

# Labour Market Snapshot

PREPARED BY:  **Workforce Planning Hamilton**  
Planification de main d'oeuvre de Hamilton  
www.workforceplanninghamilton.ca  
2017 in Review

## 3 things to know about the labour market in 2017

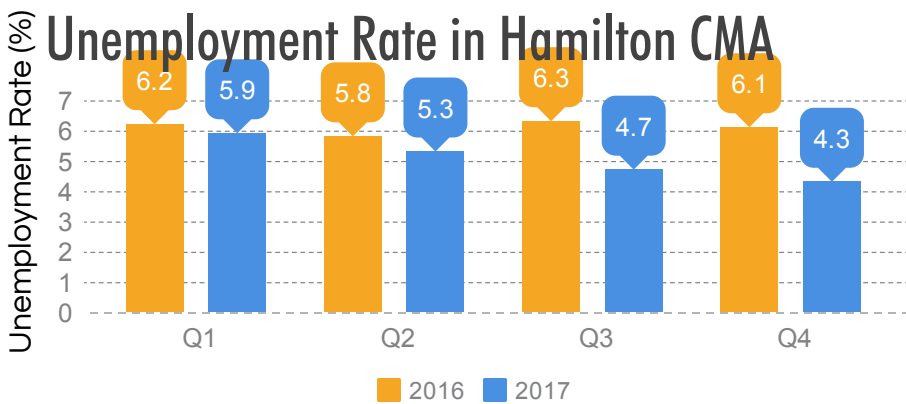
**1** The job with the most online job postings was: transport truck drivers

Source: TalentNeuron

**2** The top certification in demand is a driver's license and a first aid certificate

Source: TalentNeuron

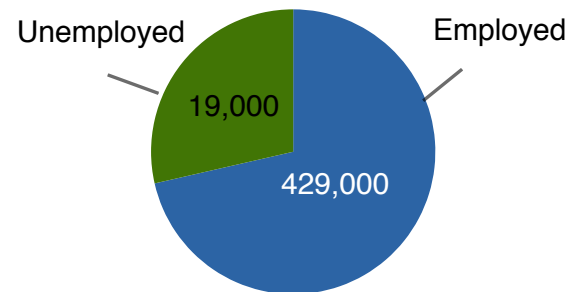
**3** Unemployment rate remained consistently low in the last 2 quarters



Unemployment Rate by month  
 October 4%    November 4.2%    December 4.6%

Source: Statistics Canada. Table 282-0135- LFS

## Hamilton CMA Quarter 4 2017



# of people in labour force: 448,000

Source: Labour Force Survey 282-0135

## What's happening in Hamilton?

### What's happening in retail?

A Farm Boy grocery store will open in Hamilton this spring. A job fair will be held on January 19 and 20 to fill 140 full- and part-time positions.

Source: Job Market Trends, jobbank.gc.ca

### What's happening with the minimum wage increase?

People will pay more to visit conservation areas in the new year to help cover the cost of increasing the minimum wage to \$14 on Jan. 1.

Source: The Hamilton Spectator Nov.08.17

### What's happening in education?

Hamilton's public high schools are going on a rare hiring spree, 46 extra high school teachers will be hired

Source: HWDSB Newsletter, Jan 29 2018

## 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.

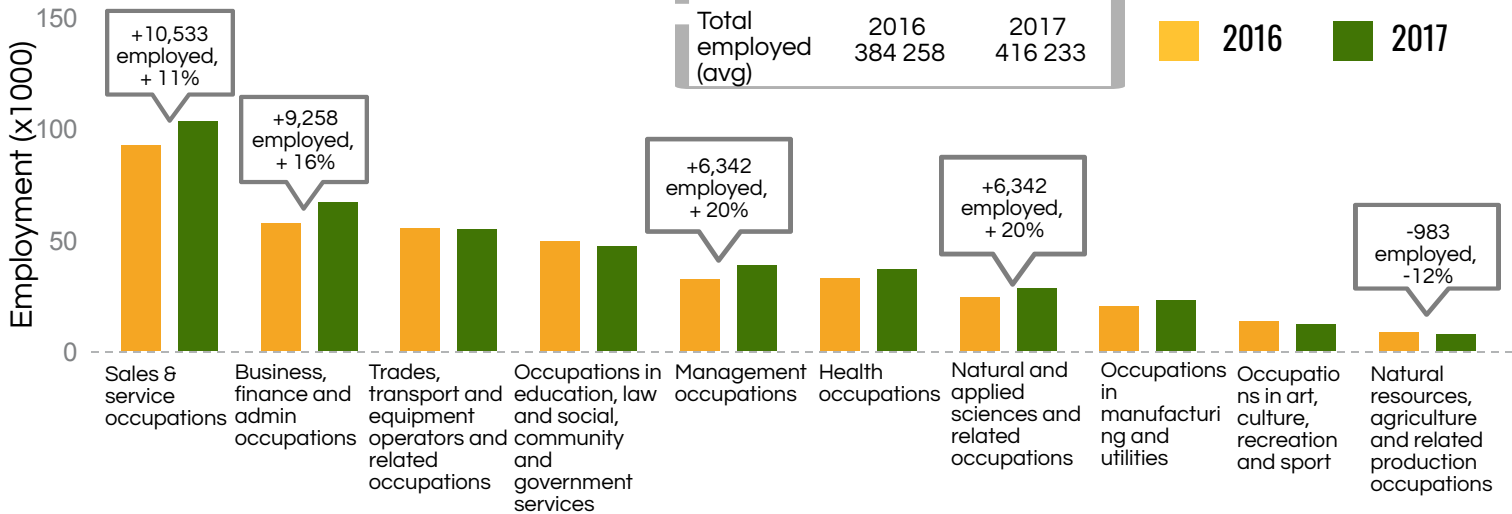
### Labour Force Survey

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.

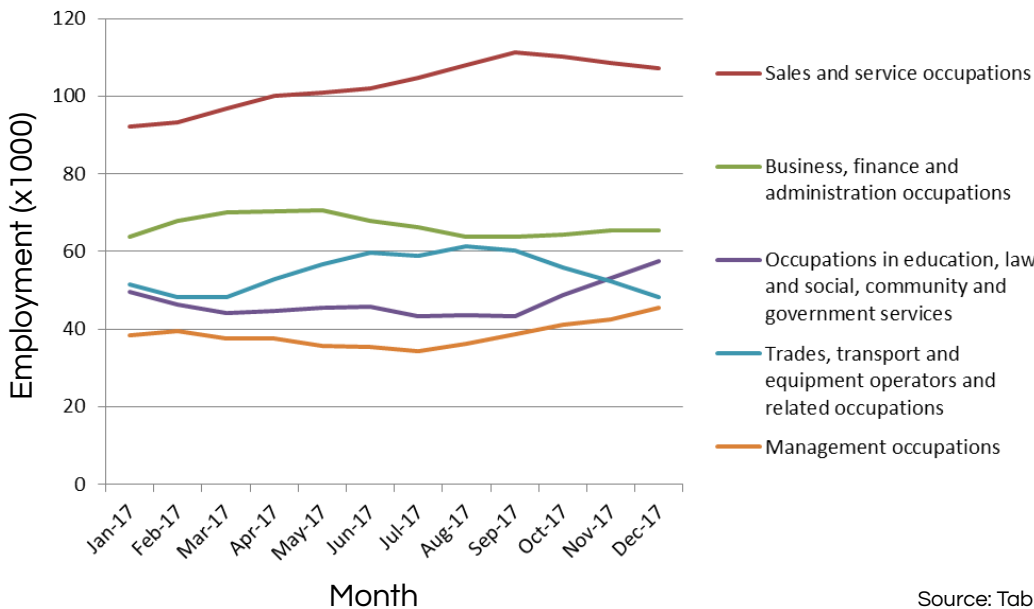
# Occupations by the numbers

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

Year in review 2016 vs 2017



## Year in review (2017)



In 2017, over 100,000 people were employed in sales and service occupations throughout the year. Employment in this area spiked in August and September and then plateaued.

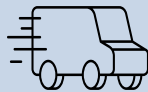


Management occupations saw a growth in employment numbers in 2017 and so did occupations in education, law and government services.

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

## Occupations with the most job postings

Source: Talent Neuron



1,797 online job posting for truck drivers



1,492 online job posting for retail salesperson



1,297 online job posting retail sales supervisors



932 online job posting for customer and information service rep.

## Occupations that are growing

2017 avg vs. 2016 avg  
Source: Table 282-0158 Labour force survey estimates (LFS)

- Service support and other service occupations: +5,850 jobs, +34%
- Administrative and financial supervisors and administrative occupations: +5,175 jobs, +30%
- Assisting occupations in support of health services: +3,858 jobs, +62%
- Retail sales supervisors and specialized sales occupations: +3,591 jobs, +28%

## Occupations that are declining

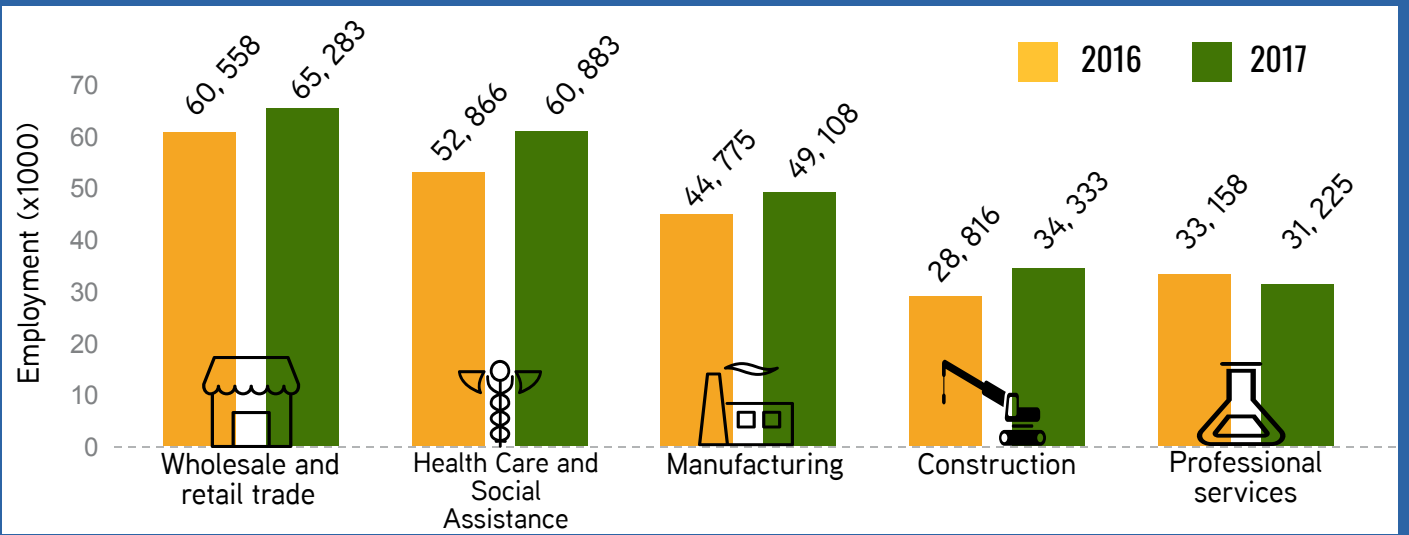
2017 avg vs. 2016 avg  
Source: Table 282-0158 Labour force survey estimates (LFS)

- Transport and heavy equipment operation and related maintenance occupations: -2,950 jobs, -20%
- Professional occupations in education services: -2,433 jobs, -12%
- Professional occupations in health (except nursing): -1,600 jobs, -18%
- Sales support occupations: -1,441 jobs, -11%

# Industry information for Hamilton

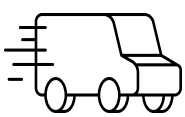
## Industries with the highest employment

2016 vs. 2017



## Industries that find recruitment challenging

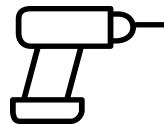
Source: EmployerOne



Transportation and Warehousing



Finance and Insurance



Construction



Manufacturing



Professional, scientific and technical services

## Employment

2016 vs 2017

Source: Statistics Canada. Table 282-0130- LFS

Employment by Industry, 2017

326,375

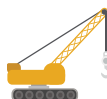
Jobs in the services-producing sector

89,908

Jobs in the goods-producing sector



Health care and social assistance  
+8,007 more people employed, +15%



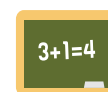
Construction,  
+5,517 more people employed, +19%



Wholesale and retail trade  
+4,725 more people employed, +8%



Information, culture and recreation  
-2,950 less people employed, -16%



Educational services  
-1,933 less people employed, -6%



Other services (except public administration)  
-625 less people employed, -4%

Overall, in 2017, there were 32,033 more people employed than in 2016. 78% of the employment was in the services-producing sector.

# Skills in Hamilton

## Employers with the most online job postings

Shoppers Drug Mart	834
Hamilton Health Sciences	506
St. Joseph's Healthcare	430
Phoenix International	358
Walmart	283

Source: Talent Neuron

## Skill Level

A: University Education	5449
B: College or Vocational Education or Apprenticeship Training	5847
C: Secondary School and/or Occupation-Specific Training	6480
D: On-the-job Training or No Formal Education Required	2684

Total job postings in 2017: 28, 440

Source: VicinityJobs

## Soft Skills in Demand

- Oral and written communication
- Detail oriented
- Team player
- Customer service oriented
- Problem solving

## Hard Skills in Demand

- Bilingual
- Blueprints
- Quality Assurance
- Forklifts
- Customer relationship management

Source: Talent Neuron

## Early EmployerOne Findings

At the time of this publication, 245 employers in Hamilton had completed the survey [Jan 31 2018]

- 45% of employers stated that the number of employees in their organization is growing. This means that business is growing!
- 87% of employers reported that they hired staff in 2017
- The jobs that were most difficult to fill in 2017 were: drivers, personal support workers, manufacturing labourers, and cooks

Source: EmployerOne



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



EmployerOne

The EmployerOne responses 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](http://www.workforceplanninghamilton.ca)



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