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JOB HIRING INDEX COMPARATIVE RESULTS: 2007, 2008 AND 2009

The Planning and Economic Development Committee recommends the following report dated March 23, 2010, from the Commissioner of Planning and Development Services be referred to staff for further clarification and brought back to the May 5, 2010, meeting of the Planning and Economic Development Committee.

1. RECOMMENDATION

It is recommended that:

1. The Regional Clerk forward this report to the local Economic Development Offices, Chambers of Commerce and Board of Trade for their use and analysis.

2. PURPOSE

This report updates Regional Council on the 2009 Job Hiring Index results which analyzes hiring trends in York Region in 2007, 2008 and 2009 and enables York Region to monitor trends in labour force demand.

Hiring trends indicate that the declines caused by the global economic crisis have slowed and growth should be evident by Q3-2010.

3. BACKGROUND

Job Hiring Index identifies job postings to monitor trends in hiring demand

To understand the hiring demand of businesses, the consulting firm IT Challenger was retained in 2007 to develop a Job Hiring Index to collect data on job postings and monitor the trends in the demand for the Region's labour market.

Workforce development was identified as a strategic initiative in the 2005 approved Economic Strategy, and one of the actions proposed was for the Region to facilitate better forecasting of industry requirements, skills shortages and deficiencies within the Region.

This report is the third full year of data and indicates trend lines for 2007, 2008 and 2009.

Advanced, customized technology is used to capture job postings

IT Challenger developed advanced customized data collection technology for York Region which provides job hiring trend analysis and reporting capability including:

- Automated capture of all advertised jobs from print and online sources including newspapers, online job boards and company web sites.
- Identification of the job type, employer (if identified), location, and industry.
- Quality control processes enhance the accuracy of the data and eliminates duplication of reported jobs.
- The advertised job postings include new hiring and replacement hiring however this distinction is not identified in a job advertisement.

4. ANALYSIS AND OPTIONS

2007/2008/2009 QUARTERLY SUMMARY OF THE JOB HIRING INDEX

This report presents the job hiring data for the first three years of data collection in 2007, 2008 and 2009 and provides the second year over year comparisons.

- In 2009, there were 34,127 job postings across York Region which represents a 31% decline versus the 49,361 jobs posted in 2008.
- During Q1 and Q2-2009, job postings decreased by 45% and 39% respectively. However declines in job postings in Q3 of 25% and in Q4 of 5% reflect a more optimistic impact of the global economic situation on the hiring plans of employers in York Region.

Table 1

Number of Job Postings in York Region by Quarter – 2007, 2008 and 2009

QUARTER	2007	2008	2009	% Change 2009 vs 2008
Q1	13,800	14,538	8,067	-45%
Q2	11,029	13,204	8,023	-39%
Q3	14,232	12,439	9,299	-25%
Q4	13,430	9,180	8,738	-5%
ANNUAL	52,491	49,361	34,127	-31%

JOB POSTINGS BY INDUSTRY

Number one hiring industry in the Region continues to be retail trade

York Region remains a very diverse employment region with 24 industry codes being identified in the job postings. In 2009 there was a year over year decline of 50% in the 5 largest hiring sectors, compared to a decline of 11% in 2008. The top 5 industry sectors for job hiring accounted for 43% of all jobs posted and are provided in *Table 2*.

Table 2

Top 5 Industry Sectors for Job Hiring: 2007, 2008 and 2009 (Job Postings)

Industry Sector	Number 2007	Number 2008	Number 2009	% Change 2009 vs 2008
Retail Trade	9,666	10,665	3,885	-43%
Professional, Scientific, Technical Services	7,955	6,528	2,995	-53%
Manufacturing	6,017	4,857	3,912	-30%
Health Care and Social Assistance	5,800	4,968	3,947	-26%
Wholesale Trade	3,593	2,272	3,130	-41%
TOTAL TOP 5	33,031	29,290	14,739	-50%

POSTINGS BY IDENTIFIED EMPLOYER

The private sector accounted for 7 of the top 10 hiring employers in 2009

Job postings by identified employer indicate the diversity of hiring in York Region.

- In 2009, Southlake Regional Health Centre remained the number one employer over 2007, 2008 and 2009, posting 1,229 jobs in the three year period.
- Four of the top ten employers experienced a decline in job postings in 2009 versus 2008. In 2008 versus 2007 five of the top ten employers experienced a decline in job postings.
- There were five employers on the top ten list in 2009 that did not appear on the 2008 top ten list: Bank of Montreal, Brookfield LePage Johnson Controls, Canada Law Book, URS Canada Inc. and Saint Elizabeth Health Care.

Table 3
Top 10 Job Postings by Employer in 2007, 2008 and 2009

Rank 2009	Rank 2008	Rank 2007	Employer	Number 2007	Number 2008	Number 2009
1	1	1	Southlake Regional Health Centre	571	357	301
2	5	--	York Central Hospital	56	190	253
3	8	--	Business Depot	80	109	208
4	--	--	Brookfield LePage Johnson Controls	--	2	121
5	2	8	Accountemps	121	222	101
6	--	--	Bank of Montreal	42	39	93
7	--	--	URS Canada Inc.	5	1	89
8	9	--	The Regional Municipality of York	102	85	83
9	--	--	Saint Elizabeth Health Care	83	62	79
10	--	--	Canada Law Book	88	63	78
TOTAL TOP 10				1148	1130	1406

JOB POSTINGS BY TYPE OF JOB

Jobs in the service industry dominate the hiring by job type

Between 2008 and 2007 there is no significant percentage change in the top five job type postings, however there is a significant decline in 2009 versus 2008 of 53%. The top five job postings by job type in 2007, 2008 and 2009 are all in the service industry as shown in *Table 4*.

Table 4
Top 5 Job Postings by Job Type in 2007, 2008 and 2009

Rank			Job Type	Number 2007	Number 2008	Number 2009	% Change 2008 vs 2009
2009	2008	2007					
1	4	5	Management of companies	5,433	5,341	3,885	-43%
2	3	3	Retail and Services	5,762	5,609	2,995	-53%
3	1	1	Administrative and Legal	7,504	6,860	3,912	-30%
4	5	4	Business, Finance, Accounting	5,493	5,303	3,947	-26%
5	2	2	Help Wanted (inc. warehouse)	6,228	6,382	3,130	-41%
TOTAL TOP 5				30,420	29,495	13,961	-53%

JOB POSTINGS BY MUNICIPALITY

Markham employers were the most active recruiters in 2007, 2008 and 2009

- The Southern three municipalities of Markham, Vaughan, and Richmond Hill remain the municipalities with the majority of job postings by identified employer.
- Markham had the majority of jobs posted in 2009 at 39% of the total, however, the number of jobs posted decreased by 23% in 2009 versus 2008.
- All nine municipalities showed significant percentage decreases in job postings with the town of Georgina experiencing the least decline at 2%.

Table 5
Share of Job Posting by Municipality: 2007, 2008 and 2009

Municipality	Number 2007	Number 2008	Number 2009	% Change 2009 vs 2008
Aurora	2,578	2,750	1,591	-42%
East Gwillimbury	70	98	36	-63%
Georgina	108	213	209	-2%
King	449	490	284	-42%
Markham	21,591	17,129	13,249	-23%
Newmarket	5,810	6,101	3,838	-37%
Richmond Hill	6,091	6,754	5,224	-23%
Vaughan	8,988	7,380	4,521	-39%
Whitchurch-Stouffville	324	548	284	-48%
* Multiple	6,482	7,898	4,891	-38%
TOTAL	52,491	49,361	34,127	-31%

* This category includes job postings that identified multiple locations.

5. FINANCIAL IMPLICATIONS

The cost for the Job Hiring Index is fully funded in the approved 2010 Planning and Development Services budget.

6. LOCAL MUNICIPAL IMPACT

A community's workforce is critical to its economic success. The workforce is central to the municipality's economic future. The job hiring index provides an analytical tool that can be utilized by each local municipality to further understand and address employment trends. The Region works with the local Municipal Economic Development offices to assess local trends by providing detailed quarterly and annual data information packages that can enable each municipality to conduct an in-depth local job hiring analysis.

Relationship to Vision 2026

Vision 2026 identified attracting and supporting businesses, encouraging continual learning, promoting and supporting innovation, and partnering in service delivery as key elements in achieving the Vibrant Economy goal. Implementation of the Economic Strategy supports the Vibrant Economy Goal of Vision 2026.

7. CONCLUSION

Tracking employment and hiring trends is an important indicator of future economic activity. Based on the positive trends over the past six months, it is expected that the number of job postings in 2010 will surpass 2009 levels by the 3rd Quarter. A positive impact on job hiring will be the combined impact of infrastructure stimulus spending from federal, provincial and municipal governments.

Continued collection of job posting data and reporting to municipalities in 2010 will enable year over year comparative quarterly, monthly, and annual trends.

For more information on this report, please contact Sharon Végh, Program Manager, Economic Strategy at (905) 830-4444, Ext. 1509.

The Senior Management Group has reviewed this report.