

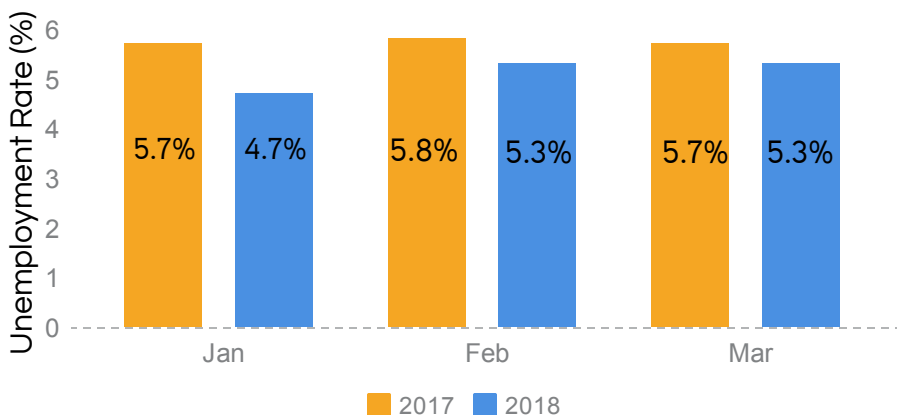
# Labour Market Snapshot

PREPARED BY:  **Workforce Planning Hamilton**  
Planification de main d'oeuvre de Hamilton  
www.workforceplanninghamilton.ca  
2018 Quarter 1 (Q1)

## 3 things to know about the labour market in 2018 Q1

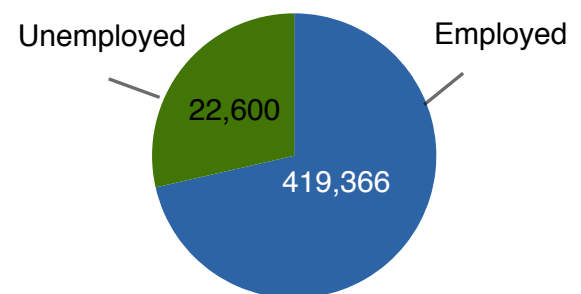
- 1** Unemployment rate continues to chart lower than the provincial average
- 2** Employment in sales and service occupations increased 16% year over year
- 3** Employment in health occupations is down 32% year over year

### Unemployment Rate in Hamilton CMA



Source: Statistics Canada. Table 282-0135- LFS

### Hamilton CMA Quarter 1 2018



442,000 people were in the labour force in 2018 Q1.

Source: Statistics Canada. Table 282-0135- LFS

## What's happening in Hamilton?

#### What's happening in the professional industry?

The Fraunhofer Project Centre for Biomedical Engineering and Advanced Manufacturing, a \$33M biomedical research centre, opened in McMaster Innovation Park. It is expected to create 75 highly skilled jobs.

Source: Job Market Trends, jobbank.gc.ca

#### What's happening in Stoney Creek?

It is projected that 1,100 jobs will be added to the Stoney Creek area by the year 2031

Source: Hamilton Spectator, Mar. 2018

#### What's happening in Hamilton?

Over \$480,000 was allocated to projects aimed at attracting visitors to Hamilton's business districts.

Source: Global News, Mar. 14 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.

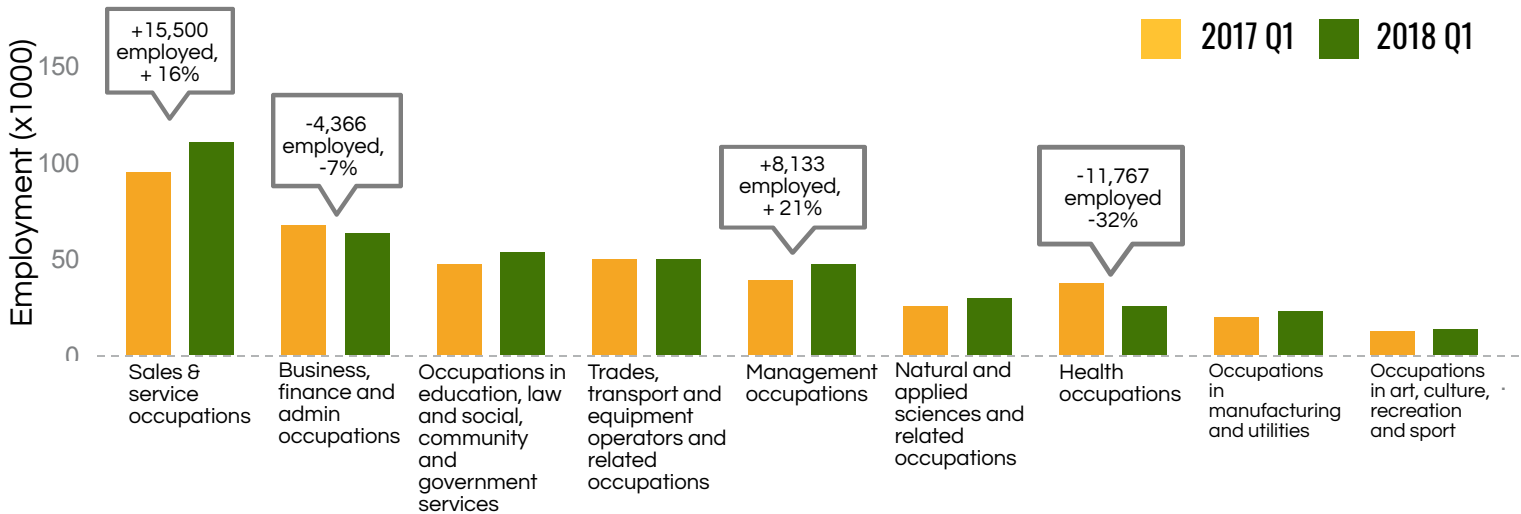
#### Labour Force Survey

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)  
2 Digit NOC

Year in review 2017 Q1 vs 2018 Q1



## Jobs with the highest employment in Q1



Service support and other service occupations

25,900 people employed



Administrative and financial supervisors and admin. occupations

21,033 people employed



Sales representatives and salespersons - wholesale and retail trade

20,666 people employed



Retail sales supervisors and specialized sales occupations

20,500 people employed

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

## Jobs with the most changes over Q1



Retail sales supervisors and specialized sales occupations

Up 2,600 jobs from Jan 2018



Transport and heavy equipment operation and related occupations

Up 2,400 jobs from Jan 2018



Professional occupations in education services

Down 2,900 jobs from Jan 2018



Middle management occupations in trades, transportation, production and utilities

Down 4,100 jobs from Jan 2018

## 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 Q1 avg vs. 2018 Q1 Avg

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

Service support and other service occupations	+ 6,100 jobs, +31%
Sales support occupations	+ 5,200 jobs, +50%
Retail sales supervisors and specialized sales occupations	+ 4,267 jobs +26%
Specialized middle management occupations	+ 4267 jobs, +31%

## Occupations that are declining

2017 Q1 avg vs. 2018 Q1 Avg

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

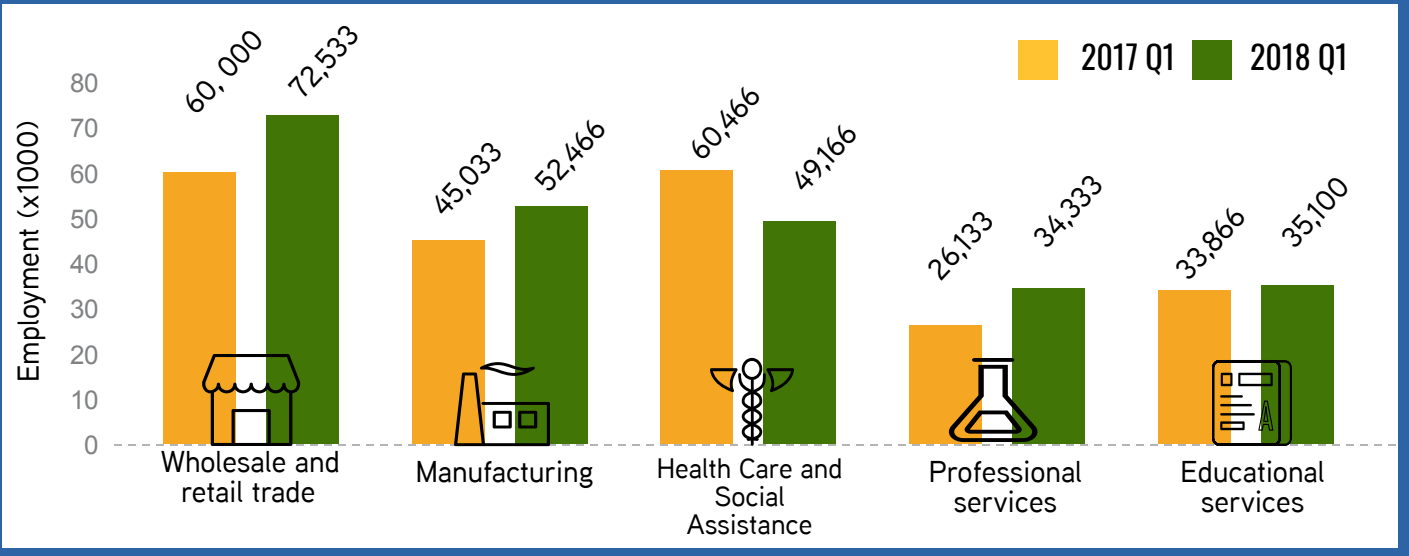
Technical occupations in health	- 9,533 jobs, -68%
Administrative and financial supervisors and administrative occupations	- 5,533 jobs, -21%
Service supervisors and specialized service occupations	- 2,667 jobs, -18%
Professional occupations in health (except nursing)	- 1,633 jobs, -28%

# Industry information for Hamilton

## Industries with the highest employment

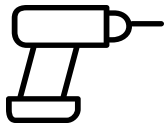
2017 vs. 2018 Q1

Source: Statistics Canada. Table 282-0130- LFS



## Industries that had many hard-to-fill positions

Source: EmployerOne 2018



Construction

Jobs in demand:  
Millwrights, truck drivers



Manufacturing

Jobs in demand:  
General labourers



Professional, scientific and technical services

Jobs in demand:  
Architects



Healthcare and social assistance

Jobs in demand:  
Personal Support Workers,  
Registered Nurses

## Employment

## Industry changes over time

2017 vs 2018 Q1

Employment by Industry, 2018 Q1

329,333

Jobs in the services-producing sector

84,733

Jobs in the goods-producing sector

Source: Statistics Canada. Table 282-0130- LFS



Information, culture & recreation +6,300 more people employed, +43%



Professional, scientific and technical services +8,200 more people employed, +31%



Wholesale and retail trade +12,533 more people employed, +21%



Agriculture -1,533 less people employed, -38%



Health care and social assistance -11,300 less people employed, -19%



Finance, insurance, real estate, rental and leasing -3,066 less people employed, -10%

Overall, employment in 2018 Q1 is up from employment in 2017 Q1 by approximately 17,300 people

# Skills in Hamilton

## Soft Skills in Demand

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

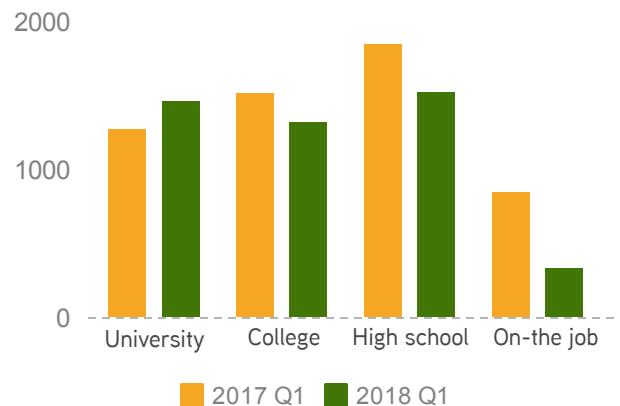
## Hard Skills in Demand

- Bilingual
- Reading Blueprints
- Quality Assurance
- Forklift Driving
- Customer relationship management

Source: Talent Neuron

## Education

Education levels in demand in the online job postings



Source: VicinityJobs

## EmployerOne 2018

278 completed the annual EmployerOne survey

- 77% of employers surveyed planned to hire in 2018
- 45% of employers said their business is growing
- 39% of employers rated the quality of the workforce in Hamilton as fair
- In 2017, WHMIS was the training most likely to be offered by employers

Source: EmployerOne

## 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



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)

