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JOB HIRING INDEX 2007 RESULTS

The Planning and Economic Development Committee recommends the adoption of the recommendation contained in the following report dated March 5, 2008, from the Commissioner of Planning and Development Services:

1. RECOMMENDATION

It is recommended that:

1. This report be circulated to the local Economic Development Offices for their use and analysis in relation to their program.

2. PURPOSE

To present to Council the first full year Job Hiring Index which identifies and analyzes hiring trends in York Region from January to December 2007.

3. BACKGROUND

3.1 IDENTIFICATION OF LABOUR FORCE SUPPLY AND DEMAND

To understand the hiring demand of businesses, the consulting firm IT Challenger was retained 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.

Labour force supply is one of the major factors that impact the ability of businesses to sustain their competitive position. During the Employers Opinion Survey undertaken in 2004, employers clearly expressed that a major challenge they face is to attract and retain suitable workers for their industry.

The quality of the labour force and the range of issues surrounding the supply and access of employees was a persistent theme raised by stakeholders and the business community during the Economic Strategy consultation process.

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.

3.2 ADVANCED DATA COLLECTION TECHNOLOGY IS USED TO CAPTURE ALL ADVERTISED JOB POSTINGS ACROSS YORK REGION

- The technology automatically captures all advertised jobs from print and online sources. This includes newspapers, online job boards and company web sites.
- The technology identifies the job type, employer (if identified), location, and industry.
- Data is collected monthly and commenced in January 2007.
- Quality control processes enhance the accuracy of the data and eliminates duplication of reported jobs.
- The advertised job postings will include new hiring and replacement hiring however this distinction is not identified in a job advertisement.

4. ANALYSIS AND OPTIONS

4.1 2007 SUMMARY ANALYSIS OF THE JOB HIRING INDEX

This report presents the job hiring data for the first full year of data collection and serves as a baseline for future analysis. Commencing in 2008, it will be possible to provide year over year comparisons.

There were 52,491 job postings in 2007 in York Region distributed quite evenly across each quarter, see Table 1.

Table 1
Number of Job Postings in York Region by Quarter – 2007

Q1 - 2007	Q2 - 2007	Q3 - 2007	Q4 - 2007	Total 2007
13,800	11,029	14,232	13,430	52,491

4.2 JOB POSTING BY INDUSTRY

The no. 1 hiring industry in the Region is the retail trade.

York Region remains a very diverse employment region with 24 industry codes being identified in the job postings. The top five industry sectors for job hiring are provided in Table 2.

Table 2
Top Five Industry Sectors for Job Hiring – 2007

Industry Sector	Industry Code	% of Jobs Posted 2007	Number of Jobs Posted 2007
Retail Trade	44, 45	18%	9,666
Professional, Scientific, Technical Services	54	15%	7,955
Manufacturing	31, 32, 33	11%	6,017
Health Care and Social Assistance	62	11%	5,800
Wholesale Trade	41	11%	3,593
TOTAL TOP FIVE	N/A	66%	33,031

The five industry sectors with the lowest hiring activity are supplied in Table 3.

Table 3
Industry Sectors in York Region with “Lowest Job” Postings – 2007

Industry Sector	Industry Code	Number of Jobs Posted 2007
Management of Companies and Enterprises	55	924
Transportation and Warehousing	48, 49	868
Utilities	18	78
Agriculture, Forestry, Fishing and Hunting	11	30
Mining and Oil and Gas Extraction	21	30
TOTAL LOWEST ACTIVITY	N/A	1,930

The top four North American Industrial Classification Codes (NAIC) and their percentage of job postings for 2007 by municipality is provided in *Attachment 1*.

4.3 POSTINGS BY IDENTIFIED EMPLOYER

The public sector accounted for five of the top 20 hiring employers.

In 2007, there were 12,154 job postings that identified the employer representing 23% of all advertised jobs. The top 20 identified hiring employers in 2007 are listed in Table 4.

Table 4
Job Postings by Employer in 2007

	Employer	# of Job Postings 2007
1	Southlake Regional Health Centre	571
2	IBM Canada	221
3	Home Depot	206
4	Apple Canada	182
5	Ceridian Canada Ltd.	182
6	Kingsbridge Centre	164
7	The Regional Municipality of York	143
8	Longo Brothers Fruit Market	139
9	Accountemps	121
10	Quantam Group	119
11	Toys 'R' Us	102
12	Canada Law Book	88
13	Saint Elizabeth Health Care	83
14	Business Depot	80
15	Future Shop	74
16	Town of Markham – Municipal Offices	66
17	Kinark Child & Family Services	65
18	The Bay	64
19	Access	64
20	Camelion Solutions Inc.	61
	TOTAL TOP 20	2,795

4.4 JOB POSTINGS BY CATEGORY (TYPE OF JOB)

Lower paying jobs dominate the hiring by job type.

The top five job postings by category in 2007 are all in the service industry as shown in Table 5.

Table 5
Job Postings by Category in 2007

Employer	% of Job Postings 2007
1 Administrative and Legal	14%
2 Help Wanted (including warehouse)	12%
3 Retail and Services	11%
4 Business, Finance, Accounting	10%
5 Management	10%
TOTAL TOP FIVE	57%

4.5 JOB POSTINGS BY MUNICIPALITY

Markham employers are the most active recruiters.

Markham accounted for the majority of jobs posted in 2007 at 41%, however, Markham's share ranges from 36% to 41% by quarter. Detailed percentages by municipality are identified in Table 6.

Table 6
% Share of Job Posting by Municipality by Quarter 2007

Municipality	Q-1 Jan 1 - Mar 31	Q-2 Apr 1 - Jun 30	Q-3 Jul 1 - Sep 30	Q-4 Oct 1 - Dec 31	2007 Annual
Aurora	4%	5%	5%	6%	5%
East Gwillimbury	1%	1%	1%	1%	1%
Georgina	1%	1%	1%	1%	1%
King	1%	1%	2%	2%	2%
Markham	41%	49%	40%	36%	41%
Newmarket	9%	11%	11%	13%	11%
Richmond Hill	9%	12%	12%	13%	12%
Whitchurch-Stouffville	1%	1%	1%	1%	1%
Vaughan	15%	18%	17%	19%	17%
* Multiple	18%	1%	10%	8%	9%

* This category includes job postings that identified multiple locations.

5. FINANCIAL IMPLICATIONS

The cost for the Export Development Initiative is fully funded in the 2008 Planning and Development Services budget.

6. LOCAL MUNICIPAL IMPACT

The job hiring index provides an in depth analytical tool that can be utilized by each local municipality to further understand employment trends. The Region will work with the local Municipal Economic Development branches to assess local trends by providing a detailed data information package that will enable municipalities to conduct a local job hiring analysis.

Staff will conduct consultations with municipalities beginning in Q-2 2008 to improve understanding of the factors influencing the job hiring trends.

7. CONCLUSION

Tracking employment and hiring trends is an important indicator of future economic activity. Private sector firms increase hiring as business grows and reduce hiring if revenues are decreasing. Continued collection of job posting data in 2008 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 Ext. 1517, or Patrick Draper, Director of Economic Strategy and Tourism at Ext. 1503.

The Senior Management Group has reviewed this report.

(The attachment referred to in this clause is attached to this report.)