



Service Canada Greater Toronto Region Labour Market Bulletin

~ An Analysis of the Greater Toronto Region Labour Market ~ October-December 2006 ~

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OVERVIEW

Employment in the Greater Toronto Region rose by 3,600 in the 4th fourth quarter of 2006. Part-time employment gains of 66,100 were offset by full-time employment losses of 62,500. Employment rose in the services-producing sector in the 4th quarter, but fell in the goods-producing sector with continued losses in manufacturing. Regional employment of 2,970,000 has remained the same since the end of the 2nd quarter. Economic growth in Ontario was down slightly in the 3rd quarter and this restrained employment growth. In the 4th quarter, fewer people participated in the labour force and unemployment fell by 44,600 compared to the 3rd quarter. Labour force participation typically drops in the fall and winter months. The unemployment rate in the Greater Toronto Region fell to 6.0% in the October-December period from 7.4% in the July-September quarter.

Since the 4th quarter of 2005 employment in the Greater Toronto Region increased by 12,600. Over the same period, the population aged 15 and over increased by 90,000. The employment/population ratio dropped to 63.9% from 64.9% a year ago. Over the past year, the largest increases in employment were in retail and wholesale trade, and health care and social assistance. Employment decreased by 52,000 in the manufacturing industry.

Highlights

- Jobs expected at **Pratt and Whitney** in Mississauga
- Ontario to hire 200 health & safety inspectors
- Railways training for the future
- Ontario to raise minimum wage on February 1, 2007

*An overview of the **Greater Toronto Region (GTR) Statistics Canada Economic Region 530** - It consists of the City of Toronto plus the surrounding regions of Durham, York, Peel and Halton (excluding Burlington). This area includes the municipalities of Ajax, Pickering, Whitby, Oshawa, Clarington, Uxbridge, Scugog, Brock, Georgina, East Gwillimbury, Whitchurch-Stouffville, Newmarket, Aurora, King, Vaughan, Richmond Hill, Markham, Mississauga, Brampton, Caledon, Halton Hills, Milton and Oakville.*

The *GTR Labour Market Bulletin* is produced quarterly by the Greater Toronto Region Labour Market Information Analysts. This Bulletin and other LMI products may also be found at:

www.labourmarketinformation.ca

Click on left side "About the Local Labour Market"; select "Province or Territory", and then select "Area", select *Labour Market Bulletin* and then click on "Search"

(aussi disponible en français)

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Note: In preparing this bulletin, Service Canada has taken care to provide clients with labour market information from reliable sources that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since the bulletin was published. Readers are encouraged to refer to other sources for additional information on the local economy and labour market. Information contained in this bulletin does not necessarily reflect official policies of Service Canada.



Government
of Canada

Gouvernement
du Canada

Canada

Labour Market News

Highlights of industry activities that have an impact on the local labour market are derived from several sources including local newspapers, news releases and various other publications.

Service Canada

Under the *Labour Market Development Agreement*, Service Canada transferred many employment programs and services to the Government of Ontario on January 1, 2007. Service Canada continues to provide employment services to youth, Aboriginal people and persons with disabilities, along with the *Homelessness Partnering Strategy*, *New Horizons for Seniors*, and *Foreign Worker programs*.

Applications are now being accepted for the *Apprenticeship Incentive Grant*. As of January 1, 2007, registered apprentices in a Red Seal trade who have completed their first or second year of training can apply for the \$1000 grant. Applications are available at Service Canada Centres or on-line.

For more information on these and other programs offered by Service Canada, call 1-800-O-Canada or visit www.servicecanada.gc.ca

Accommodation and Food Services

Two new certificate programs are available at **George Brown College**. The *Tea Appreciation* and *Sommelier certificates* are designed for people working in the hospitality and food service industries. The Sommelier certificate is recognized by the **Canadian Association of Professional Sommeliers**. (*Ontario Restaurant News: Oct. /06*) www.georgebrown.ca – click on continuing education then culinary arts

A study by the **University of Guelph School of Hospitality and Tourism Management** indicates that consumer and trade shows directly support 10,000 jobs in the Greater Toronto Area. The study found that 2.3 million people visit the GTR each year to attend shows such as the *Royal Agricultural Winter Fair*, *One of a Kind Christmas Show and Sale*, and *Canadian Gift and Tableware Show*. Toronto is the number two destination for trade and consumer shows in North America. (*Toronto Star: Nov. 23; Newswire: Nov. 24/06*) www.htm.uoguelph.ca

Canadian tourism spending increased 1% in the 3rd quarter of 2006. Strong gains were recorded in domestic spending

particularly on accommodations and auto travel such as vehicle rentals. (*Statistics Canada, The Daily: Jan. 9/07*) www.statcan.ca

In January 2007, 3,000 delegates from the **Professional Convention Management Association (PCMA)** met in Toronto. Members of the PCMA are responsible for booking many of North America's biggest conferences. It is the first time they have met outside the U.S. In 2010, a meeting of the **National Society of Black Engineers** will bring 10,000 delegates to Toronto. (*Toronto Star: Dec. 26/06, Jan. 8/07*)

A two-storey convention centre will be built at Highway 401 and Salem Road in Ajax. The centre will accommodate up to 900 people. It will open in the summer of 2007. (*Durham Trade and Commerce: Winter/07*)

Arts, Entertainment and Recreation

Performing Arts

The world premiere of Indian film, *Guru*, was held at Toronto's **Elgin Theatre** in January. It is the first time a major film from India premiered in Toronto. (*City of Toronto press release: Dec. 22/06; Toronto Star: Jan. 11/07*)

Mirvish Productions will produce the musical *We Will Rock You* in Toronto at the **Canon Theatre** beginning in March. It is based on the music of 70s rock band **Queen**. (*Toronto Star: Nov. 2/06*) www.mirvish.com

Community/Recreation Centres

A new \$100 million facility will be built on the site of The **Bathurst Jewish Community Centre** in Toronto. Construction is expected to begin in September. (*National Post: Nov. 10/06*)

Historic Site

The abandoned **Don Valley Brick Works** in Toronto will be transformed by **Evergreen** into an eco-friendly entertainment venue. Plans for the site include a plant nursery, skating rink, theatre, camps, farmers market and restaurant. Construction is expected to be completed in 2008. (*Globe & Mail: Dec. 21/06*)

Report

The **Ministry of Culture's Report on the Socio-Economic Status of the Artist in Ontario**, released in October 2006, states that the median income of arts workers in Ontario is \$10,000 a year. The report makes 23 recommendations to help improve



artists' wages, labour status, promotion, health and well-being. (*Globe & Mail*: Jan. 24/07)
www.macac.on.ca/forums/ReportPDF/English_MACAC_report.pdf

Ski Resorts

Ontario ski resorts opened late in the season due to warm weather conditions. Two city-run ski hills, **Centennial Park** and the **North York Ski Centre** did not open until January 18, 2007. (*Toronto Star*: Dec. 19/06, Jan. 6/07; *Globe & Mail*, *National Post*: Jan. 6/07)
www.toronto.ca/parks/recreation_facilities/skiing/skiing.htm

The **General Motors Centre** opened in Oshawa in November. The sports and recreation centre is a state-of-the-art, multifunctional facility. It is the new home of the **Oshawa Generals** Ontario Hockey League team. (*National Post*: Oct. 6/06)
www.generalmotorscentre.ca

Business, Building and Other Support Services

The shredding, secure document storage and records destruction industry is growing as a result of an increase in fraud and identity theft. A poll by **Leger Marketing** in 2005 found that more than 1 in 10 Canadian consumers believed they had been victims of identity theft. (*Toronto Star*: Jan. 22/07)

Construction

Housing Starts

In the Toronto Census Metropolitan Area (CMA) new home starts were 11% lower between January and December 2006 than during the same period in 2005. Single-detached, semi-detached and row house construction starts fell by 14% compared to 2005. Condominium starts, although the second highest on record, declined 6% year-over-year.

Oshawa CMA new home starts were 2% higher in 2006 than in 2005. Multi-home starts increased by 40% on a year-over-year basis. Low mortgage rates and the increasing costs of new home construction are reasons for the increase in multi-family homes. (*Canada Mortgage and Housing Corporation news release*: Jan. 9/07)
www.cmhc-schl.ca

New Home Sales

The **Greater Toronto Home Builders' Association (GTHBA)** reported 39,790 new home sales in 2006, down 5% from 2005. High-rise condominium sales in the GTA continued at near record levels. They reached a new high of a 44% share of the new home market. However, low-rise (single and semi-detached units and townhomes) sales declined by 9%. (*Toronto Star*: Feb. 3; *GTHBA news release*: Jan. 25/07)
www.gthba.ca

Non-residential construction

Non-residential building construction in the Toronto CMA declined 8% in the fourth quarter of 2006 compared to the same time last year. The Oshawa CMA saw a decrease of 32% year-over-year in the fourth quarter of 2006. (*Statistics Canada, Summary Tables, Non-residential building construction investment by Census Metropolitan Area, quarterly, seasonally adjusted data*: Jan. 15/07)
www.statcan.ca

Projects

Concord Adex Investments Ltd. will build approximately 20 condominium towers on property purchased from **Canadian Tire Corporation Ltd.** The property is on Sheppard Avenue near Leslie Street in Toronto. (*Toronto Star*: Oct. 31; Nov. 4/06)

Construction began on the Bond Street pier in Burlington. It is located at Brant Street and Lakeshore Road and will extend 132 meters into Lake Ontario. The pier is expected to be completed later in 2007. It is the last stage in a major waterfront development in downtown Burlington. (*Burlington Post*: Oct. 13/06)

The **City of Mississauga** is building the Confederation Parkway Bridge over Highway 403. It will be completed at the end of 2007. (*Mississauga News*: Dec. 1/06)

More people are hiring contractors rather than doing renovations themselves. Renovation costs have increased due to higher material and labour costs. (*National Post*: Oct. 14/06)

Education Services

Apprenticeship

The **Ontario Youth Apprenticeship Program** is offered through cooperative education and work experience classes in secondary schools. It helps students who are interested in skilled trades to begin training while they are in high school. (*Government of Ontario, news release*: Dec. 11/06)



The Government of Ontario is increasing the number of pre-apprenticeship spaces to 800. This program assists people interested in qualifying for skilled trades training. Other initiatives include an apprenticeship training tax credit, and an apprenticeship and employer signing bonus. (*Government of Ontario news release: Nov. 27/06*)

www.ontario.ca/employmentontario

Teachers

Statistics Canada released a study, *Trends in the Teaching Profession 1999 to 2005*. It is available in the December 2006 issue of *Education Matters: Insights on education, learning and training in Canada*. (*Statistics Canada, The Daily: Dec. 1/06*)

www.statcan.ca

A recent study, *Transition to Teaching*, indicates that new teachers are facing job competition. The **Ontario College of Teachers** reports that there are more teachers than jobs and retirements have levelled off. Secondary teachers will have better chances of finding work if they specialize in French, math, physics or technology studies. More teachers are accepting part-time or supply teaching jobs. It is taking an average of three years to find full-time work. (*Globe & Mail: Dec. 12; Toronto Star: Oct. 22/06*)

www.oct.ca/publications/PDF/transitions06_e.pdf

Seneca College officially opened a Markham campus at Highway 7 east of Highway 404. The campus offers tourism and business related courses, houses a business research and innovation centre, a research and intelligence centre, and Seneca's corporate training centre, which is used by private industry. (*Globe & Mail: Dec 7; Era Banner: Dec. 10/06*)

Career Colleges

New rules governing Ontario's private career colleges became effective in October. The *Private Career Colleges Act* is meant to improve the quality of education, protect students, and offer complaints and tuition refund mechanisms. The *Act* requires colleges and vocational schools to be registered with the province. (*Toronto Star: Oct. 31/06; Government of Ontario press release: Nov. 1/06*)

www.edu.gov.on.ca/eng/general/private.html

Reports

The **Canadian Council on Learning** released an overview of post-secondary education in Canada. The report, *Canadian Post-Secondary Education: A Positive Record – An Uncertain Future*, finds that:

- Canada is not producing enough PHD, science and engineering graduates
- There are not enough research or research opportunities for a country this size
- Goals need to be set for graduating skilled and professional workers.

(*Toronto Star: Dec. 8/06*)

[www.ccl-](http://www.ccl-cca.ca/CCL/Reports/PostSecondaryEducation/index.htm)

[cca.ca/CCL/Reports/PostSecondaryEducation/index.htm](http://www.ccl-cca.ca/CCL/Reports/PostSecondaryEducation/index.htm)

Finance, Insurance, Real Estate and Leasing

Statistics Canada reports that the value of services produced by chartered banks, trust companies, caisses populaires and credit unions increased rapidly in 2005. Retail banking had robust growth and accounts for 61% of the value of services produced. There was also solid growth in electronic financial services. (*Statistics Canada, The Daily: Nov. 27/06*)

www.statcan.ca

Banking

In their 2006 financial year, Canada's six big banks had combined record profits of about \$19-billion. The banking sector needs talented people including experienced commercial account managers, accounting specialists, credit risk and compliance staff, financial advisors and technology specialists. (*Globe & Mail: Dec. 9/06; National Post: Jan. 17/07*)

Mutual Fund Industry

The mutual fund industry had stronger net sales in the final quarter of 2006 than in the last three months of 2005, although total sales were 8% lower than in 2005. Going into the RRSP season, December 2006 net sales were much stronger than in December 2005. (*Globe & Mail: Jan. 16; Toronto Star: Jan. 16, 18/07*)

Investment Funds Institute of Canada, www.ific.ca

Securities Industry

Employment in the Canadian securities industry was up 4.5% in the July to September 2006 quarter from the same quarter in 2005. However, compared to the second quarter of 2006, employment was virtually unchanged. (*Globe & Mail: Dec. 16/06*) **Investment Industry Association of Canada**,

www.iiac.ca

The *Canadian Securities Course* is required for many financial services industry jobs. (*National Post: Jan. 13/07; Toronto Star: Nov. 26/06*) www.csi.ca



Mortgages

Competition in the mortgage market has increased. There are new lenders, products and mortgage insurers. About half of customers consult with two or more mortgage professionals. While most consult the major banks, the proportion consulting mortgage brokers rose in 2006 compared to 2005. (*Globe & Mail: Nov. 17; National Post: Nov. 14, 25, Dec. 2; Toronto Star: Nov. 14/06*) **Canadian Institute of Mortgage Brokers and Lenders**, www.cimbl.ca

Residential Real Estate

The **Toronto Real Estate Board** recorded more than 83,000 sales in the Greater Toronto Area for 2006, down slightly from 2005. The unseasonably mild weather helped December 2006 sales. The average price in 2006 rose to \$351,941, up 5% from 2005. A record 34,404 sales took place in the City of Toronto, up 1% from 2005. The average price was also up 5%, to \$378,775. (*Globe & Mail: Jan. 12/07; Toronto Star: Nov. 7, Dec. 7/06, Jan. 5, 6/07*) MarketWatch, www.torontorealestateboard.com

The **Durham Region Real Estate Board** reported that sales rose 1.3% to 9,157 in 2006. Average prices for the year climbed 2.3% to a new high of \$257,850. About 18,100 homes were listed for sale during the year, up 9.5% from 2005. www.durhamrealestate.org

Canada Mortgage and Housing Corporation released results from its Rental Market Survey:

- In the Toronto Census Metropolitan Area (CMA) the vacancy rate for apartment buildings dipped to 3.2% in October 2006 from 3.7% a year earlier. The average monthly rent for a two-bedroom apartment rose slightly to \$1,067.
- In the Oshawa CMA the vacancy rate rose to 4.1% from 3.3% in October 2005. The average two-bedroom rent rose slightly to \$861 per month.

(*Toronto Star: Dec. 15/06*) Vacancy rates differ in submarkets within CMAs. For detailed information see Rental Market Reports - Major Centres at www.cmhc-schl.gc.ca

Health Care and Social Services**Nurses**

A **Statistics Canada** study, the *National Survey of Work and Health of Nurses, 2005*, examined the working conditions and health of nurses in Canada. It found that about 60% of nurses worked full-time in 2005. Almost half of the nurses worked overtime. In addition, a higher proportion of nurses reported high levels of work stress compared to employed people overall. (*Statistics Canada, The Daily: Dec. 11/06*)

www.statcan.ca**Chinese Medicine/Acupuncture**

A law passed in December will create a self-regulating professional college to set standards, license practitioners and review complaints from the public regarding Chinese medicine and acupuncture. The government expects it may take two or three years to set up the *College of Traditional Chinese Medicine Practitioners and Acupuncturists of Canada*. (*Globe & Mail: Jan. 2/07*)

Hospitals

Brampton Civic Hospital is a new 608-bed hospital scheduled to open in the fall of 2007. It is part of **The William Osler Health Group**. **Carillion Services Inc.** will provide security, housekeeping, food and materials management at the hospital.

williamoslerhc.on.ca
www.carillionplc.ca

The **Regional Birthing and Newborn Centre** will open in 2008. It will serve mothers, babies and families in Scarborough and Durham. Construction of the birth centre has started at the Rouge Valley Centenary hospital. (*Hospital News: December 2006*)

www.rougevalley.ca

E-Health

Smart Systems for Health Agency (SSHA) is an agency of the **Ontario Ministry of Health and Long-Term Care**. It will establish the infrastructure for an electronic health records system and the secure sharing of patient information among medical professionals in Ontario. SSHA advertised for skilled jobs such as: technical support, business analyst, technical writer, and project manager. (*Toronto Star: Jan. 6/07*)

www.ssha.on.ca
www.thinksmart.ca

Information and Cultural Industries**Software**

Merge Technologies Inc. will shift 150 software development jobs from North America to India. This will enable the company to offer a blended on shore/off shore delivery model and to save money. Merge is a medical imaging software and services company. Included in the plan will be a downsizing of recently acquired **Cedara Software Corporation** in Mississauga. (*Globe & Mail: Nov. 17; mergehealthcare.com news release: Nov. 16/06*)

Publishing

Decreased circulation and advertising revenue, as well as competition from the Internet and free commuter newspapers are leading to layoffs in print media and shifting work to the Internet. Reporters are now expected to write for a variety of media outlets.

Torstar Corporation will lay off 85 people, including 10-12 at *The Toronto Star*. Torstar also laid off 44 workers at its **Harlequin** book publishing division. A rising Canadian dollar hurt Harlequin's earnings because most of its sales were outside of Canada. (*National Post, Toronto Star: Dec. 21; Globe & Mail: Oct. 18, Nov. 2, Dec. 5/06*)

Quebecor Inc. laid off 16 newsroom staff at the **Toronto Sun** but will add 10 editorial staff in Toronto and Ottawa. Most will cover national news for the Sun chain of newspapers. Some will produce material for the chain, **canoe.ca**, and for **SUN TV**. (*Richard Blackwell, Globe & Mail; Toronto Star: Dec. 1/06*)

Transcontinental Corporation stopped publishing the Canadian print edition of **TV Guide magazine**. It could not compete with free listings in newspapers and on digital cable and satellite services. TV Guide magazine is now available free on-line. (*National Post: Oct. 20/06; bce.ca news release Nov. 30/06*)

Telecommunications

Competition to offer phone service over the Internet is generating jobs:

Vonage Canada grew from 60 employees in 2005 to 220 in 2006. The Mississauga-based company recently hired 50 workers for a new global call centre. It advertised for call centre and web application developers. **Rogers Communications Inc.** hired more installation and customer service employees to roll out its Internet phone service. Phone companies such as **Bell Canada** and **Telus Corp.** also offer phone service over the Internet. (*Toronto Star, National Post, Globe & Mail: Sept. 14; CBC News: Nov 15/06*)
Vonage.ca
shoprogers.com/careers

Bell Canada will move 2,000 of its 12,000 Toronto employees to its Mississauga facility by the end of 2008. (*Mississauga News: Nov. 1/06*)
bell.ca

Manufacturing

L-3 WESCAM held a technology career fair in Burlington for engineers, buyers, technologists and customer service representatives. The company makes surveillance systems.

(*Toronto Star: Nov. 18/06*)

www.wescam.ca/careers/careers_1.asp

Automotive

According to **Ward's Automotive Reports**, output at Canadian vehicle assembly plants fell by 4.3% or 115,588 vehicles in 2006. Ward's expects production to fall by another 10,000 vehicles in 2007 due to weaker sales in the United States. Canada exports more than 90% of its manufactured vehicles to the United States. (*Toronto Star: Jan. 17/07*)

Ford Motor Company of Canada Ltd. temporarily laid off 215 workers and permanently stopped production of the **Freestar** minivan in mid-November. Production will shift to the new **Ford Edge** and **Lincoln MKX** cross-over utility vehicles. Ford recalled most of the workers laid off at the Oakville plant by early December. (*Toronto Star: Nov. 29, Dec. 6/06, Jan. 4/07*)

Auto Parts

The **Automotive Parts Manufacturers' Association** released a policy paper in December identifying key issues affecting its competitiveness. The sector lost about 10,000 jobs in the last two years. Cuts to vehicle production in Canada and in the United States by Ford, General Motors and DaimlerChrysler, combined with falling prices, a stronger Canadian dollar, and rising material and energy costs have led to layoffs and plant closures in southern Ontario. (*Toronto Star: Dec. 19/06; Globe & Mail: Jan. 5/07*)

Collins & Aikman Corp. will close its Scarborough factory in March, eliminating more than 400 auto parts jobs. The plant makes injection molded plastic parts for car interiors. (*Globe & Mail: Jan 5; Scarborough Mirror: Jan. 10/07*)

ATS Automation Tooling System Inc. is closing a Bowmanville plastic injection moulding factory, affecting 88 workers. Work will be transferred to other ATS factories in Cambridge and Shanghai. (*Globe & Mail: Oct. 20/06*)

NRI Industries Inc. a tire recycler, will exit the auto parts business, closing two factories in Toronto and laying off 425 workers. The company will continue to manufacture rubber products at two remaining Toronto plants. (*Toronto Star: Oct. 25/06*)

Aerospace



Pratt and Whitney Canada Corporation will fund a major aircraft engine research and development project worth \$1.5 billion over the next five years. Several hundred jobs are expected to be created at its Mississauga location. (*Toronto Star*: Dec. 14/06)

Expansions

CPI Canada Inc. of Georgetown makes satellite communication equipment, power supplies and X-ray generators. The company is building a 52,000 square foot addition. It will add workers to its existing high tech manufacturing plant. (*Town of Halton Hills, Economic Development*: Dec. 2006)
www.cpii.com/cmp/employ.asp

Layoffs

Gennum Corp., a specialty semiconductor maker, laid off 36 workers in Burlington. It plans to hire more sales and technical staff for international operations. (www.gennum.com news release: Nov. 28; *Globe & Mail, Toronto Star, Hamilton Spectator*: Nov. 29/06)

Closings

New York Pork and Meat Exchange at St. Clair Avenue West and Keele Street in Toronto was destroyed by fire in November. The livestock abattoir had been in operation since 1985. Sixty workers are unemployed as a result. (*Globe & Mail: Nov. 8; Toronto Star: Dec. 17/06*)

Samuel Manu-Tech Inc. is eliminating about 75 jobs in Scarborough. It will shut down a steel strapping plant and move production to Ohio by the end of May 2007. The company's plant in Mississauga will not be affected. (*Toronto Star: Jan. 6/07*)

Ball Corporation closed a metal food can manufacturing plant in Burlington. The plant produced beer and soft drink cans and did metal cutting and coating. Approximately 300 jobs were affected. (ball.com news release: Oct. 12; *National Post, Toronto Star: Oct. 13/06*)

Professional, Scientific and Technical Services

Lawyers

Robert Half Legal released its **2007 Salary Guide**. Average starting salaries in Canada are forecast to rise 9.5% for lawyers and 6.8% for law clerks. Work will increase in commercial real estate, intellectual property, securities and litigation, and the oil and gas sectors. (*National Post: Jan. 10; Robert Half Legal news release: Jan. 4/07 - search on Robert Half at www.newswire.ca*)

Law firms could improve flexible work arrangements according to half of the lawyers surveyed by **Catalyst Canada** for *Beyond a Reasonable Doubt: Lawyers State Their Case for Job Flexibility*. Two thirds felt the belief that a lawyer has to work more hours to be successful must change. (*Toronto Star: Nov. 23; Canadian HR Reporter: Dec. 18/06*)
www.catalystwomen.org

Ontario paralegals will be licensed under *Bill 14, The Access to Justice Act*, by January of 2008. A committee of lawyers, paralegals and representatives of the public will draw up regulations relating to training, licensing and insurance by May 1, 2007. (*Toronto Star: Oct. 6; Ontario Ministry of the Attorney General news release: Oct. 19; Law Society of Upper Canada – Paralegal Regulation: Oct. 19/06*)

Accountants

Demand for full-time accounting and finance employees by the finance industry continues as 20% of Canadian Chief Financial Officers (CFOs) surveyed in that sector expect to hire in the first quarter of 2007. A net 14% of CFOs in the construction and transportation industries also expect to hire. (*Robert Half International Finance and Accounting news release: Dec. 19/06; search on Robert Half at www.newswire.ca then choose Robert Half Finance & Accounting*)

The Institute of Chartered Accountants of Ontario has a Web site for high school and university students, www.ca2b.biz. (*Toronto Star: Nov. 12/06*)

Engineering

Two large engineering firms held job fairs in Mississauga. **Shaw, Stone & Webster Canada L.P.** advertised for engineers with energy, chemical, power and industrial experience who were willing to travel, had linguistic skills and were team oriented. **SNC-Lavalin** had domestic and international opportunities for engineers in all disciplines as well as CADD specialists, Building Technicians, Buyers and Estimators. (*Toronto Star: Oct. 7; Oakville Beaver Nov. 11/06*)
shawgrp.com click on careers then click on Job Search and Shaw Stone & Webster Career Opportunities
workopolis.com search SNC Lavalin and Toronto and area

Atomic Energy of Canada Limited (AECL) has over 4,000 employees. They include engineers, scientists, technologists and other staff. AECL recently advertised for experienced staff. Some positions were at AECL's Mississauga and Pickering offices. The company recently won a three-year contract to build a spent fuel storage system for a Chinese nuclear power station. (*Globe & Mail: Nov. 15; Mississauga News: Nov. 25/06*)



www.aecl.ca/positive

Human Resources

The Canadian Society of Training and Development (CSTD) grew by 25% to 1,976 members since 2003. CSTD is a not-for-profit membership association dedicated to the profession of training, workplace learning and human resources development. It promotes training leading to certification as a *Certified Training and Development Professional*. (*Canadian HR Reporter: Dec. 4/06*)
www.cstd.ca

Computer Systems Design

Advanced Micro Devices Inc. (AMD), which recently bought **ATI Technologies**, laid off 130 sales, general and administrative workers in Markham. AMD plans to increase research and development employment in Canada. (*Globe & Mail: Oct. 14, Nov. 17/06*)

Information and Communications Technology

The Software Human Resource Council was renamed the **Information and Communications Technology Council (ICTC)** in order to address a broader set of ICT occupations and skills. ICTC's *December 2006: Outlook for Canadian IT Occupational Employment* is moderately positive. Although employment in the Canadian Information Technology (IT) sector is on an uptrend, it is strongly cyclical. Employment can rise one year and drop in following years. A rising Canadian dollar can reduce research and development spending, make exports more expensive and divert U.S. work to locations other than Canada.

Prism Economics expects employment of IT workers in IT user industries in Canada to slow because of gains from technology and offshoring. Approximately 89,000 IT jobs will be created between 2007 to 2012 – 58,000 of these jobs will be from growth. The balance of 31,000 will be from workers leaving the sector mostly for reasons other than retirement. New graduates and recent immigrants should make sure that they have the experience, completed education and certificates that employers prefer.

www.ictc-ctic.ca click on *Labour Market Intelligence* then click on *Today's Research and View Reports*

Robert Half Technology's IT Hiring Index and Skills Report expects the hiring rate for IT workers in the first half of 2007 to be the highest since the second quarter of 2001. Twenty percent of Canadian Chief Information Officers surveyed expect to hire. Only 3% expect to reduce staff. Hiring intentions are strongest in the professional service industry and the retail sector at 32% and 23% respectively. The skills in most demand were Microsoft Windows Administration (Server 2002/2003), database management,

and network administration. (*Robert Half Technology News Release Dec. 19/06; www.newswire.ca search on Robert Half Technology*)

Salaries for Canadian project managers in consulting and systems integration and for business analysts are expected to rise 5.6% and 4.9% respectively, according to the **Robert Half Technology 2007 Salary Guide**. A rising salary indicates increased demand. (*National Post: Nov. 22/06*)

Listings for Canadian IT specialists grew 14% in 2006 at **CNC Global**, a Toronto IT based recruitment firm. Demand was highest for senior project managers, business analysts, senior web developers and bilingual help desk personnel especially at banks, telephone and insurance companies. Soft skills and business skills such as business analysis, project management, communication, bilingualism and financial industry experience were among the top 10 skills wanted by employers. Technical skills in demand were Java, SQL, J2EE, Oracle, ASP.net, VB and C Sharp, VOIP and SMS switching. (*Globe & Mail: Dec. 8; CNC Global news release Dec. 7/06; www.newswire.ca search on CNC Global*)

Public Administration

On January 1, 2007, the *Canada-Ontario Labour Market Development Agreement* came into effect. The Government of Canada transferred seven employment related programs and almost 700 federal training and employment programs staff to the provincial government. Funding resources were included in the transfer. *Employment Ontario* is the provincial network for employment and training services for job seekers, apprentices, employees, and employers. Program information is available in 23 languages. For employment and training services in your community contact Employment Ontario offices in person or by phone: 1-800-387-5656 or 416-326-5656 in Toronto; or on line at:

www.ontario.ca/employmentontario
(*Government of Ontario, news release: Jan. 3/07*)

Health & Safety Inspectors

The provincial government will hire 200 additional health and safety inspectors. This is part of an effort to reduce workplace injuries in Ontario by 20%. (*Canadian HR Reporter Oct. 9/06*) Ontario Ministry of Labour, www.labour.gov.on.ca

Federal Government

Many workers in the federal government will retire within the next few years. A shortage of public service executives is forecasted as 41% are expected to retire by 2012. In order to meet the forecast demand for public servants and policy makers, Toronto's Ryerson University and York University opened masters programs in public policy. The University of



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du Canada

Canada

Toronto expects to have a Masters of Public Policy (MPP) degree available in fall of 2007. (*Canadian HR Reporter: Dec. 4/06*) www.hрма-agrh.gc.ca

- **Ryerson University**, *Master of Arts in Public Policy and Administration (MPPA)*, www.ryerson.ca/politics/mppa
- **University of Toronto**, *Masters of Public Policy (MPP)*, www.gradschool.utoronto.ca/programs/masters/Public_Policy.htm
- **York University**, *Masters of Public Policy, Administration and Law (MPPAL)*, www.yorku.ca/akevents/academic/sppa/grad.html

Police

A **Toronto Police Services** training facility is being built in west Toronto near Islington Avenue and Lake Shore Boulevard West. It will be used for regular ongoing training for officers. About 450 recruits will graduate each year. When completed in 2009, it will replace the **Charles O. Bick Police College** in Scarborough. (*Toronto Star: Oct. 9/06*)

The **Toronto Transit Commission (TTC)** plans to double the number of special constables by 2009. The TTC will add 21 new officers this year. Applications are now being accepted for Transit Special Constables positions beginning in May 2007. Recruits will be paid a salary while they take mandatory training. **The University of Toronto**, the **Toronto Community Housing Corporation** and Toronto Police Services also hire special constables. (*Toronto Sun: Jan. 21/06*)

www.toronto.ca/ttc/scs.htm

Trade, Wholesale and Retail

In 2006, Retail and Wholesale trade showed one of the largest increases in employment in the GTR. Employment in this sector has been increasing over the past few years. The Retail and Wholesale trade is now the largest industry in the GTR-based on employment.

A new job Web site is available for people looking for work in retail stores across Canada. The site also offers information and advice on careers. (*National Post: Nov. 22/06*) www.canadianretail.com

Statistics Canada's Quarterly Retail Commodity Survey found that consumer spending on goods and services in retail stores increased by 7% in the 3rd quarter of 2006 compared to the same period last year. The highest increase in spending was on health and personal care products, which showed the strongest gains since 2005.

Retail sales for furniture, home furnishings and electronics increased by 9%. Sales in this category grew rapidly in 2006 after showing moderate increases in the previous three years. Clothing, footwear and accessories had their strongest year-over-year growth in the third quarter of 2006 since 1998. Lower prices and unseasonable weather patterns may have influenced the strong gains. (*Statistics Canada, The Daily: Jan. 10/07*)

New Motor Vehicle Sales

Strong demand for North American-built passenger cars increased new motor vehicle sales in Canada by 3% in November, following two consecutive months of declines. There were 4,000 more vehicles purchased in November 2006 as compared to October. About 85% of these sales were in Ontario- a 7% increase. Since the end of 2005, vehicle sales have remained relatively stable in Ontario. Passenger car sales outperformed truck sales in November. They accounted for about 84% of the increase in total vehicles sold. In November, truck sales increased slightly by 1%. (*Statistics Canada, The Daily: Jan. 15/07*)

DesRosiers Automotive Consultants reported that sales and leases of new vehicles rose 2% in 2006 compared to 2005. The strong Canadian economy and dollar made these purchases more affordable. **Honda Canada** and **Toyota Canada** posted gains, while **General Motors of Canada** posted a loss. (*Toronto Star, Globe & Mail: Jan. 4/07*)

Openings and Expansions

The Home Depot opened a new store on Airport Road in Brampton. The store has 150 full and part-time employees. (*The Brampton Guardian: Nov. 17; National Post: Nov. 30; The Mississauga News: Nov. 18, 19/06*) www.homedepot.ca click on Careers in Canada at the bottom of the page for job opportunities.

Ecco, a Danish shoe retailer, plans to double its stores across Canada to 44 locations over the next 3 years. (*National Post: Oct. 5/06*) www.eccocanada.com

The **Harry Rosen** store on Bloor Street West in Toronto will undergo a major expansion. The company employs 700 people. (*Toronto Star: Nov. 25/06*) www.harryrosen.com

BMW Canada Inc. plans to leave Whitby and build a new headquarters in Markham near Highway 404 and Highway 407. It will open in the second half of 2008 and will employ 200-300 people in financial services, human resources, marketing and national sales. All employees currently employed at the Whitby headquarters will be given



the opportunity to relocate. (*Toronto Star*: Nov. 15; durhamregion.com: June 6/06)

Closings

Loblaw Companies Ltd. plans to cut 800 to 1,000 office jobs this year. The positions eliminated will be mostly management jobs at headquarters in Brampton and at regional offices. No job losses are expected at its stores or centres although some support jobs at procurement and regional stores will be affected due to centralization. (*Toronto Star*, Nov. 17/06, Jan. 23/07; *National Post*: Nov. 13, 17/06; *Globe & Mail*: Jan. 23/07)

Just White Shirts & Black Socks, an Internet e-tailer, is closing its two stores including one in Yorkville. (*Toronto Star*: Dec. 15/06)

Transportation and Warehousing

Air

Porter Airlines Inc. continues to expand. It operates four planes out of **Toronto City Centre Airport** and expects the delivery of six more in 2007. The company employs 220 people. Porter is hiring captains, first officers, aircraft maintenance engineers, ramp attendants, line service representatives, call centre agents, customer service representatives and flight attendants. (*Globe & Mail*: Dec. 29/06)

www.flyporter.com/en/careers.aspx

Air Canada plans to hire flight attendants and customer sales and service agents in Toronto. Flight attendant candidates must be fluent in English and French as well as one of the following languages: Japanese, Korean, Cantonese, Mandarin, Spanish, Italian, German, Hindi, Punjabi, Arabic, Hebrew and Portuguese. (*Toronto Star*: Jan. 13/07)

www.aircanada.com/en/about/career/index.html

Air Canada will cut jobs in its call centres, back-office and check-in counters. New technologies will allow passengers to make reservations, check-in and pass through control at the airport using electronic devices such as a Blackberry. The new system will be implemented through 2008. (*Globe & Mail*: Dec. 8/06)

Westjet Airlines Ltd. will lease 5 new aircraft as part of a plan to expand its fleet by 30%. This expansion will be completed by the end of 2009, when the company will have a total of 81 aircraft. (*National Post*: Oct. 31/06)

www.westjet.com/

Rail

The **Railway Association of Canada** will work with post-secondary schools and private training schools across Canada to try to fill an anticipated shortage by training new workers. Approximately half of Canada's rail workforce is set to retire over the next five years. Courses to become a rail conductor or rail traffic controller take one or two semesters to complete. More women are entering this field which offers a career path with mobility and a good salary. (*Globe & Mail*: Oct. 23/06)

Transit

New **GO Transit** stations will be built in Mississauga and Durham region. The Lisgar station will be located on the Milton GO train line at 10th Line and Argentinia Road. The Uxbridge GO train station will be on the Lakeshore East line. In addition, weekend GO train service to Oshawa began in December. (*National Post*: Dec. 9; *The Uxbridge-Times Journal*: Nov. 15/06)

Warehousing and Storage

Sobeys Inc. will build a grocery distribution centre in Vaughan, just north of Toronto. The centre is expected to be largely computer operated. This will result in significant job losses at the Milton and Whitby warehouses, where over 1,500 workers are employed. The new centre will open in 2009. (*Toronto Star*: Nov. 22/06)

Utilities

TransCanada Corp. will build a \$670-million gas-fired power plant near Halton Hills to meet growing demand. The firm has a 20-year contract with the **Ontario Power Authority (OPA)**. The project will create up to 300 construction jobs. The plant will employ 24 full-time workers when it opens in 2010. (*Globe & Mail*: Nov. 17/06)

www.transcanada.com

www.powerauthority.on.ca

OPA announced that one of seven new heat and power plants will be built in Oshawa. Construction is expected to begin early 2007 and the plant will start operating by 2008. (durhamregion.com: Oct. 18/06)



Work Trends**Workplace News**

As of February 1, 2007, the general minimum wage in Ontario will increase to \$8.00 per hour. The increase is the final stage of a four-year plan which began in 2003. The minimum wage for students under 18 years old, liquor servers and hunting and fishing guides increased as well. (*Government of Ontario, press release: Jan. 3/07*)
www.labour.gov.on.ca

A **Statistics Canada** study, *Registered Apprenticeship Training Programs 2004*, found that enrolments in apprenticeship programs increased 44% between 1999 and 2004. More than half of apprentices were 20 to 29 years old. The number of people over 50 years old entering an apprenticeship program increased by 12%. In the under 20 age group, there was a 15% increase in apprentices. The under 20 and over 50 age groups accounted for the largest increases in new apprentices. (*Statistics Canada, The Daily: Nov. 17/06*)
www.statcan.ca

The **Microskills Development Centres** in Toronto and Scarborough provide the *Information Technology Training for Women (ITTW)* program. It helps women in low income positions gain access to better paying positions at help desks or in offices. The program provides software application, computer hardware and internet training, as well as customer service skills. The course ends with a 10-week job placement. (*Toronto Star: Nov. 27/06*)
microskills.ca

Entrepreneurs

Two new on-line training courses are available for business operators. The courses in small business management and small exports management are designed for small and medium sized entrepreneurs. The certificate courses are sponsored by the **Bank of Nova Scotia**, the **Canadian Institute of Chartered Accountants**, **Export Development Canada** and the **Canadian Association of Management Consultants**. (*Toronto Star: Oct. 12/06*)
www.SBMcertified.com
www.SEMcertificate.com

The **Canada-Ontario Business Service Centre** provides information on starting or growing a business.
www.cobsc.org

Newcomers

The *Halton Mentoring Partnership Program* matches mentors to internationally trained professionals. The program is offered at **Sheridan College Institute of Technology and Advanced Learning**. It gives foreign trained professionals access to the experience, skills and connections of individuals working in the field. The program plans to match 75 mentors and internationally trained professionals in 2007. (*The Oakville Beaver: Nov. 29/06*)
TheMentoringPartnership.com

The **Toronto Region Immigrant Employment Council (TRIEC)** will coordinate a new program in York Region to link employers with newcomers. The program is designed to make recruitment of foreign trained professionals easier and helps with Human Resource practices. It will support employers with onsite assistance, a database of job postings and workshops. (*Government of Ontario, press release: Nov. 21/06*)
www.hireimmigrants.com
www.ontarioimmigration.ca

The *Fair Access to Regulated Professions Act 2006*, will help foreign trained newcomers in Ontario access their fields of study more quickly. The Act requires 34 regulated professions to have fair, open and timely assessments of foreign credentials. A resource centre will help internationally trained workers enter regulated professions, promote internships and find mentors. (*Government of Ontario, press release: Dec. 13/06*)
www.citizenship.gov.on.ca

Youth and Older Workers**Youth**

Service Canada's youth.gc.ca Web site offers a variety of information for youth, including internship and summer work programs. The federal government's *Youth Employment Strategy* offers 3 programs to help young people aged 15 to 30 gain work experience; Skills Link, Summer Work Experience and Career Focus. Thirteen Government of Canada departments and agencies offer internships and summer work programs and services for youth. The YMCA's *Federal Public Sector Youth Internship Program* places unemployed or underemployed youth with federal departments or agencies for up to one year. The youth.gc.ca Web site also has information on internship and summer work programs for youth outside the government of Canada. Click on the "Jobs" button for more information.
youth.gc.ca

The *Ontario Internship Program* offers recent university or college graduates two years of entry-level experience. Applicants must have graduated with a degree or diploma



within the last two years. They may choose from professional fields such as Business and Financial Planning, Communications, Human Resources, Information and Information Technology, Labour Relations, Policy Development or Project Management. Salaries range from \$39,000 to \$54,500 a year. (*The Toronto Star: Dec. 3/06*)
www.internship.gov.on.ca

Career Edge offers recent graduates one-year internships in their field. More than half of Career Edge interns have a job offer at the end of the term in their chosen area. (*The Toronto Star: Dec. 3; Globe & Mail: Dec. 8/06*)
www.CareerEdge.ca

The Centre for Skills Development & Training runs a *Metal Building Systems Erectors Certificate Program* in Burlington for youth between the ages of 18 to 30. Successful trainees are guaranteed employment with **Scott Steel Erectors Inc.**, a Burlington-based company which operates across Canada. (*Independent & Free Press: Dec. 6/06*)
www.thecentre.on.ca
www.scottsteelerecortors.com

Summer Company is a program that helps students (ages 15 to 29) start up and run summer businesses. Coaching, mentorship and awards of up to \$3,000 are available to qualified candidates. Upon approval, \$1,500 is awarded for start-up costs. An additional \$1,500 is available upon completion of the business and proof of return to school. Applications are being accepted for 2007. There is no deadline, however, early application is recommended as space is limited. (*Government of Ontario, Ministry of Small Business and Entrepreneurship: January 2007*) To apply, visit: www.sbe.gov.on.ca

Older Workers

The Government of Ontario eliminated mandatory retirement at age 65 in December. An estimated 4,000 older workers might continue to work each year. It is anticipated that people who start work late in life will benefit and employers will be able to keep experienced workers. (*Toronto Star; Government of Ontario, Ministry of Labour press release: Dec. 12/06*)
www.labour.gov.on.ca/english/news/2006/06-126.html

More Canadian companies are hiring and promoting employees who are over 50 years old as they anticipate labour and skill shortages due to retiring baby boomers. **Canada's Association for the Fifty-Plus (CARP)** recognized four Toronto area employers for introducing innovative programs to retain or hire mature workers: **Catholic Children's Aid Society of Toronto, Direct Energy, Statistics Canada and Auto Auctions.** (*Globe & Mail: Oct. 25, Nov. 17/06*)
www.carp.ca

The Home Depot joined with **CARP** to recruit retired tradespeople such as plumbers and building contractors to work as floor associates. (*National Post: Oct. 5/06*)
www.homedepot.ca

Seniors

A new Web site for seniors, **SeniorsInfo.ca**, provides access to information on federal, provincial and municipal programs and services as well as local community agencies. (*Government of Ontario, Ministry of Citizenship and Immigration press release: Dec. 27/06*)
www.seniorsinfo.ca

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www.servicecanada.gc.ca
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www.labourmarketinformation.ca

Click left side of the page on "About the Local Labour Market" and Select Area

