

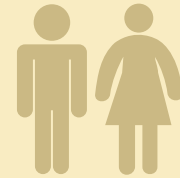


FINANCE, INSURANCE, REAL ESTATE and LEASING

SKILLS REQUIREMENTS AND CHALLENGES



INDUSTRY	NUMBER EMPLOYED (2011 NHS)
Finance, Insurance, Real Estate and Leasing	15,015
All Industries	243,080



Finance, Insurance, Real Estate and Leasing



All Industries



■ Skill A ■ Skill B ■ Skill C ■ Skill D

- Skill A** - university education typically required
- Skill B** - college or vocational training
- Skill C** - secondary schooling or occupation-specific training
- Skill D** - on-the job training typically provided



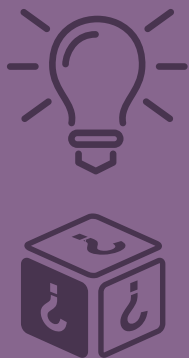
RECRUITMENT DIFFICULTIES

SKILL LEVEL	UNEMPLOYMENT RATE
A	2.0%
B	3.2%
C	3.7%
D	5.8%
ALL	3.4%

Finance and insurance makes up over two-thirds of employment in this industry. Prevalent occupations in this industry typically require postsecondary education. Employer consultations from this industry revealed that employers require their employees to be adaptable and quick learners, no matter their skill level. Candidates who can demonstrate these abilities will be the most competitive.



Approximately 7% of online job vacancies in Hamilton were in the finance, insurance, real estate and leasing industry from April 2013- March 2014.



INCREASING SKILLS REQUIREMENTS

Skill requirements in finance, insurance, real estate and leasing are increasing. Many employers indicate they will train for the technical skills required for a position if the applicant has the right soft skills.

What skills in particular do Finance, Insurance, Real Estate and Leasing employers expect to increase?

- Computer skills (general office programs)
- Multi-tasking



Source: HLS, Employer Interviews

KEY TAKEAWAYS

- This industry has higher than average educational requirements
- Many of the prevalent occupations (e.g. insurance brokers, real estate agents) have specific credentials that workers need to acquire to succeed in their career
- Being able to adapt quickly to new technology and keeping up with new industry developments are critical for success in this industry



FUTURE EMPLOYMENT OUTLOOK (ANALYST)

