

# TALENT & EMPLOYMENT

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# Talent & Employment

This profile contains information on the City of Mississauga's labour force characteristics including statistics on graduates from colleges and universities. Overall the contents of this profile will illustrate the quality of the City of Mississauga's talent base.

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## Education - Enrollment

### University Ecosystem

- The City of Mississauga is within an extensive academic ecosystem with 13 university intuitions located within an hour's commute of the City of Mississauga.
- There are over 15,000 undergraduate and graduate programs in the ecosystem.
- In 2021, 355,219 students were enrolled in the universities.
- 73.7% of all university enrollment in the Province of Ontario is found within an hour's commute of Mississauga.
- Enrollment has increased by 19.4% from 2012.

### Universities with Programs within Commuting Distance of Mississauga

University	Location
Algoma University	Brampton
Brock University	St. Catharine's, Hamilton
McMaster University	Hamilton, Burlington, Waterloo, Niagara, Mississauga
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

*Note: Locations of the campuses are only inclusive of those that are Approximately 1-hour driving radius from Mississauga.*

## Education - Enrollment

### College Ecosystem

- Mississauga is within an extensive academic ecosystem with 21 college institutions located within an hour's commute of the City of Mississauga.
- There are over 2,700 college programs in the ecosystem.
- In 2021, 218,231 students were enrolled in colleges within the educational ecosystem.
- 80% of all college enrollment in the Province of Ontario is found within an hour's commute of Mississauga.
- Enrollment has increased by 24.41% from 2012.

### Colleges with Programs 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
Lambton College	Mississauga
Loyalist College	Toronto
Michener Institute	Toronto
Mohawk College	Hamilton, Brantford, Stoney Creek, Mississauga
Niagara College	Welland, Niagara-on-the-Lake, Niagara Falls
Northern College	Toronto
Sault College	Brampton, Toronto
Sheridan College	Oakville, Brampton, Mississauga
Seneca College	Toronto, Markham, Newmarket, King City, Vaughan
St. Clair College	Toronto

*Locations of campuses are inclusive of only those that are approximately 1-hour driving radius from Mississauga.*

## Education - Enrollment

Overall, there are 571,450 students enrolled in a post-secondary institution within an hour's drive from the City of Mississauga.

The City of Mississauga has a diverse talent pool studying in a diverse number of fields. However, the city's talent pool is well supported in the following key sectors.

### Key Sector Enrollment

- 137,362 students are enrolled in programs related to the City of Mississauga's key sectors (Advanced Manufacturing, Financial Services, ICT, Life Sciences and Smart Logistics).
- Life Sciences has the largest number of students (104,225)
- Followed by Advanced Manufacturing (99,801), ICT (73,703), Financial Services (54,048), and Smart Logistics (13,700)
- Key Sector enrollment has grown by 36.7% since 2012 in comparison to general enrollment that has grown by 21%.

### Key Sector Enrollment, 2020-2021

Key Sector	Number of Enrollment
Advanced Manufacturing	99,801
Financial Services	54,048
ICT	73,703
Life Sciences	104,225
Smart Logistics	13,700

Source: Data from the Ministry of Advanced Education and Skills Development's University and College Enrollment Statistical Reporting system.

### Key Sector Enrollment Growth, 2012-2021

Key Sector	Growth of Enrollment
Advanced Manufacturing	26.99%
Financial Services	25.64%
ICT	47.37%
Life Sciences	27.15%
Smart Logistics	70.48%

Source: Data from the Ministry of Advanced Education and Skills Development's University and College Enrollment Statistical Reporting system.

## Education – University of Toronto Mississauga & Sheridan College

### University of Toronto – Mississauga

- The University of Toronto Mississauga (UTM) is part of Canada's largest university which is also one of the most highly respected research institutions in North America.
- U of T Mississauga has 18 academic units (15 departments and three institutions), 180+ programs and 90 areas of study including categories including Life Sciences, Computer Science and Management.
- UTM now includes 15,200 undergraduate students, 900 graduate students and a staff of over 3,800 full- and part-time employees as well as over 65,000 alumni,
- 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.



### Sheridan College

- Sheridan Institute of Technology & Advanced Learning Hazel McCallion Campus opened in downtown Mississauga during summer 2011.
- The campus has over 6,100 students, 102 classrooms and labs and offers over 30 programs including international business management, supply chain management and project management.
- 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.

# Sheridan

## Education - Graduates

### 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 the 2016 program start).
- During the 2016/17 school year, 41,187 international students (full-time only) attended universities within commuting distance of Mississauga.

### College Graduates within Commuting Distance of Mississauga

Program	Number of Graduates
Applied Arts	22,117
Business	17,940
Health	6,680
Technology	11,326
Total	58,063

Source: Ministry of Advanced Education and Skills Development, 2017 Notes:

Year of graduation 2015-2016. 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 2015-2016, over 58,000 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

## Education – Major Field of Study

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

	Canada		Ontario		Toronto CMA		Mississauga	
	#	%	#	%	#	%	#	%
Total Population 15 Years and Over by Major Field of Study - Classification of Instructional Programs	30,335,915	100	11,782,820	100	5,179,140	100	603,595	100
Business, Management & Public Administration	3,758,250	12.4	1,472,490	12.5	792,910	15.3	96,290	16
Architecture, Engineering & Related Technologies	3,506,120	11.6	1,274,815	10.8	534,650	10.3	71,895	11.9
Health and Related Fields	2,444,500	8.1	939,610	8	365,710	7.1	42,145	7
Social & Behavioral Sciences & Law	2,016,125	6.6	928,970	7.9	445,460	8.6	45,905	7.6
Education	1,113,015	3.7	358,255	3	148,445	2.9	16,285	2.7
Personal, Protective & Transportation Services	1,006,430	3.3	351,505	3	112,315	2.2	13,215	2.2
Humanities	926,560	3.1	388,160	3.3	200,690	3.9	20,955	3.5
Mathematics, Computer & Information Sciences	804,230	2.7	367,845	3.1	211,295	4.1	27,715	4.6
Physical & Life Sciences & Technologies	719,715	2.4	303,310	2.6	159,140	3.1	20,495	3.4
Visual & Performing Arts, & Communications Technologies	631,255	2.1	258,480	2.2	147,305	2.8	11,500	1.9
Agriculture, Natural Resources & Conservation	407,545	1.3	132,765	1.1	34,240	0.7	4,515	0.7
Other Fields of Study	5,305	0	2,555	0	615	0	110	0

Source: Statistics Canada, 2021 Census, Table: 98-10-0389-01

## Education – Level of Educational Attainment

- The City of Mississauga has an extremely well educated population
- In 2021, 72.9 percent of Mississauga's adult population aged 25 to 64 have some post-secondary education, well above the national average.
- 47.2% of Mississauga residents aged 25 to 64 hold a university degree at or above a bachelor level.

	Canada		Ontario		Toronto CMA		Mississauga	
	#	%	#	%	#	%	#	%
Total Population, Ages 25 to 64	19,568,260	100.0	7,584,645	100.0	3,440,845	100.0	392,425	100.0
No Certificate, Diploma or Degree	1,931,850	9.9	667,660	8.8	275,330	8.0	28,030	7.1
High School Diploma or Equivalent	4,501,360	23.0	1,770,810	23.3	694,735	20.2	78,470	20.0
Apprenticeship or Trades Certificate or Diploma	1,886,510	9.6	384,770	5.1	126,870	3.7	14,280	3.6
College, CEGEP, or other Non-University Certificate or Diploma	4,193,505	21.4	1,787,575	23.6	636,610	18.5	73,645	18.8
University Certificate or Diploma below Bachelor Level	623,090	3.2	184,025	2.4	107,675	3.1	12,870	3.3
University Certificate, Diploma or Degree at Bachelor's Level or Above	6,431,945	32.9	2,789,800	36.8	1,599,620	46.5	185,125	47.2

Source: Statistics Canada, 2021 Census, Table: 98-10-0389-01

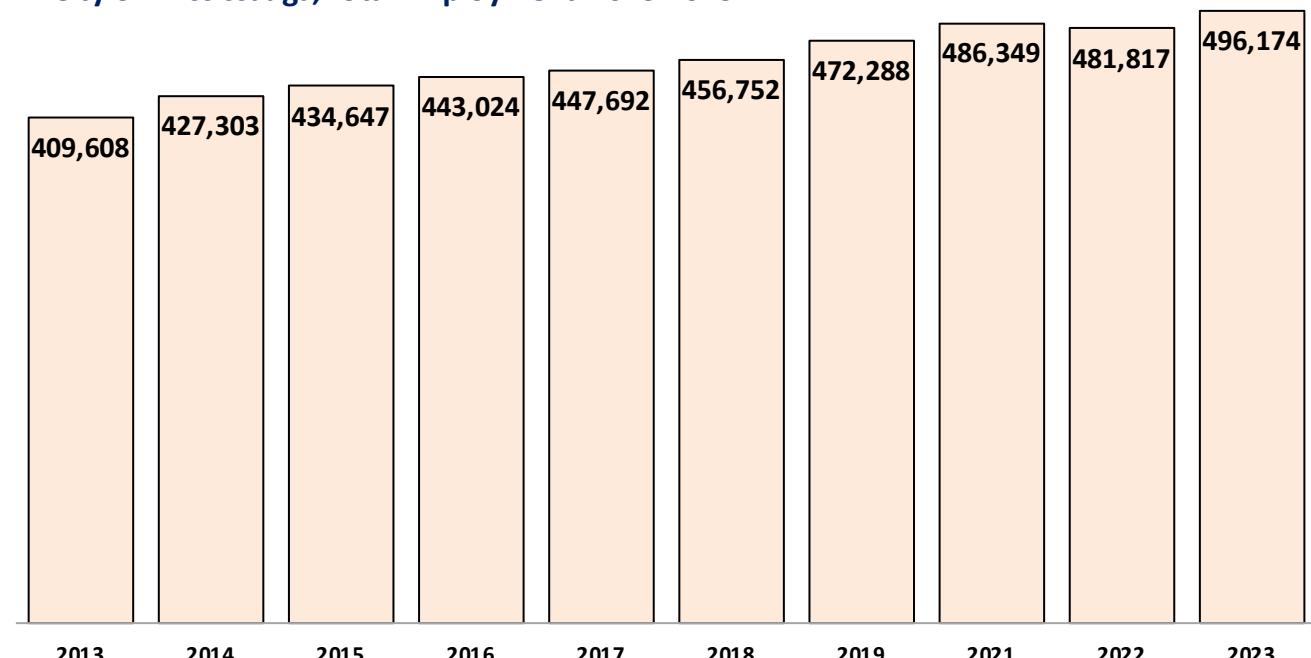
## Employment

- Located within the Toronto Census Metropolitan Area (CMA), the City of Mississauga is part of the largest labour force market in Canada.
- Toronto CMA has labour force of over 3.9 million people (46.7% of Ontario's total labour force).
- The City of Mississauga is a regional economic centre generating over 490,000 jobs and acting as a net importer of over 69,000 jobs (Source: Statistics Canada, 2021 Census, Commute to Work)
- Over the last ten years, employment within Mississauga has increased by over 86,500 (21.1% increase) from 2013 to 2023

### Workforce Indicators 2023

	Ontario	Toronto CMA	Mississauga
Population, 15 years plus	12,776,500	5,808,300	692,700
Labour Force	8,374,900	3,911,700	457,100
Source: Statistics Canada, Labour Force Survey			

**City of Mississauga, Total Employment: 2013-2023**



Source: City of Mississauga, Employment Survey

## Labour Force by Industry & Occupation

- 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 Selected Industry Sector

Industry Sector	Canada	Ontario	Mississauga
Total Labour Force 15 years & over by industry	19,310,340	7,399,205	385,915
Manufacturing	8.0%	8.9%	8.9%
Retail Trade	11.1%	10.8%	11%
Health Care & Social Assistance	12.7%	11.6%	9.4%
Professional, Scientific & Technical Services	8.1%	9.2%	12%
Transportation & Warehousing	5.1%	5.1%	7.5%
Finance & Insurance	4.2%	5.4%	7.4%
Wholesale Trade	3.2%	3.3%	5.1%
Source: Statistics Canada, 2021 Census Profile			

- The City of Mississauga has a greater amount of its labour force by occupation involved in business, finance and administrative occupations, and natural & applied sciences & related occupations compared to Ontario and Canada.

### Labour Force by Occupation

Classification	Canada	Ontario	Mississauga
Total Labour Force 15 Years & Over by Occupation	19,310,340	7,399,205	385,915
Sales and service occupations	23.9%	23.5%	23.4%
Business, finance and administration occupations	17.1%	17.9%	21.3%
Trades, transport and equipment operators and related occupations	16.8%	15.9%	14.7%
Natural and applied sciences and related occupations	8.2%	9.3%	12.7%
Occupations in education, law and social, community and government services	12.0%	11.8%	9.0%
Health occupations	7.8%	7.3%	6.1%
Occupations in manufacturing and utilities	4.4%	5.0%	4.7%
Occupations in art, culture, recreation and sport	3.1%	3.1%	2.4%
Legislative and senior management occupations	1.3%	1.3%	1.3%
Natural resources, agriculture and related production occupations	2.8%	2.0%	0.6%
Source: Statistics Canada, 2021 Census Profile			

## Labour Force – Immigration

### Toronto Census Metropolitan Area (CMA)

- Immigration is the leading driver of population growth within the Toronto CMA
- Toronto CMA receives a higher share of total immigration into Canada than any other urban centre (36% in 2020/2021)
- The majority of all immigrants admitted to Canada are economic immigrants** - meaning they are highly skilled and capable of working in several economic sectors.

### Toronto CMA, Immigration

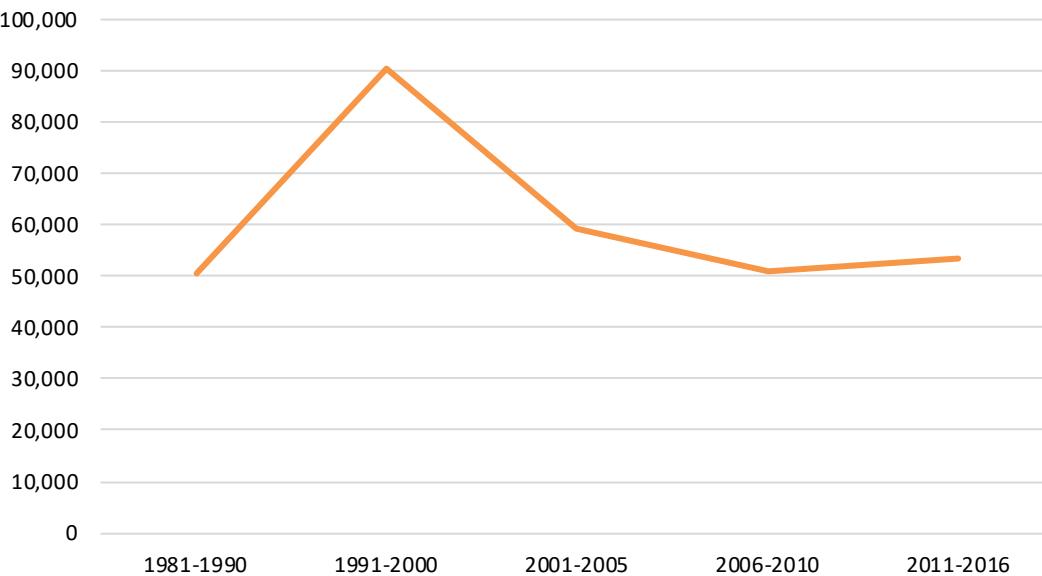
Year	New Immigrants	Share of Total Immigration into Canada
2015/2016	91,673	29.5%
2016/2017	75,061	28.7%
2017/2018	102,740	35.1%
2018/2019	106,700	35.2%
2019/2020	96,775	35.3%
2020/2021	78,816	36.0%

Source: Statistics Canada. Table 17-10-0136-01 Components of population change by census metropolitan area and census agglomeration, 2016 boundaries

### City of Mississauga

- The City of Mississauga continues to welcome and benefit from the arrival of new immigrants
- In 2016, Mississauga was home to 53,410 recent immigrants (i.e. immigrants that had landed in Canada between 2011 and 2016). This accounted for 15% of all recent immigrants in Toronto CMA
- By 2016, 55.2% of Mississauga's population was born outside of Canada.

### City of Mississauga, Immigrant Population by Year Landed in Canada



Source: Statistics Canada, Census Profile, 2016

## 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

#### 2022 Canada Pension Plan (CPP)

Employee pays 5.70% of gross pay (less a basic exemption amount of \$3,500) to a maximum of \$3,499.80

Employer must match the employee contribution

**For further information, contact:**

[Canada Revenue Agency](#)

#### 2022 Employment Insurance Commission (EIC)

Employee pays \$1.58 per \$100 of insurable earnings Employer pays \$2.21 (employers pays 1.4 times employee's premium. Maximum insurable earnings are \$60,300

**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, 1-800-387-0750

### 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](http://www.servicecanada.gc.ca)

## Service Canada Centres – Mississauga

Mississauga Passport Office - Passport Services Only Suite 22  
Main Floor-377 Burnhamthorpe Rd. E. Mississauga ONL4Z 1C7

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

Malton Service Canada Centre Unit 5-  
6877 Goreway Dr Mississauga ONL4V  
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 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](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:

Mississauga Service  
Canada Tel: 1-800-622-  
6232  
[www.servicecanada.gc.ca](http://www.servicecanada.gc.ca)

# Training, Hiring & Talent

Over the years, Mississauga's Economic Development Office has played an increasingly important role in connecting its industries to academic institutions, all levels of governments, and other important stakeholders. Discover our workforce development resources aimed to address your needs in areas of training employees, hiring talent and labour market information.

## Training

Apprenticeships, Research & Academic Partnership Support, Training and Skills Development

## Hiring Talent

Apprenticeships, International Talent Access, internships and Post Graduate Hiring, Research & Academic Partnership Support, Research and Development

## Labour Market Access & Information

Labour Trends, Growth Areas, Talent Maps & more

To access these resources, visit our “Training, Hiring & Talent” [web page here](#).



**FOR MORE INFORMATION,  
PLEASE VISIT OUR WEBSITE:**

**[INVESTMISSISSAUGA.CA](http://INVESTMISSISSAUGA.CA)**