



City of Mississauga

2025 Employment Survey Report

An overview of employment and business trends in
Mississauga

April 2026



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Since 2001, the City of Mississauga (the “City”) has conducted an annual Employment Survey. The information collected helps the City track employment changes, support its business community, shape economic strategies, guide policy development, and inform infrastructure and service planning and delivery. These efforts help to ensure Mississauga remains a place where businesses succeed.



Visit the [Employment Survey webpage](#) to learn more.

URL: <https://city-planning-data-hub-1-mississauga.hub.arcgis.com/pages/employment>

Highlights of the 2025 Employment Survey

The 2025 Employment Survey Report tells a story of business and employment activity in 2025, and general trends observed over the past decade. The Employment Survey collected data from 23,700 operating businesses – representing approximately 84% of total businesses (28,012 “brick and mortar” locations) in Mississauga. These figures exclude establishments whose employees work remotely at all times, home-based businesses or self-employed individuals without a physical location in Mississauga, which are not captured by the Employment Survey.

Since 2015, the total number of jobs and businesses has continued to steadily increase

Over the past decade (2015 to 2025), 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%.

The number of businesses experienced a marginal decline when compared to the previous year

Despite gains in employee growth over the past year (increase of 2%), during the same period the City recorded a small decline in the number of businesses. For 2025, the total number of operating businesses recorded was estimated at 23,700. This represents a decline of approximately 1.2% from 2024, and amounts to reduction of approximately 300 businesses.

Over the past ten years:



Total employment grew by approximately **18%**, adding an estimated **79,000** jobs



Total businesses increased by an estimated **3,100** businesses (+15%)



Over 2/3rds of jobs are concentrated in **Employment Areas and Corporate Centres**



Top 5 sectors with highest job growth include:

- Health Care
- Educational Services
- Transportation
- Retail Trade
- Accommodation and Food Services

Mississauga continues to support a strong and diverse economy

For 2025, the [Manufacturing, Transportation and Warehousing](#), 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 in Mississauga and were recorded as the most prevalent business type in the City. Approximately 80% of operating businesses had a reported range of 1-19 employees. In addition, medium-sized businesses (e.g., businesses 20-99 employees) accounted for approximately 13% of all business types, while large businesses accounted for approximately 3%. Although large businesses only represent a modest share of operating businesses, they employ over 50% of workers in Mississauga. An estimated 4% did not identify their size of business ([Figure 1](#)).

% Share of Businesses by Size of Business, Year 2025

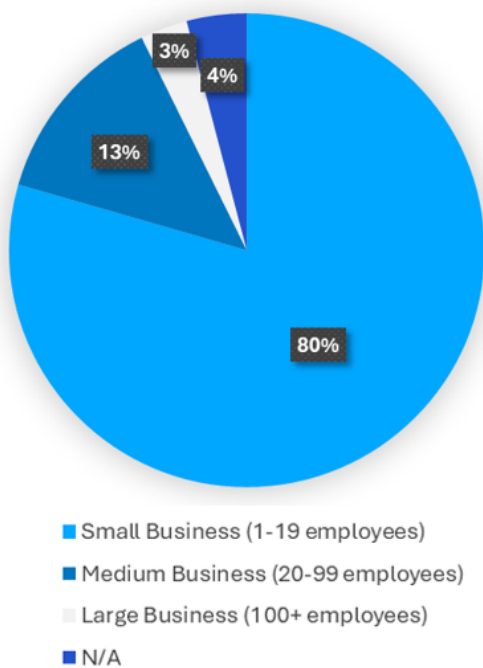


Figure 1: A large share of Mississauga’s operating businesses are small businesses with 1-19 employees

The sectors with the largest concentration of small businesses include [Retail Trade](#), [Accommodation and Food Services](#), [Professional, Scientific and Technical Services](#), and the [Health Care and Social Assistance](#) sectors. Within each of these sectors, small businesses accounted for more than 80% of all business types.

Medium-sized businesses also vary by sector. For 2025, the sectors with the largest concentration of medium-sized businesses included [Management of Companies and Enterprises](#), [Educational Services and Utilities](#). The [Utilities](#) and [Management of Companies and Enterprises](#) sectors also account for the largest concentration of large businesses.

To view the Employment Survey in detail, visit the 2025 Employment Dashboard, the 2025 Business Dashboard and the Employment Trends webpages linked here:

Employment Dashboard URL:
<https://storymaps.arcgis.com/collections/53d15d02092b4b6abf419c3e0ce5bb8c?item=1>

Business Dashboard URL:
<https://storymaps.arcgis.com/collections/53d15d02092b4b6abf419c3e0ce5bb8c?item=2>

Employment in Mississauga

In 2025, an estimated 513,700 employees were recorded in the City, which are concentrated through the different areas of the City, particularly in the northeast quadrant, Meadowvale Corporate Centre, and in the Downtown Core (Figure 2). This number has continued to steadily increase since the Employment Survey was first conducted in 2001.

Trends by Type of Employment

In 2025, more than 354,000 employees were recorded as holding full-time positions, representing approximately 75% of total jobs within the City (Figure 3). This excludes unadjusted employment.

Within the last year, Full-time and Part-time employment increased by 2% and 3% respectively, while Temporary employment increased by 32%. This represents a substantial increase year-over-year in the growth of temporary employees (increase of approximately 8,800 employees).

Major Transit Station Areas

Future mixed-use growth in the city will be focused in areas around frequent transit. Transit-supportive development that is compact, pedestrian oriented and mixed use will occur primarily within Major Transit Station Areas (MTSAs).

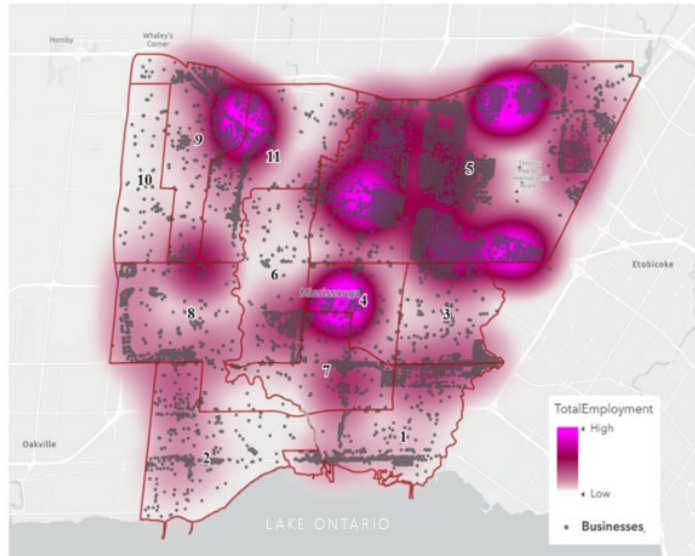


Figure 2: Heatmap illustrating the number of jobs and businesses across Mississauga’s Wards for the year 2025. The darker colors correspond with a greater concentration of jobs. Dots correspond with concentration of businesses. It should be noted that given the limited access to the Airport’s security areas, total employment within this area of the City may be undercounted.

Employment by Type, Year 2025

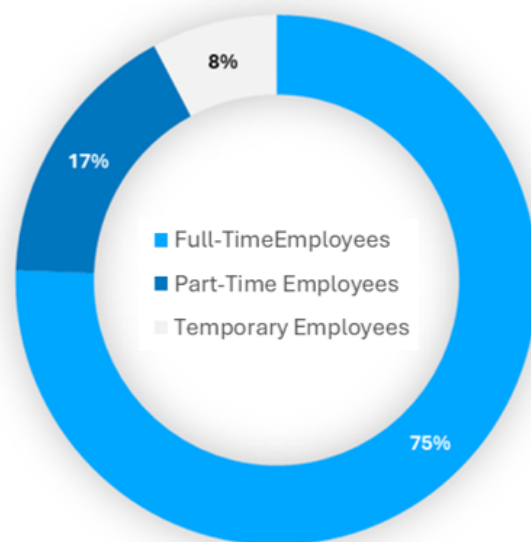


Figure 3: Full-time employees represent the largest share of employment in Mississauga.

MTSAs are areas designated for mixed-use growth and intensification, typically within an 800-metre radius around existing and planned rapid transit stations. Consistent with the City’s Official Plan, Mississauga will plan for expanded communities built around transit to ensure people can live in and easily travel to places that meet their daily living needs.

For 2025, it is estimated that more than one third of all recorded jobs in the City are located within MTSAs. These areas support over 184,000 jobs in Mississauga. Moreover, the City’s MTSAs also support strong concentrations of employment within specific business sectors. For instance, in 2025 two-thirds of all jobs within the [Health Care and Social Assistance](#) sector are located within MTSAs.

Trends by Character Area

The Mississauga Official Plan divides the City into Character Areas which make up part of the City Structure. These areas are unique and contain area-specific policies that guide land use, growth, and development in each area.

The Employment Survey collects data by Character Area to better understand the relationship between trends in employment and businesses in Mississauga’s local communities.

Overall, Mississauga’s Employment Areas and Corporate Centres accounted for more than two thirds of all jobs in the City in 2025 ([Figure 4](#)). Generally, this trend has remained consistent for the past ten years. As can be seen in [Figure 5](#), the share of employment by character area has generally remained flat since 2015. However, Employment Areas have seen their overall share of employment decline slightly, while Downtowns and Special Purpose Areas have seen their respective shares increase marginally.

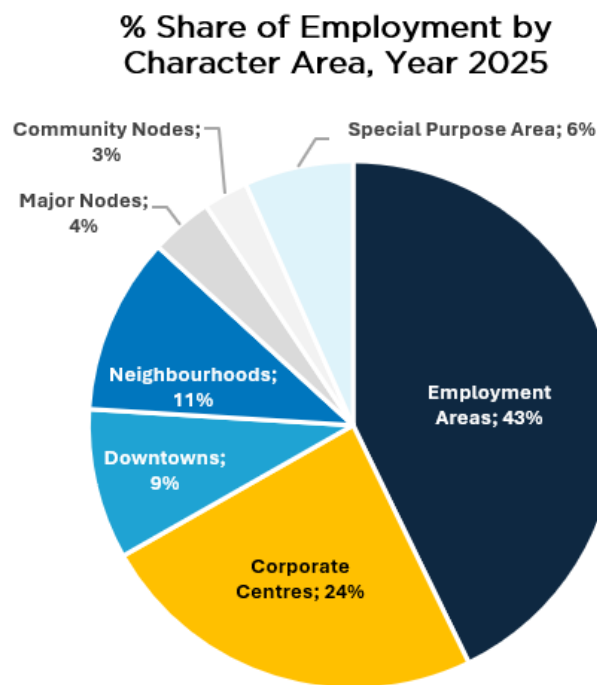
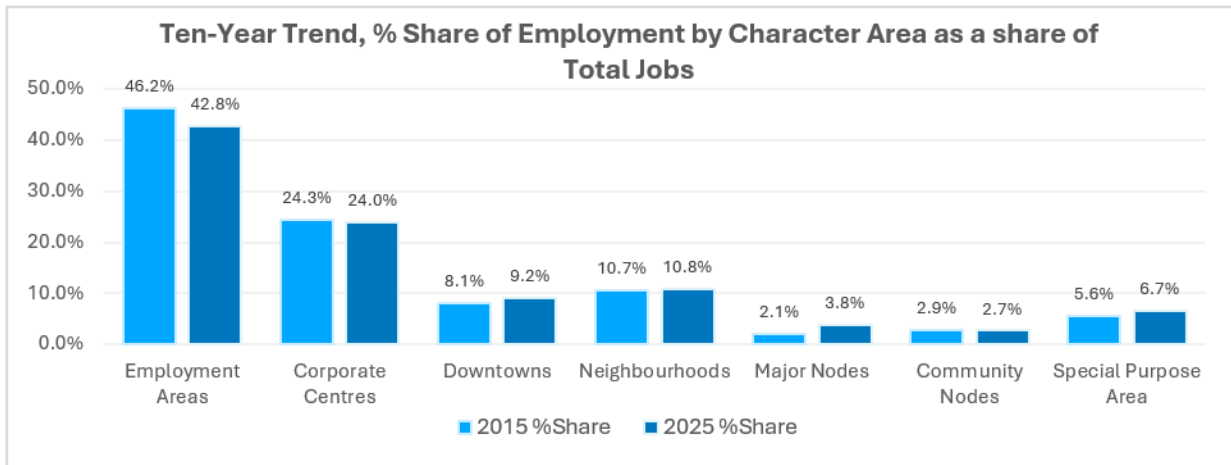


Figure 4: Employment Areas and Corporate Centres account for the largest share of jobs in the [City](#).

Figure 5: Share of employment by Character Area has generally remained consistent



Outlined below are additional insights and emerging trends specific to each character type.

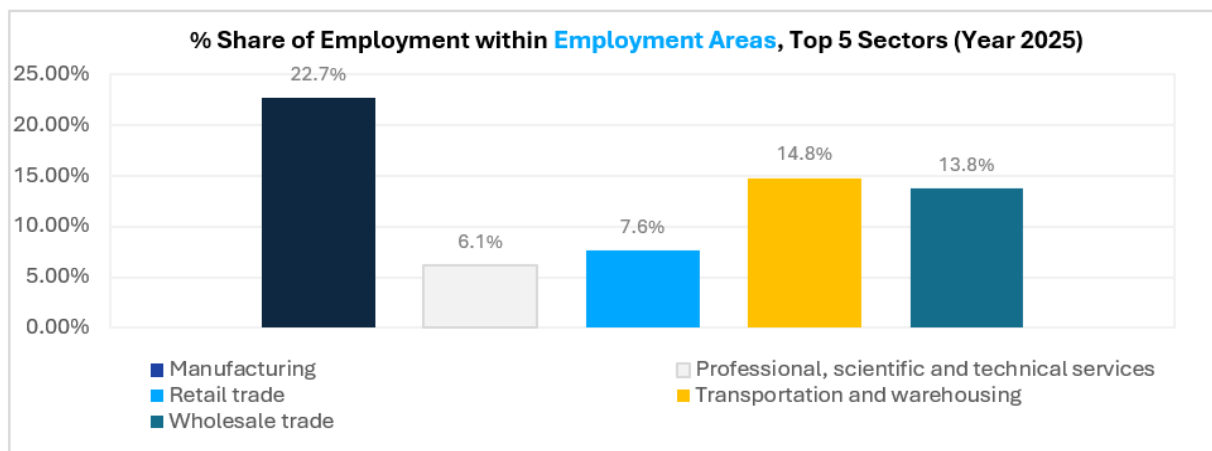
Employment Areas

Employment Areas contain a significant part of the City’s employment base; they concentrate the largest share of businesses and jobs within the City. In 2025, Employment Areas contained approximately 53% of all businesses within the City and accounted for an estimated 43% of the City’s total jobs. Generally, this trend has remained consistent over the last decade.

Employment Areas also support a significant share of the City’s jobs and businesses within specific sectors. Of note, approximately 75% of jobs and 84% of businesses within Mississauga’s [Manufacturing](#) sector are located in Employment Areas. This further signifies the need to continue to protect employment lands for businesses like manufacturing which, by virtue of their operations, are unable to locate elsewhere.

The top five sectors with the greatest share of jobs within [Employment Areas](#) is shown on [Figure 6](#).

Figure 6: Sector-based employment within Employment Areas



Corporate Centres

In 2025, Corporate Centres accounted for almost one quarter (24%) of all jobs within the City, and approximately 11% of all operating businesses. This trend has generally remained consistent since 2015.

Corporate Centers also support a significant share of the jobs within the **Professional, Scientific and Technical Services** sector, concentrating 53% of all jobs within this sector. Within the last ten years, job growth in this character area type has been most pronounced in the Gateway Corporate Centre which experienced an increase of approximately 7,600 jobs since 2015, and a change of 45%.

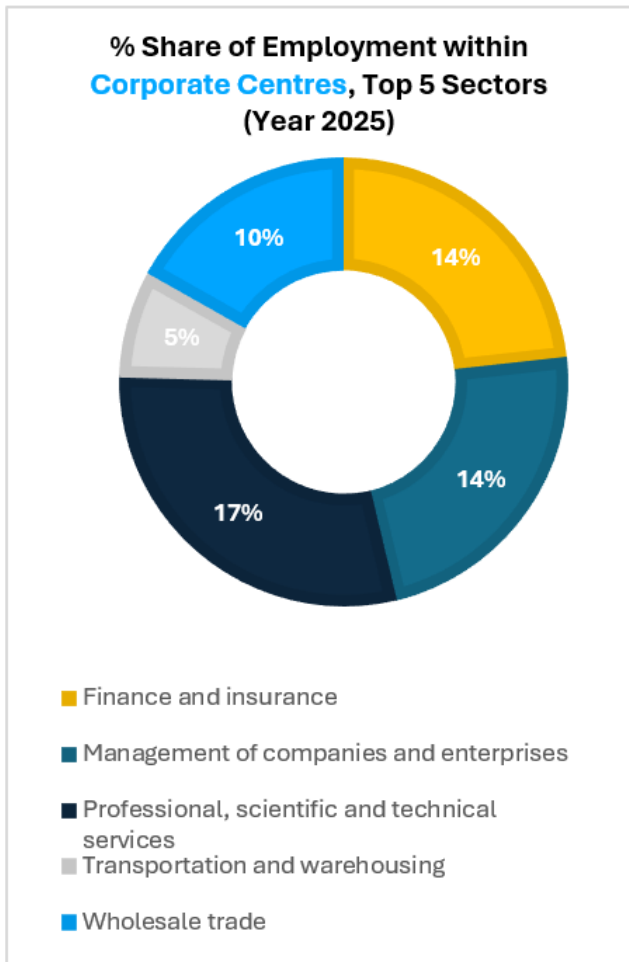
The top five sectors with the greatest share of jobs within **Corporate Centres** is shown on **Figure 7** (right).

Neighbourhoods

Although a significant share of the residential population within Mississauga is concentrated within Neighbourhoods, these areas also account for a respectable share of the City’s businesses and overall employment offering services and products that support residents.

In 2025, Neighbourhoods accounted for approximately 17% of the City’s total operating businesses and an estimated 11% of total recorded jobs. The greatest share of jobs within Neighbourhoods are represented in the **Education Services** sector. Approximately 41% of all jobs in this sector are located on lands within Neighbourhoods. This is closely followed by the **Retail Trade** sector which accounts for an estimated one-quarter of all jobs. Collectively, these two sectors account for almost half of all jobs within the Neighbourhood character area type.

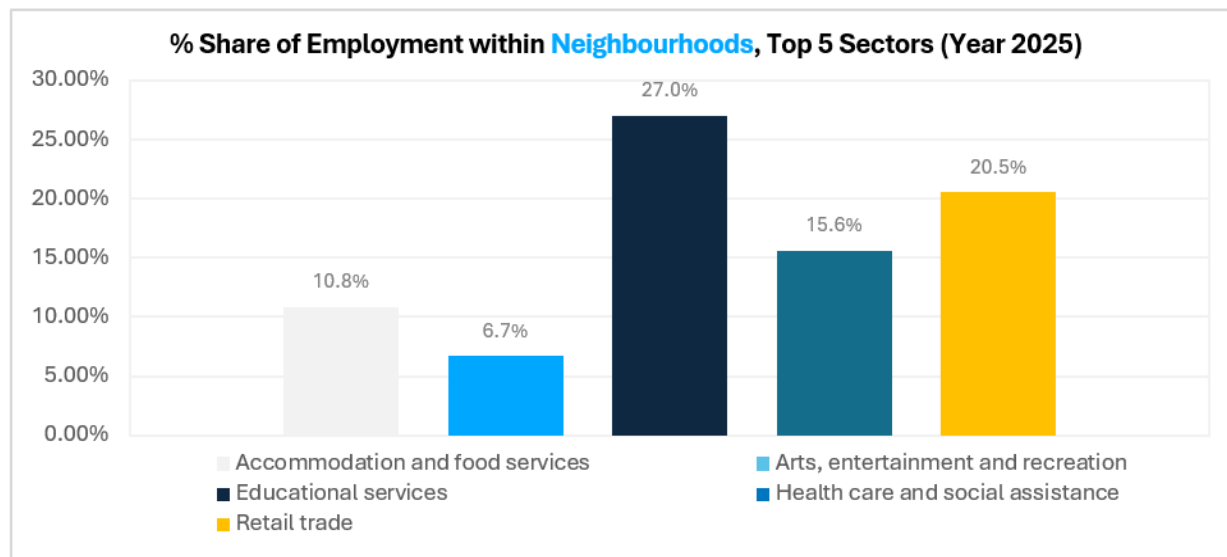
Figure 7: Sector-based employment within Corporate Centres



 The Employment Survey asks businesses to report their use or activity for individual sites. This generally aligns with the **North American Industry Classification System (NAICS)** code reported on a business registration, but there could be differences.
 URL: <https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1369825>

The ten-year trend shows that job growth within Neighbourhoods has been most pronounced in the East Credit Neighbourhood character area which experienced an increase of 1,055 jobs. The top five sectors with the greatest share of jobs within Neighbourhoods is shown on Figure 8.

Figure 8: Sector-based employment within Neighbourhoods



As the Employment Survey does not capture home-based businesses and self-employed individuals, it can be expected that Neighbourhoods host more employment than what is being reported. Further, establishments whose employees work remotely at all times and are without a physical business location in Mississauga are not captured by the Employment Survey.

Downtown Character Areas (Core, Fairview, Cooksville, Hospital)

An estimated 9% of all jobs and 8% of all businesses within Mississauga are situated within Downtown character areas. These areas have experienced high growth in employment over the last decade, having grown collectively by almost 12,000 jobs (33%) since 2015.

The greatest share of jobs within Downtown character areas are concentrated within the Educational Services, Health Care and Social Assistance and Real Estate sectors. Collectively, these sectors account for approximately 72% of all jobs and 22% of all businesses. Within the last ten years, job growth within the Downtown CAs has been most pronounced in the Downtown Core which experienced an increase of 12,700

jobs since 2015. The top five sectors with the greatest share of jobs within **Downtowns** is shown on **Figure 9** (right):

Special Purpose Areas

Special Purpose Areas are unique areas of the city which have regional significance. These include the Airport and the University of Toronto Mississauga (UTM) campus. The Airport Special Purpose Area encompasses lands that are generally impacted by the limits of airport operations at the Toronto-Lester B. Pearson International Airport (Airport).

In 2025, Special Purpose Areas accounted for an estimated 7% of jobs in the City, and approximately 2% of businesses. The greatest concentration of jobs within this character area type are located within the Airport Special Purpose Area. This area supports a substantial concentration of jobs within the **Transportation and Warehousing** sector, whereby an estimated three-quarters of all jobs fall within this sector. Overall, the Airport area accounts for approximately 6% of all recorded jobs in the City, and 2% of all operating businesses in 2025. It should be noted that given the limited access to the Airport’s security areas, total employment within this area of the City may be undercounted.

The ten-year trend shows a similar positive trend. Total employment within the Airport SPA has seen a strong increase, having grown by estimated 7,200 jobs since 2015. The majority of this growth occurred in the **Transportation and Warehousing** sector. The top five sectors with the greatest share of jobs within **Special Purpose Areas** is shown on **Figure 10**.

Figure 9: Sector-based employment within Downtown CA's

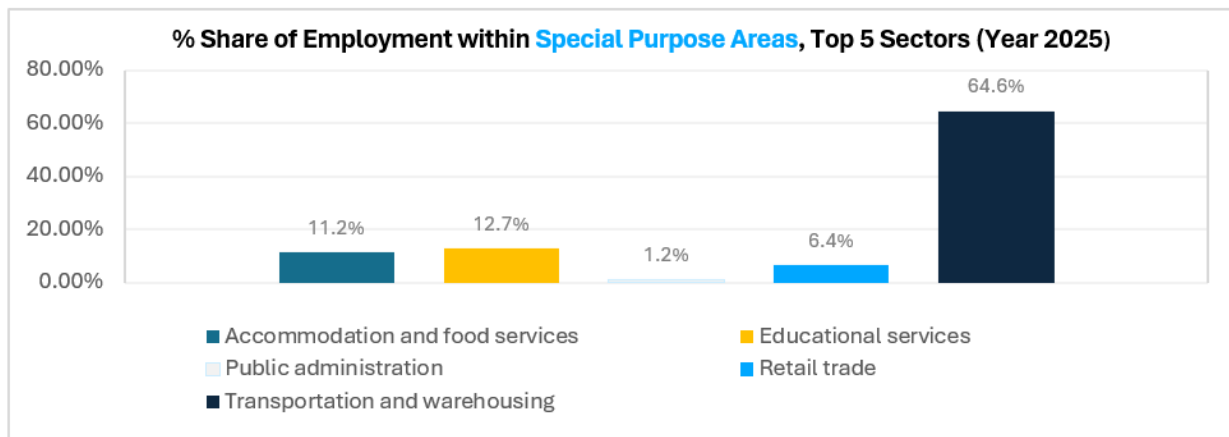
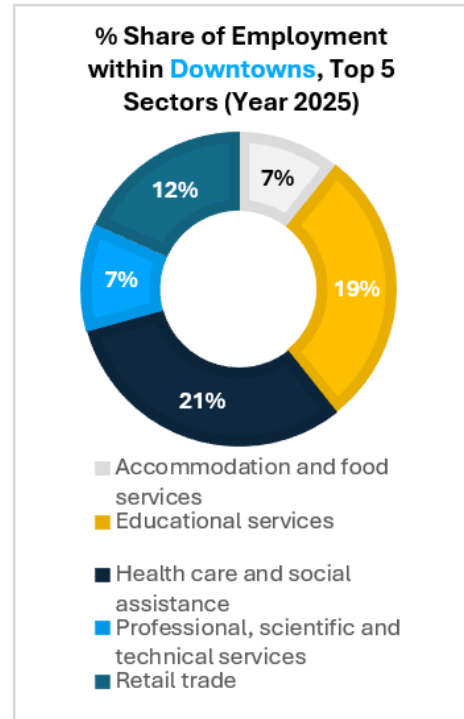


Figure 10: Sector-based employment within Special Purpose Areas

Trends by Sector

For many decades, Mississauga has been successfully attracting and retaining industries and business sectors and, in the last ten years, continued to experience positive gains and expansion of the City's diverse economic profile.

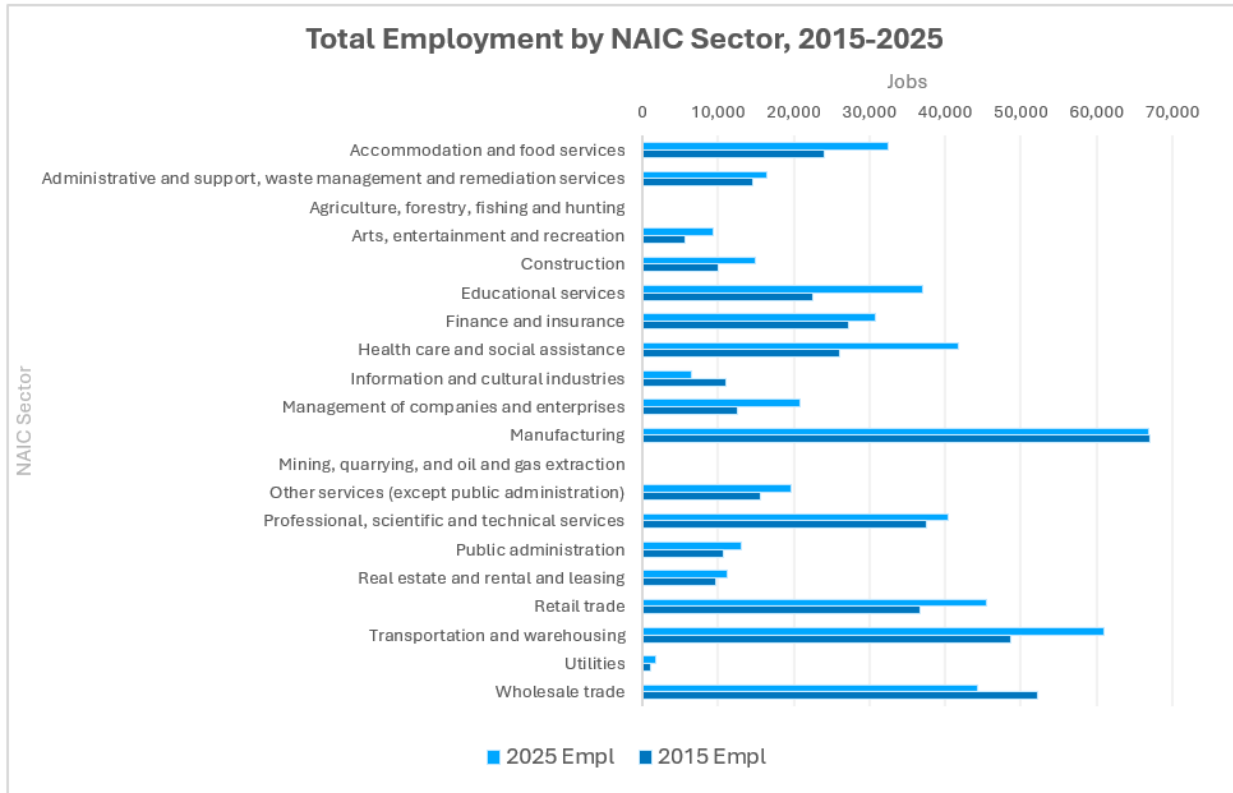
Notably, the [Manufacturing](#) sector continues to be the City's largest employee-based sector. [Transportation and Warehousing](#), [Retail Trade](#), [Wholesale Trade](#), and [Health Care and Social Assistance](#) round up the top five employment sectors and are strong contributors to Mississauga's economic profile. Each of these industries, except for Wholesale Trade, has experienced positive employment growth within the last decade. Moreover, other sectors experienced strong gains in employment, as indicated below.

Several Industry sectors experienced sizeable gains in workers over the last ten years, while others experienced a decline

The [Health Care and Social Assistance](#) sector has seen the largest increase in the number of employees between 2015 and 2025, increasing by an estimated 59% of jobs. This is followed by [Educational Services](#), [Retail Trade](#), [Transportation](#), and [Accommodation and Food Services](#) sectors. In terms of relative growth, the [Arts, Entertainment and Recreation](#) sector, although still relatively small (accounts for only 2% of all jobs), grew by approximately 68%, likely driven by increased in-person demand and increased spending on arts and recreational activities as key drivers. Similarly, the [Management of Companies and Enterprises](#) sector increased in employment by an estimated 65% since 2015.


Analysis of ten-year trends shows that certain sectors experienced a marginal decline in employment. This includes the [Information and Cultural Industries](#) sector which saw its decline in jobs attributed to the telecommunications subsector. This subsector comprises establishments that are primarily engaged in providing telecommunications and/or video entertainment services over self-administered networks, or over networks operated by others and which play a vital role in making information and cultural industry products available to the public. Similarly, the [Wholesale trade](#) sector also lost some employment in the past ten years. Despite these nuances, generally the City has continued to experience positive employment growth year-over-year and within the last decade across various industries ([Figure 11](#)).





Figure 11: Ten-year Employment Trends by Sector illustrating growth in various industries



Other notable trends respecting the top 5 sectors in the City are highlighted in the table below (refer to Figure 12). Collectively, these sectors account for a large share of employment within Mississauga:

Figure 12: Summary Table Highlighting Key Trends and Findings for Mississauga’s Top 5 Sectors

NAIC Sector	Key Trends and Findings
Manufacturing 	<ul style="list-style-type: none"> Accounts for the largest employee base in Mississauga, consisting of over 66,800 employees in 2025; Approximately 63% of all manufacturing jobs within Mississauga are located within Ward 5; Since 2015, jobs in this sector have grown by less than 1%, adding less than 500 workers; and This sector also experienced a decline of 3,300 workers when compared to 2024, however this may be a temporary decline given the economic situation at the time of writing (e.g. U.S-imposed tariffs).

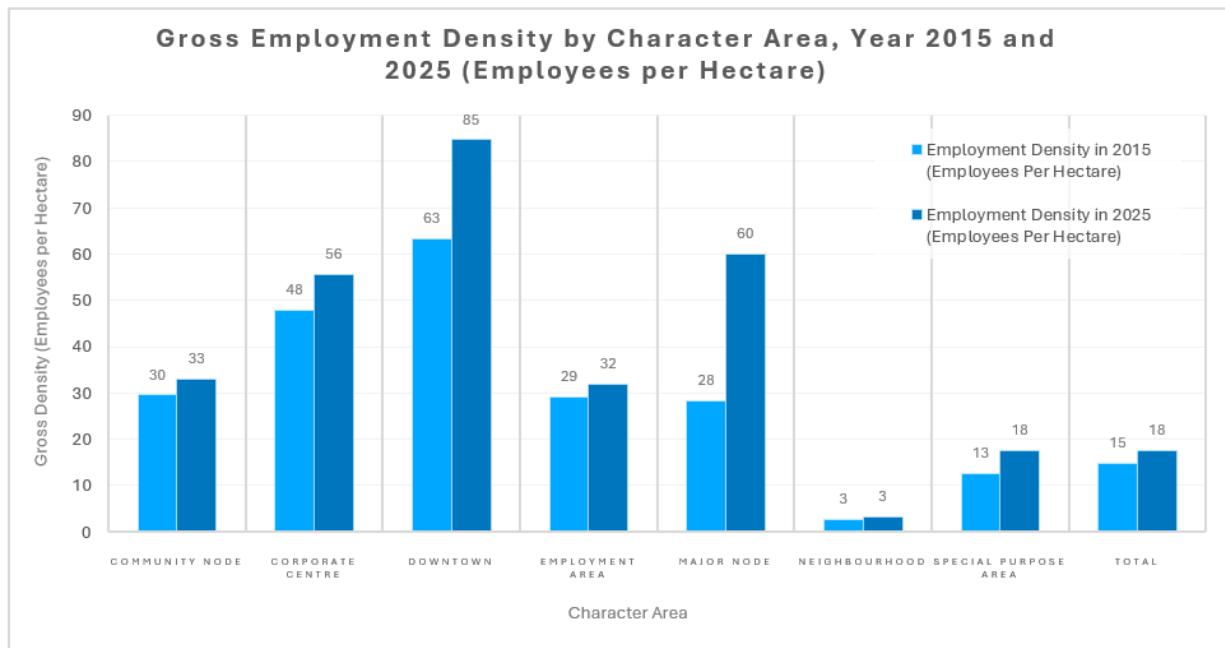
NAIC Sector	Key Trends and Findings
<p data-bbox="203 258 440 380">Transportation and Warehousing</p> 	<ul style="list-style-type: none"> ○ Second largest sector in the City, and accounts for approximately 12% of all jobs within Mississauga; ○ Over 61,000 jobs were recorded in this sector, with the largest concentration situated within Ward 5; ○ Largest share of jobs in this sector is concentrated within Employment Areas (53%), followed by Special Purpose Areas (36%); and ○ Since 2015, this sector grew by 25%, adding an estimated 12,400 jobs.
<p data-bbox="248 678 440 709">Retail Trade</p> 	<ul style="list-style-type: none"> ○ Accounts for approximately 9% of all jobs within the City; ○ Over 45,400 jobs were recorded in this sector in 2025, with the largest concentration in Ward 5; ○ Largest share of jobs in this sector is concentrated within Employment Areas (37%), followed by Neighbourhoods (25%); and ○ Since 2015, this sector grew by 24%, adding an estimated 8,700 jobs to the City.
<p data-bbox="272 1056 440 1136">Wholesale Trade</p> 	<ul style="list-style-type: none"> ○ Accounts for approximately 8% of all jobs within Mississauga; ○ Over 45,000 jobs in this sector were recorded in 2025, with the greatest concentration within Ward 5; ○ Largest share of jobs in this sector is concentrated within Employment Areas (68%), followed by Corporate Centres (28%); and ○ Since 2015, this sector experienced a decline having decreased by an estimated 7,900 jobs.
<p data-bbox="253 1434 440 1556">Health Care and Social Assistance</p> 	<ul style="list-style-type: none"> ○ Accounts for approximately 8% of all jobs within the City; ○ Over 41,600 jobs were recorded in this sector in 2025, with the greatest concentration within Ward 8; ○ Largest share of jobs within this sector is concentrated within Major Nodes with approximately 28% of all sector jobs located within the Central Erin Mills Major Node; and ○ Since 2015, this sector experienced significant growth, increasing by approximately 60%, and adding an estimated 15,600 jobs. This was the largest growing sector over the 10-year period.

Employment Density

Gross employment density has increased in Mississauga over the last ten years. In 2015, overall employment density was estimated at 15 employees per hectare and increased to approximately 18 employees per hectare in 2025.

Gross density has also changed across the City’s various character areas. For instance, within [Employment Areas](#) density steadily increased from 29 employees per hectare in 2015, to approximately 32 employees per hectare in 2025, representing an estimated 10% increase ([Figure 13](#)).

Figure 13: Ten-year Employment Trends by Sector illustrate growth in various industries



Businesses in Mississauga

Over the past decade, Mississauga experienced a modest increase in the number of businesses. Total businesses increased by approximately 1.0% since 2015, from an estimated 20,538 businesses recorded in 2015 to 23,779 operating businesses recorded in 2025. These figures exclude home-based, fully remote businesses or self-employed individuals without a physical location in



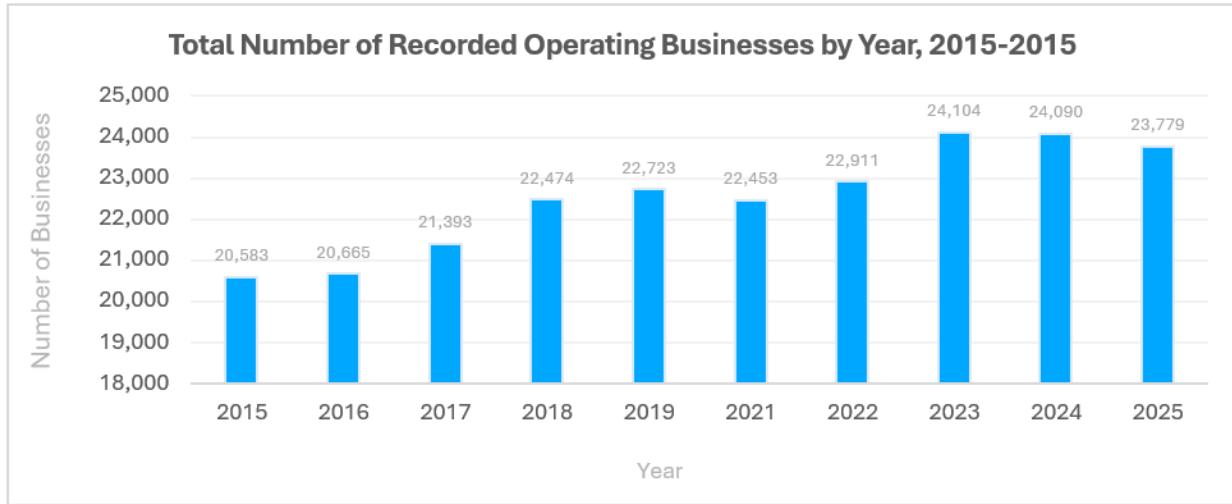
The [Business Directory](#) is a compiled list of businesses, contact information, and their geographic location. This is a voluntary list of almost 14,600 businesses that have agreed to have their information listed during the Employment Survey.

URL:

https://data.mississauga.ca/datasets/073787e3977e4e2e9c68ff13093b6d9e_0/explore?location=43.608717%2C-79.675120%2C10

Mississauga. The ten-year trend also shows that business count growth has generally continued to trend upwards ([Figure 14](#)).

Figure 14: Change in Operating Businesses since 2015

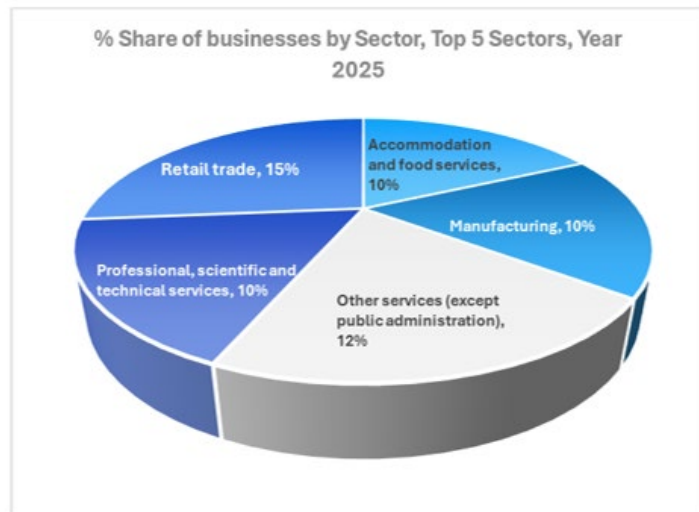


Trends by Sector

Mississauga continues to be an attractive location for businesses within the [Retail Trade](#), [Manufacturing](#), and [Accommodation and Food Services](#) sectors.

In 2025, [Retail Trade](#) accounted for an estimated 15% of recorded businesses within the City and represented the largest share of operating businesses. This is followed by [Other Services](#) and the [Accommodation and Food Services](#) sectors which accounted for approximately 12% and 10% of all operating businesses within Mississauga, respectively. Within the past year, all three of these sectors experienced growth in the number of businesses ([Figure 15](#)).

Figure 15: Change in Operating Businesses since 2015



The past decade illustrates a similar trend whereby the [Accommodation](#), [Retail Trade](#), and [Professional, Scientific and Technical Services](#) sectors were recorded as having the largest gains in business growth. Since 2015, these sectors were recorded as having added over 1,800 businesses to Mississauga collectively.

Trends by Business Size

Small, medium and large businesses continue to thrive in Mississauga, with all business sizes having experienced some gains in 2025, when compared to the previous year.

For 2025, small businesses comprised of less than 20 employees continue to represent the largest share of business type within the City, and account for approximately 79% of all operating businesses recorded within Mississauga. Growth in small businesses has increased year-over-year by an estimated 29% and by approximately 26% over the last decade (Figure 16, right).

Since 2015, the City has continued to experience moderate gains in the growth of all business sizes, with the strongest growth experienced in the [Accommodation and Food Services](#) and [Retail Trade](#) sectors. With respect to industry sectors, a large proportion of the [Health Care and Social Assistance](#) sector is represented by small businesses (approximately 90%), followed by [Professional, scientific and technical services](#) (Figure 17).

Figure 16: Change in Operating Businesses since 2015

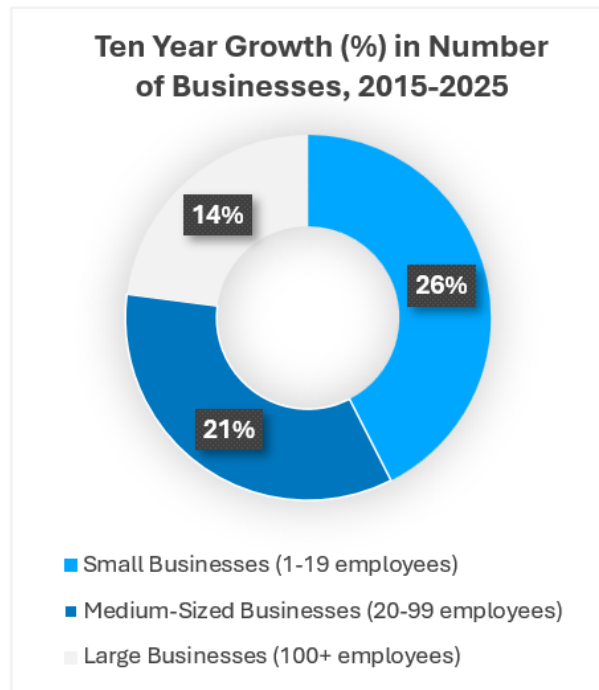
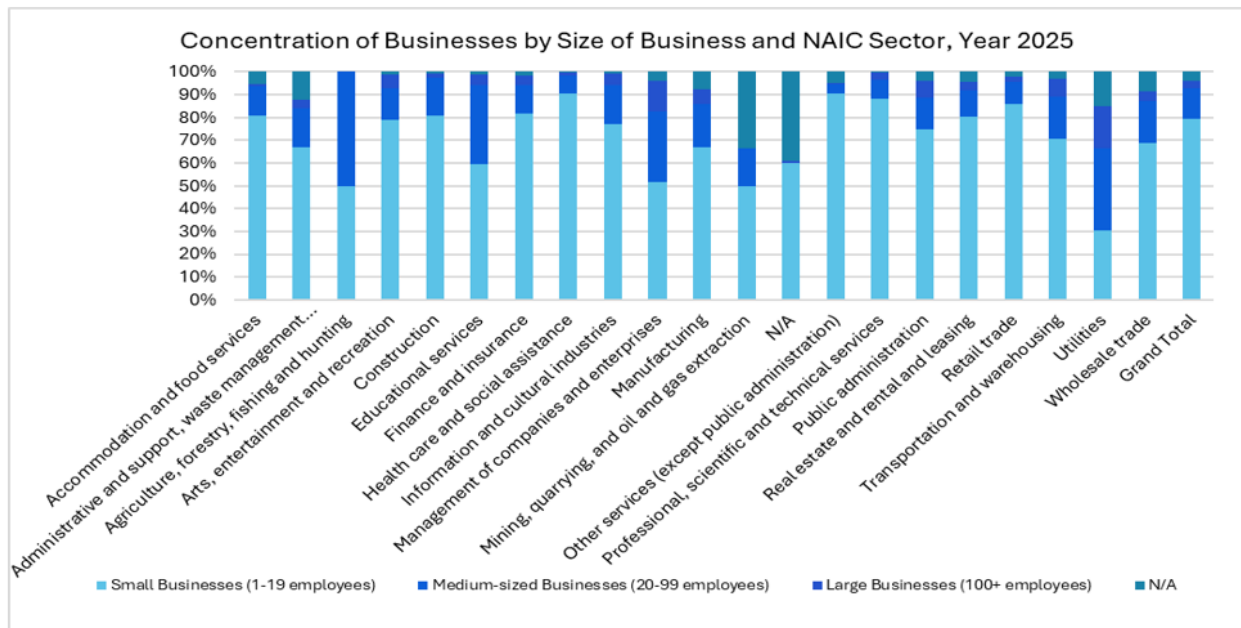


Figure 17: Business sizes vary by industry sector.



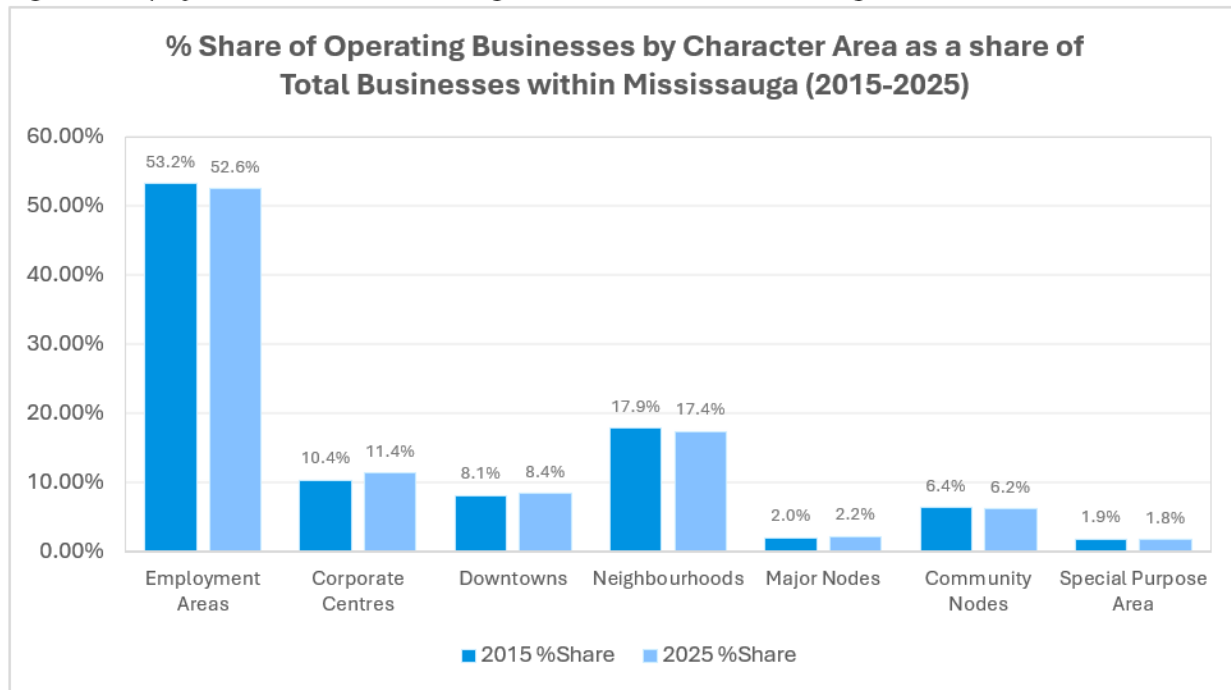
Trends by Character Area

For 2025, more than half (53%) of Mississauga’s businesses are located within designated Employment Areas, with a large concentration located within the Northeast Employment Area (West). This is generally consistent with the previous year.

Neighbourhoods also support a respectable share of operating businesses, accounting for approximately 17% of all businesses within the City. For 2025, the largest concentration of businesses within Neighbourhoods is found within the Lakeview Neighbourhood character area.

When looking at the ten-year trend, Corporate Centres and Major Nodes have experienced the strongest business growth, having each recorded an increase of approximately 26% (Figure 18). Despite these strong gains, the overall share of businesses within each character area type has generally remained consistent since 2015.

Figure 18: Employment Areas account for a large share of businesses in Mississauga



Methodology and Data Disclaimer

The Employment Survey is primarily conducted through in-person site visits to operating businesses with a physical location by post-secondary student surveyors between May and August. The Employment Survey is also conducted through phone calls, email, and an online survey.

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. Data accuracy depends on the quality of the information collected and survey respondents' input. One of the key challenges in data collection is gaining access to office locations which may reflect low growth observed in some sectors (e.g. Professional services).

Establishments whose employees always work remotely and are without a physical business location in Mississauga, as well as home-based work and self-employed individuals, are not captured by the Employment Survey.

The City does not guarantee completeness or accuracy of information in the Employment Survey's results and does not accept liability arising from the use or misuse of all or portions of such information. For more information about the data the City collects and shares, additional data disclaimers, and definitions visit the [Employment Survey webpage](#)¹.

Contact Us



For more information or to update your business directory information, please contact the City Planning Strategies Division by email at employment.survey@mississauga.ca.

For information about locating or expanding your business in Mississauga, or general business development inquiries, visit www.investmississauga.ca.

For more information on trends by character areas, City wards and industry sectors, the following resources are also available on the City's website:

- Interactive dashboards and storyboard with 10-year business trends: <https://city-planning-data-hub-1-mississauga.hub.arcgis.com/pages/employment>
- [2025 Business Directory](#): Information on the City's business community (in Open Data).

¹ URL: <https://www.mississauga.ca/services-and-programs/business/employment-survey/>