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Annual Job Forecast



careerbuilder® CANADA



2007 Job Forecast

Canadian employment growth will be steady through 2007, with the Organisation for Economic Co-operation and Development predicting the country's economy will remain stable in spite of an economic slowdown in the United States. Recovering from slow hiring in the summer months, Canada added more than 308,000 jobs in 2006, according to Statistics Canada estimates. This 1.7 percent increase in hiring marked the 14th year of consecutive employment gains. Meanwhile, the national unemployment rate dipped to 6.3 percent, the lowest level in nearly 30 years.

The positive climate for job seekers may worsen conditions for hiring managers already struggling with a shrinking labour pool. As the Baby Boomer generation nears retirement, smaller generations will be available to fill their ranks, threatening to further tighten the labour market. Already, 45 percent of employers said they have job openings for which they cannot find qualified candidates, and 16 percent reported it typically takes them two months or longer to fill their open positions.

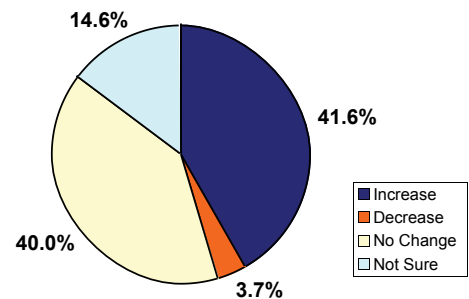
To become more competitive in 2007, Canadian employers will offer better salaries, improved career advancement opportunities and more flexible work schedules.

The following report examines major hiring trends for 2007 from more than 220 hiring managers and human resource professionals and more than 420 workers.

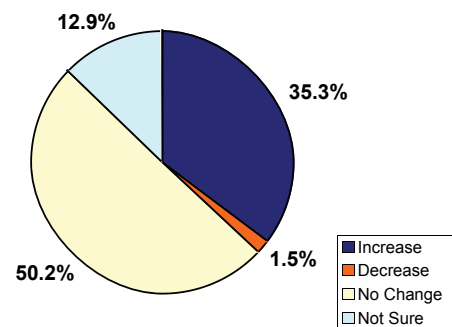
Hiring in 2007

Forty-two percent of private-sector hiring managers expect to increase their number

Does your company plan to increase, decrease or make no change in its number of full-time, permanent employees in all of 2007 compared to 2006?



Does your company plan to increase, decrease or make no change in its number of part-time employees in all of 2007 compared to 2006?



of full-time, permanent employees in 2007. Just 4 percent plan to decrease their staffs, and 40 percent predict no change. Fifteen percent are unsure how their headcount will change in the coming year.

Thirty-five percent of employers expect to increase the number of part-time employees at their organizations, while 2 percent plan to decrease their part-time staffs. Half of employers predict no change, and 13 percent are unsure of their plans to hire part-time workers.

Amount of Employees Being Recruited

Although 44 percent of employers expect to add 10 or fewer employees in 2007, many companies plan much larger staff increases. More than one-in-five hiring managers expect to add more than 50 workers, and one-in-ten plan to hire more than 100 employees.

Most Popular Positions

Employers expect to add the most workers in the sales, accounting/financial operations, hospitality, healthcare, customer service and information technology sectors. Forty percent of hiring managers plan to concentrate their recruiting efforts on the professional/technical staff level, while 18 percent will focus on administrative and clerical workers and 7 percent plan to target management positions.

Seven Major Hiring Trends for 2007

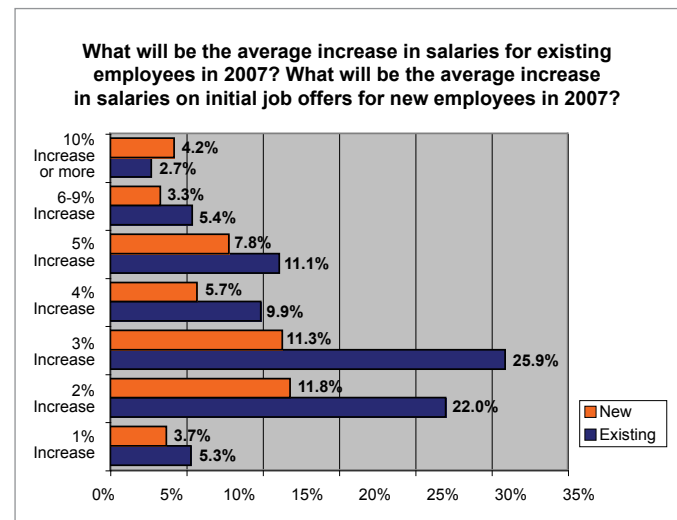
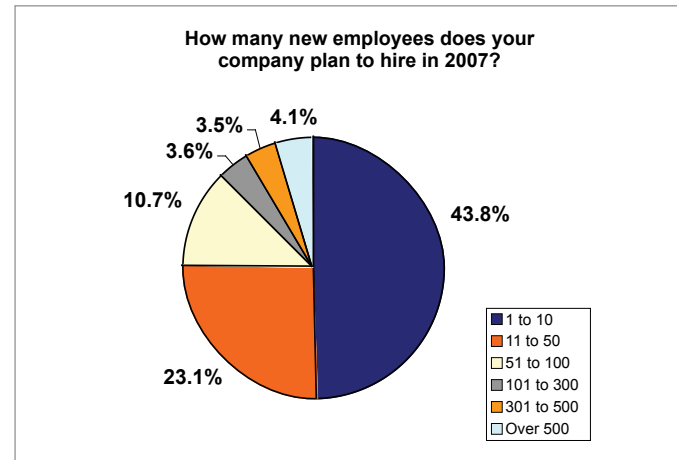
Bigger Paychecks

Employers plan to offer higher salaries as part of their recruitment and retention efforts. Eighty-three percent of hiring managers plan to increase compensation for their existing employees in 2007. Fifty-five percent will increase salaries by 3 percent or more, and nearly one-in-five will boost pay by 5 percent or more.

Nearly half of employers (48 percent) expect to increase salaries on initial offers to new employees. Thirty-two percent will increase compensation by 3 percent or more, and 15 percent will increase compensation by 5 percent or more.

Expanding Overseas

To establish and strengthen their global presences, 8 percent of Canadian employers



expect to expand their operations and hire employees overseas in 2007. An additional 14 percent reported they are considering increasing their overseas efforts.

Diversity Recruitment – Women and Disabled Workers in Demand

Recognizing the impact of workplace diversity on the bottom line, employers are making an effort to expand the demographics of their staffs. Hiring managers plan to recruit women and disabled workers more aggressively in 2007.

Most employers reported they will place the same amount of emphasis on hiring bilingual candidates as they did last year, and 5 percent plan to place an even greater emphasis on hiring these workers in 2007. Reflecting efforts to appeal to the national populace, 48 percent of employers said workers who speak both French and English will be the most valuable to their organizations.

Rehiring Retirees

As the Baby Boomer generation prepares to retire, employers are working to mitigate the impending loss of experienced workers. Nearly one-in-four employers said they will hire retirees from other companies or provide incentives to entice workers approaching retirement age to prolong their careers at their organizations.

Flexible Work Arrangements

As employees struggle to balance demanding workloads with personal responsibilities, companies are implementing programs to improve work/life balance. Twenty-seven percent of hiring managers said they are very or extremely willing to provide flexible work arrangements for employees such as job sharing or alternate job schedules in 2007. Sixteen percent are likely to allow employees to telecommute.

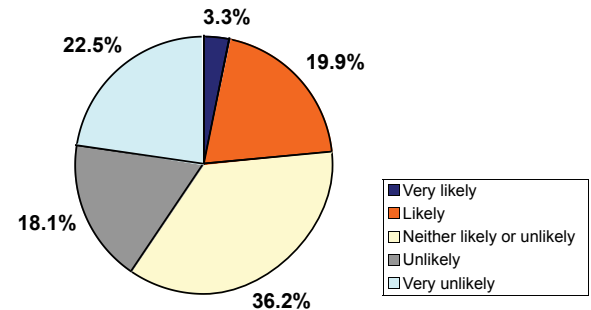
Career Advancement

One-in-four workers reported feeling passed over for a promotion in 2006. Recognizing that a perceived lack of career mobility can induce employee turnover, 37 percent of employers will be providing more promotions and career advancement opportunities for existing staff this year.

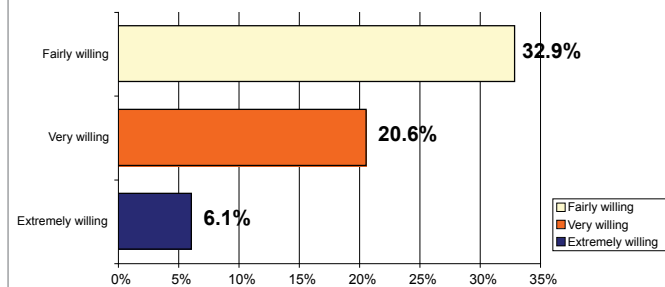
Training

To help ease the strain of a skilled worker

Will you rehire retirees from other companies or provide incentives for workers at or approaching retirement age to stay with your company beyond retirement age in 2007?



Will you be more willing to provide more flexible work arrangements for employees in 2007 such as job sharing and alternate schedules?



shortage, nearly nine out of 10 employers are willing to recruit workers who lack experience in their industry but have transferable skills.

Seventy-eight percent said they were willing to provide the necessary training and certifications to otherwise strong candidates who lacked experience in their industry.

Hiring and Compensation in Q1

Hiring

Thirty-nine percent of employers reported hiring additional full-time, permanent employees over the last three months. While 14 percent reduced their staffs, 42 percent reported no change and

5 percent said they were unsure whether staff levels had fluctuated.

Over the next three months, 42 percent of hiring managers expect to add new employees, while just 5 percent anticipate staff cuts. Forty-two percent expect no change in their rosters, and 12 percent are unsure of their hiring plans.

Compensation

Thirty-eight percent of employers said full-time employees' salaries have increased over the last three months, and 47 percent of hiring managers expect to further increase pay in the first quarter. Forty-nine percent plan to increase salaries by 3 percent or more, and 16 percent plan to increase salaries by 5 percent or more.

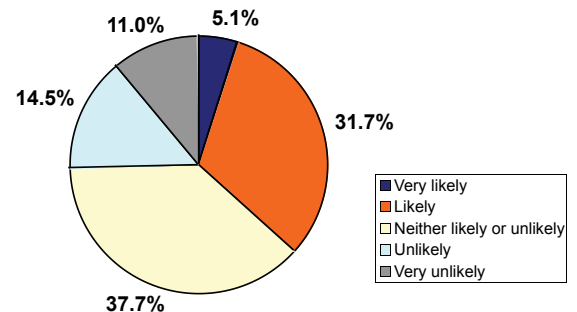
Job Satisfaction

Programs to improve employee retention have created strong overall job satisfaction. Sixty-three percent of workers reported they are satisfied with their jobs, and 19 percent describe themselves as dissatisfied.

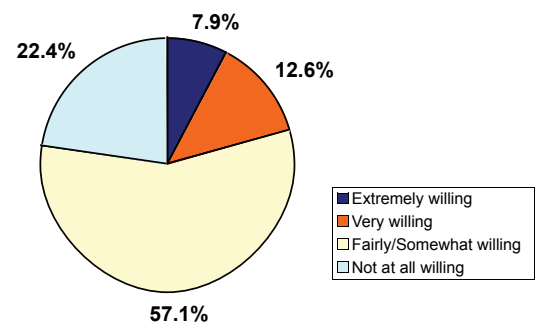
Still, a favourable job market is enticing candidates to search for more lucrative opportunities in 2007. Thirty-three percent of workers plan to leave their current positions within one year, and 48 percent will seek a new position within two years. More than half (51 percent) of workers planning to find new employment reported they are motivated by better pay or career advancement opportunities, while 11 percent plan to go back to school and 9 percent will seek out their dream jobs.

When asked about typical job factors that influence continued job satisfaction and retention, respondents conveyed the following:

Will you be providing more promotions and career advancement opportunities to existing staff in 2007?



Will you be willing to recruit workers who don't have experience in your particular industry or field and provide training/certifications needed for your open positions?



Pay

Thirty-two percent of workers report dissatisfaction with their pay, and 37 percent did not receive a raise in 2006. Of the workers who did see an increase, 30 percent received a bump of 2 percent or lower. In addition, two-thirds of workers did not receive a bonus last year.

Career Advancement

Thirty-four percent of workers report dissatisfaction with the career advancement opportunities provided by their employers. Eighty-five percent of respondents did not receive a promotion in 2006, and 25 percent believe they were overlooked for one.

Work/Life Balance

Twenty-six percent of workers report dissatisfaction with their work/life balance. Forty-two percent say their workloads are heavier than they were six months ago.

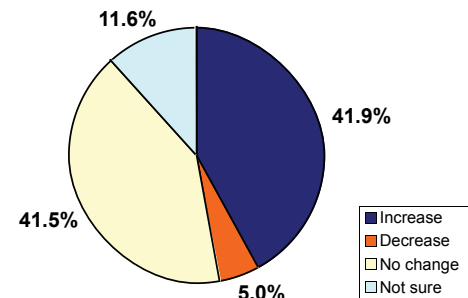
Training/Learning

Twenty-nine percent of workers are dissatisfied with the training and on-the-job learning opportunities provided by their current employers.

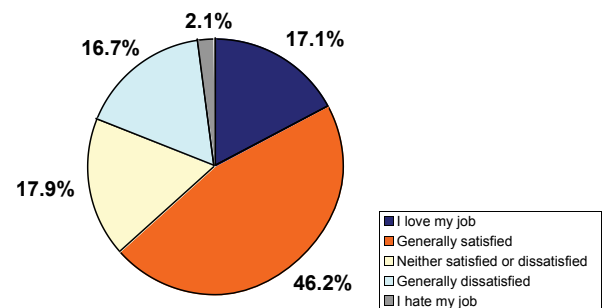
When considering new positions, workers say the most important attributes in a potential employer include:

- Good work culture (24 percent)
- Good career advancement opportunities (24 percent)
- Company's stability and longevity in the market (19 percent)
- Ability to offer flexible schedules (10 percent)

In the next three months, does your company plan to increase, decrease or make no change in the number of full-time, permanent employees?



How satisfied are you with your job overall?



CareerBuilder.ca's Job Forecast

About CareerBuilder.ca

CareerBuilder LLC is Canada's third largest visited job site, according to comScore Media Metrix Career Resources subcategory November 2006. Owned by Gannett Co., Inc. (NYSE:GCI), Tribune Company (NYSE:TRB), and The McClatchy Company (NYSE:MNI), CareerBuilder.ca powers the career centers for more than 75 Canadian partners that reach national, local, industry and niche audiences. These include leading portals such as Lycos Canada and AOL Canada. Job seekers visit CareerBuilder.ca every month to search for opportunities by industry, location, company and job type, sign up for automatic e-mail job alerts, and get advice on job hunting and career management. For more information about CareerBuilder.ca products and services, visit <http://www.careerbuilder.ca>.

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This survey was conducted online by Harris Interactive on behalf of CareerBuilder.com among 422 workers (employed full-time; not self employed) and 225 hiring managers (employed full-time; not self employed; with at least some involvement in hiring decisions), ages 18 and over within Canada between November 17 and December 11, 2006. Figures for age, sex, race/ethnicity, education, region and household income were weighted where necessary to bring them into line with their actual proportions in the population. Propensity score weighting was also used to adjust for respondents' propensity to be online.

With a pure probability sample of 422 or 225 one could say with a ninety-five percent probability that the overall results have a sampling error of +/- 5 and +/- 7 percentage points, respectively. Sampling error for data from subsamples is higher and varies. However that does not take other sources of error into account. This online survey is not based on a probability sample and therefore no theoretical sampling error can be calculated.