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2005 EMPLOYMENT PROFILE

# 2005 employment profile

# Employment Profile 2005

**City of Mississauga  
Planning & Building Department  
December 2005**

The information presented in this report is based on the 2005 Employment Survey. The survey was a collaborative effort by the Planning and Building Department and the Economic Development Office.

Figures in this report have been rounded. Calculations (e.g., summations and percentages) have been performed on unrounded data.

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## **1.0 INTRODUCTION**

This report presents a profile of employment and business activities in the City of Mississauga in 2005. The City acknowledges the importance of a strong employment base by incorporating objectives regarding employment in both its Strategic Plan and Mississauga Plan.

One of the Strategic Plan visions is that *“Mississauga will be a distinct major Canadian City.”* Objectives relating to this statement include, *“to develop a regional employment centre in excess of 500,000 jobs”* and *“to provide a variety of opportunities in housing, employment, recreation, cultural and social amenities.”* In addition, the Strategic Plan states that *“Mississauga will have a dynamic and diverse economic base.”* Objectives related to this goal include *“. . . assist(ing) local business to grow and prosper”* and *“attract(ing) new businesses that offer good growth prospects and provide high-quality jobs.”*

Employment is also a principal theme of Mississauga Plan. Mississauga Plan states that the City will have a strong economic base having a diversity of business activities, capability for growth and a wide range of employment activities. Mississauga Plan Goal 2.3, *“Population and Employment”* states, *“Mississauga will encourage a range of employment opportunities...”* Objectives relating to this goal state that the City, *“continue to be a net importer of labour.”*

Monitoring of strategic and planning policies is undertaken to ensure the objectives outlined in these policies are being met. The Employment Survey and Employment Profile are part of the monitoring activities and contribute to the assessment of how the goals in the Strategic Plan and Mississauga Plan are being implemented.

Collection of employment information is an important data resource. In addition to monitoring strategic and planning policies, the data are used in forecasting and planning for future needs and services, attracting businesses to the City, retention programs for existing businesses and development of future financial and economic strategies.

### **1.1 Background**

Annual monitoring of employment trends is a challenging endeavour and methodologies have changed to address issues that have emerged at various times. The present employment survey method was initiated in 1999. The 1999 review of employment in the City concentrated on developing a complete inventory of businesses from the variety of databases used in the past as well as field checking the existing data set. The 1999 employment survey focussed on information relating to businesses. In subsequent years, information relating to businesses was verified and kept current and an emphasis was placed on adding and updating employment data. The data that is collected includes complete business name and address, contact person and phone number, web and email address, number of full-time and part-time employees, description of the business, parent company and years in Mississauga. The employment survey does not collect data for home-based businesses.

Employment information is stored in the Mississauga Employment Database (MED). This database, shared by both the Planning and Building Department and Economic Development Office, is maintained and updated on an on-going basis.

Other sources of employment information for the City of Mississauga includes data from the Canadian Business Patterns (CBP), produced by Statistics Canada, the 2001 Census of Canada labour force activity data, released in February 2003, and the 2005 Growth Forecasts prepared by Hemson Consulting. Employment data from these sources are monitored and reviewed on a continuing basis.

## **1.2 Methodology**

The methodology for the 2005 Employment Survey included the compilation of a complete list of employment sites from the 2004 Mississauga Employment Database, new businesses from Building Permit Reports, and a comprehensive field survey to confirm the name and location of every business in the City. For businesses located within Residential Districts, a mail-out questionnaire was sent to selected businesses requesting further information on business operations and employment information; a follow-up telephone interview was attempted where there was no response to the mail-out questionnaire. For businesses located within Employment Districts, a telephone survey was conducted of selected businesses by the firm Call Response and monitored by the Economic Development Office<sup>1</sup>.

A property-based approach is used to collect employment data. Employment information is recorded by location. Where a business has several locations, employment is recorded at each separate location. For businesses that have several buildings on a property, employment figures may be stored at one building address. The property-based approach allows an analysis of employment by Planning District (see Appendix A) and other geographic boundaries.

A concerted effort is made to collect data for businesses thought to have 100 or more employees, therefore, it was assumed that for the most part, the remaining businesses with no employment data are smaller establishments. To estimate total employment in the City of Mississauga, an adjustment factor is applied to those businesses with no employment. To better reflect the characteristics of the businesses located within each Planning District, the adjustment factor that is applied depends on whether the business is located in a Residential or Employment District. The Residential District adjustment factor is calculated using the average number of employees for businesses with less than 100 employees in all Residential Planning Districts. This overall adjustment factor is then applied to businesses with no employment data located in Residential Districts. The Employment District adjustment factor is unique to each Employment Planning District and is calculated based on the average number of employees for businesses with less than 100 employees within each Employment District. This unique adjustment factor is then applied to those businesses with no employment within each Employment Planning District. The Residential District adjustment factor and Employment District adjustment factors are outlined in Appendix B.

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<sup>1</sup> A mailout or telephone survey was administered to businesses with 100 or more employees, if existing employment data was greater than 2 years old, if no employment data was recorded for the business or if the business was part of a sector selected to be profiled.

## **2.0 EMPLOYMENT DATA – 2005**

This section presents a profile of businesses and employment based on results from the 2005 Employment Survey, as well as a comparison to the Census definition of employment.

### **2.1 Total Employment**

Employment<sup>2</sup> in the City of Mississauga, based on the 2005 Employment Survey, was 381,380. Employment data for 18,910 businesses or 90% of the 21,105<sup>3</sup> operating businesses were obtained. When the employment figure of 381,380 is adjusted to more closely reflect the Census definition of employment to consider persons with multiple jobs and to include home-based businesses, the estimate of total employment is 406,330<sup>4</sup> (see Table 1). This is a difference of 4% from the June 2005 Growth Forecast projection of 423,300 employees in the City of Mississauga.

Table 1 on page four summarizes employment and population information. It shows that with a projected population of 693,800 and employment of 406,330, Mississauga has an employment ratio of .59. That is, for every 100 residents of the City, there were 59 local jobs. This table also shows that with a participating labour force of 390,300, Mississauga must import a net labour force of approximately 16,030 persons. When consideration is made for a portion of the participating labour force that is unemployed, about 7.4%, the imported labour force is approximately 44,910 employees. These figures indicate that the City is meeting the population and employment objective in Mississauga Plan regarding being a net importer of employment.

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<sup>2</sup> Employment was estimated based on data contained in the Mississauga Employment Database, data from the 2005 Employment Survey, and estimates made for businesses for which employment data were not available (see Appendix B for the factors that were applied to these businesses). Part-time positions have been converted to full-time equivalents, based on the assumption that two part-time positions are equivalent to one full-time position. This does not include home-based businesses.

<sup>3</sup>The Canadian Business Patterns, prepared by Statistics Canada, reports approximately 49,780 businesses in the City of Mississauga, with 29,430 of these businesses reporting no employment. When the number of businesses with no employment is subtracted from the total, the figure derived is approximately the number of operating businesses noted in this report.

<sup>4</sup> The following modifications were made to the 2005 Employment Survey employment to reflect the Census definition of employment: 40% of total part-time employment was excluded to account for individuals holding multiple jobs and 80% of the estimated home-based businesses in the City of Mississauga in 2005 (based on the 2001 Census) was added. Home-based businesses are assumed to be 4% of the resident labour force.



<b>Table 1: Population, Total Employment and Resident Labour Force, 2005*</b>	
Employment from the 2005 Employment Survey	381,380
Census Adjustment <sup>a</sup>	24,950
Total Employment <sup>b</sup>	406,330
Total Population <sup>c</sup>	693,800
Resident Labour Force <sup>d</sup>	556,770
Participating Labour Force <sup>e</sup>	390,300
Employed Labour Force	361,420
Unemployed Labour Force <sup>f</sup>	28,880
Employment Ratio <sup>g</sup>	.59
Difference Between Total Employment and Participating Labour Force	16,030
Labour Import <sup>h</sup>	44,910

\*numbers have been rounded

<sup>a</sup> This figure accounts for multiple part-time jobs and home-based businesses.

<sup>b</sup> This figure represents the 2005 Employment Survey total plus the Census adjustment.

<sup>c</sup> Population figure is the 2005 Growth Forecast projection for June 2005 including the census undercount.

<sup>d</sup> The Resident Labour Force represents the population 15 years+ calculated from the 2005 Growth Forecast projection for June 2005.

<sup>e</sup> Participating Labour Force is the resident labour force multiplied by the participation rate of 70.1% from the Labour Force Survey by Statistics Canada for June 2005.

<sup>f</sup> Unemployed Labour Force is the Participating Labour Force multiplied by the unemployment rate of 7.4% from the Labour Force Survey by Statistics Canada for June 2005.

<sup>g</sup> Employment Ratio is total employment divided by the total population.

<sup>h</sup> Labour Import refers to the total employment positions minus the employed labour force.

Analysis in subsequent sections is based on results from the 2005 Employment Survey and does not include modifications for the Census definition of employment.

### 2.1.1 Employment by Planning District

Figure 1 summarizes employment by Planning District. In this report, the Northeast and Gateway Planning Districts which are the two largest employment districts, have been subdivided into smaller geographical areas to provide a greater understanding of the businesses and employment characteristics within these districts and a better comparison to other Planning Districts.

Northeast-South, Northeast-West and Meadowvale Business Park each represent approximately 10% of total employment. This is followed by Gateway-South representing 9% of employment or 33,085 employment positions. Together these four areas account for almost 40% of the City's employment opportunities.

**2.1.2 Full-Time and Part-Time Employment<sup>5</sup>**

Full-time employment is 90% of total employment. Meadowvale Business Park, Northeast-South and Northeast-West each represent approximately 10% of total full-time employment. This is followed by Gateway-South at 9%.

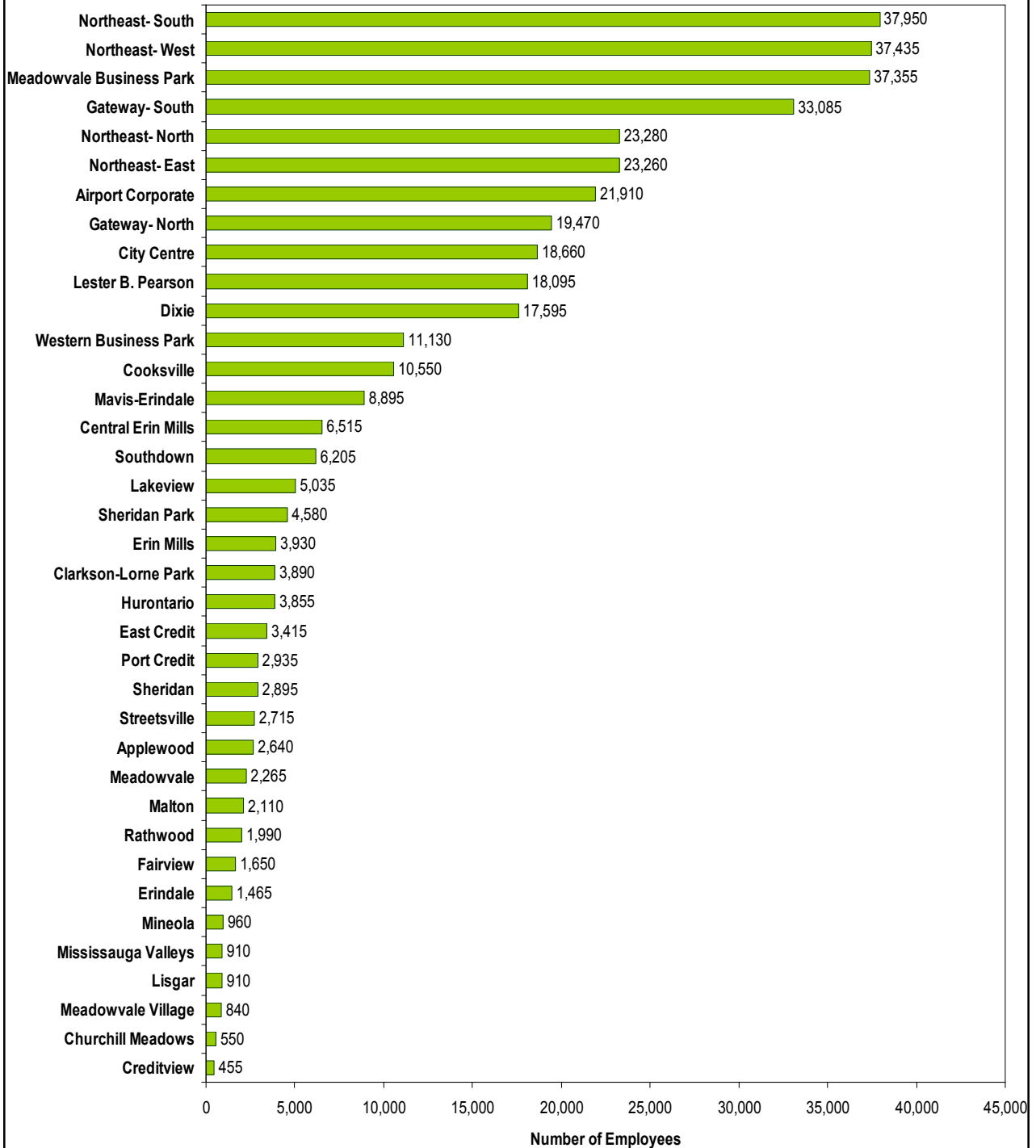
Part-time employment represents 10% of total employment. For this report, one part-time employment position is considered half or .5 of one full-time employment position. City Centre has the largest proportion of part-time employment with 9%. Outside of City Centre, Cooksville (7%), Northeast-South (7%), Central Erin Mills (6%) and Gateway-South (6%) also have significant concentrations of part-time positions.

The proportion of full-time positions within Planning Districts ranges from 63% in Mississauga Valleys and 64% in Central Erin Mills, to 96% in Northeast-North and 98% in Airport Corporate. Most Employment Districts, with the exception of Mavis-Erindale, have 90% or greater of total employment represented by full-time positions. As expected, due to the large number of retail and service industry businesses, most Residential Districts have a higher proportion of total employment represented by part-time positions as compared to Employment Districts.

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<sup>5</sup> Full-time and part-time employment figures are based on businesses where employment information is available.

Figure 1: Employment by Planning District, 2005



## **2.2 Businesses and Vacancies**

There were 21,105 businesses operating in Mississauga in 2005. In addition, the 2005 employment survey recorded 2,100 vacancies<sup>6</sup> for a total of 23,200 business sites. Nine percent of total business sites were vacant.

### **2.2.1 Businesses and Vacancies by Planning District**

Table 2 and Figures 2a and 2b provide a summary of existing businesses and vacancies by Planning District. Map 1 shows the location of vacancies in the City.

Northeast-West has the largest concentration of businesses with 2,320 or 11% of the total number of businesses. This is followed by Northeast-South with 2,030 or 10%, Northeast-North with 1,530 or 7% and Dixie with 1,480 or 7% of total businesses.

The largest proportion of total City vacancies is found in districts that have the largest concentration of businesses, Northeast-West with 14% or 290 vacancies, Northeast-South with 10% (215 vacancies) and Dixie with 9% (195 vacancies) of total City vacancies.

However, with the exception of Dixie, these areas do not reflect the highest vacancies when vacancies are viewed as a percent of total business sites within each district. The highest vacancies as a percent of total business sites within the Planning District are Northeast-East (18%), Airport Corporate (13%), Dixie, Mavis-Erindale and Mississauga Valleys, each with 12% of total business sites vacant. The majority of vacancies in Northeast-East, Airport Corporate and Dixie occur within multi-unit industrial developments and major office buildings. The vacancies in Mississauga Valleys are the result of a new retail plaza built in early 2005 that was not fully tenanted at the time of the survey and an 18 unit commercial plaza with four vacancies. The majority of vacancies within Mavis-Erindale occur within multi-unit commercial developments.

Thirty-five percent of the vacancies in Western Business Park are attributed to new multi-unit industrial development that was not fully occupied at the time of the employment survey. Similarly, a portion of the vacancies in Southdown are attributed to new commercial development at the south west corner of Southdown Road and Royal Windsor Drive not fully tenanted at the time of the employment survey.

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<sup>6</sup> Vacancies refer to vacant buildings, vacant floors and vacant units within multiple unit developments. Some condominium industrial units are recorded as vacant buildings.

<b>Table 2: Businesses and Vacancies* by Planning District in 2005</b>						
Planning District	Total Business Sites	Businesses		Vacancies		
		# of Businesses	% of City Businesses	# of Vacancies	% of City Vacancies	% of Vacancies in each Planning District
Northeast- West	2,610	2,320	11%	290	14%	11%
Northeast- South	2,250	2,030	10%	215	10%	10%
Northeast- North	1,665	1,530	7%	130	6%	8%
Dixie	1,675	1,480	7%	195	9%	12%
Meadowvale Business Park	1,305	1,220	6%	85	4%	7%
Cooksville	1,205	1,100	5%	100	5%	8%
Gateway- South	1,205	1,090	5%	120	6%	10%
City Centre	1,155	1,025	5%	130	6%	11%
Western Business Park	1,060	955	5%	105	5%	10%
Northeast- East	865	705	3%	160	8%	18%
Gateway- North	585	545	3%	40	2%	7%
Airport Corporate	620	540	3%	80	4%	13%
Lakeview	585	530	3%	55	3%	9%
Port Credit	550	500	2%	50	2%	9%
Mavis-Erindale	550	485	2%	65	3%	12%
Central Erin Mills	480	470	2%	10	0%	2%
Streetsville	470	445	2%	25	1%	5%
Clarkson-Lorne Park	440	415	2%	25	1%	6%
Applewood	430	400	2%	30	1%	7%
Hurontario	380	365	2%	15	1%	4%
Malton	375	355	2%	25	1%	7%
Lester B. Pearson	350	345	2%	2	0.1%	1%
Southdown	300	275	1%	20	1%	7%
Sheridan	300	265	1%	30	1%	10%
Rathwood	260	240	1%	20	1%	8%
East Credit	245	235	1%	10	0.5%	4%
Meadowvale	235	225	1%	10	0.5%	4%
Erin Mills	230	220	1%	10	0.5%	4%
Erindale	170	165	1%	5	0.2%	3%
Fairview	140	135	1%	5	0.2%	4%
Mineola	115	105	0.5%	5	0.2%	4%
Mississauga Valleys	85	75	0.4%	10	0.5%	12%
Creditview	75	70	0.3%	5	0.2%	7%
Sheridan Park	65	60	0.3%	5	0.2%	8%
Meadowvale Village	60	60	0.3%	1	0.0%	2%
Lisgar	55	55	0.3%	1	0.0%	2%
Churchill Meadows	55	50	0.2%	5	0.2%	9%
<b>Total</b>	<b>23,200</b>	<b>21,105</b>	<b>100%</b>	<b>2,100</b>	<b>100%</b>	<b>9%</b>

\*Numbers may not add due to rounding. Vacancies refer to vacant buildings and to vacant units and vacant floors within multiple unit developments. Some condominium industrial units are recorded as vacant buildings.

Figure 2a: Businesses by Planning District, 2005

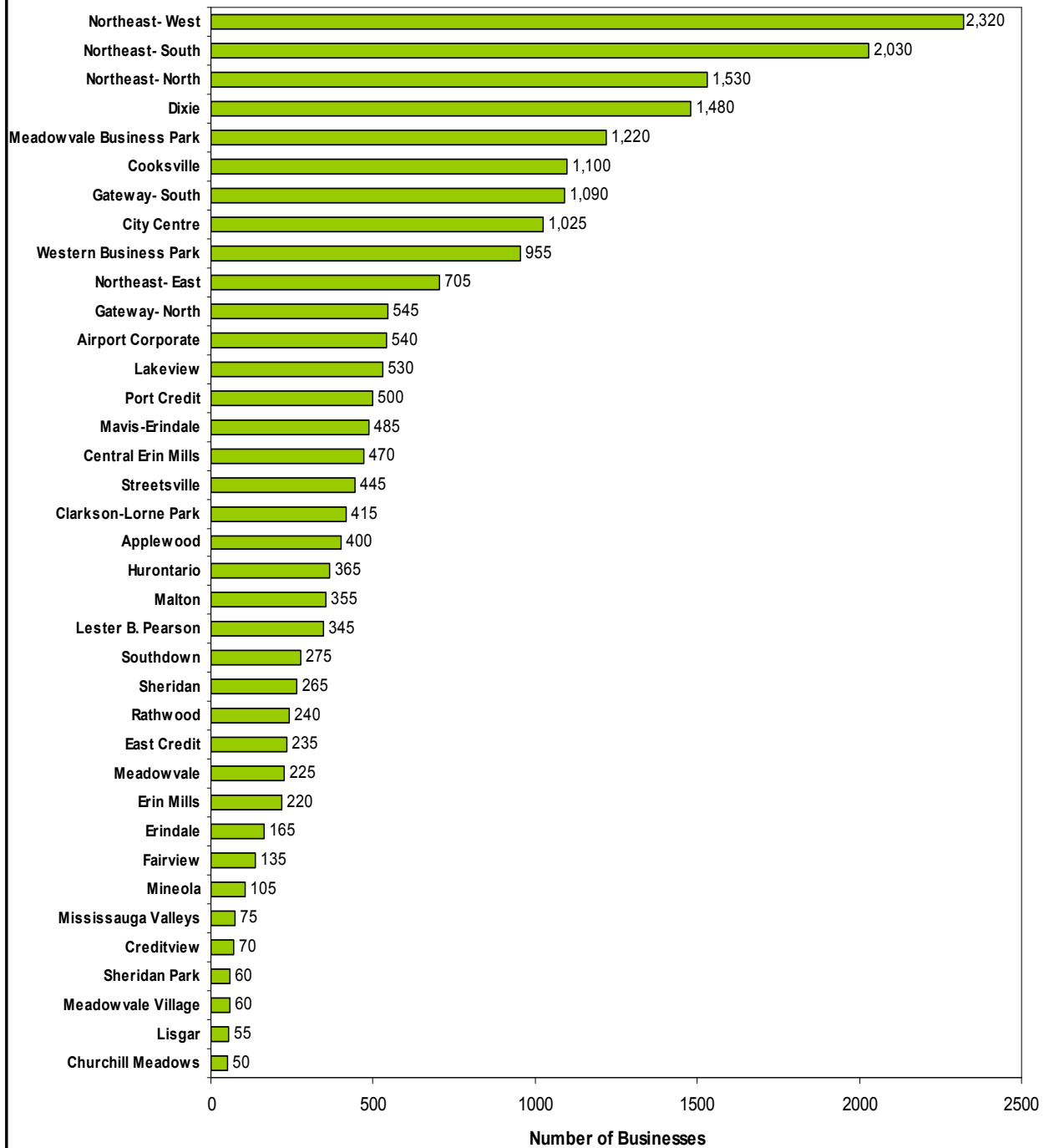
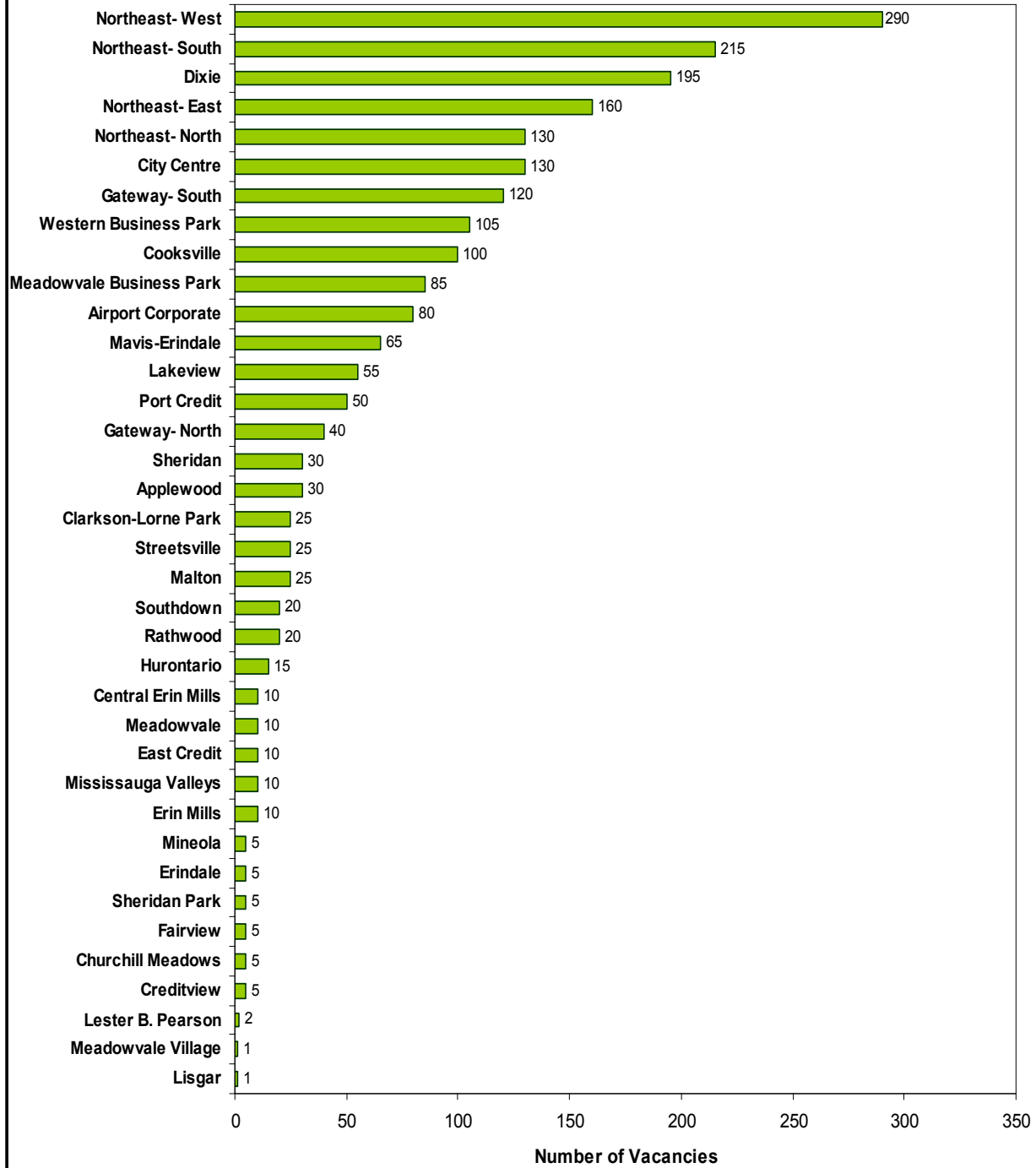


Figure 2b: Vacancies by Planning District, 2005



map 1 vacancies



### **2.3 Businesses by Business Size**

The distribution of businesses by Planning District as well as the number and percent of employees for 2005 are shown on Tables 3 and 4 and illustrated in Figures 3a to 3d.

The City's business profile is dominated by small businesses. Forty-three percent of all businesses have fewer than five employees. However, smaller firms do not constitute a large portion of total employment. Firms with fewer than five employees represent only 6% of total jobs or 22,005 employment positions. Seventy-three percent of the City's businesses are establishments of less than 20 employees but these represent only 21% of the total employment positions (See Tables 3 and 4).

The largest portion of the employment base in Mississauga is currently found in mid-sized firms between 20 and 300 employees. These businesses represent only 15% of total businesses but constitute 49% of the work force or 187,890 employment positions.

Table 3 summarizes the number of businesses by business size in each Planning District and Figures 3a and 3b illustrate these sizes for the City. It shows the dominance of firms with less than 5 employees, particularly in the Residential Districts.

Table 4 summarizes the number of employees by the business size in each Planning District and Figures 3c and 3d illustrate these sizes for the City. It is evident from this table that mid-sized firms with 20 to 299 employees represent the largest portion of the employment base, particularly in the Employment Districts. This is an expected result as mid-sized firms tend to be related to industrial/manufacturing type companies, which generally locate in Employment Districts.

Businesses with 300 or more employees represent less than 1% of the total number of businesses but constitute 25% of the employment base. They are generally concentrated in the Employment Districts and City Centre. There is a marked presence of these businesses in the northern Employment Districts along the Highway 401 corridor. A small number of very large businesses with a thousand or more employees make a significant contribution to the City's employment base. There are only 25 such businesses representing 0.2% of the total businesses in the City, yet they account for over 44,000 jobs (12% of total jobs). These businesses include the two hospitals, the University of Toronto in Mississauga, bio-medical firms, financial businesses, government and manufacturing among others. Map 2 illustrates the location of businesses with 300 or more employees and the range of employees per location. A listing of these businesses is provided in Appendix C.

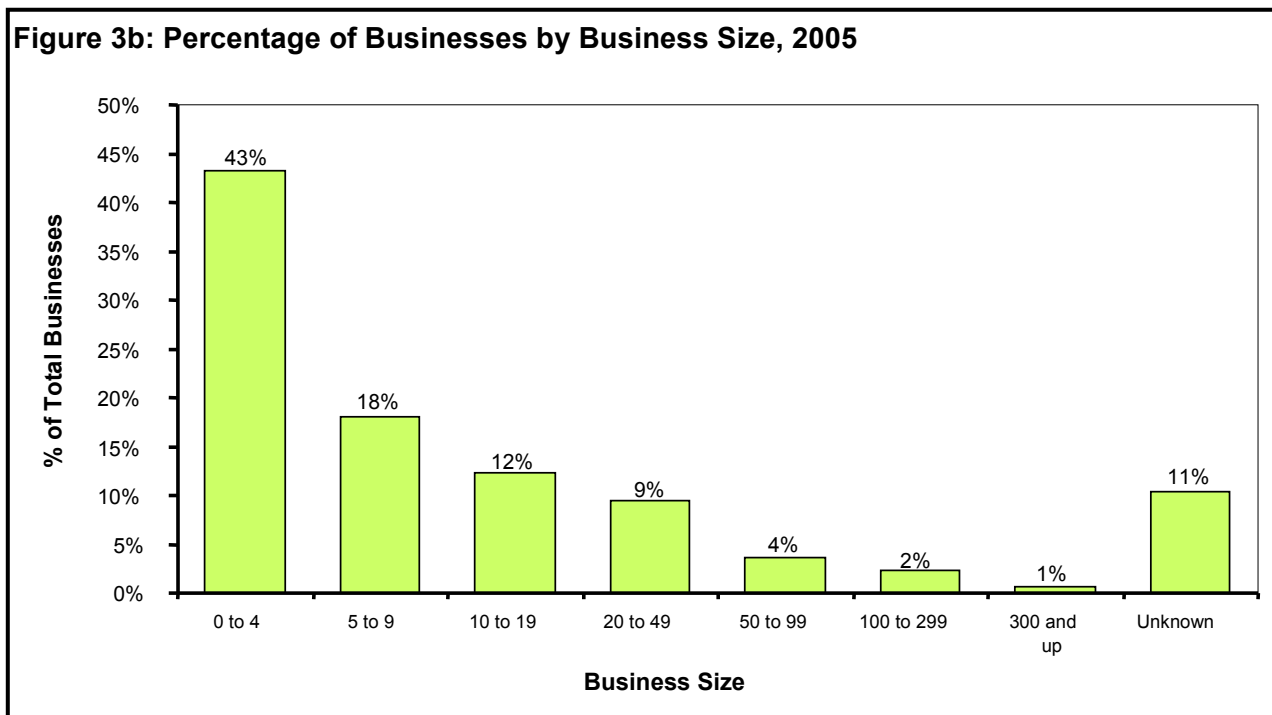
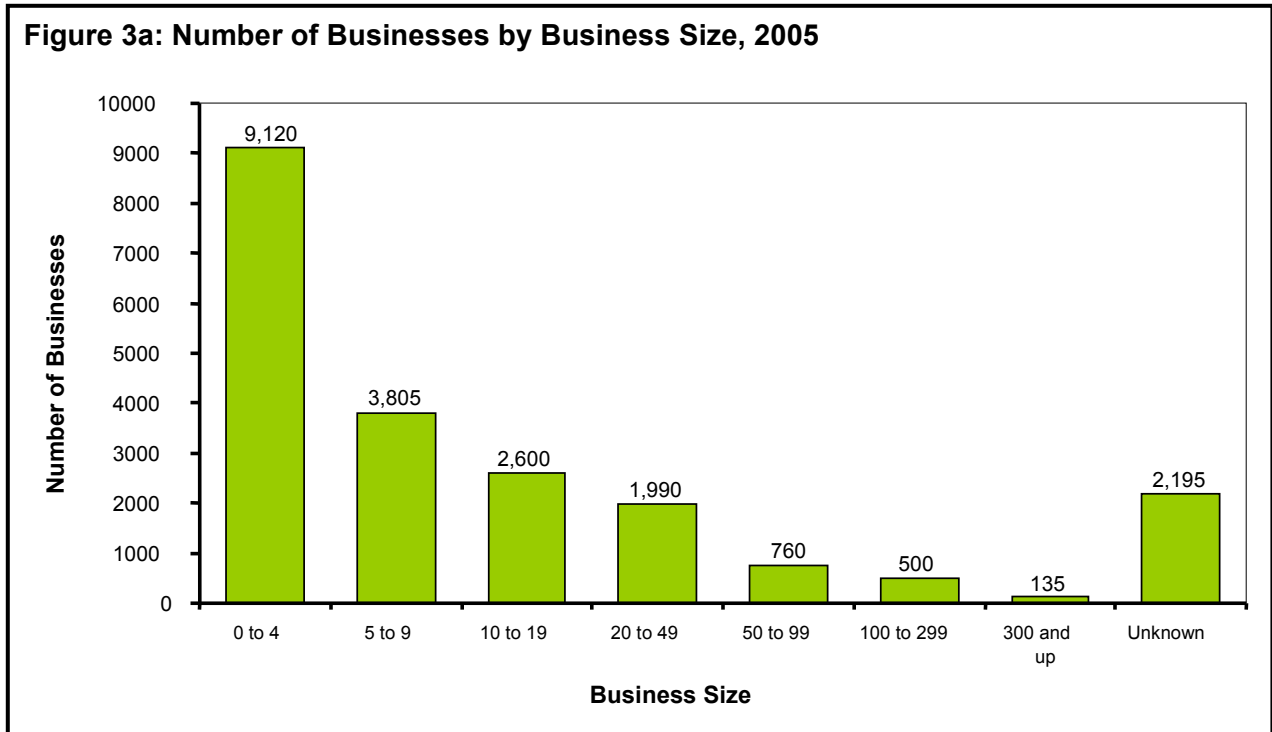
Finally, it is noted that all Planning Districts have a representation of businesses with less than 300 employees. The number of businesses across the City with these ranges of employees would also provide for a range of employment opportunities. The distribution of businesses across the City addresses Mississauga's Strategic Plan objective to maintain a variety of employment opportunities.

<b>Table 3: Number of Businesses by Business Size and Planning District, 2005*</b>											
Planning District	Business Size (based on number of employees)										Total
	0-4	5-9	10-19	20-49	50-99	100-299	300-499	500-999	1000+	Unknown	
Northeast- West	855	420	305	265	80	55	10	0	1	330	2,320
Northeast- South	785	385	320	190	65	40	5	1	5	235	2,030
Northeast- North	525	285	225	155	55	40	2	0	0	240	1,530
Dixie	680	250	175	90	30	20	5	0	1	230	1,480
Meadowvale Business Park	295	245	210	175	55	60	10	5	5	160	1,220
Cooksville	780	135	60	35	10	5	2	0	1	70	1,100
Gateway- South	255	215	210	160	80	45	10	5	2	105	1,090
City Centre	375	245	150	80	35	20	5	2	1	105	1,025
Western Business Park	385	205	155	75	25	5	0	0	1	100	955
Northeast- East	170	110	105	120	60	40	5	5	1	90	705
Gateway- North	105	100	85	115	45	25	10	2	1	55	545
Airport Corporate	120	110	80	70	50	40	10	5	1	55	540
Lakeview	300	105	40	35	15	5	0	0	0	30	530
Port Credit	355	70	35	15	5	5	0	0	0	25	500
Mavis-Erindale	235	80	40	40	25	15	2	1	0	45	485
Central Erin Mills	275	105	30	35	5	10	0	0	1	10	470
Streetsville	320	65	30	10	5	2	0	0	0	15	445
Clarkson-Lorne Park	255	55	45	30	10	5	0	0	0	15	415
Applewood	280	55	20	25	10	0	0	0	0	20	400
Hurontario	205	75	40	30	10	5	0	0	0	2	365
Malton	260	35	20	20	1	1	0	0	0	15	355
Lester B. Pearson	75	50	35	30	15	5	5	2	2	135	345
Southdown	120	55	35	15	10	10	5	1	0	20	275
Sheridan	160	50	20	15	5	5	0	1	0	10	265
Rathwood	155	35	15	15	10	0	0	0	0	5	240
East Credit	105	55	25	35	10	5	0	0	0	5	235
Meadowvale	130	40	20	20	5	5	0	0	0	10	225
Erin Mills	120	40	20	20	5	5	1	0	1	10	220
Erindale	105	20	10	10	5	1	0	0	0	10	165
Fairview	75	30	10	10	5	3	0	0	0	2	135
Mineola	65	20	10	5	5	1	0	0	0	5	105
Mississauga Valleys	45	10	5	5	2	2	0	0	0	2	75
Creditview	45	15	5	5	1	0	0	0	0	5	70
Meadowvale Village	25	10	5	10	5	1	0	0	0	5	60
Sheridan Park	10	5	10	5	10	5	0	1	1	10	60
Lisgar	30	10	5	5	5	2	0	0	0	0	55
Churchill Meadows	30	10	5	5	5	0	0	0	0	2	50
<b>Total Businesses</b>	<b>9,120</b>	<b>3,805</b>	<b>2,600</b>	<b>1,990</b>	<b>760</b>	<b>500</b>	<b>85</b>	<b>30</b>	<b>25</b>	<b>2,195</b>	<b>21,105</b>
<b>% of Total Businesses</b>	<b>43%</b>	<b>18%</b>	<b>12%</b>	<b>9%</b>	<b>4%</b>	<b>2%</b>	<b>0.6%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>11%</b>	<b>100%</b>

\*Numbers may not add due to rounding. Unknown are businesses with no employment data.

<b>Table 4: Number of Employees by Business Size and Planning District, 2005*</b>											
Planning District	Business Size (based on the number of employees)										Total
	0-4	5-9	10-19	20-49	50-99	100-299	300-499	500-999	1000+	Unknown	
Northeast- South	1,940	2,470	4,145	5,355	4,145	5,885	2,280	500	8,945	2,285	37,950
Northeast- West	2,065	2,675	3,830	7,795	5,050	8,580	3,205	0	1,025	3,210	37,435
Meadowvale Business Park	800	1,590	2,725	5,190	3,380	10,000	3,450	2,600	5,780	1,845	37,355
Gateway- South	695	1,405	2,745	4,725	5,180	7,165	4,090	3,300	2,305	1,475	33,085
Northeast- North	1,250	1,835	2,915	4,420	3,520	6,380	650	0	0	2,315	23,280
Northeast- East	435	705	1,375	3,625	4,250	6,255	1,480	3,265	1,000	865	23,260
Airport Corporate	320	745	1,065	2,155	3,445	5,915	4,025	2,000	1,400	845	21,910
Gateway- North	300	655	1,125	3,430	2,910	4,465	3,450	1,135	1,265	735	19,470
City Centre	980	1,605	1,955	2,425	2,475	3,670	1,900	1,350	1,320	980	18,660
Lester B. Pearson	220	305	440	790	965	1,005	1,030	1,545	10,725	1,065	18,095
Dixie	1,620	1,625	2,255	2,755	2,240	2,775	1,365	0	1,400	1,560	17,595
Western Business Park	1,020	1,365	2,015	2,000	1,780	1,010	0	0	1,100	840	11,130
Cooksville	1,750	885	765	1,180	840	785	715	0	3,200	425	10,550
Mavis-Erindale	605	500	555	1,300	1,645	2,250	685	910	0	445	8,895
Central Erin Mills	705	695	410	1,160	295	1,160	0	0	2,050	40	6,515
Southdown	290	360	445	525	705	1,845	1,260	580	0	195	6,205
Lakeview	695	715	590	1,065	945	835	0	0	0	190	5,035
Sheridan Park	30	50	120	190	520	1,340	0	725	1,500	115	4,580
Erin Mills	300	270	255	685	365	620	345	0	1,050	50	3,930
Clarkson-Lorne Park	580	365	605	920	685	645	0	0	0	90	3,890
Hurontario	505	465	565	1,090	550	675	0	0	0	5	3,855
East Credit	255	390	295	1,135	635	685	0	0	0	20	3,415
Port Credit	720	465	435	465	200	500	0	0	0	145	2,935
Sheridan	370	335	240	455	480	370	0	605	0	40	2,895
Streetsville	680	420	415	330	315	490	0	0	0	70	2,715
Applewood	630	345	255	740	570	0	0	0	0	105	2,640
Meadowvale	315	265	280	630	380	370	0	0	0	30	2,265
Malton	565	220	300	750	65	135	0	0	0	75	2,110
Rathwood	365	230	205	540	620	0	0	0	0	30	1,990
Fairview	195	210	120	320	375	420	0	0	0	15	1,650
Erindale	225	150	145	270	480	145	0	0	0	55	1,465
Mineola	155	130	105	175	205	165	0	0	0	30	960
Mississauga Valleys	115	60	90	240	120	280	0	0	0	15	910
Lisgar	75	65	55	140	300	270	0	0	0	0	910
Meadowvale Village	70	85	35	275	230	125	0	0	0	20	840
Churchill Meadows	75	45	40	170	205	0	0	0	0	15	550
Creditview	100	85	45	135	55	0	0	0	0	35	455
<b>Total Employees</b>	<b>22,005</b>	<b>24,765</b>	<b>33,950</b>	<b>59,555</b>	<b>51,120</b>	<b>77,215</b>	<b>29,930</b>	<b>18,505</b>	<b>44,070</b>	<b>20,270</b>	<b>381,380</b>
<b>% of Total Employees</b>	<b>6%</b>	<b>6%</b>	<b>9%</b>	<b>16%</b>	<b>13%</b>	<b>20%</b>	<b>8%</b>	<b>5%</b>	<b>12%</b>	<b>5%</b>	<b>100%</b>

\*Numbers may not add due to rounding. Unknown are the estimated number of employees for those businesses with no employment data, based on the adjustment factors in Appendix B.



“Unknown” are businesses with no employment data.

Figure 3c: Number of Employees by Business Size, 2005

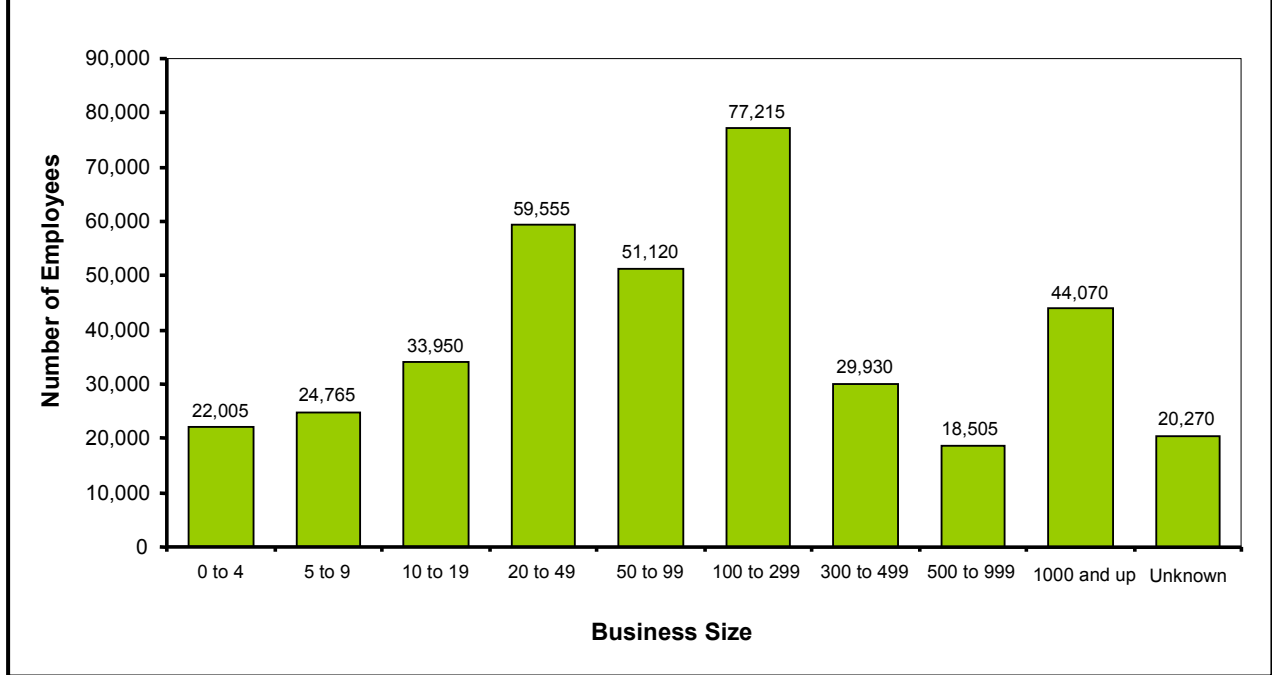
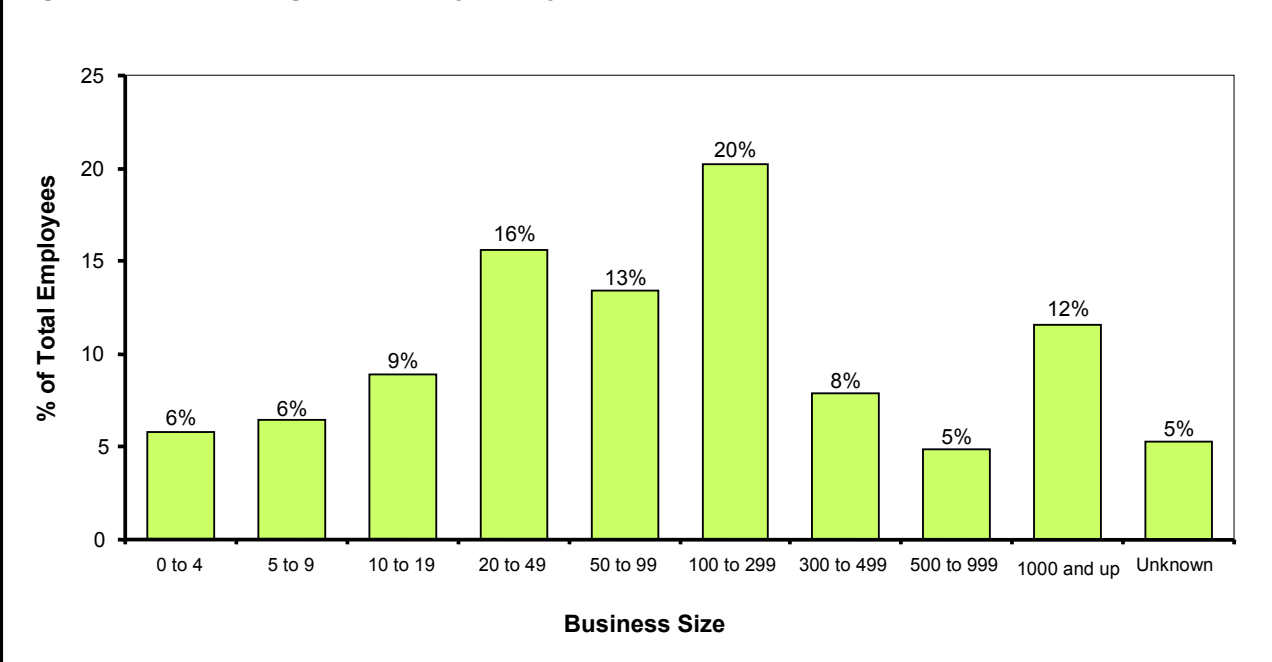


Figure 3d: Percentage of Employees by Business Size, 2005



“Unknown” are businesses with no employment data.

**map 2 Businesses with 300+ Employees**

## **2.4 Businesses and Employment by Business Classification**

This section reviews the types of business activities that constitute Mississauga's employment base. Table 5 and Figures 4a and 4b summarize the businesses and number of employees by the type of business activity. Businesses were categorized using the North American Industrial Classification System (NAICS)<sup>7</sup>.

Wholesale, retail and manufacturing have the largest number of businesses and employ a large number of employees. Another business sector of importance to Mississauga is transportation and warehousing. While transportation and warehousing is ranked eighth in terms of the number of businesses, it has the third largest number of employees. These four business sectors are highlighted in this section. Figure 5 illustrates the number of businesses by employment range for each of these sectors.

The largest concentration of businesses in Mississauga is in the wholesale trade sector. A total of 14% of businesses and 15% of employment positions are in wholesaling establishments. A large proportion of wholesaling firms employ a small number of staff, that is, 58% (1,720 businesses) of wholesalers have fewer than 10 employees; 77% (2,285 businesses) have fewer than 20 employees.

Retail trade is the second largest sector. It comprises 14% of the total business activities, but only consists of 7% of total employment. Retail trade businesses are smaller establishments, with 81% (approximately 2,325 businesses) of these businesses having fewer than 10 employees.

Manufacturing is the third largest sector in the City, accounting for 13% of businesses and 22% of all employees. Many manufacturing firms are smaller firms with less than 20 employees. A total of 69% of the manufacturing firms (1,955 businesses) have less than 20 employees. There are also a significant number of firms between 20 and 49 employees (16%, or approximately 440 businesses). There are a number of manufacturing firms that employ a large number of employees. One percent of manufacturing businesses (35 businesses) employ more than 300 employees.

The transportation and warehousing sector consists of only 5% of total businesses, but represents 11% of the total employment. Transportation and warehousing firms have a broad distribution in terms of the size of their operations. While firms of under 5 employees make up the largest portion of these businesses (30%), a significant number of firms have employment between 5 and 9 employees (19%), 10 to 19 employees (17%) and 20 to 49 employees (16%).

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<sup>7</sup>NAICS is a classification system used to describe businesses' economic activities. This system has been designed by Statistics Canada to compile statistics. Appendix D defines the various business sectors.

<b>Table 5: Businesses and Employment by Business Classification, 2005*</b>				
<b>Business Classification</b>	<b># of Businesses</b>	<b>% of Businesses</b>	<b># of Employees</b>	<b>% of Employees</b>
Wholesale Trade	2,965	14%	57,315	15%
Retail Trade	2,855	14%	25,530	7%
Manufacturing	2,825	13%	83,295	22%
Other Services	2,020	10%	10,680	3%
Professional, Scientific and Technical Services	1,460	7%	21,250	6%
Accommodation and Food Services	1,375	7%	16,695	4%
Health Care and Social Assistance	1,325	6%	15,820	4%
Transportation and Warehousing	1,005	5%	42,425	11%
Administrative and Support and Waste Management	695	3%	15,110	4%
Finance and Insurance	680	3%	21,210	6%
Educational Services	580	3%	15,160	4%
Construction	505	2%	8,295	2%
Real Estate and Rental and Leasing	455	2%	6,345	2%
Arts, Entertainment and Recreation	190	1%	2,865	1%
Information and Cultural Industries	190	1%	8,915	2%
Public Administration	100	0.5%	7,135	2%
Management of Companies and Enterprises	55	0.3%	4,740	1.2%
Utilities	15	0.07%	590	0.2%
Primary Industry	5	0.03%	20	0.006%
Unknown	1,805	9%	17,985	5%
<b>Total</b>	<b>21,105</b>	<b>100%</b>	<b>381,380</b>	<b>100%</b>

\*Numbers may not add due to rounding. Percentages are calculated based on unrounded figures. The unknown classifications are businesses where a NAICS code is not assigned.



Figure 4a: Businesses by Business Classification, 2005

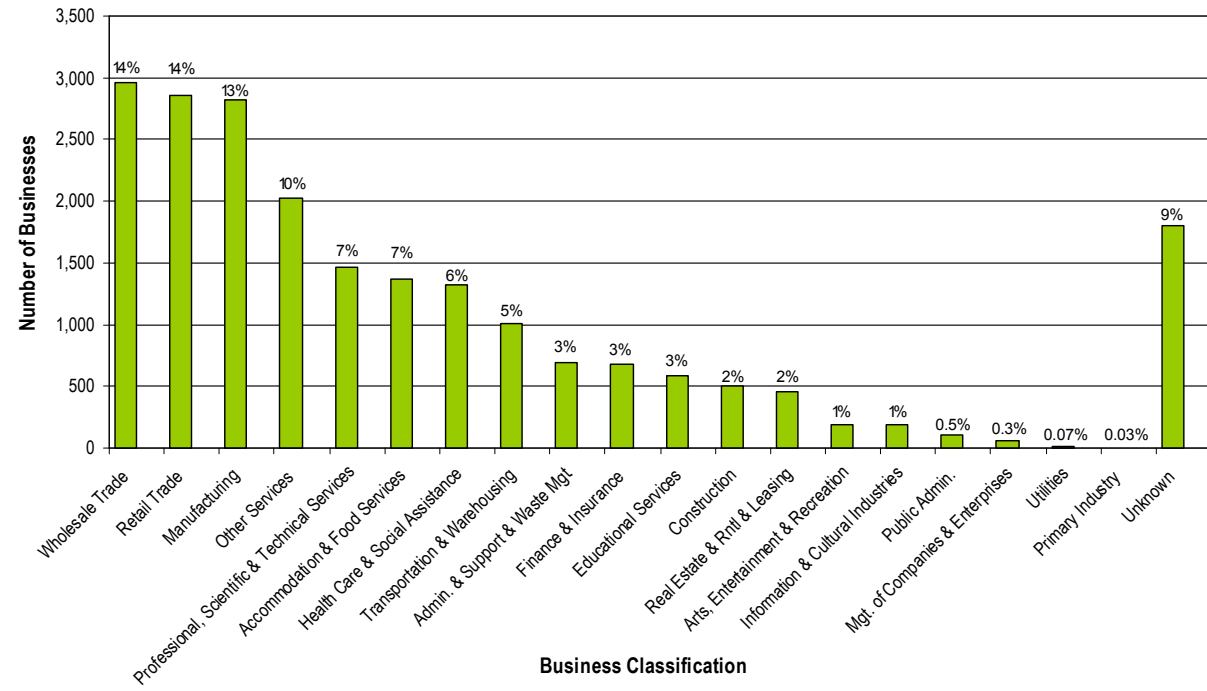
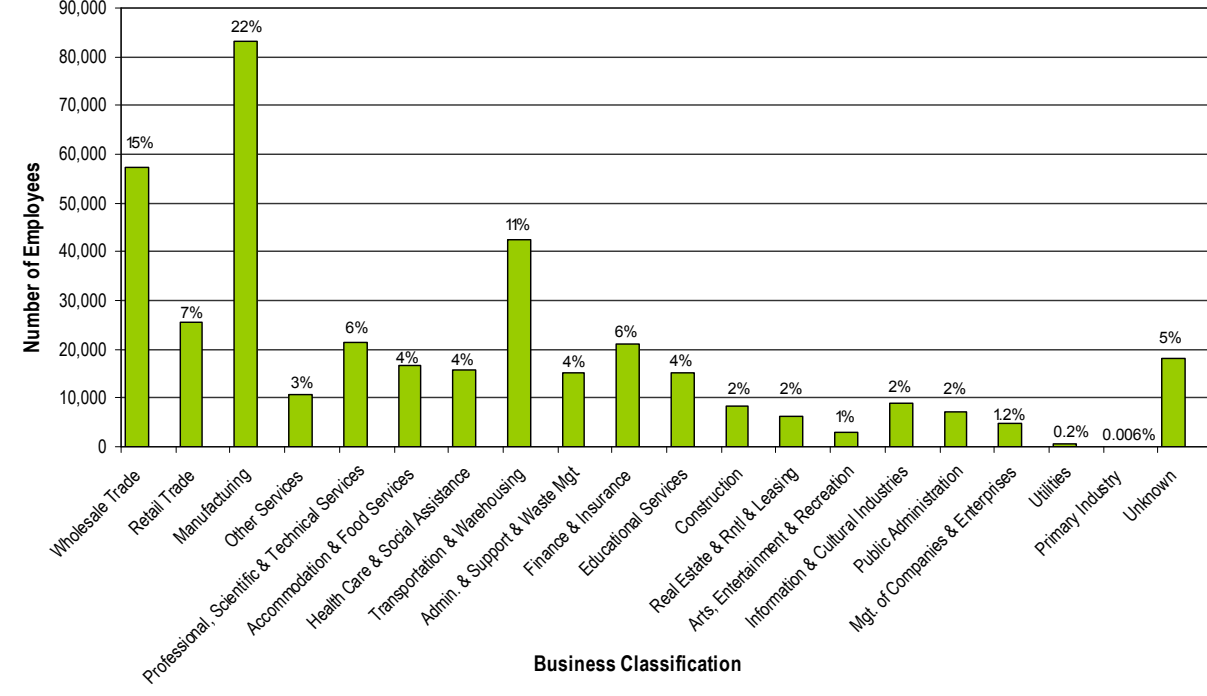
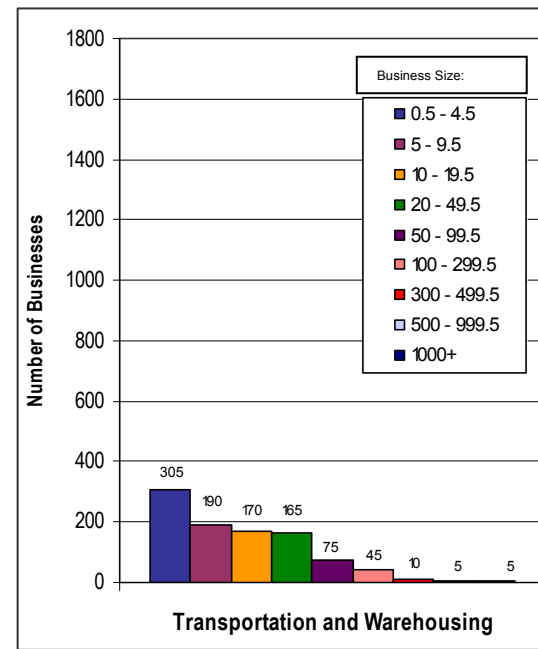
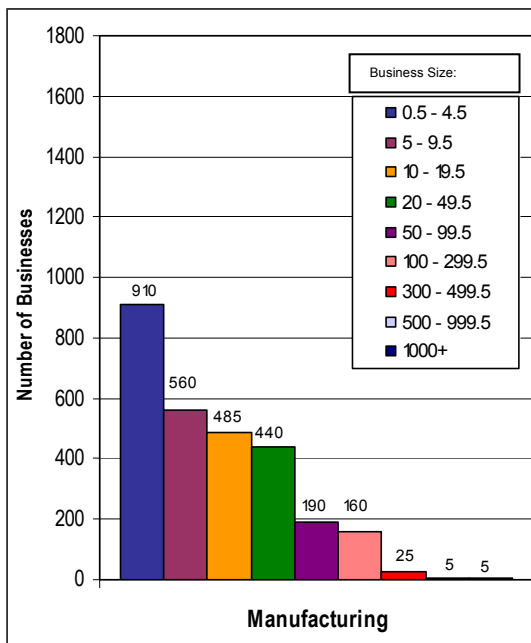
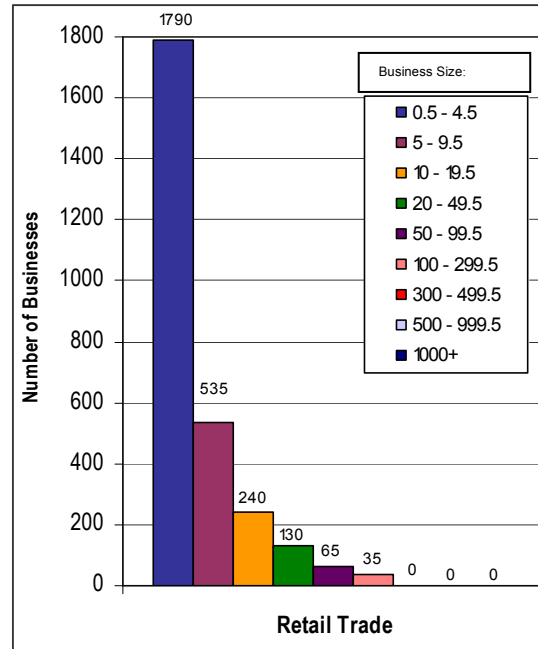
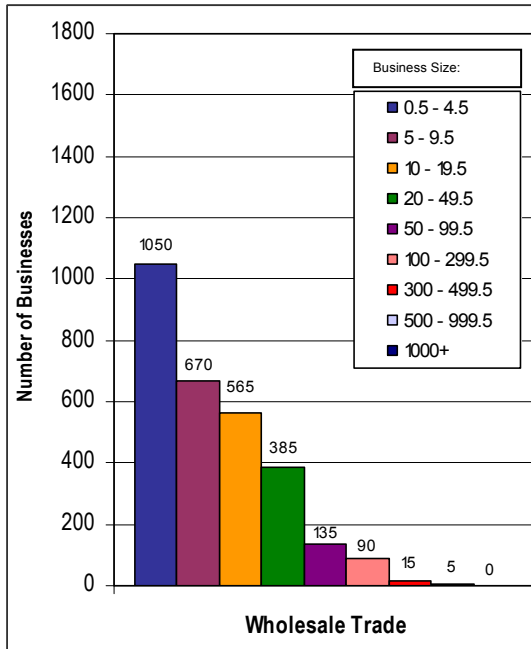


Figure 4b: Employment by Business Classification, 2005



Number of businesses has been rounded. A business size is assigned to businesses that have employment data and a NAICS code. The "Unknown" are businesses where a NAICS code is not assigned.

Figure 5: Business Classification by Business Size, 2005



Number of businesses has been rounded. A business size is assigned to businesses that have employment data and a NAICS code.

Maps 3, 4, 5 and 6 indicate the location of wholesale trade, retail trade, manufacturing, and transportation and warehousing businesses in Mississauga. The businesses are mapped by the properties on which they are located. A property may have multiple businesses and multiple addresses and a business may fall on more than one property. The property is displayed if there is a NAICS code assigned to a business and where there is a property identification number. Where a property has multiple businesses, the parcel will be highlighted if one business on that property is within the selected type of activity. As a result, a parcel may be represented on more than one map if there are multiple business activities at that location.

The maps illustrate the concentrations of businesses by sector. Wholesale trade companies are apparent in the Employment Districts and are concentrated in the north-eastern part of the City. Retail trade businesses are dispersed and are distributed throughout the City. Similar to wholesaling in its locational characteristics, manufacturing is also concentrated in Employment Districts. Like wholesale trade and manufacturing, the transportation and warehousing sector is found throughout the City's Employment Districts, with a concentration evident in the Northeast areas.

Together, wholesaling, manufacturing, retailing, and transportation and warehousing, make up approximately 46% of businesses and 55% of employment positions in the City. Although this is a substantial portion of total employment and businesses, there is good representation in Mississauga from all nineteen business sectors. The presence of firms in all sectors reflects the diversity of employment and business activity in the City and addresses the Strategic Plan initiative that Mississauga maintains a dynamic and diverse economic base.

Map 3: Location of Wholesale Trade Businesses

Map 4: Location of Manufacturing Businesses

Map 5: Location of Retail Trade Businesses

Map 6: Location of Transportation and Warehousing Businesses

## **2.5 Employment Density**

Employment density refers to the number of employees in a geographic area, using the total employment of each traffic zone and the area of that traffic zone. Appendix E shows a map of the traffic zone boundaries. Employment density calculations by gross and net are listed by traffic zone in Appendix F.

Map 7 displays the gross employment density by traffic zone across the City. Gross area includes all land uses, whether they are developed or undeveloped lands (such as roads, vacant land and natural areas). The City's average gross employment density is 13 employees per hectare (5 employees per acre). Higher gross employment densities are noticeable in the Employment Districts and along highways and major roads. Employment Districts north of Highway 403 have higher gross employment density ranges of over 20 employees per hectare (over 8 per acre). The older Employment Districts in the southern part of the City, for the most part, have lower concentrations of employees. As expected, the residential areas have the lowest gross employment densities.

Map 8 illustrates net employment density. Net area includes lands developed for commercial, office, industrial, community/cultural, places of religious assembly, public institutional and school uses. It excludes residential, open space/greenbelt (such as golf courses), transportation right-of-ways, walkways, utilities/public works, farms, vacant lands, natural areas and "other" land uses. The city-wide net employment density is 45 employees per hectare (18 per acre).

Both maps show areas of large concentrations of employment. Traffic zones 13 and 32 have very high densities. The Credit Valley Hospital located at Erin Mills Parkway and Eglinton Avenue West and the Trillium Health Centre at Hurontario Street and Queensway West fall within these zones.

It is not surprising to find that the traffic zones with multiple storey buildings are areas of high employment concentration. The Emerald Business Centre and the Eglinton Commercial Centre located north of Highway 403 and on the west side of Hurontario Street (traffic zone 86) has office buildings with business tenants such as Maple Leaf Foods and Century 21. In the City Centre District (traffic zones 72, 79, and 215), there are office buildings, a government institution, and a shopping centre, making it one of the most dense employment areas in Mississauga. Traffic zones 72 and 215 located at the south west and north east corners of Hurontario Street and Burnhamthorpe Road West/East, contain office centres that have multiple office buildings such as the Sussex Centre, PHH Centre, Mississauga Executive Centre, the Village Offices of Sherwoodtowne, the Treetops Office Complex, and Re/Max Realty; traffic zone 79 is the Mississauga City Hall, Square One, and the UCO Building. Also, at the intersection of Hurontario Street and Dundas Street East/West (traffic zones 57 and 67), there are medical office buildings such as the Confederation Place and Hurontario Professional Building.

North of the St. Lawrence and Hudson Railway in Mavis-Erindale (traffic zone 71) is another dense area within the city. Mississauga Transit and Canadian Pacific Railway make up the two largest businesses in this area.



Airport Corporate (traffic zones 5 and 102), an Employment District with corporate head offices and warehousing and distribution uses, has a large number of employees per hectare. Some of the businesses in this district include Hewlett-Packard, Loyalty Management Group, Nex Innovations, Federal Express Canada, Unisen and Accenture.

Large finance, retailing and manufacturing companies such as Royal Bank of Canada, GlaxoSmithKline, Wal-Mart and Maxxam Analytics in Meadowvale Business Park are located in traffic zones 18 and 11, and two large professional, scientific and technical companies such as Atomic Energy of Canada Ltd. (AECL) and Hatch are located in traffic zone 33 in Sheridan Park. These traffic zones also have high employment densities.

Other traffic zones of interest are in the northeast section of the City (Gateway and Northeast Employment Districts). Businesses such as Group 4 Flack, Canada Customs and Revenue Agency, Oracle Corporation, Purolator Courier and Shipping Centre, Intria Items, Commercial Spring and Tool Company, the Pepsi Bottling Group, and office centres such as Britannia Place and Heartland Corporate Centre are found in traffic zones 8 and 93 in Gateway-South. Traffic zones 9, 98, 99 and 101 in the Northeast-South, traffic zone 104 in Northeast-West as well as traffic zone 110 in the Northeast-East area have a wide range of business sectors such as manufacturing, wholesale trade, retail trade, transportation and warehousing, finance and insurance and professional, scientific and technical services, and public administration. These businesses include TD Bank Financial Group, Canada Post, Bell Mobility and Bell Canada, Globe Ground North America, Pratt & Whitney Canada, Winners Merchants, Xerox, Cara Operations, Livingston International, Mark IV, Panasonic Canada and Sobey's.

Map 7: Gross Employment Density by Traffic Zone

Map 8: Net Employment Density by Traffic Zone

### 3.0 TRENDS IN EMPLOYMENT AND BUSINESS GROWTH

This section summarizes employment and business growth trends. It reviews business and employment data from 2003 to 2005 and, where possible, compares these with historic employment and population trends.

#### 3.1 Employment and Business Trends to 2005

Figure 6 illustrates the steady growth in population and employment in the City of Mississauga. Since 1976/77, population and employment has risen tremendously. Population has increased from approximately 250,000 in 1976 to 693,800 in 2005 (178%); employment has risen from 132,000 in 1977 to 406,330 in 2005 (208%)<sup>8</sup>.

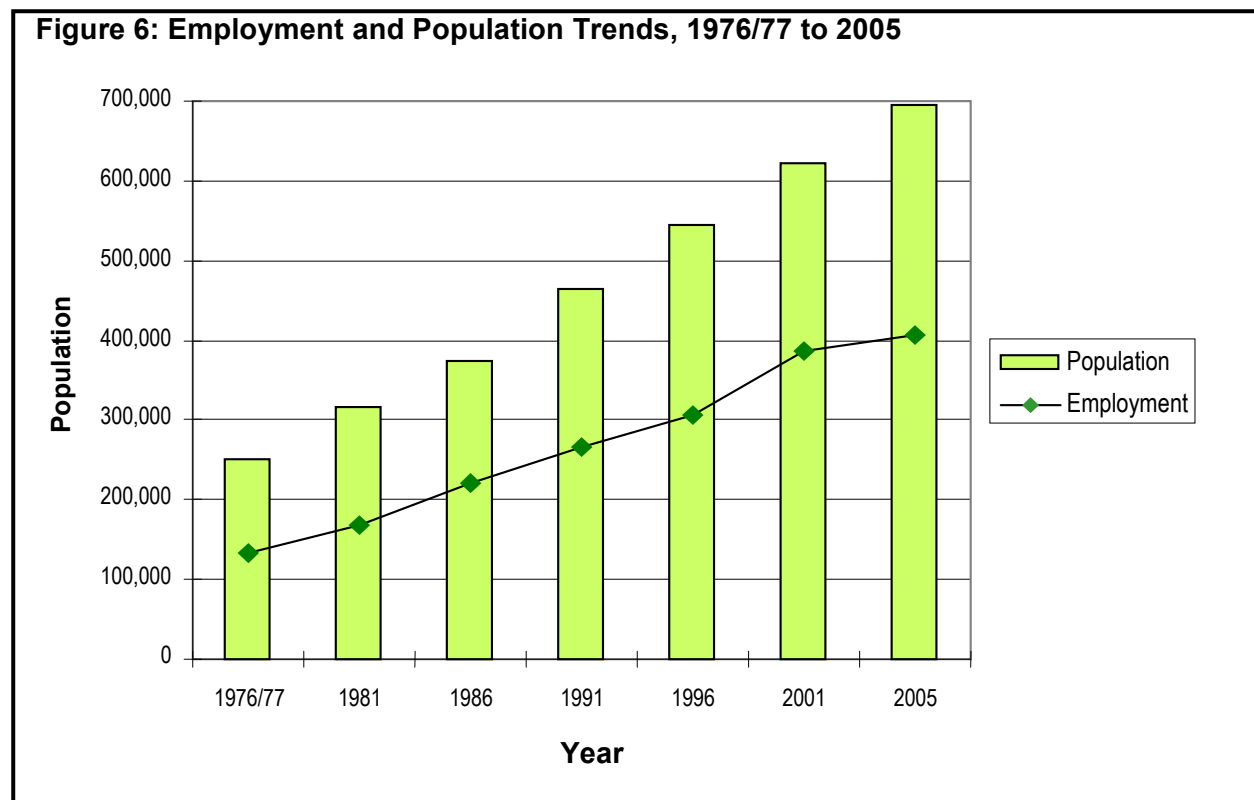
As indicated in Section 2.1, the employment estimate for 2005 is 406,330. This figure reflects adjustments made to the Mississauga Employment Survey data to bring them in line with the Census definition of employment. The results are comparable to the 2005 Growth Forecast employment projection for June 2005 (423,300 employees). This represents a 4% difference from the projected employment figure. This difference, in part, reflects the different data sources and different methodologies. While the growth forecasts consider employment survey data, they are based on Census data for consistency across municipal boundaries. A key distinction between the Census and the City's employment survey is that the former is counted from place of residence whereas employment survey data is collected from place of employment.

In comparing Employment Survey results (with no adjustment for census definition of employment) from 2004 and 2005, the 2005 Employment Survey found 485 more operating businesses than in 2004. However, a 0.5% decrease in employment was also observed. This decrease in employment is probably not a real decrease but rather is attributed to decreasing adjustment factors applied to businesses for which employment data were not available. As indicated previously, adjustment factors are calculated based on an average number of employees per business based on businesses with less than 100 employees. Over time, as the percentage of businesses for which employment data has been obtained increases, the adjustment factors have declined.

In comparing total unadjusted employment figures from 2004 and 2005, employment increased by 1%. This is comparable with the 1.5% increase for this period in the Greater Toronto Region (includes the City of Toronto and the Regions of Peel, Durham, York and Halton), indicated by Statistics Canada in an analysis of labour force trends.

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<sup>8</sup> Population and employment numbers referenced in this section have been rounded.



Sources: Census of Canada, City of Mississauga Employment Survey, 2005 Growth Forecast

Note: Employment information is from the City of Mississauga Employment Survey except for 1991 which is from the Census of Canada Journey to Work data and 2005 which is the 2005 Employment Survey figure brought in line with the Census definition of employment. The population information is from the Census of Canada, with the exception of 2005 which is the City of Mississauga 2005 Growth Forecast projection of population for June 2005.

From 2004 to 2005, total vacancies decreased by 6% or 135 vacancies with the proportion of vacancies to business sites remaining steady at 9%. The decrease in vacancies occurred mainly in developments that had less than a total of five units that were vacant. In fact, the largest decrease in the number of vacant units occurred in developments with only one unit that is vacant. Conversely, the total number of vacant buildings increased during the same period mainly due to new developments in Gateway and Western Business Park that were unoccupied. It is expected that these new developments will be occupied when the next employment survey is conducted.

### **3.2 Businesses by Planning District**

As a whole, the number of operating businesses in the City increased 3.2% from 2003 to 2005. Table 6 summarizes the number of businesses by Planning Districts in 2003, 2004 and 2005.

The number of businesses from 2004 to 2005 increased in most Planning Districts, with the largest percentage increases in Churchill Meadows, Meadowvale Village, East Credit, Fairview and Port Credit. Some of these changes are the result of retail development established in 2004 which became fully tenanted in 2005. For example retail centres in East Credit (Dream Crest Plaza – 1010 Dream Crest Road) and Fairview (Grand Park Centre at 3900 – 3960 Grand Park Drive) developed in 2004, and became fully occupied in 2005. As well, new schools, a library and additional free standing businesses along Derry Road, account for the increase in the number of businesses in Churchill Meadows and Meadowvale Village.

In some cases, the percentage increase in the number of businesses is large but the change in the absolute number is small. For instance, in Churchill Meadows information for fifteen additional businesses was collected in 2005, resulting in a 28% change from 2004 to 2005 and in Meadowvale Village ten additional businesses resulted in a 17% change.

Table 6: Businesses by Planning District, 2002 to 2005											
Planning District	2002		2003		2004		2005		% Change		
	# of Businesses	% of Total	# of Businesses	% of Total	# of Businesses	% of Total	# of Businesses	% of Total	2002-2003	2003-2004	2004-2005
Northeast	6,585	33%	6,630	32%	6,515	32%	6,585	31%	1%	-2%	1%
Gateway	1,615	8%	1,625	8%	1,610	8%	1,635	8%	1%	-1%	1%
Dixie	1,460	7%	1,435	7%	1,430	7%	1,480	7%	-2%	-0.2%	4%
Meadowvale Business Park	1,085	5%	1,135	6%	1,145	6%	1,220	6%	4%	1%	6%
Cooksville	1,025	5%	1,055	5%	1,100	5%	1,100	5%	3%	4%	0%
City Centre	940	5%	965	5%	1,025	5%	1,025	5%	2%	6%	0%
Western Business Park	915	5%	940	5%	915	4%	955	5%	3%	-3%	4%
Airport Corporate	520	3%	530	3%	525	3%	540	3%	2%	-1%	4%
Lakeview	510	3%	520	3%	525	3%	530	3%	2%	1%	1%
Port Credit	465	2%	465	2%	465	2%	500	2%	0%	-1%	8%
Mavis-Erindale	460	2%	470	2%	470	2%	485	2%	2%	0%	3%
Central Erin Mills	455	2%	455	2%	455	2%	470	2%	0%	1%	3%
Streetsville	445	2%	445	2%	445	2%	445	2%	0%	0%	0%
Clarkson-Lorne Park	410	2%	400	2%	410	2%	415	2%	-2%	2%	1%
Applewood	385	2%	395	2%	400	2%	400	2%	2%	2%	1%
Hurontario	340	2%	355	2%	360	2%	365	2%	5%	1%	1%
Malton	350	2%	345	2%	340	2%	355	2%	-1%	-1%	3%
Lester B. Pearson	280	1%	280	1%	360	2%	345	2%	-1%	23%	-4%
Southdown	220	1%	230	1%	255	1%	275	1%	4%	11%	8%
Sheridan	270	1%	465	1%	265	1%	265	1%	-1%	-2%	1%
Rathwood	235	1%	240	1%	245	1%	240	1%	2%	2%	-2%
East Credit	155	1%	190	1%	210	1%	235	1%	19%	9%	11%
Meadowvale	195	1%	200	1%	220	1%	225	1%	3%	9%	3%
Erin Mills	210	1%	200	1%	205	1%	220	1%	-4%	1%	8%
Erindale	160	1%	160	1%	160	1%	165	1%	1%	-1%	3%
Fairview	105	1%	110	1%	125	1%	135	1%	4%	13%	8%
Mineola	100	0.5%	105	1%	110	1%	105	1%	4%	4%	-2%
Mississauga Valleys	70	0.3%	70	0.3%	70	0.3%	75	0.4%	-1%	4%	5%
Creditview	70	0.3%	70	0.3%	70	0.3%	70	0.3%	-1%	1%	1%
Meadowvale Village	15	0.1%	40	0.2%	50	0.2%	60	0.0%	64%	14%	17%
Sheridan Park	45	0.2%	50	0.2%	55	0.3%	60	0.3%	10%	9%	7%
Lisgar	50	0.2%	50	0.2%	50	0.2%	55	0.3%	0%	2%	7%
Churchill Meadows	2	0.01%	35	0.2%	35	0.2%	50	0.2%	94%	8%	28%
<b>Total</b>	<b>20,130</b>	<b>100%</b>	<b>20,450</b>	<b>100%</b>	<b>20,620</b>	<b>100%</b>	<b>21,105</b>	<b>100%</b>	<b>2%</b>	<b>1%</b>	<b>2%</b>

Numbers may not add due to rounding. Percentages are calculated based on unrounded figures.

## **4.0 KEY FINDINGS**

This report presents a profile of employment and businesses in the City in 2005 and reviews employment and business growth trends. The principal findings of the report are as follows:

- Employment based on the 2005 Employment Survey was 381,380. When this figure is brought in line with the Census definition of employment to consider persons with multiple jobs and home-based businesses, the estimate of total employment is 406,330;
- The total employment estimate of 406,330 employees is a 4% difference from the City of Mississauga 2005 Growth Forecast projection of employment for June 2005 of 423,300 employees;
- Mississauga has an employment ratio of .59, that is, for every 100 residents of the City, there were 59 local jobs;
- There are approximately 16,030 fewer members of the Mississauga resident labour force than there are employment positions in the City of Mississauga. When unemployment is considered, it is estimated that Mississauga had a net imported labour force of 44,910 positions in 2005. This meets one of the population and employment objectives in Mississauga Plan, *“to continue to be a net importer of labour”*;
- Full-time employment was 90% of total employment and part-time employment was 10% of total employment in the City in 2005;
- A review of the total employment by Planning District finds that the four main concentrations are Northeast-South, Northeast-West, Meadowvale Business Park and Gateway-South, which represents approximately 40% of the total employment opportunities in the City in 2005;
- In 2005, the largest concentration of businesses was found in Northeast-West, Northeast-South, Northeast-North and Dixie;
- In terms of vacancies, the largest proportion of total city vacancies are found in districts that have the largest concentration of businesses such as Northeast-West, Northeast-South and Dixie;
- The City’s employment profile continues to be dominated by small businesses. In 2005, 73% of the City’s businesses were establishments of less than 20 employees while 43% had fewer than five employees;
- The largest portion of the employment base in Mississauga was in mid-sized firms between 20 and 300 employees. These firms represent 15% of the total number of businesses but constitute 49% of the work force;
- Most Planning Districts had a representation of businesses with less than 300 employees, which provides for a range of employment opportunities. Mississauga’s Strategic Plan



objective to maintain a variety of employment opportunities is addressed in this distribution of businesses;

- Most Planning Districts had businesses in all size ranges and from all employment sectors. This reflects the diversity of employment and business activity in the City. It addresses the Strategic Plan and Mississauga Plan initiatives for a dynamic and diverse economic base with a range of employment opportunities;
- The largest concentration of businesses in Mississauga was in the wholesale trade sector. A total of 14% of businesses and 15% of employment positions are in wholesaling establishments. The second and third largest sectors are retailing and manufacturing, respectively. Fourteen percent of businesses in the City are retail, accounting for 7% of all employees and 13% of business activities are in manufacturing, consisting of 22% of total employment. Transportation and warehousing has been highlighted in the report. While this sector is ranked eighth in terms of the number of businesses (5%), it has the third largest number of employees in Mississauga, making up 11% of the total employment;
- The four business sectors, wholesale trade, retail trade, manufacturing and transportation and warehousing, make up approximately 46% of businesses and 55% of employment positions in the City. Although these four industries comprise a substantial portion of total employment and businesses in the City, there is representation from all nineteen business sectors. The presence of firms in these sectors reflects the diversity of employment and business activity in the City and addresses the Strategic Plan initiative that Mississauga maintains a dynamic and diverse economic base;
- Employment density refers to the number of employees per geographic area, using the total employment of each traffic zone and the area of that traffic zone. The City's average gross employment density is 13 employees per hectare (5 employees per acre) and the average net employment density is 45 employees per hectare (18 per acre). The greatest concentrations of employment density are found in areas containing multiple storey buildings such as hospitals (the Credit Valley Hospital and the Trillium Health Centre), office buildings, and large retailing, wholesaling, manufacturing, and transportation and warehousing companies; and
- From 2004 to 2005, total vacancies decreased by 135 vacancies with the proportion of vacancies remaining steady at 9% of total businesses;
- There has been an increase in the number of businesses in the City from 2003 to 2005 by approximately 3.2%. However, some individual Planning Districts have experienced significant increases and decreases in the business count. In some districts new retail centres that became fully occupied in 2005 accounted for the increase in the number of businesses;

- A comparison of Employment Survey data from 2004 to 2005 indicates an increase of 485 operating businesses and a 1% increase in employment for businesses that provided information through the Employment Survey. A slight decrease in total employment was estimated in this period due to a decrease in the number of employees assumed for businesses for which employment data was not available.

**(Appendix A:  
Planning Districts)**

**map**

## **Appendix B: Employment Adjustment Factors**

### **Residential Adjustment Factor**

The residential adjustment factor of 6.961 was applied to businesses in Residential Districts with no employment data. This adjustment factor is the average number of employees for all businesses in Residential Districts, with less than 100 employees.

### **Employment Adjustment Factors**

The following adjustment factors were applied to businesses with no employment data in each Employment District:

<b>Planning District</b>	<b>Adjustment Factor</b>
Airport Corporate	15.943
City Centre	9.511
Dixie	7.263
Gateway	15.354
Lester B. Pearson	8.437
Mavis-Erindale	9.880
Meadowvale Business Park	12.073
Northeast	10.061
Sheridan Park	18.781
Southdown	8.898
Western Business Park	8.672

The employment adjustment factor is the average number of employees for all businesses in each Planning District with less than 100 employees.

## Appendix C: Businesses with 300+ Employees

BUSINESS NAME	ADDRESS	PLANNING DISTRICT
<b>Businesses with 1000+ employees:</b>		
Air Canada	1 PIA	Lester B. Pearson
AstraZeneca Canada Inc.	1004 Middlegate Rd	Dixie
Atomic Energy of Canada Ltd. (AECL)	2251 Speakman Dr	Sheridan Park
Bell Canada	5115 Creekbank Rd	Northeast
Bell Mobility	5099 Creekbank Rd	Northeast
Canada Post - Gateway Postal Facility	4567 Dixie Rd	Northeast
Canada Revenue Agency	5800 Hurontario St	Gateway
Cara Operations Ltd.	2498 Britannia Rd E	Lester B. Pearson
CFM Majestic Vermont Castings	460 Admiral Blvd	Gateway
City of Mississauga (City Hall)	300 City Centre Dr	City Centre
GlaxoSmithKline Inc.	7333 Mississauga Rd	Meadowvale Business Park
Globe Ground North America	5915 Airport Rd	Northeast
Group 4 Falck	5770 Hurontario St	Gateway
Honeywell	3333 Unity Dr	Western Business Park
Pratt & Whitney Canada Inc.	1801 Courtneypark Dr E	Northeast
R B C Financial Group	6880 Financial Dr	Meadowvale Business Park
Royal Bank of Canada	6880 Financial Dr	Meadowvale Business Park
TD Bank Financial Group	4880 Tahoe Blvd	Northeast
The Credit Valley Hospital	2200 Eglinton Ave W	Central Erin Mills
Trillium Health Centre - Mississauga Site	100 Queensway W	Cooksville
Unisen Inc.	2920 Matheson Blvd E	Airport Corporate
University of Toronto at Mississauga - Erindale Campus	3359 Mississauga Rd	Erin Mills
Wal-Mart Canada Inc.	1940 Argentia Rd	Gateway
<b>Businesses with 500-999 employees:</b>		
Accenture Inc.	5450 Explorer Dr	Airport Corporate
C P I Plastics Group Ltd.	151 Courtneypark Dr W	Gateway
Cara Operations Ltd.	6299 Airport Rd	Northeast
Cara Operations Ltd.	6303 Airport Rd	Northeast
Commercial Spring & Tool Co. Ltd.	160 Watline Ave	Gateway
FedEx Canada Ltd.	6895 Bramalea Rd	Lester B. Pearson
General Electric Canada	2300 Meadowvale Blvd	Meadowvale Business Park
Greater Toronto Airports Authority	3111 Convair Dr	Lester B. Pearson
Hatch	2800 Speakman Dr	Sheridan Park
Hewlett-Packard (Canada) Co.	5150 Spectrum Way	Airport Corporate
Intria Items Inc. (Procesing Centre)	155 Britannia Rd E	Gateway
Livingston International Inc.	6725 Airport Rd	Northeast
Loblaw Companies East	6363 Millcreek Dr	Meadowvale Business Park
Loyalty Management Group	5055 Satellite Dr	Airport Corporate
Matrix Logistics Services Ltd.	6941 Kennedy Rd	Gateway
Maxxam Analytics Inc.	6740 Campobello Rd	Meadowvale Business Park

<b>BUSINESS NAME</b>	<b>ADDRESS</b>	<b>PLANNING DISTRICT</b>
Mississauga Transit	975 Central Pky W	Mavis-Erindale
Oracle Corp. Canada	100 Milverton Dr	Gateway
Orenda Aerospace Corp.	3160 Derry Rd E	Northeast
Patheon Inc.	7070 Mississauga Rd	Meadowvale Business Park
Personal Insurance Company of Canada/Certas Direct Insurance Company	3 Robert Speck Pky	City Centre
Purolator Courier Ltd.	5995 Avebury Rd	Gateway
Purolator Shipping Centre	5995 Avebury Rd	Gateway
Royal & SunAlliance Insurance Co.	2225 Erin Mills Pky	Sheridan
Stackpole Automotive Gear Division	2430 Royal Windsor Dr	Southdown
Symcor	1 Robert Speck Pky	City Centre
Symcor Inc.	1625 Tech Ave	Northeast
Winners Merchants Inc.	6715 Airport Rd	Northeast
Xerox Flextronics Canada Ltd.	3060 Caravelle Dr	Northeast
<b>Businesses with 300-499 employees:</b>		
ADP Canada	6200 Kenway Dr	Gateway
Amhil Enterprises	400 Traders Blvd E	Gateway
B C E Emergis- eHealth Solutions Group	5090 Explorer Dr	Airport Corporate
Bell World	5055 Satellite Dr	Airport Corporate
Body Blue Inc.	2280 Drew Rd	Northeast
C G I Information Systems & Management Consultants	2480 Meadowvale Blvd	Meadowvale Business Park
C M L Healthcare Inc.	6560 Kennedy Rd	Gateway
Cabano Kingsway Transport	1100 Haultain Crt	Northeast
Canadian Pacific Railway	1290 Central Pky W	Mavis-Erindale
Canon Canada Inc.	6390 Dixie Rd	Northeast
Carlson Marketing Group	2845 Matheson Blvd E	Airport Corporate
Cedara Software Corp.	6509 Airport Rd	Northeast
Chubb Security Systems	5201 Explorer Dr	Airport Corporate
CIBA Vision Sterile Manufacturing Ltd.	6515 Kitimat Rd	Meadowvale Business Park
Coatings 85 Ltd.	7007 Davand Dr	Northeast
Collins & Aikman Plastics Ltd.	590 Abilene Dr	Gateway
Cryovac- Sealed Air (Canada) Inc.	2365 Dixie Rd	Dixie
Custom Automated Assembly	205 Annagem Blvd	Gateway
Delta Meadowvale Resort & Conference Centre	6750 Mississauga Rd	Meadowvale Business Park
Depco International Inc.	6655 Northwest Dr	Northeast
Dufferin Peel Catholic District School Board (Catholic Education Centre)	40 Matheson Blvd W	Gateway
E.I. Du Pont Canada Company	7070 Mississauga Rd	Meadowvale Business Park
Edulinx Canada Corp.	2 Robert Speck Pky	City Centre
Emergis	5090 Explorer Dr	Airport Corporate
Epic Express	5425 Dixie Rd	Northeast
Faurecia Automotive Seating Canada Ltd.	6141 Vipond Dr	Northeast
Federal Express Canada Ltd.	5985 Explorer Dr	Airport Corporate
Fireco Inc.	1280 Courtneypark Dr E	Northeast
G E Information Technology Solutions	2480 Meadowvale Blvd	Meadowvale Business Park
Garland Commercial Ranges Ltd.	1177 Kamato Rd	Northeast

<b>BUSINESS NAME</b>	<b>ADDRESS</b>	<b>PLANNING DISTRICT</b>
General Mills Corp.	5825 Explorer Dr	Airport Corporate
Government of Canada/ Canada Customs and Revenue Agency	1980 Matheson Blvd E	Northeast
H B Group Insurance Management Ltd.	5600 Cancross Crt	Gateway
Indalex Ltd.	5675 Kennedy Rd	Gateway
Independent Electricity Market Operator	2635 Lakeshore Rd W	Southdown
Ingram Micro Inc.	55 Standish Crt	Gateway
Investment Planning Counsel of Canada (IPC)	2680 Skymark Ave	Airport Corporate
Kingsway General Insurance Company	5310 Explorer Dr	Airport Corporate
Kuehne & Nagel International Ltd.	5800 Hurontario St	Gateway
Lear Corp.	3100 Caravelle Dr	Northeast
Maritz Canada Inc.	6900 Maritz Dr	Gateway
Mark IV-IVHS Division	6030 Ambler Dr	Northeast
Metroland Printing, Publishing & Distributing Ltd.	3125 Wolfedale Rd	Mavis-Erindale
Microsoft Canada Co.	1950 Meadowvale Blvd	Meadowvale Business Park
Ministry of Finance	77 City Centre Dr	City Centre
Moore North America	6100 Vipond Dr	Northeast
Mother Parker's Tea & Coffee Inc.	2531 Stanfield Rd	Dixie
NAV Canada	6055 Midfield Rd	Lester B. Pearson
NexInnovations Inc.	5300 Satellite Dr	Airport Corporate
Nissan Canada Finance	5290 Orbitor Dr	Airport Corporate
Nissan Canada Inc.	5290 Orbitor Dr	Airport Corporate
Ontario Energy Savings Corp.	6345 Dixie Rd	Northeast
Orion Bus Industries Ltd.	350 Hazelhurst Rd	Southdown
P C L Constructors Canada Inc.	2085 Hurontario St	Cooksville
Pacific Western Transportation Ltd.	6999 Ordan Dr	Northeast
Panalpina Inc.	6350 Cantay Rd	Gateway
Panasonic Canada Inc.	5770 Ambler Dr	Northeast
Peel Board of Education - Centre for Education & Training (QCIC)	2 Robert Speck Pky	City Centre
Peel Children's Aid	6860 Century Ave	Meadowvale Business Park
Peel District School Board	5650 Hurontario St	Gateway
Peel Region Police	180 Derry Rd E	Gateway
Pepsi Bottling Group, The	5900 Falbourne St	Gateway
Petro-Canada	385 Southdown Rd	Southdown
Plastcoat	1200 Meyerside Dr	Northeast
Psion Teklogix Inc.	2100 Meadowvale Blvd	Meadowvale Business Park
Quantum Management Services Ltd.	33 City Centre Dr	City Centre
Regal Greetings & Gifts	7035 Ordan Dr	Northeast
Rexel Canada Electrical Inc.	5600 Keaton Cres	Gateway
Reynolds & Reynolds (Canada) Ltd.	2470 Milltower Crt	Meadowvale Business Park
Rubbermaid Canada	2550 Stanfield Rd	Dixie
S C M Supply Chain Management	6800 Maritz Dr	Gateway
Salcros Maintenance Contractors Ltd.	7331 Bramalea Rd	Northeast
Samuel Son & Co., Ltd.	2360 Dixie Rd	Dixie
Skyservice Airlines	3 PIA	Lester B. Pearson
Sobeys Ontario	6355 Viscount Rd	Northeast

<b>BUSINESS NAME</b>	<b>ADDRESS</b>	<b>PLANNING DISTRICT</b>
Sysco Food Services of Toronto Inc.	7055 Kennedy Rd	Gateway
TBI Canada	3 PIA	Lester B. Pearson
Tech Data Canada Inc.	6911 Creditview Rd	Meadowvale Business Park
Transportation and Works Department	3185 Mavis Rd	Cooksville
Wal-Mart	2160 Burnhamthorpe Rd W	Erin Mills
Wal-Mart	100 City Centre Dr	City Centre
Wells Fargo Financial Corporation Canada	55 Standish Crt	Gateway
World Vision Canada	1 World Dr	Gateway

Note: The businesses in this table are those with 300 or more employees as illustrated in Map 2. The table and map do not include businesses with a combined total of 300 or more employees in multiple locations across the City.



## **Appendix D: NAICS Descriptions**

### *NAICS*

The NAICS (North American Industry Classification System) is a classification system used to describe businesses' economic activities. There are nineteen business sectors listed. These sectors are described below.

#### *Accommodation and Food Services (NAICS Code 72)*

This sector comprises establishments primarily engaged in providing short-term lodging and complementary services to travellers, vacationers and others. These facilities include hotels, motor hotels, resorts, motels, casino hotels, bed and breakfast accommodation, housekeeping cottages and cabins, recreational vehicle parks and campgrounds, hunting and fishing camps, and various types of recreational and adventure camps. This sector also comprises establishments primarily engaged in preparing meals, snacks and beverages, to customer order, for immediate consumption on and off the premises.

#### *Administrative and Support and Waste Management (NAICS Code 56)*

This sector comprises of establishments primarily engaged in activities that support the day-to-day operations of other organizations, and those primarily engaged in waste management activities.

#### *Arts, Entertainment and Recreation (NAICS Code 71)*

This sector comprises establishments primarily engaged in operating facilities or providing services to meet the cultural, entertainment and recreational interests of their patrons. These establishments produce, promote or participate in live performances, events or exhibits intended for public viewing and they preserve and exhibit objects and sites of historical, cultural or educational interest. This sector also includes facilities that provide services for patrons to participate in sports, recreational activities or pursue amusement, hobbies and leisure-time interests.

#### *Construction (NAICS Code 23)*

This sector comprises establishments primarily engaged in constructing, repairing and renovating buildings and engineering works, and in subdividing and developing land. They may operate on their own account or under contract to other establishments, producing complete projects or just parts of projects. Establishments often subcontract some or all of the work involved in a project; they may produce new construction, or undertake repairs and renovations to existing structures.

*Educational Services (NAICS Code 61)*

This sector comprises establishments primarily engaged in providing instruction and training in a wide variety of subjects. This instruction and training is provided by specialized establishments, such as schools, colleges, universities and training centres. These establishments may be privately owned and operated, either for profit or not, or they may be publicly owned and operated and may offer food and accommodation services to their students.

*Finance and Insurance (NAICS Code 52)*

This sector comprises establishments primarily engaged in financial transactions (that is, transactions involving the creation, liquidation, or change in ownership of financial assets) or in facilitating financial transactions.

*Health Care and Social Assistance (NAICS Code 62)*

This sector comprises establishments primarily engaged in providing health care by diagnosis and treatment, providing residential care for medical and social reasons, and providing social assistance, such as counselling, welfare, child protection, community housing and food services, vocational rehabilitation and child care.

*Information and Cultural Industries (NAICS Code 51)*

This sector comprises establishments primarily engaged in creating and disseminating (except by wholesale and retail methods) information and cultural products, such as written works, musical works or recorded performances, recorded dramatic performances, software and information databases, or providing the means to disseminate them. This includes establishments that provide access to equipment and expertise to process.

*Management of Companies and Enterprises (NAICS Code 55)*

This industry comprises establishments primarily engaged in managing companies and enterprises and/or holding the securities or financial assets of companies and enterprises, for the purpose of owning a controlling interest in them and/or influencing their management decisions. They may undertake the function of management, or they may entrust the function of financial management to portfolio managers.

*Manufacturing (NAICS Codes 31-33)*

The sector comprises establishments engaged in physical or chemical transformation of materials or substances into new products. Products may be finished (ready for use or consumption), or semi-finished (ready for another business to further manufacture). Related activities such as assembly of component parts, blending and finishing of products (by dyeing, heat treating or plating) are also considered manufacturing. Manufacturing firms are also known as plants, factories or mills.

*Other Services (NAICS Code 81)*

This sector comprises establishments, not classified to any other sector. They are primarily engaged in repairing, or performing general or routine maintenance, on motor vehicles, machinery, equipment and other products to ensure that they work efficiently. These establishments may provide personal care services, funeral services, laundry services and other services to individuals (such as pet care services and photo finishing services). Also included are businesses that organize and promote religious activities, support various causes through grant-making, promote various social and political causes, and promote and defend the interests of their members.

*Primary Industry (NAICS Codes 11 and 21)*

This sector includes Agriculture, Forestry, Fishing and Hunting, and Mining and Oil and Gas Extraction.

*Agriculture, Forestry, Fishing and Hunting:*

This sector comprises establishments primarily engaged in growing crops, raising animals, harvesting timber, harvesting fish and other animals from their natural habitats and providing related support activities.

*Mining and Oil and Gas Extraction:*

This sector comprises establishments primarily engaged in extracting naturally occurring minerals. These can be solids (such as coal and ores), liquids (such as crude petroleum), and gases (such as natural gas). Mining includes quarrying, well operations, milling and other preparation customarily done at the mine site, or as a part of mining activity. Establishments engaged in exploration for minerals, development of mineral properties and mining operations are included in this sector.

*Professional, Scientific and Technical Services (NAICS Code 54)*

This sector comprises establishments primarily engaged in activities in which human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis. The individual industries of this sector are defined on the basis of the particular expertise and training of the service provider.

*Public Administration (NAICS Code 91)*

This sector comprises establishments primarily engaged in activities of a governmental nature, that is, the enactment and judicial interpretation of laws and their pursuant regulations, and the administration of programs based on them. This includes legislative activities, taxation, national defence, public order and safety, immigration services, foreign affairs and international assistance, and the administration of government programs.

*Real Estate and Rental and Leasing (NAICS Code 53)*

This sector comprises establishments primarily engaged in renting, leasing or otherwise allowing the use of tangible or intangible assets. Establishments included are those primarily engaged in managing, renting and/or buying of real estate for others and appraising real estate.

*Retail Trade (NAICS Codes 44-45)*

The retail trade sector comprises establishments engaged in retailing merchandise generally without transformation and rendering services incidental to the sale of merchandise.

*Transportation and Warehousing (NAICS Code 48-49)*

The transportation and warehousing sector comprises businesses engaged in transporting passengers and goods, warehousing and storing goods, and providing services to these establishments. Transportation can be by road, rail, water, air or pipeline. This sector also includes national post office and courier businesses.

*Utilities (NAICS Code 22)*

This sector comprises establishments primarily engaged in operating electric, gas and water utilities. These establishments generate, transmit, control and distribute electric power, distribute natural gas, treat and distribute water, operate sewer systems and sewage treatment facilities, and provide related services, generally through a permanent infrastructure of lines, pipes and treatment and processing facilities.

*Wholesale Trade (NAICS Code 41)*

This sector comprises establishments primarily engaged in wholesaling merchandise and providing related logistics, marketing and support services. The wholesaling process is generally an intermediate step in the distribution of merchandise; many wholesalers are organized to sell merchandise in large quantities to retailers, and business and institutional clients. These may also include suppliers of non-consumer capital goods that sell merchandise in single units to final users.

*Source: Statistics Canada, North American Industry Classification System, 1999*

**(Appendix E:  
Traffic Zones)**

**map**

## Appendix F: Employment Density Calculations

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
1	32.6	13.2	53.1	21.5
2	1.9	0.8	18.4	7.4
3	1.0	0.4	28.9	11.7
4	1.7	0.7	17.5	7.1
5	55.3	22.4	129.2	52.3
6	1.5	0.6	36.4	14.7
7	4.8	2.0	31.7	12.8
8	68.0	27.5	98.0	39.7
9	35.4	14.3	56.8	23.0
10	2.8	1.1	27.2	11.0
11	60.4	24.4	82.2	33.3
12	43.9	17.8	65.6	26.5
13	138.4	56.0	188.5	76.3
14	6.2	2.5	27.8	11.2
15	1.1	0.5	21.8	8.8
16	2.9	1.2	43.7	17.7
17	2.7	1.1	38.4	15.5
18	28.1	11.4	73.4	29.7
19	0.5	0.2	18.9	7.7
20	3.8	1.5	27.7	11.2
21	26.0	10.5	50.2	20.3
22	6.9	2.8	71.5	28.9
23	1.5	0.6	38.7	15.7
24	17.5	7.1	51.1	20.7
25	4.9	2.0	5.2	2.1
26	23.0	9.3	37.2	15.1
27	27.2	11.0	44.4	18.0
28	1.6	0.7	13.6	5.5
29	2.0	0.8	17.6	7.1
30	6.3	2.5	39.0	15.8
31	7.6	3.1	18.0	7.3
32	202.3	81.9	291.2	117.8
33	25.1	10.2	78.4	31.7
34	17.2	6.9	50.9	20.6
35	15.3	6.2	59.8	24.2
36	0.7	0.3	19.2	7.8
37	0.4	0.2	13.0	5.2
38	2.9	1.2	25.8	10.4

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
39	8.5	3.4	14.9	6.0
40	2.5	1.0	47.1	19.1
41	3.4	1.4	50.3	20.3
42	11.1	4.5	60.5	24.5
43	8.4	3.4	53.7	21.7
44	3.5	1.4	43.8	17.7
45	1.4	0.6	14.2	5.8
46	0.6	0.2	18.2	7.4
47	0.5	0.2	38.2	15.5
48	2.6	1.0	28.6	11.6
49	3.2	1.3	31.3	12.7
50	3.1	1.2	34.4	13.9
51	3.5	1.4	61.5	24.9
52	0.6	0.2	37.4	15.1
53	5.1	2.1	43.1	17.4
54	1.8	0.7	31.6	12.8
55	2.2	0.9	31.5	12.8
56	0.8	0.3	16.9	6.8
57	14.2	5.7	62.0	25.1
58	4.3	1.7	36.6	14.8
59	14.4	5.8	50.1	20.3
60	40.1	16.2	48.6	19.6
61	21.1	8.5	40.7	16.5
62	19.5	7.9	54.0	21.8
63	1.7	0.7	17.8	7.2
64	3.1	1.3	27.4	11.1
65	19.9	8.0	55.1	22.3
66	19.1	7.7	54.3	22.0
67	16.1	6.5	92.5	37.4
68	2.5	1.0	37.4	15.1
69	4.7	1.9	33.0	13.3
70	18.4	7.5	48.1	19.5
71	26.0	10.5	60.7	24.6
72	19.6	7.9	132.6	53.7
73	1.0	0.4	17.0	6.9
74	3.0	1.2	25.4	10.3
75	5.3	2.1	33.9	13.7
76	0.7	0.3	24.3	9.8
77	1.5	0.6	33.9	13.7
78	1.5	0.6	33.1	13.4
79	63.5	25.7	131.8	53.3
80	2.6	1.0	37.1	15.0

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
81	1.8	0.7	42.9	17.4
82	1.3	0.5	34.3	13.9
83	1.7	0.7	33.1	13.4
84	3.2	1.3	42.9	17.4
85	1.0	0.4	30.2	12.2
86	8.3	3.4	118.3	47.9
87	2.3	0.9	33.9	13.7
88	2.6	1.0	23.4	9.5
89	2.3	0.9	22.5	9.1
90	5.7	2.3	43.3	17.5
91	1.3	0.5	23.5	9.5
92	18.9	7.7	26.8	10.8
93	43.0	17.4	67.9	27.5
94	2.5	1.0	29.3	11.9
95	22.4	9.1	35.1	14.2
96	19.7	8.0	39.8	16.1
97	2.4	1.0	22.3	9.0
98	20.2	8.2	60.7	24.6
99	48.5	19.6	114.4	46.3
100	41.2	16.7	56.2	22.7
101	42.9	17.4	77.3	31.3
102	103.5	41.9	195.6	79.2
103	35.1	14.2	49.4	20.0
104	37.1	15.0	53.0	21.5
105	33.2	13.4	48.5	19.6
106	34.3	13.9	51.7	20.9
107	22.3	9.0	29.4	11.9
108	6.0	2.4	6.4	2.6
109	22.3	9.0	23.5	9.5
110	46.5	18.8	62.2	25.2
111	20.1	8.1	40.5	16.4
112	2.9	1.2	34.8	14.1
113	22.8	9.2	36.3	14.7
114	1.9	0.8	30.7	12.4
115	6.6	2.7	37.8	15.3
116	1.6	0.6	31.2	12.6
117	9.5	3.9	31.2	12.6
118	3.7	1.5	50.5	20.5
119	5.2	2.1	37.1	15.0
120	13.5	5.5	41.7	16.9
121	26.4	10.7	58.6	23.7
122	1.1	0.4	18.4	7.4



Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
209	1.8	0.7	34.1	13.8
210	0.2	0.1	20.4	8.3
211	n/a	n/a	n/a	n/a
212	0.8	0.3	18.4	7.5
213	10.6	4.3	52.5	21.3
214	0.7	0.3	15.9	6.5
215	154.5	62.5	512.9	207.6
216	1.8	0.7	1.9	0.8
<b>City Wide Average</b>	<b>13</b>	<b>5</b>	<b>45</b>	<b>18</b>