

LMI in the GTA

Getting Behind the Numbers

Research Presentation
Intergovernmental Committee for Economic & Labour Force Development
Tom Zizys
September 2015

Outline of presentation

- Description of assignment
- Main findings
- Some issues about labour market data
- Recommendations

Description of assignment

ASSIGNMENT

- How is LMI in the GTA produced, coordinated and used
- Recommend improvements

APPROACH

- Literature review
- Reviewed and assessed websites
- Interviews with key informants

What is LMI?

- Anything that helps a person to understand the labour market or to make a decision in relation to the labour market
 - ❖ Can be data or explanation
 - ❖ Can be quantitative or qualitative
 - ❖ Can be descriptive or analytical

Main findings

- Overall, the LMI is relatively plentiful and generally good
- There is a tendency to emphasize the data
- Of course there are shortfalls in the data
- The real gap is in understanding the data
- Do not see much point in proposing more data when we hardly use the data we have
- Could certainly use more LMI to understand the demand side

Available data

STATISTICS CANADA PRIMARY DATA

- National Household Survey
- Labour Market Survey
- Survey of Employment, Payrolls and Hours
- Canadian Business Counts
- Job Vacancy Statistics

EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA

- Canadian Occupational Projection System

Entry-point websites

Toronto Employment and Labour Market Information (TELMI)

Working in Peel Halton

Job Bank (federal government)

Labour Market Information – MTCU

Routes TO. Employment

Routes TO. Trades

Career Cruising

Other websites of relevance

- Municipal governments
- Workforce development boards
- Sites for labour market studies
- Job banks/job boards
- Other sources

Is the LMI fit for purpose?

- Great tendency to focus the question on the data component of LMI
- My own ambivalence about the value of data
- What does it mean when we seek to understand the data?
 - Trends
 - What measurement is important
 - What is the context

Paideuma

The complex of ideas which defines an era,
which conditions all thought and action

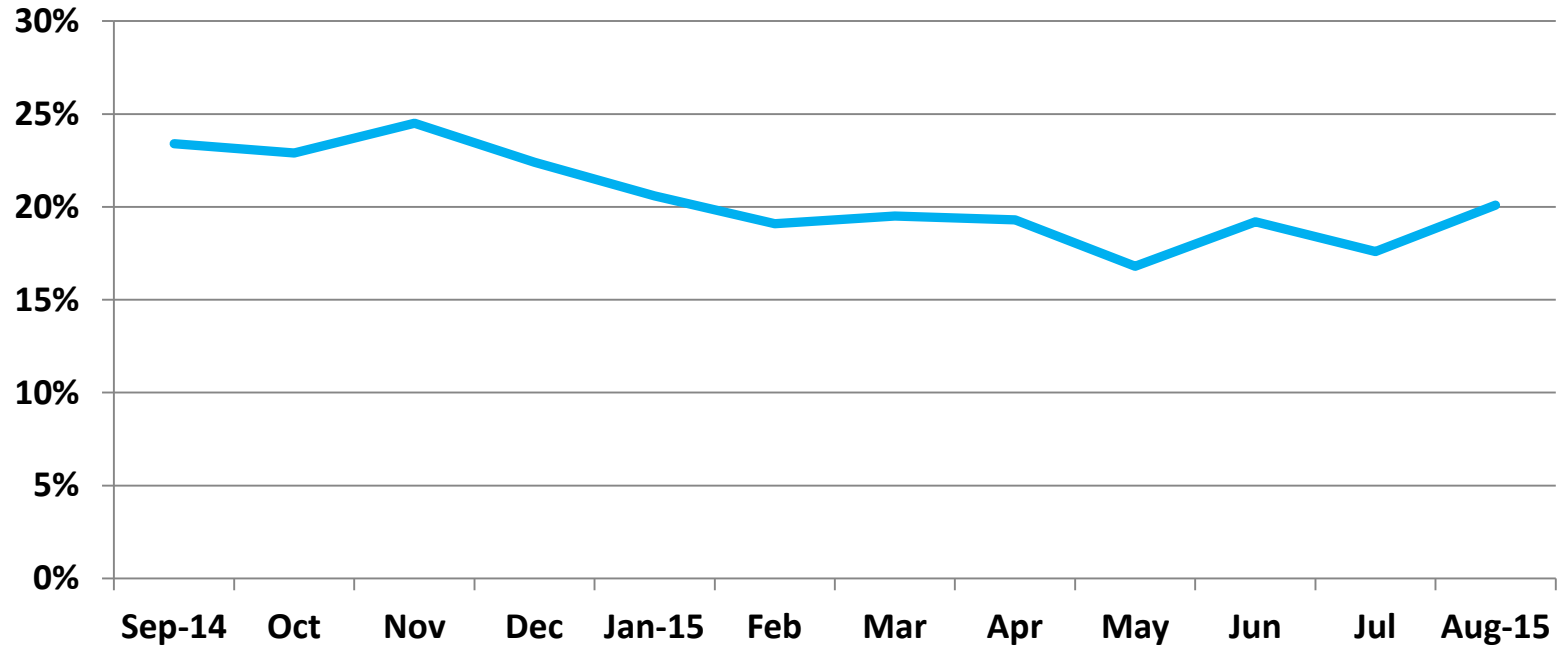


Leo Frobenius (1873-1938)
German ethnologist and archeologist

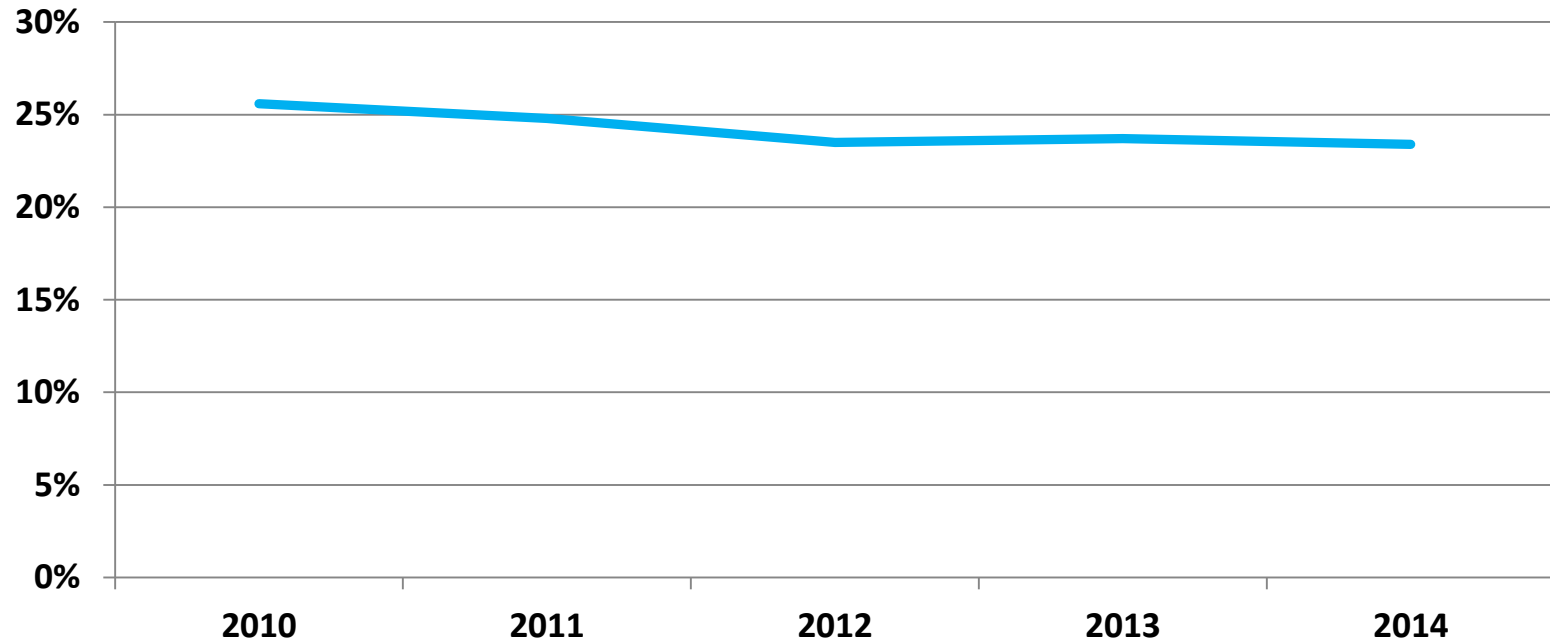
What's our "paideuma"?

- Data
- Immediacy
 - ❖ What gets measured gets valued
 - ❖ Short time horizon

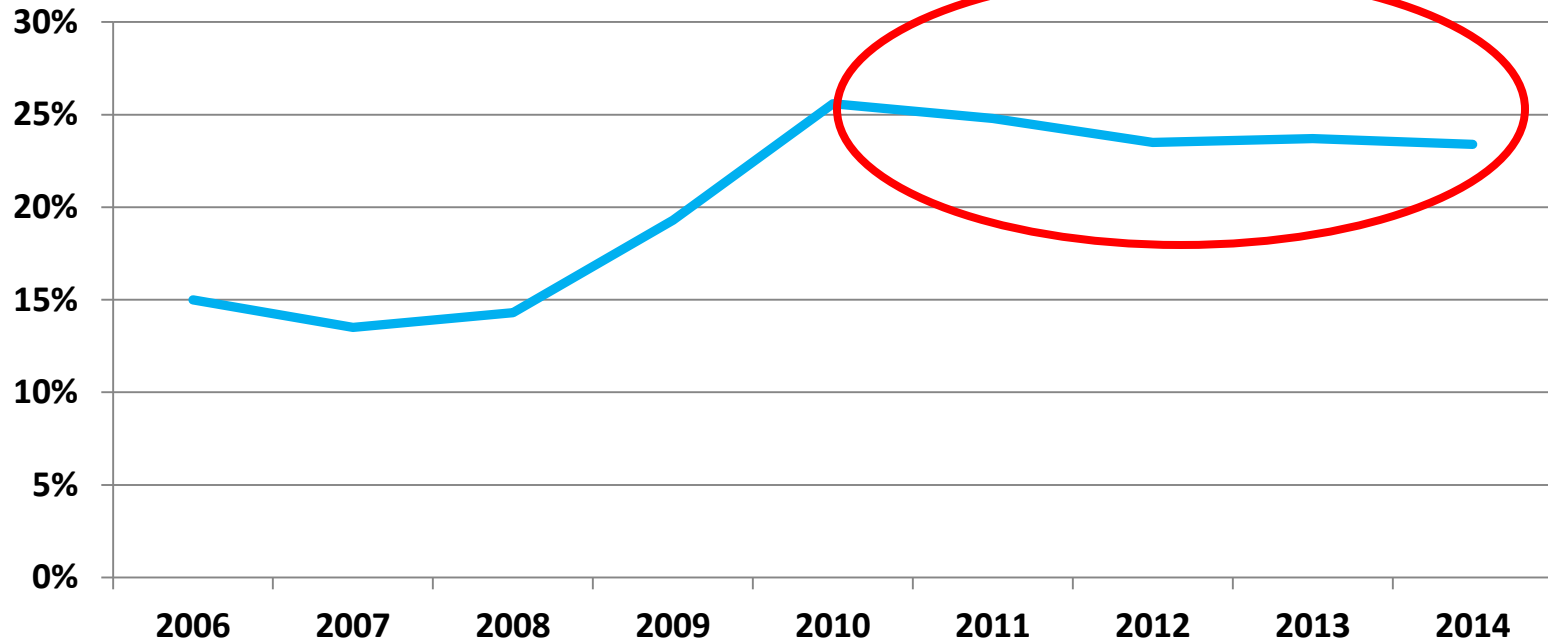
Percent unemployed for more than half a year, September 2014 to August 2015



Percent unemployed for more than half a year, Previous 5 years: 2010 to 2014



Percent unemployed for more than half a year, Previous 8 years: 2006 to 2014



What gets measured: Head Start

- Head Start – U.S. Pre-school program
- Early successes evaporate over time
- Parents very supportive
- Further tracking decades later showed:
 - ❖ Fewer learning disabilities
 - ❖ More high school completions
 - ❖ Fewer arrests
 - ❖ Less smoking and drug use

What gets measured

SUPPLY SIDE

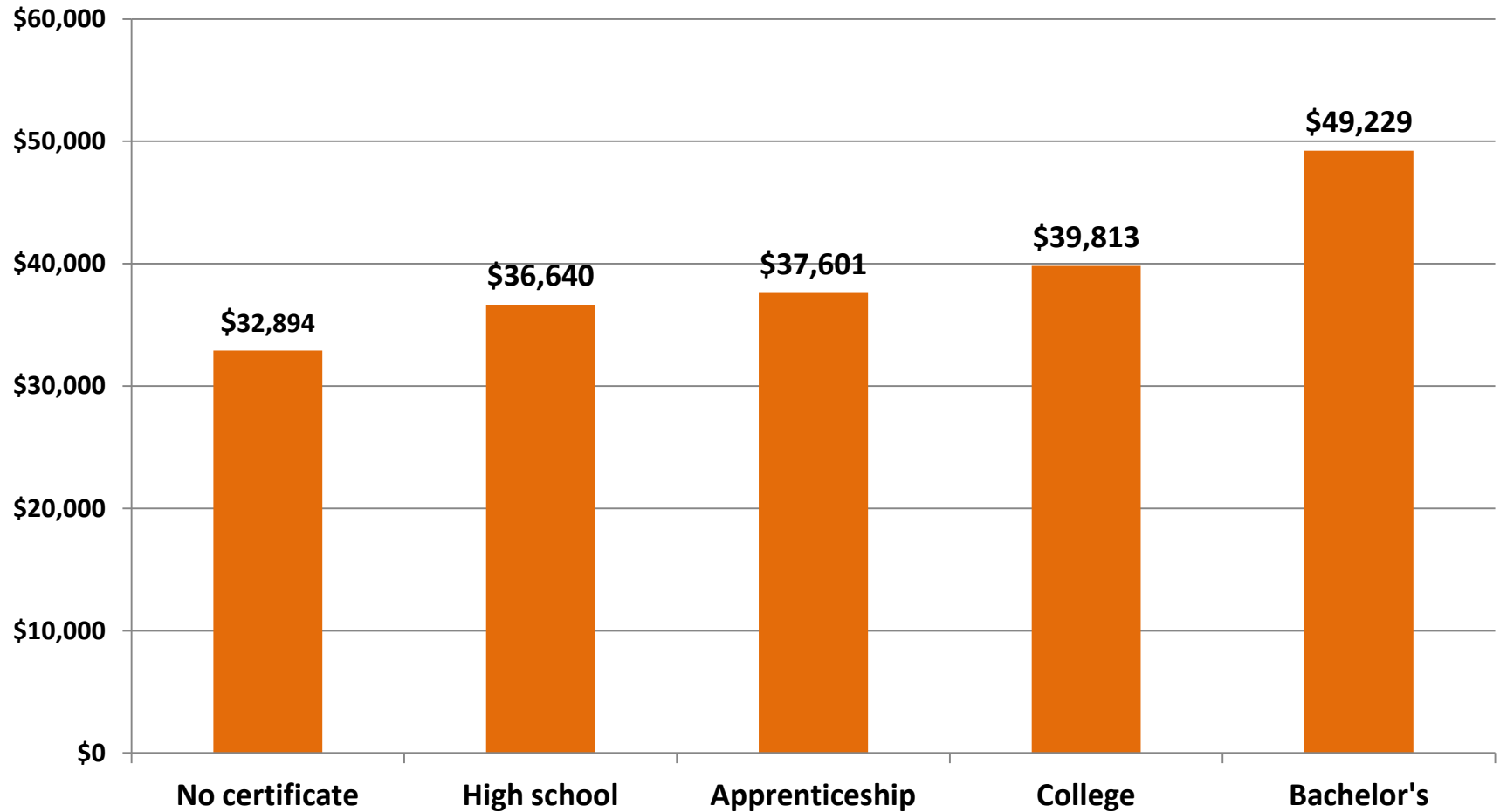
- Age
- Gender
- Canadian-born/immigrant
- Visible minority
- Education
- Employment income
- Occupation
- Industry

DEMAND SIDE

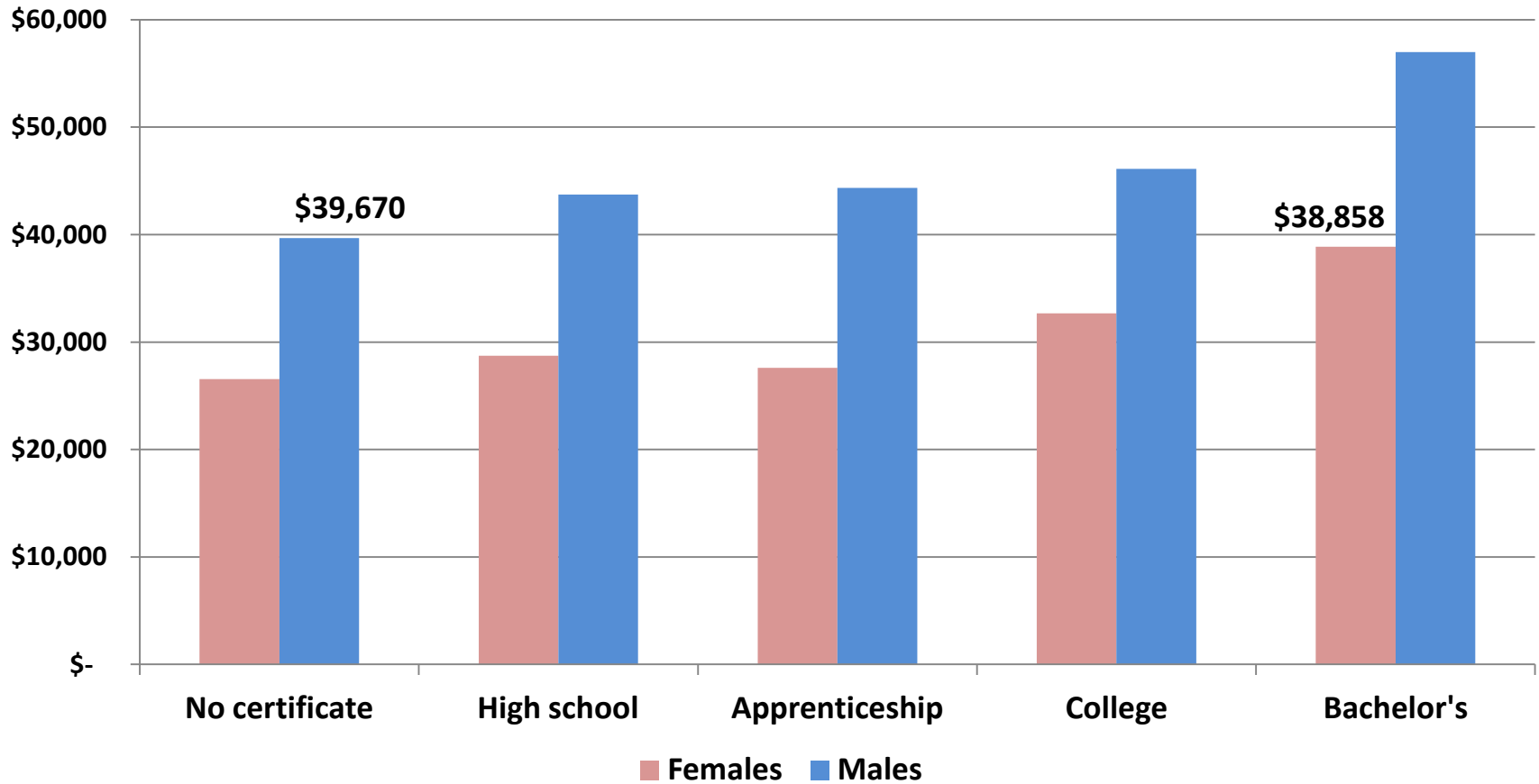
- Industry
- Number of employees

Nothing that provides insights regarding quality of employment or outcomes

Employment income, full-time full-year employees, retail sales clerks, Ontario 2010



Employment income, full-time full-year employees, males and females, retail sales clerks, Ontario 2010



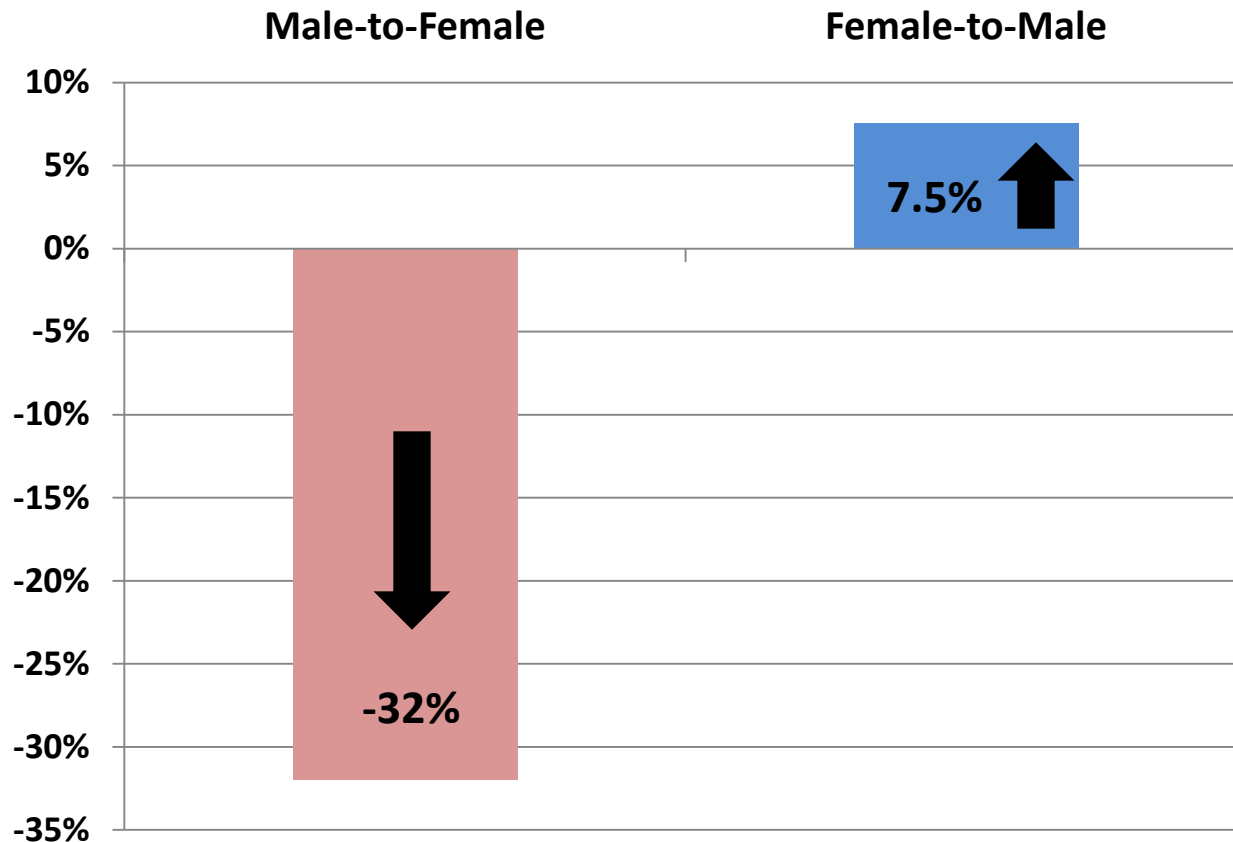
Gender wage gap

- “The existence of the gender wage gap can be explained by differences in occupations, job tenure, hours worked per week, and so on”
- Bliss v. The Attorney-General of Canada (1979): Supreme Court held that pregnant woman was not discriminated against for being denied access to UI sickness benefits
- “If s. 46 treats unemployed pregnant women differently from other unemployed persons, be they male or female, it is, it seems to me, because they are pregnant and not because they are women.”

Distribution of incidence of pregnancy, by males and females, Ontario 2014

	MALES	FEMALES
100%		
80%		
60%		
40%		
20%		

Change in employment income, by MtF and FtM transitions



Kristen Shilt, *Just One of the Guys? Transgender Men and the Persistence of Gender Inequality*, 2010

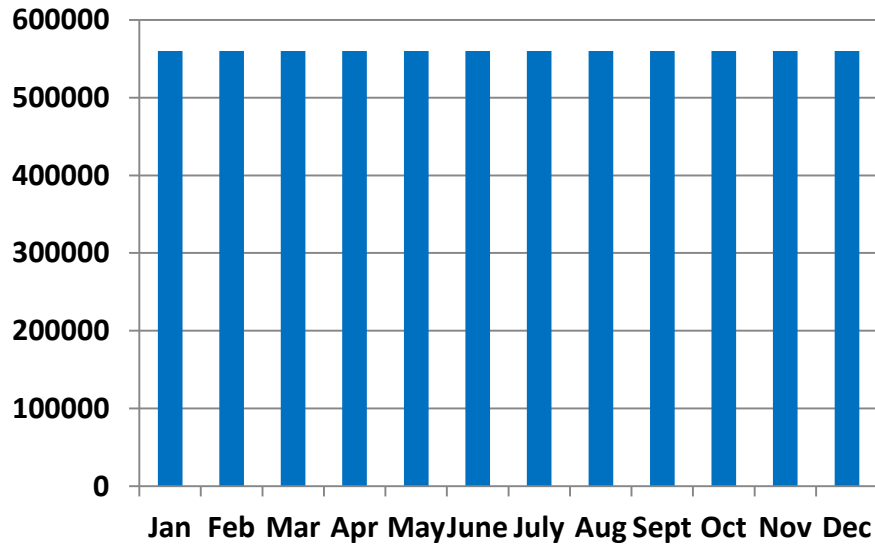
Margin of error (1)

STATCAN LABOUR FORCE SURVEY

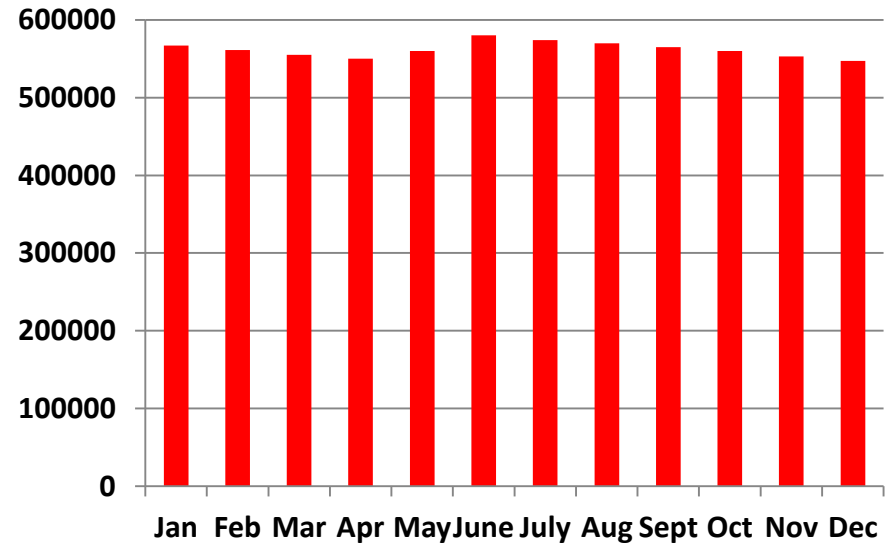
- Sample of 54,000 households in Canada
- 100,000 individuals
- For Ontario, @ 36,600 residents
- Consider unemployed: 560,000
- Relative standard error: 2.5%
- Two-thirds of the time, accurate within 2.5%, and 95% of the time, accurate within 5%

Margin of error (2)

No change in unemployed number



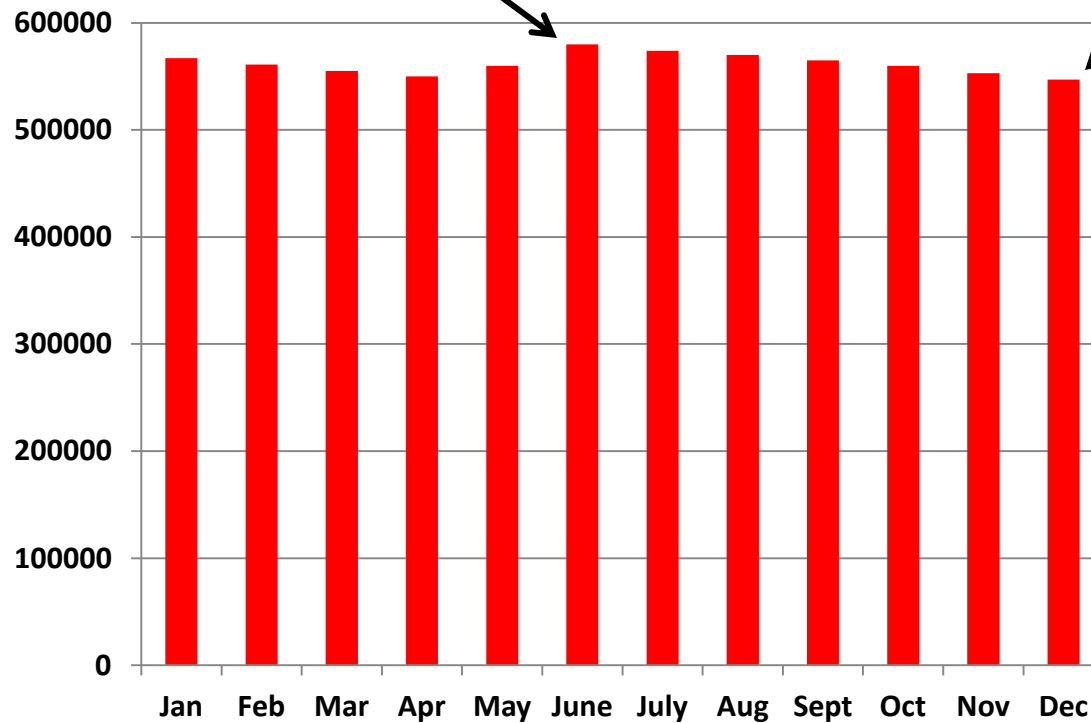
Within margin of error



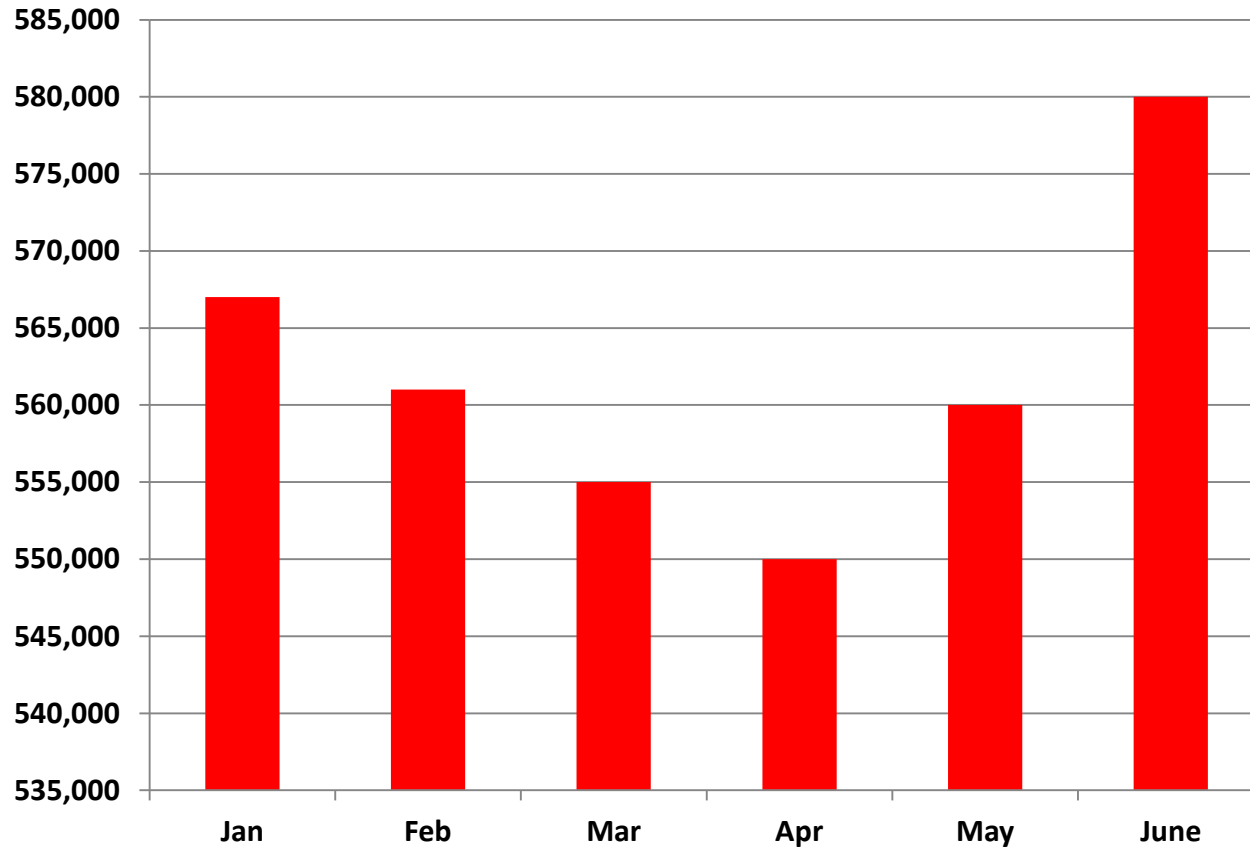
Margin of error (3)

“Unemployment increasing”

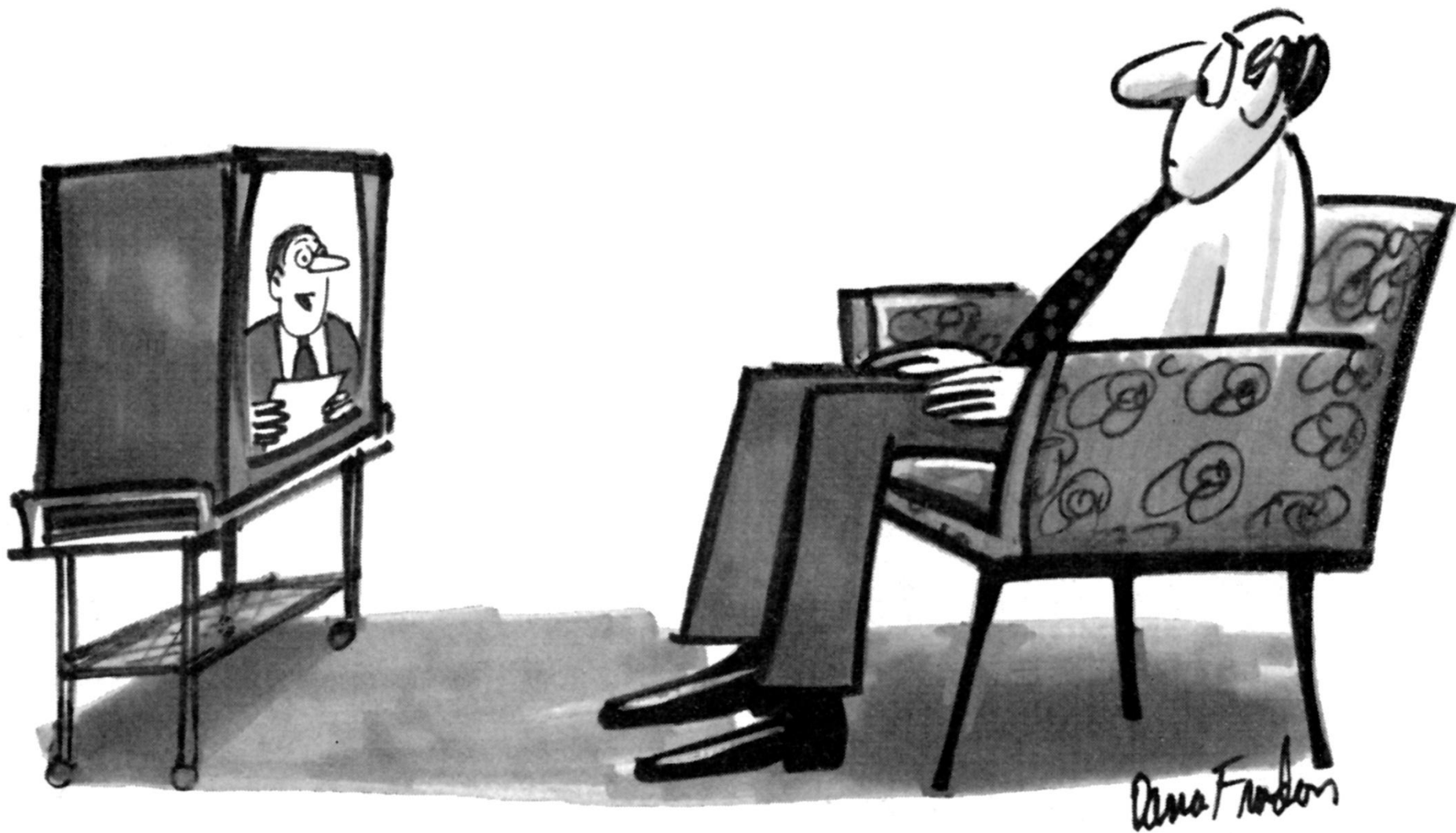
“Sixth month of jobless decline, recovery underway”



Margin of error (4)



Oftentimes, the change in the monthly number of employed reported by the Labour Force Survey is smaller than the margin of error.



*“Meaningless statistics were up one-point-five per cent
this month over last month.”*

Recommendations

1. Create a GTA LMI table
2. Collectively acquire customized data and analysis
3. Consider common dashboard indicators
4. Develop specific demand-side LMI gathering tools
5. Develop deeper, qualitative, demand-side LMI
6. Promote a single, super LMI portal? No