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JOB HIRING INDEX COMPARATIVE RESULTS: 2007 AND 2008

The Planning and Economic Development Committee recommends the adoption of the recommendation contained in the following report dated January 9, 2009, from the Commissioner of Planning and Development Services.

1. RECOMMENDATION

It is recommended that:

1. The Regional Clerk forward copies of this report to the local Economic Development Offices for their use and analysis in relation to their program.

2. PURPOSE

To update Regional Council on the 2008 Job Hiring Index results which identifies and analyzes hiring trends in York Region in 2008 versus 2007 to enable York Region to monitor trends in labour force demand.

3. BACKGROUND

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. Data collection commenced in January 2007.

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.

The 2007 Job Hiring Index report was presented to Council in April 2008. This report is the second full year of data and indicates trend lines for 2007 and 2008.

ADVANCED DATA COLLECTION TECHNOLOGY IS USED

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

- Automated capture 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

4.1 2007/2008 QUARTERLY SUMMARY OF THE JOB HIRING INDEX

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

- In 2008, there were 49,361 job postings across York Region which represents a -6% decline versus the 52,491 jobs posted in 2007.
- During Q1 and Q2 2008, job postings increased by +5% and +20% respectively. However declines in job postings in Q3 of -13% and in Q4 of -32% reflect the 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 and 2008

QUARTER	2007	2008	% Change
Q1	13,800	14,538	+ 5%
Q2	11,029	13,204	+ 20%
Q3	14,232	12,439	- 13%
Q4	13,430	9,180	- 32%
ANNUAL	52,491	49,361	- 6%

4.2 JOB POSTINGS BY INDUSTRY

The 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 2008 there was a decline of -11% in the 5 largest hiring sectors however the retail trade posted a strong +10% annual increase. The top 5 industry sectors for job hiring are provided in Table 2.

Table 2
Top 5 Industry Sectors for Job Hiring: 2007 and 2008 (Job Postings)

Industry Sector	Number 2007	Number 2008	% Change
Retail Trade	9,666	10,665	+10%
Professional, Scientific, Technical Services	7,955	6,528	-18%
Manufacturing	6,017	4,857	-19%
Health Care and Social Assistance	5,800	4,968	-14%
Wholesale Trade	3,593	2,272	-37%
TOTAL TOP 5	33,031	29,290	-11%

4.3 POSTINGS BY IDENTIFIED EMPLOYER

The private sector accounted for seven of the top ten hiring employers in 2008

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

- In 2008, Southlake Regional Health Centre remained the number one employer that posted 357 jobs although this was a -37% decrease versus 2007.
- The 2008 top ten list includes 4 new employers not present on the 2007 top ten.
- Five of the top ten employers experienced a decline in job postings in 2008 versus 2007.
- There were four employers on the top ten list in 2007 that did not appear on the 2008 top ten list: Home Depot (-65%), Apple Canada (-97%), Kingbridge Center (-52%), and Longo Brothers Fruit Market (-69%).

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

2008 (Rank)	2007 (Rank)	Employer	Number 2007	Number 2008	% Change
1	1	Southlake Regional Health Centre	571	357	-37%
2	9	Accountemps	121	222	+83%
3	2	IBM Canada	221	204	-8%
4	--	Future Shop	74	137	+85%
5	--	The Bay	64	114	+78%
6	--	Business Depot	80	109	+36%
7	--	Canadian Tire	10	96	+960%

2008 (Rank)	2007	Employer	Number 2007	Number 2008	% Change
8	5	Ceridian Canada Ltd.	182	96	-47%
9	7	The Regional Municipality of York	143	85	-41%
10	10	Quantam Group	119	82	-31%
TOTAL TOP 10			1,585	1,502	-5%

4.4 JOB POSTINGS BY TYPE OF JOB

Lower paying jobs dominate the hiring by job type

Between 2007 and 2008 there is no significant percentage change in the top five job type postings. The top five job postings by job type in both 2007 and 2008 are all in the service industry as shown in Table 4.

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

2008 (Rank)	2007	Job Type	Number 2007	Number 2008	% Change
1	1	Administrative and Legal	7,504	6,860	-9%
2	2	Help Wanted (including warehouse)	6,228	6,382	+2%
3	3	Retail and Services	5,762	5,609	-3%
4	5	Management of companies	5,433	5,341	-2%
5	4	Business, Finance, Accounting	5,493	5,303	-3%
TOTAL TOP 5			30,420	29,495	-3%

4.5 JOB POSTINGS BY MUNICIPALITY

Markham employers are the most active recruiters

- The Southern three municipalities of Markham, Vaughan, and Richmond Hill remain the towns with the majority of job postings by identified employer.
- Markham again had the majority of jobs posted in 2008 at 35% of the total, however, the number of jobs posted decreased by 21% versus 2007.
- The Northern six municipalities showed significant percentage increases in job postings with the towns of Georgina, Whitchurch-Stouffville, and East Gwillimbury increasing by +97%, +69%, and +40% respectively. This growth was largely influenced by retail job postings.

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

Municipality	Number 2007	Number 2008	% Change
Aurora	2,578	2,750	+7%
East Gwillimbury	70	98	+40%
Georgina	108	213	+97%
King	449	490	+9%
Markham	21,591	17,129	-21%
Newmarket	5,810	6,101	+5%
Richmond Hill	6,091	6,754	+11%
Whitchurch-Stouffville	324	548	+69%
Vaughan	8,988	7,380	-18%
* Multiple	6,482	7,898	+22%
TOTAL	52,491	49,361	-6%

* This category includes job postings that identified multiple locations.

5. FINANCIAL IMPLICATIONS

The cost for the Job Hiring Index is fully funded in the proposed 2009 Planning and Development Services budget.

6. LOCAL MUNICIPAL IMPACT

A community's workforce is critical to its economic success. From a community perspective, the workforce is central to the municipality's economic future. The job hiring index provides an in depth analytical tool that can be utilized by each local municipality to further understand and address employment trends. The Region will work with the local Municipal Economic Development branches to assess local trends by providing detailed quarterly and annual data information packages that will 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. Private sector firms increase hiring as business grows and reduce hiring if revenues are decreasing. Continued collection of job posting data and reporting to municipalities in 2009 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. 1517, or Patrick Draper, Director of Economic Strategy & Tourism at Ext. 1503.

The Senior Management Group has reviewed this report.