

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 4.7 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 88,653 businesses in Mississauga employ over 428,309 people.

Employment Statistics

- In 2016, Mississauga's population was 766,000 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 421,223 people.
- The following table illustrates the city is a net importer of 30,675 employment opportunities.

Total Employment and Resident Labour Force

	2011	2012	2013	2014	2015	2016
Population	738,000	741,000	753,000	757,000	761,000	766,000
Total Employment	415,710	413,325	417,585	420,500	425,850	428,309
Employment Ratio (1)	0.56	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	421,223
Labour Import (Export) (3)	35,880	34,705	26,338	36,655	30,989	30,675

Source: City of Mississauga, Planning & Building Department, 2012-2017 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

Updated June 2017



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, Mathematics, Computer Sciences, Physical, Life Sciences, & Related Technologies when compared with Canada, Ontario and the Toronto Census Metropolitan Area (CMA).

Universities within Commuting Distance of Mississauga

University	Location
Algoma University	Brampton
Brock University	St. Catherines, Hamilton
Laurentian University	Barrie
McMaster University	Hamilton, Burlington, Waterloo, Niagara, Mississauga
Nipissing University	Brantford
Ontario College of Art & Design	Toronto
Ryerson University	Toronto
Trent University	Oshawa
University of Guelph	Guelph, Toronto
University of Ontario Institute of Technology	Oshawa
University of Ottawa	Toronto
University of Toronto	Toronto, Mississauga
University of Waterloo	Waterloo, Cambridge, Kitchener
Wilfrid Laurier University	Waterloo, Kitchener, Brantford, Toronto
York University	Toronto

Source: Ministry of Advanced Education and Skills Development, 2016
Note: Locations of the campuses are only inclusive of those that are approximately 1-hour driving radius from Mississauga.

- 15 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; Information & Technology; and Institute for Management & Innovation, 147 programs and 90 areas of study.

Its population numbers about 13,500 undergraduate students and 600 graduate students, along with 980 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	3,047
Business	10,056
Health	6,239
Technology	22,470
Total	41,812

Source: Ministry of Advanced Education and Skills Development, 2016
Notes: Extrapolated data of degrees awarded in 2015 to university graduates by selected program of study. Numbers of graduates only includes figures from universities with main campuses that are within a one hour radius drive from Mississauga: McMaster University, OCAD, Ryerson University, University of Guelph, UOIT, University of Toronto, University of Waterloo, Wilfrid Laurier University, and York University.

- In 2015, more than 41,800 students graduated from universities located within commuting distance of Mississauga.
- Between 2015 & 2016, approximately 31,000 foreign students (full-time) attended universities within commuting distance of Mississauga.

Colleges within Commuting Distance of Mississauga

College	Location
Cambrian College	Toronto, Brampton
Canadore College	Toronto
Centennial College	Toronto, Pickering, Richmond Hill
Collège Boréal	Toronto
Conestoga College	Kitchener, Guelph, Waterloo, Cambridge, Brantford
Durham College	Oshawa, Pickering, Whitby
Fanshawe College	Woodstock
George Brown College	Toronto
Georgian College	Barrie, Orangeville
Humber College	Toronto, Orangeville
La Cité Collégiale	Toronto
Michener Institute	Toronto
Mohawk College	Hamilton, Brantford, Stoney Creek, Mississauga
Niagara College	Welland, Niagara-on-the-Lake, Niagara Falls
Sheridan College	Oakville, Brampton, Mississauga
Seneca College	Toronto, Markham, Newmarket, King City, Vaughan
St. Clair College	Toronto

Source: Ministry of Advanced Education and Skills Development, 2016
Notes: Michener Institute is not provided by the Ministry of Advanced Education and Skills Development. Locations of campuses are inclusive of only those that are approximately 1-hour driving radius from Mississauga.

- 17 colleges within commuting distance (approximately 1 hour driving radius).
- 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, and was completed for the start of the 2017

year. The new facility, on the same site, houses 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 accommodates 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	21,739
Business	19,047
Health	6,031
Technology	10,526
Total	57,343

Source: Ministry of Advanced Education and Skills Development, 2016
Notes: Graduates between 2014 and 2015. Numbers of graduates only includes figures from colleges with main campuses within a one hour radius drive from Mississauga: Centennial College, Conestoga College, Durham College, George Brown College, Georgian College, Humber College, Michener Institute, Mohawk College, Niagara College, Sheridan College and Seneca College.

- In 2015, over 57,000 students graduated with industry-related skills from colleges located within commuting distance of Mississauga.
- Between 2015 & 2016, over approximately 25,000 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

2017 Canada Pension Plan (CPP)

Employee pays 4.95% of gross pay to a maximum of \$2,564.10

Employer must match the employee contribution

For further information, contact:

[Canada Revenue Agency](#)

2017 Employment Insurance Commission (EIC)

Employee pays \$1.63 per \$100 of insurable earnings

Employer pays 1.4 times employee's premium

Maximum insurable earnings are \$51,300

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 Passport Office - Passport Services Only
Suite 22 Main Floor-377 Burnhamthorpe Rd. E.
Mississauga ON L4Z 1C7

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

Malton Service Canada Centre
Unit 5-6877 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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and connect with Mississauga Economic Development today.

1-800-456-2181 • economic.development@mississauga.ca

