

# 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 over 4.6 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 86,170 businesses in Mississauga employ over 425,850 people.

## Employment Statistics

- In 2015, Mississauga's population was 761,000 and had an employment ratio of .56 which means that for every 100 residents of the city, there were 56 local jobs.
- Mississauga has a participating resident labour force of more than 422,763 people.
- The following table illustrates the city is a net importer of 30,989 employment opportunities.

## Total Employment and Resident Labour Force

|   | 2011    | 2012    | 2013    | 2014    | 2015    |
|---|---------|---------|---------|---------|---------|
| Population                              | 738,000 | 741,000 | 753,000 | 757,000 | 761,000 |
| Total Employment                        | 415,710 | 413,325 | 417,585 | 420,500 | 425,850 |
| Employment Ratio (1)                    | 0.56    | 0.56    | 0.56    | 0.56    | 0.56    |
| Participating Resident Labour Force (2) | 414,660 | 413,340 | 424,347 | 418,585 | 422,763 |
| Labour Import (Export) (3)              | 35,880  | 34,705  | 26,338  | 36,655  | 30,989  |

*Source: City of Mississauga, Planning & Building Department, 2012-2016 Employment Profiles*

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

*(2) Resident labour force multiplied by the participation rate 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 share 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            |

*Source: Ministry of Training, Colleges and Universities, 2015*

- 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 | 3,214               |
| Business     | 10,992              |
| Health       | 22,925              |
| Technology   | 7,443               |
| Total        | 44,574              |

*Source: Ministry of Training, Colleges and Universities, 2015*  
*Notes: Extrapolated data of degrees awarded to graduates by selected program of study for 2013.*

- In 2013, more than 44,570 students graduated from universities located within commuting distance of Mississauga.
- Between 2014 & 2015, approximately 34,000 foreign students (full-time) attended universities within commuting distance of Mississauga.

## Colleges within Commuting Distance of Mississauga

| College   | Location                         |
|---|----------------------------------|
| Centennial College of Applied Arts & Technology               | Toronto                          |
| Conestoga College Institute of Technology & Advanced Learning | Kitchener                        |
| Durham College of Applied Arts & Technology                   | Oshawa                           |
| George Brown College of Applied Arts & Technology             | Toronto                          |
| Georgian College of Applied Arts & Technology                 | Barrie                           |
| Humber College Institute of Technology & Advanced Learning    | Toronto                          |
| Michener Institute for Applied Health Sciences                | 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                       |

*Source: Ministry of Training, Colleges and Universities, 2015*

- 11 colleges within commuting distance (approximately 1 hour)
- Sheridan Institute of Technology & Advanced Learning Hazel McCallion Campus opened in downtown Mississauga during summer 2011.
- Expansion of Sheridan's Hazel McCallion Campus (HMC) began in the Fall of 2014, with completion slated for September 2016. The expansion project will result in a new facility housing state-of-the-art classrooms, studios, labs and production spaces, a Centre for Creative Thinking, and a gallery space to showcase students' creativity and innovation. The new space will accommodate an additional 3,200 full-time students for a total enrollment of approximately 5,500.

## Graduates within Commuting Distance of Mississauga

| Program      | Number of Graduates |
|--------------|---------------------|
| Applied Arts | 21,318              |
| Business     | 18,196              |
| Health       | 5,985               |
| Technology   | 9,719               |
| Total        | 55,218              |

*Source: Ministry of Training, Colleges and Universities, 2015*  
*Notes: Graduates between 2013 and 2014. This data does not include the number of graduates from Michener Institute.*

- In 2014, over 55,000 students graduated with industry-related skills from colleges located within commuting distance of Mississauga.
- Between 2014 & 2015, approximately 22,000 foreign students (full-time) attended colleges 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](http://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](http://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](http://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](http://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](http://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](#).

VISIT [WINTHEHUMANRACE.CA](http://WINTHEHUMANRACE.CA)

and connect with Mississauga Economic Development today.

1-800-456-2181 • [economic.development@mississauga.ca](mailto:economic.development@mississauga.ca)

