



Internet Job Postings in Elgin, Middlesex and Oxford Counties - Third Quarter of 2014

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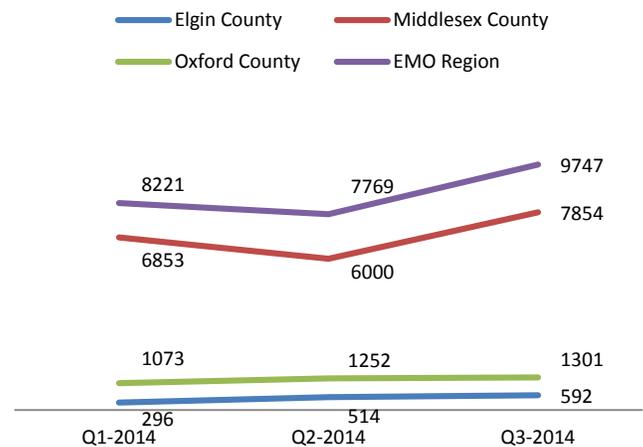
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Overview of the internet job postings in Elgin, Middlesex and Oxford region

Overall, the internet job postings in Elgin, Middlesex and Oxford (EMO) region during the third quarter (Q3) of 2014 have increased to 9747, a 25.46 percent increase from Q2 of 2014. A quick look at Figure 1 would indicate that the job postings in the EMO region demonstrate seasonality with a significant decrease in the posting activity during the summer (Q2 of 2014). When looking by census division (county), one would observe that the seasonality is present only for the Middlesex county postings while absent for the Elgin and Oxford counties. This would push someone to speculate that the academic year could have a major impact on the job posting activity in Middlesex while no impact on the same activity in Elgin and Oxford counties. It is obvious for any observer that educational institutions are concentrated in London-Middlesex and they are a major part of the county economy and the associated labour market.

Due to the local economy exposure to the education related employment fluctuations the internet job postings in the region shows seasonality.

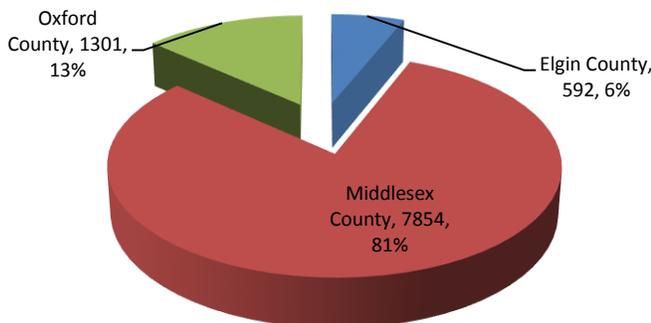
Job postings in EMO region by census division



Data source: www.vicinityjobs.com

Figure 1

Q3-2014 internet job postings



Data source: www.vicinityjobs.com

Figure 2

As illustrated in Figures 1 and 2, Middlesex is the polarizing census division for the internet job posting activity in the region: 81 percent of the postings in the EMO region are associated to Middlesex county. This composition makes Middlesex county a trend setter, as mentioned earlier in regard to seasonality.

However, this disproportional representation of the internet job posting by census division is somewhat expected due to the fact that Middlesex hosts the largest urban agglomeration in the region, London. This urban agglomeration means labour force and employers.

A keen observer would also see that Oxford county claimed 13 percent of the total postings in the region while Elgin county claimed on 6 percent of the internet job postings in the region. What does internet job posting activity signal to us?

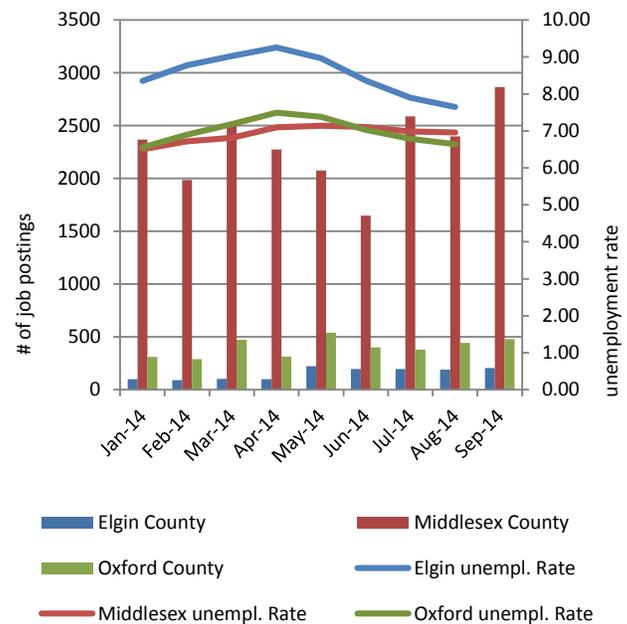
The internet job postings are part of the unmet labour demand in the region, and they can signal us the condition of the labour market as long as the internet job posting is a popular recruitment method among employers in the region.

During Q3 of 2014 London-Middlesex is the polarizing area for the EMO region related internet job posting activity.

Assuming that we can forecast the labour market condition from the internet job posting activity than one would be interested to understand the relationship between unemployment rates in the region and the job posting activity in the region. Figure 3 might provide some insight on this relationship. Based on the fact that listing a job opportunity is a precondition to filling the position, one should assume here that job posting is an "a priori" (one or two periods lag) event to measuring employment-unemployment. Following this speculative logic, one could observe on Figure 3, that the increase in the number of job postings during the Q1 of 2014 in Elgin and Oxford might be a precursor of the decrease in unemployment rates for these counties during Q2 of 2014. Further the slight decrease in the number of job postings during Q2 of 2014 in Elgin and Oxford counties would be a precursor to the almost leveled unemployment rates during Q3 of 2014 in the same counties. For the Middlesex the graph is less intuitive, but still following the presented above logic. A scientific approach to the question using better measures for internet job postings and employment would provide a less speculative conclusions.

Using the visual assessment, one could identify a relationship between the internet job posting activity and employment levels.

Internet job postings and unemployment rates in EMO Region

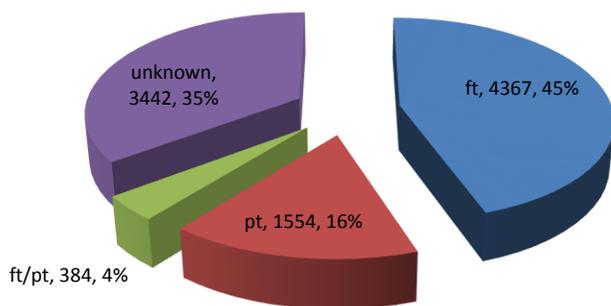


Data source: www.vicinityjobs.com

Figure 3

Internet job postings in EMO region by job type

Q3-2014 internet job postings in EMO region by job type



Data source: www.vicinityjobs.com

Figure 4

Across the total number of job postings in EMO region during Q3 of 2014, the full-time positions seems to dominate by 45 percent of the total followed by the "unknown" category with 35 percent of the total. The part time positions hold 16 percent of the total while full-time/part-time associated positions claim 4 percent of the total (see Figure 4).

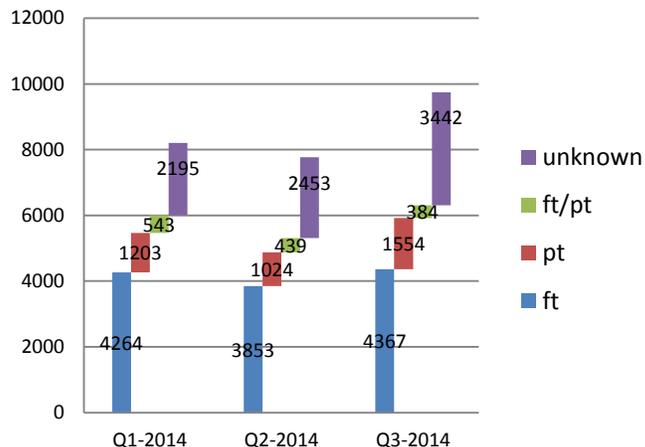
This representation is reflective to a recovering economy where employers are still hesitant in expanding their operations. The large proportion of the "unknown" job postings tells us that employers are still committed to a cautionary investment approach, or limited by a more restrictive credit environment. Furthermore, the 20 percent of the job postings are part-time or part-/full-time, which suggests that employers are currently covering the capacity fluctuations needs by this type of employment.

Although investment caution is exhibited by the employers in the EMO region. Full-time employment is dominant in the region.

The change in the internet job postings in EMO region by job type (Figure 5) reveals a large increase (52 percent) in part-time positions from Q2 to Q3 of 2014 and a smaller increase (13.34 percent) in full-time positions on the same time frame comparison. Unfortunately, during the same time frame comparison (Q2-Q3 % change) the number of unknown job type (unclassified) postings has increased by 40.32 percent illustrating further the caution of employers during Q3 of 2014. The presence of seasonality is demonstrated even when the internet job postings are grouped by type. One would observe the reduction in the number of part-time and full-time job postings during the Q2 when compared to Q1 and Q3 of 2014.

Major increase in the number of part-time job postings during Q3 of 2014, which is suggesting a cautionary environment shared by employers in EMO region. During the same quarter, a small increase in the number of full-time job postings has been experienced in EMO region.

Change in the internet job postings in EMO region by job type

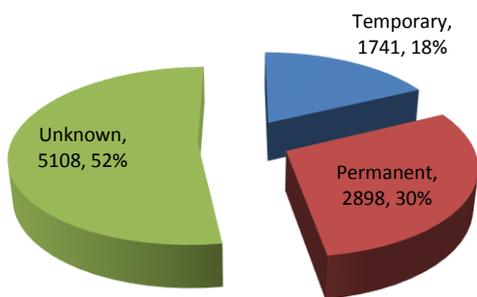


Data source: www.vicinityjobs.com

Figure 5

Internet job postings in EMO region by job duration

Q3-2014 internet job postings in EMO by job duration



Data source: www.vicinityjobs.com

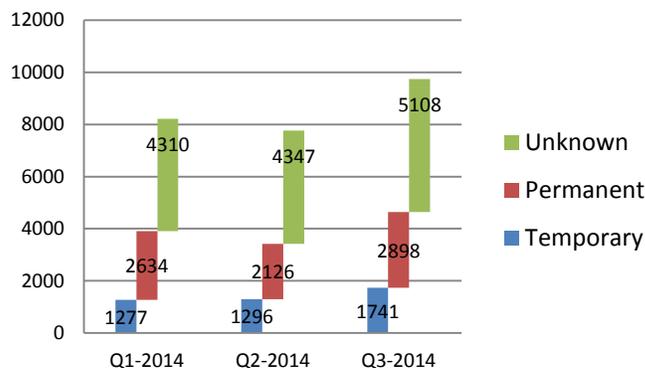
Figure 6

Some insight can be gained from looking at the job postings in EMO region by job duration, see Figure 6. During the third quarter of 2014, 30 percent of the postings were associated to permanent positions, 18 percent to temporary positions, while a large majority (52 percent) of the postings could not be classified ("unknown"). This distribution of job announcements by duration is reflective to the evolution of the current employment practices where numerous positions are temporary. Galarneau¹ (2010) suggested that whether in a form of contract positions, seasonal work or casual jobs, this type of employment grew rapidly in Canada since 1997. This type of employment illustrates a deterioration in employment conditions for a segment of population since this type of employment offers on average lower wages and fewer to no benefits.

When looking at the change in internet job postings from EMO region by job duration and by quarter (Figure 7), one could observe significant increases in the number of permanent (by 36.31 percent) and temporary positions (by 34.34 percent) between Q2 and Q3 of 2014. Not without importance is the increase in the number of "unclassified" job announcements by duration when compared the same quarters (by 17.51 percent). Although we can say less about the unclassified ("unknown") category, we can say that it is worrisome to see the increase in the number of temporary positions. Temporary job holders will experience in general more economic instability than any other job duration category.

A significant proportion of the internet job postings are associated to temporary positions and the growth in the number of these positions could indicate a deterioration of labour market conditions.

Change in internet job postings in EMO region by job duration



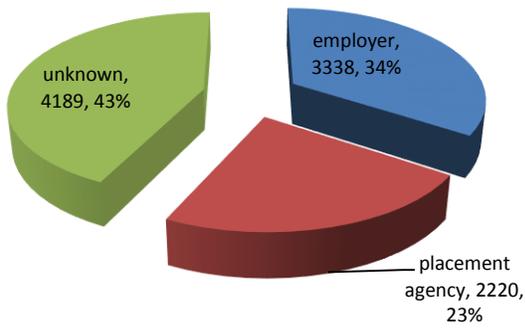
Data source: www.vicinityjobs.com

Figure 7

¹ Galarneau, D. (2010). Temporary employment in the downturn. November 2010 Perspectives. Statistics Canada - Catalogue no. 75-001-X

Internet job postings in EMO region by source

Q3-2014 internet postings in EMO region by source



Data source: www.vicinityjobs.com

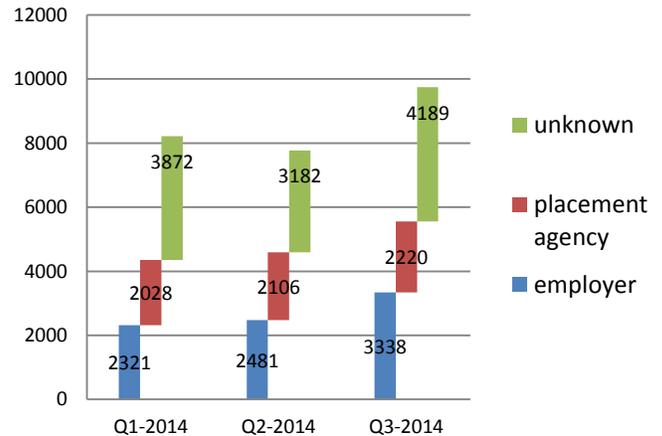
Figure 8

A view of the internet job postings in the EMO region for Q3 of 2014 by posting source shows that 34 percent of the internet job announcements are sourced to the employers, 23 percent of the postings are sourced to placement agencies and a large majority cannot be sourced at all ("unknown"), see Figure 8. It is disappointing to see the large proportion of "unknown" (unattached source) job postings. As we indicated throughout the earlier newsletters this lack of information increases the transaction costs of employers and job seekers. However, the distribution of job postings by source appears to be reflective to the structure of the supply side of the labour market: highly concentrated on non-employers (0 employees), micro establishments (1-4 employees) and small establishments (5-99 employees).

When looking across the three quarters of 2014 at the internet job postings source one would observe a constant growth of postings sourced from both employer and placement agency across all quarters. In contrast the postings unclassified (unknown) by source seems to be affected by the earlier mentioned seasonality. For example for employer sourced postings the Q1-Q2 percent change was 6.89 and the Q2-Q3 percent change was 34.54. During the same time period for the placement agency sourced postings the Q1-Q2 percent change was 3.85 while the Q2-Q3 percent change was 5.41. Therefore during Q3 of 2014 the employer sourced postings had a higher growth than the placement agency sourced postings.

Employer sourced internet job postings had a higher growth than placement agency sourced postings in 2014. Employers seems to become more familiar with this method of advertising and recognize more its importance for their portfolio.

Internet job postings in EMO region by source and quarter

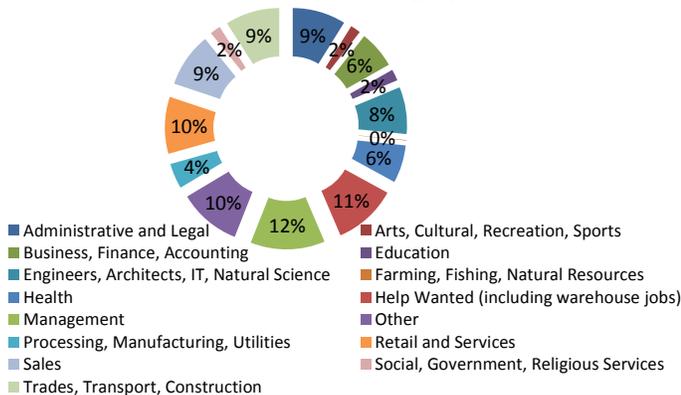


Data source: www.vicinityjobs.com

Figure 9

Internet job postings in EMO region by occupational category

Q3-2014 internet job postings in EMO region by occupational category



Data source: www.vicinityjobs.com

Figure 10

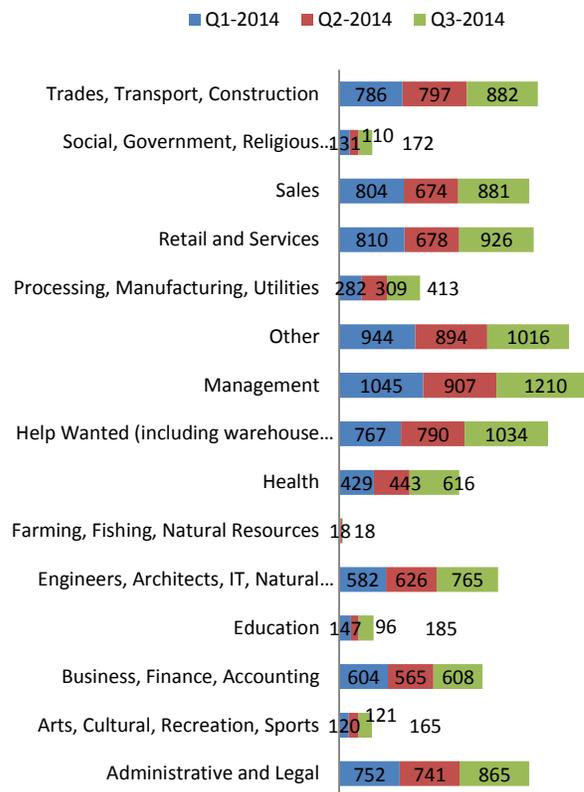
During the Q3 of 2014 the largest proportion of internet job postings in EMO region were associated to the Management occupations (12 percent) followed closely by Retail and Services occupations (10 percent) and Sales occupations (9 percent), Trades, Transport and Construction occupations (9 percent) and Administrative and Legal (9 percent). A significant proportion of the job postings were associated to Engineering, Architects, IT, Natural Science occupations (8 percent), Health occupations (6 percent) and Business, Finance and Accounting occupations (6 percent), see Figure 10. These results come somewhat in contrast with the OMTCU's September Report² where based on a year-to-year comparison the occupations that had a positive growth between 2013 and 2014 in Ontario were associated to the following occupational groups: Natural & Applied Sciences, Sales & Service, and Health.

² MTCU (September, 2014). Ontario labour market statistics for September 2014. Labour Market Information & Research. Research and Planning Branch at MTCU. Retrieved October 1, 2014 from <http://www.tcu.gov.on.ca/eng/labourmarket/currenttrends/docs/monthly/201409.pdf>

Based on EMO region data, the following occupational categories had the greatest growth on a quarter-to-quarter basis: Education (92.71 Q2-Q3 percent change), Social, Government and Religious Services (56.36 Q2-Q3 percent change), Health (39.05 Q2-Q3 percent change), Retail and Services (36.58 Q2-Q3 percent change), Arts, Culture, Recreation and Sports (36.36 Q2-Q3 percent change), Processing, Manufacturing and Utilities (33.61 Q2-Q3 percent change) and Management (33.41 percent change). Farming, Fishing & Natural Resources had suffered a drop of 50 percent between Q2 and Q3 of 2014 in internet job postings. These results somewhat supports the earlier hypothesis that the economy of the EMO region is dependent on the educational sector which induces some seasonality into the local labour market behaviour.

Retail and Services, Management, Health, and Sales occupational groups have been mostly associated to internet job postings in EMO region during Q3 of 2014. The behaviour of the local labour market is somewhat different than the provincial labour market. Some influence on local internet postings has been shown by the Educational sector.

Internet job postings in EMO region by occupational category

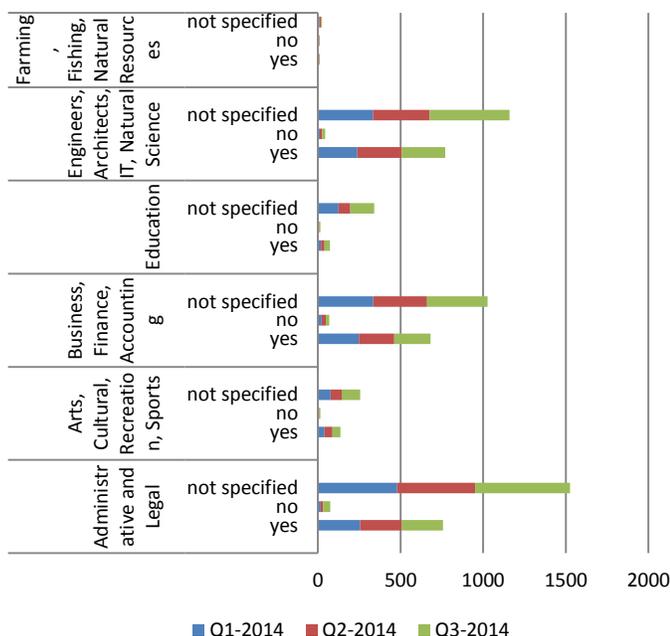


Data source: www.vicinityjobs.com

Figure 11

Internet job postings in EMO region by experience

Internet job postings in EMO region by occupational category and required experience



Data source: www.vicinityjobs.ca

Figure 12

Figures 12 and 13 illustrate further the importance of experience of the applicants for the posted positions. The two figures shows the evolution of this feature of the postings across the three quarters of 2014. One would observe that a large majority of internet job postings are associated to "not specified category" no matter the occupational group associated to the postings. These loose ends could cost both the employers and applicants in the process of hiring. Next, the data shows that employers truly look for the experience on the job. The graphs illustrate the difficulty experienced by the young and inexperienced group in finding jobs. The number of job postings requiring no experience is small.

The experience on the job is a job attribute largely appreciated by employers in the EMO region. Many postings bare no specification regarding experience on the job, which makes the hiring process more costly. The job opportunities for inexperienced applicants seems small.



647 Wilton Grove Rd., Unit 3
 London, ON N6N 1N7
 Tel: (519) 672-3499
 Fax: (519)672-9089

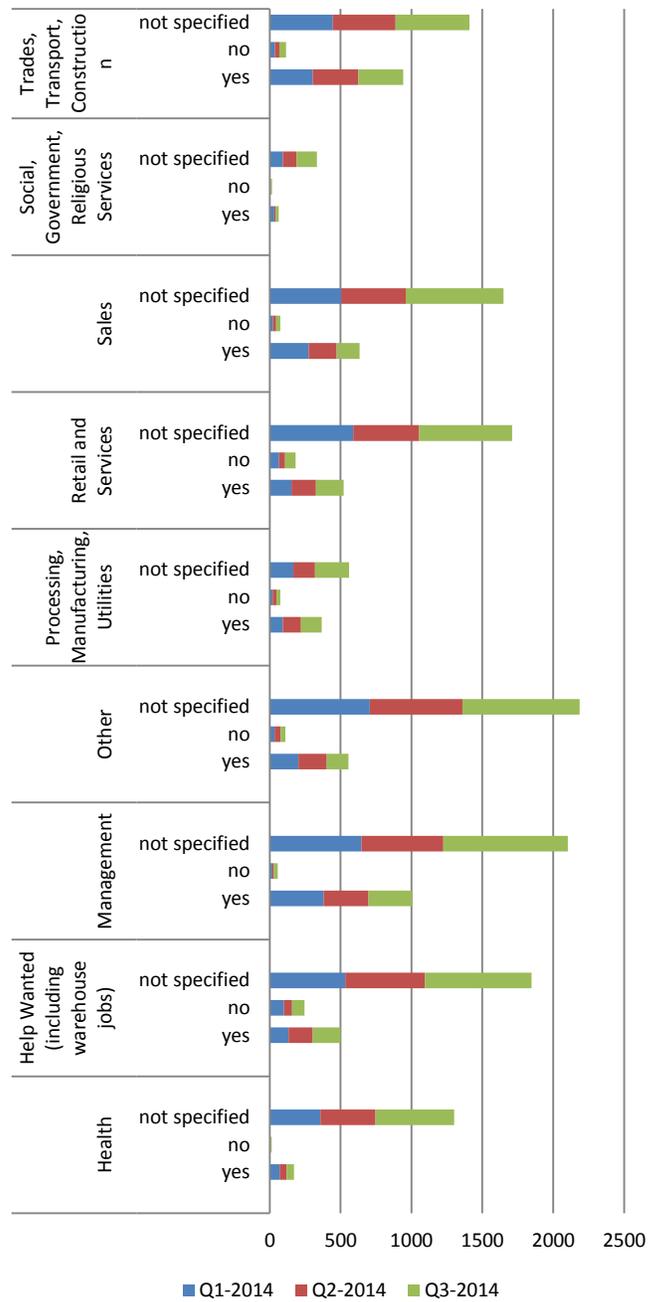


Worktrends.ca project is managed by the Elgin, Middlesex and Oxford Workforce Planning and Development Board

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Internet job postings in EMO region by occupational category and required experience



Data source: www.vicinityjobs.com

Figure 13



This report is based on data collected by VicinityJobs.ca.