

Labour Market Snapshot

PREPARED BY:  Workforce Planning Hamilton
Planification de main d'oeuvre de Hamilton

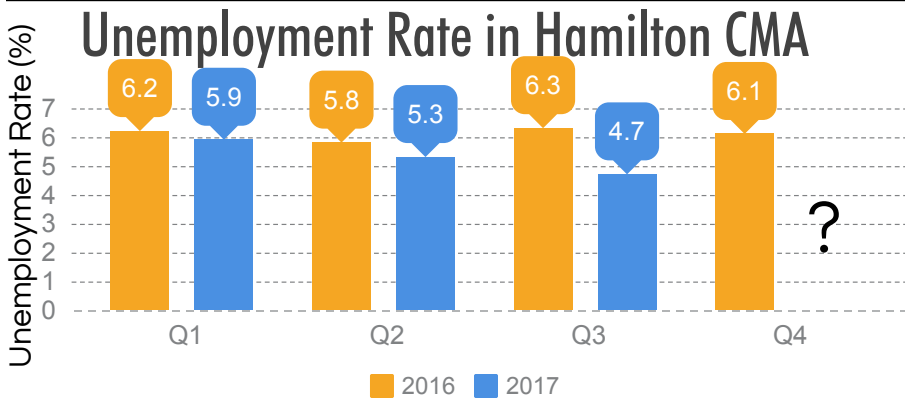
Data for July-Sept 2017
3rd Quarter

3 things to you'll learn about the 3rd quarter

1 Hamilton CMA's unemployment rate was 4.2 in September. It was the lowest since April 2005

2 Health care and social assistance grew by 11,600 people from the 3rd quarter of 2016

3 Assisting occupations in support of health services saw the greatest growth in employment

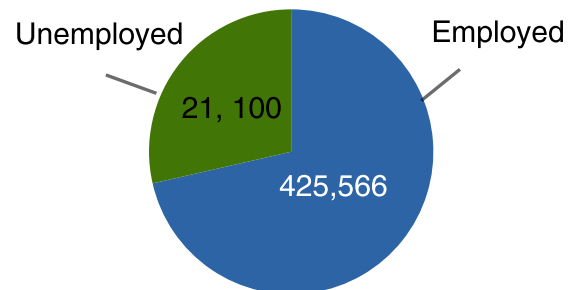


Hamilton's unemployment rate continues to drop steadily. It is currently the lowest rate the city has seen since April 2005.

July 2017:	5.4
August 2017:	4.6
September 2017:	4.2

Source: Statistics Canada. Table 282-0135- LFS

Hamilton CMA Quarter 3 2017



of people in labour force: 446,666

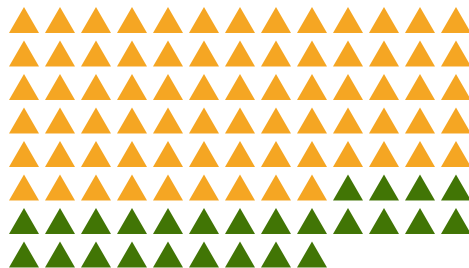
up 10% from Q3 2016

Source: Labour Force Survey 282-0135

Employment Type by Job Posting

According to Talent Neuron, the 3rd quarter of 2017 had:

11,171 online job postings



75% full time jobs

25% part time jobs

Source: Talent Neuron*

Source: Talent Neuron

Job posting site

- According to Talent Neuron, most jobs posted online came from
- Kijiji (4,043 postings)
 - Company's site (2,792 postings)
 - Workopolis (1,811 postings)
 - JobBank (1,205 postings)

About the Data

* Workforce Planning Hamilton (WPH) previously used job vacancy statistics from Vicinity Jobs Inc. Now, WPH uses Talent Neuron. This data collects from online job postings that include location, industry, occupation, type of employment, duration of employment and job posting source. Though the data uses appropriate sources and is obtained with a concrete methodology, some limitations exist. There are many unknown categories in all of the datasets because various job postings do not always provide details.

Labour Force Survey

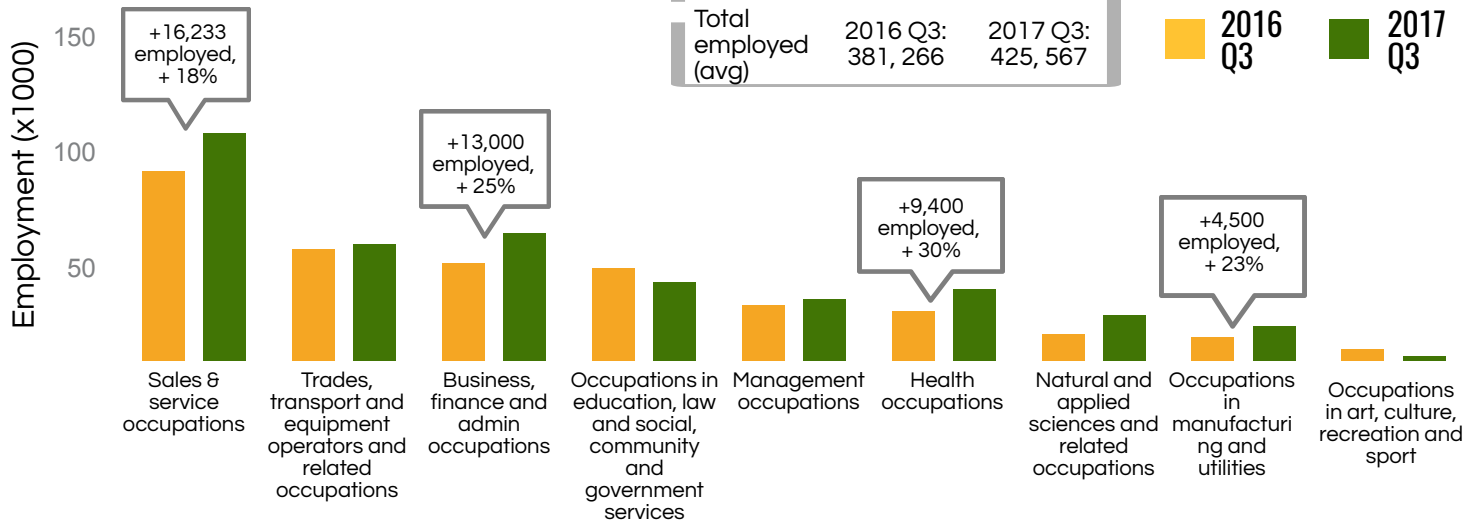
The Labour Force Survey is a monthly survey which measures the current state of the Canadian labour market and is used, among other things, to calculate the national, provincial, territorial and regional employment and unemployment rates. The Hamilton CMA (Census Metropolitan Area) includes Hamilton, Burlington and Grimsby.

Occupations by the numbers

Quarter 3 2016 vs 2017

44,300 more jobs in 2017 Q3 vs 2016 Q3

Source: Table 282-0158 Labour force survey estimates (LFS)



Occupations that are growing

Compared to 2016's 3rd quarter

Source: Table 282-0158 Labour force survey estimates (LFS)
 NOC 2- Digit

- Service support and other service occupations **+ 8,833 jobs, +54%**
- Assisting occupations in support of health services **+ 7,333 jobs, +137%**
- Technical occupations related to natural and applied sciences **+ 5,466 jobs, +64%**
- Administrative and financial supervisors and administrative occupations **+ 5,133 jobs, +40%**
- Specialized middle management occupations **+ 4,566 jobs, +57%**

Occupations that are declining

Compared to 2016's 3rd quarter

Source: Table 282-0158 Labour force survey estimates (LFS)

- Professional occupations in education services **-3,367 jobs, -17%**
- Transport and heavy equipment operation and related maintenance occupations **- 3,267 jobs, -20%**
- Care providers and educational, legal and public protection support occupations **- 2,600 jobs, -37%**
- Middle management occupations in retail and wholesale trade and customer services **- 2,366 jobs, -19%**

Occupations with the most job postings

Source: Vicinity Jobs



652 online job posting for retail salesperson



558 online job posting retail sales supervisors



512 online job posting for truck drivers



323 online job posting for other customer and information service rep.

What's happening in Hamilton?

What's happening in trades and accommodation?

A consortium of developers plans to build a 134-unit Hyatt branded hotel in Hamilton, creating 25 full-time positions. The \$20M project is expected to be completed in summer 2019.

Source: Job Market Trends, jobbank.gc.ca

What's happening in retail occupations?

Costco Wholesale Canada Ltd. will open a new store in Hamilton near Winona Crossing in the fall.

Source: Job Market Trends, jobbank.gc.ca

What's happening in transportation?

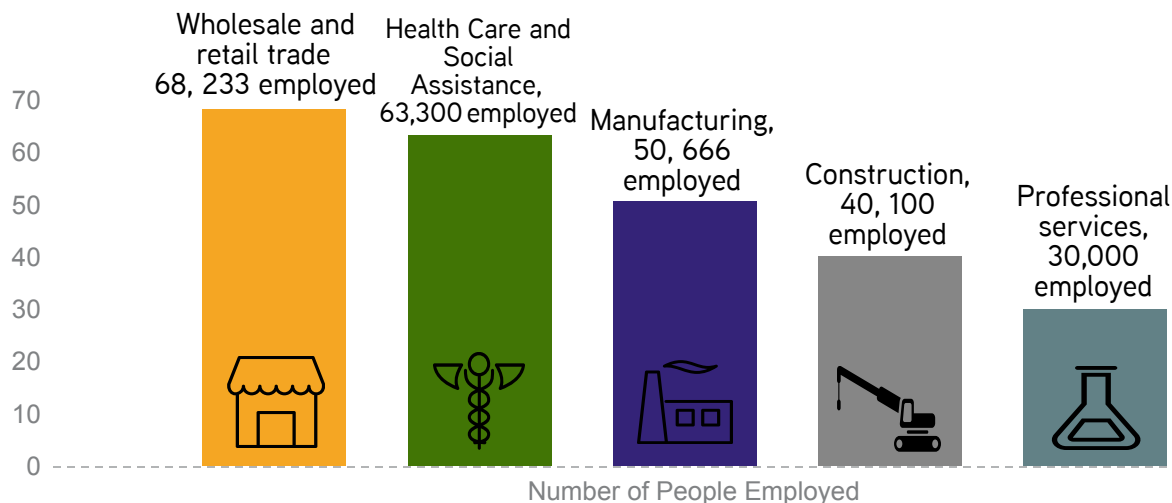
Canada Jetlines Ltd., a new ultra-low-cost airline, will provide local and international flights out of Hamilton and Waterloo beginning in June 2018

Source: Job Market Trends, jobbank.gc.ca

Industry information for Hamilton

Industries with the highest employment

3rd quarter, 2017



Industries with the most job postings

Source: Talent Neuron



Full-service restaurants



Pharmacies and Drug Stores



Radio and T.V. Broadcasting and Wireless Communications Equipment Manufacturing in Hamilton



Optical Instrument and Lens Manufacturing



All Other Business Support Services

Employment

2016 Q.3 vs 2017 Q.3

Source: Statistics Canada. Table 282-0130- LFS

Employment by Industry, 2017 Q.3

329,866

Jobs in the services-producing sector

98,300

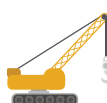
Jobs in the goods-producing sector



Health care and social assistance
+11,600 more people employed, +23%



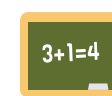
Manufacturing,
+9,300 more people employed, +22%



Construction,
+6,800 more people employed, +21%



Information, culture and recreation
-5,900 less people employed, -28%



Educational services
-5,000 less people employed, -16%



Other services (except public administration)
-3,700 less people employed, -20%



Overall, in the 3rd quarter of 2017, the number of people employed in the Hamilton CMA increased by 46,600 people from the 3rd quarter, 2016.

Skills in Hamilton

Employers with the most online job postings

Shoppers Drug Mart
 St. Joseph's Healthcare
 Hamilton Health Sciences
 Walmart
 Cara Operations Limited
 RBC
 Phoenix International Freight Services
 L-3 Communications
 Home Depot

Source: Talent Neuron

Skill Level

Source: VicinityJobs

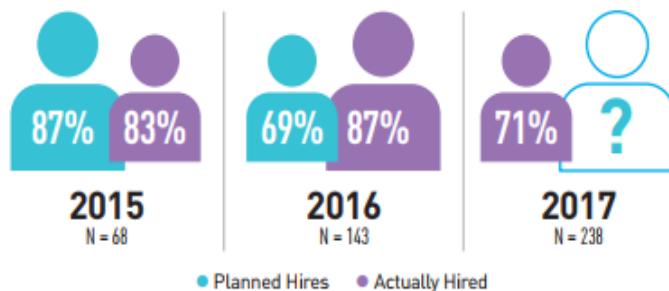
A: University Education	1461
B: College or Vocational Education or Apprenticeship Training	1584
C: Secondary School and/or Occupation-Specific Training	1581
D: On-the-job Training or No Formal Education Required	429

Where skill level is listed, most jobs in 2017's 3rd quarter required either a college or secondary school education.

Source: EmployerOne

LOCAL EMPLOYERS PLAN TO HIRE...

Employers are more optimistic this year in terms of planned hiring. They will most likely hire 1-4 people, and expansion is the major reason.



In 2016, 49% of employers had positions that were hard to fill. Here are some reasons that was the case.

WHY WERE POSITIONS HARD-TO-FILL?

- 1 Not enough applicants (57% of employers)
- 2 Lack of technical skills (54% of employers)
- 3 Lack of qualifications (education level/credentials) (40% of employers)

Source: EmployerOne



Workforce Planning Hamilton's annual EmployerOne survey results provides a timely picture of local employment trends



EmployerOne

This year, 238 employers completed the EmployerOne survey. The responses from employers represent virtually every sector and employer size in the local economy. The report shares information on Employment Outlook, Recruitment, Skills and Education

Find the report on our website

Labour market information

Labour market information can help you make informed career decisions, learn about the workforce landscape, and see what industries and occupations are in demand. For more local labour market information, visit:

www.workforceplanninghamilton.ca

