

HELP WANTED in Hamilton

Job Vacancies Full Report: 1st Quarter 2015

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 January to March 2015.

OVERVIEW

There were 5,648 posts advertised online in the Hamilton area during the first quarter of 2015. At the same time, the Hamilton Census Metropolitan Area (including Burlington and Grimsby) unemployment rate declined slightly but was actually higher than in the last quarter where it was its lowest point since the recession (5.3% in November 2014). The employment and labour force participation rate also declined during this first quarter, touching its lowest points since last year's 1st quarter after several months of increase.

	January	February	March
Number of Job Postings	1946	1753	1962
Unemployment Rate	5.7	5.6	5.6
Employment Rate	62.9	62.5	62.5
Labour Force Participation Rate	59.2	59	59

It appears the labour market is sending mixed messages as the unemployment rate is declining at the same time the number of postings continues to decline. For example, compared to the 1st quarter of last year, the number of postings decreased by 365. As well, the employment and labour force participation rates have declined.

This may show a skills mismatch as some people are finding jobs evidenced in the declining UE rate, while fewer available job postings evidenced in the reduced number of job vacancies, resulting in lower employment and participation rates.

TYPE OF EMPLOYMENT

3,475 job postings (23%) specified the type of employment (full-time, part-time, or full/part-time) involved in the advertised positions. Of these postings, approximately 74% were full-time work, 23% were part-time, and 3% were full/part-time.

COMPARING JOB POSTINGS TO EMPLOYMENT GAINS

An interesting way to look at job postings is comparing it to the actual number of jobs created/lost. The chart below compares growth/decline in jobs from January to March 2015, with job posting data from the same time period. This chart does not account for unknown categories.

The data shows that for the occupational groups that increased, the number of postings were significantly lower than the growth in jobs, which suggests that many jobs may not be posted. The only occupation where postings and jobs increase were similar were Management occupations.

The top two occupations in terms of job postings also had the largest decrease in the number of jobs. This may suggest that these two occupations have a lot of churn.

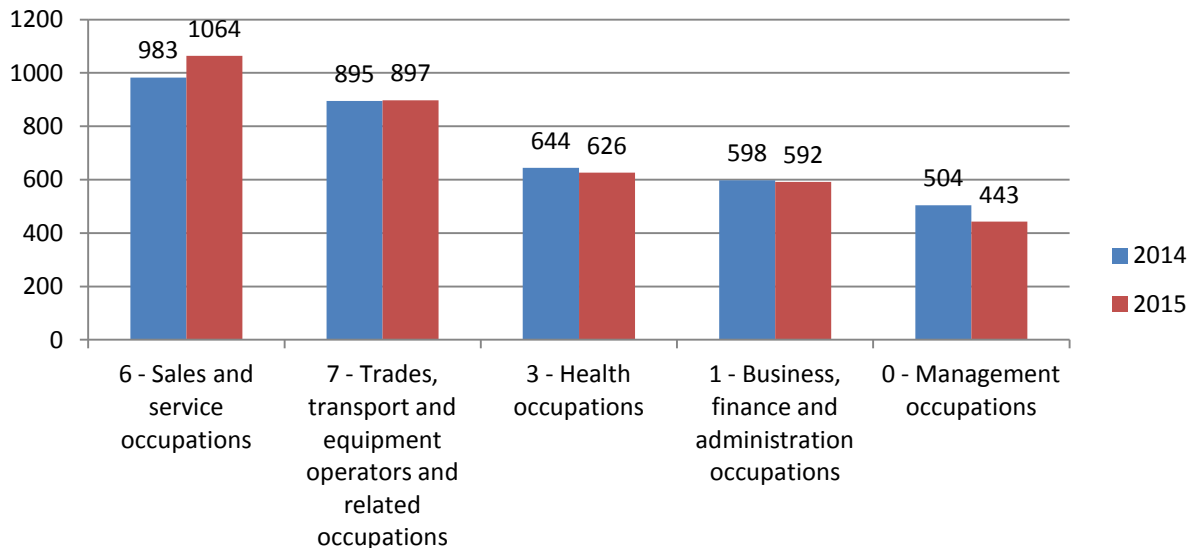
Occupational Groups	1st Quarter Growth/Decline in Jobs	# of 1st Quarter Job Postings	Rank (In terms of postings)
Health occupations	3700	626	3
Occupations in social science, education, government service and religion	2900	350	6
Occupations in art, culture, recreation and sport	1300	116	9
Occupations unique to processing, manufacturing and utilities	1100	178	8
Management occupations	600	443	5
Occupations unique to primary industry	-900	65	10
Business, finance and administrative occupations	-1100	592	4
Natural and applied sciences and related occupations	-3300	300	7
Trades, transport and equipment operators and related occupations	-5200	897	2
Sales and service occupations	-5400	1064	1

Note: The data for the growth/decline in total jobs is from the Labour Force Survey. It is done by subtracting the number of jobs per occupation in March from January to see the growth or decline in the first quarter. The Labour Force Survey has a slightly different geography than the job postings data from Vicinity Data. The Labour Force Survey for the Hamilton CMA includes Hamilton, Burlington, and Grimsby, while Vicinity Data only looks at Hamilton.

JOB POSTINGS BY OCCUPATION

The top five occupational groups accounted for 64% of all job postings. These five were the same as quarter 1 of last year, but accounted for 60% of the postings then. Interestingly, while the five account for a higher share this year, the total number of postings was actually down or very similar in all the occupational groups except for Sales and service occupations.

Top Occupational Groups in Quarter 1



Sales and service occupations continue to be the most advertised occupational group, and continue to rise. There are wide varieties of jobs in this field, however these jobs tend to be lower paid jobs and only 40% are part-time work. On the positive side, 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.