

Talent & Employment

This profile presents information on Mississauga's current labour force characteristics. It also includes statistics on graduates from colleges and universities and information pertaining to payroll conditions in Mississauga.

Current Labour Force and Characteristics

- The City of Mississauga is part of the largest labour force market in Canada, the Greater Toronto Area (GTA). Within the GTA, employees can be recruited from a large employment base of 4.1 million people.
- Because of the magnitude and diversity of the industrial and commercial base located in Mississauga, this city has become one of the most significant employment growth centres within the GTA. More than 21,000 businesses in Mississauga employ close to 423,000 people.

Employment Statistics

- In 2012, Mississauga's population was 741,000 and had an employment ratio of .56 which means that for every 100 residents of the city, there were 56 local jobs.
- Mississauga has an participating resident labour force of more than 413,000 people.
- The table below illustrates the city is a net importer of more than 34,705 employment opportunities.

Total Employment and Resident Labour Force

	2008	2009	2010	2011	2012
Population	728,000	730,000	734,000	738,000	741,000
Total Employment	427,165	422,590	418,990	415,710	413,325
Employment Ratio (1)	0.59	0.58	0.57	0.56	0.56
Participating Resident Labour Force (2)	401,050	405,255	411,590	414,660	413,340
Labour Import (Export) (3)	55,000	56,240	46,090	35,880	34,705

Source: City of Mississauga, Planning & Building Department, 2008-2012
Employment Profiles

Notes: (1) Total employment divided by the total population

(2) Resident labour force multiplied by the participation rate of 67.2% from the Labour Force Survey

(3) Total employment positions minus the employed labour force

Labour Force by Selected Industry Sector

Industry Sector	Canada	Ontario	Mississauga
Total Labour Force 15 years & over by industry	17,990,085	6,864,985	395,805
Manufacturing	9%	10%	11%
Retail Trade	11%	11%	11%
Health Care & Social Assistance	11%	10%	8%
Professional, Scientific & Technical Services	7%	7%	9%
Transportation & Warehousing	5%	4%	7%
Finance & Insurance	4%	5%	7%
Wholesale Trade	4%	4%	7%

Source: Statistics Canada, 2011 Census, National Household Survey

- The City of Mississauga has a greater amount of its labour force involved in manufacturing, professional, scientific and technical services and finance and insurance sectors compared to Ontario and Canada.

Labour Force by Occupation

Classification	Canada	Ontario	Mississauga
Total Labour Force 15 Years & Over by Occupation	17,146,135	6,864,985	395,805
Sales & Service Occupations	23%	23%	23%
Business, Finance & Administration Occupations	16%	17%	20%
Trades, Transport & Equipment Operators & Related Occupations	14%	13%	11%
Management Occupations	11%	11%	11%
Natural & Applied Sciences & Related Occupations	7%	7%	10%
Occupations in Education, Law and Social, Community and Government Services	11%	12%	8%
Health Occupations	6%	6%	5%
Occupations in Manufacturing and Utilities	4%	5%	5%
Natural resources, agriculture and related production occupations	2%	2%	1%
Occupations in Art, Culture, Recreation & Sport	3%	3%	2%

Source: Statistics Canada, 2011 Census, National Household Survey

- The City of Mississauga has a greater amount of its labour force by occupation involved in business, finance and administrative occupations, and management occupations compared to Ontario and Canada.

Education

Level of Educational Attainment

	Canada		Ontario		Toronto CMA		Mississauga	
	#	%	#	%	#	%	#	%
Total Population, Ages 25 to 64	18,383,920	100.0	7,018,880	100.0	3,132,705	100.0	398,575	100.0
No Certificate, Diploma or Degree	2,330,580	12.7	769,575	11.0	309,015	9.9	33,070	8.3
High School Diploma or Equivalent	4,270,665	23.2	1,702,160	24.3	677,560	21.6	83,820	21.0
Apprenticeship or Trades Certificate or Diploma	2,218,805	12.1	546,565	7.8	182,330	5.8	23,835	6.0
College, CEGEP, or other Non-University Certificate or Diploma	3,913,710	21.3	1,654,395	23.6	619,105	19.8	80,945	20.3
University Certificate or Diploma below Bachelor Level	894,745	4.9	318,130	4.5	192,490	6.1	29,650	7.4
University Certificate, Diploma or Degree at Bachelor's Level or Above	4,755,420	25.9	2,028,055	28.9	1,152,205	36.8	147,260	36.9

Source: Statistics Canada, 2011 National Household Survey

- Mississauga's population is well educated and the proportion with a university degree or diploma is well above the national average
- More than 2/3 of Mississauga's adult population ages 25 to 64 have post secondary education
- Over 1/3 have a university degree at or above the bachelor level, 1/5 have a college education and under 1/20 have a trade certificate or diploma.

Major Field of Study

	Canada		Ontario		Toronto CMA		Mississauga	
	#	%	#	%	#	%	#	%
Total Population 15 Years and Over by Major Field of Study - Classification of Instructional Programs	27,259,525	100.0	10,473,665	100.0	4,546,140	100.0	580,000	100.0
Architecture, Engineering & Related Technologies	3,193,975	11.7	1,151,370	11.0	477,070	10.5	71,465	12.3
Business, Management & Public Administration	3,187,570	11.7	1,222,405	11.7	638,900	14.1	88,465	15.3
Health and Related Fields	2,060,605	7.6	791,620	7.6	299,660	6.6	38,120	6.6
Social & Behavioral Sciences & Law	1,497,755	5.5	682,335	6.5	339,705	7.5	38,690	6.7
Education	1,109,460	4.1	387,620	3.7	155,630	3.4	18,735	3.2
Personal, Protective & Transportation Services	900,005	3.3	309,720	3.0	104,465	2.3	13,480	2.3
Humanities	821,590	3.0	348,190	3.3	184,090	4.0	21,410	3.7
Mathematics, Computer & Information Sciences	601,705	2.2	267,625	2.6	152,320	3.4	21,500	3.7
Visual & Performing Arts, & Communications Technologies	548,630	2.0	222,150	2.1	126,165	2.8	11,140	1.9
Physical & Life Sciences & Technologies	554,675	2.0	229,270	2.2	121,300	2.7	17,655	3.0
Agriculture, Natural Resources & Conservation	326,230	1.2	103,815	1.0	30,315	0.7	3,770	0.7
Other Fields of Study	2990	0.0	1,210	0.0	345	0.0	50	0.0

Source: Statistics Canada, 2011 National Household Survey

- Mississauga has a greater concentration of post-secondary qualifications in Business Management & Public Administration & Architecture, Engineering & Related Technologies when compared with Canada, Ontario and the Toronto Census Metropolitan Area (CMA).

Universities within Commuting Distance of Mississauga

University	Location
McMaster University	Hamilton
Ontario College of Art & Design	Toronto
Ryerson University	Toronto
University of Guelph	Guelph
University of Ontario Institute of Technology	Oshawa
University of Toronto	Toronto & Mississauga
University of Western	London
University of Waterloo	Waterloo
Wilfrid Laurier University	Waterloo
York University	North York
<i>Source: Ministry of Education, 2013</i>	

- 10 universities within commuting distance (approximately 1 hour)
- Home to University of Toronto Mississauga (UTM), part of Canada's largest university which is also one of the most highly respected research institutions in North America. UTM has 15 academic departments, an Institute of Communication, Culture and Information Technology, 143 programs and 87 areas of study. Its population numbers about 12,600 undergraduate students and 600 graduate students, along with 800 faculty and staff. The Mississauga Academy of Medicine is located on campus in the Terrence Donnelly Health Sciences Complex.

University Graduates within Commuting Distance of Mississauga

Program	Number of Graduates
Applied Arts	36,691
Business	6,603
Health	9,580
Technology	6,113
Total	58,987
<i>Source: Ministry of Education, 2009</i>	
<i>Notes: Extrapolated data of degrees awarded to graduates by selected program of study for 2008</i>	

- In 2008, more than 58,000 students graduated from universities located within commuting distance of Mississauga.

Colleges within Commuting Distance of Mississauga

University	Location
Centennial College of Applied Arts & Technology	Toronto
Conestoga College Institute of Technology & Advanced Learning	Kitchener
Durham College of Applied Arts & Technology	Oshawa
Fanshawe College of Applied Arts & Technology	London
George Brown College of Applied Arts & Technology	Toronto
Georgian College of Applied Arts & Technology	Barrie
Humber College Institute of Technology & Advanced Learning	Toronto
Mohawk College of Applied Arts & Technology	Hamilton
Niagara College of Applied Arts & Technology	Welland
Sheridan College Institute of Technology & Advanced Learning	Oakville, Brampton & Mississauga*
Seneca College of Applied Arts & Technology	North York
<i>Source: Ministry of Education, 2013</i>	

- 11 colleges within commuting distance (approximately 1 hour)
- Sheridan Institute of Technology & Advanced Learning Hazel McCallion Campus opened in downtown Mississauga during summer 2011.

Graduates within Commuting Distance of Mississauga

Program	Number of Graduates
Applied Arts	3,429
Business	7,314
Health	3,557
Technology	4,511
Total	18,811
Source: Ministry of Education, 2009	
Notes: Graduates between 2007 & 2008	

- Between 2007 & 2008, close to 18,000 students graduated with industry-related skills from colleges located within commuting distance of Mississauga.

Payroll Overhead/Fringe Benefits

- Employers are required to make certain deductions from the employee's pay and remit them to various government agencies for: employment insurance, income tax and the Canada Pension Plan. Other government-specified benefits includes vacation pay and workers' compensation.
- In addition to standard payroll overhead, employers frequently offer fringe benefits which are often a combination of employee and employer contributions. These fringe benefits commonly include paying all or part of life insurance, major medical and/or dental benefits, pension plans and longer vacations for long service employees.

Standard Payroll Overhead

2010 Canada Pension Plan (CPP)

Employee pays 4.95% of gross pay to a maximum of \$2,163.15

Employer must match the employee contribution

For further information, contact:

[Canada Revenue Agency](#)

2010 Employment Insurance Commission (EIC)

Employee pays 1.73% to a maximum of \$747.36

Employer pays 1.4 times employee's premium

Maximum insurable earnings are \$43,200

For further information, contact:

[Service Canada](#)

Tel: 1-800-206-7218

Workers' Compensation

Rates are established according to a firm's end product or service, and applied against the employer's payroll

For further information, contact:

[Workplace Safety & Insurance Board \(WSIB\)](#)

Tel: 416-344-1000, 1-800-387-5540

Vacation Pay

4% of total wages (minimum)

For further information, contact:

[Ontario Ministry of Labour](#)

Employment Standards Branch

Tel: 416-326-7160, 1-800-531-5551

Income Tax

Employer deducts income tax from the employee's wages and remits to the Federal Government. Tables are available on Canada Revenue Agency website.

For further information, contact:

[Canada Revenue Agency](#)

Tel: 1-800-959-5525

Employer's Health Tax

For a total annual remuneration over \$400,000 the tax rate is 1.95%.

For further information, contact:

[Ministry of Finance](#)

Tel: 1-800-668-8297

Ontario Health Premium

This health premium applies to a taxable income of \$20,000 and over and collected through the Federal Income Tax tables that payroll providers have.

For further information, contact:

[Ministry of Finance](#)

Tel: 1-800-668-8297

Training & Employment Programs

- Mississauga has three Service Canada Centres. There are several employment benefits and support measure programs that Service Canada administers. These include assessment case management centres that refer clients to the various employment interventions in the community. Service Canada's website is www.servicecanada.gc.ca

Service Canada Centres – Mississauga

Mississauga East Service Canada Centre
2525 Dixie Rd
Mississauga ON L4Y 2A1

Mississauga West Service Canada Centre
3085 Glen Erin Dr
Mississauga ON L5L 1J3

Malton Service Canada Centre
6877 Goreway Dr
Mississauga ON L4V 1L9

For further information, call 1-800-206-7218 or visit
www.servicecanada.gc.ca

Employment Programs Include:

Targeted Wage Subsidies

Encourage employers to hire individuals whom they would not normally hire in the absence of a subsidy. Subsidies to a participant's wages help to defray the costs associated with an individual's orientation to the work site and the job.

Ontario Self-Employment Benefit

Assists individuals currently in receipt of EI benefits or have received EI in the past 3 years or 5 years for maternity benefits, to create jobs for themselves by offering income support, advice concerning accessing capital, coaching and technical assistance while they launch their own business.

Ontario Job Creation Partnerships

Provides individuals currently in receipt of EI benefits or have received EI in the past 3 years or 5 years for maternity benefits, with opportunities to gain work experience leading to on-going employment. It involves broad community participation, planning and agreement in the creation of sustainable employment strategy.

Ontario Labour Market Partnerships

Encourage and support employers, employee and/or employer associations and communities to improve their capacity for dealing with local human resource requirements.

Job Opportunities for Youth Program

Employers are subsidized a portion of the wages to hire a young person (15-30 years) for a permanent full-time position.

Employment Assisted Services

For unemployed individuals they provide employment related activities to encourage a quick return to work for the clients; i.e. Job Finding Clubs, Resource Centres and Counselling.

For further information, contact:

Toronto District School Board (TDSB)-Mississauga Community Connections
Tel: 905-896-2233
www.connectionsemployment.ca

Opportunities Fund

To increase the employability and/or economic participation and independence of persons with disabilities.

Information for employers on other Service Canada programs and services is available from:

Community Development Unit
Service Canada
Tel: 905-803-2413
www.servicecanada.gc.ca

Unemployment Rates

- For current, monthly and yearly unemployment rates for Canada, the Provinces including Ontario and the Toronto Census Metropolitan Area, go to www.statcan.gc.ca
- For current unemployment rates for the City of Mississauga, please refer to [Economic Indicators document](#).

Wage Rates

- The City of Mississauga does not conduct wage rate surveys. Results of a wage rate survey conducted every four years, can be found on the Ontario Investment & Trade Centre web site. Please note these numbers represent the entire Toronto Census Metropolitan Area. [Click here for more information](#).



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