AFFINITY
SUMMER 2020
INSIGHTS

01 Employment continues to rebound

-3.0M IN EMPLOYMENT (2.5 M COVID RELATED)
FEB TO APR

+1.0M IN EMPLOYMENT
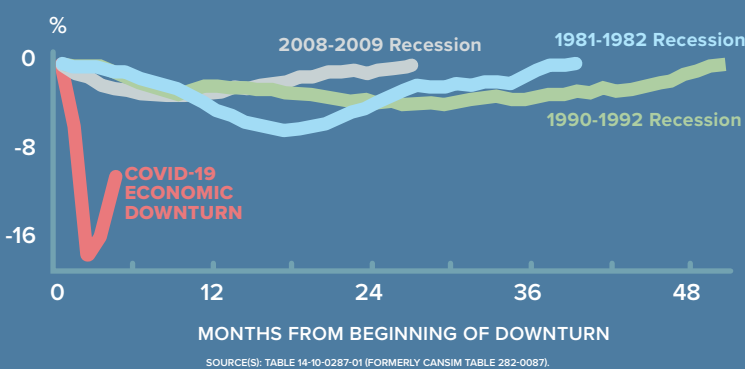MAY

+0.3M IN EMPLOYMENT
JUN
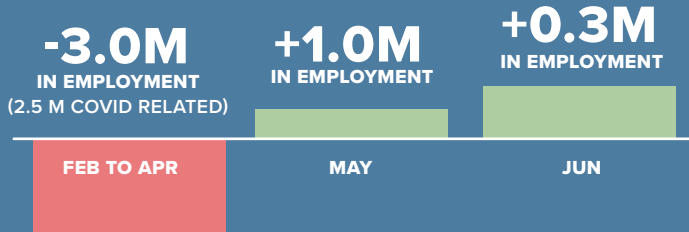
FORECAST (by Reuters poll) — Economy to rebound 30% in the current July-September quarter
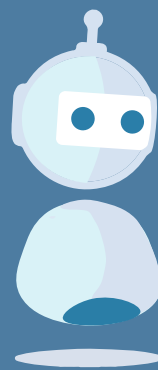
02 Employment gains continue in June

OF EMPLOYMENT

20M

17M

2016   2017   2018   2019   2020 JUNE
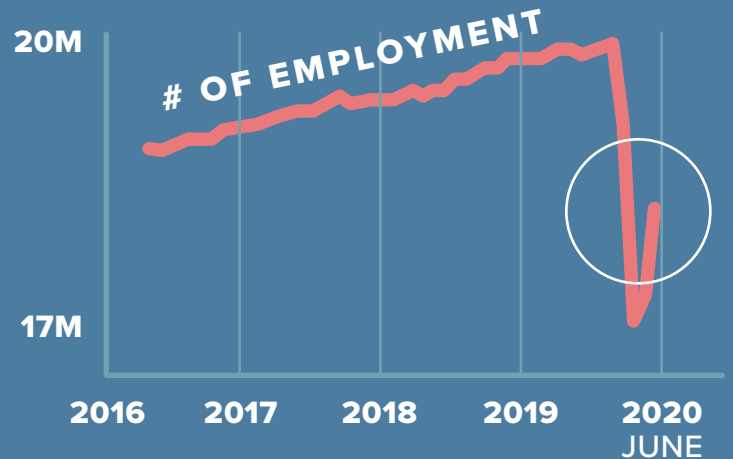
03 Employment percentage has a V-shape rebound

Chart: notable downturns from 1980 to 2020, Canada

%
0
-8
-16

2008-2009 Recession
1981-1982 Recession
1990-1992 Recession
COVID-19 ECONOMIC DOWNTURN

0   12   24   36   48

MONTHS FROM BEGINNING OF DOWNTURN

SOURCE(S): TABLE 14-10-0287-01 (FORMERLY CANSIM TABLE 282-0087).

04 60% of tech companies have pivoted their business

60% of tech companies have pivoted their business as a consequence of COVID, many to provide pro bono services and support to others, some to launch new products and services on their platform.

By the end of next year, there's estimated to be nearly a quarter million unfilled tech positions in Canada.

05 Outsourcing is now an option for every step of every value chain.

77% of Founders & CEOs

Say they don't have the talent and capabilities they need to achieve their goals. Incumbent CEOs also say the same thing in similar percentages.
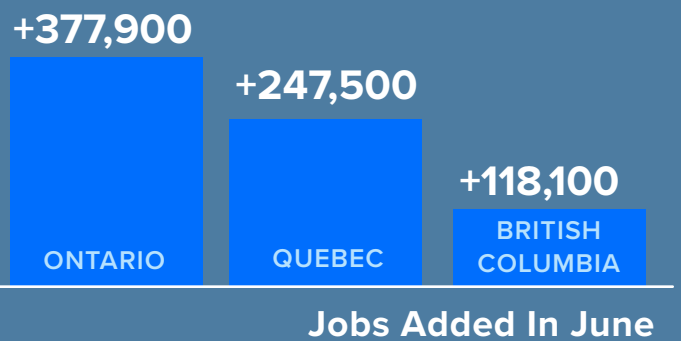(Survey by Founder's Forum)

For companies on the journey to scale insurgency, the solution to this problem is becoming increasingly clear: The time is now to deploy a new deal for talent - **Outsourced service provider**

06 Industries most impacted by COVID-19:

- Transportation
- Leisure & hospitality
- Mining
- Travel

07 Recovering the 1.8 million net jobs lost will be a long path in Canada.

+377,900
ONTARIO

+247,500
QUEBEC

+118,100
BRITISH COLUMBIA

Jobs Added In June

08 IT was named Canada's fastest growing industry yet again.

Cities like Toronto, Montreal and Vancouver are now well-established as leaders in a variety of tech disciplines including AI, clean tech and cloud computing.

10 47% of Canadian employees work remotely

According to research from Gartner, nearly **74%** of CFOs expect to transition a number of previously on-premise employees to remote work setups permanently in the aftermath of Covid-19.

Companies are adopting the latest technology, with the use of **collaboration platforms** up an estimated **30%**.

09 Skilled IT professionals are still in intense demand.

Top IT Jobs
1. DEVELOPER / PROGRAMMER
2. IT PROJECT MANAGER
3. QUALITY ASSURANCE ANALYST
4. DATA ANALYST
5. IT BUSINESS ANALYST
6. SENIOR SOFTWARE ENGINEER
7. NETWORK ADMINISTRATOR
8. TECHNICAL SUPPORT SPECIALIST

Top IT Skill Set
1. JAVA
2. LINUX
3. JAVASCRIPT
4. SQL
5. PYTHON
6. C# / .NET
7. C / C++
8. AGILE