

REGION OF PEEL

MISSISSAUGA

LABOUR MARKET PROFILE 2018



VITAL FACTS ABOUT

- DEMOGRAPHICS
- LABOUR MARKET CHANGES
- EDUCATION
- COMMUTING

OUTLINE FOR LABOUR MARKET BACKGROUNDER

BACKGROUNDER FOR CITY OF MISSISSAUGA

INTRODUCTION

This background information of labour market data has been prepared by the Peel Halton Workforce Development Group, the local workforce planning board for Peel and Halton, one of 26 such boards covering the province and funded by the Government of Ontario.

There have been separate backgrounders prepared for each region, Peel and Halton, and for each municipality in each of those regions.

Our desire in making such information available is to contribute relevant and local data that will enhance discussions about policy options that affect local residents and local employers, particularly with respect to the topics of employment, workforce development and economic development.

DEMOGRAPHICS

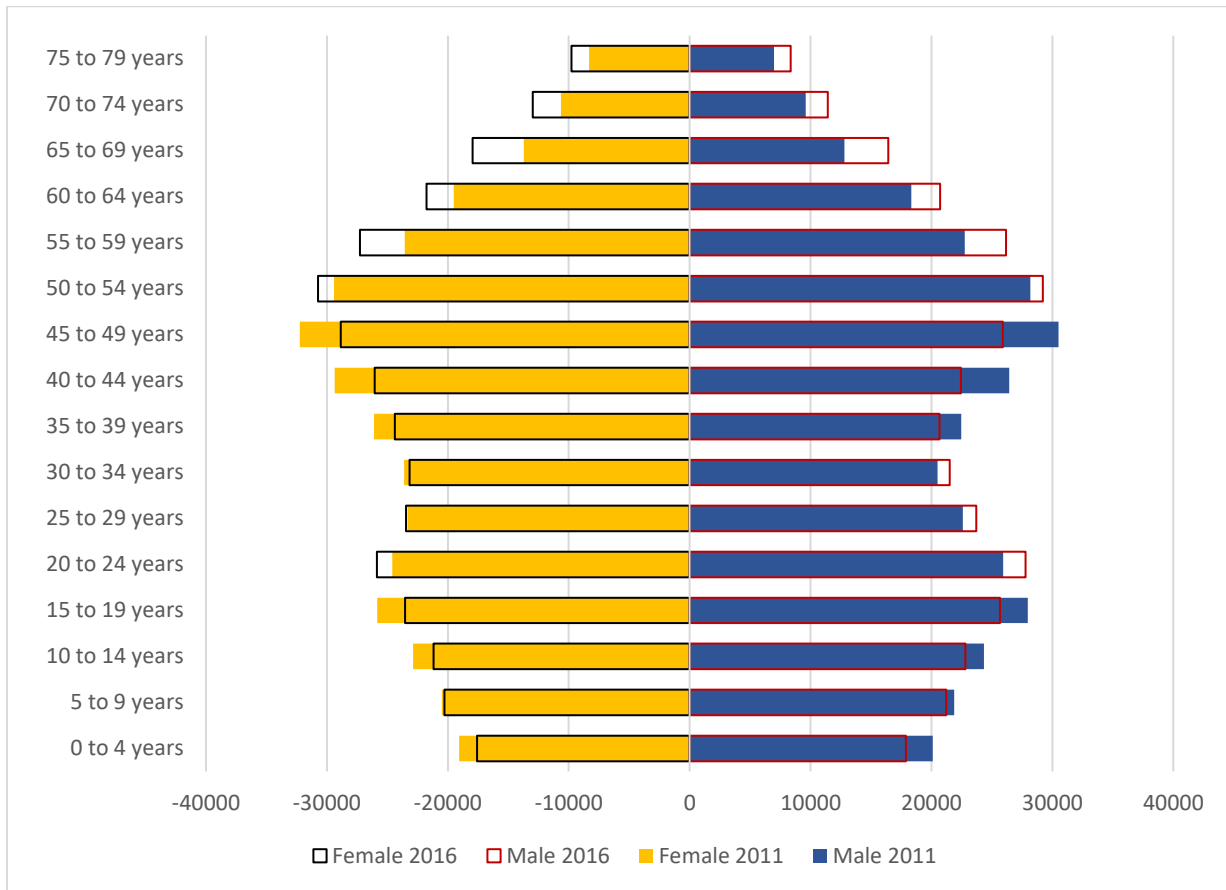
Population. At the time of the most recent 2016 Census, Mississauga had a total population of 721,599 residents, an increase of 1.1% over the previous 2011 Census (compared to the overall provincial growth of 4.6% over that same period).

Chart 1 illustrates in what ways the population has been growing. It shows the population by five-year age groups and by gender, and compares the figures between 2016 and 2011 in the following way:

- The bars with a red outline (on the left) represent the figures for males in 2016, by age group;
- The bars with a black outline (on the right) are females in 2016;
- The blue-filled bars (on the left) are males in 2011;
- The orange-filled bars (on the right) are females in 2011.

This “pyramid” has two bulges, a larger bulge at around ages 45-49 years old represent residents of prime working age and 50 to 54 years old represents the peak of the Baby Boom generation. The second bulge, around ages 15- 19 years old and 20 to 24 years old. The latter represent the children of the Baby Boom generation, in this case the tail end of the Millennial generation. One can see from the chart that there has been consistent growth among all age groups compared to 2011.

Chart 1: Population distribution by age and gender, 2011 and 2016, City of Mississauga



Population in the 20-44 age group for Mississauga was 33.1% compared with the national average at 32.4% and the provincial average of 32.3%. Population in the working age group 15-64, for Mississauga was 69.1% compared with the provincial average of 66.8% and the national average of 66.5%.

Immigration. Immigration represents a significant source of population growth in Mississauga. Overall, more than half of Mississauga population (51%) was born outside of Canada. Table 1 shows the percentage distribution of Mississauga residents by Canadian-born and by period of immigration.

Table 1: Percentage distribution, Canadian-born and immigrants by period of immigration, Mississauga, 2016

Canadian-born	Immigrants by period of immigration				
	Before 1981	1981-1990	1991-2000	2001-2010	2011-2016
49%	10%	7%	12%	15%	7%

LABOUR MARKET

Employed Mississauga residents by place of work and by industry. Table 2 provides the numbers for where Mississauga residents are employed and their distribution by industry. At the time of the 2016 Census, there were 361,685 employed Mississauga residents. Of these, 6% worked from home, 11% had no fixed workplace (that is, their work took them to different places, for example, cleaners), 44% commuted to a regular workplace in Mississauga and 37% commuted to a regular workplace outside Mississauga. There was also a small proportion of Mississauga residents, who worked outside of Canada, not shown in the table. The columns show the distribution by industry for each of these categories.

Table 2: Employed Mississauga residents, by place of work and by industry, 2016

	ALL EMPLOYED RESIDENTS	Work at home	No fixed workplace address	Commute to Mississauga	Commute outside Mississauga
MISSISSAUGA EMPLOYED RESIDENTS	100%	6%	11%	44%	37%
ALL INDUSTRIES	361,685	22,645	39,930	159,935	135,560
Agriculture, forestry, fishing	820	100%	0%	0%	0%
Mining and oil and gas extraction	465	0%	0%	0%	0%
Utilities	1,840	0%	0%	0%	1%
Construction	21,005	0%	27%	2%	4%
Manufacturing	38,580	5%	4%	11%	13%
Wholesale trade	21,765	4%	3%	7%	5%
Retail trade	42,275	6%	5%	16%	10%
Transportation and warehousing	25,545	5%	13%	8%	5%
Information and cultural industries	9,815	4%	2%	2%	3%
Finance and insurance	28,300	4%	2%	7%	11%
Real estate and rental and leasing	8,470	8%	2%	2%	2%
Professional, scientific, technical	36,535	7%	8%	7%	11%
Management of companies	1,075	31%	0%	0%	0%
Administrative and support	18,840	0%	12%	5%	4%
Educational services	22,740	6%	5%	7%	7%
Health care and social assistance	31,275	4%	6%	9%	10%
Arts, entertainment and recreation	4,930	6%	2%	1%	1%
Accommodation and food services	21,570	2%	3%	9%	5%
Other services	14,210	1%	4%	4%	4%
Public administration	11,635	6%	2%	2%	5%

0% means that when rounding the number, it made up less than half a per cent of the total.

Retail Trade employs the largest number of Mississauga residents (42,275), with Manufacturing following closely behind (38,580), and Professional Scientific and Technical Services coming in third (36,535).

Jobs in Mississauga. The jobs in Mississauga represent jobs with a fixed workplace located in Mississauga, including those working at home. Together, around 50% of Mississauga residents work in these jobs, while residents from surrounding municipalities commute to Mississauga for these jobs as well. Table 3 highlights the number of these jobs, their percentage distribution by industry and compares it to the Ontario numbers.

The three largest industries in Mississauga by number of jobs are Manufacturing, Retail Trade and Transportation & Warehousing. Compared to Ontario Manufacturing is still a large industry at 11% of all jobs but ranks after Retail Trade and Health Care and Social Assistance at 12% respectively of the total jobs. Between 2011 and 2016 the number of jobs in Peel region grew by 5.8%, and some of this growth can be attributed to the growth in jobs in Mississauga.

Table 3: Number and distribution of jobs by industry in 2016

	Mississauga		Ontario	
	Number	% share	Number	% share
TOTAL	417,330	100%	5,867,270	100%
Agriculture, forestry, fishing	600	0%	88,440	2%
Mining and oil and gas extraction	450	0%	24,700	0%
Utilities	2,070	0%	43,790	1%
Construction	13,270	3%	213,400	4%
Manufacturing	52,930	13%	624,260	%
Wholesale trade	38,130	9%	238,330	4%
Retail trade	46,730	11%	707,530	12%
Transportation and warehousing	48,750	12%	232,090	4%
Information and cultural industries	11,690	3%	153,450	3%
Finance and insurance	28,590	7%	358,800	6%
Real estate and rental and leasing	8,910	2%	124,440	2%
Professional, scientific, technical	39,140	9%	497,780	8%
Management of companies	1,560	0%	11,420	0%
Administrative and support	20,310	5%	222,870	4%
Educational services	22,140	5%	460,690	8%
Health care and social assistance	29,250	7%	680,120	12%
Arts, entertainment and recreation	3,590	1%	119,330	2%
Accommodation and food services	22,910	5%	420,400	7%
Other services	14,730	4%	257,000	4%
Public administration	11,550	3.5%	388,420	7%

The share of employed Mississauga residents by each of the population groups profiled in this section is listed in Table 4.

Table 4: Share of employed Mississauga residents by gender and visible minority status, 2016

Females	Males	Visible minorities	Non-visible minorities
48%	52%	54%	46%

Education levels of employed residents and employment by occupation skill levels, by gender and by visible minority status.

Mississauga residents have relatively high levels of educational attainment, however, when these are compared to the levels of education typically required of the jobs they are employed in, there are some notable discrepancies, particularly among various sub-populations.

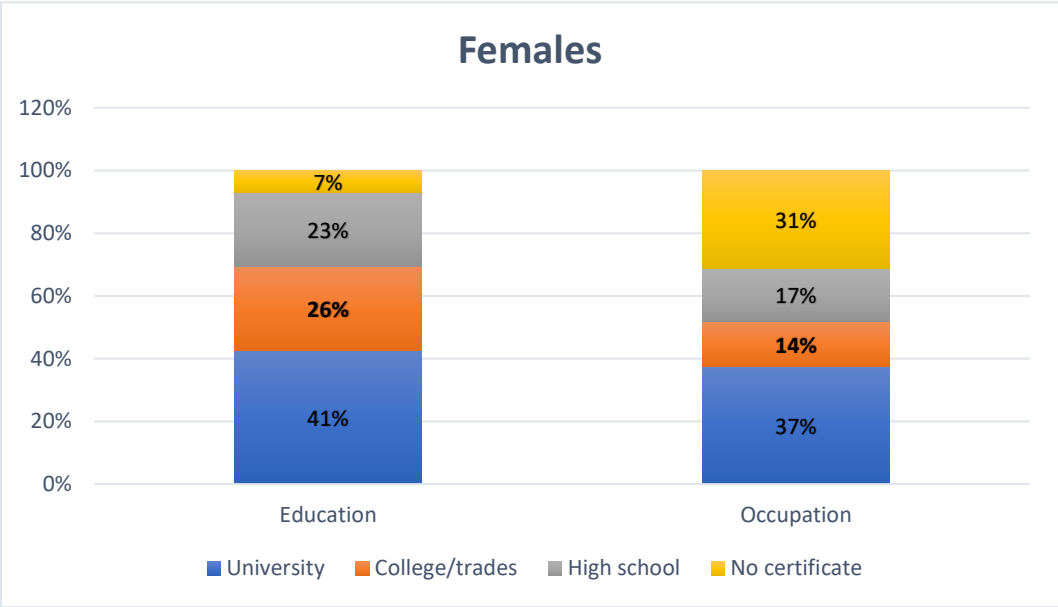
In the following charts, the education levels are represented by four categories:

- No educational certificate
- High school diploma
- Trade certificate or college diploma
- A university bachelor’s degree or higher

Similarly, the occupations these residents are employed in can be sorted into four skill levels:

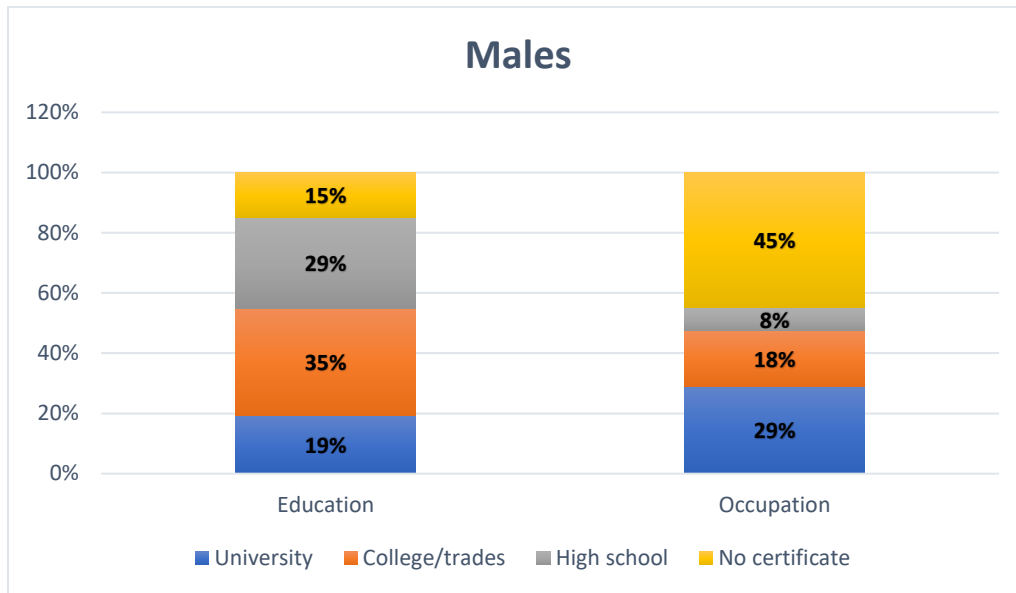
- Jobs usually requiring no educational certificate
- Jobs usually requiring a high school diploma
- Jobs usually requiring a trade certificate or college diploma
- Jobs usually requiring a university degree

Chart 2: Education levels and skill levels of occupations of employed female Mississauga residents, 2016



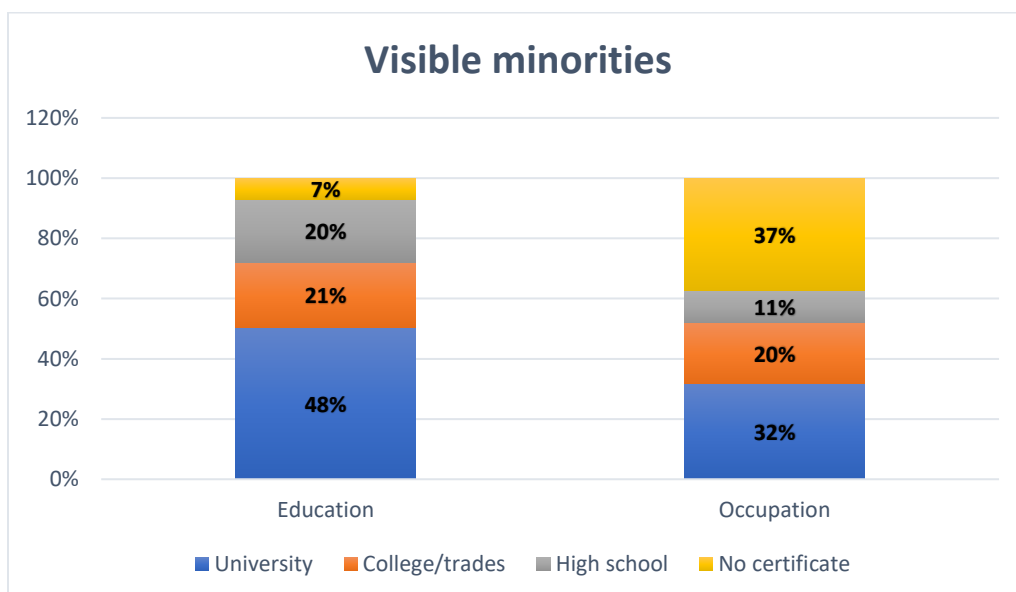
Among employed Mississauga females (Chart 2), 41% have a university degree, while 37% work in a job that requires a university degree. The proportions are not as equivalent in terms of college diplomas and trade certificate and the corresponding employment. A significant proportion of females work in jobs that require a high school diploma or less. In comparison, employed Mississauga males have somewhat lower levels of university completion than females, while the proportion of males in jobs requiring a university degree is lower to that of females (Chart 3). Overall, there is a greater mismatch between the levels of education among males and the skill levels of the jobs they are employed in.

Chart 3: Education levels and skill levels of occupations of employed male Mississauga residents, 2016



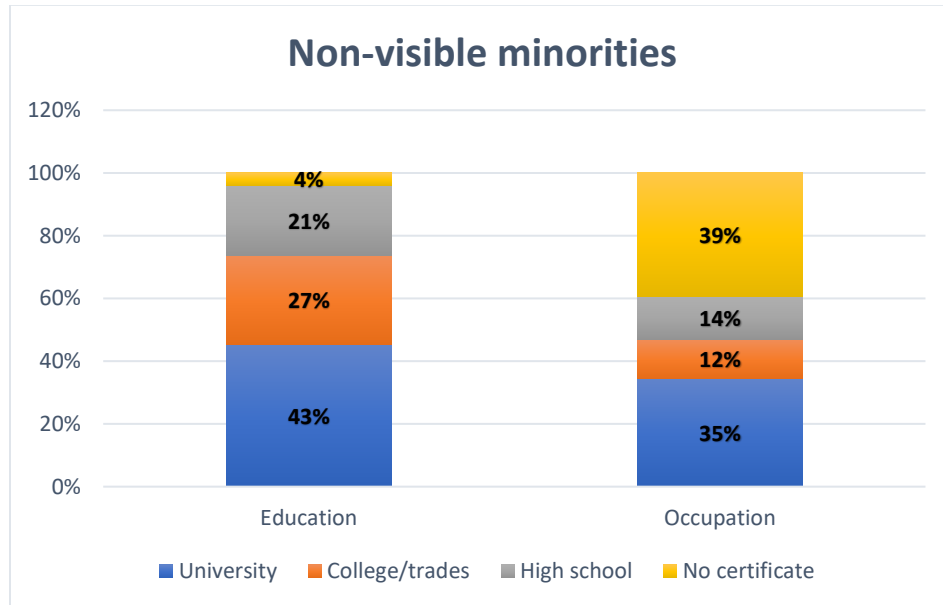
Mississauga visible minorities have especially high levels of educational attainment, with 48% holding a university degree, while almost another quarter (21%) possess a college diploma or a trades certificate (Chart 4). On the other hand, about half (48%) work in occupations that require a high school diploma or less. This likely reflects the challenges that many highly educated immigrants face in finding jobs that match their schooling.

Chart 4: Education levels and skill levels of occupations of employed visible minority Mississauga residents, 2016



Non-visible minorities have high levels of university completion, though they are employed in a slightly larger proportion in jobs requiring a university degree (Chart 5).

Chart 5: Education levels and skill levels of occupations of employed non-visible minority Mississauga residents, 2016



Commuting. The data on commuting is based only on those residents leaving home and going to a usual place of work. As Table 5 shows, in this category 54% travel to work in Mississauga while another 26% travel to Toronto. In total, around 77,085 Mississauga residents commute to Toronto, and in return around 62,875 Toronto residents commute for work to Mississauga.

Table 5: Commuting patterns between Mississauga and neighbouring municipalities

COMMUTING FROM MISSISSAUGA TO			COMMUTING TO MISSISSAUGA FROM		
	Number	%	%	Number	
TOTAL	295,310	100%	100%	393,370	TOTAL
Mississauga	159,935	54%	41%	159,935	Mississauga
Toronto	77,085	26%	18%	69,315	Brampton
Brampton	18,810	6%	16%	62,875	Toronto
Oakville	13,760	5%	4%	16,700	Oakville
Vaughan	7,175	2%	3%	12,995	Milton
Burlington	3,200	1%	2%	9,100	Burlington
Milton	2,890	1%	2%	8,270	Vaughan
Markham	2,195	1%	2%	8,260	Hamilton
Hamilton	2,035	1%	2%	6,235	Halton Hills
Halton Hills	1,255	0%	1%	5,035	Caledon



PEEL HALTON WORKFORCE DEVELOPMENT GROUP

6755 MISSISSAUGA ROAD, SUITE 415, MISSISSAUGA, ON L5N 7Y2
PH 905-306-9588 | INFO@PEELHALTONWORKFORCE.COM

WWW.PEELHALTONLEPC.COM

