



Corporate Report

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DATE: December 14, 2004

TO: Chairman and Members of Planning and Development Committee
Meeting Date: January 10, 2005

FROM: Edward R. Sajecki
Commissioner of Planning and Building

SUBJECT: **2004 Employment Profile Report**

ORIGIN: Planning and Building Department

BACKGROUND: The City of Mississauga undertook a comprehensive employment survey in 2004 involving cooperative efforts between the Planning and Building Department and the Economic Development Office.

The study titled "*2004 Employment Profile*" (attached under separate cover), provides a profile of employment and businesses in the City which assists in the assessment of how the goals in the Strategic Plan and Mississauga Plan are being implemented. It also compares 2004 employment data with past employment information and the projections from the 2003 Growth Forecast.

The 2004 Employment Profile newsletter which presents key data from the report, is also attached under separate cover. The newsletter is available from the Planning and Building Department and is posted on the City's web site.

COMMENTS: The 2004 Employment Profile of the City of Mississauga is based on information in the Mississauga Employment Database (MED) and the 2004 Employment Survey undertaken from May to September of 2004. The survey involves extensive field surveys, a mail-out questionnaire and a telephone survey of selected

businesses. The principal findings with respect to employment and businesses in Mississauga are as follows:

- Employment based on the 2004 Employment Survey was 383,160. When this figure is brought in line with the Census definition of employment to consider persons with multiple jobs and home-based businesses, the estimate of total employment is approximately 407,400;
- Mississauga has an employment ratio of .60, that is, for every 100 residents of the City there were 60 local jobs;
- There are approximately 21,845 fewer members of the Mississauga resident labour force than there are employment positions in the City of Mississauga. When unemployment is considered, it is estimated that Mississauga had a net imported labour force of 49,645 positions in 2004. This meets one of the population and employment objectives in Mississauga Plan, "*to continue to be a net importer of labour*";
- A review of the total employment by planning district finds that the three main concentrations are Northeast, Gateway and Meadowvale Business Park, which represent over half of the total employment opportunities in the City in 2004;
- The City's employment profile continues to be dominated by small businesses. In 2004, 73% of the City's businesses were establishments of less than 20 employees while 43% had fewer than five employees;
- The largest portion of the employment base in Mississauga was in mid-sized firms between 20 and 300 employees. These firms represent 15% of the total number of businesses but constitute 47% of the workforce;

- The four business sectors, wholesale trade, manufacturing, retail trade, and transportation and warehousing, make up approximately 46% of businesses and 54% of employment positions in the City;
- Employment density refers to the number of employees per geographic area, using the total employment of each traffic zone and the area of that traffic zone. The City's average gross employment density is 13 employees per hectare (5 employees per acre) and the average net employment density is 45 employees per hectare (18 per acre); and
- A comparison of employment survey data from 2003 to 2004 indicates an increase in employment of 2%.

CONCLUSION:

The collection of employment information through the annual employment survey is an important data resource. In addition to monitoring strategic and planning policies, the data are used in forecasting and planning for future needs and services, attracting businesses to the City, retention programs for existing businesses and the development of future financial and economic strategies.

These data are also used to produce employment profiles for each of the employment planning districts, highlighting information such as top employers, vacant land, types of businesses, number of vacancies and employment densities. Further, data collected from the 2004 and previous employment surveys will be analysed to identify trends and issues. For example, the data will assist in district policy reviews and other policy studies such as the identification of industrial areas that are in transition through the review of vacancy and business turnover rates. Finally, the data collected through the employment survey can be linked with other databases, such as the office commercial inventory, to provide tenant profiles by land use and type of building.

RECOMMENDATION: That the report titled "*2004 Employment Profile*" dated December 14, 2004, from the Commissioner of Planning and Building be received for information and circulated to the Mississauga Board of Trade, the Urban Development Institute (Peel Chapter), Economic Development Advisory Council, Peel Halton Dufferin Training Board and the University of Toronto at Mississauga.

Original Signed By:

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Commissioner of Planning and Building