



Parkland County Labour Market Profile

December 2017

Detailed Labour Market Profile for Parkland County, Alberta. One of a series of four reports on the Tri-Municipal Region labour market.



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Table of Contents

1. Introduction.....	5
1.1. Purpose of the Study.....	5
1.2. Organization of the Phase 1 Analysis.....	6
2. Labour Market Profile: Parkland County	7
2.1. Population.....	7
2.1.1. Population Growth.....	7
2.1.2. Population by Age Group	8
2.1.3. Family Composition	10
2.2. Labour Force	11
2.2.1. Working Age Population	11
2.2.2. Labour Force by Gender	12
2.2.3. Labour Force Participation Rate	13
2.2.4. Employment Rate	14
2.2.5. Employment	15
2.2.6. Full Time / Part Time Employment.....	16
2.2.7. Unemployment Rate	17
2.3. Employment by Industry	18
2.3.1. Industry (2 digit NAICS).....	18
2.3.2. Work at Home by Major Industry	20
2.4. Employment by Occupation	22
2.4.1. Major Occupation (1 digit NOC).....	23
2.4.2. Major Occupation by Gender (1 digit NOC).....	24
2.4.3. Detailed Occupation (4 digit NOC)	25
2.5. Labour Supply	27
2.5.1. Highest Level of Educational Attainment Overview	27
2.5.2. Post Secondary Education	28
2.5.3. Post Secondary Field of Study	29
2.5.4. Skill Levels.....	30
2.5.5. Work to Home by Municipality Overview	31
2.5.6. Work to Home by Municipality	32
2.5.7. Work to Home by Mode of Commuting	34
2.5.8. Local Labour Market Gap.....	35

2.5.9. Underemployed Labour Resources.....	36
2.6. Income & Affordability	38
2.6.1. Median Household Income.....	38
2.6.2. Household Income Distribution.....	39
2.6.3. Income by Family Composition.....	40
2.6.4. Farm Income	41
2.6.5. Economic Family Income Distribution.....	42
2.6.6. Housing Affordability	43
2.6.7. Housing Tenure	44
2.6.8. Monthly Shelter Costs	45
2.6.9. Low Income Measure After Tax	46
2.6.10. Child Care	47
2.6.11. Employers.....	48
3. Appendix A: Technical	49
4. Appendix B: Sources.....	51

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1. Introduction

Labour Market Information emerges as key to helping governments, businesses, non-governmental organizations and individuals respond to the changes that are happening throughout the economy. Understanding labour patterns and trends is essential to remain competitive in an economy and labour market that has changed in terms of demographics, occupation skills required, technological advances and future training demands.

In an age when careers and occupations are changing rapidly, timely and accurate labour market information is essential for informed decision-making by businesses, governments, non-governmental organizations and individuals.

1.1. Purpose of the Study

Labour market information covers the principal elements of the labour market and its operations. The principal elements are the demand for labour and the supply of labour. The purpose of the 2-phase comprehensive study is to provide relevant, timely, and accurate labour market information to stakeholders, including job seekers, employers, industry, post secondary institutions, and government agencies. This study is designed to inform people of employment opportunities, assist in career planning for residents and migrants to the Region, help attract newcomers to existing and emerging opportunities, and respond to current and future labour market realities within the Region.

The purpose of this series of reports in the Phase 1 Labour Market Profile is to provide detailed labour market analysis for:

- ▶ The Tri-Municipal Region;
- ▶ The three participating municipalities that comprise the Tri-Municipal Region: City of Spruce Grove, Town of Stony Plain and Parkland County; and
- ▶ The two indigenous communities within the Tri-Municipal Region: Paul First Nation and Enoch Cree Nation.

The detailed labour market analysis within Phase 1 will inform the development of Phase 2. The Phase 2 Labour Market Survey will provide a more in depth understanding of the Tri-Municipal Region labour force, identify gaps and issues, and deliver methods to potentially address these gaps and issues.

Labour market information needs to be presented in a clear, understandable and useable form and support evidence-based decision-making in both the workplace and career planning.

1.2. Organization of the Phase 1 Analysis

The Phase 1 analysis is organized into four reports, each under separate cover, as follows:

- ▶ **Summary Report:** This report provides an overview of the detailed labour market analysis for the Tri-Municipal Region and includes summary statistics and analysis of how the Tri-Municipal Region compares to the Edmonton Metropolitan Region and Province of Alberta.
- ▶ **Municipal Reports (3):** A municipal report containing detailed labour market information and analysis for each participating municipality: City of Spruce Grove, Town of Stony Plain and Parkland County.

For information about the sources of data used in the Phase 1 analysis, see Appendix B in each report.

2. Labour Market Profile: Parkland County

Parkland County is Alberta's 3rd largest County, located in the Edmonton Metropolitan Region. The County surrounds the City of Spruce Grove and Town of Stony Plain. These three municipalities are the Tri-Municipal Region.

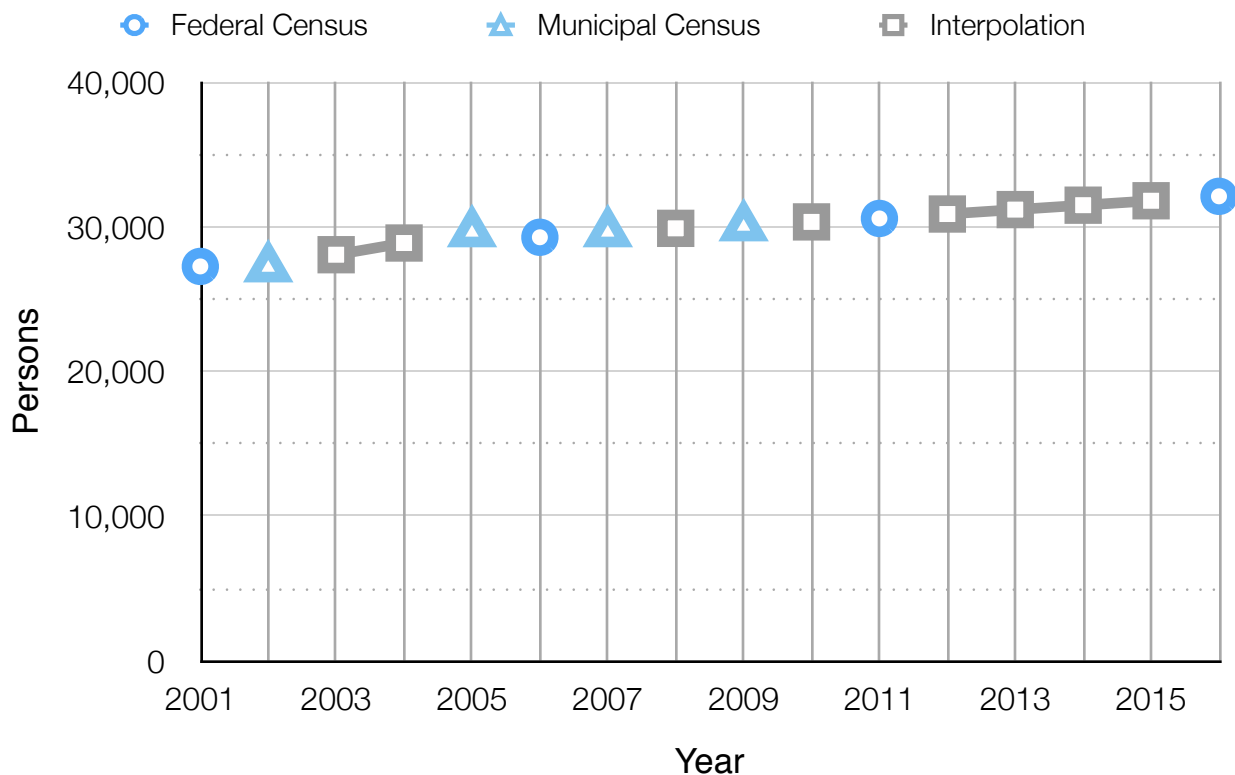
2.1. Population

In 2016, Parkland County's population totalled 32,097. The local population is directly related to the local workforce. It also has a direct connection to the number and types of businesses and other employers located in the community and the workforce requirements of those enterprises.

2.1.1. Population Growth

Parkland County has grown steadily since 2001, from a population of 27,252 to 32,097 in 2016. The average annual rate of growth over this period has been 1.1% which is about half the rate of growth for the Edmonton Metropolitan Region over the same period.

Population Growth (2001-2016)¹



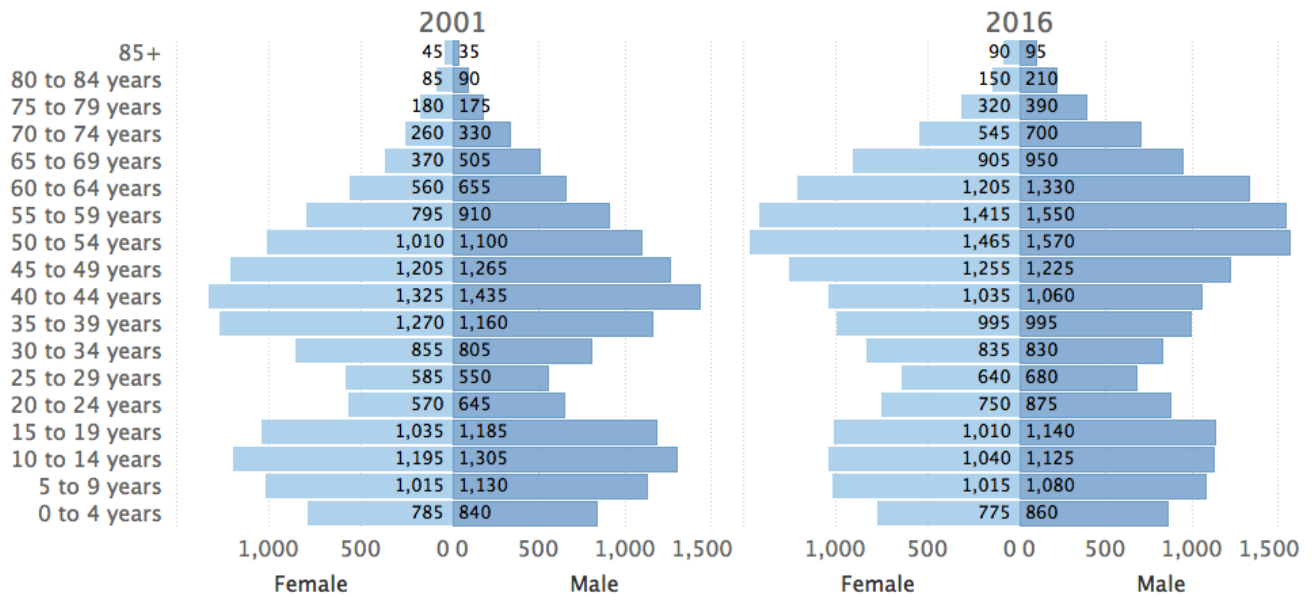
¹ Interpolation is a method of constructing estimated data points within the range of known data points. Data points between Federal and Municipal Census data have been estimated by Applications Management Consulting Ltd.

2.1.2. Population by Age Group

Parkland County's age distribution has shifted over the past 15 years. In 2001, the median age of the population was 37.6 years, with men averaging 37.8 years and women 37.3 years. In 2001 the County's population was concentrated in the 35-49 year and 10-14 year age categories.

By 2016 the median age increased slightly to 38.2 years with the median age of men decreasing to 36.7 and women increasing to 39.7 years. In spite of the increase in median age, the population has become more concentrated in both younger children and younger adults. Increase in median age is largely a result of the aging in place of those 35-49 years in 2001 to the 45-64 years age cohorts in 2016.

Population Distribution by Age (2001-2016)

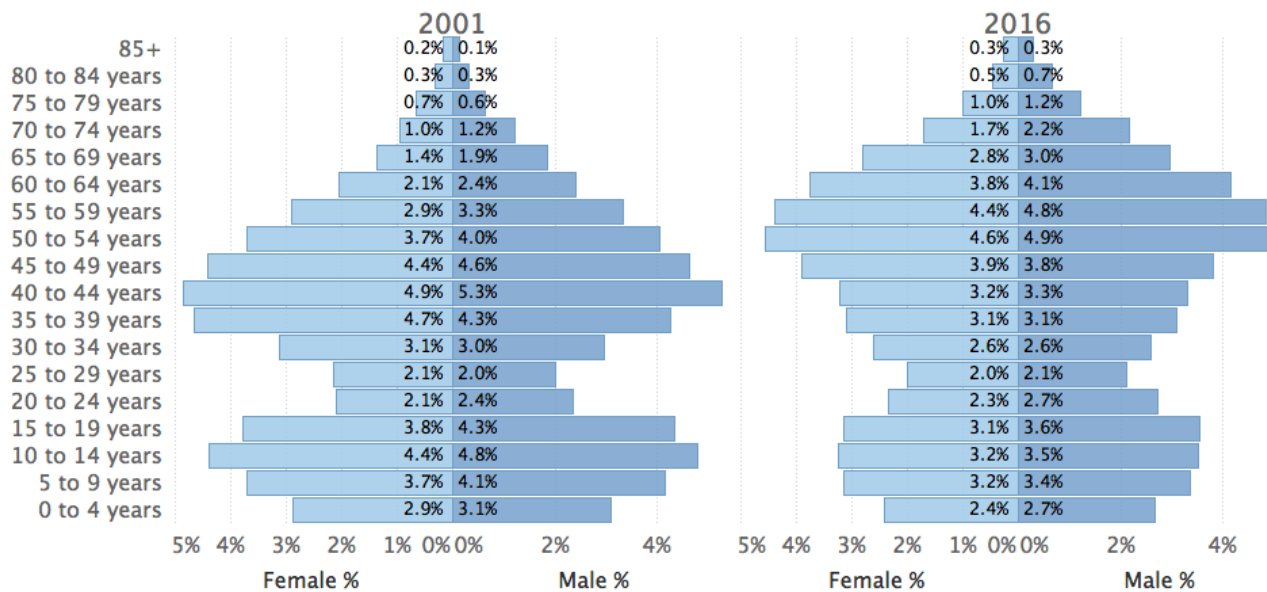


Tri-Municipal Region: Labour Market Profile - Parkland County Municipal Report

In 2001 the 40-44 year age category was the single largest age cohort in Parkland County representing 4.9% of women and 5.3% of men. The second largest category was the 10-14 year age cohort representing 4.4% of women and 4.8% of men in Parkland County.

By 2016 the largest age cohort was 50-54 years followed by the 55-59 year and 0-4 year age cohorts. This reveals a shift in the demographic of Parkland County to younger families. In addition, as with almost all municipalities, the proportion of persons 65 years and older has increased in every age cohort for both men and women.

Population Distribution by Age - % of Total Population (2001-2016)



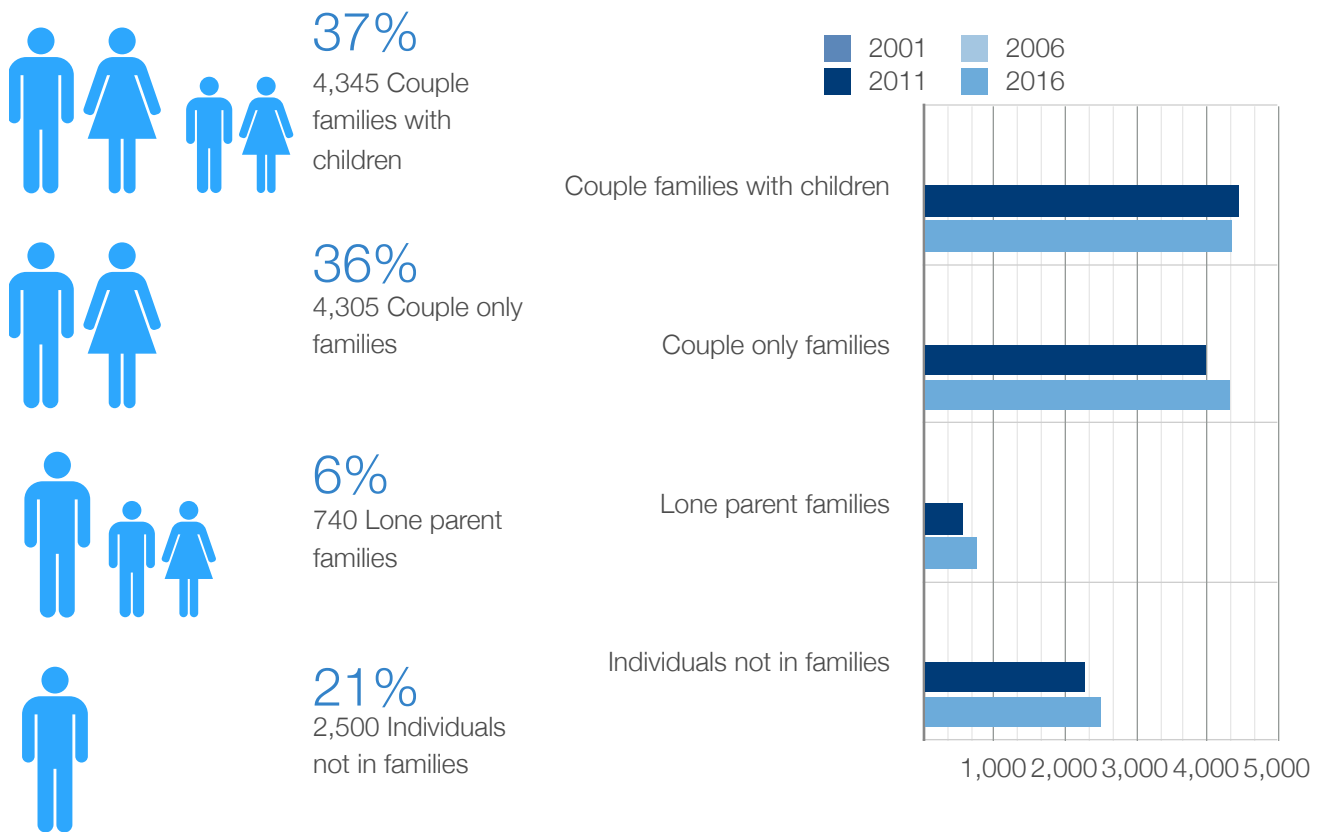
2.1.3. Family Composition

Statistics Canada defines families based on the relationships among the people who live in the household. The Economic Family Structure defines four family types as follows:

Couple Families With Children (37%) is the largest family category in Parkland County. This is followed closely by Couple Only Families (36%). Individuals Not In Families and Lone Parent Families represent 21% and 6% of the County's families, respectively.

Between 2011 and 2016 Couple Families With Children declined while each of the other family categories experienced an increase.

Family Composition (2016)²



² Data for Family Composition is not available in 2001 and 2006.

2.2. Labour Force

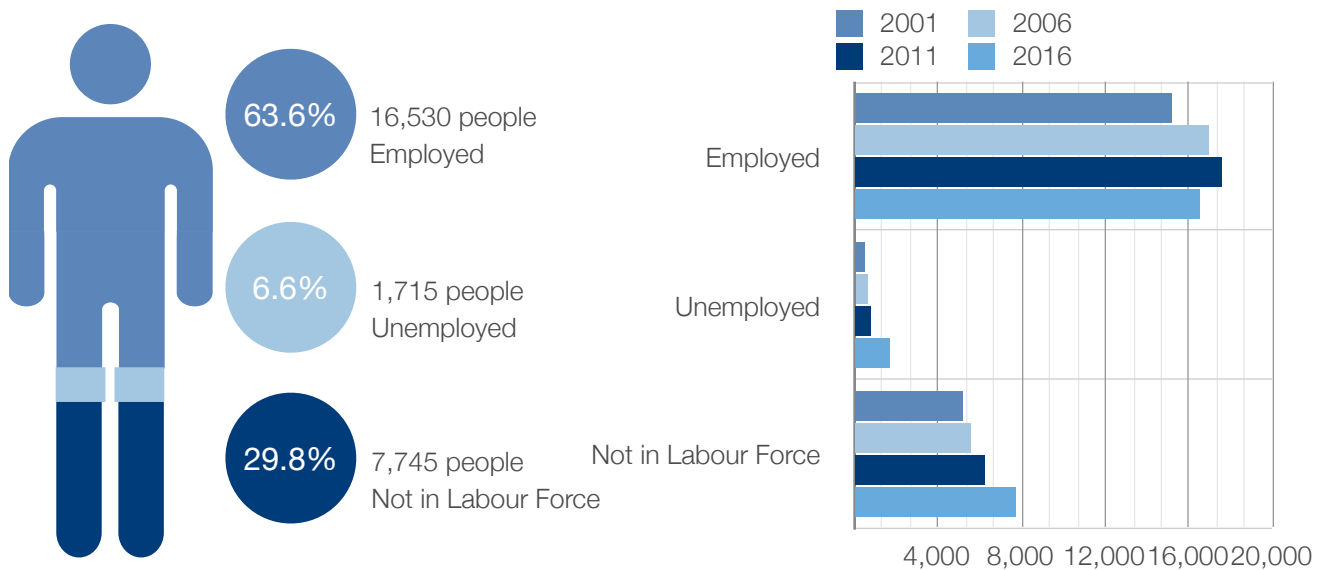
The Working Age Population is defined as those persons aged 15 years and older. The Labour Force is a subset of the Working Age Population, and is defined as persons having a job or business and unemployed persons who are available for work and are actively seeking employment. Those deemed to be Not In The Labour Force represent the rest of the Working Age Population.³

2.2.1. Working Age Population

Parkland County's Working Age Population has largely kept pace with its population growth. In 2001 Parkland County had a Working Age Population of under 21,000, which has grown to nearly 26,000 in 2016. The average annual rate of growth has been 1.5% over this 15 year period. Over the same time, the Edmonton Metropolitan Region Working Age Population grew by 2.4%.

In 2016, approximately 64% of the County's Working Age Population was employed with 6.6% unemployed. The remaining 30% were deemed to be Not In The Labour Force.

Working Age Population (2016)



³ Those Not In The Labour Force were either unwilling or unable to offer or supply labour services under conditions existing in their labour markets.

2.2.2. Labour Force by Gender

In 2016, the Labour Force in Parkland County was comprised of 55% men and 45% women. These rates have been stable since 2001. This compares to 53% men and 47% women in the Edmonton CMA.

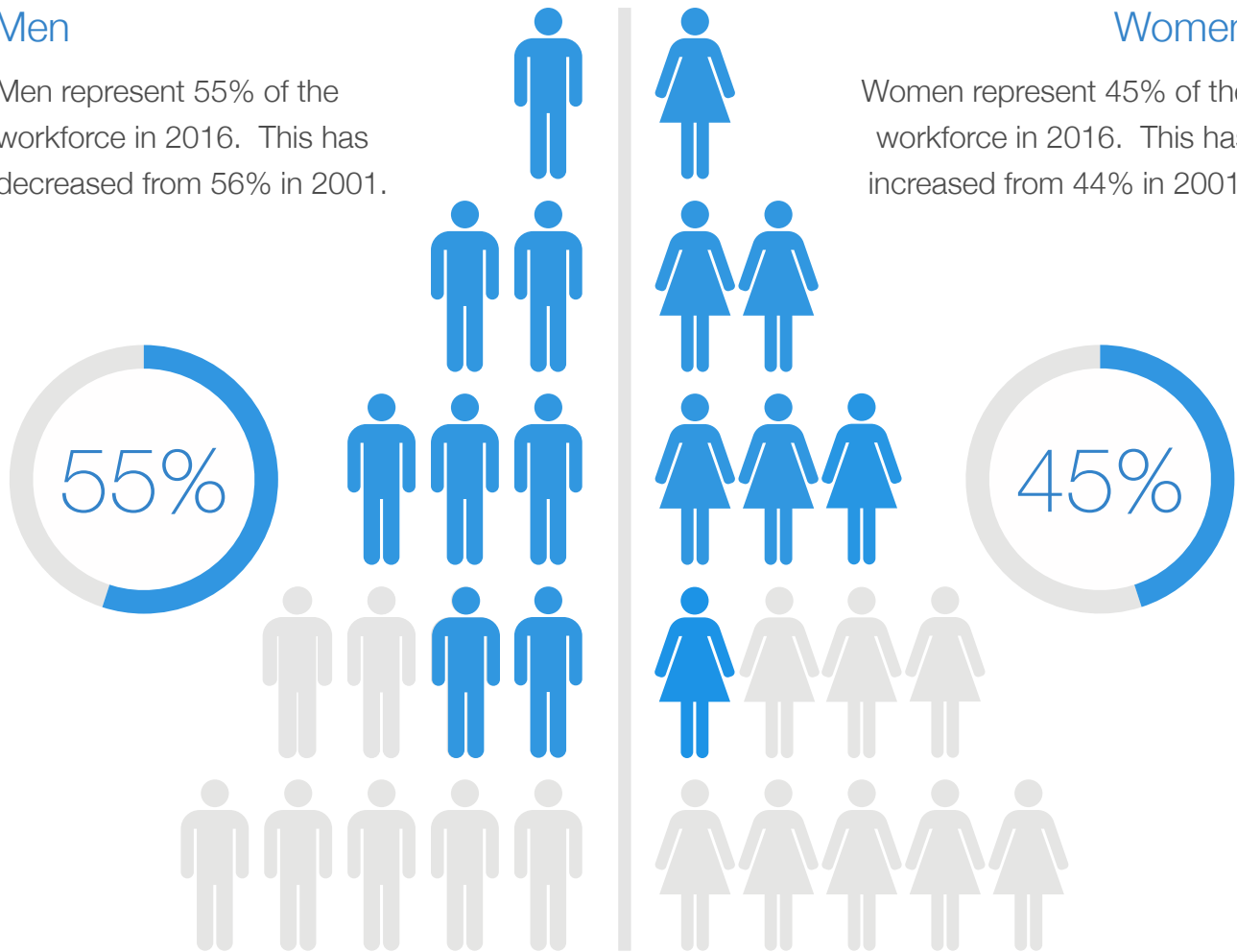
Labour Force by Gender (2016)

Men

Men represent 55% of the workforce in 2016. This has decreased from 56% in 2001.

Women

Women represent 45% of the workforce in 2016. This has increased from 44% in 2001.



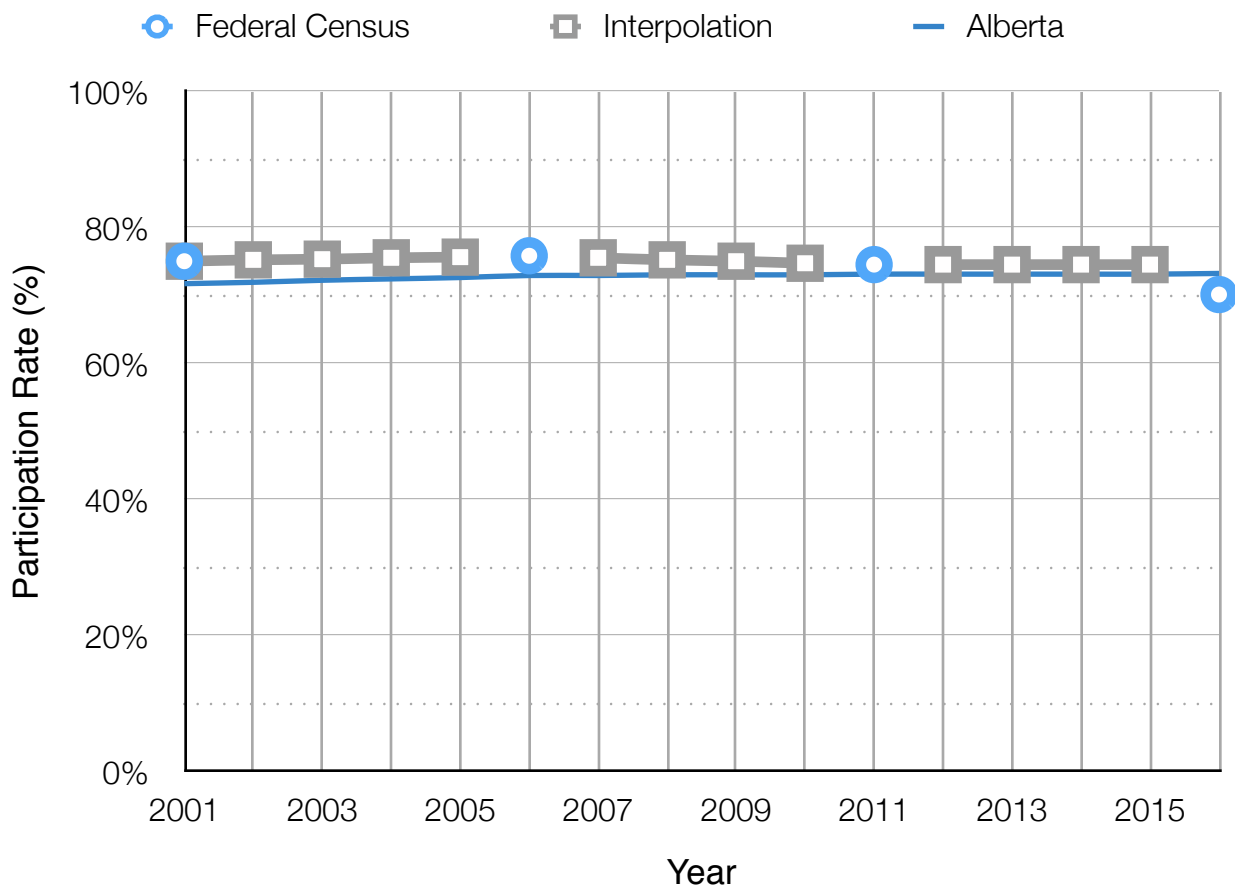
2.2.3. Labour Force Participation Rate

The Participation Rate measures the total Labour Force (comprised of those who are employed and unemployed) relative to the size of the Working Age Population.⁴

The Labour Force Participation Rate in Parkland County has remained close to the 75% level through most of the period of analysis. This rate is consistently higher than the average for Alberta which has ranged between 72% and 74%.

Parkland County's Labour Force Participation Rate decreased to 70% by 2016 as a result of the economic downturn that resulted from the oil price drop beginning in the fall of 2014.

Labour Force Participation Rate (2001-2016)⁵



⁴ Federal Census data is available for 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data. All other data points have been estimated by Applications Management Consulting based on an analysis of regional labour market trends using Edmonton CMA Labour Force Survey Estimates for the period 2007 to 2016.

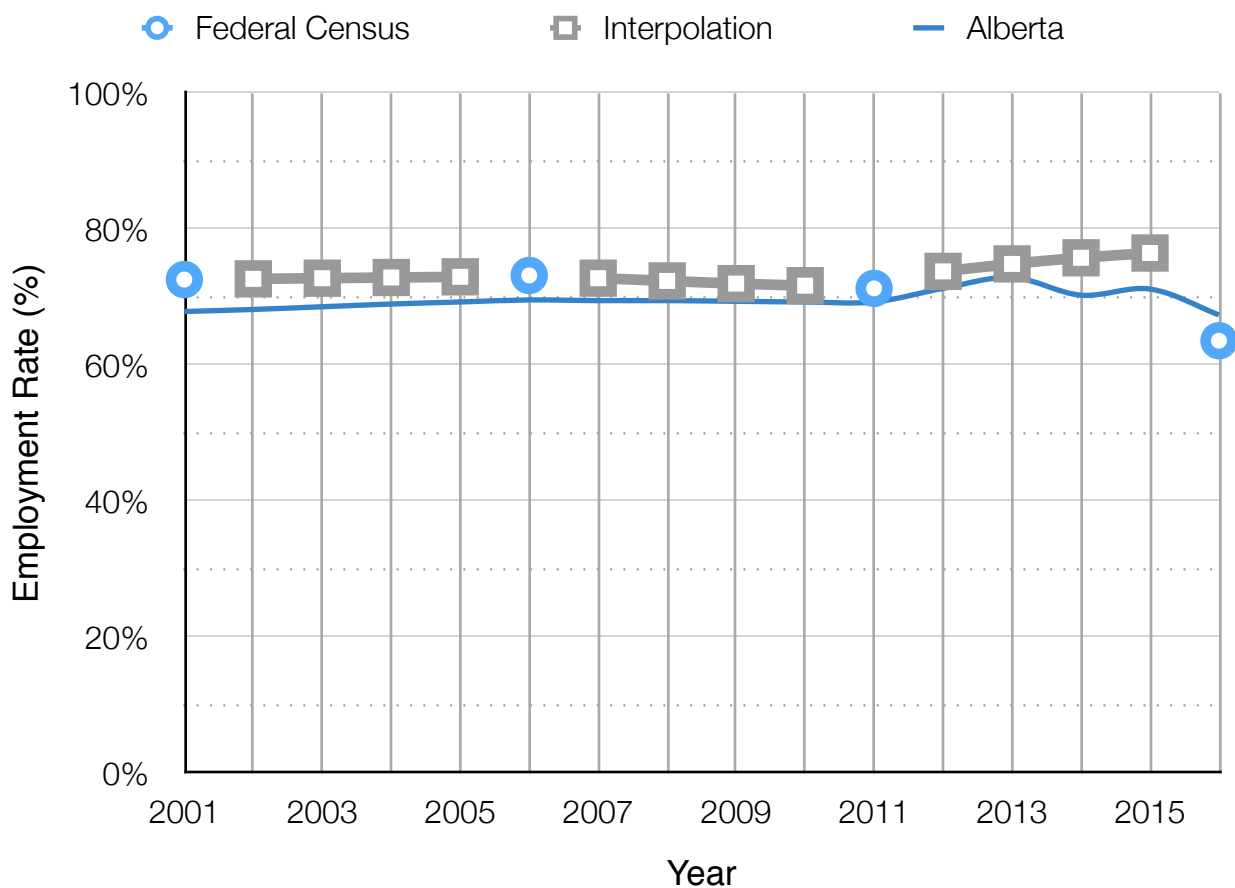
⁵ Data points between the Federal Census data are estimates provided by Applications Management Consulting Ltd.

2.2.4. Employment Rate

The Employment Rate refers to the number of workers employed expressed as a percentage of the total population 15 years of age and over. ⁶

Between 2001 and 2011 the Employment Rate for Parkland County hovered around 72%. It increased in 2012 through 2015 then fell to 64% in 2016 following the economic downturn. This recent decrease reflects the provincial trend as reported by the Labour Force Survey.

Employment Rate (2001-2016)⁷



⁶ Federal Census data is available for 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data. All other data points have been estimated by Applications Management Consulting based on an analysis of regional labour market trends using Edmonton CMA Labour Force Survey Estimates for the period 2007 to 2016.

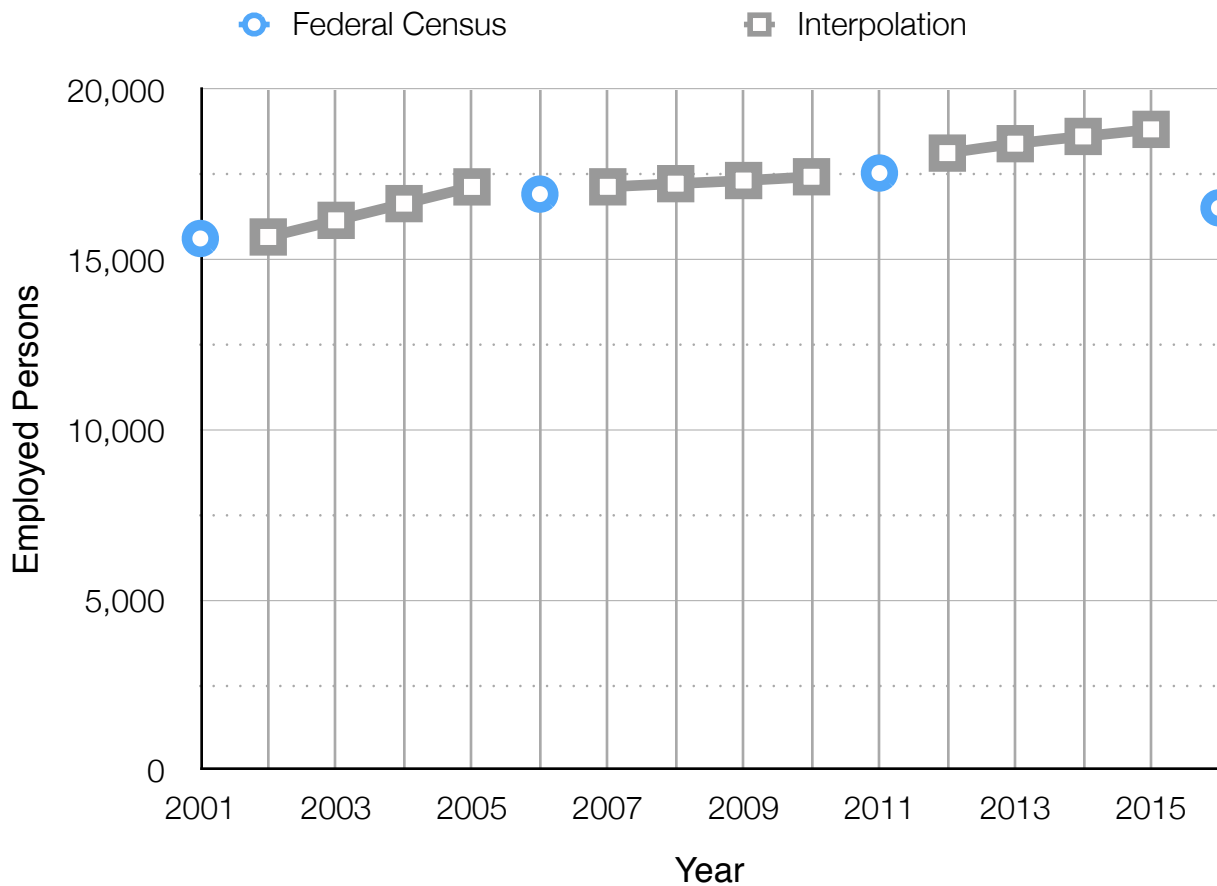
⁷ Data points between the Federal Census data are estimates provided by Applications Management Consulting Ltd.

2.2.5. Employment

Employment includes all persons working either full time or part time.⁸ In 2016, Parkland County's employment totalled 16,530.⁹

Parkland County's Employment has grown since 2001 albeit somewhat slower between 2006 and 2011 and with a marked decline in 2016. Employment grew from over 15,100 in 2001 to over 16,500 in 2016. The average annual rate of employment growth has been 0.6% over this 15 year period. Over the same time, the Edmonton Metropolitan Region labour force grew by 2.2%.

Employment Growth (2001-2016)¹⁰



⁸ Employment includes all persons doing any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes unpaid family work, which is defined as unpaid work contributing directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household.

⁹ Federal Census data is available for 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data. All other data points have been estimated by Applications Management Consulting based on an analysis of regional labour market trends using Edmonton CMA Labour Force Survey Estimates for the period 2007 to 2016.

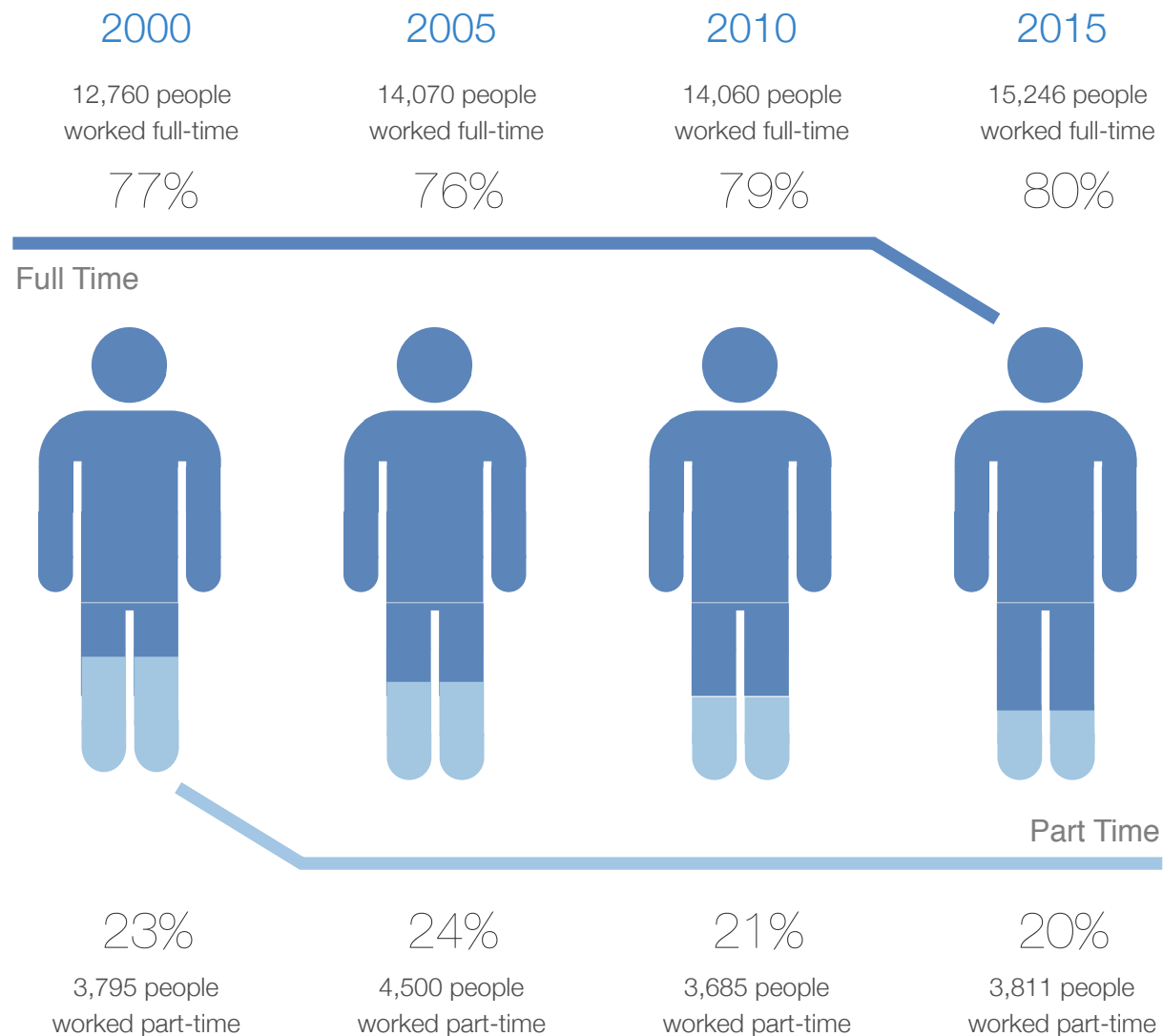
¹⁰ Data points between the Federal Census data are estimates provided by Applications Management Consulting Ltd.

2.2.6. Full Time / Part Time Employment

Full-time employment consists of people who usually work 30 hours or more per week at their main or only job. Part-time employment consists of people who usually work less than 30 hours per week at their main or only job.

The proportion of Parkland County's total employment that is Full Time increased from 77% in 2000 to 80% in 2015.

Full Time / Part Time Employment (2000-2015)¹¹



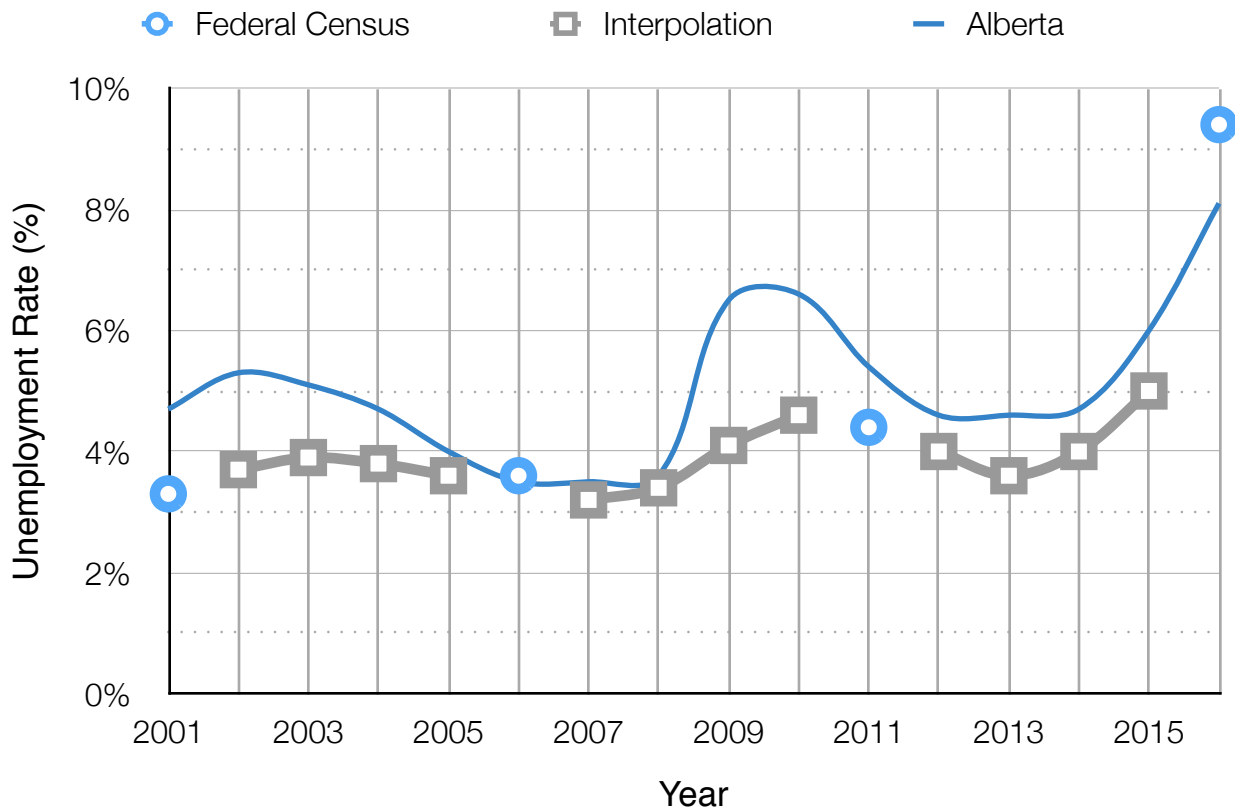
¹¹ Federal Census data is available for 2000, 2005, 2010 and 2015. 2010 data is from the National Household Survey Community Profile data. For the Federal Census, the reference year for full time / part time data is the previous calendar year. Federal Census data for 2015 is currently available for Edmonton CMA and Alberta. Parkland County data for 2015 has been estimated by Applications Management Consulting Ltd.

2.2.7. Unemployment Rate

The Unemployment Rate refers to the number of workers employed expressed as a percentage of the total population 15 years of age and over. Parkland County's unemployment rate was 9.4% in 2016.¹²

The Unemployment Rate for Parkland County has been estimated to remain below the provincial average for most of the period of analysis. Until 2009 the County's unemployment rate remained below 4% and then with the economic downturn increased to rates below 5% and dropping below 4% again in 2012. With the recent economic downturn in Alberta due to the energy price shock in 2014, unemployment rates in Parkland County have increased to over 9% in 2016.

Unemployment Rate (2001-2016)¹³



¹² Federal Census data is available for 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data. All other data points have been estimated by Applications Management Consulting based on an analysis of regional labour market trends using Edmonton CMA Labour Force Survey Estimates for the period 2007 to 2016.

¹³ Data points between the Federal Census data are estimates provided by Applications Management Consulting Ltd.

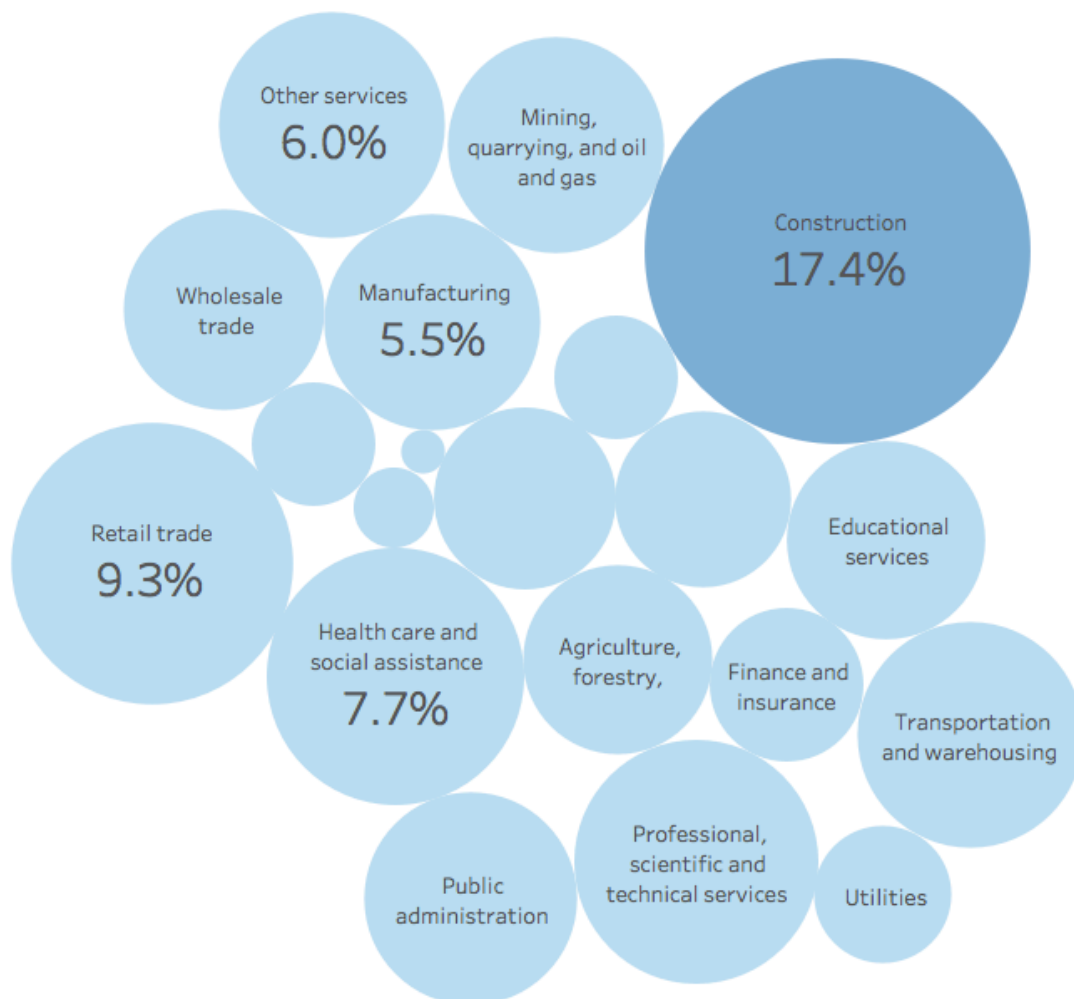
2.3. Employment by Industry

This section defines the industry sectors that Parkland County residents are employed.

2.3.1. Industry (2 digit NAICS)¹⁴

More employed Parkland County residents work in the Construction sector than any other at over 17% of total employment. This is followed by Retail trade and Health care and social assistance representing 9.3% and 7.7% of total employment respectively.

Employment by Industry (2016)



¹⁴ NAICS (North America Industrial Classification System) is a standardized way of classifying employment establishments for the purpose of collecting, analyzing, and publishing statistical data related to the economy and labour force. <http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464>

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The Construction sector exhibited the largest growth in employment among Parkland County workers since 2001, adding over 1,000 jobs over the past 15 years. Professional, scientific and technical services and Health care and social assistance added 495 and 365 jobs over the same period, respectively. Manufacturing employment decreased significantly in 2011 and rebounded in 2016, but was not back to pre 2011 levels.

Employment by Industry 2001-2016 (2 digit NAICS)¹⁵

Industry	2001	2006	2011	2016	
	#	#	#	#	%
11 Agriculture, forestry, fishing and hunting	1,180	773	790	750	4.2%
21 Mining, quarrying, and oil and gas extraction	720	1,135	1,160	980	5.5%
22 Utilities	415	391	400	395	2.2%
23 Construction	2,060	2,520	2,935	3,125	17.4%
31-33 Manufacturing	1,130	1,395	790	985	5.5%
41 Wholesale trade	805	895	955	845	4.7%
44-45 Retail trade	1,425	1,745	1,720	1,665	9.3%
48-49 Transportation and warehousing	1,235	1,117	1,265	1,085	6.0%
51 Information and cultural industries	190	181	205	135	0.8%
52 Finance and insurance	480	502	505	495	2.8%
53 Real estate and rental and leasing	385	343	345	320	1.8%
54 Professional, scientific and technical services	755	1,011	1,145	1,250	7.0%
55 Management of companies and enterprises	15	22	25	40	0.2%
56 Administrative and support, waste management and remediation services	460	459	520	650	3.6%
61 Educational services	845	1,045	990	825	4.6%
62 Health care and social assistance	1,025	1,180	1,290	1,390	7.7%
71 Arts, entertainment and recreation	245	251	290	315	1.8%
72 Accommodation and food services	680	631	730	695	3.9%
81 Other services (except public administration)	920	1,029	1,190	1,070	6.0%
91 Public administration	645	874	1,010	950	5.3%
Total	15,615	17,505	18,260	17,965	100.0%

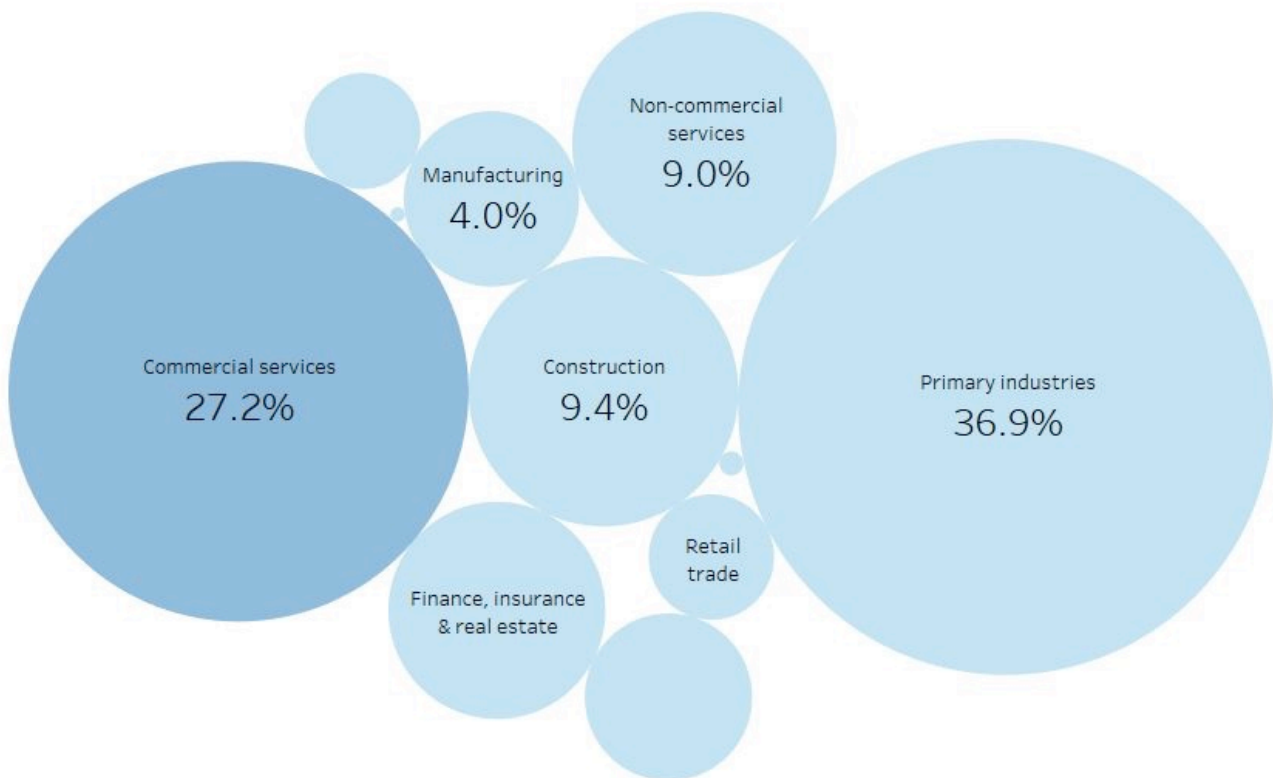
¹⁵ 2006 data estimated by Applications Management Consulting Ltd.

2.3.2. Work at Home by Major Industry

A work from home or work at home arrangement involves working from home and differs from the teleworking/telecommuting arrangement in that it does not require that the employee stay electronically connected to the work location during business hours.

Based on regional population and employment forecasts completed by Applications Management Consulting, the number of Work At Home workers by industry have been estimated. In 2016, it is estimated that Primary industries represented the largest proportion of Work At Home workers at 37% of the total for Parkland County. This is to be expected of a rural municipality where this category includes farming and farm related activities. Commercial services was the second largest category representing 27% of all Work At Home activity in the County.

Work At Home (2016)¹⁶



¹⁶ Work At Home data from regional population and employment forecasts completed by Applications Management Consulting Ltd.

Work at Home by Major Industry (2001-2016)¹⁷

Industry	2001	2006	2011	2016	
	#	#	#	#	%
Primary industries (Note 1)				405	36.9%
Manufacturing (NAICS 31-33)				43	3.9%
Construction (NAICS 23)				103	9.4%
Utilities (NAICS 22)				0	0.0%
Transportation, storage and communication (Note 2)				40	3.6%
Wholesale trade (NAICS 42)				19	1.7%
Retail trade (NAICS 44-45)				22	2.0%
Finance, insurance and real estate (Note 3)				67	6.1%
Commercial services (Note 4)				299	27.2%
Non-commercial services (Note 5)				99	9.0%
Public administration (NAICS 92)				1	0.1%
Total	N/A	N/A	N/A	1,098	100.0%

Notes:

(1) Includes Agriculture, forestry, fishing and hunting (NAICS 11) and Mining (NAICS 21)

(2) Includes Transportation and warehousing (NAICS 48-49) and Information (NAICS 51)

(3) Includes Finance and insurance (NAICS 53) and Real estate, rental and leasing (NAICS 53)

(4) Includes Professional, scientific and technical services (NAICS 54), Management of companies and enterprises (NAICS 55), Administrative support, waste management and remediation services (NAICS 56), Arts, entertainment and recreation (NAICS 71), Accommodation and food services (NAICS 81), and Other services (NAICS 81)

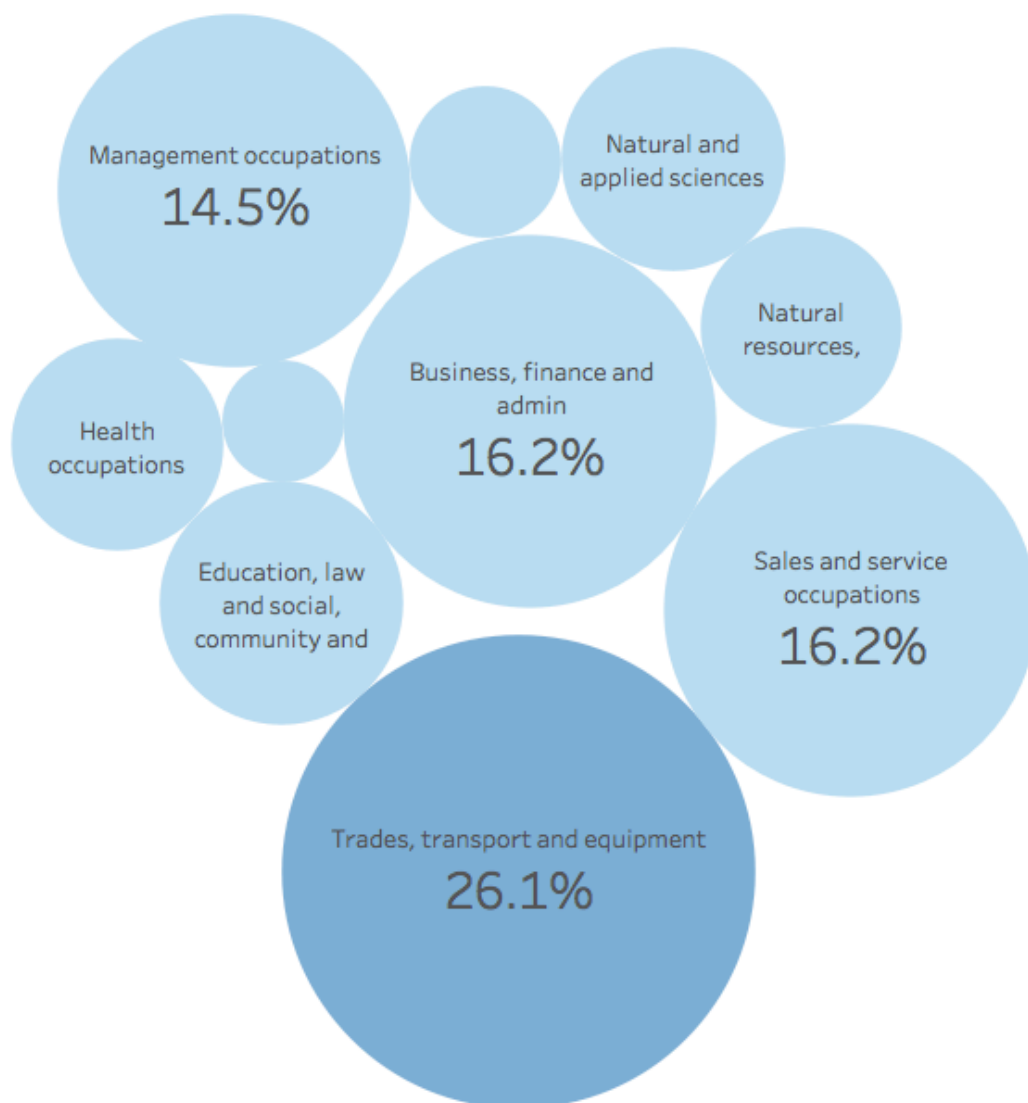
(5) Includes Education services (NAICS 61) and Health care and social assistance (NAICS 62)

¹⁷ Work At Home data is not available for 2001.

2.4. Employment by Occupation

The majority of employed Parkland County residents work in four Major Occupation groups, including Trades, transport and equipment operators (26%); Business, finance and administration (16%); Sales and service (16%); and Management (15%). The remaining Major Occupation categories comprise 27% of the workforce.

Employment by Major Occupation (2016)



2.4.1. Major Occupation (1 digit NOC)¹⁸

Employment among Parkland County workers has increased between 2001 and 2016 in all Major Occupation groups, except for Natural resources, agriculture and related production occupations and Occupations in manufacturing and utilities which experienced decline.

Trades, transport and equipment operators and related occupations and Management occupations exhibited the largest growth in employment among Parkland County workers since 2001, adding over 800 jobs each over the past 15 years. Occupations in education, law and social, community and government services added the next highest job totals in the County between 2001 and 2016 with over 500 jobs.

Employment by Major Occupation 2001-2016 (1 digit NOC)

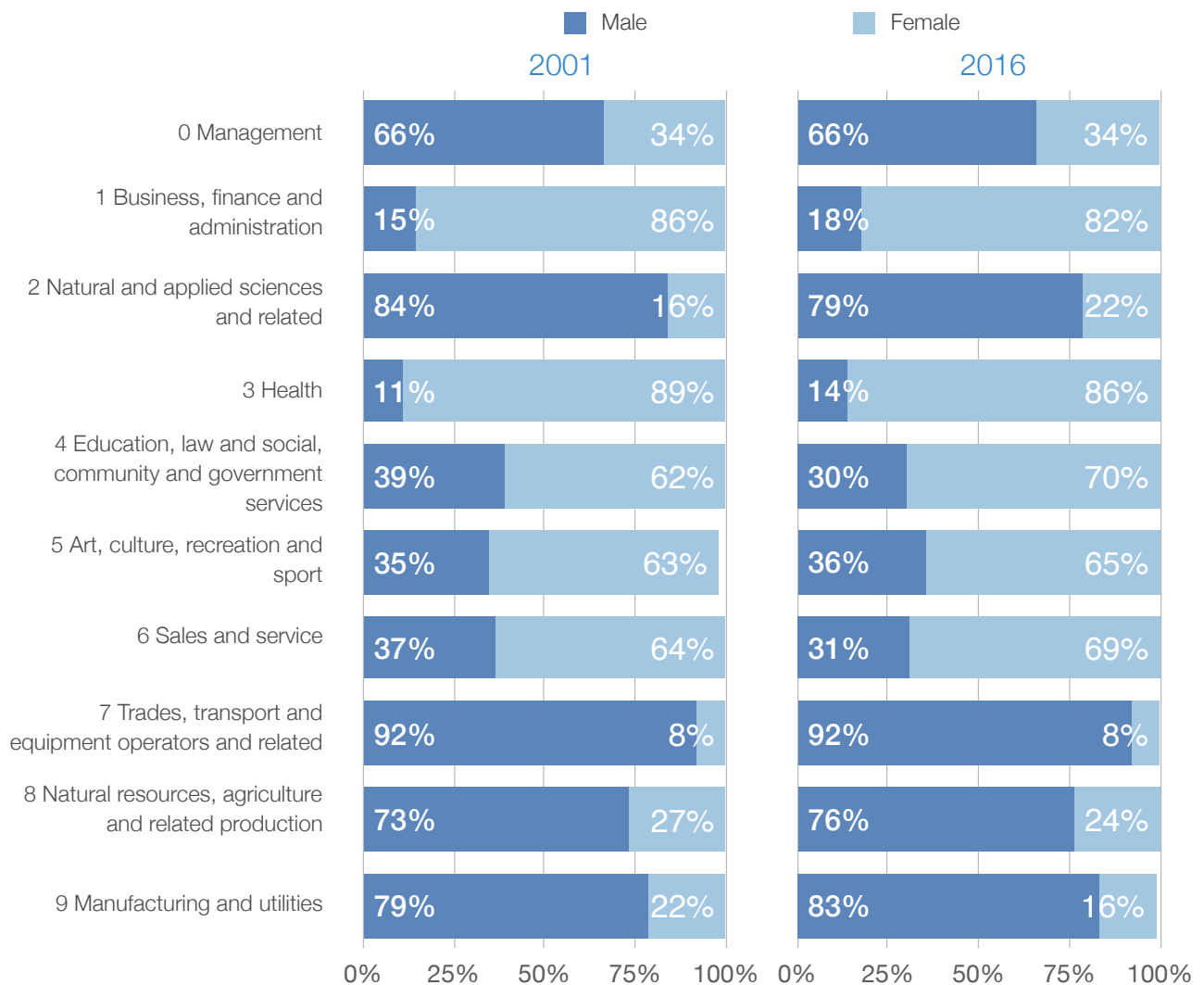
Occupation	2001	2006	2011	2016	
	#	#	#	#	%
0 Management occupations	1,790	2,035	2,870	2,605	14.5%
1 Business, finance and administration occupations	2,635	3,060	3,175	2,910	16.2%
2 Natural and applied sciences and related occupations	750	960	1,095	1,045	5.8%
3 Health occupations	680	810	745	940	5.2%
4 Occupations in education, law and social, community and government services	705	915	1,545	1,240	6.9%
5 Occupations in art, culture, recreation and sport	245	330	260	310	1.7%
6 Sales and service occupations	2,880	3,030	2,980	2,905	16.2%
7 Trades, transport and equipment operators and related occupations	3,855	4,550	4,365	4,690	26.1%
8 Natural resources, agriculture and related production occupations	1,560	1,405	710	845	4.7%
9 Occupations in manufacturing and utilities	515	410	510	480	2.7%
Total	15,615	17,505	18,255	17,970	100.0%

¹⁸ National Occupation Classification (NOC) is a system to classify jobs. Classification definitions are available at: <http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=314243>

2.4.2. Major Occupation by Gender (1 digit NOC)

Gender equality in the workforce in Parkland County has generally not changed between 2001 and 2016. However, there have been minor shifts in the proportion of men and women working in some Major Occupation groups. For example, the proportion of women has increased from 62% to 70% in Education, law and social, community and government services. All other changes in gender mix have been smaller than this for Parkland County between 2001 and 2016.

Employment by Major Occupation by Gender 2001-2016 (1 digit NOC)



Employment by Major Occupation by Gender 2001-2016 (1 digit NOC)

Occupation	2001		2016			
	Male	Female	Male	Female		
	#	#	#	%	#	%
0 Management occupations	1,185	605	1,715	66%	885	34%
1 Business, finance and administration occupations	385	2,255	515	18%	2,395	82%
2 Natural and applied sciences and related occupations	630	120	820	78%	225	22%
3 Health occupations	75	605	130	14%	810	86%
4 Occupations in education, law and social, community and government services	275	435	375	30%	865	70%
5 Occupations in art, culture, recreation and sport	85	155	110	35%	200	65%
6 Sales and service occupations	1,050	1,830	900	31%	2,005	69%
7 Trades, transport and equipment operators and related occupations	3,540	315	4,320	92%	365	8%
8 Natural resources, agriculture and related production occupations	1,140	420	645	76%	205	24%
9 Occupations in manufacturing and utilities	405	115	400	84%	75	16%
Total	8,770	6,855	9,930	55%	8,030	45%

2.4.3. Detailed Occupation (4 digit NOC)¹⁹

Employment by occupation has been estimated for workers living in Parkland County. The top 20 most numerous occupations for 2016 are listed in the table below. In addition, the rank of each top 20 2016 occupation and number of Parkland County residents employed in that occupation has been provided for 2001.

There have been some significant shifts in the top occupations of Parkland County residents. Most notably, Light duty cleaners (NOC 6731), Janitors, caretakers and building superintendents (NOC 6733) and Accounting technicians and bookkeepers (NOC 1311) were not in the top 20 occupations in Parkland County in 2001.

¹⁹ Detailed occupation (4 digit NOC) data has been estimated by Applications Management Consulting Ltd. National Occupation Classification (NOC) is a system to classify jobs. Classification definitions are available at: <http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=314243>

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Retail salespersons (NOC 6421), Managers in agriculture (NOC 0821), Transport truck drivers (NOC 7511) and Retail and wholesale trade managers (NOC 0621) were the top 4 occupations in both 2001 and 2016. Generally, there has been growth in most of the trades and construction occupations between 2001 and 2016. For example, Construction trades helpers and labourers (NOC 7611) and Electricians (NOC 7241) both jumped up five spots (from 10 in 2001 to 5 in 2016 and from 11 to 6 respectively).

Top 20 Occupations - 2016 Rank (4 digit NOC)

Rank			Occupation	2016 Rank (4 digit NOC)		
2001	2016	+/-		2001	2016	Change
1	1		6421 Retail salespersons	555	623	68
2	2		0821 Managers in agriculture	380	368	-12
3	3		7511 Transport truck drivers	328	344	16
4	4		0621 Retail and wholesale trade managers	300	339	39
10	5	+5	7611 Construction trades helpers and labourers	206	292	86
11	6	+5	7241 Electricians (except industrial and power system)	195	287	92
5	7	-2	1241 Administrative assistants	239	277	38
6	8	-2	1221 Administrative officers	234	277	43
13	9	+4	7271 Carpenters	183	267	84
7	10	-3	1411 General office support workers	218	258	40
8	11	-3	6611 Cashiers	213	244	31
16	12	+4	3012 Registered nurses and registered psychiatric nurses	175	243	68
12	13	-1	1111 Financial auditors and accountants	195	230	35
9	14	-5	7237 Welders and related machine operators	208	223	15
14	15	-1	6711 Food counter attendants, kitchen helpers and related support occupations	178	219	41
19	16	+3	0711 Construction managers	142	209	67
15	17	-2	7452 Material handlers	176	190	14
22	18	+4	6733 Janitors, caretakers and building superintendents	137	167	30
29	19	+10	6731 Light duty cleaners	120	165	45
24	20	+4	1311 Accounting technicians and bookkeepers	136	163	27

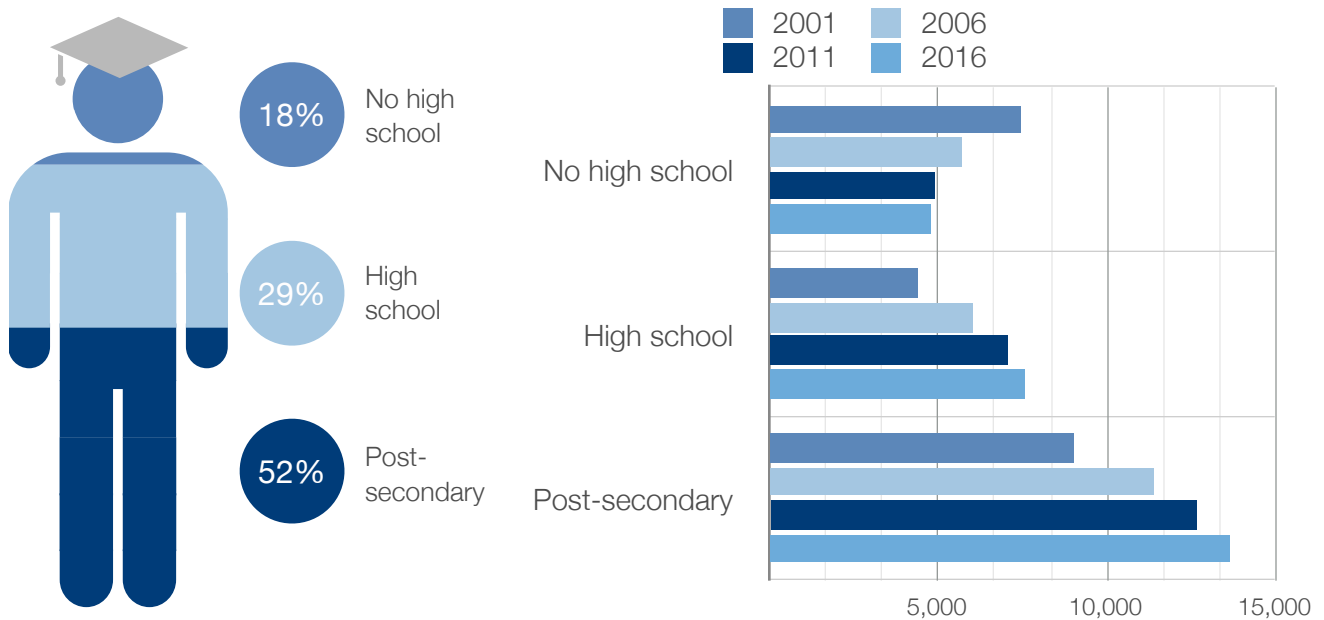
2.5. Labour Supply

The workforce living in Parkland County has been evaluated across a variety of parameters, including education attainment, skill levels, work to home trips and available workers in traditional underemployed worker categories.

2.5.1. Highest Level of Educational Attainment Overview

The workforce in Parkland County has seen an increase in the proportion of the workforce having completed High School and Post Secondary education. The number of workers not having completed High School has declined markedly since 2001.

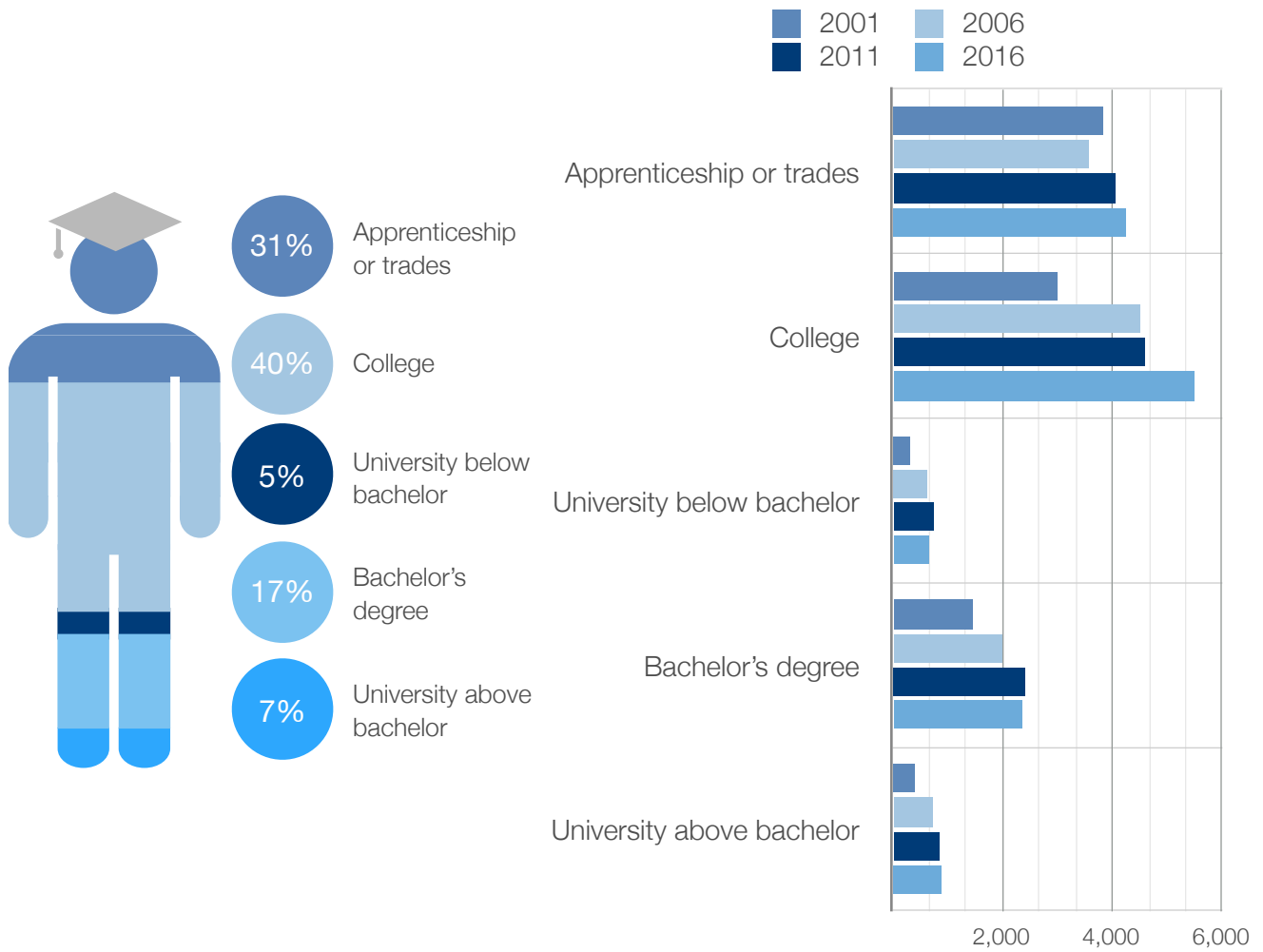
Highest Level of Educational Attainment Overview (2016)



2.5.2. Post Secondary Education

The Highest Level of Education Attainment is greatest for College graduates (40%) and Apprenticeships or trades (31%) for those with some Post Secondary education. All categories of Post Secondary education have increased between 2001 and 2016, with College and Bachelor's degree showing the greatest year over year change.

Post-Secondary Breakdown (2016)



2.5.3. Post Secondary Field of Study

The most common Field of Study is Architecture, engineering and related technologies representing over one-third of the total workforce with Post Secondary education living in Parkland County. Business, management and public administration and Health and related fields are the second and third most popular Field of Study, each with over 2,000 persons.

Post Secondary Field of Study (2001-2016)

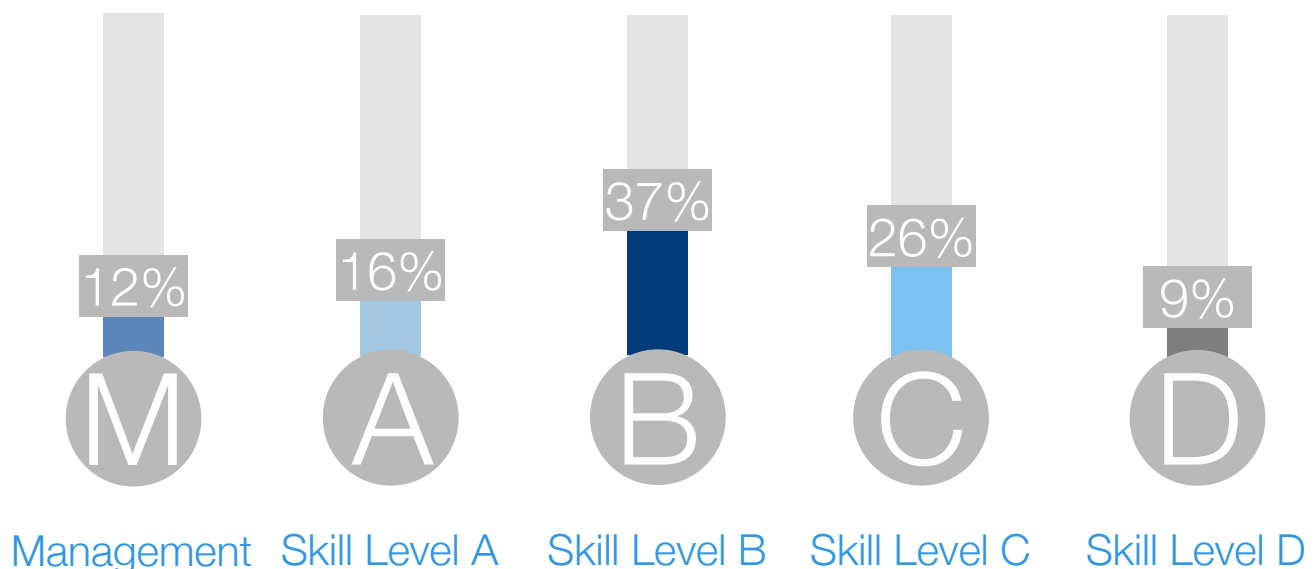
Field of Study	2001	2006	2011	2016
Education		890	920	740
Visual and performing arts; and communications technologies	100	335	295	280
Humanities	120	330	340	335
Social and behavioural sciences and law	245	625	835	785
Business; management and public administration	360	1,935	2,285	2,360
Physical and life sciences and technologies		350	360	365
Mathematics; computer and information sciences		270	225	265
Architecture; engineering; and related technologies		4,120	4,375	5,095
Agriculture; natural resources and conservation		305	400	465
Health and related fields	95	1,640	1,800	2,090
Personal; protective and transportation services		610	825	850
Other fields of study		0	0	0
Uncategorized (Note 1)	4,035			
Total	4,955	11,410	12,660	13,630

(1) 2001 Census data used different Field of Study categories. Where the categories matched subsequent Census data the 2001 data is reported in that category. Where it did not match, the 2001 data has been summed in the Uncategorized field.

2.5.4. Skill Levels

Skill levels have been developed jointly by Statistics Canada and Human Resources and Skills Development Canada for each detailed occupation. Skill levels consider the amount and type of education and training required to enter and perform the duties of each occupation. As well, determining skill level considers the experience required to be qualified to undertake the complexity and responsibilities typical of the occupation. The largest component of the Parkland County workforce is employed in occupations that require some post secondary or college education (Skill Level B: 37%). This is followed by occupations which require high school (Skill Level C: 26%).

Skill Levels (2016)²⁰



Notes:
Management: This skill type category contains legislators, senior management occupations and middle management occupations. While management occupations are defined as a skill type, they are also found throughout all other skill type areas of the classification.
Skill Level A: Requires a university degree (bachelor's, master's or doctorate).
Skill Level B: Requires two to three years of post-secondary education at community college, institute of technology or CÉGEP or two to five years of apprenticeship training or three to four years of secondary school and more than two years of on-the-job training, occupation-specific training courses or specific work experience. Occupations with supervisory responsibilities are also assigned to skill level B. Occupations with significant health and safety responsibilities (e.g., fire fighters, police officers and licensed practical nurses) are assigned to skill level B.
Skill Level C: Requires completion of secondary school and some short-duration courses or training specific to the occupation or some secondary school education, with up to two years of on-the-job training, training courses or specific work experience.
Skill Level D: No formal educational requirements. Involves short work demonstration or on-the-job training.

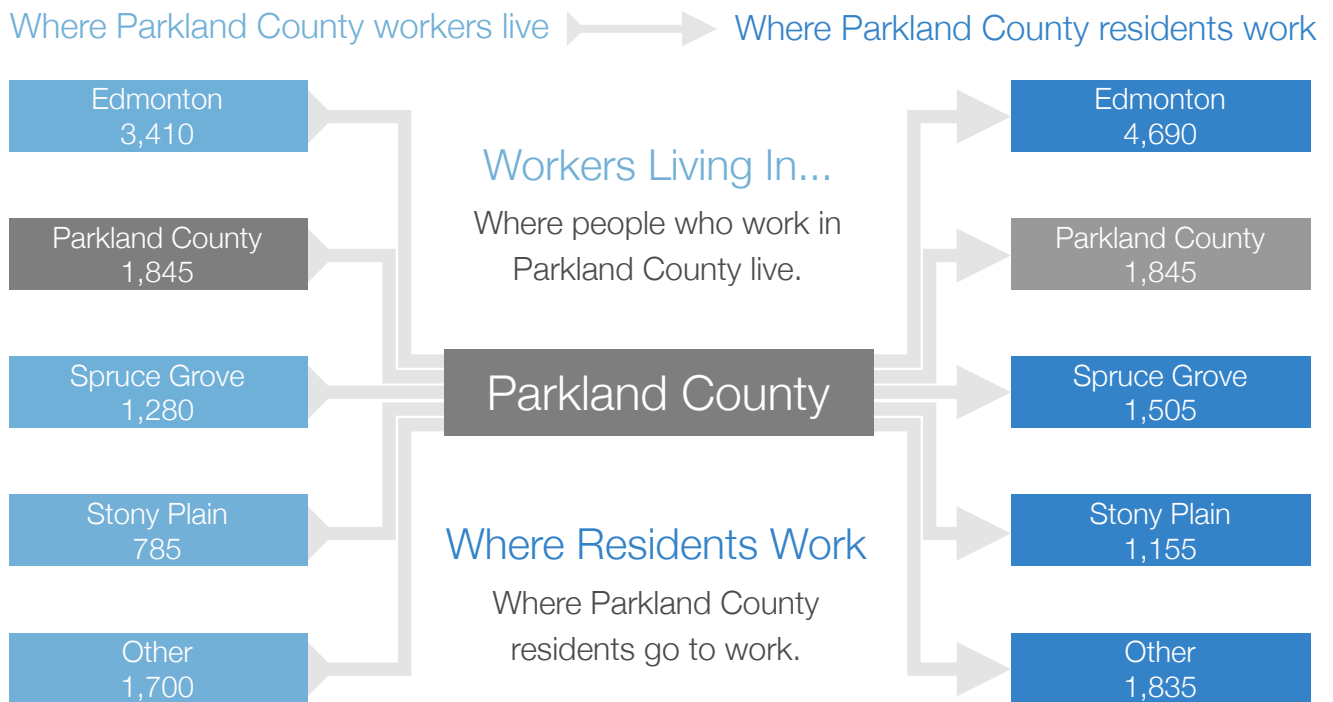
²⁰ Skill level data estimated by Applications Management Consulting Ltd.

2.5.5. Work to Home by Municipality Overview

Approximately 83% of the Parkland County workforce commutes to work in another municipality (2016). This includes 43% of the local workforce commuting to Edmonton. The other main destinations for Parkland County residents are Spruce Grove and Stony Plain.

Approximately 80% of the jobs in Parkland County are held by workers living in other municipalities. Of these workers, most come from Edmonton, Spruce Grove and Stony Plain. Approximately 20% of the local jobs in Parkland County are held by residents of the County.

Parkland County Work to Home (2016)



2.5.6. Work to Home by Municipality

The proportion of the Parkland County workforce working in the County has increased from 11% in 2001 to 17% in 2016. The proportion of the local workforce commuting to Edmonton has declined somewhat from 51% in 2001 to 42% in 2016.

Where Parkland County Residents Work (2001-2016)

Live in Parkland County---> Work in _____	2001	2006	2011	2016
Edmonton	5,115	5,355	5,630	4,690
Parkland County	1,145	1,315	1,820	1,845
Spruce Grove	1,095	1,560	1,465	1,505
Stony Plain	1,110	1,075	1,250	1,155
Leduc County	325	255	265	315
Drayton Valley	295	370	345	300
St. Albert	100	110	200	180
Strathcona County	105	150	80	170
Wood Buffalo	70	95	255	145
Devon	160	190	140	120
Sturgeon County	30	75	60	100
Yellowhead County	110	125	125	95
Leduc	60	115	75	80
Lac Ste. Anne County		30		60
Onoway	35	55	100	50
Redwater				40
Morinville		20		35
Calgary	45	55	25	30
Wabamun	55	140	45	25
Others	195	235	90	90
Total	10,050	11,325	11,970	11,030

Tri-Municipal Region: Labour Market Profile - Parkland County Municipal Report

The proportion of Parkland County's workforce filling local jobs has gradually decreased over the period 2001 to 2016, from 35% to 20%. Local jobs in Parkland County are generally being filled by Tri-Municipal workers, with the proportion of workers commuting to Parkland County to work as a share of total jobs in the County decreasing from 56% in 2001 to 43% in 2016. The number of local jobs filled by Edmonton residents increased from 25% in 2001 to 38% in 2016.







Where Parkland County Workers Live (2001-2016)

Work in Parkland County ---> Live in _____	2001	2006	2011	2016
Edmonton	830	1,200	1,990	3,410
Parkland County	1,145	1,315	1,820	1,845
Spruce Grove	380	540	960	1,280
Stony Plain	310	405	610	785
St. Albert	105	80	245	340
Lac Ste. Anne County	100	100	145	250
Strathcona County	45	80	235	170
Sturgeon County	35	30	95	140
Yellowhead County	145	125	125	125
Devon	50	70	90	115
Leduc			45	80
Leduc County				70
Wabamun	85	50		55
Beaumont			20	45
Spring Lake				45
Wabamun 133A, IRI (Paul)				45
Fort Saskatchewan		25	275	35
Morinville			70	35
Calgary				35
Alberta Beach				30
Others	55	100	20	85
Total	3,285	4,120	6,745	9,020

2.5.7. Work to Home by Mode of Commuting

Mode of Commuting on work to home trips has been relatively constant between 2001 and 2016. Driver auto trips dominates the work to home trips in Parkland County.

Work to Home Mode of Commuting (2001-2016)²¹

	2001*	2006*	2011	2016
DRIVER 	92%	89%	91%	92%
PASSENGER 	5%	7%	5%	4%
WALKING 	2%	2%	2%	1%
TRANSIT 	0%	1%	2%	1%
CYCLING 	0%	0%	0%	0%
OTHER 	1%	2%	1%	2%

²¹ In the Federal Census 2001 and 2006 walking and cycling were combined.

2.5.8. Local Labour Market Gap

Parkland County has a Labour Market Gap measured as the difference between the number of workers in the local labour force compared to the jobs in the County. Overall this gap is estimated at approximately 6,500 jobs in 2016. This represents 57% of the local jobs market.

Labour Market Gap (2016)²²

Industry	Jobs	Workers	Gap	%
11 Agriculture, forestry, fishing and hunting	643	750	-107	-17%
21 Mining, quarrying, and oil and gas extraction	2,783	980	1,803	65%
22 Utilities	1,248	395	853	68%
23 Construction	2,405	3,125	-720	-30%
31-33 Manufacturing	517	985	-468	-91%
41 Wholesale trade	284	845	-561	-198%
44-45 Retail trade	291	1,665	-1,374	-472%
48-49 Transportation and warehousing	283	1,085	-802	-283%
51 Information and cultural industries	75	135	-60	-80%
52 Finance and insurance	203	495	-292	-144%
53 Real estate and rental and leasing	110	320	-210	-191%
54 Professional, scientific and technical services	555	1,250	-695	-125%
55 Management of companies and enterprises	4	40	-36	-900%
56 Administrative and support, waste management and remediation services	222	650	-428	-193%
61 Educational services	375	825	-450	-120%
62 Health care and social assistance	565	1,390	-825	-146%
71 Arts, entertainment and recreation	79	315	-236	-299%
72 Accommodation and food services	341	695	-354	-104%
81 Other services (except public administration)	214	1,070	-856	-400%
91 Public administration	216	950	-734	-340%
Total	11,413	17,965	-6,552	-57%

²² Jobs in Parkland County by industry (2 digit NAICS) is based on work completed by Applications Management Consulting Ltd.

2.5.9. Underemployed Labour Resources

It is generally acknowledged that some segments of the labour force remain underemployed as compared to the general population of workers.²³

- ▶ **Aboriginal:** Indigenous people living off-reserve have significantly higher rates of unemployment than the general work force. In 2016, the Alberta unemployment rate for Indigenous men was 15.0% compared to the provincial rate for men at 8.9%. Indigenous women had an unemployment rate of 12.5% compared to 7.3% for Alberta women.
- ▶ **Youth:** Young adults (age 15-24 years) in the workforce also had significantly higher unemployment rates than the average for Alberta men and women, 14.2% and 11.8% respectively.
- ▶ **Mature:** Mature workers (age 55-64) had higher unemployment rates, averaging 0.5% higher than the average for the workforce as a whole.
- ▶ **New Immigrants:**²⁴ The unemployment rate for new immigrants was significantly higher than the average for the general workforce in Alberta, almost 5.0% higher than the provincial average.²⁵

Based on the demographic composition of Parkland County in 2016, it is estimated that the number of underemployed labour resources associated with the noted groups represents approximately 417 workers, or 24% of the number of unemployed persons in the County in 2016.

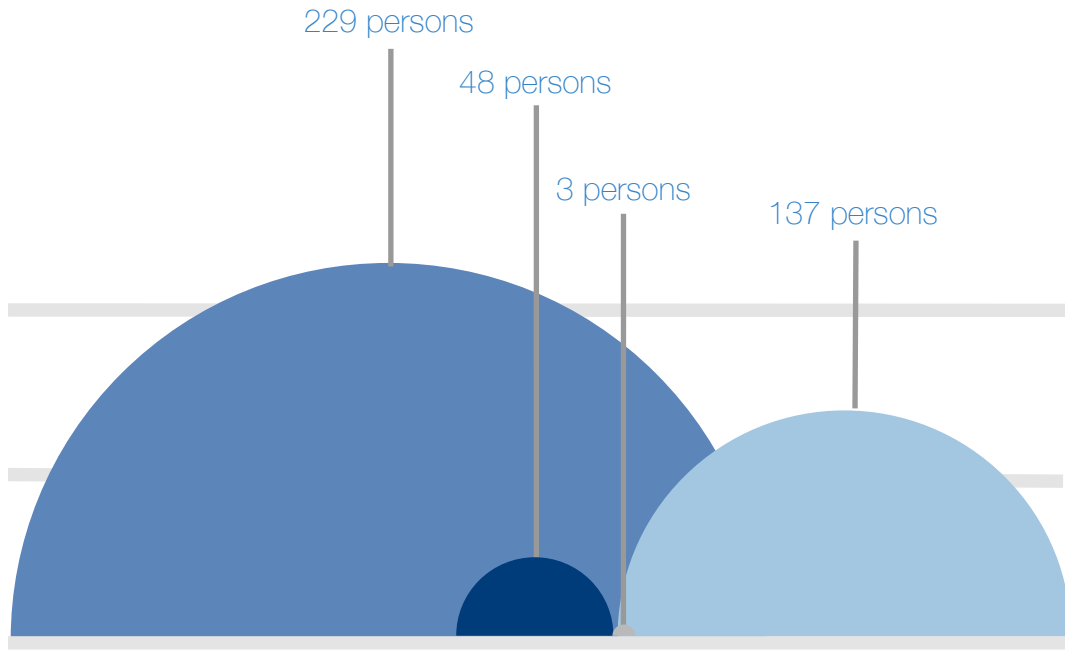
The breakdown of underemployed workforce resources in Parkland County is provided on the next page.

²³ More information is available at: <https://work.alberta.ca/labour/labour-force-profiles.html>

²⁴ New immigrants are defined as those who have been in Canada for 5 years or less.

²⁵ Immigrants who have been in Canada for more than 5 years tend to have average or below average rates of unemployment when compared to the general workforce.

Underemployed Labour Resources (2016)



● Youth
Age 15-24

● Mature
Age 55-64

● Aboriginal
Indigenous - off reserve

● New Immigrants
In Canada for 5 years or less

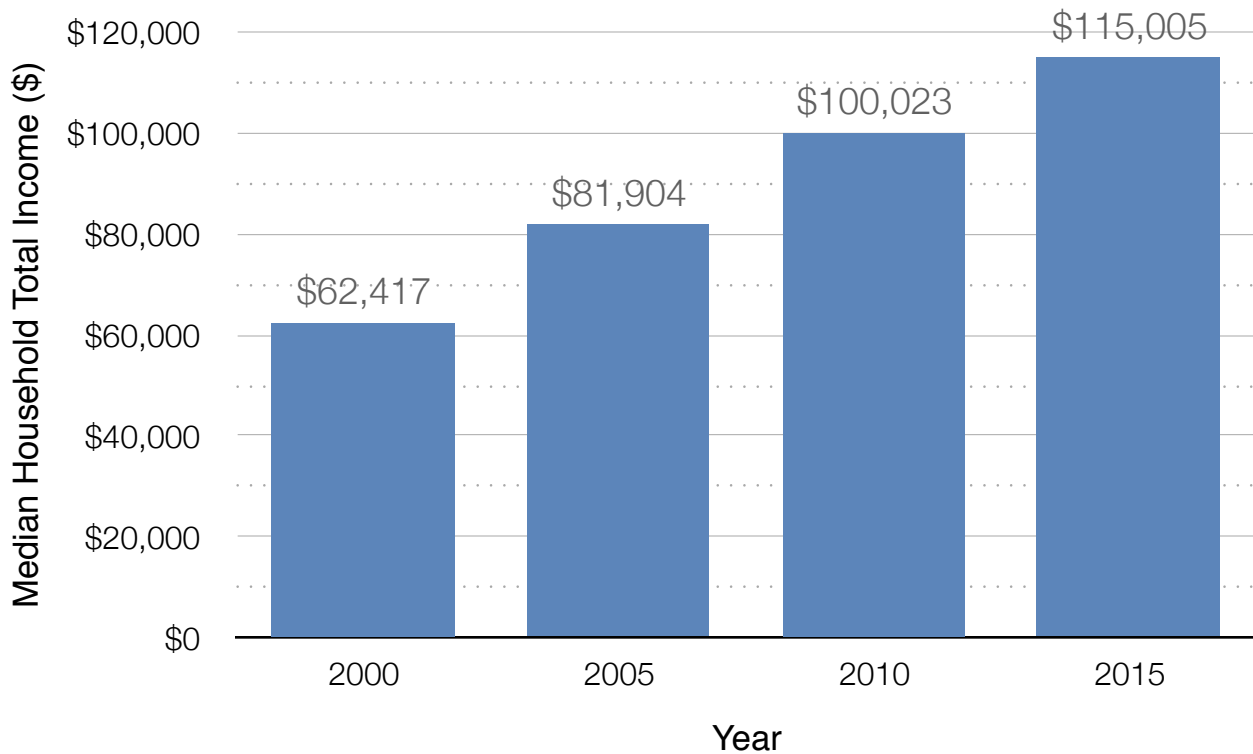
2.6. Income & Affordability

The available supply of workers in the local economy depends on a number of variables, including income and cost of living factors.

2.6.1. Median Household Income²⁶

The Median Household Income of Parkland County residents has climbed steadily over the period of analysis. Based on 2015 data, Parkland County residents Median Household Income is above the median for the Edmonton CMA of \$94,500.

Median Household Total Income (2000-2015)²⁷



²⁶ The median income of a specified group is the amount that divides the income distribution of that group into two halves, i.e., the incomes of half of the units in that group are below the median, while those of the other half are above the median. Median incomes of households are calculated for all units, whether or not they had income.

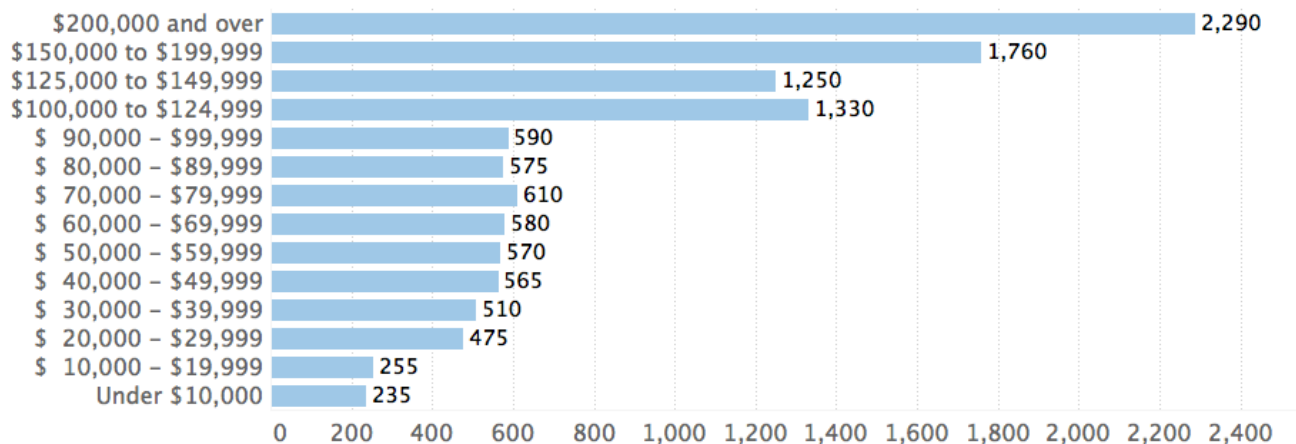
²⁷ For the Federal Census, the reference year for all income data is the previous calendar year.

2.6.2. Household Income Distribution

Total household income refers to receipts from certain sources of all household members, before income taxes and deductions, during a specified reference period.²⁸

Over half (57%) of all households in Parkland County had a total income greater than \$100,000 in 2015. This compares favourably to the Edmonton CMA where 47% of all households had a total income of more than \$100,000.

Household Income Distribution by Income Band (2015)²⁹



²⁸ Total household income includes: employment income from wages, salaries, tips, commissions and net income from self-employment (for both unincorporated farm and non-farm activities); income from investment sources, such as dividends and interest on bonds, accounts, guaranteed investment certificates (GICs) and mutual funds; income from employer and personal pension sources, such as private pensions and payments from annuities and registered retirement income funds (RRIFs); other regular cash income, such as child support payments received, spousal support payments (alimony) received and scholarships; income from government sources, such as social assistance, child benefits, Employment Insurance benefits, Old Age Security benefits, Canada Pension Plan and Québec Pension Plan benefits and disability income.

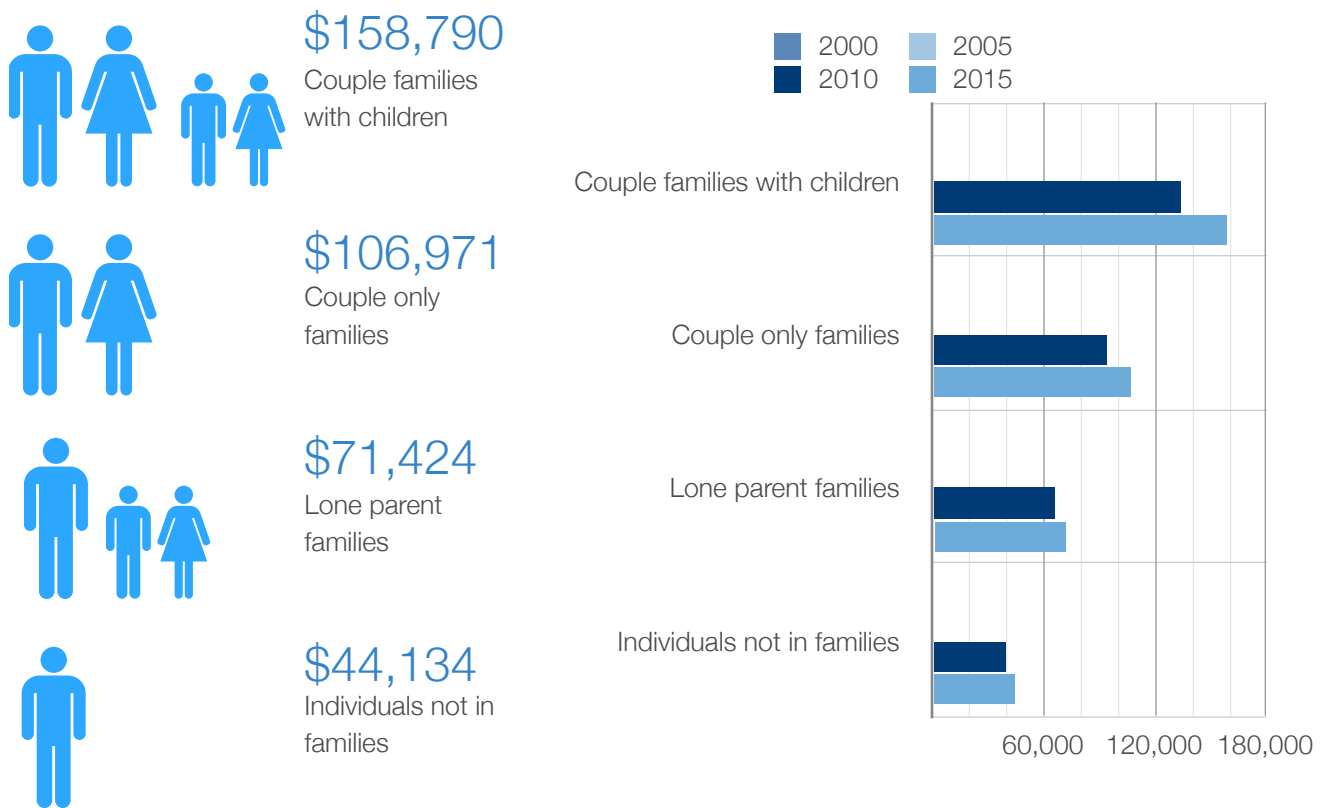
²⁹ For the 2016 Federal Census, the reference year for all income data is the previous calendar year 2015.

2.6.3. Income by Family Composition

The distribution of household income varies significantly depending on family composition. Particularly whether the household has one or two income earners as well as the number of dependents in the household.

Among family types within Parkland County, Couple Families With Children have the highest Median Total Income. Total income for this group also grew the fastest between 2010 and 2015. Individuals Not In Families (without children) had the lowest Median Total Income of approximately \$44,000 in 2015.

Median Total Income by Family Composition (2015)³⁰

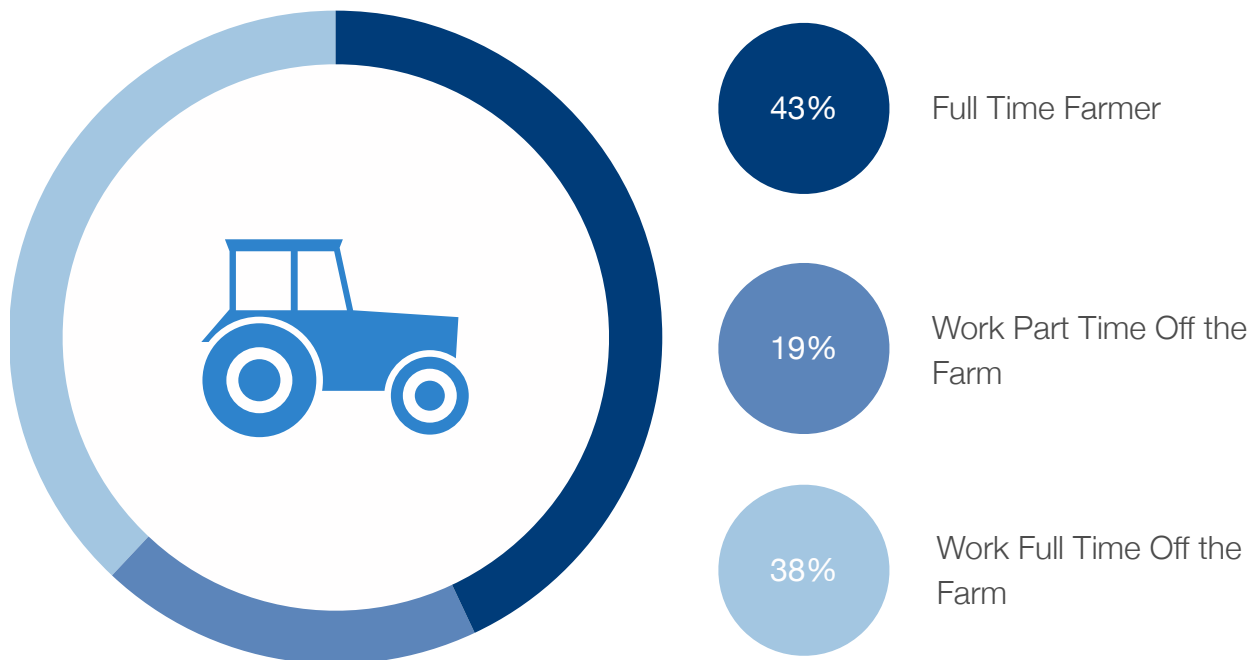


³⁰ For the Federal Census, the reference year for all income data is the previous calendar year. Data for Economic Family Income is not available in 2000 and 2005.

2.6.4. Farm Income

Of those Parkland County residents reporting farming activity for 2015, 43% identified themselves as Full Time Farmers and did not work off the farm. Another 38% indicated they had a farm but that they Work Full Time Off the Farm. Another 19% indicated they Work Part Time Off the Farm.

Farming as Primary Income for Farmers (2015)³¹

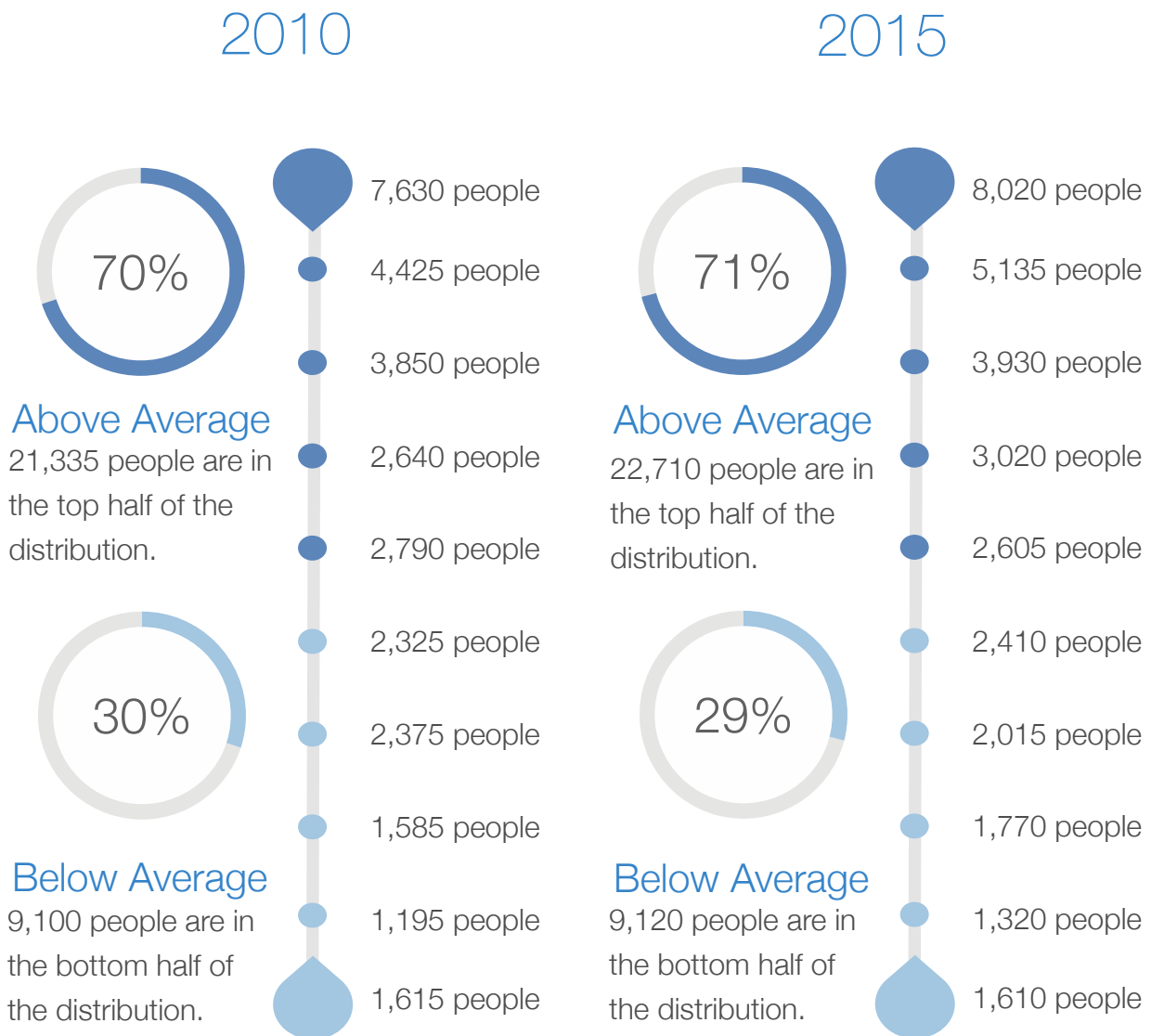


³¹ Data is from the 2016 Federal Census of Agriculture. For the 2016 Federal Census of Agriculture, the reference year is the previous calendar year 2015.

2.6.5. Economic Family Income Distribution

Presented below is the relative position of families in Parkland County based on their relative position to the national distribution of family income. The number of Parkland County families in each year is presented for each decile ranked by after tax family income. The proportion of Parkland County residents with an above average income increased somewhat from 70% in 2010 to 71% in 2015.

Family Income After Tax by Decile (2010-2015)³²

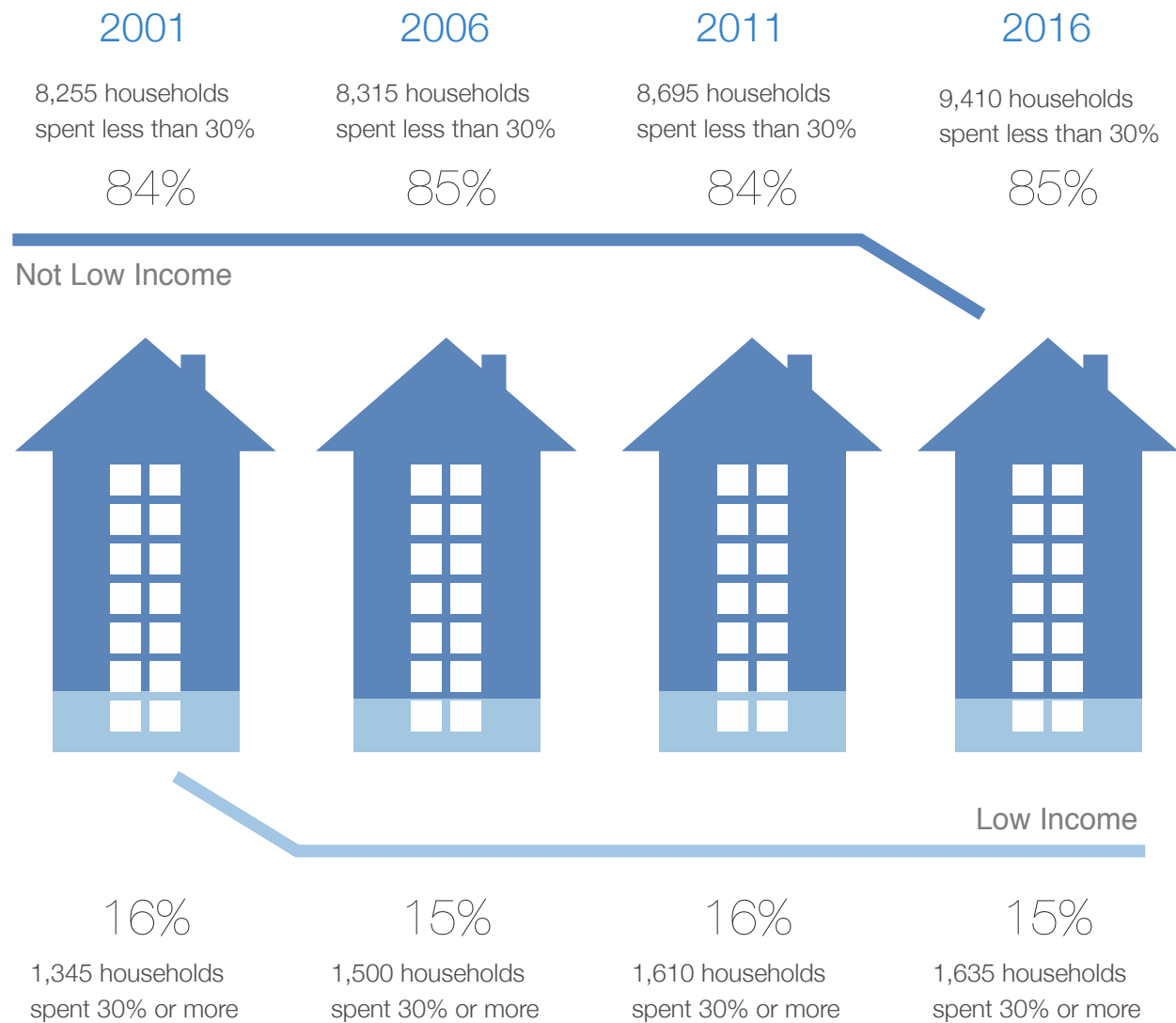


³² For the Federal Census, the reference year for all income data is the previous calendar year. Adjusted after-tax income of economic families for all persons in private households.

2.6.6. Housing Affordability

Housing Affordability is measured on the basis of 'shelter-cost-to-income' ratio. Where shelter costs are high relative to income (i.e. in excess of 30%) housing is considered to be 'unaffordable'. The majority of Parkland County families have a favourable income to housing cost ratio, with only 15% of households spending 30% or more of their income on shelter. This rate has been relatively constant over the analysis timeframe.

Housing Affordability (2001-2016)³³



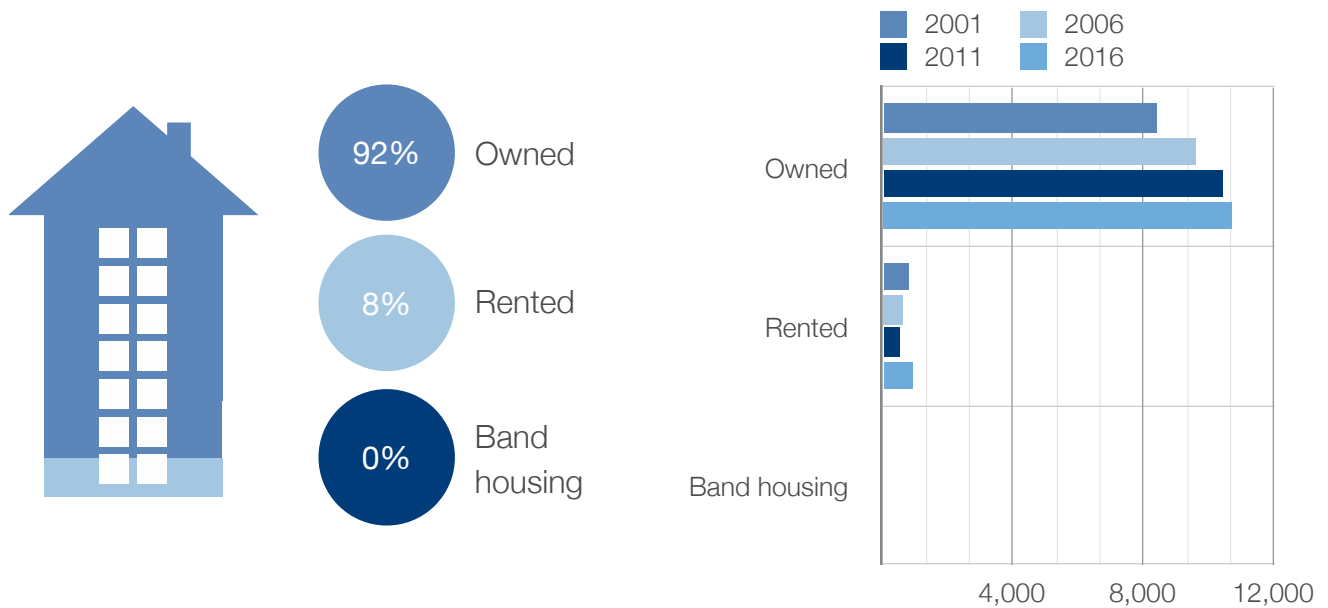
³³ For the Federal Census, the reference period for shelter cost data is the census year, while household total income is reported for the previous calendar year.

2.6.7. Housing Tenure

Housing Tenure refers to whether the household owns or rents their private dwelling.³⁴ In 2016 the majority of Parkland County families (92%) owned their dwelling unit, with 8% renting. The rate of ownership is somewhat higher in Parkland County than the Edmonton Metropolitan Region as a whole. There is no Band Housing in Parkland County.

Home ownership increased in Parkland County over the period of analysis while the number of households renting remained relatively constant.

Number of Households by Housing Tenure (2016)



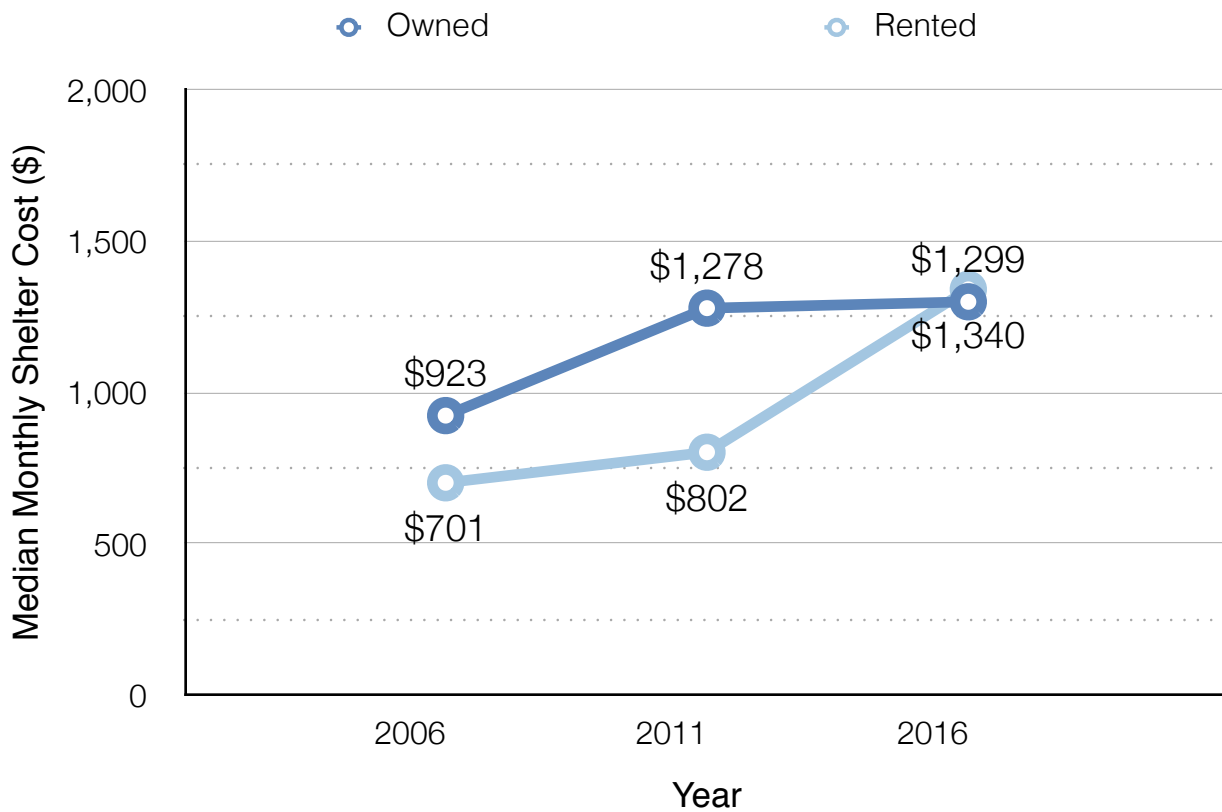
³⁴ A household is considered to own their dwelling if some member of the household owns the dwelling even if it is not fully paid for, for example if there is a mortgage or some other claim on it. A household is considered to rent their dwelling if no member of the household owns the dwelling. A household is considered to rent that dwelling even if the dwelling is provided without cash rent or at a reduced rent, or if the dwelling is part of a cooperative.

2.6.8. Monthly Shelter Costs

Shelter cost refers to the average monthly total of all shelter expenses paid by households that own or rent their dwelling. In 2016 Parkland County households paid almost \$1,300 per month if they owned their dwelling unit, and renters paid more at \$1,340 per month.

The Median Monthly Shelter Costs in the Edmonton Metropolitan region were higher for owners at \$1,500 and lower for renters at \$1,255 in 2016.

Median Monthly Shelter Costs by Housing Tenure (2006-2016)

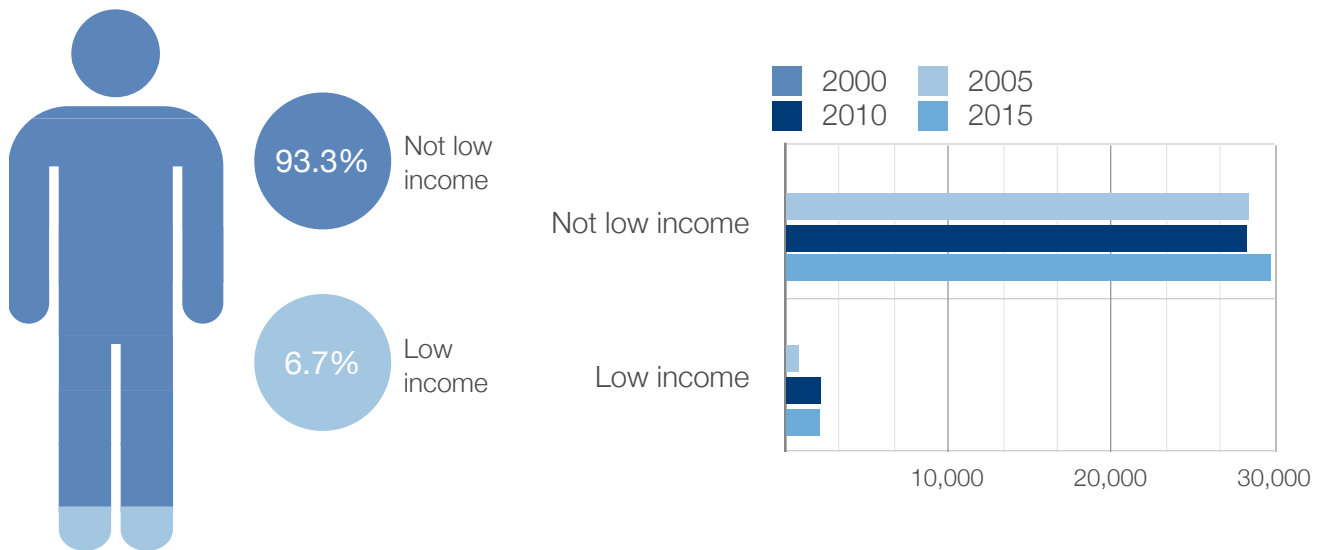


2.6.9. Low Income Measure After Tax

The Low Income Measure, after tax (LIM-AT), refers to a fixed percentage (50%) of median-adjusted after-tax income of private households. Adjustment for household sizes reflects the fact that a household's needs increase as the number of members increases.³⁵

In 2015, 6.7% of Parkland County households were deemed to be 'low income' based on the LIM-AT low income measure. This rate of low income has declined in Parkland County since 2010. The proportion of Parkland County families deemed to be low income compares favourably to the Edmonton Metropolitan Region, where a total of 9.3% of families were 'low income' in 2015.

Prevalence of Low Income Based on the LIM-AT (2015)³⁶



³⁵ For example, a household of five has greater needs than a household of two. This adjustment for different household sizes reflects the fact that a household's needs increase, but at a decreasing rate, as the number of members increases.

³⁶ For the Federal Census, the reference year for all income data is the previous calendar year. Data for Low Income Measure, after tax is not available in 2000.

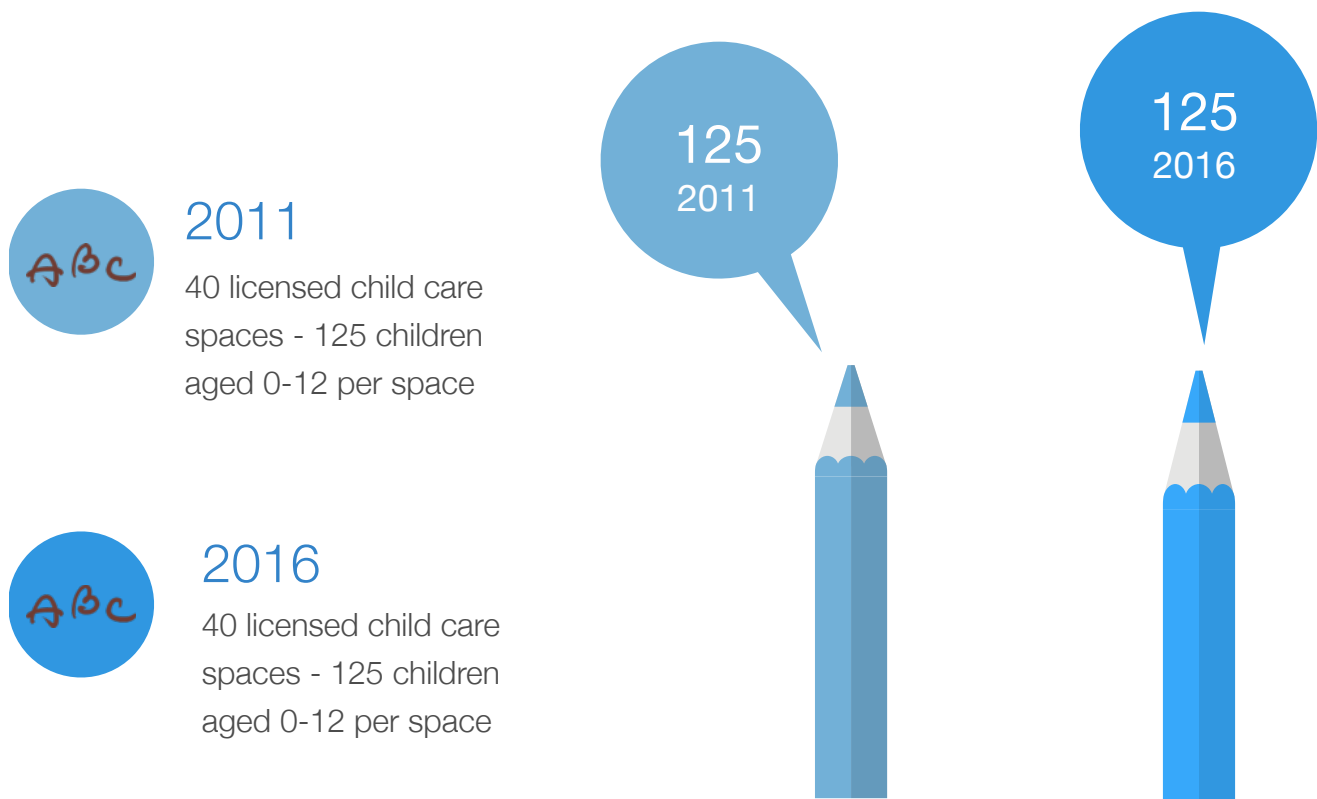
2.6.10. Child Care

The availability of a large segment of the workforce depends on the availability of affordable quality child care. In Parkland County, 43% of families have children, of which 6% are lone parents.

Licensed child care spaces as approved by the Province represent one, albeit important, segment of formal child care. Parkland County has a limited number of licensed child care spaces, which has not changed between 2011 and 2016.³⁷

The number of children aged 0-12 years per licensed space has remained the same over the period of analysis at 125. These rates are significantly higher than the average for the Edmonton Metropolitan Region which averaged 5.8 and 5.3 children aged 0-12 per licensed space in 2011 and 2016 respectively.³⁸

Children Aged 0-12 Per Licensed Child Care Spaces (2011-2016)



³⁷ Licensed child care spaces include those in the following programs: Daycare Program, Family Day Home Program, Out of School Care and Pre-School Program. More information is available at: <https://open.alberta.ca/opendata/childcareinformation>

³⁸ A lower number of children per licensed space is better as it indicates a greater availability of formal child care.

2.6.11. Employers

The number of businesses in Parkland County remained relatively the same between 2001 and 2016. There was an increase of 23% in the number of businesses between 2011 and 2016.

The Construction sector exhibited the largest growth in Parkland County since 2001, adding nearly 50 businesses over the past 15 years. The Administrative and support, waste management and remediation services sector added almost 30 businesses over the same period.

Business Entities by Industry 2001-2016 (2 digit NAICS)³⁹

Industry	2001	2006	2011	2016
11 Agriculture, forestry, fishing and hunting	82	53	43	61
21 Mining, quarrying, and oil and gas extraction	37	29	34	38
22 Utilities	2	2	5	6
23 Construction	271	241	257	319
31-33 Manufacturing	64	48	46	59
41 Wholesale trade	61	48	42	52
44-45 Retail trade	70	32	47	64
48-49 Transportation and warehousing	141	92	90	124
51 Information and cultural industries	3	2	6	4
52 Finance and insurance	21	13	13	11
53 Real estate and rental and leasing	40	34	36	54
54 Professional, scientific and technical services	159	118	126	143
55 Management of companies and enterprises	25	14	11	8
56 Administrative and support, waste management and remediation services	38	28	55	65
61 Educational services	9	10	10	10
62 Health care and social assistance	34	27	29	44
71 Arts, entertainment and recreation	12	11	15	18
72 Accommodation and food services	42	26	21	28
81 Other services (except public administration)	119	73	103	114
91 Public administration	3	4	4	4
Total	1,233	905	993	1,226

³⁹ More information is available under Business Activity at: <https://regionaldashboard.alberta.ca/#/>.

3. Appendix A: Technical

Applications Management Consulting Ltd has an Employment Demand and Supply Model that projects employment by detailed industry and occupation. This model, in conjunction with our regional population forecasting model have been used to estimate where the data is not available.

This includes the following information contained in this report:

- ▶ Population Growth (page 6): Where census information is not available, Applications has estimated the intervening years using our Population Employment Forecasting Model. This model calibrates historic municipal population and employment data to regional (Census Metropolitan Area - CMA) totals.
- ▶ Labour Force Participation Rates (page 12): Data for non-census years has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Employment Rates (page 13): Data for non-census years has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Employment Growth (page 14): Data for non-census years has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Full Time / Part Time Employment (page 15): Data for 2015 has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Unemployment Rates (page 16): Data for non-census years has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Employment by Industry (page 18): 2006 employment by industry data was not available at the same level of industry data as 2011 and 2016. This data was estimated from the available industry categories and disaggregated to 2 digit NAICS using Labour Force Data at the regional CMA level for the affected industries.
- ▶ Work At Home by Industry (page 20): This data was taken from work Applications' completed for Alberta Transportation where regional population and employment estimates were made for over 1,300 Traffic Zones. This data included an estimate of employment associated with 'work at home' by 2 digit NAICS. These 'work at home' estimates are based on a special run of this data from Statistics Canada census and advanced to 2016.
- ▶ Detailed 4 Digit NOC (page 25): Applications' Employment Demand and Supply Model works at a 4 digit NOC level. The industry employment levels for each municipality have been run through this model to estimate the occupational employment by industry and by detailed occupation.
- ▶ Skill Level (page 29): Skill levels are assigned to each 4 digit NOC. Once the detailed NOC analysis was completed, skill levels were assigned to estimate the total number of workers in each skill level group.

- ▶ Labour Market Gap (page 34): Jobs data was taken from work Applications' completed for Alberta Transportation where regional population and employment estimates were made for over 1,300 Traffic Zones. Workers data is from the Federal Census 2016.

4. Appendix B: Sources

Unless otherwise footnoted, data used is from the Federal Census. Federal Census data contained in this report is from 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data.

Federal Census data includes the following information contained in this report:

- ▶ Population Growth (page 6): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Population by Age Group (pages 7-8): Information used is from the Federal Census 2001 and 2016.
- ▶ Family Composition (page 9): Information used is from the Federal Census 2011 and 2016.
- ▶ Working Age Population (page 10): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Labour Force by Gender (page 11): Information used is from the Federal Census 2001 and 2016.
- ▶ Labour Force Participation Rates (page 12): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Employment Rate (page 13): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Employment Growth (page 14): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Full Time / Part Time Employment (page 15): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Unemployment Rates (page 16): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ 2 Digit NAICS (pages 17-18): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ 1 Digit NOC (pages 21-22): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ 1 Digit NOC by Gender (pages 23-24): Information used is from the Federal Census 2001 and 2016.
- ▶ Highest Level of Educational Attainment Overview (page 26): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Post Secondary Breakdown (page 27): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Post Secondary Field of Study (page 28): Information used is from the Federal Census 2001, 2006, 2011 and 2016.

- ▶ Work to Home by Municipality (pages 30-32): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Work to Home Transportation (page 33): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Median Household Income (page 37): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Household Income Distribution (page 38): Information used is from the Federal Census 2016.
- ▶ Income by Family Composition (page 39): Information used is from the Federal Census 2011 and 2016.
- ▶ Economic Family Income Distribution (page 41): Information used is from the Federal Census 2011 and 2016.
- ▶ Housing Affordability (page 42): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Housing Tenure (page 43): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Monthly Shelter Costs (page 44): Information used is from the Federal Census 2006, 2011 and 2016.
- ▶ Low Income Measure After Tax (page 52): Information used is from the Federal Census 2006, 2011 and 2016.

