

Labour Market Snapshot

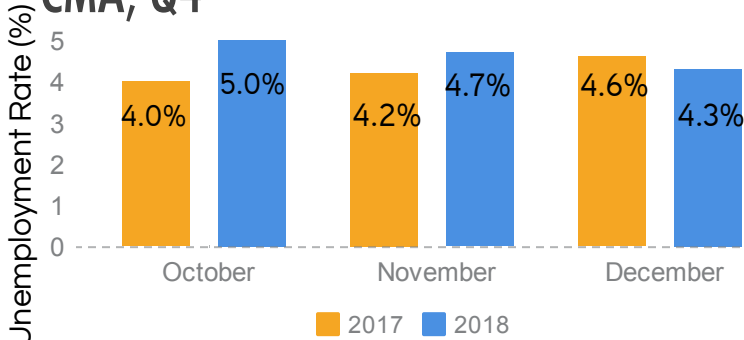
PREPARED BY:  Workforce Planning Hamilton
Planification de main d'oeuvre de Hamilton

www.workforceplanninghamilton.ca
2018 Quarter 4 (Q4)

3 things to know about the labour market in 2018 Q4

- 1** Economy finished strong as job postings increased from last year by 23%. As well, the unemployment declined in the quarter
- 2** Transport and heavy equipment operation occupations saw the largest increase in employment year over year (51%)
- 3** Wholesale and retail trade industry declined the most by 8,200 jobs (-11.5%)

Unemployment Rate in Hamilton CMA, Q4



Source: Statistics Canada. Table 14-10-0294-01 (formerly CANSIM 282-0135)

Unemployment Rate 2018 Q4

Canada 5.7%

Ontario 5.5%

Hamilton 4.7%

Source: Statistics Canada. Table 14-10-0294-01 (formerly CANSIM 282-0135)

VACANCIES

There were 7,315 online job vacancies from October to December 2018

UP 23% FROM LAST YEAR

Source: Vicinity Jobs

What's happening in Hamilton?

What's happening in the cannabis industry?

Green Relief is undergoing a \$70M expansion in Hamilton and will create 100 full-time jobs during 2019

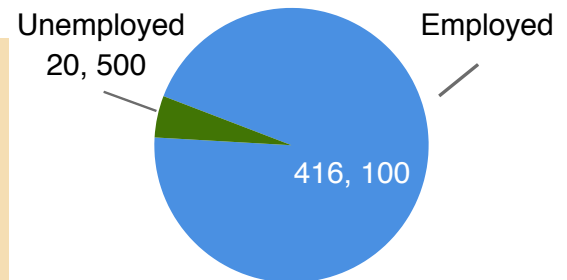
Source: Job Market Trends, jobbank.gc.ca

What's happening with start-ups?

FedDev Ontario is investing \$1.2M in McMaster University to expand its start-up incubator, The Forge, to support more companies and create up to 75 new jobs.

Source: Job Market Trends, jobbank.gc.ca

Hamilton CMA



416,100 people were employed in 2018 Q4. In Q3, there were 412,200 people who were working.

About the Data

* Workforce Planning Hamilton (WPH) uses a job postings web crawler from Vicinity Jobs. This data collects from online job postings includes 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.

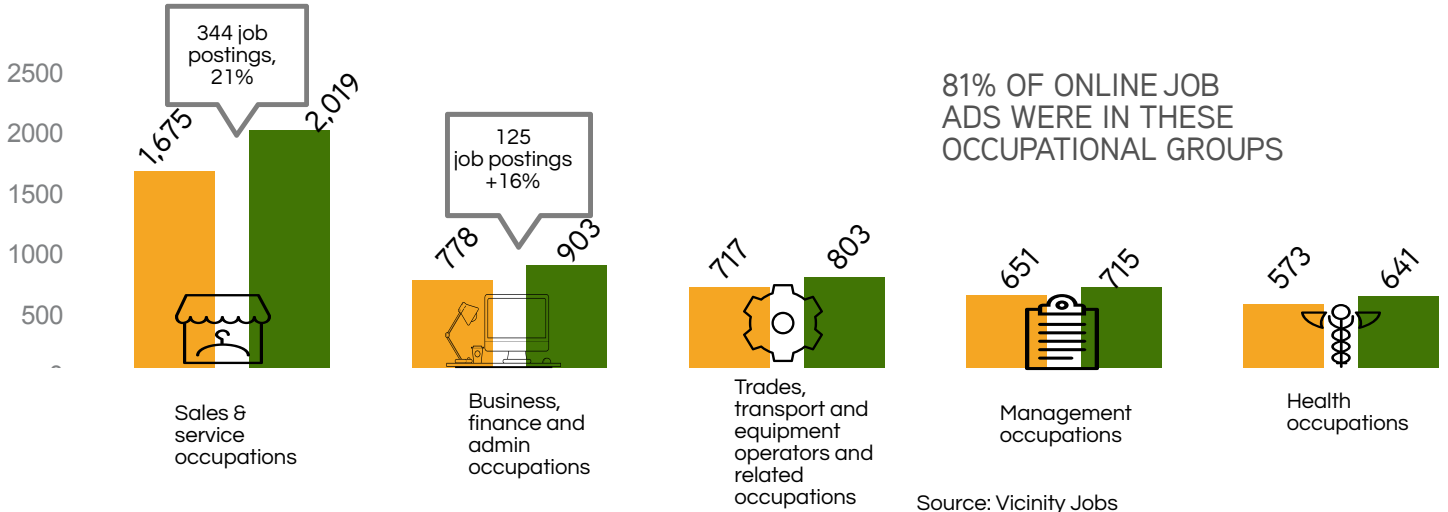
Labour Force Survey

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.

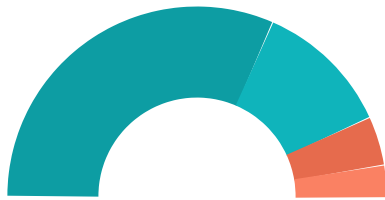
Top 5 Occupational Groups By Vacancy Data (1-Digit NOC)

2017 Q4 2018 Q4

Year in review 2017 Q4 vs 2018 Q4



63% OF THE JOB ADS WERE FULL-TIME POSITIONS



Full-Time (63.02%) Part-Time (23.28%)
F/T or P/T (8.28%) Unknwn (5.41%)

Source: Vicinity Jobs

Occupations with the most online job postings in Q4

- 274 Retail salesperson
- 174 Other customer and information service rep.
- 168 Registered nurses and registered psychiatric nurses
- 166 Retail and wholesale trade managers

Source: Vicinity Jobs

Occupations that are growing

2017 Q4 vs. 2018 Q4

Source: Statistics Canada. Table 14-10-0313-01

NOC 2- Digit

- Transport and heavy equipment operation and related maintenance occupations + 5,400 jobs, +51%
- Technical occupations in art, culture, recreation and sport + 3,000 jobs, +34%
- Maintenance and equipment operation trades + 2,400 jobs +21%
- Professional occupations in health (except nursing) + 2,400 jobs, +34%

Occupations that are declining

2017 Q4 vs. 2018 Q4

Source: Statistics Canada. Table 14-10-0313-01

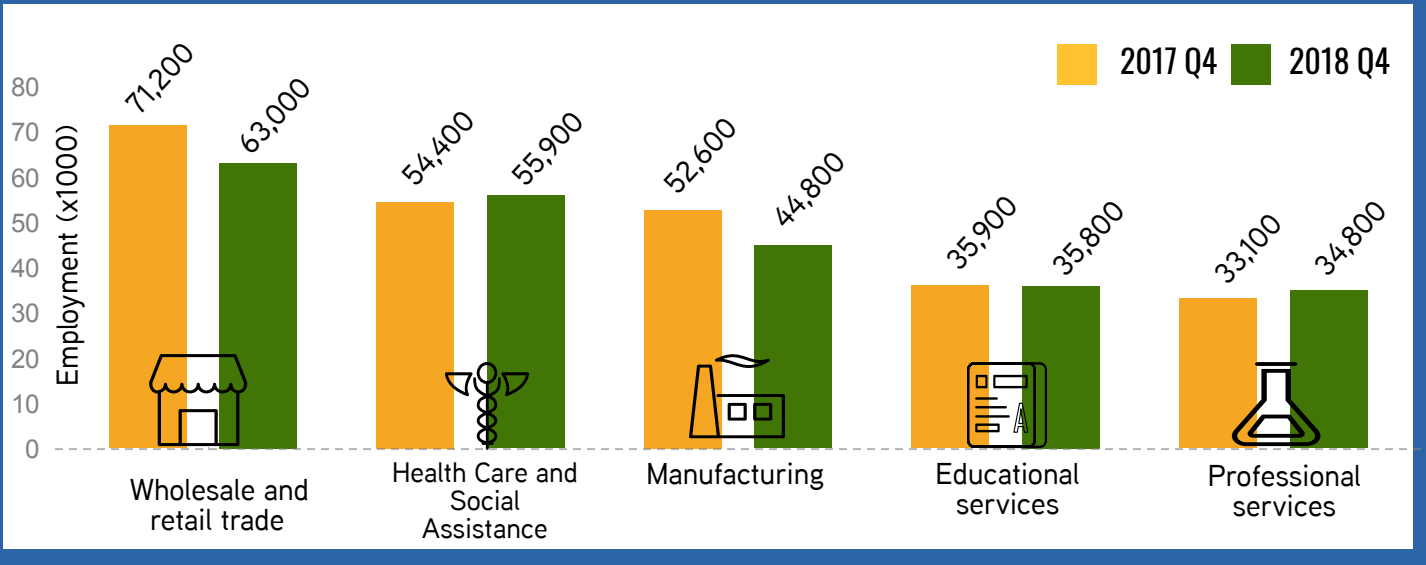
NOC 2- Digit

- Middle management occupations in trades, transportation, production and utilities - 5,400 jobs, -36%
- Technical occupations related to natural and applied sciences - 4,400 jobs, -27%
- Office support occupations - 3,700 jobs, -24%
- Paraprofessional occupations in legal, social, community and education services - 3,500 jobs, -32%

Industry Information for Hamilton

Industries with the highest employment 2017 Q4 vs. 2018 Q4

Source: Statistics Canada. Table 14-10-0097-01



Recent Industry Trends Summary

- In terms of employment, the five largest industries saw a decrease of -2,600 jobs over the last year. This was led by Wholesale and retail trade which declined by -8,200 jobs (-11.5%). Manufacturing also saw a large decline in jobs, decreasing by -7,900 people (-15%)
- Finance, insurance, real estate, rental and leasing saw the largest increase in terms of total employment, increasing by 5,000 people (20%)
- The industries that had the highest growth rates from 2017, Q3 were:
 - Finance, insurance, real estate, rental and leasing, +20%, 5,000 people
 - Utilities, +18%, 300 people
 - Information, culture and recreation, +17%, 2,900 people
 - Transportation and warehousing, 16%, 2,600 people

Further Insight

Employers Experiencing Recruitment Challenges

2018 EmployerOne Results



2019 Early EmployerOne Results:

Early EmployerOne results show that 27% of employers find recruitment very challenging. This share has increased for two consecutive years.