

City of Mississauga Corporate Report



Date: March 25, 2022

To: Chair and Members of Planning and Development Committee

From: Andrew Whittemore, M.U.R.P., Commissioner of Planning & Building

Originator's files:

Meeting date:
April 19, 2022

Subject

2021 Employment Survey Results

Recommendation

That the report dated March 25, 2022, from the Commissioner of Planning and Building regarding 2021 Employment Survey results, be received for information.

Executive Summary

- In 2021, the Mississauga Employment Survey found Mississauga has approximately 456,000 jobs, which represents an increase of 3% from 2019.
- In 2021, the number of businesses in Mississauga declined by 1% compared to 2019.
- Job growth is attributable to a 1% increase in full time employment and a 27% increase in temporary employment.
- Larger businesses, generally located in Mississauga's Corporate Centres, saw the most significant job growth.

Background

Since 2001, the City of Mississauga's has undertaken an annual Employment Survey between May and August. The survey involves extensive field verification, an on-line form and telephone interviews. All businesses are included within the survey, excluding home-based businesses.

Due to onset of the COVID-19, the survey was not undertaken in 2020. Staff were able to proceed in the summer of 2021, however pandemic related restrictions presented challenges completing a comprehensive survey. Nonetheless, the results provide reasonable assessment of the City's employment trends over the last year.

Comments

The Survey results provide a comprehensive profile of the city's business community and its employees. All data presented within this report compares the latest 2021 results to information collected prior to the pandemic in 2019.

1. Number of Jobs/Type of Employment

Mississauga has seen an increase in job growth

- Since 2010, the City of Mississauga has had a steady growth in the number of jobs.
- A total of 455,660 jobs were recorded in 2021, representing a 3% increase or approximately 13,000 jobs created.
- Among the total 455,660 jobs, 356,000 are full-time, which represents a 1% increase in full-time jobs.

Large businesses have seen the most employment growth

- Larger businesses (300 and more employees) comprise 35% of the city's employment base (143,000 jobs).
- Mid-sized firms (between 20 and 300 employees) comprise 46% of the city's employment base (192,000 jobs).
- Small businesses (1 to 20 employees) comprise 19% of the city's employment base (77,500 jobs).
- In 2021, the number of jobs in large businesses that were reached grew by 9%, while the number of jobs in medium sized firms declined by 0.5%, and in small business by 3.5%.

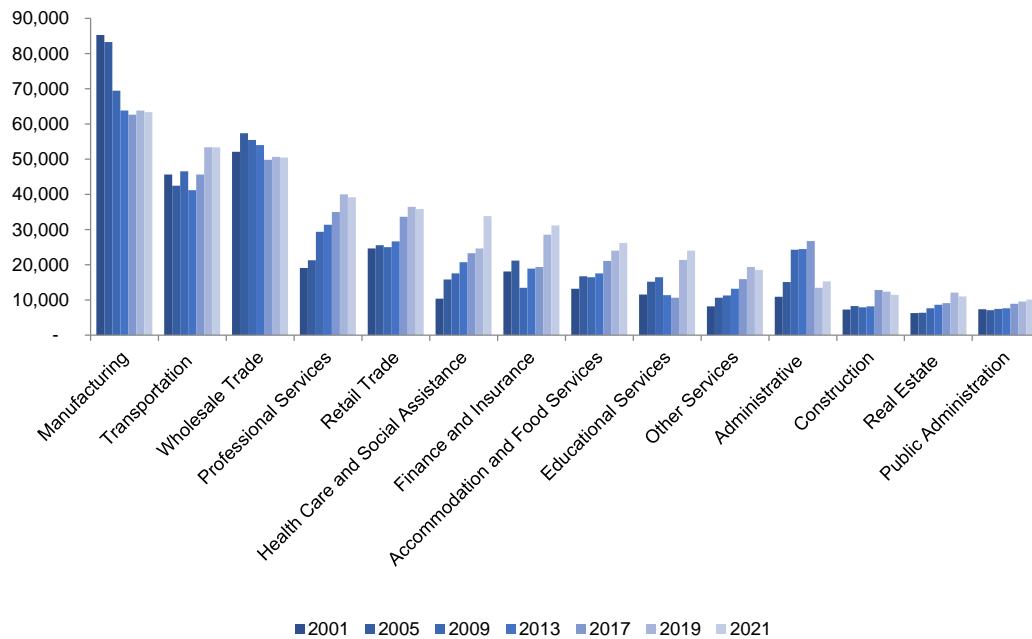
Temporary jobs grew in Mississauga

- Temporary job growth was up by 27%, from 16,500 to 21,000 in 2021.
- Temporary jobs were primarily in the educational sector (18%), health care sector (15%) and administrative sector (12%).

Mississauga continues to support a diverse economy

- Mississauga's largest employment sectors are manufacturing (14% of employment), transportation and warehousing (12% of employment) and wholesale trade (11% of employment).
- Jobs within the arts & entertainment sector reported a decline of 9% and jobs within the recreation/leisure sector declined by 11%.
- Jobs within the health care and social assistance sectors increased by 37%.
- Jobs within the education, administrative and support, and waste management sectors increased by 12%.

Change in Employment Sectors – 2001 to 2021



2. Number of Businesses/City Employment Areas

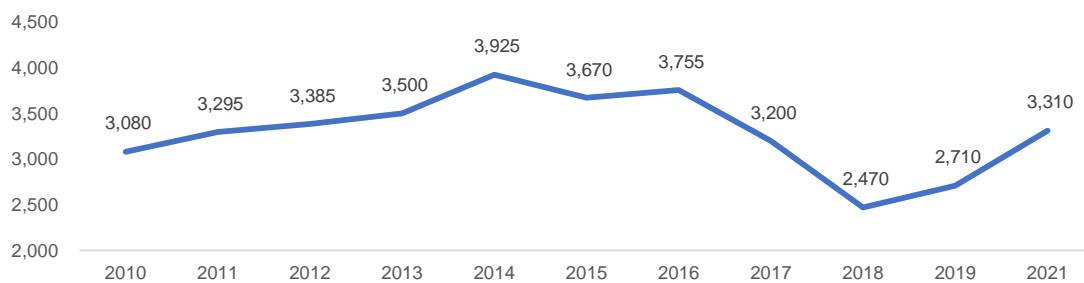
Mississauga saw a slight decline in the number of operating businesses

- In 2021, the number of businesses operating in the city declined by approximately 1%.
- A total of 22,453 businesses were operating in the city in 2021, versus 22,723 in 2019.

Vacancy rates have increased, particularly in employment areas

- 12% of the city's business sites are vacant.
- Business vacancy rates increased by 22%, from 2,700 in 2019 to 3,310 sites in 2021.
- 34% of business sites in the Northeast (West) Employment area are vacant.

Vacant Business Sites – 2010 to 2021



Job growth is concentrated in corporate centres

- Mississauga businesses are generally clustered in the following areas: employment areas, corporate centres, neighbourhoods, the downtown, and major and community nodes.
- 43% of the city's jobs are located in traditional employment areas, while 27% are found in corporate centres.
- Job growth has been most pronounced in the Corporate Centres with a 20% increase in the Airport Corporate Centre, 12% in Gateway Corporate Centre and 5% in the Sheridan Corporate Centre.
- Jobs increased by 3% in the Western Business Park Employment Area, 7% in the Dixie Employment Area and 280% in Churchill Meadows Employment Area (this is due to the area being largely undeveloped in 2019).
- Jobs declined in Clarkson Employment Area and Northeast Employment Area (West) by 9%, the Gateway Employment Area (East) by 6%, and the Southdown Employment Area by 5%.

Significant growth in work from home

- The number of work from home jobs in Mississauga grew by 400% from 6,230 in 2019 to 31,120 in 2021. It is noted the employment survey does not include home based businesses.
- After the pandemic, approximately 70% of businesses surveyed planned to have employees return to the office full-time, while 27% planned a hybrid workplace, and 4% planned to go fully remote.

Engagement and Consultation

The 2021 Employment Survey offered an opportunity for businesses to connect with the City. Specifically through calls, site visits and the online survey the team was able to connect business owners with the City's Economic Development Office and its [COVID 19 resources](#).

Next year the team will continue to support this collaboration with a focus on connecting with Business Improvement Areas and with prioritizing those businesses that the team was unable to contact in 2021.

Financial Impact

There are no financial impacts resulting from the recommendations in this report.

Conclusion

The 2021 Employment Survey results show jobs have grown by 3% in Mississauga between 2019 and 2021. For more information on the City's 2021 Employment Survey, the following resources are available:

- [2021 Employment Dashboard](#): Dynamic dashboard supporting visualization of employment information by sectors and at a range of geographies.
- [2021 Business Directory](#): Public information on the City's business community.

Staff will soon be launching the 2022 Employment Survey in order to continue to build an understanding of employment trends in the city. In particular, Staff will continue to examine these data to help understand the impacts of the pandemic and how best to direct resources towards economic recovery.

In addition, staff plan on retaining a consultant in 2023 to assess how any pandemic-related structural changes to the office and retail sectors could affect the City's planning policies.

Attachments

Appendix 1: Map of City's Employment Areas



Andrew Whitemore, M.U.R.P., Commissioner of Planning & Building

Prepared by: Irena Rostkowska, Researcher, City Planning Strategies