

# HELP WANTED *in Hamilton*

## Job Vacancies Full Report: 2nd Quarter 2015

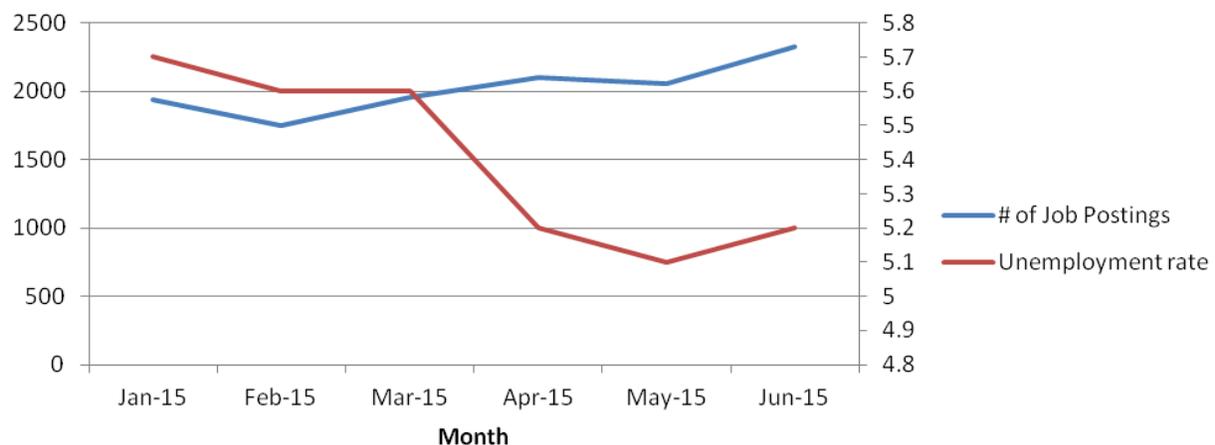
Workforce Planning Hamilton releases online job vacancy statistics every quarter to capture a portion of real-time labour demand in the community. The information presented here reflects online job postings from April to June 2015.

### OVERVIEW

In the second quarter of 2015 there were 6486 job postings. This represents a 30% increase over the second quarter of 2014. For the same time period, Hamilton's Census Metropolitan Area (including Burlington and Grimsby) unemployment rate was an average of 5.2% while Canada's was 6.8%.

When looking at unemployment and job vacancy trends we notice that the labour market is tightening. The unemployment rate has been on a steady decline since the start of 2015 and the number of job postings has consistently grown in the same period. This means that while more people in the labour force have jobs, there are still jobs that need to be filled which may indicate a shrinking labour force. A small labour force could be a result of more people staying in school, retiring or dropping out of the workforce because of little desire to work or beliefs that they can't find a job.

### Job Postings vs. Unemployment Rate 2015 To-Date



## TYPE OF EMPLOYMENT IN HAMILTON

In 2015's second quarter, 58% of online job postings specified the type of employment (full-time, part-time, or full/part-time).

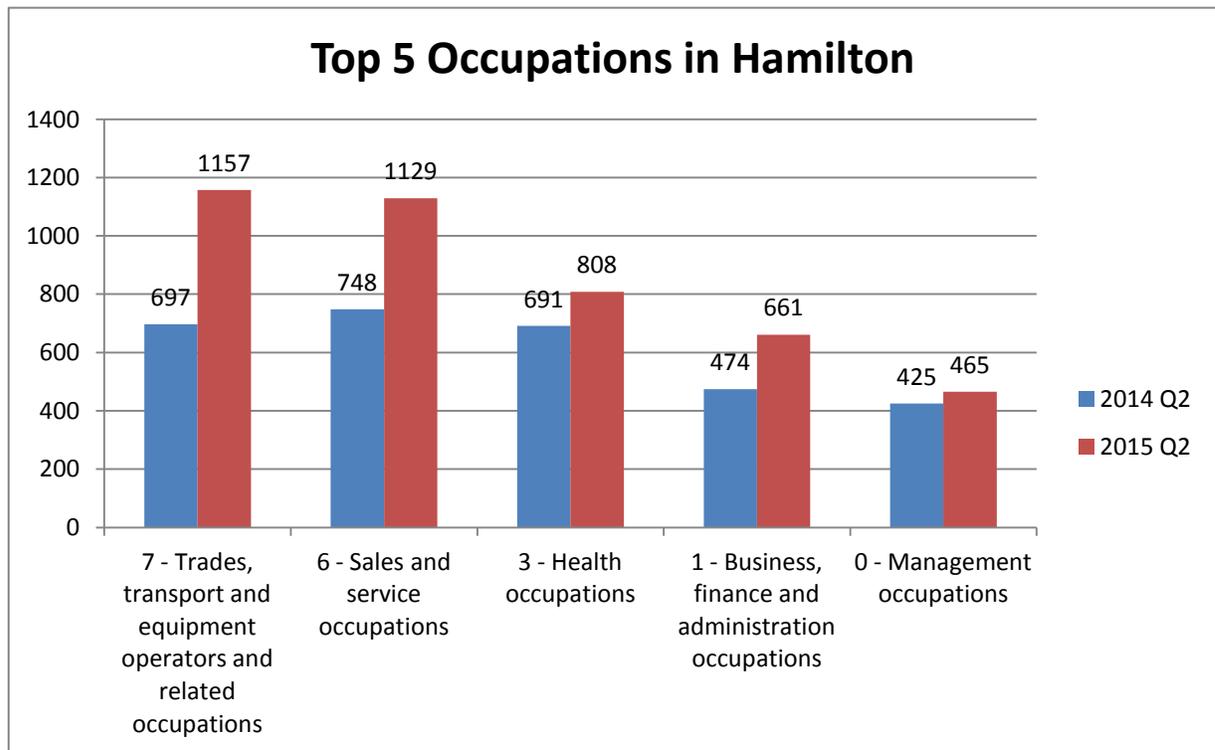
Of these postings, 72% were full-time work, 23% were part-time, and 5% were full/part-time

There was a large increase in both full-time and part-time. For full-time, we see 44% more jobs posted in 2015 compared to the 2<sup>nd</sup> quarter of 2014. For part-time we see that increase by 46% for the same time period.

## JOB POSTINGS BY OCCUPATION

The top five occupational groups accounted for 65% of all job postings. There was an increase of 1487 more job postings for all occupations in 2015's second quarter over the second quarter of 2014.

Most significantly, occupations in *Trades, transport and equipment operators and related occupations* had 66% more job postings in 2015's second quarter than in 2014. This is an increase of 460 job postings. *Sales and service occupations* also saw a large gain in the number of job postings with 51% more jobs in the second quarter of 2015 than in the same time last year. This quarter is the first time that *Trades, transport and equipment operators and related occupations* had more postings than *Sales and service occupation*.



## TOP EMPLOYERS

In the second quarter of 2015, there were 1445 employers represented among the job ads. 11% of job posts came from McMaster University, and 8% came from Shoppers Drug Mart and also from the City of Hamilton.

Ranking	Employer Name	# of Job Postings	% of All Postings
1	McMaster University	156	10.80%
2	Shoppers Drug Mart	114	7.90%
3	City of Hamilton	113	7.80%
4	Walmart	91	6.30%
5	Mohawk College	43	3%
6	CIBC	37	2.60%
7	Royal Bank of Canada	26	1.80%
8	Orlick Industries Limited	25	1.70%
9	McDonald's	24	1.70%
10	Maple Leaf Foods Inc	22	1.50%

### 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.

#### Limitations

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.

#### 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.