

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 Jan. 2018



Labour Force by Selected Industry Sector

| Industry Sector | Canada | Ontario | Mississauga |
|--|------------|-----------|-------------|
| Total Labour Force 15 years & over by industry | 18,672,475 | 7,141,675 | 394,640 |
| Manufacturing | 9% | 10% | 10% |
| Retail Trade | 11% | 11% | 11% |
| Health Care & Social Assistance | 11% | 11% | 8% |
| Professional, Scientific & Technical Services | 7% | 8% | 10% |
| Transportation & Warehousing | 5% | 5% | 7% |
| Finance & Insurance | 4% | 5% | 7% |
| Wholesale Trade | 4% | 4% | 6% |

Source: Statistics Canada, 2016 Census

- 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 | 18,672,470 | 7,141,675 | 394,640 |
| Sales & Service Occupations | 23% | 23% | 24% |
| Business, Finance & Administration Occupations | 15% | 16% | 19% |
| Trades, Transport & Equipment Operators & Related Occupations | 14% | 13% | 12% |
| 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% | 9% |
| Health Occupations | 7% | 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, 2016 Census

- 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 | 18,931,380 | 100.0 | 7,229,120 | 100.0 | 3,288,690 | 100.0 | 395,240 | 100.0 |
| No Certificate, Diploma or Degree | 2,169,790 | 11.5 | 752,995 | 10.4 | 316,395 | 9.6 | 33,520 | 8.5 |
| High School Diploma or Equivalent | 4,494,585 | 23.7 | 1,768,955 | 24.5 | 718,855 | 21.9 | 85,095 | 21.5 |
| Apprenticeship or Trades Certificate or Diploma | 2,042,430 | 10.8 | 446,390 | 6.2 | 147,990 | 4.5 | 18,190 | 4.6 |
| College, CEGEP, or other Non-University Certificate or Diploma | 4,241,985 | 22.4 | 1,782,530 | 24.7 | 660,375 | 20.1 | 81,505 | 20.6 |
| University Certificate or Diploma below Bachelor Level | 580,885 | 3.1 | 170,925 | 2.4 | 101,090 | 3.1 | 12,550 | 3.2 |
| University Certificate, Diploma or Degree at Bachelor's Level or Above | 5,401,705 | 28.5 | 2,307,320 | 31.9 | 1,343,990 | 40.9 | 164,375 | 41.6 |

Source: Statistics Canada, 2016 Census

- Mississauga's population is well educated.
- 70 percent of Mississauga's adult population aged 25 to 64 have some post-secondary education, well above the national average.
- 42% of Mississauga residents aged 25 to 64 hold a university degree at or above a bachelor level.

Major Field of Study

| | Canada | | Ontario | | Toronto CMA | | Mississauga | |
|---|------------|-------|------------|-------|-------------|-------|-------------|-------|
| | # | % | # | % | # | % | # | % |
| Total Population 15 Years and Over by Major Field of Study - Classification of Instructional Programs | 28,643,015 | 100.0 | 11,038,440 | 100.0 | 4,879,095 | 100.0 | 594,765 | 100.0 |
| Business, Management & Public Administration | 3,360,045 | 11.7 | 1,279,665 | 11.6 | 683,170 | 14.0 | 88,915 | 14.9 |
| Architecture, Engineering & Related Technologies | 3,327,405 | 11.6 | 1,173,030 | 10.6 | 483,705 | 9.9 | 67,395 | 11.3 |
| Health and Related Fields | 2,266,720 | 7.9 | 865,970 | 7.8 | 329,520 | 6.8 | 40,250 | 6.8 |
| Social & Behavioral Sciences & Law | 1,761,900 | 6.2 | 810,410 | 7.3 | 404,445 | 8.3 | 43,620 | 7.3 |
| Education | 1,060,095 | 3.7 | 349,745 | 3.2 | 143,825 | 2.9 | 16,275 | 2.7 |
| Personal, Protective & Transportation Services | 995,825 | 3.5 | 340,285 | 3.1 | 113,240 | 2.3 | 13,810 | 2.3 |
| Humanities | 850,840 | 3.0 | 359,560 | 3.3 | 190,960 | 3.9 | 22,050 | 3.7 |
| Mathematics, Computer & Information Sciences | 651,480 | 2.3 | 290,045 | 2.6 | 167,300 | 3.4 | 21,815 | 3.7 |
| Physical & Life Sciences & Technologies | 614,280 | 2.1 | 253,905 | 2.3 | 135,195 | 2.8 | 18,590 | 3.1 |
| Visual & Performing Arts, & Communications Technologies | 596,230 | 2.1 | 246,075 | 2.2 | 138,915 | 2.8 | 12,075 | 2.0 |
| Agriculture, Natural Resources & Conservation | 339,050 | 1.2 | 106,895 | 1.0 | 31,395 | 0.6 | 4,110 | 0.7 |
| Other Fields of Study | 3,170 | 0.0 | 1,405 | 0.0 | 335 | 0.0 | 15 | 0.0 |

Source: Statistics Canada, 2016 Census

- Mississauga has a greater concentration of post-secondary qualifications in Business, Management & Public Administration, Mathematics, Computer & Information Sciences, and Physical & Life Sciences and Technologies when compared to Canada, Ontario and the Toronto Census Metropolitan Area (CMA).

Universities with Programs 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.

- 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 17 academic departments, 156 programs and 92 areas of study.

- UTM now includes 14,000 undergraduate students, 682 graduate students and a staff of over 2,500 full- and part-time employees.
- Award-winning facilities at UTM include the Terrence Donnelly Health Sciences Complex, the Instructional Centre, the Hazel McCallion Academic Learning Centre, the Recreation, Athletics and Wellness Centre, Deerfield Hall and the Communication, Culture and Technology building.

University Graduates within Commuting Distance of Mississauga

| Program | Number of Graduates, 2016 |
|---|---------------------------|
| Fine & Applied Arts | 8,204 |
| Business | 12,487 |
| Health | 8,204 |
| Science, Technology, Engineering & Mathematics (excluding Health) | 25,068 |
| Total | 48,995 |

Source: Ministry of Advanced Education and Skills Development, 2017

Notes: Extrapolated data of degrees awarded to university graduates by selected program of study (based on 2016 start year). 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, Western University, and York University.

- Approximately 49,000 students graduated from universities located within commuting distance of Mississauga (with 2016 program start).
- During the 2016/17 school year, 41,187 international students (full time only) 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.
- During the 2016/17 school year, 36,666 international 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 (less a basic exemption amount of \$3,500) to a maximum of \$2,593.80.

Employer must match the employee contribution

For further information, contact:

[Canada Revenue Agency](#)

2017 Employment Insurance Commission (EIC)

Employee pays \$1.66 per \$100 of insurable earnings

Employer pays 1.4 times employee's premium

Maximum insurable earnings are \$51,700

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, 1-800-387-0750

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

Tax rate determined by total annual remuneration and ranges from 0.98% to a maximum of 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 is 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 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.

Ontario Youth Job Connection Programs

Employers receive financial incentives and training support for hiring youth (15 to 29 years).

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:

Mississauga Service Canada
Tel: 1-800-622-6232
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](#).

VISIT WINTHEHUMANRACE.CA

and connect with Mississauga Economic Development today.

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

