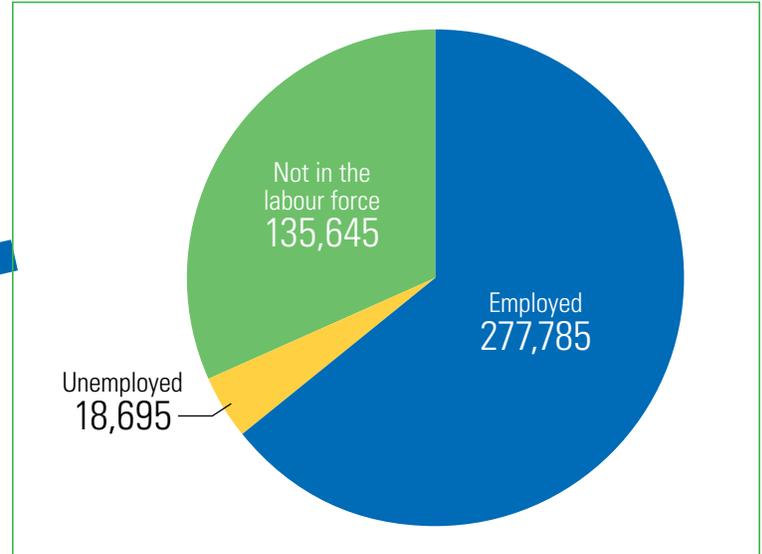
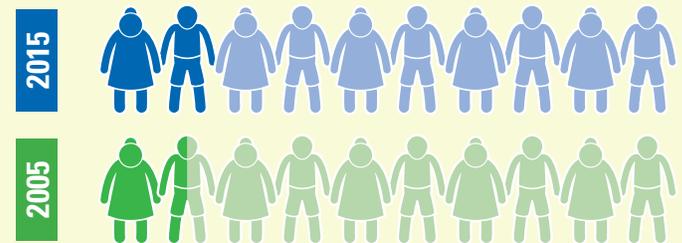


Figure 1: Population aged 15 years and over by labour force status in Waterloo Region, 2016



Source: Statistics Canada, Census 2016 by Census Division

20% of **adults over 65** in the Kitchener-Cambridge-Waterloo CMA worked during 2015, compared to only **14%** a decade earlier.



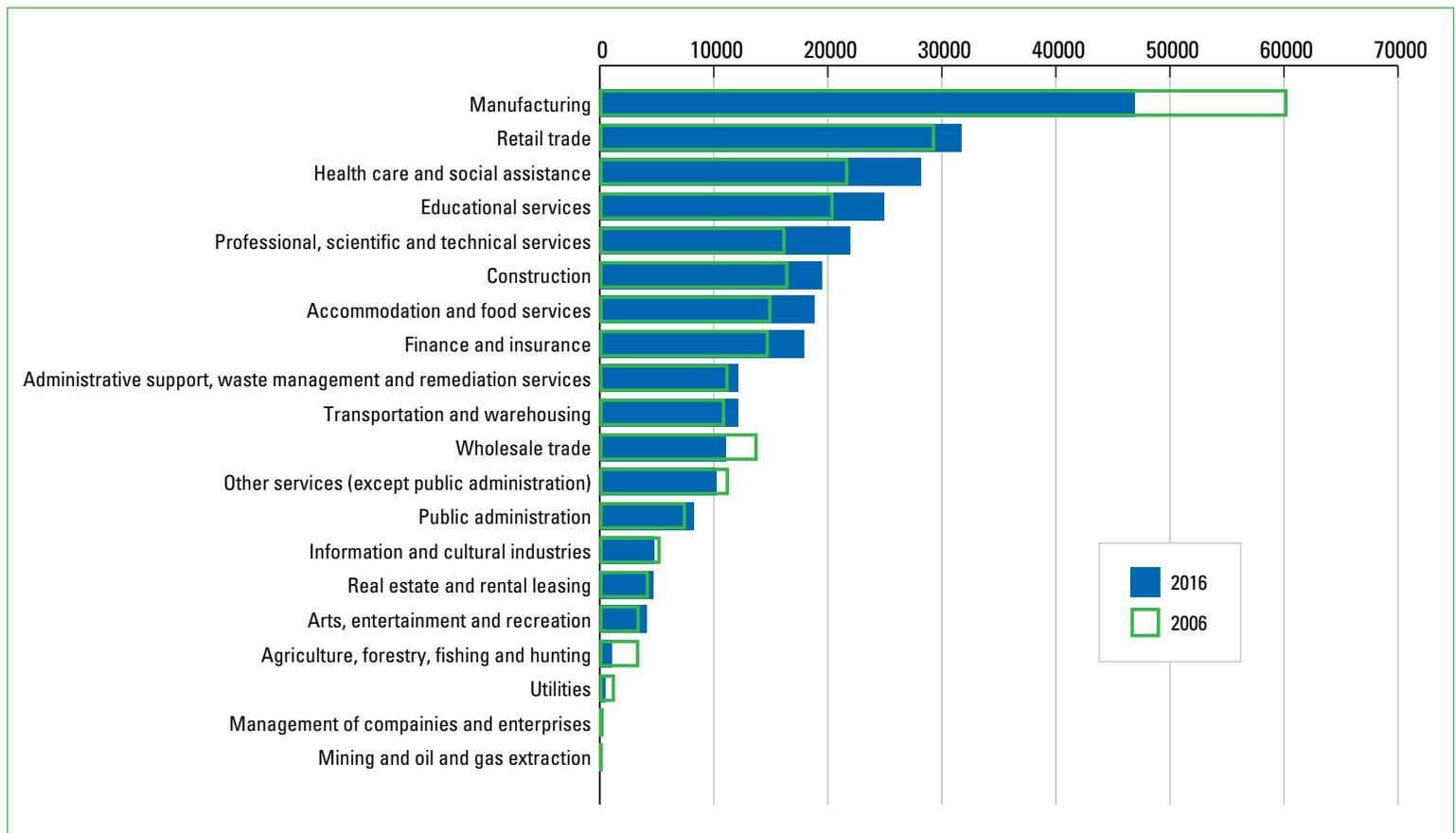
According to Statistics Canada, **many seniors are choosing to remain in work** for a number of reasons including staying active, supplementing other income, and economic necessity.

Employment by industry

Manufacturing remained the largest employer in Waterloo Region in 2016. In total, 46,905 workers or 16.1 per cent were employed in manufacturing, down from 60,370 in 2006 (Figure 2).

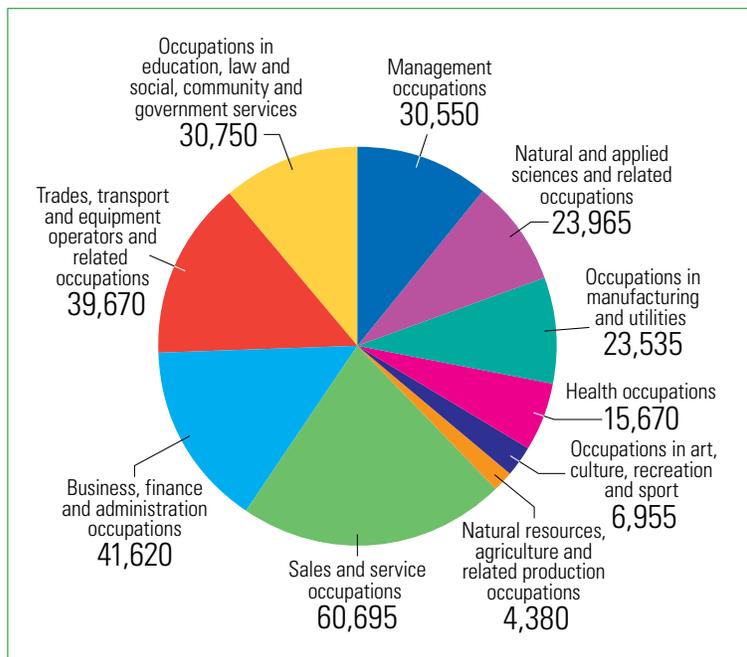
Retail trade was the second largest employer in Waterloo Region. Approximately 31,720 workers or 11 per cent were in this industry, similar to the rest of Ontario.

Figure 2: Employment by industry in Waterloo Region, 2006 and 2016



Source: Statistics Canada, Census 2006 and 2016 by Census Division

Figure 3: Employment by occupation in Waterloo Region, 2016



Source: Statistics Canada, Census 2016 by Census Division

As many industries' employment numbers increased between 2006 and 2016, employment was more evenly distributed across sectors in 2016 than it had been in 2006. Overall, employment growth was strongest in the health care and social assistance sector and in professional, scientific and technical services. Between 2006 and 2016, the professional, scientific and technical services industry grew by 5,585 jobs or 34.2 per cent, and includes computer systems design, accounting, public relations and legal services. Over this decade, employment in the health care and social assistance sector also grew by 6,270 jobs or 28.7 per cent. This increase may partially be driven by the region's growing population of seniors who often have more health care needs than the general population.

15 in people worked in a **sales or service job** in **Waterloo Region**



The Kitchener-Cambridge-Waterloo Census Metropolitan Area (CMA) had the **3rd highest proportion** of **computer and information systems professionals** in Canada.



This occupation includes jobs such as **computer programmers** and **web designers**.

Education

In 2016, over half (54 per cent) of Waterloo Region residents aged 25 to 64 had completed college or university, compared to under half (49 per cent) 10 years earlier (Figure 4). Between 2006 and 2016, the number of residents without a high school diploma has dropped, while the number with post-secondary qualifications has steadily climbed. In 2016, there were more residents with a university degree than residents who did not continue their education past high school.

As Canada's job market continues to evolve, high school graduates are more likely to pursue postsecondary education to remain competitive in today's economy. While in 2006, 31.7 per cent of young adults (aged 25 to 34 years old) had a university education, ten years later this had increased to 36.5 per cent (Figure 5). In total, approximately two thirds of young adults had completed college or university, compared to less than half of those of those aged 55 to 64.

Between 2006 and 2016,
the number of people with a university degree increased by 22,245 people or

37%

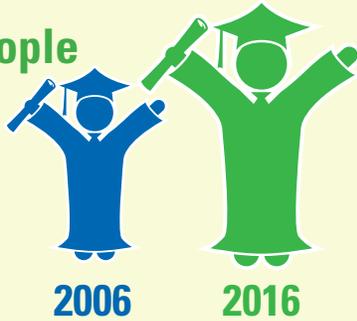
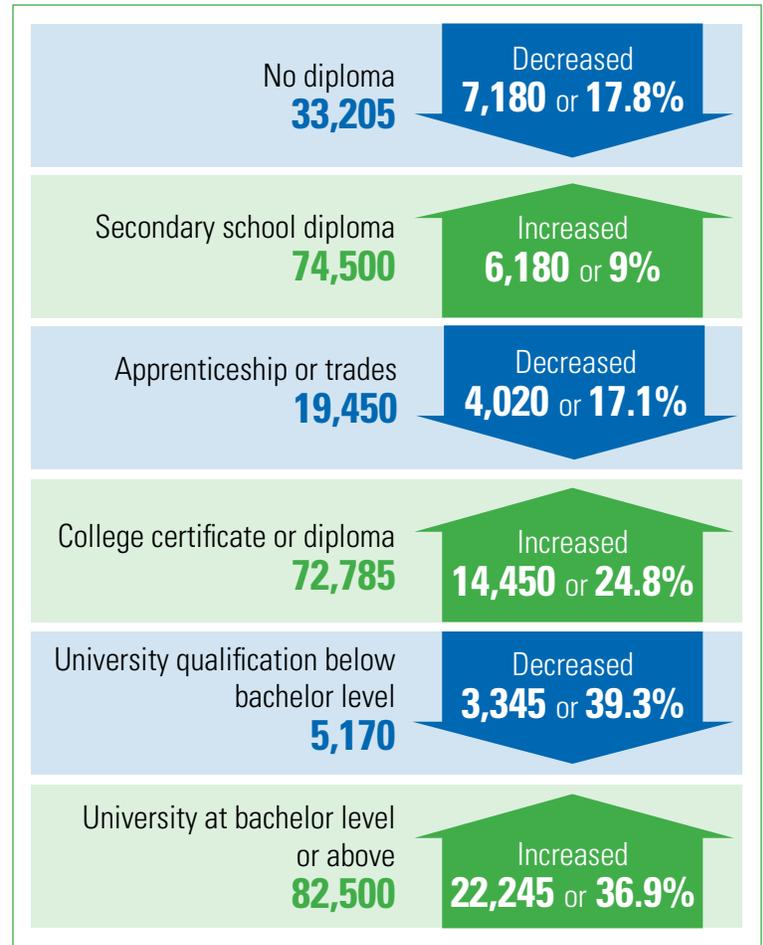
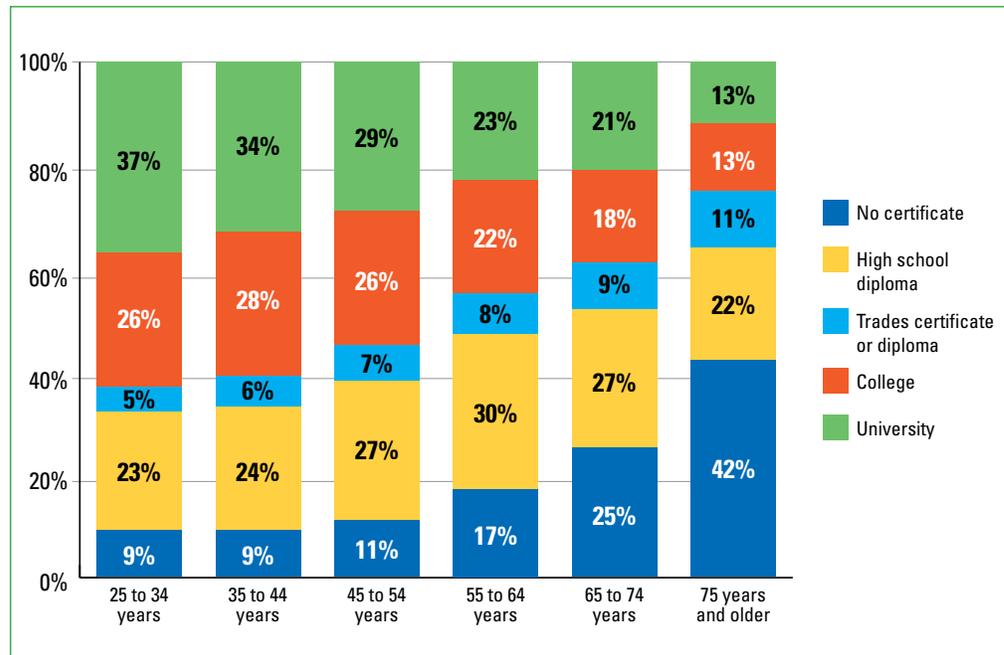


Figure 4: Change in highest level of educational attainment for the population aged 25 to 64 in Waterloo Region, 2006 to 2016



Source: Statistics Canada, Census 2006 and 2016 by Census Division

Figure 5: Educational attainment by age cohort for Waterloo Region, 2016



Source: Statistics Canada, Census 2016 by Census Division

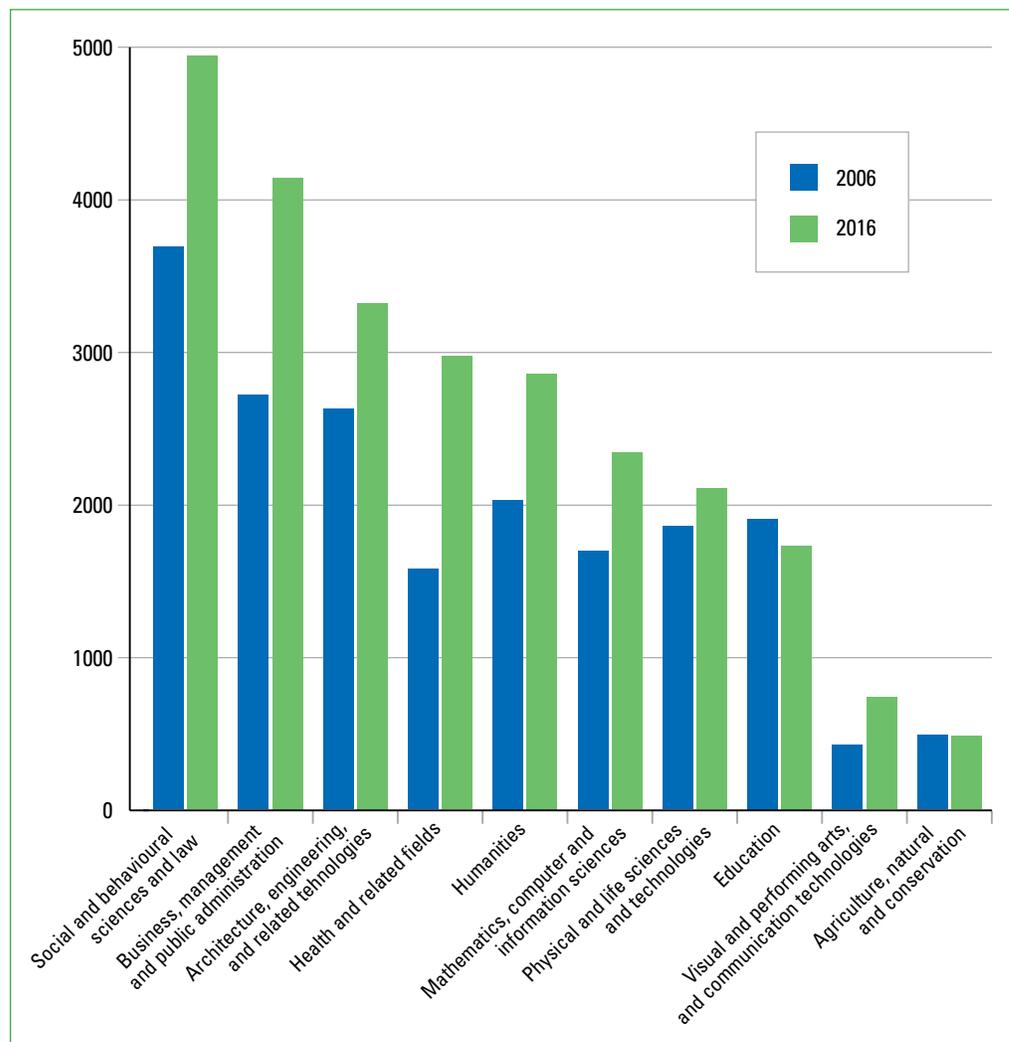
In 2016, the most common degrees for young university graduates (aged 25 to 34) living in Waterloo Region was in 'social sciences, behavioural sciences and law,' the same as in 2006 (Figure 6). However, the number of graduates with 'business, management and public administration' degrees increased more than any other field in the same decade. In 2016, there were 4,155 young graduates who had chosen this area of study, an increase of 1,430 compared to 2006. Over these 10 years, the number of graduates in 'health and related fields' increased at a faster rate than for any other field, going from the eighth most common degree in 2006 to fourth in 2016, an increase of 1,400 graduates.

According to Statistics Canada, **graduates** living in the **Waterloo area** and in **Calgary** were more likely to have **studied a STEM subject** (Science, Technology, Engineering and Mathematics) than anywhere else in Canada.



Source: Statistics Canada, "The Daily," Census 2016 by Census Metropolitan Area

Figure 6: University field of study for individuals aged 25 to 34 with a Bachelor's degree or above, 2006 and 2016



Source: Statistics Canada, Census 2006 and 2016 by Census Division

Census facts

- The term Census in this document refers to the Census of Canada conducted by Statistics Canada every five years. The most recent Census was conducted on May 10, 2016.
- Labour and education data is from the long-form Census and is based on data from a sample of one in four households.
- The Kitchener-Cambridge-Waterloo Census Metropolitan Area (CMA) includes the three cities and the townships of North Dumfries, Wilmot, and Woolwich. Wilmot Township was added to the Kitchener-Cambridge Waterloo CMA in 2016.
- For the 2011 Census cycle, the voluntary National Household Survey (NHS) replaced the long-form Census. The method used in the voluntary 2011 National Household Survey (NHS) differed from that used in the 2016 Census and in previous Censuses. For comparability, 2016 long-form Census data is shown relative to 2006 long-form Census data.



For further information please contact:



Region of Waterloo
PLANNING, DEVELOPMENT
AND LEGISLATIVE SERVICES

Planning Research and Analytics
Alternate formats of this document are available upon request.