

City of Mississauga
Corporate Report



<p>Date: April 22, 2026</p> <p>To: Chair and Members of Planning and Development Committee</p>	<p>Originator's files:</p>
<p>From: Andrew Whittemore, M.U.R.P., Commissioner of Planning & Building</p>	<p>Meeting date: May 11, 2026</p>

Subject
INFORMATION REPORT (ALL WARDS)
2025 Employment Survey Report

Recommendation

That the report dated April 22, 2026, from the Commissioner of Planning and Building, titled “2025 Employment Survey Corporate Report” and associated appendices be received for information.

Background

Since 2001, the City of Mississauga (the “City”) has undertaken an Employment Survey which generally takes place between May and August of each year. The survey is a municipal-led initiative that seeks to engage business owners, administrators and organizational leaders across the city to participate in the project and provide key information about their business, including:

- Name of business and contact information
- Number of employees and employment status
- Description of business operations and type of industry

The data collected from this initiative provides meaningful insight on employment and allows staff to analyze trends affecting the city. The data is also used to inform City services and supports for the business community, transit and service planning, program development, and advocacy to other levels of government.

Comments

This report provides Council with highlights of the 2025 Employment Survey, reflecting data and trends for the last ten years. The survey received a response rate of about 70% and involved data collection from over 23,700 operating businesses. Although the data is recent, the survey itself represents a “point-in-time” initiative. In that regard, establishments whose employees

work remotely at all times, home-based businesses or self-employed individuals without a physical location in Mississauga are excluded and are not captured.

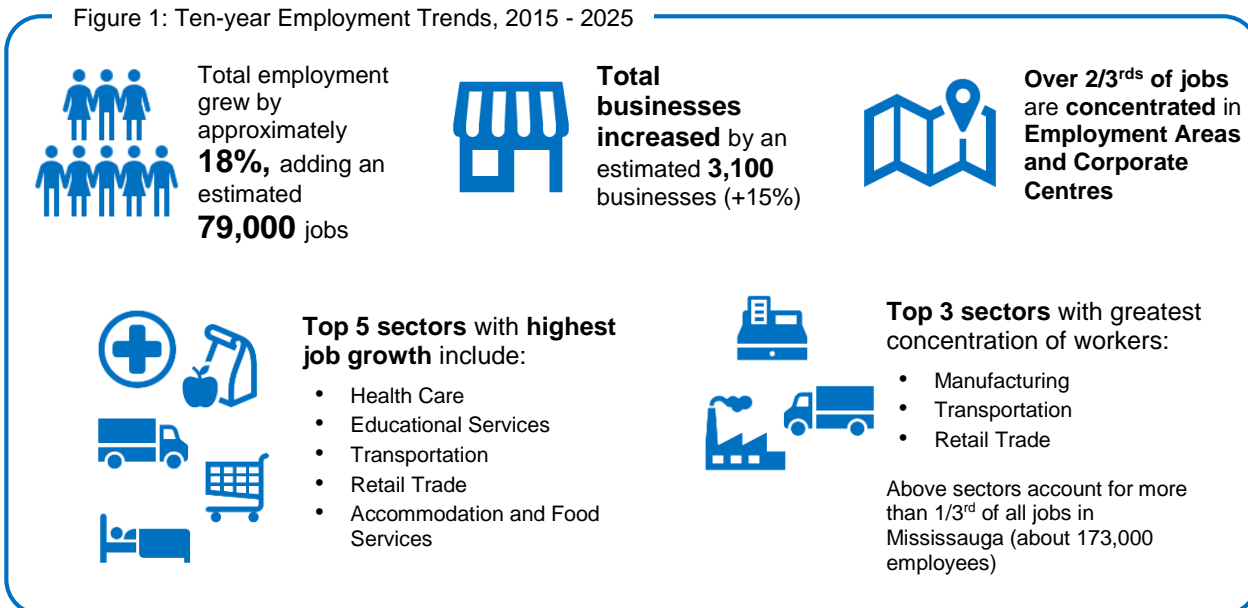
The 2025 Survey results reflect the City's business development efforts. The City's Planning and Building Department, and particularly the Economic Development Division, continues to support business and employment growth within Mississauga. Further, Survey respondents are invited to participate for free in the City's Business Directory.

Key highlights and trends from the Survey are set out below. A detailed report outlining a more fulsome analysis of the data collected is presented in Appendix 1.

Since 2015, business and job growth has trended upwards

Over the past decade, the city experienced an increase in the number of jobs and businesses. Employment was recorded to have grown by over 79,000 jobs, reaching an estimated total of approximately 513,700 employees in 2025. Businesses were recorded to have grown as well, by approximately 15%. During this period, the city also saw its economic profile diversify (refer to Figure 1):

Figure 1: Ten-year Employment Trends, 2015 - 2025



The City reported gains in employee growth over the past year (increase of 2% or about 12,000 jobs); however, during the same period the City recorded a small decline in the number of businesses (decrease of 1%).

It is important to note that the Employment Survey is a voluntary, point-in-time survey. The data and results may not reflect the most current circumstances, particularly in industries with rapid and frequent changes or where there are differences in data categorization. Data accuracy is dependent on the quality of the information collected and survey respondents' input. In addition, one of the key challenges in data collection has been gaining access to office locations, which may reflect why low growth is observed in some sectors (e.g. Professional services). In that regard, Staff will continue efforts to monitor data and ensure the quality of data collection.

Mississauga continues to support a strong and diverse economy

For 2025, the Manufacturing, Transportation, and Retail Trade sectors continue to be the top 3 sectors which employ the most people in Mississauga. When combined, these sectors account for more than 173,300 employees and represent an estimated 34% of the City's total employment. Over the last decade, the Health Care and Social Assistance sector experienced the largest gains in employee growth, followed by the Transportation and Warehousing sector, Accommodation and Retail Trade.

Small, medium and large businesses continue to thrive in Mississauga

For 2025, small businesses continue to dominate and were recorded as the most prevalent business type in the city (refer to Figure 2). A large portion of the city's labour force is also comprised of full-time employees, signalling the presence of industries and sectors that rely on stability (refer to Figure 3). Although large businesses only represent a small share of operating businesses, it is worthwhile to note that they employ over 50% of workers in Mississauga.

Figure 2: Percent Share of Businesses by Size of Business, Year 2025

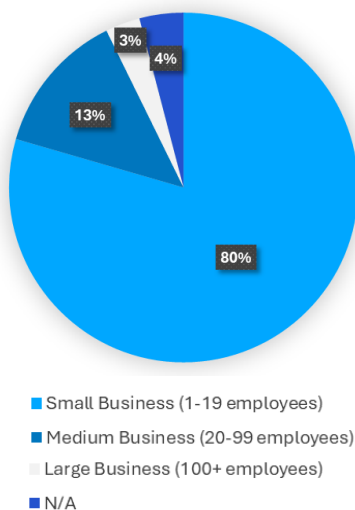
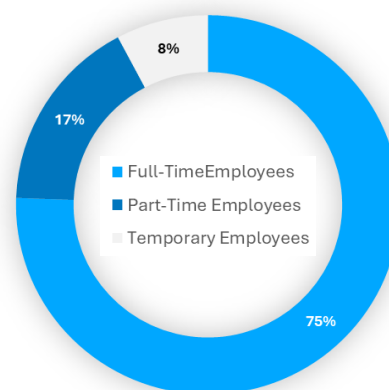


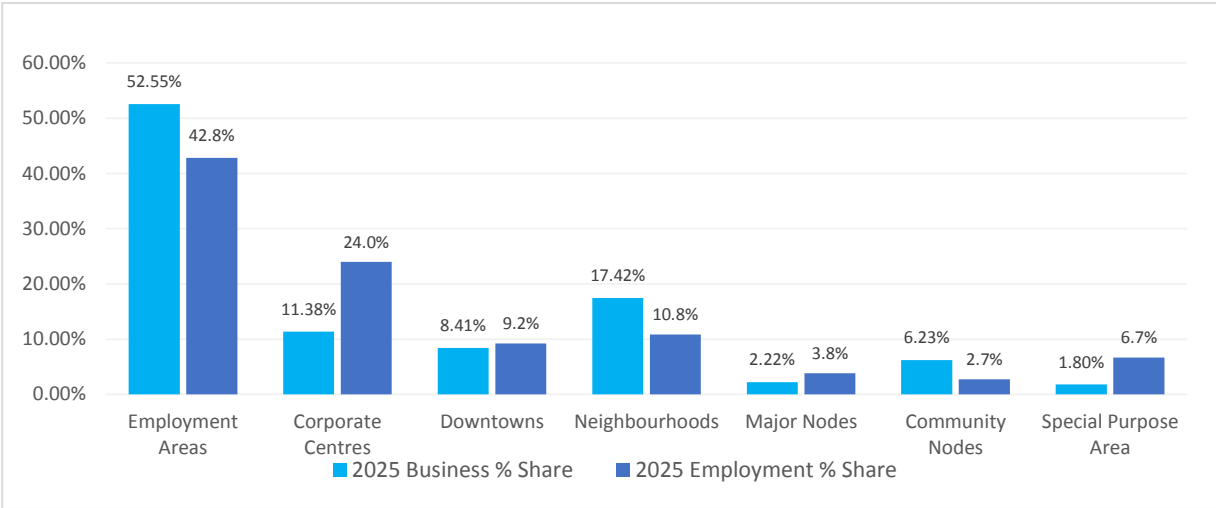
Figure 3: Employment by Type, Year 2025



Employment Areas and Corporate Centres continue to support the largest share of workers and businesses

Employment Areas continue to represent key areas of the city structure. They support the greatest share of workers and businesses in Mississauga, and house Manufacturing as its largest industry. Similarly, Corporate Centres support a large concentration of workers within the Professional, Scientific and Technical services sector, which is the fourth largest business sector in the city. When combined, more than two-thirds (66%) of jobs and almost two-thirds (64%) of businesses are concentrated in these two areas (refer to Figure 4). This signals the need to continue to protect Employment Areas over the long term for land uses that cannot locate elsewhere, and to ensure the continued viability of existing industry.

Figure 4: Percent Share of Jobs and Operating Businesses by Character Area, Year 2025



Alignment with City’s Economic Development Strategy

Every year, the results of the Mississauga Employment Survey are used to inform many City projects, programs and strategies, including the recently launched Economic Development Strategy, Path to Prosperity 2030 (the ‘Strategy’) and Mississauga Retail Strategy. Future editions of the Survey will support implementation of both strategies, including monitoring local industry and geographic area-specific trends and economic health, informing investment attraction strategies and promotional materials, and guiding outreach and program development for local businesses.

The results of the employment survey generally align with the Economic Development Division's priority sectors. This includes life sciences and professional scientific and technical service industries. Each of these activities experienced growth in employment over the last decade. To further advance economic development efforts, the city will continue to support business and employment growth within Mississauga across all business sizes, from early-stage entrepreneurs to multinational corporations.

Financial Impact

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

Conclusion

The 2025 Employment Survey results show that jobs have grown by 2% in Mississauga between 2024 and 2025, while the number of businesses experienced a marginal decline (decrease of 1%). Despite national and provincial economic challenges, the city experienced overall positive employment growth both year-over-year and over the past decade across various industries.

The Employment Survey initiative offers an opportunity for businesses to connect with the city, and for the city to gain valuable insight into business operations across its community. Appendix 1 provides a detailed report of the City's 2025 Employment Survey and findings. For more information on the initiative, the following resources are also available on the City's website (www.mississauga.ca/employmentsurvey):

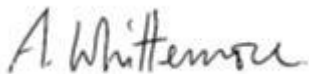
- [2025 Employment Profile](#): Interactive storyboard with 10-year employment trends.
- [2025 Employment Dashboard](#): Dynamic dashboard supporting visualization of employment information by sectors and at a range of geographies.
- [2025 Business Dashboard](#): Dynamic dashboard supporting visualization of business information by sectors and at a range of geographies
- [2025 Business Directory](#): This is a voluntary list of almost 14,600 businesses that have agreed to have their information listed during the Employment Survey (in Open Data).

Next Steps

Staff recently initiated the 2026 Employment Survey campaign, which is running until September 2026. In support of this municipal initiative, staff will engage with Mayor and Members of Council to improve awareness of the project, and to assist with outreach to local businesses. This may include city-wide outreach strategies and other tailored means of corporate communication.

Attachments

Appendix 1: 2025 Employment Survey Report



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

Prepared by: Brian DeFreitas, MCIP RPP, Planner (City Planning Strategies)