



**Recruiting in Motion**  
*The Visual Advantage in Specialized Recruiting*

## General Musings on the Current Job Market: Autumn 2011

As Summer is fading into a distant memory and Fall is preparing to hit us with shorter days, colder temperatures and colourful foliage, the most common question recruiting professionals are asked is: "How's the job market?". The second most common question is: "How long will it take me to find my next job?". Question # 2 is significantly harder to answer, but I am more than happy to discuss my thoughts and personal opinion relating to the current job market.



Yes, we know that the worldwide economy is in turmoil and lately the stock market goes up and down faster than the rides at Canada's Wonderland. We also have heard that many countries are experiencing extremely high rates of unemployment and other countries in the Euro-zone are facing the possibility of going bankrupt. And with all of the crazy weather that we have experienced lately, it would not be surprising for one to suggest that Chicken Little may be right and the sky may actually be falling!

But I usually like to see my glass as half-full when looking at the factors affecting the job market. Some of these factors include:

- In Canada in 2011 (until August) the unemployment rate dropped from 7.4% to 7.2%;
- Overall Canada has added 252,000 jobs since 2010;
- The Greater Toronto Area remains the hottest job market in all of Canada;
- Canada remains one of the shiniest stars in an (unfortunately) bleak worldwide economy;
- Salary levels have remained strong in the white-collar and professional sectors within Canada.



At Recruiting in Motion, based on the above factors in addition to the uncanny intuition of our excellent recruiting staff, we are anticipating a high demand for skilled labour this Autumn. This high-demand will inevitably lead to "skills shortages" which we are already seeing in the IT, Finance and Sales/Marketing sectors in Southern Ontario.

In summary, if you are an employer intending to add staff to your organization over the next few months, my best advice would be to start the process early as high-quality candidates may be slightly harder to find and there will most likely be competition to attract them to your organization. If you are a potential candidate with a skill-set that is in-demand, my best advice would be to understand your marketability, and establish a strong relationship with a trusted recruiter who will keep you abreast of suitable roles as soon as they arise.

And, as always, stay optimistic and have an amazing Autumn!

Sincerely,

**Recruiting in Motion**