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YORK REGION JOB HIRING INDEX FIRST QUARTER REPORT

The Planning and Economic Development Committee recommends the adoption of the recommendations contained in the following report dated May 9, 2007, from the Commissioner of Planning and Development Services:

1. RECOMMENDATIONS

It is recommended that:

1. The Regional Clerk forward this report to the area municipal economic development offices, Chambers of Commerce/ Board of Trade, the public and separate school boards, York South Simcoe Training and Adjustment Board, and the York Region Human Resources Professional Association for their information.
2. Staff be directed to prepare highlights reports for each quarter, and an in-depth annual report on the York Region Job Hiring Index.

2. PURPOSE

The purpose of the Job Hiring Index is to identify and analyze trends in York Region's employment market. This report presents to Regional Council the findings for the first quarter of 2007.

3. BACKGROUND

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 have expressed their concern with the challenge they face in attracting and retaining 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.

4. ANALYSIS AND OPTIONS

4.1 York Region Job Hiring Index

In order to understand the demand of businesses, the consulting firm of IT Challenger was retained to develop a Job Hiring Index to collect data on job postings and monitor the trends in the demand and supply of the Region's labour market. The Index is a database of employment opportunities in the nine municipalities classified by criteria such as location, job classification, duration of employment and experience.

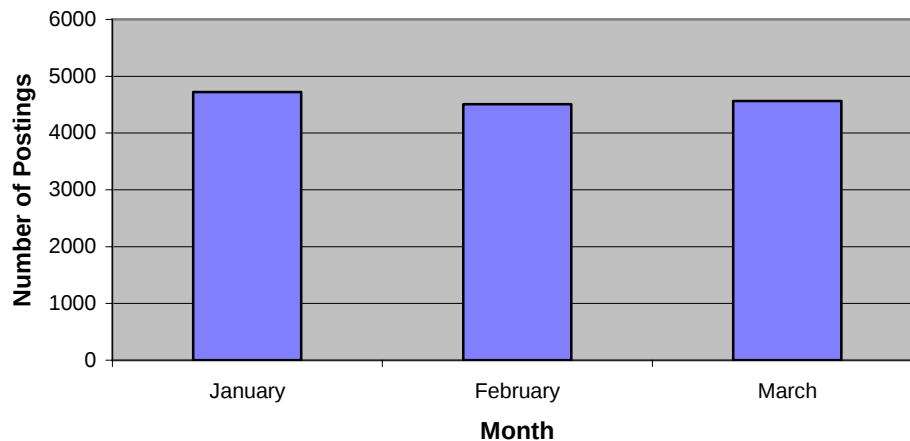
The information is collected using IT Challenger's intelligence gathering technology platform through extracting data from published employment websites and corporate websites of major employers in the Region. Through a licence agreement signed with the consultant, the Region is able to access the York Region Job Hiring Index Reporting System on a monthly basis. The Index will enable staff to monitor the trend in the employment market within the Region over time.

The project started its development phase in November 2006, with design and testing completed in December 2006. Reports were generated starting in January 2007. This report presents the findings for the first quarter of 2007.

4.2 Analysis of Findings - First Quarter 2007

4.2.1 Job Postings in York Region

In the first quarter of 2007, 13,800 jobs were posted in published employment websites and corporate websites of major employers in the Region. The number of job postings in York Region for the first quarter was quite consistent, ranging from 4,725 in January to 4,565 in March. The chart below shows a breakdown of the number of job postings in the Region broken down by month.



Employer Organizations typically identify their location in career advertisements, with 80% of job postings in the first quarter 2007 indicating the municipality.

Among the identified locations, Markham had the highest number of job postings in the first quarter of 2007 at 5,715, followed by Vaughan at 2,007, Richmond Hill at 1,299 and Newmarket at 1,257.

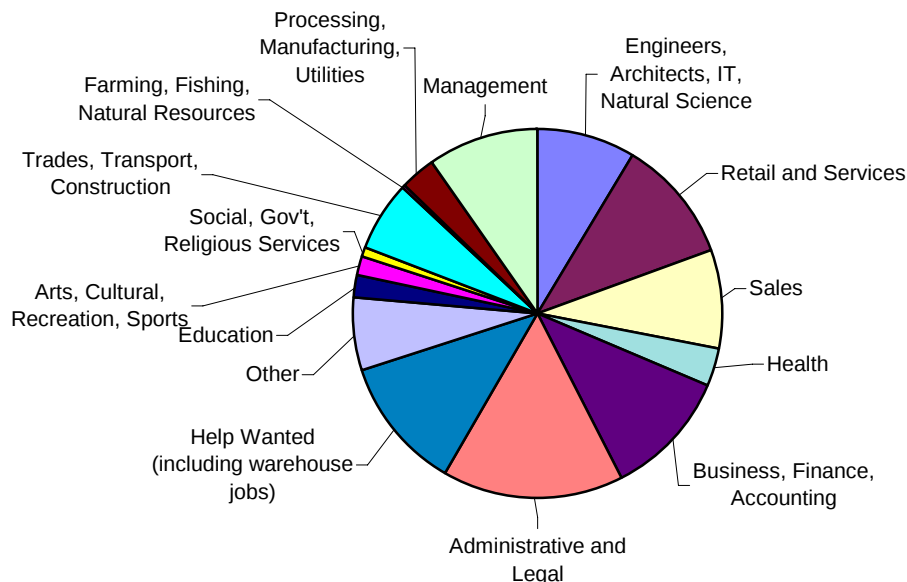
Table 1
Job Postings in York Region by Location
First Quarter 2007

Job Location	Number of Job Postings			
	January	February	March	Total
Aurora	160	194	195	549
East Gwillimbury	2	5	3	10
Georgina	2	2	0	4
King	31	31	32	94
Markham	1,917	1,903	1,895	5,715
Newmarket	478	412	367	1,257
Richmond Hill	472	380	447	1,299
Whitchurch-Stouffville	37	15	30	82
Vaughan	690	676	641	2,007
Not Specified	936	892	955	2,783
Total	4,725	4,510	4,565	13,800

Approximately 24% of the jobs posted were for permanent positions, while 14% of the jobs were temporary positions. The remaining postings did not specify the duration of employment. Of the 13,800 jobs advertised, about 56% were for full-time positions, and 8% were part-time with the balance not specified.

4.2.2 Job Classifications

The majority of postings in the first quarter of 2007 were for Administrative and Legal positions (15.88%), followed by General Help Wanted (11.67%); Business, Finance and Accounting (11.00%); Management (9.78%); and Engineers, Architects, IT, Natural Science (8.59%). The following graph shows a breakdown of job postings in the Region by job classification.



In the first quarter of 2007, Administrative and Legal was the largest job category posted in Markham (16%), Richmond Hill (15.3%), and Vaughan (20%). Retail and Services is the dominant category of jobs posted in King (23%), while majority of the postings in East Gwillimbury were in the Engineers, Architects, IT and Natural Science category with 30%. Help Wanted was the largest job category posted in Aurora (16%), Georgina (50%), and Newmarket (12%). Job postings by classification for each municipality are shown in Attachment 1.

4.3 Implications

The labour force is one the key drivers of a region's economic success. The Job Hiring Index will enable staff to monitor the hiring trends of employers in the Region over time, and provide significant input to:

- Curriculum Planning at Secondary Schools and Colleges/ Universities.
- Identification of Skills Shortage
- Attraction of new workers to meet employer needs.

4.4 Relationship to Vision 2026

A skilled labour force will help to sustain the competitiveness of the Region, and as such supports the Vibrant Economy Goal of Vision 2026.

5. FINANCIAL IMPLICATIONS

The licence agreement signed with IT Challenger is for a period of 12 months starting from January 2007, at a cost of \$500 per month. Funds are included as part of the Economic Strategy implementation in the approved Economic Development budget for 2007.

6. LOCAL MUNICIPAL IMPACT

The Job Hiring Index will help local municipalities to understand the types of jobs that are in demand in their respective areas. The Region will work with the local economic development offices to attract the skills that are needed to meet the needs of the employers.

7. CONCLUSION

Today's economic growth is driven by knowledge, skills, and innovation. The quality of the labour force is an essential element for sustained economic vitality to enable local firms to meet the challenges of global competition. It is recommended that this report be received and that copies be circulated to the area municipal Economic Development offices and other stakeholders for their information.

For further information about this report, please contact Patrick Draper, Program Director, Economic Strategy at (905) 830-4444 ext. 1503 or patrick.draper@york.ca.

The Senior Management Group has reviewed this report.

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