

HELP WANTED in Hamilton

Job Vacancies Full Report: 4th Quarter 2014

Workforce Planning Hamilton releases online job vacancy statistics every quarter to capture a portion of real-time labour demand in the community. The information presented here reflects online job postings from October to December 2014.

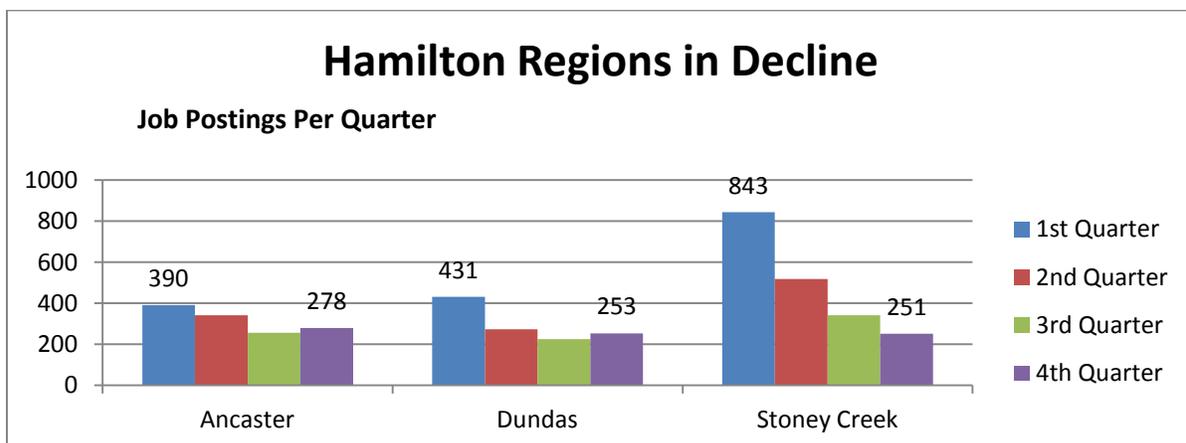
OVERVIEW

There were 5,152 posts advertised online in the Hamilton area during the fourth quarter of 2014. The postings per month however decreased substantially. At the same time, the Hamilton Census Metropolitan Area (including Burlington and Grimsby) unemployment rate steadily declined from 5.5% in October to as low as 4.7% in December. While this is positive, the employment and labour force participation rate also declined during the same period. This means that while the unemployment rate may have dropped because people found jobs, a large share of people may have given up looking for work causing the unemployment rate to drop further.

	October	November	December
Number of Job Postings	2,026	1,663	1,485
Unemployment Rate	5.5	4.7	4.7
Employment Rate	60.7	60.2	59.9
Labour Force Participation Rate	64.2	63.1	59.9

The end of the year decrease is common as the number of postings per month decreased in the 4th quarter of 2013 as well. However, the total number of postings in the 4th quarter of 2013 was 6,314, which is 22% higher than this year's 4th quarter.

Most of the job postings broadly indicated Hamilton or Hamilton Region as the location of work (85%). Ancaster, Stoney Creek and Dundas all had approximately the same share of job postings at 5%. This is a large difference from last year when Stoney Creek had 13% of the job postings. In fact over the course of this year, these three regions have seen steady declines in the number of postings.



TYPE OF EMPLOYMENT

3,259 job postings (63%) specified the type of employment (full-time, part-time, or full/part-time) involved in the advertised positions. Of these postings, approximately 71% were full-time work, 25% were part-time, and 4% were full/part-time.

JOB POSTINGS BY INDUSTRY

Since many employers do not identify industry in their postings, this section focuses only on the 1,405 ads (23% of all job posts) that included industry-specific information. The top five industries with the most ads were retail trade, manufacturing, educational services, health care and social assistance, and finance and insurance.

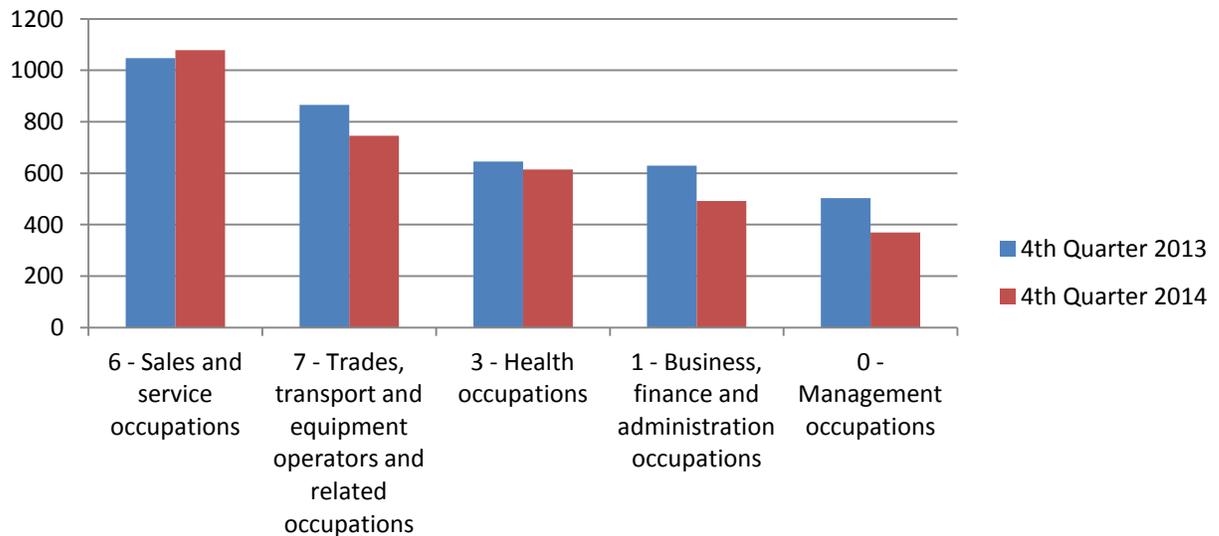
The industries with the most ads posted a variety of job titles:

Retail Trade	Manufacturing	Educational services	Health care and social assistance	Finance and Insurance
Pharmacy Technician	Industrial mechanic and millwright	Community Development Coordinator	Dietary Aide	Customer Service Representative
Assistant Manager	Industrial painter	Digital media specialist	Building maintenance worker	Mortgage Broker
Cashier	Payroll clerk	Academic plan project facilitator	Anatomical pathologist	Financial Investment Advisor
Merchandiser	Health, safety and environmental coordinator	Research Technician	Registered Nurse	Financial Services Manager
Apparel quality control	Welder Fitter	Career Counselor	Pharmacy Technician	Insurance Sales Representative
Post Office Clerk	General Manual Machinist	Professor Early Childhood Education	Personal Support Worker	Bookkeeper

JOB POSTINGS BY OCCUPATION

The top five occupational groups accounted for 64% of all job postings. These five were the same as quarter 4 of last year, but only accounted for 58% of the postings then. Interestingly, while the five account for a higher share this year, the total number of postings was actually down in all the occupational groups except for Sales and service occupations. This is because the total number of postings dropped dramatically this quarter from last year (-22%).

Top Occupational Groups



Sales and service occupations continue to be the most advertised occupational group, and continue to rise. There are wide ranges of jobs in the field, however most are lower paid jobs and only 60% are for full-time work. However, many of these jobs are entry-level and provide opportunity for workers to gain experience and employability skills.

ABOUT THE DATA

Workforce Planning Hamilton has contracted with Millier Dickinson Blais and Vicinity Jobs Inc. to receive quarterly job vacancy statistics. The technology platform collects any data from online job postings including location, industry, occupation, type of employment, duration of employment and job posting source.

Why are vacancy statistics useful?

Job vacancies capture a portion of real-time labour demand in the community. As most detailed information on local employment trends is only released every five years with the Census (and beginning in 2011 the National Household Survey), most studies are limited to working with data that can be several years old. With job vacancy data, we can see the type of work employers are hiring for in Hamilton *right now*. Vacancy statistics are used by job seekers, employers, community organizations and governments to help determine where the jobs are.