

# 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 2010, employment data was collected for 87% of the 21,190 businesses. Mississauga’s population was 734,000 and had an employment ratio of .57 which means that for every 100 residents of the city, there were 57 local jobs.
- Mississauga has an participating resident labour force of more than 411,000 people.
- The table below illustrates the city is a net importer of more than 46,090 employment opportunities.

## Total Employment and Resident Labour Force

	2006	2007	2008	2009	2010
Population	702,300	707,000	728,000	730,000	734,000
Total Employment	405,990	416,300	427,165	422,590	418,990
Employment Ratio (1)	0.58	0.59	0.59	0.58	0.57
Participating Resident Labour Force (2)	364,050	392,160	401,050	405,255	411,590
Labour Import (Export) (3)	41,940	49,800	55,000	56,240	46,090

*Source: City of Mississauga, Planning & Building Department, 2006-2010 Employment Profiles*

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

*(2) Resident labour force multiplied by the participation rate of 68.6% 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	17,146,135	6,587,575	377,075
Manufacturing	12%	14%	15%
Retail Trade	11%	11%	11%
Health Care & Social Assistance	10%	9%	7%
Professional, Scientific & Technical Services	7%	7%	9%
Transportation & Warehousing	5%	5%	7%
Finance & Insurance	4%	5%	7%
Wholesale Trade	4%	5%	8%

*Source: Statistics Canada, 2006 Census, Labour Force Study*

- 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	6,587,575	377,075
Sales & Service Occupations	24%	23%	22%
Business, Finance & Administration Occupations	18%	18%	23%
Trades, Transport & Equipment Operators & Related Occupations	15%	14%	13%
Management Occupations	10%	10%	11%
Natural & Applied Sciences & Related Occupations	7%	7%	9%
Occupations in Social Science, Education, Government Service & Religion	7%	8%	6%
Health Occupations	6%	5%	4%
Occupations Unique to Processing, Manufacturing & Utilities	6%	7%	8%
Occupations Unique to Primary Industry	4%	3%	1%
Occupations in Art, Culture, Recreation & Sport	3%	3%	2%

*Source: Statistics Canada, 2006 Census*

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

## Average Earnings by Occupation

Classification	Canada	Ontario	Toronto CMA*
Management Occupations	\$72,296	\$80,030	\$93,262
Natural & Applied Sciences & Related Occupations	\$55,368	\$57,100	\$57,145
Health Occupations	\$49,939	\$55,532	\$60,407
Occupations in Social Science, Education, Government Service & Religion	\$43,829	\$48,145	\$53,104
Trades, Transport & Equipment Operators and Related Occupations	\$36,610	\$38,332	\$36,597
Business, Finance & Administration Occupations	\$36,145	\$38,858	\$42,317
Occupations Unique to Processing, Manufacturing & Utilities	\$33,111	\$35,949	\$31,192
Occupations in Art, Culture, Recreation & Sport	\$26,072	\$27,740	\$30,021
Occupations Unique to Primary Industry	\$23,168	\$21,204	\$20,243
Sales & Service Occupations	\$21,163	\$22,459	\$24,136
<i>Source: City of Mississauga Planning &amp; Building Department, 2006 Census</i> <i>Note: * Mississauga is part of the Toronto Census Metropolitan Area (CMA)</i>			

# Education

## Level of Educational Attainment

	Canada		Ontario		Toronto CMA		Mississauga	
	#	%	#	%	#	%	#	%
Total Population, Ages 25 to 64	17,382,115	100.0	6,638,330	100.0	2,861,780	100.0	374,050	100.0
No Certificate, Diploma or Degree	2,683,510	15.4	889,525	13.6	335,440	11.7	38,390	10.3
High School Certificate or Equivalent	4,156,740	23.9	1,660,670	25.0	647,360	22.6	84,275	22.5
Apprenticeship or Trades Certificate or Diploma	2,156,010	12.4	581,130	8.8	197,590	6.9	26,340	7.0
College, CEGEP, or other Non-University Certificate or Diploma	3,533,375	20.3	1,461,630	22.0	534,020	18.7	71,630	19.1
University Certificate or Diploma below Bachelor Level	866,735	5.0	309,945	4.7	185,190	6.5	26,735	7.1
University Certificate, Diploma or Degree at Bachelor's Level or Above	3,985,745	22.9	1,725,425	26.0	962,180	33.6	126,680	33.9

*Source: Statistics Canada, 2006 Census*

- 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 1/10 have a trade certificate or diploma.

## Major Field of Study

	Canada		Ontario		Toronto CMA		Mississauga	
	#	%	#	%	#	%	#	%
Total Population 25 to 64 Years with Post-Secondary Qualifications	10,541,860	100.0	4,078,125	100.0	1,878,980	100.0	251,390	100.0
Architecture, Engineering & Related Technologies	2,341,720	22.2	869,545	21.3	366,950	19.5	56,030	22.3
Business, Management & Public Administration	2,328,865	22.1	879,205	21.6	450,945	24.0	64,225	25.5
Health, Parks, Recreation & Fitness	1,399,280	13.3	538,055	13.2	198,860	10.6	25,270	10.1
Social & Behavioral Sciences & Law	1,062,490	10.1	481,880	11.8	243,450	13.0	28,080	11.2
Education	779,725	7.4	268,100	6.6	109,870	5.8	13,125	5.2
Personal, Protective & Transportation Services	619,680	5.9	205,755	5.0	66,625	3.5	8,800	3.5
Humanities	542,935	5.2	232,005	5.7	125,795	6.7	15,370	6.1
Mathematics, Computer & Information Sciences	500,345	4.7	225,840	5.5	126,905	6.8	17,500	7.0
Visual & Performing Arts, & Communications Technologies	374,900	3.6	153,100	3.8	87,890	4.7	8,050	3.2
Physical & Life Sciences & Technologies	352,645	3.3	148,715	3.6	78,865	4.2	12,050	4.8
Agriculture, Natural Resources & Conservation	237,580	2.3	75,605	1.9	22,565	1.2	2,885	1.1
Other Fields of Study	1,695	0.0	325	0.0	155	0.0	20	0.0

Source: Statistics Canada, 2006 Census

- 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 Education, 2009*

- 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, 148 programs and 89 areas of study. Its population numbers about 11,600 undergraduate students and 470 graduate students, along with 700 faculty and staff.

## 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

*Source: Ministry of Education, 2009*

*Notes: Extrapolated data of degrees awarded to graduates by selected program of study for 2008*

- 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

*Source: Ministry of Education, 2009*

- 11 colleges within commuting distance (approximately 1 hour)
- Future home of Sheridan Institute of Technology & Advanced Learning Campus scheduled to open 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](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](#).



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