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**2002
EMPLOYMENT
PROFILE**

December 2002

**Prepared by the
Planning and Building Department**



Photographs of buildings on the cover page, starting from the top left and going clockwise, are the following places of employment in Mississauga:

- AYA Kitchens and Bath, manufacturing company in Dixie;
- Financial Models, office building in Airport Corporate;
- shops along Queen Street in Streetsville;
- Mississauga Central Library, City Centre;
- retail stores along Queen Street in Streetsville;
- Credit Valley Hospital, Central Erin Mills;
- St. Mary's Ukrainian Catholic Church, Applewood;
- Treetops Office Complex, City Centre;
- Mississauga Chinese Centre, Dixie;
- Hazel McCallion Senior Public School, East Credit;
- FedEx Canada, Lester B. Pearson International Airport;
- Co-operators, office building in Airport Corporate;
- Square One, shopping centre in City Centre.

The information presented in this report is based on the 2002 Employment Survey. The survey was a collaborative effort by the Planning and Building Department and the Economic Development Office.

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

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2002 Employment Profile

1.0 INTRODUCTION

This report presents a profile of employment and business activities in the City of Mississauga in 2002. The City acknowledges the importance of a strong employment base by incorporating objectives regarding employment in both its Strategic Plan, City Plan and the City Council-adopted 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 City Plan and the City Council-adopted Mississauga Plan. City Plan states that the City influences the local economy through the provision of infrastructure, the regulation of public and private development, and the location and construction of places of employment. City Plan Goal 2.4 and 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, City Plan, and the City Council-adopted 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, attracting businesses to the City, retention programs for existing businesses and development of future economic strategies.

1.1 Background

Annual monitoring of employment trends has proven challenging 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, emphasis was placed on adding employment data. As such, much of the 1999 data are not comparable to the 2000, 2001 and 2002 data. The employment figures from 2000, 2001 and 2002 do not include an adjustment for home occupations.

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. In 2002, the database was further restructured to allow the integration of the MED with other development monitoring databases.

Other sources of employment information for the City of Mississauga includes data from the Canadian Business Patterns (CBP), produced by Statistics Canada and the 2001 Census of Canada labour force activity data, scheduled for release in February 2003. Employment data from these two sources will be monitored and reviewed on a continuing basis.

1.2 Methodology

The methodology for the 2002 Employment Survey included the compilation of a complete list of employment sites from the 2001 Mississauga Employment Database and new businesses from Building Permit Reports and an extensive 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 Call Response and monitored by the Economic Development Office¹.

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. In 2001, an adjustment factor was applied to these businesses; namely, the average number of employees for businesses with less than 100 employees or 11.6 employees per business. In 2002, the methodology for determining the adjustment factor was revised. In order to reflect the characteristics of the businesses located in each Planning District, the average number of employees for businesses with less than 100 employees was calculated for each planning district. In reviewing these figures, it was determined that the average number of employees for businesses with less than 100 employees in Residential Districts was relatively the same from district to district. Thus, an overall average adjustment factor could be applied to businesses with no employment data, located in Residential Districts. This was not the case for Employment District adjustment factors, where the factors ranged from 9 employees per business to 25 employees per business. Given the amount of variation, it was determined that unique Employment District adjustment factors would be applied to businesses with no employment data in each Planning District. The Residential District adjustment factor and Employment District adjustment factors are outlined in Appendix B.

¹ Businesses were selected for a mail-out questionnaire or a telephone survey when total employment was equal or greater than 100 employees, if existing employment data was greater than 2 years old or no employment data was recorded for a business.

2.0 EMPLOYMENT DATA - 2002

This section presents a profile of businesses and employment in Mississauga in 2002. It discusses employment levels, existing businesses and vacancies by Planning District. In addition, an analysis by employment range, type of activity and locational characteristics are also incorporated, where available.

2.1 Total Employment

The total employment² in the City of Mississauga was 387,005 in 2002. Employment data for 17,330 businesses or 86% of the 20,130³ operating businesses were obtained.

Population ¹	628,250
Total Employment	387,005
Employment Ratio ²	0.62
Resident Labour Force ³	344,445
Labour Import ⁴	42,560

¹ Population figure is from the 2001 Interim Growth Forecasts for June 2002.

² Employment Ratio is total employment divided by population.

³ Resident Labour Force is an estimate of the population of Mississauga ages 15 and over. This figure has been estimated based on the June 2002 population from the 2001 Interim Growth Forecasts and then multiplied by the age structure percentages from the 2001 Census of Canada results for Mississauga. The participation rate of 69.4% from the Labour Force Survey by Statistics Canada for the second quarter in 2002, is then applied to this figure.

⁴ Labour Import refers to the total employment positions minus the resident labour force.

² Total employment was estimated based on data contained in the Mississauga Employment Database, data from the 2002 Employment Survey, and estimates made for businesses for which employment data were not available. The 2002 Mississauga Employment Survey made a concerted effort to collect and update data for businesses thought to have 100+ employees. Therefore, it was assumed that the remaining businesses with no employment data, were smaller establishments. For Residential Districts the average number of employees for businesses with less than 100 employees was 7.414 and this was applied to businesses where no employment data were available. For Employment Districts, an average number of employees for businesses with less than 100 employees was calculated for each district. These factors were then applied to businesses, within those districts, where no employment data were available. See Appendix B for these factors. 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 equivalent.

³ The Canadian Business Patterns, Statistics Canada reports approximately 44,405 businesses in the City of Mississauga, with over half 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.

Table 1 summarizes employment and population information. It shows that with a total population of 628,250, Mississauga has an employment ratio of .62. That is, for every 100 residents of the City, there were 62 local jobs. This table also shows that with a resident labour force of 344,445, Mississauga is a net importer of 42,560 employment opportunities. These figures indicate that the City is meeting the population and employment objective in City Plan and the City Council-adopted Mississauga Plan regarding being a net importer of employment.

2.1.1 Employment by Planning District

Figure 1 summarizes employment by Planning District. Northeast has the largest employment population with 127,685 or 33% of the total employment in the City. Gateway has the second largest concentration with 51,915 or 13% of employment. This is followed by Meadowvale Business Park with 37,650 employment positions representing 10% of the total employment. These three districts combined have over half of the City's employment opportunities.

Full-Time and Part-Time Employment⁴

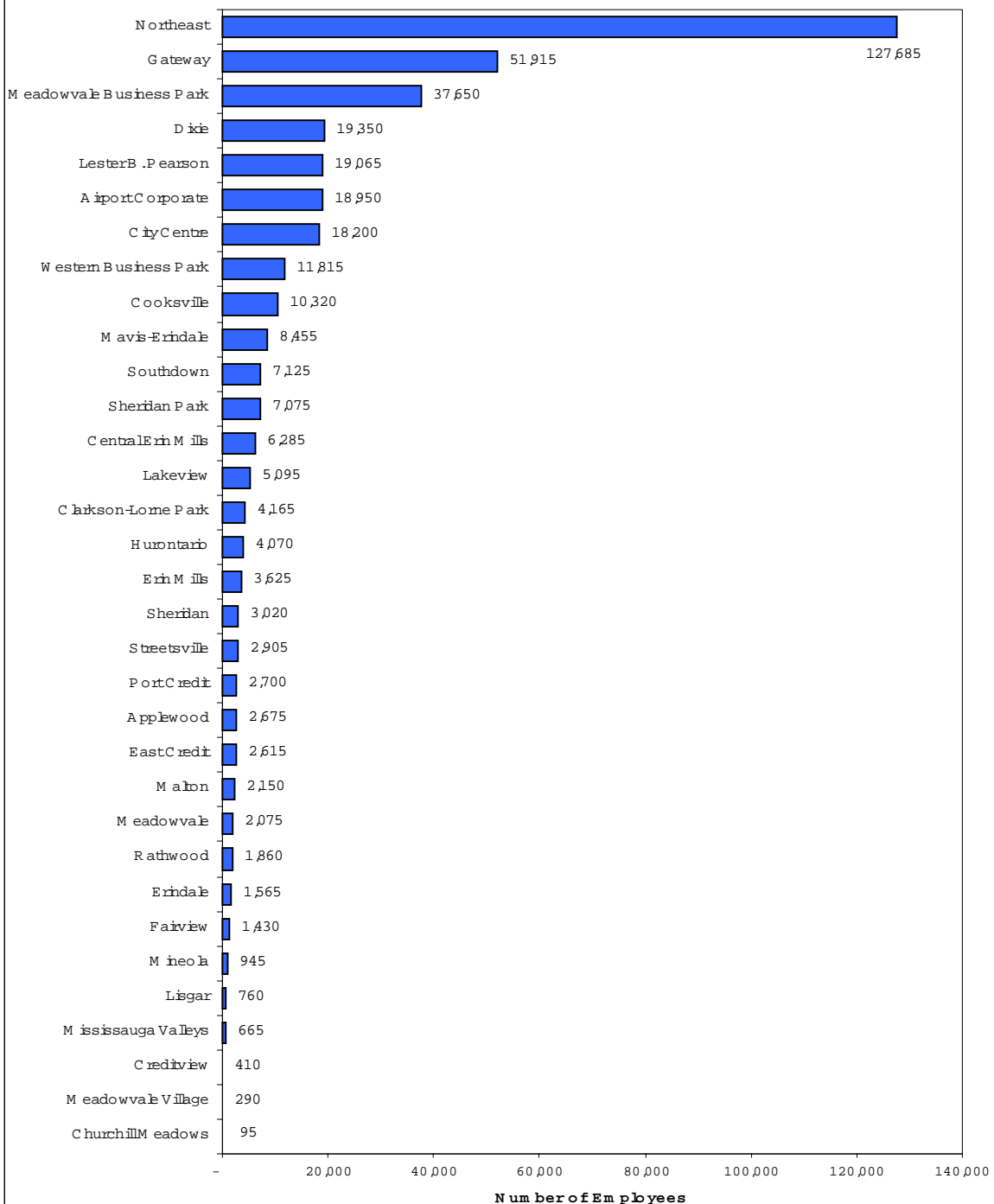
Full-time employment is 92% of total employment. Northeast has the largest proportion of full-time employment with 33%, where Gateway follows with 14%, and Meadowvale Business Park has the third largest proportion of full-time employment with 10%.

Part-time employment represents 8% of total employment. For this report, one part-time employment position is considered half or .5 of one full-time employment position. As anticipated, Northeast has the largest proportion of part-time employment with 14%. Outside of Northeast, City Centre (12%), Cooksville (9%), Central Erin Mills (8%) and Gateway (6%) also have significant concentrations of part-time positions.

The proportion of full-time positions within Planning Districts ranges from 63% in Central Erin Mills and 69% in Rathwood, to 98% in Airport Corporate and Southdown, and 99% in Sheridan Park. Most Employment Districts, with the exception of City Centre, have greater than 90% of total employment represented by full-time positions. Conversely, part-time employment ranges from 37% in Central Erin Mills and 31% in Rathwood, to 2% each in Airport Corporate and Southdown, and 1% in Sheridan Park. Again, as expected, most Residential Districts have a higher proportion of total employment represented by part-time positions as compared to Employment Districts.

⁴ Full-time and part-time employment figures are based on businesses where employment information is available.

Figure 1: Employment by Planning District, 2002



2.2 Businesses and Vacancies

There were 20,130 businesses operating in Mississauga in 2002. In addition, the 2002 employment survey recorded 2,080 vacancies⁵ for a total of 22,210 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.

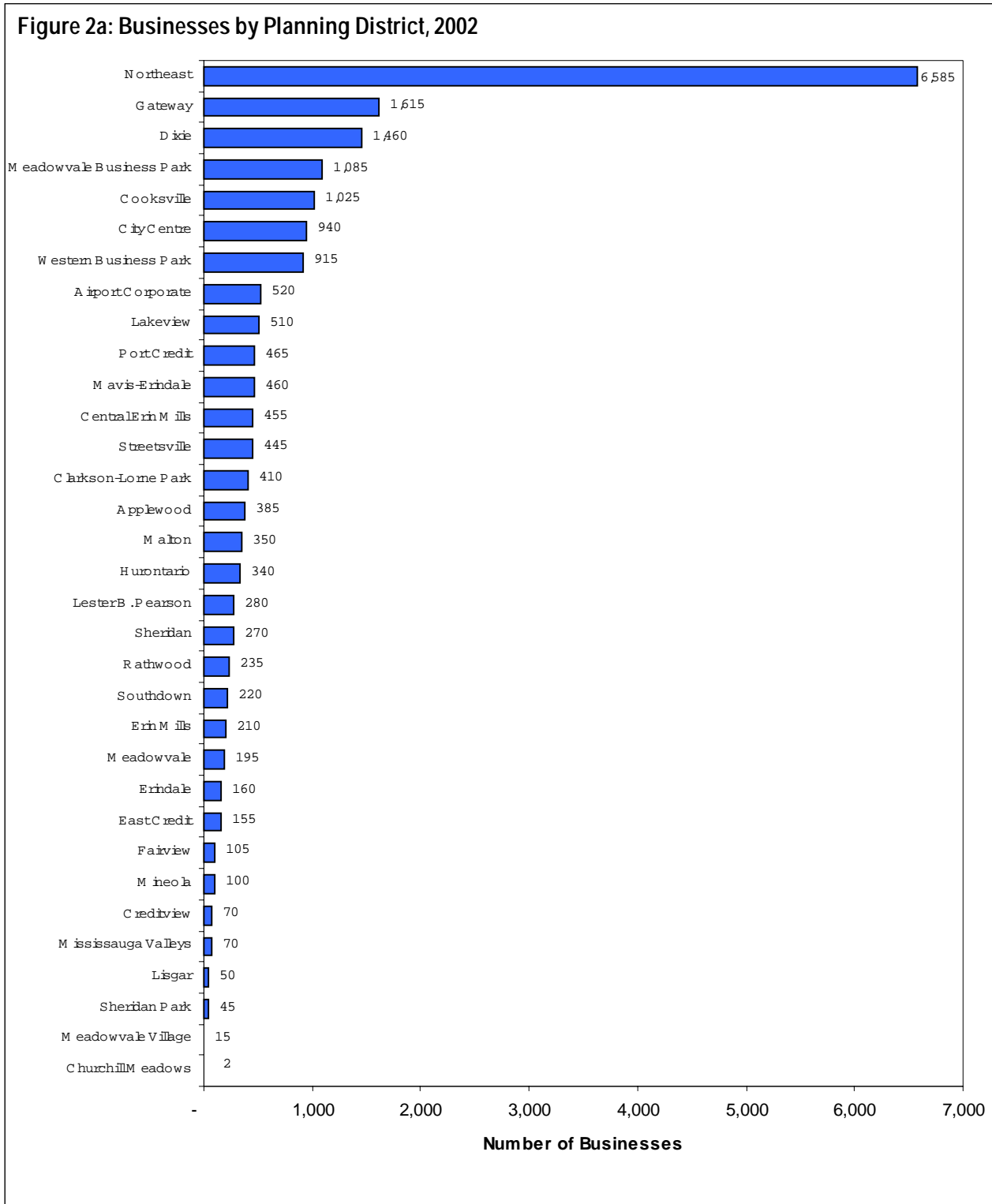
Northeast has the largest concentration of businesses with 6,585 or 33%. This is followed by Gateway with 1,615 or 8%, and Dixie with 1,460 or 7% of businesses.

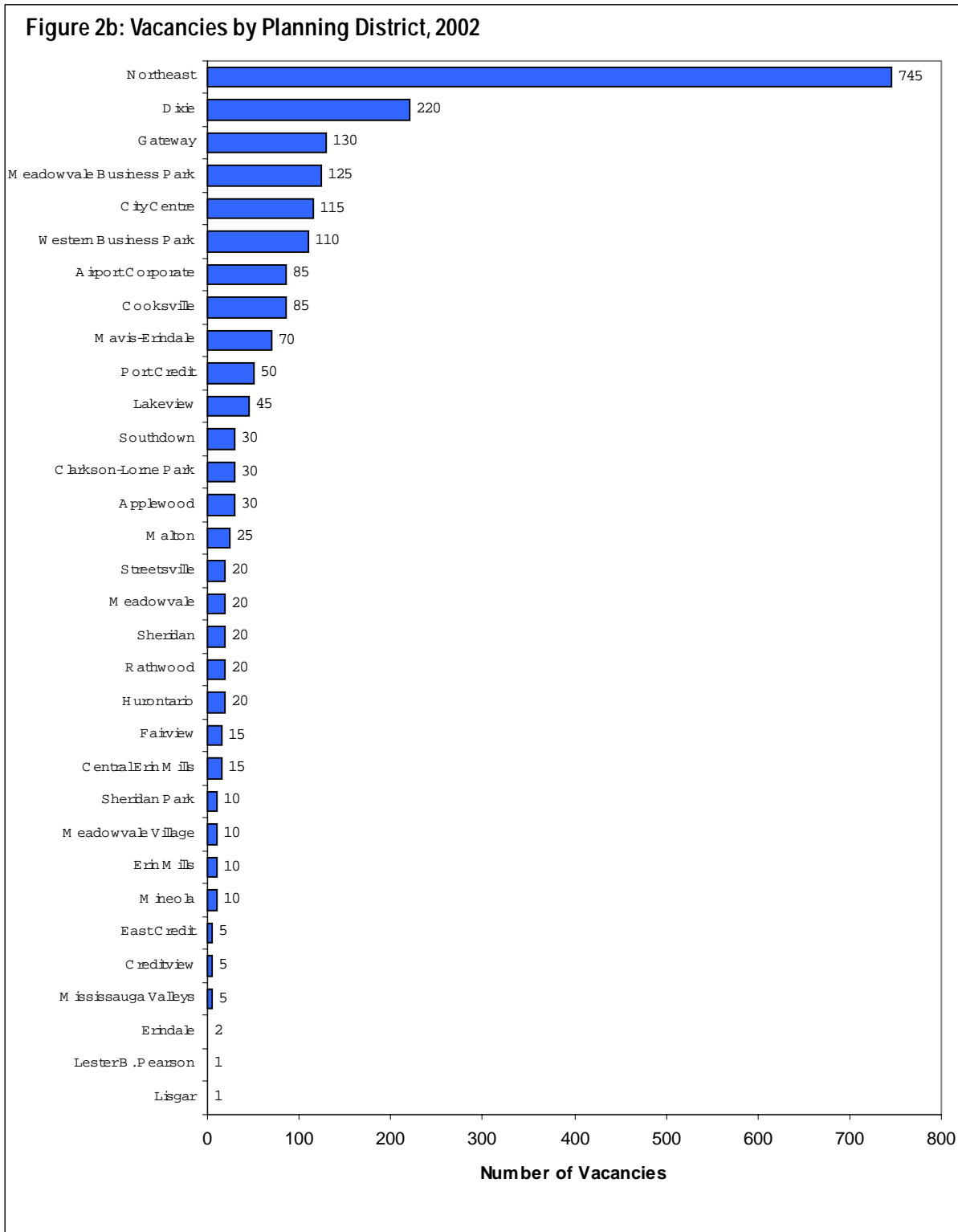
The largest proportion of total City vacancies is found in districts that have the largest concentrations of businesses, Northeast with 36% or 745 vacancies, Dixie with 11% (220) vacancies and Gateway, Meadowvale Business Park and City Centre each representing approximately 6% of total City vacancies. However, these five 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 Meadowvale Village (42%), Sheridan Park (22%), Airport Corporate and Mavis-Erindale (14%). The high percentage in Meadowvale Village is attributed to new retail development that did not have tenants at the time of the 2002 Employment Survey, therefore, the units were recorded as vacant. The relatively high percentage in Sheridan Park is due to a number of vacancies within an office building. For Airport Corporate and Mavis-Erindale, vacancies are mainly units within office buildings or multiple unit developments.

⁵ Vacancies refers to vacant buildings and vacant units within multiple unit developments. Some condominium industrial units are recorded as vacant buildings.

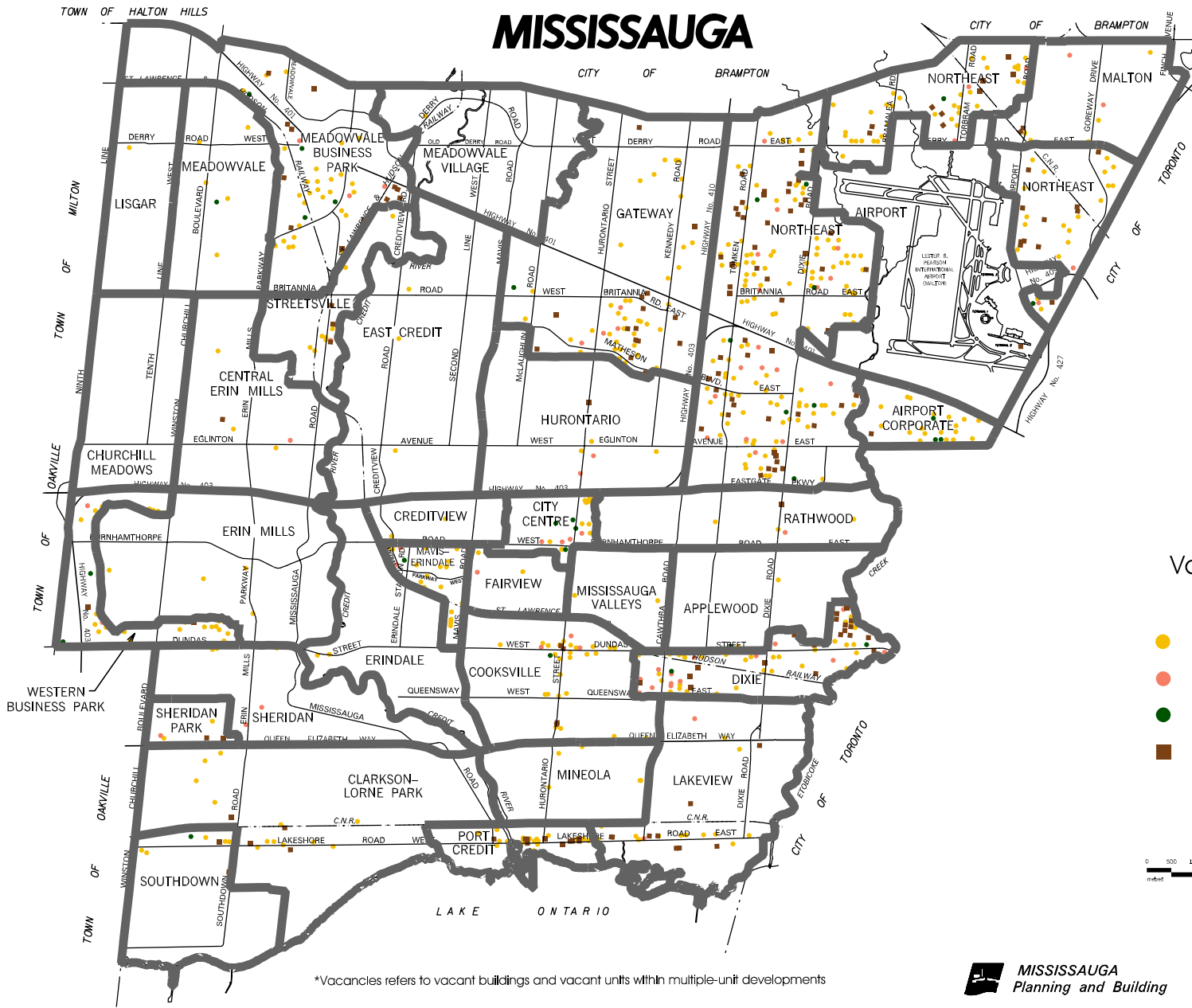
Planning District	Total Business Sites	Businesses		Vacancies		
		# of Businesses	% of City Businesses	# of Vacancies	% of City Vacancies	% of Vacancies in each Planning District
Northeast	7,330	6,585	33%	745	36%	10%
Gateway	1,740	1,615	8%	130	6%	7%
Dixie	1,680	1,460	7%	220	11%	13%
Meadowvale Business Park	1,210	1,085	5%	125	6%	10%
Cooksville	1,110	1,025	5%	85	4%	7%
City Centre	1,055	940	5%	115	6%	11%
Western Business Park	1,025	915	5%	110	5%	11%
Airport Corporate	605	520	3%	85	4%	14%
Lakeview	555	510	3%	45	2%	8%
Mavis-Erindale	535	460	2%	70	3%	14%
Port Credit	515	465	2%	50	2%	10%
Central Erin Mills	470	455	2%	15	1%	3%
Streetsville	465	445	2%	20	1%	5%
Clarkson-Lorne Park	440	410	2%	30	1%	7%
Applewood	410	385	2%	30	1%	7%
Malton	375	350	2%	25	1%	6%
Hurontario	360	340	2%	20	1%	5%
Sheridan	290	270	1%	20	1%	7%
Lester B. Pearson	280	280	1%	1	0.05%	0%
Rathwood	250	235	1%	20	1%	7%
Southdown	250	220	1%	30	1%	12%
Erin Mills	220	210	1%	10	0.5%	5%
Meadowvale	215	195	1%	20	1%	10%
East Credit	160	155	1%	5	0.2%	3%
Erindale	160	160	1%	2	0.1%	1%
Fairview	120	105	1%	15	1%	13%
Mineola	110	100	0.5%	10	0.4%	8%
Creditview	75	70	0.3%	5	0.2%	7%
Mississauga Valleys	75	70	0.3%	5	0.2%	5%
Sheridan Park	55	45	0.2%	10	1%	22%
Lisgar	50	50	0.2%	1	0.05%	2%
Meadowvale Village	25	15	0.1%	10	1%	42%
Churchill Meadows	2	2	0.01%	0	0%	0%
Total	22,210	20,130	100%	2,080	100%	9%

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



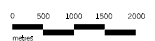


MISSISSAUGA



Map 1:
Vacancies*

- Less than 5 units
- 5 units to 9 units
- Greater than 9 units
- Vacant buildings



*Vacancies refers to vacant buildings and vacant units within multiple-unit developments

2.3 Businesses by Employment Range

The distribution of businesses by Planning District as well as the number and percent of employees for 2002 are illustrated in Figures 3a to 3d.

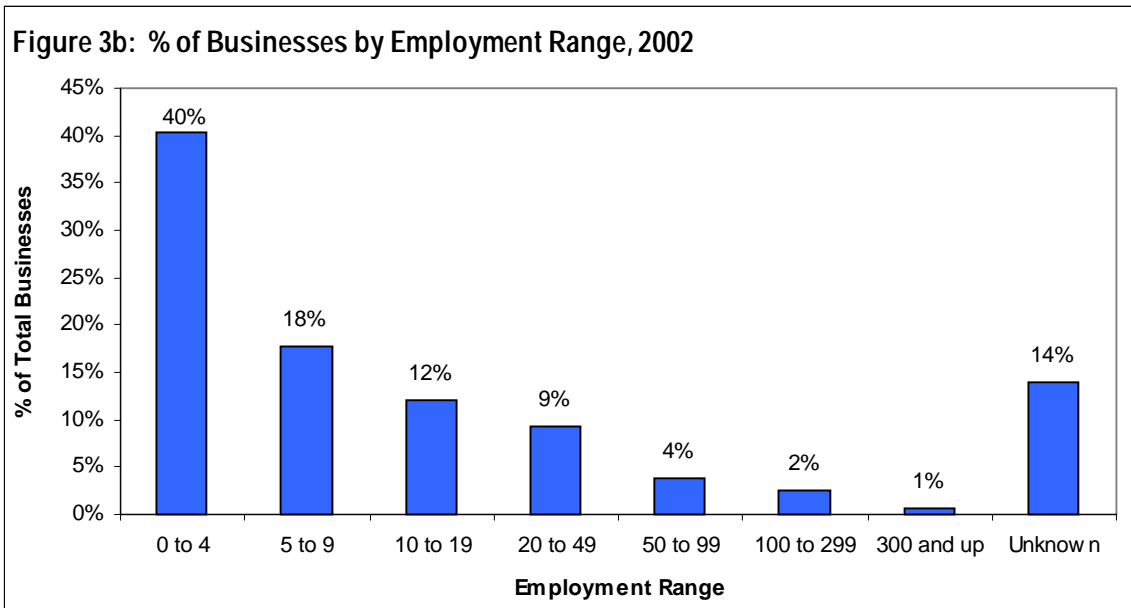
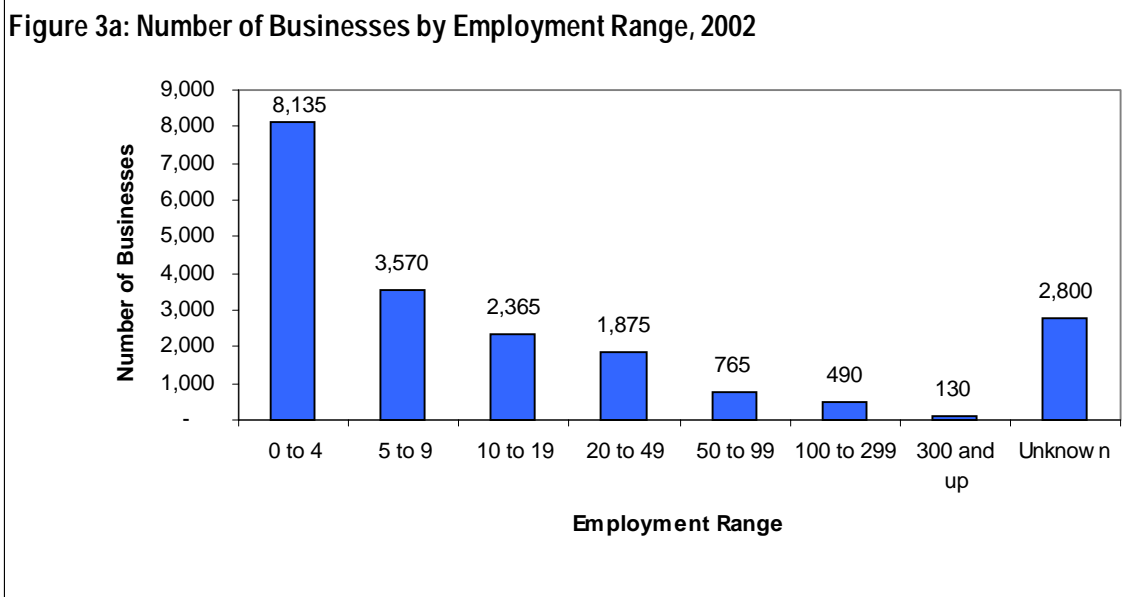
The City's business profile is dominated by small businesses. Forty percent of all businesses have fewer than five employees. However, smaller firms, do not constitute a large portion of total employment. Firms with fewer than five employees represent only 5% of total jobs or 19,855 employment positions. Seventy percent of the City's businesses are establishments of less than 20 employees and these represent about one fifth or 19% of the total employment positions.

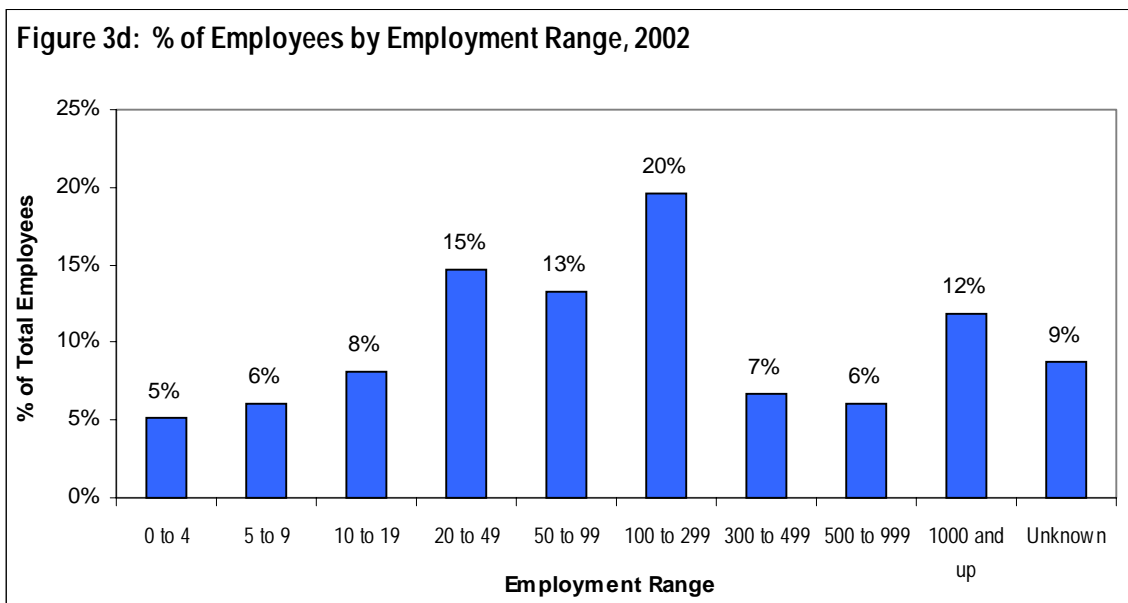
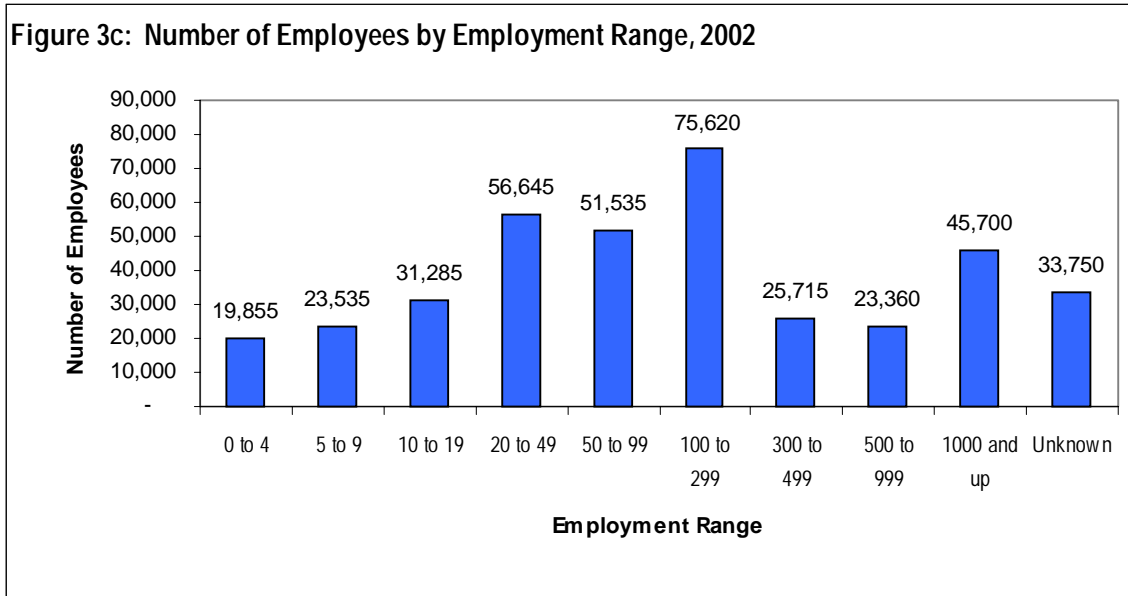
The largest portion of the employment base in Mississauga is currently found in mid-size firms with between 20 and 300 employees. These businesses represent only 15% of total businesses but constitute approximately 48% of the work force or 183,800 employment positions.

Table 3 summarizes the number of businesses by employment range in each Planning District. It shows the dominance of firms with less than 10 employees, particularly in the Residential Districts. Table 4 summarizes the number of employees by the employment range in each Planning District. It is evident from this table that mid-sized firms, representing the largest portion of the employment base, has a greater representation in the Employment Districts versus the Residential 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.

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. They represent less than 1% of the total number of businesses but constitute approximately 27% 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.

Finally, it is noted that most 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. Mississauga's Strategic Plan objective to maintain a variety of employment opportunities is addressed in this distribution of businesses.





The Unknown category are businesses with no employment data.

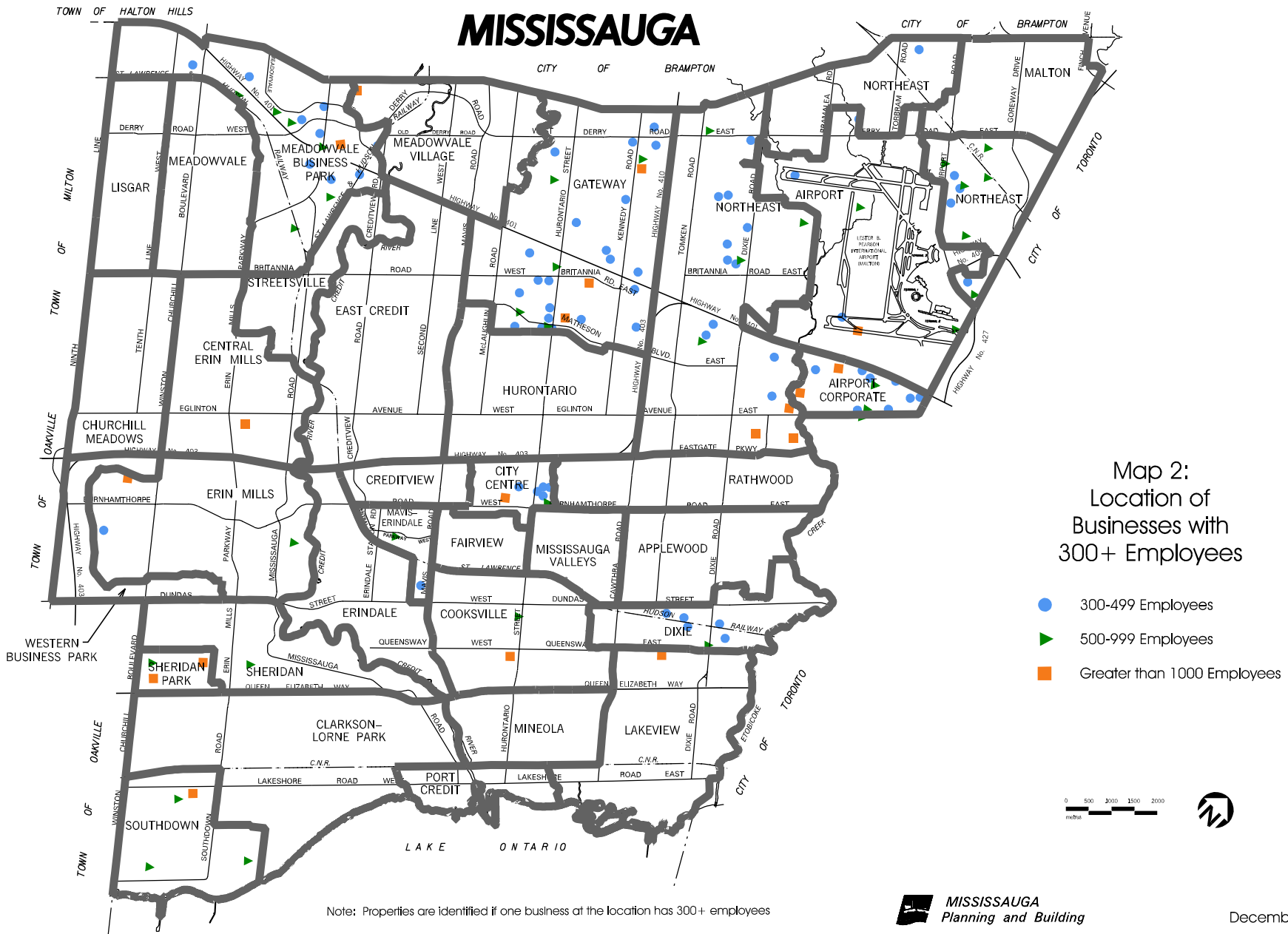
Planning District	Range of Employees										Total
	0-4	5-9	10-19	20-49	50-99	100-299	300-499	500-999	1000+	Unknown	
Northeast	2,035	1145	880	695	285	185	15	10	5	1,332	6,585
Gateway	390	265	260	250	100	75	20	5	5	240	1,615
Dixie	605	270	165	100	30	20	5	1	1	260	1,460
Meadowvale Business Park	260	205	175	150	65	40	10	5	2	175	1,085
Cooksville	720	135	55	35	10	10	0	1	1	55	1,025
City Centre	330	215	125	80	40	25	5	0	1	115	940
Western Business Park	350	200	130	75	25	10	0	0	1	120	915
Airport Corporate	100	110	85	65	45	25	10	2	2	80	520
Lakview	265	110	35	35	15	5	0	0	0	40	510
Port Credit	320	65	30	15	5	5	0	0	0	25	465
Mavis-Erindale	210	75	45	35	20	15	1	1	0	60	460
Central Erin Mills	250	115	35	30	10	5	0	0	1	10	455
Streetsville	300	70	35	15	5	5	0	0	0	20	445
Clarkson-Lorne Park	230	65	45	30	10	5	0	0	0	20	410
Applewood	250	65	20	25	5	0	0	0	0	15	385
Malton	260	40	20	15	5	1	0	0	0	10	350
Hurontario	185	65	40	30	10	5	1	0	0	5	340
Lester B. Pearson	50	30	20	25	10	10	5	2	1	125	280
Sheridan	170	45	20	15	5	5	0	1	0	10	270
Rathwood	145	40	20	20	5	0	0	0	0	5	235
Southdown	75	40	30	10	10	10	0	5	1	35	220
Erin Mills	120	40	15	20	5	5	1	1	0	5	210
Meadowvale	100	35	25	15	5	5	0	0	0	15	195
Erindale	100	25	10	10	5	2	0	0	0	5	160
East Credit	65	40	15	25	10	5	0	0	0	5	155
Fairview	60	15	10	10	5	5	0	0	0	2	105
Mineola	60	20	65	5	5	1	0	0	0	6	100
Creditview	45	15	5	5	0	0	0	0	0	2	70
Mississauga Valleys	40	10	5	5	5	0	0	0	0	1	70
Lisgar	30	5	5	5	5	1	0	0	0	0	50
Sheridan Park	5	5	5	5	5	10	0	1	5	4	45
Meadowvale Village	5	1	2	5	1	0	0	0	0	0	15
Churchill Meadows	0	0	0	1	1	0	0	0	0	0	2
Total	8,135	3,570	2,365	1,875	765	490	70	35	20	2,800	20,130
% of Total Businesses	40%	18%	12%	9%	4%	2%	0.4%	0.2%	0.1%	14%	100%

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

Planning District	Range of Employees										Total
	0-4	5-9	10-19	20-49	50-99	100-299	300-499	500-999	1000+	Unknown	
Northeast	5,110	7,490	11,580	20,455	18,910	28,270	6,175	6,750	5,790	16,650	127,685
Gateway	1,045	1,815	3,545	7,515	6,975	11,360	7,645	3,215	4,955	3,850	51,915
Meadowvale Business Park	695	1,365	2,320	4,665	4,320	6,575	3,230	4,420	7,400	2,660	37,650
Dixie	1,465	1,770	2,255	2,940	1,920	3,035	1,820	630	1,300	2,215	19,350
Lester B. Pearson	155	205	250	775	585	1,545	1,330	1,350	11,100	1,770	19,065
Airport Corporate	270	715	1,125	2,000	3,130	3,870	2,720	1,060	2,700	1,360	18,950
City Centre	880	1,420	1,595	2,400	2,730	4,055	1,755	700	1,335	1,335	18,200
Western Business Park	950	1,300	1,700	2,080	1,635	1,650	0	0	1,300	1,200	11,815
Cooksville	1,650	890	705	1,110	835	1,700	0	540	2,510	380	10,320
Mavis-Erindale	515	470	570	1,165	1,255	2,815	305	770	0	590	8,455
Southdown	180	255	360	400	715	1,945	0	1,815	1,050	410	7,125
Sheridan Park	10	35	55	195	395	1,235	0	650	4,400	100	7,075
Central Erin Mills	675	740	445	1,000	510	1,010	0	0	1,865	35	6,285
Lakeview	620	740	485	1,125	1,120	745	0	0	0	260	5,095
Clarkson-Lorne Park	515	420	670	980	865	575	0	0	0	140	4,165
Hurontario	470	440	545	965	565	665	385	0	0	35	4,070
Erin Mills	275	245	160	685	455	550	350	850	0	50	3,625
Sheridan	405	300	300	505	480	370	0	610	0	50	3,020
Streetsville	650	460	435	390	215	635	0	0	0	120	2,905
Port Credit	625	430	385	370	200	520	0	0	0	170	2,700
Applewood	565	415	250	880	470	0	0	0	0	95	2,675
East Credit	155	265	165	805	690	515	0	0	0	15	2,615
Malton	585	250	280	570	275	135	0	0	0	50	2,150
Meadowvale	240	235	330	510	330	375	0	0	0	50	2,075
Rathwood	345	240	260	620	370	0	0	0	0	20	1,860
Erindale	215	150	150	320	470	220	0	0	0	45	1,565
Fairview	180	115	115	280	290	435	0	0	0	15	1,430
Mineola	130	125	95	190	205	160	0	0	0	45	945
Lisgar	80	55	40	110	335	145	0	0	0	0	760
Mississauga Valleys	110	70	60	245	180	0	0	0	0	5	665
Creditview	90	100	40	170	0	0	0	0	0	15	410
Meadowvale Village	10	5	25	190	60	0	0	0	0	0	290
Churchill Meadows	0	0	0	45	55	0	0	0	0	0	95
Total	19,855	23,535	31,285	56,645	51,535	75,620	25,715	23,360	45,700	33,750	387,005
% of Total Employees	5%	6%	8%	15%	13%	20%	7%	6%	12%	9%	100%

*Numbers may not add due to rounding. Due to part-time employment conversions, firm employment totals may be .5 above the stated range. Unknown are the number of employees for those businesses with no employment, based on the adjustment factors in Appendix B.

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Note: Properties are identified if one business at the location has 300+ employees

2.4 Businesses and Employment by Business Classification/Sector

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 from the 2002 Employment Survey. Businesses are categorized by its economic activity using the North American Industrial Classification System (NAICS)⁶.

Wholesale, manufacturing and retail 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 15% of businesses and 16% of employment positions are in wholesaling establishments. A large proportion of wholesaling firms employ a small number of staff, that is, 56% (1,655 businesses) of wholesalers have fewer than 10 employees; 75% (2,205 businesses) have fewer than 20 employees.

Manufacturing is the second largest sector. Fourteen percent of businesses in the City manufacture, accounting for 23% of all employees. Many manufacturing firms are smaller firms with less than 20 employees. A total of 65% of the manufacturing firms (1,795 businesses) have less than 20 employees. There are also a significant number of firms between 20 and 49 employees (17%, or approximately 470 businesses). There are a few manufacturing firms that employ a large number of employees. Two percent (approximately 40 businesses) employ more than 300 employees.

Retail trade is the third largest sector. It comprises 13% of the total business activities, but only consists of 7% of total employment. Retail trade businesses are smaller establishments, 81% (2,055 businesses) of these businesses have fewer than 10 employees.

The transportation and warehousing sector consists of 4% of total businesses, and represents 10% 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 (28%), a significant number of firms are also found in firms between 5 and 9 employees (20%), 10 to 19 employees (14%) and 20 to 49 employees (14%).

⁶ 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.

Business Classification	# of Businesses	% of Businesses	# of Employees	% of Employees
Wholesale Trade	2,920	15%	61,700	16%
Manufacturing	2,765	14%	90,080	23%
Retail Trade	2,545	13%	26,305	7%
Other Services	1,820	9%	9,605	2%
Professional, Scientific and Technical Services	1,325	7%	19,615	5%
Accommodation and Food Services	1,240	6%	15,545	4%
Health Care and Social Assistance	1,150	6%	13,065	3%
Transportation and Warehousing	850	4%	38,035	10%
Administrative and Support and Waste Management	635	3%	12,435	3%
Finance and Insurance	610	3%	19,140	5%
Educational Services	535	3%	14,930	4%
Construction	460	2%	6,950	2%
Real Estate and Rental and Leasing	430	2%	6,465	2%
Information and Cultural Industries	205	1%	8,960	2%
Arts, Entertainment and Recreation	140	1%	2,375	1%
Public Administration	90	0.5%	5,965	2%
Management of Companies and Enterprises	15	0.1%	305	0.1%
Utilities	10	0.04%	815	0.2%
Primary Industry	5	0.02%	10	0.003%
Unknown	2,375	12%	34,710	9%
Total	20,130	100%	387,005	100%

* Numbers may not add due to rounding. The unknown classification are businesses where a NAICS code is not assigned.

Figure 4a: Businesses by Business Classification, 2002

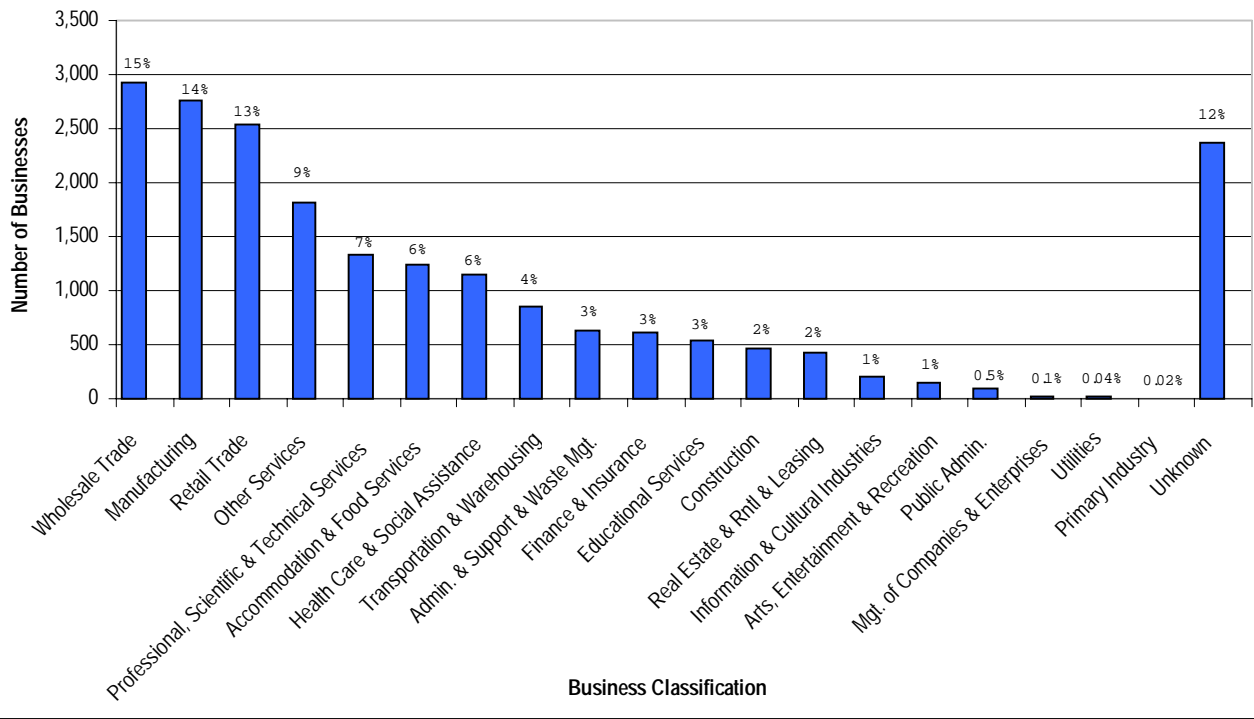
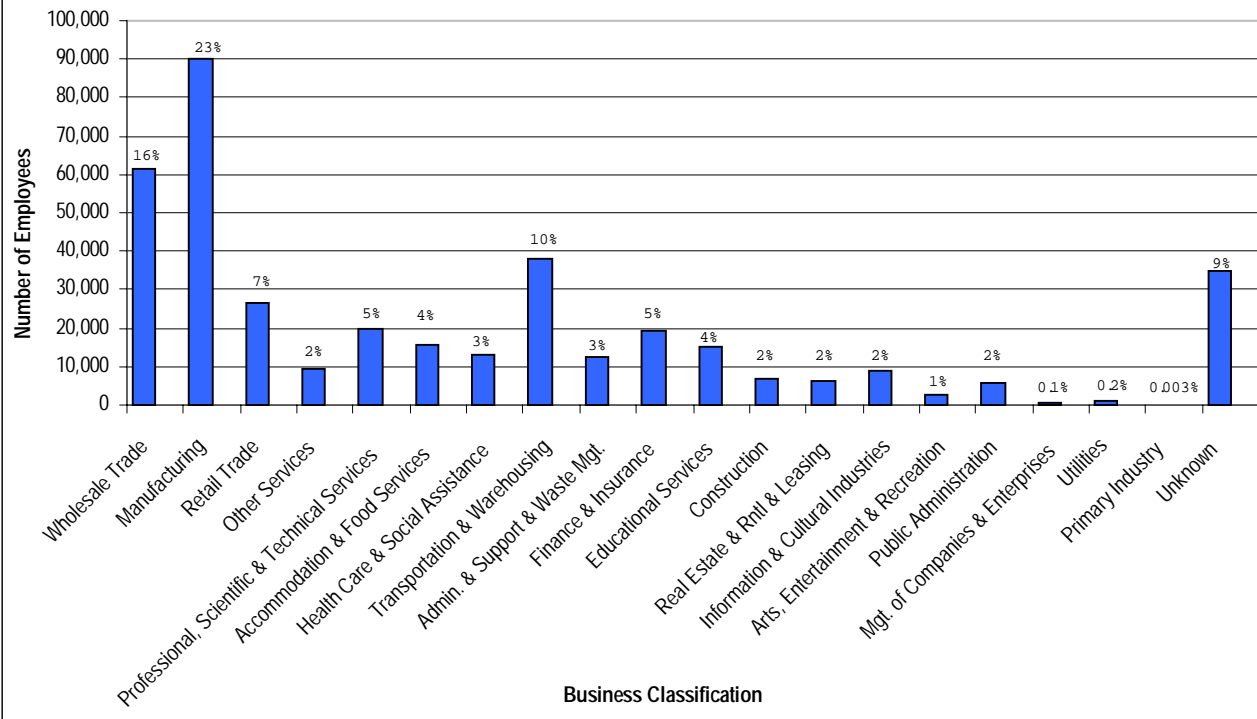
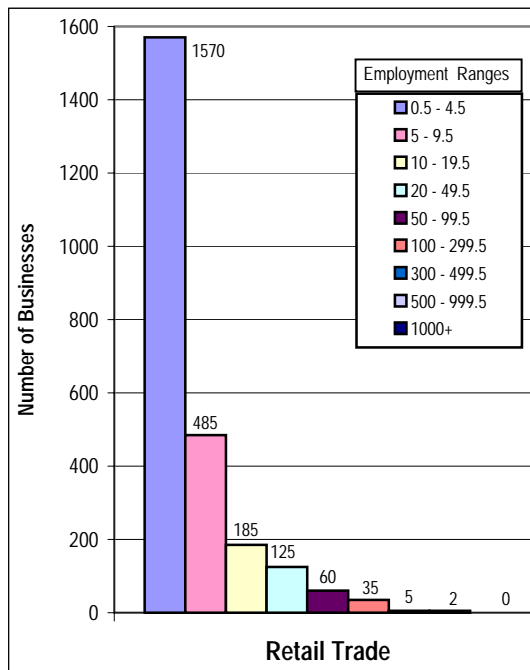
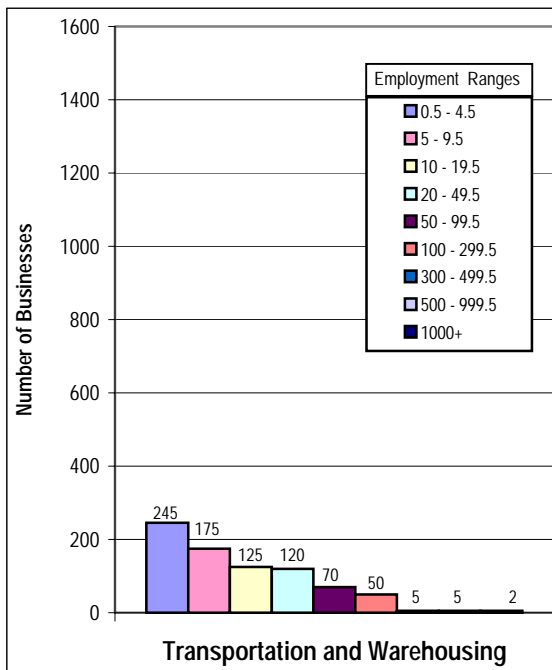
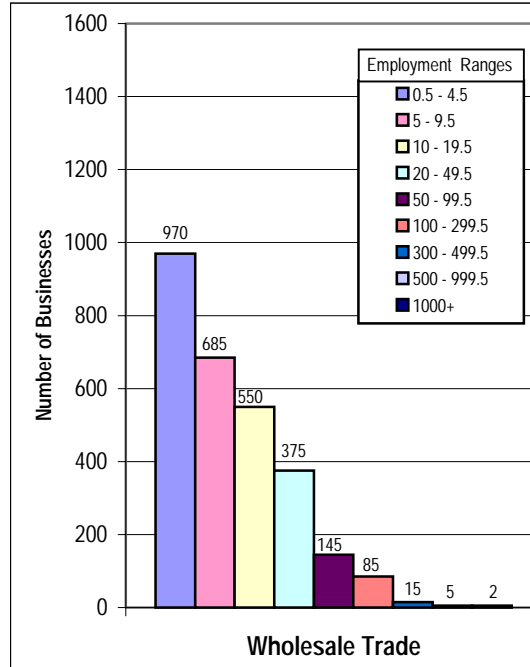
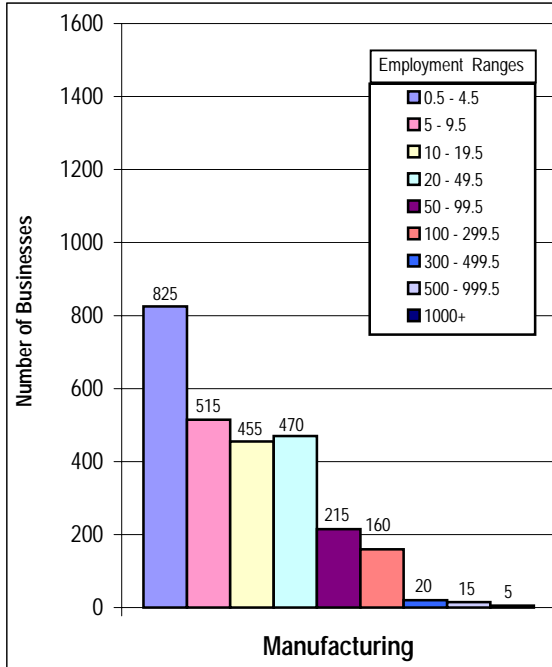


Figure 4b: Employment by Business Classification, 2002



The unknown classification are businesses where a NAICS code is not assigned.

Figure 5: Business Classification by Employment Ranges, 2002



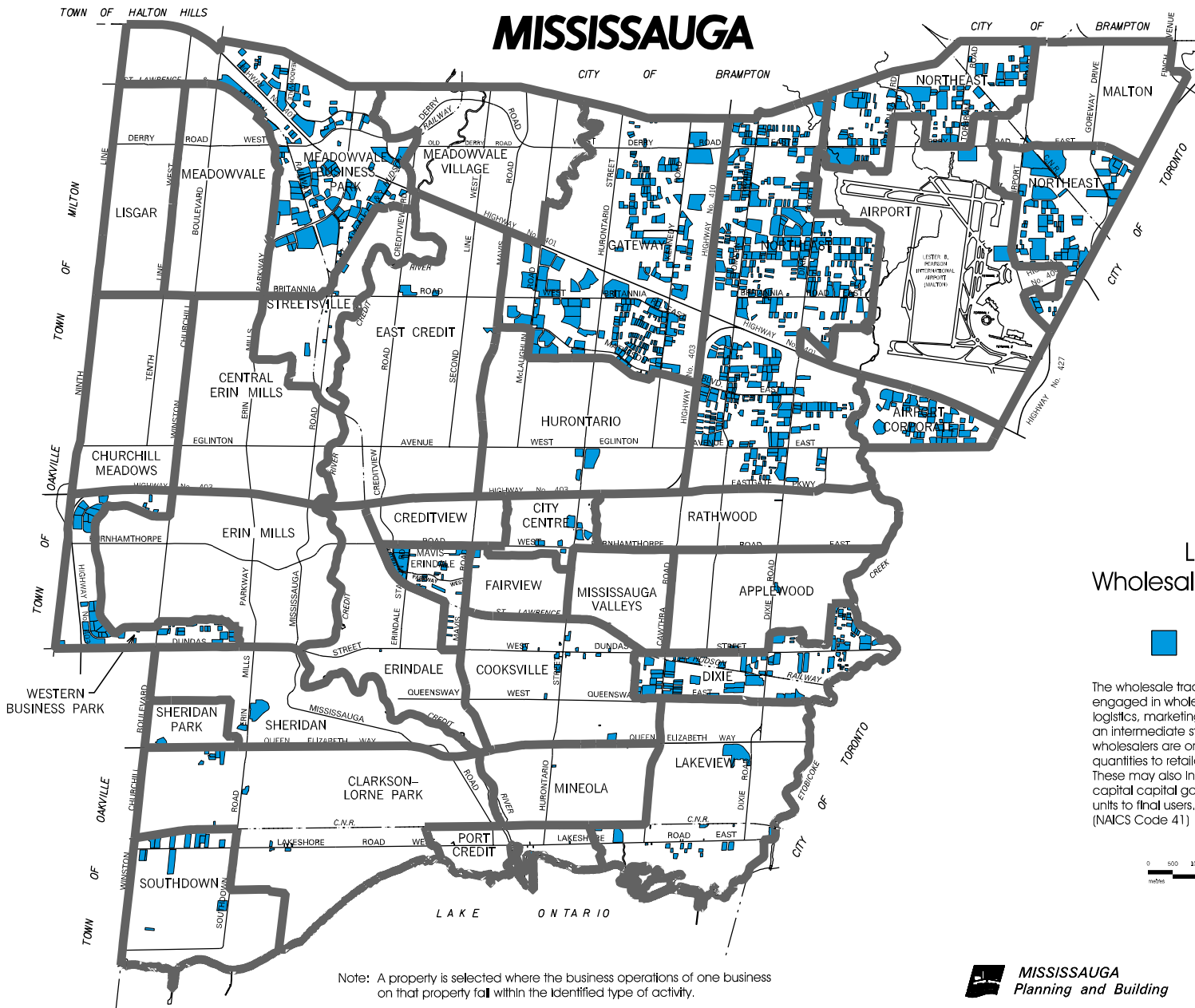
Number of businesses has been rounded. An employment range is assigned to businesses that have employment and a NAICS code.

Maps 3, 4, 5 and 6 indicate the location of wholesale trade, manufacturing, retail trade, 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 northeastern part of the City (Northeast Planning District). Similar to wholesaling in its locational characteristics, manufacturing is also concentrated in Employment Districts. Retail trade businesses are dispersed and are distributed throughout the City. 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.

The top four industries with the greatest percentage of businesses or the largest proportion of employment are wholesaling, manufacturing, retailing, and transportation and warehousing. They make up approximately 46% of businesses and 56% of employment positions in the City. Although this is a substantial portion of total employment and businesses, there is representation from the 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.

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Map 3:
Location of
Wholesale Trade Businesses

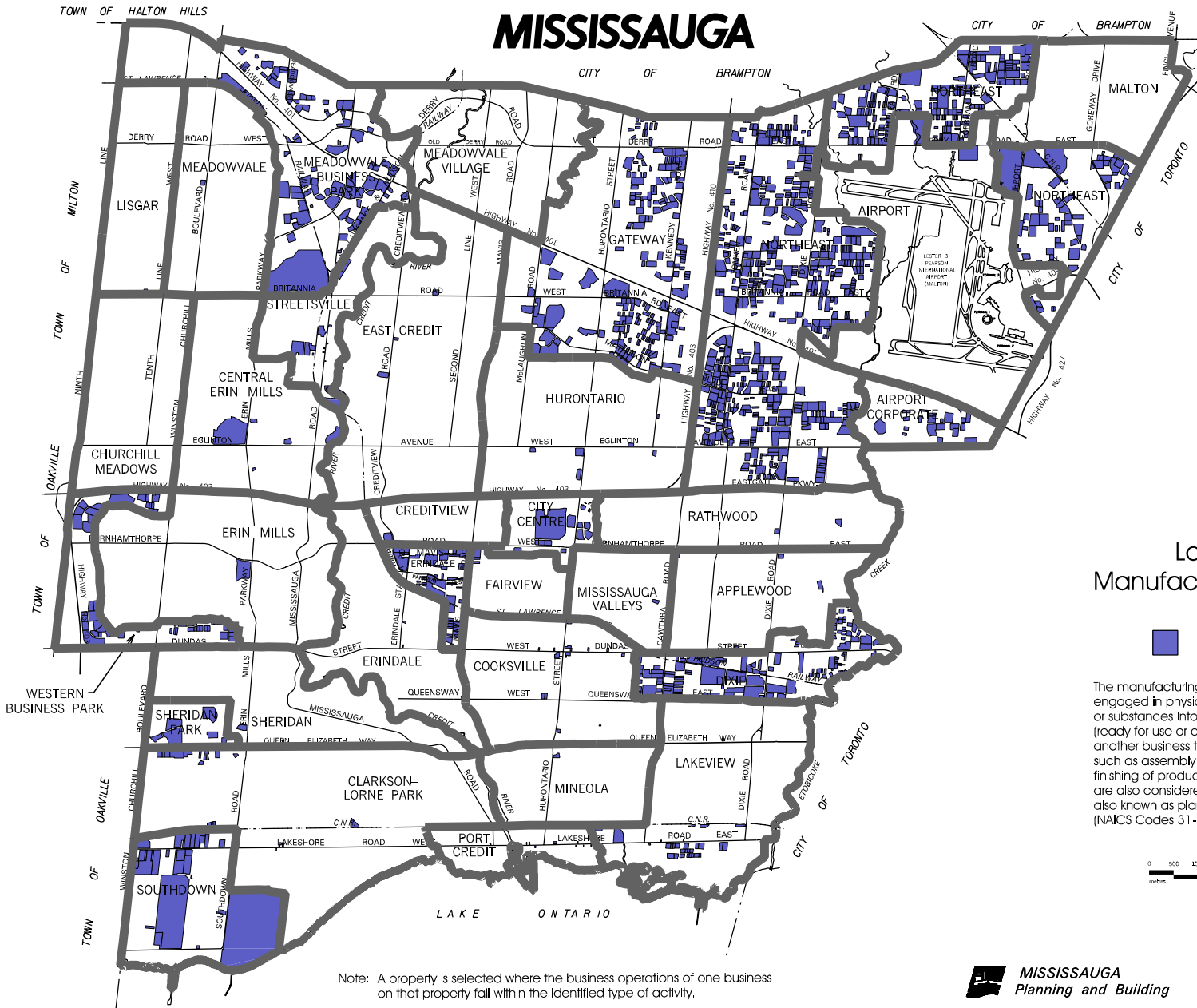
 Wholesale Trade Areas

The wholesale trade sector comprises establishments engaged in wholesaling merchandise and providing logistics, marketing and support services. Generally an intermediate step in the distribution of merchandise, wholesalers are organized to sell merchandise in large quantities to retailers, business and Institutional clients. These may also include suppliers of non-consumer capital goods that sell merchandise in single units to final users. (NAICS Code 41)



Note: A property is selected where the business operations of one business on that property fall within the identified type of activity.

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Map 4:
Location of
Manufacturing Businesses

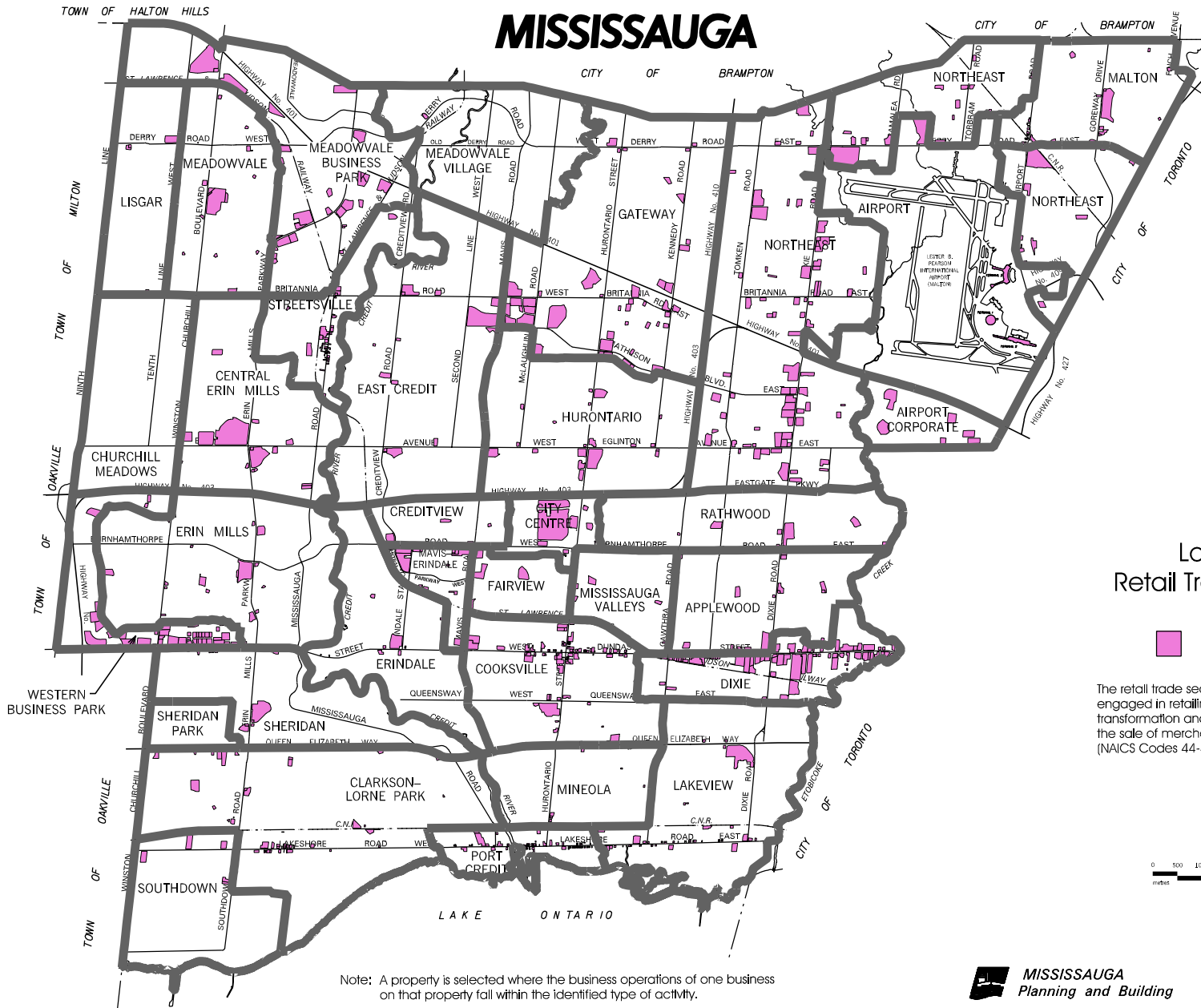
 Manufacturing Areas

The manufacturing 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. (NAICS Codes 31-33)



Note: A property is selected where the business operations of one business on that property fall within the identified type of activity.

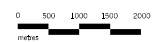
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Map 5:
Location of
Retail Trade Businesses

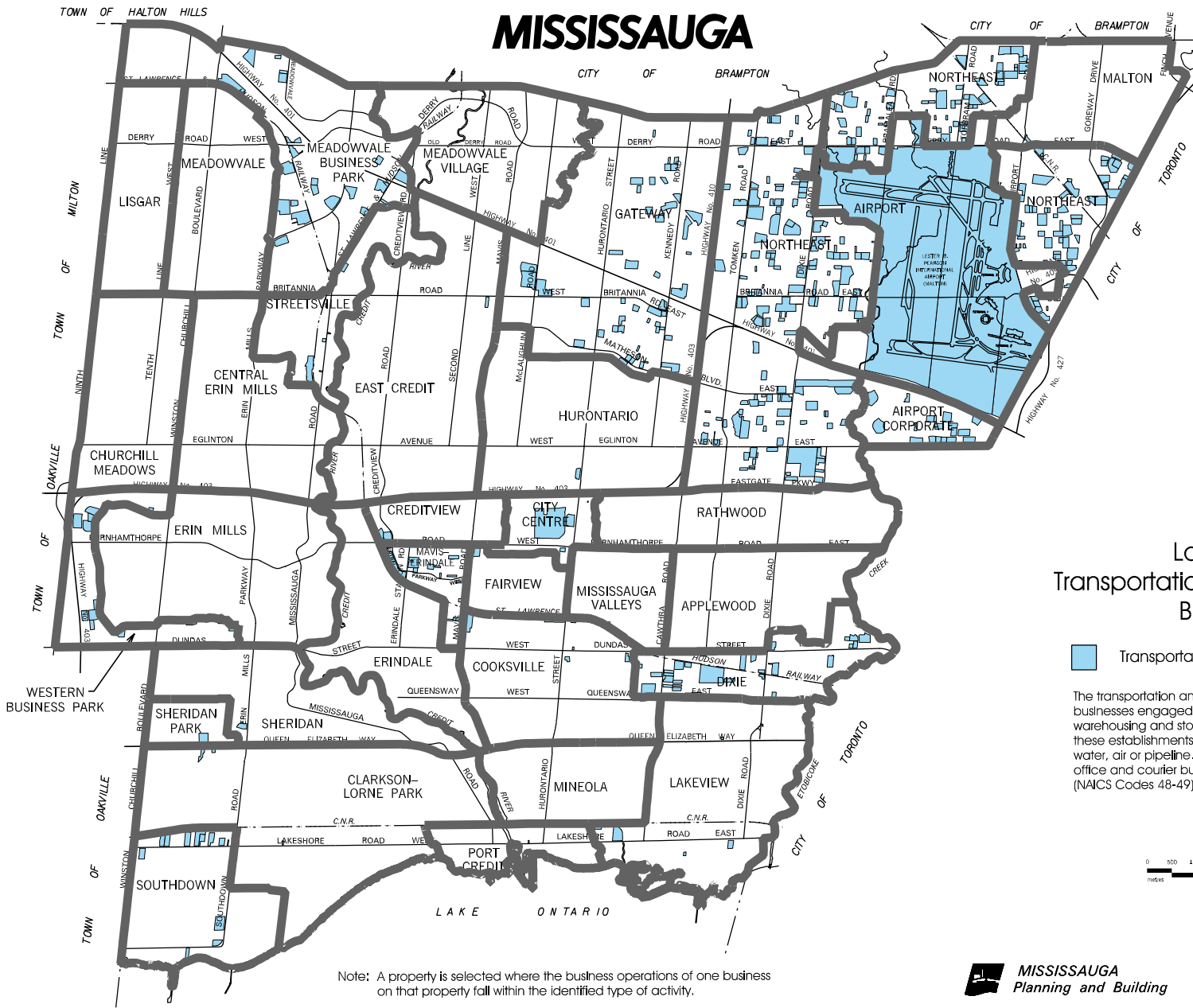
 Retail Trade Areas

The retail trade sector comprises establishments engaged in retailing merchandise generally without transformation and rendering services incidental to the sale of merchandise. (NAICS Codes 44-45)




Note: A property is selected where the business operations of one business on that property fall within the identified type of activity.

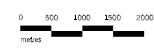
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Map 6:
Location of
Transportation And Warehousing
Businesses

 Transportation and Warehousing Areas

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. (NAICS Codes 48-49)



Note: A property is selected where the business operations of one business on that property fall within the identified type of activity.

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 natural areas). The City's average gross employment density is 14 employees per hectare (6 employees per acre). Higher gross employment densities are noticeable in the Employment Districts and along highways and major roads. The northern Employment Districts 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 the net employment density. Net area includes 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-way, walkways, utilities/public works, farm, vacant, natural areas and other land uses. The city-wide net employment density is 46 employees per hectare (19 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, respectively.

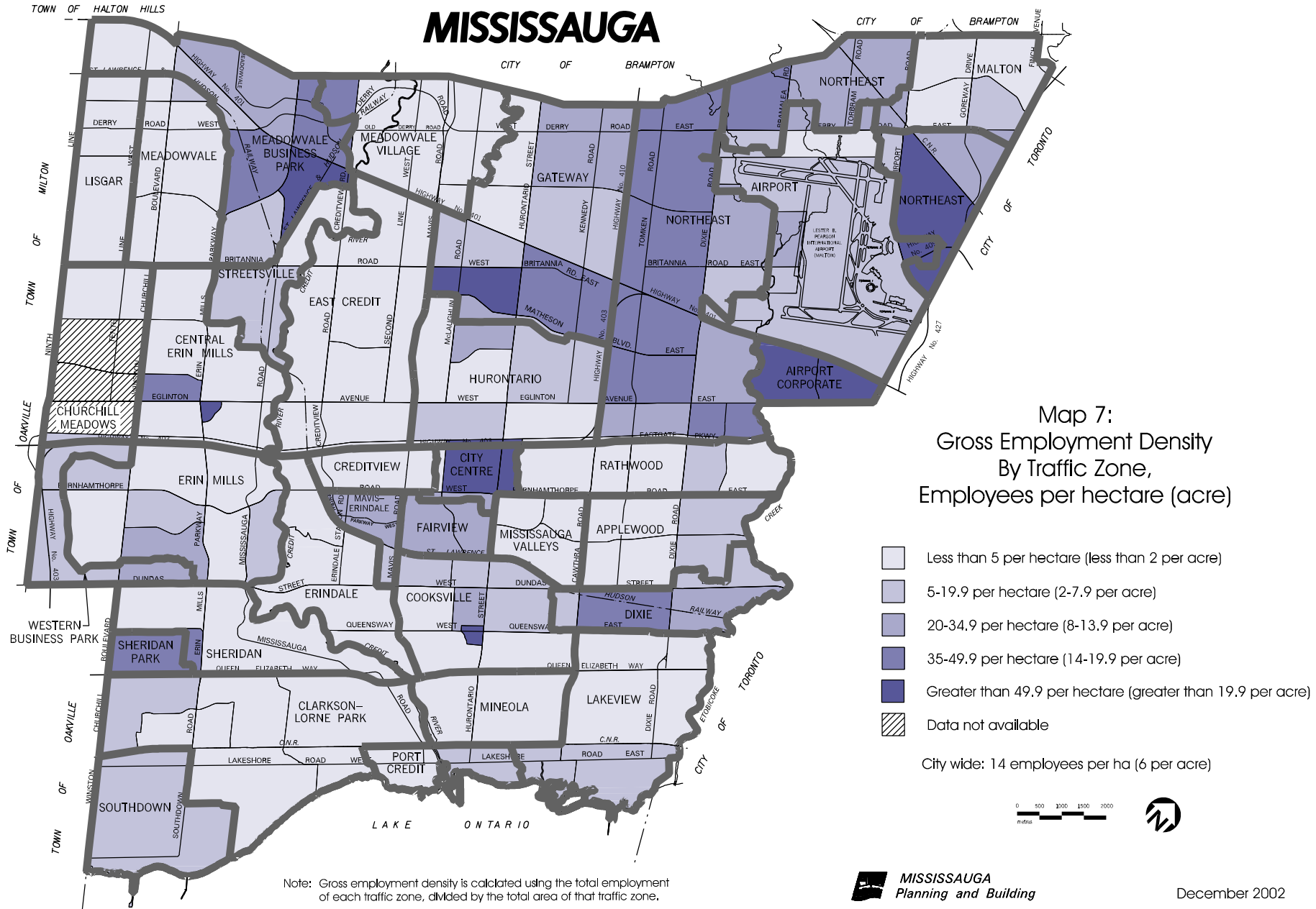
It is not surprising to find that the traffic zones with multiple storey buildings are areas of high employment concentration. The Emerald Business Centre and the Eglinton Centre in traffic zone 86 has office buildings with business tenants such as Maple Leaf Foods and Century 21. In the City Centre 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 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.

Airport Corporate (traffic zones 5 and 102), an Employment District including corporate head offices and warehousing and distribution uses has a large number of employees per hectare. Some of these businesses in this district include Nex Innovations, Hewlett-Packard, Loyalty Management Group, Unison, and General Mills.

Large retailing and manufacturing companies such as Wal-Mart and GlaxoSmithKline in Meadowvale Business Park located in traffic zones 11 and 18 are high employment density areas as well.

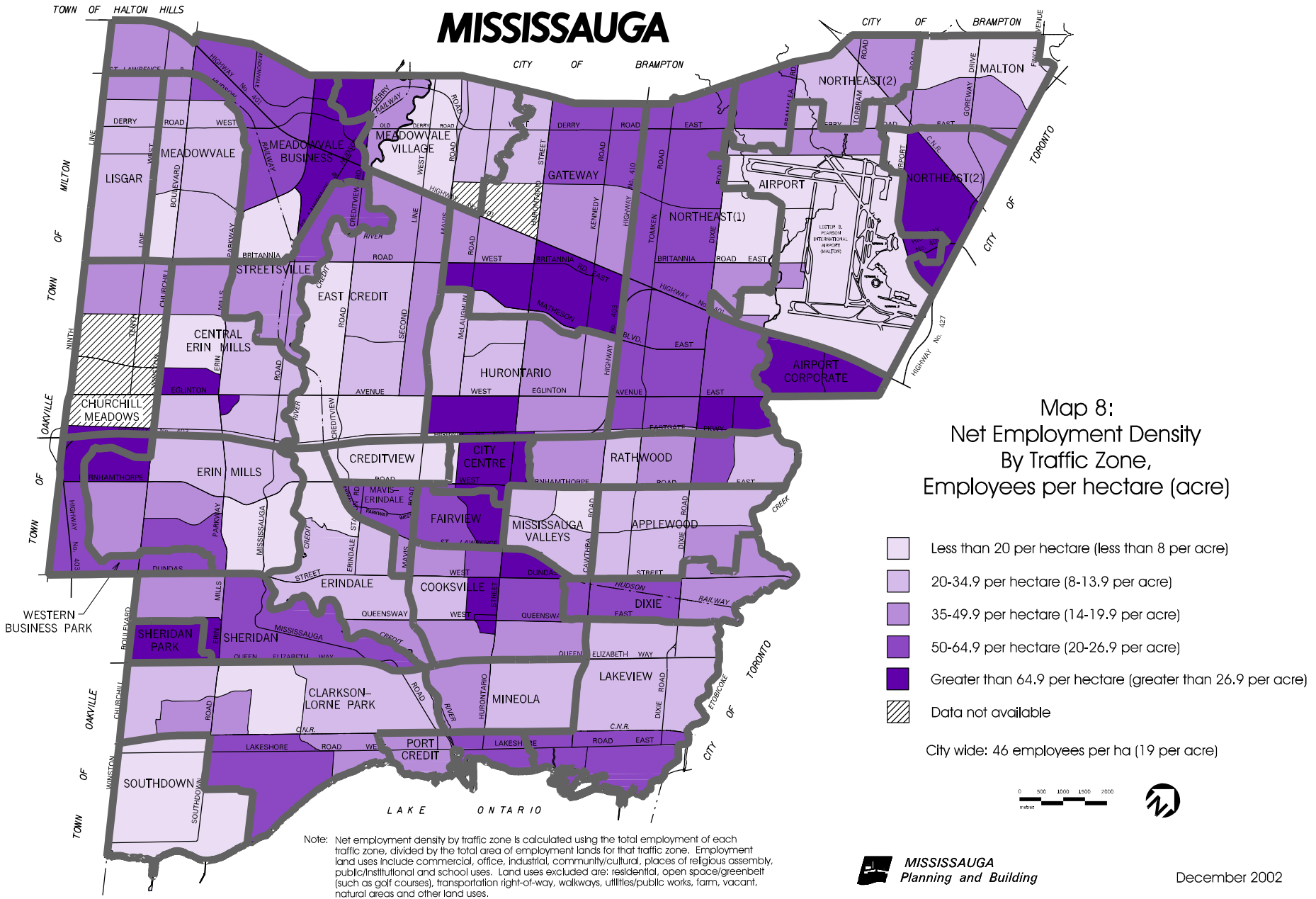
Other traffic zones of interest are in the northeast section of the City (Gateway and Northeast Employment Districts). Businesses such as Canada Customs and Revenue Agency, Oracle Corporation, Pepsi Bottling, and office centres such as Britannia Place and Heartland Corporate Centre are found in traffic zone 8 in Gateway. Traffic zones 99 and 110 in the Northeast have wide range of business sectors such as manufacturing, wholesale trade, retail trade, transportation and warehousing, finance and insurance and professional, scientific and technical services. These businesses include New Wave Beverage, Bauer Nike Hockey Inc., Lear Corporation, Winners, Sobeys, Canada Post, Globe Ground North America, TD Bank Financial Group, and Cedara Software Corporation.

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Note: Gross employment density is calculated using the total employment of each traffic zone, divided by the total area of that traffic zone.

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3.0 TRENDS IN EMPLOYMENT AND BUSINESS GROWTH

This section summarizes employment and business growth trends. It reviews business and employment data from 2000 to 2002 and, where possible, compares these with historic employment and population trends.

3.1 Employment and Business Trends to 2002

Figure 6 illustrates the steady growth in population and employment in the City of Mississauga over the last twenty-six years. Since 1976, population and employment has risen tremendously. Population has increased from approximately 250,000 in 1976 to 628,250 in 2002 (151%); employment has risen from 132,000 in 1977 to 387,005 in 2002 (193%)⁷. The employment ratio, as mentioned in Section 2.1, represents the proportion of total employment positions to population. The current employment ratio of .62 means that there are 62 employment positions for every 100 residents. This ratio increased from .53 in 1977 to .59 in 1986. It declined through the early and mid 1990s with the economic recession and then started to increase again, reaching a new high in 2001 and 2002.

The 2002 Employment Survey found a total of 20,130 operating businesses in the City compared with 20,100 in 2001. A comparison of employment growth in 2001 and 2002 shows little change, with an approximate employment total of 386,750 in 2001 and 387,005 in 2002. As a result, the percentage change in employment growth is .1%, suggesting little employment growth.

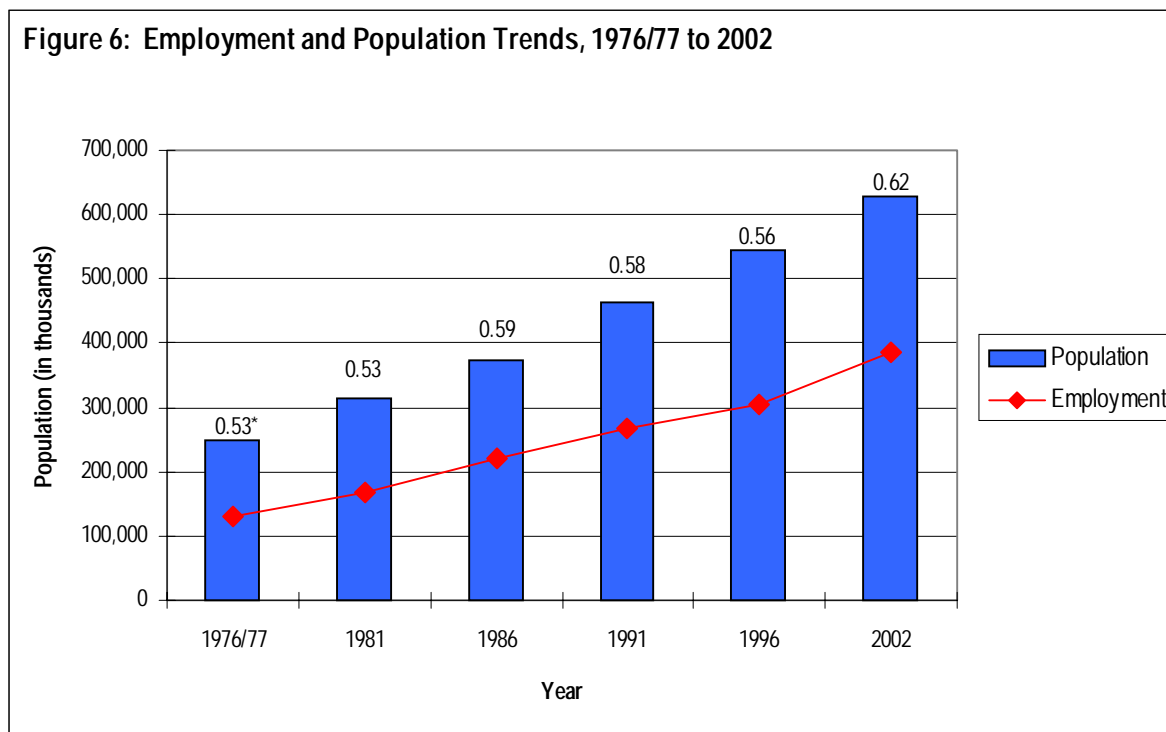
While some businesses did reduce their labour force, this apparent low employment growth is also, partially the result of some employment overcounts in 2001 and improvements made to the employment database in 2002. In the course of confirming some employment counts, it was discovered that in 2001, some firms provided their total employees, including employees for locations outside of Mississauga (representing an overcount of approximately 2,000 employees). Further, there has been a concerted effort to remove duplications from the database, which may have occurred where companies had more than one location or may have been listed under a slightly different name. It is estimated that approximately 1,900 employees are included in the 2001 database as a result of duplications. Some reductions in the labour force were confirmed. Large airline and manufacturing businesses, such as Boeing, LSG Sky Chefs, and Intercraft Company have downsized and this has contributed to lower employment growth in 2002.

If the overcounted employees and employment for the duplicate businesses were removed from the 2001 database, the total employment in 2001 would have been approximately 383,000. This would result in a 1% employment growth from 2001 to 2002. Year after year, there is the continual review of the employment data and the information is more accurate as duplicate business data are removed from the database and more complete data on businesses allows new data to be benchmarked against existing records. When the 2001 data is revised,

⁷ Population and employment numbers referenced in this section have been rounded.

Mississauga's employment growth is similar to the 1% growth reported by Statistics Canada for the Greater Toronto Area.

Figure 6: Employment and Population Trends, 1976/77 to 2002



* Employment Ratio

Sources: Census of Canada, City of Mississauga Employment Survey

Note: The employment information for 1991 is from the Census of Canada Journey to Work data. Employment information for all other years are from the City of Mississauga Employment Survey. The population information is from the Census of Canada, with the exception of 2002 which is a June estimate for 2002 from the 2001 Interim Growth Forecasts.

Over the years, total vacancies have also increased. There were approximately 1,385 sites in 2000, 1,585 sites in 2001, and 2,080 sites in 2002. The proportion of vacancies also increased marginally from 6% of total business sites in 2000 to 7% in 2001, and 9% of total business sites in 2002. This increase may partly be the result of the new methodology applied to the collection of vacancy data but may also reflect a general slowdown of the economy.

In addition to the changes in methodology discussed in Section 1, the surveying for the 2001 and 2002 Employment Profile included a more detailed documentation of vacancies. Vacancies were coded by type, for example, by unit or by building in order to enhance the inventory of places of employment across the City. In the 2001 survey, additional sites not previously included in the inventory may have been included, thus, increasing the number of vacancies in 2001. Greater detail in the vacant unit data was collected in the 2002 survey, reflecting a growth increase in vacancies in 2002.

3.2 Businesses by Planning District

There has been a small change (approximately 1%) in the number of businesses in the City as a whole, from 2000 to 2002. However, there have been some large differences for individual Planning Districts. Table 6 summarizes the number of businesses by Planning Districts in 2000, 2001 and 2002.

From 2000 to 2001, Planning Districts that had a large increase are Fairview, Lester B. Pearson, Lisgar and Meadowvale Village. Some of these changes are the result of the methodology employed in 2001 which incorporated all business sites from the *2000 Land Use Codes* not previously surveyed and confirmed as employment sites, rather than a significant increase in the number of business establishments in the area. In some instances, the percentage increase is large but the change in the absolute number is small. For example, in Lisgar about 15 businesses were added in 2001 from a newly developed retail centre. This resulted in a 38% change from 2000 to 2001.

There are several Planning Districts that have had a significant increase from 2001 to 2002 such as East Credit, Hurontario and Meadowvale Village. Additional new businesses and the opening of new retail plazas increased the business count in 2002. This growth occurred in East Credit and Hurontario. The number of businesses in East Credit rose from 130 to roughly 155 (21% increase) in East Credit, and Hurontario increased its businesses from approximately 295 to 340 (16%) in 2002. Business development is also taking place in Meadowvale Village; although the percentage increase is large, the change in the absolute number is small. Approximately 10 new businesses were added in 2002 from a new retail centre, resulting in a 150% change from 2001 to 2002.

Other Planning Districts such as Lester B. Pearson, Meadowvale and Sheridan Park experienced a decrease in its number of businesses in 2002. Difficulties in the airline industry lead to a reduction in the number of businesses in Lester B. Pearson, from about 320 businesses in 2001 to 280 businesses in 2002 (a decrease of 13%). Meadowvale, undergoing renovations at the Meadowvale Town Centre, had a decline in businesses by 11%. In 2002, Sheridan Park, dominated by high-tech industries experienced a significant decrease from 2001 of 22%.

Planning District	2000		2001		2002		% Change	
	# of Businesses	% of Total	# of Businesses	% of Total	# of Businesses	% of Total	2000-2001	2001-2002
Northeast	7,005	35%	6,880	34%	6,585	33%	-2%	-4%
Gateway	1,545	8%	1,570	8%	1,615	8%	2%	3%
Dixie	1,470	7%	1,480	7%	1,460	7%	1%	-1%
Meadowvale Business Park	1,100	6%	1,055	5%	1,085	5%	-4%	3%
Cooksville	905	5%	960	5%	1,025	5%	6%	7%
City Centre	925	5%	910	5%	940	5%	-2%	3%
Western Business Park	900	5%	895	4%	915	5%	-1%	2%
Airport Corporate	540	3%	530	3%	520	3%	-2%	-2%
Lakeview	450	2%	490	2%	510	3%	8%	4%
Mavis-Erindale	460	2%	470	2%	460	2%	2%	-2%
Port Credit	445	2%	445	2%	465	2%	0.2%	4%
Central Erin Mills	420	2%	435	2%	455	2%	3%	5%
Streetsville	410	2%	415	2%	445	2%	0.5%	7%
Clarkson-Lorne Park	395	2%	395	2%	410	2%	-0.3%	4%
Applewood	350	2%	370	2%	385	2%	6%	3%
Malton	330	2%	340	2%	350	2%	3%	3%
Hurontario	280	1%	295	1%	340	2%	4%	16%
Sheridan	245	1%	260	1%	270	1%	6%	5%
Lester B. Pearson	240	1%	320	2%	280	1%	34%	-13%
Rathwood	240	1%	235	1%	235	1%	-2%	-1%
Southdown	220	1%	220	1%	220	1%	-0.5%	0%
Erin Mills	200	1%	200	1%	210	1%	1%	4%
Meadowvale	215	1%	215	1%	195	1%	0.5%	-11%
East Credit	125	1%	130	1%	155	1%	4%	21%
Erindale	140	1%	150	1%	160	1%	7%	5%
Fairview	90	0.4%	100	1%	105	1%	15%	2%
Mineola	95	0.5%	95	0.5%	100	0.5%	0%	5%
Creditview	65	0.3%	70	0.3%	70	0.3%	6%	0%
Mississauga Valleys	65	0.3%	70	0.4%	70	0.3%	6%	-3%
Sheridan Park	55	0.3%	55	0.3%	45	0.2%	4%	-22%
Lisgar	30	0.2%	45	0.2%	50	0.2%	38%	11%
Meadowvale Village	2	0.01%	5	0.03%	15	0.1%	200%	150%
Churchill Meadows	0	0%	0	0%	2	0.01%	-	-
Total	19,955	100%	20,105	100%	20,130	100%	1%	0.1%

Numbers may not add due to rounding.

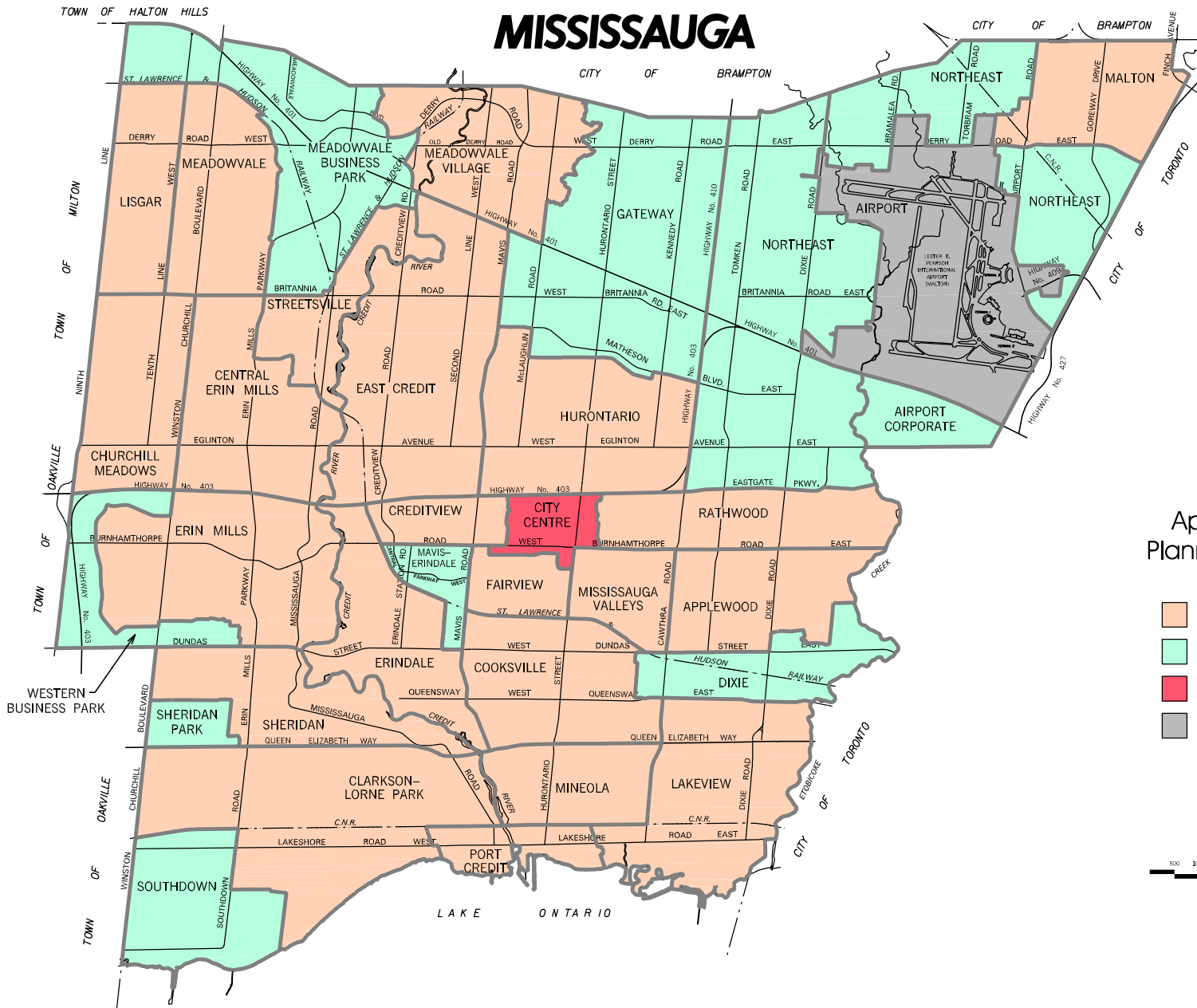
4.0 CONCLUSIONS

This report presents a profile of employment and businesses in the City in 2002 and reviews employment and business growth trends. The principal findings of the report are as follows:

- Total employment was 387,005 in 2002, with 20,130 operating businesses in the City;
- Mississauga has an employment ratio of .62, that is, for every 100 residents of the City, there were 62 local jobs;
- Mississauga is a net importer of 42,560 employment positions in 2002. This meets one of the population and employment objectives in City Plan and the City Council-adopted Mississauga Plan, *“to continue to be a net importer of labour”*;
- Full-time employment was 92% of total employment and part-time employment was 8% of total employment in the City in 2002. These are slightly different levels than in 2001 where full-time employment was 93% and part-time employment represented 7% of total employment;
- A review of the total employment by Planning District finds that the three main concentrations are: Northeast, Gateway and Meadowvale Business Park, which represent over half of the total employment opportunities in the City in 2002;
- There has been an increase in the number of businesses in the City from 2000 to 2002 of approximately 1%. However, some individual Planning Districts have experienced significant increases and decreases in the business count. In some districts, additional new businesses and new retail centres resulted in business growth, while in other districts, retail centre renovations and difficulties in the industry (such as the airline and high-tech industries) lead to a reduction in the number of businesses;
- Over the years, the total number of vacancies has increased. There were 1,385 vacancies in 2000, 1,585 in 2001, and 2,080 in 2002. This increase may be the result of the new methodology applied to the collection of vacancy data;
- The City’s employment profile continues to be dominated by small businesses. In 2002, 70% of the City’s businesses were establishments of less than 20 employees while 40% 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 approximately 48% of the work force;

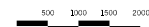
- Most Planning Districts had a representation of businesses with less than 300 employees, which provides for a range of employment opportunities. Mississauga's Strategic Plan objective to maintain a variety of employment opportunities is addressed in this distribution of businesses;
- Most Planning 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, City Plan and the City Council-adopted Mississauga Plan initiatives for a dynamic and diverse economic base with a range of employment opportunities;
- The four sectors, wholesale trade, manufacturing, retail trade, and transportation and warehousing, make up approximately 46% of businesses and 56% 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;
- The largest concentration of businesses in Mississauga was in the wholesale trade sector. A total of 15% of businesses and 16% of employment positions are in wholesaling establishments. The second and third largest sectors are manufacturing and retailing, respectively. Fourteen percent of businesses in the City manufacture, accounting for 23% of all employees and 13% of business activities are in retail, consisting of 7% 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 (4%), it has the third largest number of employees in Mississauga, making up 10% of the total employment;
- 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 14 employees per hectare (6 employees per acre) and the average net employment density is 46 employees per hectare (19 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
- A comparison of employment data from 2001 to 2002 indicates a modest growth of .1%. While some businesses did report a reduction in their labour force, this apparent low employment growth is also partially the result of some employment overcounts in 2001 and improvements made to the employment database in 2002. When the 2001 employment counts are revised to reflect these overcounts and database improvements, employment growth was approximately 1%. This makes Mississauga's employment growth similar to the 1% growth reported by Statistics Canada for the Greater Toronto Area.

MISSISSAUGA



Appendix A:
Planning Districts

- RESIDENTIAL
- EMPLOYMENT
- CITY CENTRE
- AIRPORT



Appendix B: Employment Adjustment Factors

Residential Adjustment Factor

The residential adjustment factor of 7.414 was applied to businesses with no employment data in Residential Districts. This adjustment factor is the average number of employees for all businesses with less than 100 employees in Residential Districts.

Employment Adjustment Factors

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

Planning District	Adjustment Factor
Airport Corporate	17.869
City Centre	11.397
Dixie	8.789
Gateway	16.447
Lester B. Pearson	14.611
Mavis-Erindale	10.348
Meadowvale Business Park	15.648
Northeast	12.625
Sheridan Park	25.519
Southdown	11.455
Western Business Park	9.825

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

Appendix C: Businesses with 300+ Employees

BUSINESS NAME	ADDRESS	PLANNING DISTRICT
<i>Businesses with 1000+ employees:</i>		
A E C L Limited or Atomic Energy of Canada Limited	2251 Speakman Dr, 2599 Speakman Dr, 2285 Speakman Dr	Sheridan Park
Air Canada	1 PIA	Lester B. Pearson
AstraZeneca	1004 Middlegate Rd	Dixie
Bell Mobility Inc.	5099 Creekbank Rd	Airport Corporate
C F M Vermont Castings Majestic Products	410 Admiral Blvd	Gateway
Canada Customs & Revenue Agency	5800 Hurontario St	Gateway
Canada Post – Gateway Postal Facility	4567 Dixie Rd	Northeast
City of Mississauga	300 City Centre Dr	City Centre
GlaxoSmithKline (Glaxo Wellcome Inc.)	7333 Mississauga Rd	Meadowvale Business Park
Hewlett-Packard (Canada) Ltd.	5150 Spectrum Way	Airport Corporate
Honeywell	3333 Unity Dr	Western Business Park
Intria Items Inc.	155 Britannia Rd E	Gateway
Nexinnovations Inc.	5300 Satellite Dr	Airport Corporate
PPG Canada Inc.	2301 Royal Windsor Dr	Southdown
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
<i>Businesses with 500-999 employees:</i>		
Accenture Inc.	5450 Explorer Dr	Airport Corporate
Boeing Toronto, Ltd	6972 Airport Road	Northeast
C F M Vermont Castings Majestic Products	475 Admiral Blvd	Gateway
C P I Plastics Group Ltd.	979 Gana Crt	Northeast
Depco International Inc	6655 Northwest Dr	Northeast
Edulinx Canada Corporation	2 Robert Speck Pky	City Centre
Ensign Security Services Inc.	90 Dundas St W	Cooksville
Faurecia	6141 Vipond Dr	Northeast
FedEx Canada Ltd.	6895 Bramalea Rd	Lester B. Pearson
G E Capital Information Technology Solutions Inc.	2480 Meadowvale Blvd	Meadowvale Business Park
General Electric Canada Inc.	2300 Meadowvale Blvd	Meadowvale Business Park
Globe Ground North America Inc.	5915 Airport Rod	Northeast
Greater Toronto Airports Authority	3111 Convair Dr	Lester B. Pearson
Hatch	2800 Speakman Dr	Sheridan Park
Ingram Micro	55 Standish Crt	Gateway
Loblaw Companies East	6363 Millcreek Dr	Meadowvale Business Park
Loyalty Management Group	5055 Satellite Dr	Airport Corporate
Mark IV-IVHS Division	6030 Ambler Drive	Northeast

BUSINESS NAME	ADDRESS	PLANNING DISTRICT
Mississauga Transit	975 Central Pkwy W	Mavis-Erindale
Oracle Corporation. Canada	100 Milverton Dr	Gateway
Orenda Aerospace Corporation	3160 Derry Rd E	Northeast
Orion Bus Industries Ltd.	350 Hazelhurst Rd	Southdown
Patheon Inc.	2100 Syntex Crt	Meadowvale Business Park
Pepsi Bottling Group	5900 Falbourne St	Gateway
Petro-Canada Lubricant Centre	385 Southdown Rd	Southdown
Prat & Whitney Canada Inc.	1801 Courtneypark Dr E	Northeast
Qiagen Inc.	2800 Argentia Rd	Meadowvale Business Park
R S L Canada	6655 Northeast Dr	Northeast
Royal & Sun Alliance Insurance Company	2225 Erin Mills Pky	Sheridan
S C M Supply Chain Management	6800 Maritz Dr	Gateway
Samuel Son & Company Limited	2360 Dixie Rd	Dixie
Sobeys Ontario	6355 Viscount Rd	Northeast
Stackpolt Automotive Gear Division	2430 Royal Windsor Dr	Southdown
University of Toronto at Mississauga	3359 Mississauga Rd	Erin Mills
Wal-Mart Canada Inc	1940 Argentia Rd	Meadowvale Business Park
Xerox Flextronics Canada Limited	3060 Caravelle Dr	Northeast
<i>Businesses with 300-499 employees:</i>		
ADP Canada	6200 Kenway Dr	Gateway
Airport Group Canada Inc.	3 PIA	Lester B. Pearson
Barringer Research Ltd.	1730 Aimco Blvd	Northeast
Bell World	5055 Satellite Dr	Airport Corporate
C G I Information Systems & Management Consultants	6820 Century Ave	Meadowvale Business Park
Canadian Medical Laboratories Limited	6560 Kennedy Rd	Gateway
Canon Canada Inc.	6390 Dixie Rd	Northeast
Cedara Software Corporation	6509 Airport Rod	Northeast
Chubb Security Systems	5201 Explorer Dr	Airport Corporate
Coatings 85 Limited	7007 Davand Dr	Northeast
Collins & Aikman Plastics Limited	590 Abilene Dr	Gateway
Commercial Spring and Tool Company Limited	160 Watline Ave	Gateway
Dana Hospitality Inc.	6800 Kitimat Rd	Meadowvale Business Park
Delta Meadowvale Resort & Conference Centre	6750 Mississauga Rd	Meadowvale Business Park
Dufferin-Peel Catholic District School Board-Adult Education	3355 The Collegeway	Erin Mills
Dufferin-Peel Catholic District School Board	40 Matheson Blvd W	Gateway
Dun & Bradstreet Canada	5770 Hurontario St	Gateway
DuPont Canada Inc.	7070 Mississauga Rd	Meadowvale Business Park
Electrical Safety Authority	155 Matheson Blvd W	Gateway
Epic Express	5425 Dixie Rd	Northeast
Federal Express Canada Limited	5985 Explorer Dr	Airport Corporate
Financial Models Company (FMC) Inc.	5255 Orbitor Dr	Airport Corporate

BUSINESS NAME	ADDRESS	PLANNING DISTRICT
Garland Commercial Ranges Limited	1177 Kamato Rd	Northeast
General Mills Canada Inc.	2845 Matheson Blvd E	Airport Corporate
Grocery Gateway.com	6099 Vipond Dr	Northeast
Group 4 Falca Canada Ltd	1 PIA	Lester B. Pearson
Heidelberg Canada Graphic Equipment Limited	6265 Kenway Dr	Gateway
Hoffmann-LaRoche Limited	2455 Meadowpine Blvd	Meadowvale Business Park
Indalex Ltd.	5675 Kennedy Rd	Gateway
Ingram Micro Inc	88 Foster Cres	Gateway
InterStar	2455 Dixie Rd	Dixie
Investment Planning Council of Canada	2680 Skymark Ave	Airport Corporate
Lear Corporation	3100 Caravelle Dr	Northeast
Livingston International Inc.	6725 Airport Rd	Northeast
Maksteel	7615 Torbram Rd	Northeast
Maritz Canada Incorporated	6900 Maritz Dr	Gateway
Matrix Logistics Services Limited	6941 Kennedy Rd	Gateway
Metroland Printing, Publishing & Distributing Limited	3125 Wolfedale Rd	Mavis-Erindale
Microsoft Canada	320 Matheson Blvd W	Gateway
Moore North America	6100 Vipond Dr	Northeast
Mother Parker's Tea & Coffee Inc.	2531 Stanfield Rd	Dixie
My Travel Canada Holidays	1 PIA	Lester B. Pearson
Nedco	5600 Keaton Cres	Gateway
Nissan Canada Inc.	5290 Orbitor Dr	Airport Corporate
Pacific Western Transportation Ltd.	6999 Ordan Dr	Northeast
Panasonic Canada Inc.	5770 Ambler Dr	Northeast
Peel Board of Education–Centre for Education & Training	2 Robert Speck Pky	City Centre
Peel Board of Education-HJA Brown Education Centre	5650 Hurontario St	Hurontario
Personal Insurance Company of Canada/Certas Direct Insurance	3 Robert Speck Pky	City Centre
Plastcoat	1200 Meyerside Dr	Northeast
Psion Teklogix Inc.	2100 Meadowvale Blvd	Meadowvale Business Park
Purolator Courier Limited	5995 Avebury Rd	Gateway
Quantum Management Services Limited	33 City Centre Dr	City Centre
Raymond Rebuilts Limited	5990 Avebury Rd	Gateway
Regal Greetings & Gifts	7035 Ordan Dr	Northeast
Revlon Canada Inc.	2501 Stanfield Rd	Dixie
Rubbermaid Canada Inc.	2550 Stanfield Rd	Dixie
Sealed Air (Canada Inc./Cryovac	2365 Dixie Rd	Dixie
Serca Foodservices Inc.	7055 Kennedy Rd	Gateway
Siemens Canada Limited	2185 Derry Rd W	Meadowvale Business Park
Skyservice Airlines	2 PIA	Lester B. Pearson
Solcorp	5925 Airport Rd	Northeast
Symcor	1 Robert Speck Pky	City Centre
Systech Retail Systems Inc.	5915 Coopers Ave	Gateway

BUSINESS NAME	ADDRESS	PLANNING DISTRICT
Tech Data Canada Inc.	6911 Creditview Rd	Meadowvale Business Park
Trailmobile Canada Ltd	455 Gibraltar Dr	Gateway
Unison	2920 Matheson Blvd E	Airport Corporate
Wal-Mart	3155 Argentia Rd	Meadowvale Business Park
Wal-Mart	100 City Centre Dr	City Centre
Westburne Industrial Enterprises Limited	5600 Keaton Cres	Gateway
Winners Merchants Inc.	6715 Airport Rd	Northeast
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)

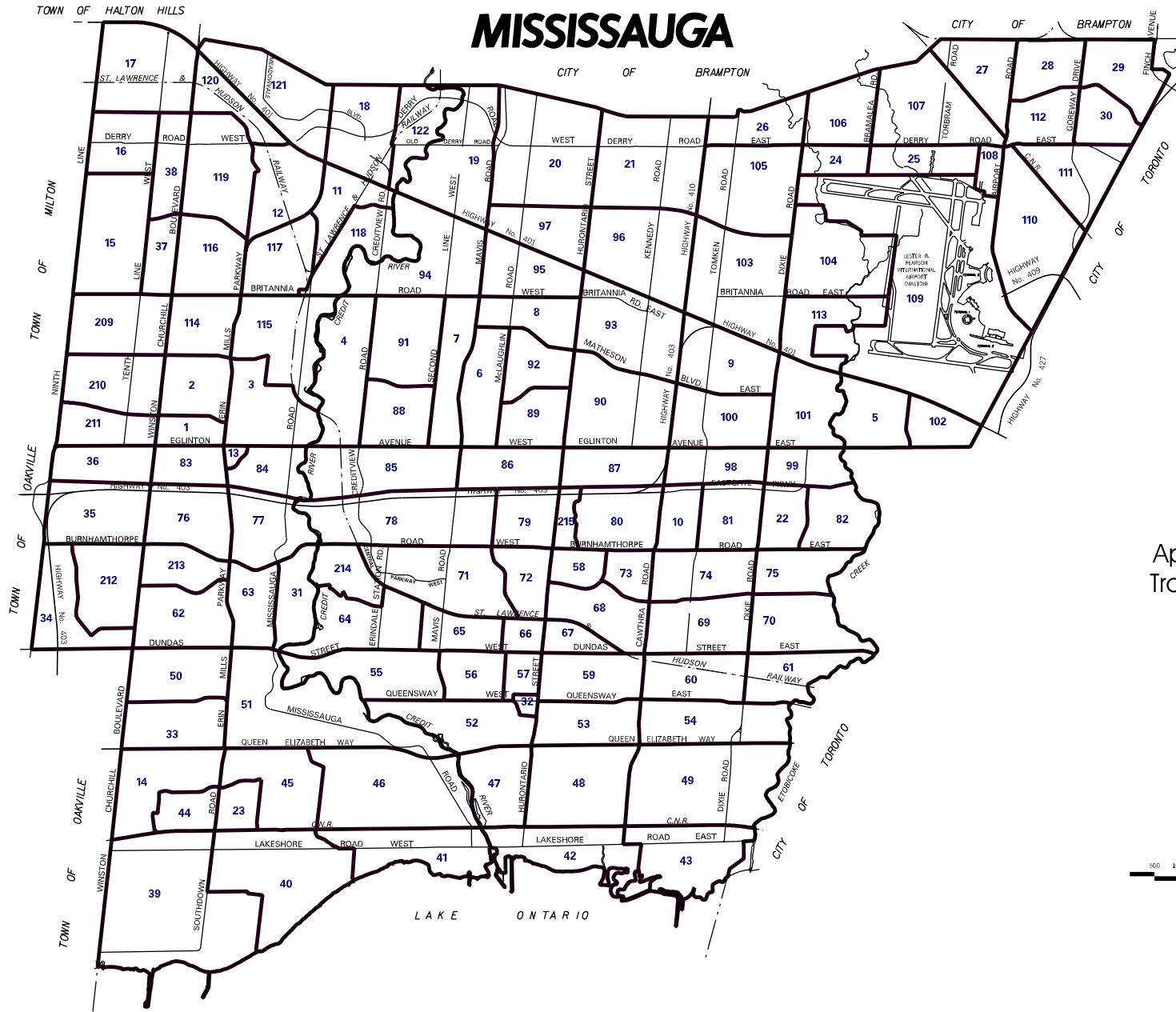
This sector comprises establishments primarily engaged in operating electric, gas and water utilities. These establishments generate, transmit, control and distribute electric power, distribute natural gas, treat and distribute water, operate sewer systems and sewage treatment facilities, and provide 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. Generally an intermediate step in the distribution of merchandise, 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

MISSISSAUGA



Appendix E:
Traffic Zones

Appendix F: Employment Density Calculations

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
1	35.2	14.3	67.8	27.4
2	1.0	0.4	9.2	3.7
3	1.1	0.4	27.6	11.2
4	1.8	0.7	19.4	7.8
5	53.9	21.8	128.3	51.9
6	1.5	0.6	30.9	12.5
7	2.9	1.2	37.6	15.2
8	60.0	24.3	86.9	35.2
9	40.2	16.3	64.7	26.2
10	2.3	0.9	27.0	10.9
11	52.3	21.2	71.7	29.0
12	37.9	15.4	56.0	22.7
13	130.0	52.6	185.5	75.1
14	6.3	2.5	28.5	11.5
15	0.9	0.4	34.7	14.0
16	3.0	1.2	28.2	11.4
17	1.9	0.8	41.1	16.6
18	36.8	14.9	210.1	85.0
19	0.2	0.1	5.8	2.4
20	2.8	1.2	21.7	8.8
21	27.2	11.0	63.2	25.6
22	5.5	2.2	61.8	25.0
23	1.7	0.7	44.2	17.9
24	7.1	2.9	32.0	13.0
25	4.7	1.9	47.8	19.4
26	35.1	14.2	61.1	24.7
27	28.1	11.4	44.8	18.1
28	1.6	0.6	12.0	4.8
29	1.9	0.8	17.4	7.0
30	5.8	2.3	36.0	14.5
31	6.2	2.5	14.6	5.9
32	201.1	81.4	273.7	110.8
33	37.4	15.1	87.8	35.5
34	15.8	6.4	53.9	21.8
35	16.6	6.7	74.9	30.3
36	n/a	n/a	n/a	n/a
37	0.4	0.2	13.8	5.6
38	2.9	1.2	26.3	10.6

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
39	9.9	4.0	16.2	6.6
40	2.9	1.2	57.7	23.3
41	3.2	1.3	47.0	19.0
42	10.2	4.1	55.6	22.5
43	9.1	3.7	58.1	23.5
44	3.9	1.6	37.8	15.3
45	1.4	0.6	14.5	5.9
46	0.6	0.2	21.0	8.5
47	0.6	0.2	44.5	18.0
48	2.6	1.1	29.8	12.1
49	3.0	1.2	27.6	11.2
50	3.4	1.4	37.2	15.1
51	3.6	1.5	64.1	25.9
52	0.9	0.4	45.1	18.2
53	4.5	1.8	38.0	15.4
54	1.9	0.8	31.3	12.7
55	2.3	0.9	32.2	13.0
56	0.8	0.3	24.2	9.8
57	22.2	9.0	79.7	32.3
58	3.4	1.4	29.7	12.0
59	15.5	6.3	55.4	22.4
60	45.2	18.3	56.6	22.9
61	24.2	9.8	46.5	18.8
62	20.4	8.3	58.7	23.7
63	1.7	0.7	18.0	7.3
64	3.5	1.4	31.0	12.5
65	18.0	7.3	49.4	20.0
66	16.6	6.7	52.4	21.2
67	18.1	7.3	106.5	43.1
68	1.6	0.6	23.9	9.7
69	5.0	2.0	34.3	13.9
70	18.2	7.4	47.4	19.2
71	24.2	9.8	58.1	23.5
72	26.6	10.8	190.4	77.0
73	1.0	0.4	17.1	6.9
74	2.9	1.2	24.0	9.7
75	5.3	2.2	34.8	14.1
76	0.5	0.2	20.3	8.2
77	1.4	0.6	34.9	14.1
78	1.0	0.4	19.0	7.7
79	60.0	24.3	122.0	49.4
80	2.3	1.0	37.7	15.3

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
81	1.8	0.7	41.4	16.8
82	0.9	0.4	25.5	10.3
83	1.7	0.7	27.9	11.3
84	2.7	1.1	32.0	13.0
85	0.4	0.2	10.5	4.3
86	9.6	3.9	116.3	47.1
87	2.5	1.0	37.6	15.2
88	3.2	1.3	32.6	13.2
89	2.2	0.9	22.6	9.2
90	5.6	2.3	41.1	16.6
91	1.2	0.5	32.8	13.3
92	21.5	8.7	30.7	12.4
93	49.8	20.1	79.7	32.3
94	1.4	0.6	42.0	17.0
95	18.9	7.7	39.5	16.0
96	17.5	7.1	40.0	16.2
97	0.1	0.04	n/a	n/a
98	25.2	10.2	64.4	26.1
99	36.9	14.9	101.1	40.9
100	46.3	18.7	63.2	25.6
101	33.8	13.7	63.7	25.8
102	82.5	33.4	155.2	62.8
103	40.3	16.3	56.7	22.9
104	26.9	10.9	15.4	6.3
105	36.7	14.9	54.6	22.1
106	35.6	14.4	55.1	22.3
107	22.6	9.2	33.1	13.4
108	10.7	4.3	11.4	4.6
109	13.5	5.5	15.2	6.2
110	51.8	21.0	69.1	28.0
111	22.1	9.0	45.3	18.3
112	3.2	1.3	38.6	15.6
113	15.8	6.4	36.5	14.8
114	2.4	1.0	38.8	15.7
115	7.0	2.8	39.5	16.0
116	1.5	0.6	30.2	12.2
117	9.4	3.8	13.0	5.3
118	4.1	1.7	51.6	20.9
119	4.8	1.9	33.4	13.5
120	17.7	7.2	62.6	25.3
121	26.5	10.7	58.8	23.8
122	1.0	0.4	45.0	18.2

Traffic Zone	Gross Density		Net Density	
	Employees per	Employees per Acre	Employees per Hectare	Employees per Acre
209	0.4	0.2	35.0	14.2
210	n/a	n/a	n/a	n/a
211	n/a	n/a	n/a	n/a
212	2.1	0.9	49.0	19.8
213	7.3	3.0	36.5	14.8
214	0.8	0.3	16.6	6.7
215	121.6	49.2	462.0	187.0
City Wide Average	14	6	46	19