

# Ontario Labour Market Report

Tuesday May 31, 2016

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## Career HeadStart: New career development program launched to help recent grads

Internship / Work Experience

Getting into your field after graduation can be quite difficult due to lack of experience. Receiving an opportunity where

you can prove yourself and build your experience is key in moving forward in your career. **IC Savings** understands this very common 'frustration' amongst recent grads and has launched **Career HeadStart** to address this barrier. This program targets post-secondary graduates and is a 12-month paid internship program that offers valuable workplace experience, mentoring, and training and networking opportunities in order to successfully transition into their careers from school.

With Career HeadStart, the GTA-based credit union will hire recent graduates for an incremental ten entry-level positions at its retail branches in the Greater Toronto Area, or its various business units, including mortgage lending and finance. There are currently six retail branches, with a seventh slated to open this summer in Etobicoke.

Candidates are eligible to apply if they meet certain criteria: they have been unable to find work in line with their academic track and career interests, they have graduated from an accredited Canadian college or university and have been out of school for at least six but not more than 24 months.

"Career HeadStart is our way of acting on our mandate for community development. We're investing in people and developing their potential and talents," said Fausto Gaudio, president and CEO of IC Savings. "Career HeadStart aims to help build the next generation of talent in the financial services sector, and credit unions in particular." This training and development initiative is part of a broader commitment by the credit union to employee training and development. IC Savings will undertake to hire at least 10% of its current workforce each year through this long-term initiative.

"Ontario's economy is projected to be one of the fastest growing in Canada thanks in large part to our diversified economy and our skilled and experienced workforce. In order to ensure Ontario continues to thrive, we need to ensure our young people are given the opportunities and tools they need to succeed," said The Hon. Charles Sousa, Minister of Finance. "I commend IC Savings for providing Ontario youth with valuable experience which will help them thrive in today's knowledge-based economy."

Successful candidates will gain a foothold in the challenging job market, acquiring hands-on

This document is just a sample of this week's **Ontario Labour Market Report**. To view the complete report, with links to items such as job postings and events, please review this week's email.

## Career Events

### Merry Maids is Holding a Job Fair in Oakville

Wed June 1st | 10am-2pm  
Location: 461 North Service Road West, B2, Oakville

### Metroland Media Group is Holding a Job Fair in Burlington

Wed June 1st | 4pm-7pm  
Location: 5300 Harvester Road, Burlington, Ontario

### Apex Systems is Holding a Job Fair in Mississauga

Thurs June 2nd | 2pm-7pm  
Location: 1830 Matheson Boulevard, Unit 1, Mississauga, Ontario

### Addition Elle (Reitmans Canada Ltd) is Holding 2 Job Fairs in Scarborough

Tues June 14th | 11am-7pm  
Location: 4520 Warden and Eglinton, Scarborough, Ontario  
Thurs June 16th | 11am-7pm  
Location: 4566 Queens Square, Scarborough, Ontario

experience and quality skills training to complement their related field of study. They will acquire fundamental job skills in retail banking during the 12-month placement, and through mentoring, they will develop valuable soft skills, including critical thinking, selling and time management. They will also learn about the broader Canadian financial co-operative system and model.

"On-the-job training, like your paid internship program, is vital for recent graduates - it gives them a chance to prove themselves and get the experience they need to succeed throughout their careers," said The Hon. Kevin Flynn, Minister of Labour. "And I know that IC Savings will also benefit from this program - bringing in young people with new ideas will breathe fresh life into any organization, and I'm sure it will lead to innovation at this great company."

Interested candidates are invited to visit the careers section at [www.icsavings.ca](http://www.icsavings.ca) for complete program details, to view the job postings and to apply. Application deadlines will vary by position and will be listed on each posting.

"IC Savings believes in a strong financial service sector, and Career HeadStart allows us to support both its growth and its success by investing in our community," added Mr. Gaudio.

## Canadians are confident in their employment

### Workplace Satisfaction / Staff Development

Job stability in this day can be temperamental and it is stressful when your means to support a living are not secure. But according to the latest ADP Canada Sentiment Survey, it would seem that compared to a year ago, 86% of working Canadians are confident, or even more confident in the stability of their jobs versus they way they felt a year ago. In terms of age group, millennials are the most optimistic with 46% of them reporting confidence in their employment stability.

"Confident employees are more focused and generally more engaged, which means they are comfortable with taking risks and innovating. This can lead to better performance and productivity," explains Virginia Brailey, Vice President of Marketing and Strategy at ADP Canada. "A confident workforce is a key ingredient in building a strong employer brand."

#### Job Stability Confidence

- Millennials (ages 18 - 34) are optimistic about the stability of their jobs with almost half (46%) saying they are more confident in the stability of their jobs than they were one year ago.
- A smaller percentage of older workers, particularly those ages 55-64 (24%), are more confident than a year ago, though most report they feel about the same as last year (57% of workers 35 and older).
- Almost half (47%) of Atlantic Canadians are more confident in the stability of their jobs than they were one year ago.  
One quarter (25%) of Albertans are less confident in the stability of their jobs than they were one year ago.

#### Keeping Confidence High

"Human Resources departments are being tasked with creating the programs and structures that support a strong employer brand," Brailey explains. "By investing in programs that build culture, leadership and employee opportunity, HR teams set their organizations up for long-term success. These investments make it easier to attract and retain top talent, even when workforce confidence falters," she added.

## Job Postings

### Youth Employment Specialist

TCET

Brampton, Ontario

Closes: June 1, 2016

### Contract Employment Specialist/Job Developer

West Neighbourhood House

Toronto, Ontario

Closes: June 1, 2016

### Employment Specialist

CORBROOK

Toronto, Ontario

Closes: June 2, 2016

### Employee Career Advisor \*NEW\*

University of Waterloo

Waterloo, Ontario

Closes: June 2, 2016

### Employment Consultant \*NEW\*

Sheridan College

Mississauga, Ontario

Closes: June 2, 2016

### Employment Counsellor

Leads Employment Services

London, Ontario

Closes: June 2, 2016

### Employment Counsellor/Job

Developer \*NEW\*

Community Microskills Development Centre

Toronto, Ontario

Closes: June 3, 2016

### Employment Consultant/Job Developer, Comp #16-17 \*NEW\*

Northern College

Timmins, Ontario

Closes: June 3, 2016

### Job Developer

Newcomer Centre of Peel

Peel, Ontario

Closes: June 3, 2016

Brailey points out, however, that many HR departments are stretched very thin, particularly in rapidly growing organizations. "It's important that HR teams have the time to connect to the workforce so they can create these programs," she added.

Employer brand-building ideas for organizations:

1. Invest in employee development: Creating long-term opportunities for employees aids in retention and builds your brand in the labour market. Opportunity-building can include formal training programs and informal assignments that build new skills.
2. Work on the culture: A great culture can be a competitive advantage in attracting and keeping top talent, especially for smaller organizations. Flexible work hours, formal and informal recognition programs, community involvement, and perks such as fitness programs can help build a unique culture that can super-charge performance.
3. Build great leaders: It is an old saying in HR that people don't quit companies, they quit bosses. Strong leaders are a key part of your employer brand. Your HR team should be working to identify future leaders and building programs to develop their skills so they're ready to step up when the organization requires it. Current leaders also need to be supported and coached to ensure they have the skills to pull the organization forward.

Maintaining high levels of employee confidence is a critical component of strategic planning for talent acquisition and retention. HR teams are increasingly shifting their focus from administrative tasks to strategic work, such as employer branding.

## Job hunting online post graduation?

Job Search / Technology

Job searching can be a daunting and frustrating experience and doing so online can add to these exasperations. It is an experience most people will go through in their life time many times over and the online resources one uses when job hunting can also be unclear and time consuming.

A recent survey of Canadians aged 18-30, conducted by Leger on behalf of Monster Canada, found that nine in 10 (88%) recent college or university graduates indicate they applied to a job online immediately following graduation, or plan to do so once they graduate.

"Every spring, we see a spike in job seeker activity at the entry level," says Sheryl Boswell, Director of Marketing, Monster Canada. "These findings show that recent graduates are making their time count by immediately launching into this important job search. This rite of passage can be daunting for those who have just closed the book on their post-secondary experience and may not know how to make the most of their search."

The majority of younger Canadians aged 18-30 (92%) have submitted an online job application, but when it comes to the process, younger Canadians have a number of pet peeves. The two aspects that were considered to be the most exasperating were: applying and never hearing anything back; and entry-level jobs that require a few years' of experience, with 81% of respondents indicating they found each aspect to be frustrating.

Rounding out the top five were: vague job descriptions (75%); uploading a resume then being prompted to enter the same information into the application system (74%); and confusing application systems (72%).

### Employment Counsellor

Times Change Women's Employment Service  
Toronto, Ontario  
Closes: June 6, 2016

### Employment Services Supervisor (ESS) \*NEW\*

PATH Employment Services  
Hamilton, Ontario  
Closes: June 8, 2016

### Employment Counsellor \*NEW\*

Agilec  
Orillia, Ontario  
Closes: June 8, 2016

### Career Specialist, Employment Services \*NEW\*

TCET  
Mississauga, Ontario  
Closes: June 9, 2016

### Career Specialist

vpi inc  
Oshawa, Ontario  
Closes: June 9, 2016

### Employment Settlement Specialist

Job Skills  
Newmarket, Ontario  
Closes: June 15, 2016

### Career Specialist, Employment Services \*NEW\*

TCET  
Malton, Ontario  
Closes: June 16, 2016

## Ontario Labour Market Report

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