

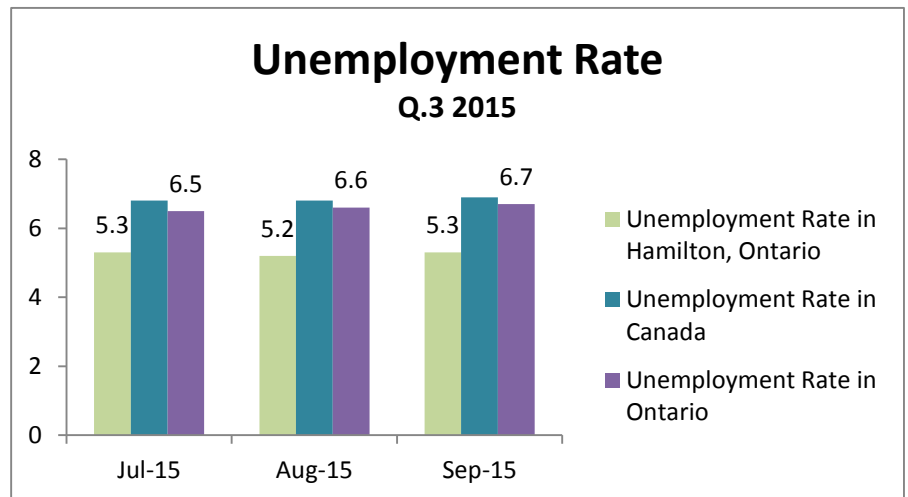
Help Wanted *in Hamilton*

Job Vacancies Full Report: 3rd Quarter 2015

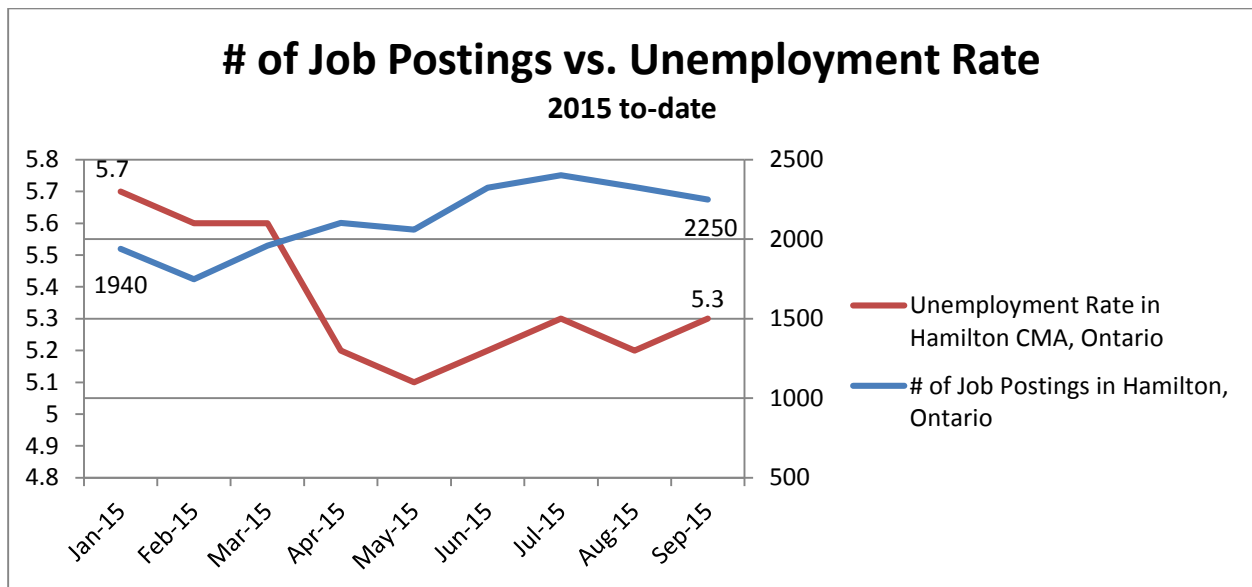
Workforce Planning Hamilton releases online job vacancy statistics every quarter to capture a portion of real-time labour demand in the community. The information presented here reflects online job postings from July 1 2015 to September 31 2015.

OVERVIEW

Statistics Canada data shows that Hamilton's unemployment rate remains below Canada's and Ontario's average. For 2015's 3rd quarter, Hamilton's unemployment rate remained around 5.3 and in the same time period, Hamilton had 6980 job openings. This represents an 8% growth in number of jobs from the 2nd quarter and an 18% increase from 2014's 3rd quarter.



Source: LFS, Statistics Canada Table 282-0135



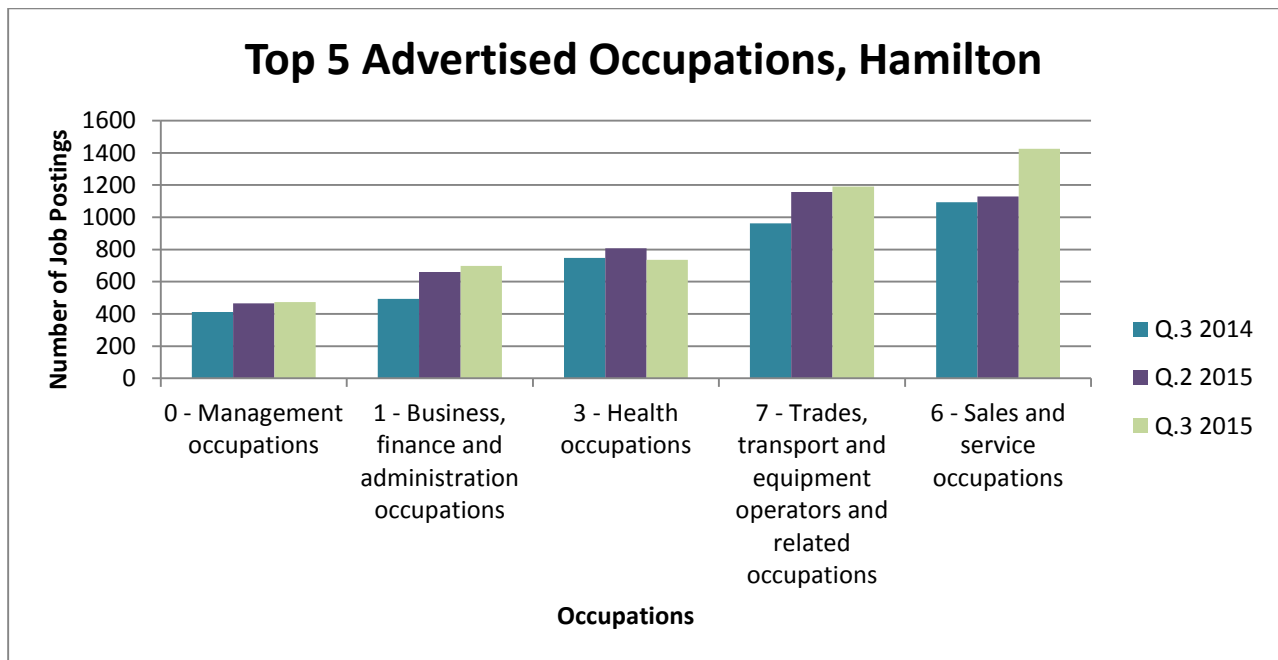
Source: LFS, Statistics Canada Table 282-0135 and Vicinity Jobs Inc.

TYPE OF EMPLOYMENT IN HAMILTON

In 2015's 3rd quarter, 60% of online job postings specified the type of employment (full-time, part-time, or full/part-time). Of these postings, 69% were for full-time work, (-3% down from last quarter), 25% were part-time and 6% were considered full/part-time positions. Most significantly, there is a 125% difference in the number of positions that are categorized full-time/part-time between the 3rd quarter in 2014 vs. 2015. This difference could be attributed to more jobs being captured by Vicinity Data or employers filling out their online job advertisements with more detail.

JOB POSTINGS BY OCCUPATION

Of the 6980 job postings in the 3rd quarter, 5637 were categorized with an occupational code. The top 5 occupations in Hamilton accounted for 80% of all of the categorized job postings. Interestingly, *Business, finance and administration occupations*, saw a 41% increase in job postings between 2014's 3rd quarter and the same time period in 2015. During 2015's 3rd quarter, *Sales and service occupations* had 26% more job postings than in the 2nd quarter. *Health occupations* was the only job category in the top 5 occupations that showed a decrease in job postings compared to last year's 3rd quarter and this year's 2nd quarter. In 2015, the 3rd quarter had 73 (-9%) less *Health* job postings than the 2nd quarter and 13 (-2%) less job postings than the same quarter last year. All other occupations in the Top 5 show growth since 2014's 3rd quarter.



Job Postings by Skill Level

The majority of job postings (25%) were for jobs which required Skill Level B: College, Vocational Education or Apprenticeship Training. The jobs with the least job postings (12%) were those that required Skill Level D: On-the-job training or no formal education.

TOP 10 EMPLOYERS

In the 3rd quarter of 2015, there were 1569 employers represented among the job ads. Last quarter, only 1445 employers were recognized in Vicinity Data. Walmart surpassed McMaster University as the employer with the greatest share of the job postings, yet all employers advertised fewer jobs than last quarter. McDonald's, Maple Leaf Foods Inc, and McMaster were knocked out the Top 10 Employers list and were replaced by Saint Elizabeth Health Care, Home Depot and Universal Tool & Die Ltd. It's important to keep in mind that the 3rd quarter includes the summer months: July, August and September so there are many job postings geared towards students.

Q.3 2015 Ranking	Employer Name	# of Job Postings	% of All Postings	Q.2 2015 Ranking
1	Walmart	144	9.2%	4
2	City of Hamilton	135	8.6%	3
3	Shoppers Drug Mart	114	7.3%	2
4	CIBC	38	2.4%	6
5	Mohawk College	37	2.4%	5
6	Royal Bank of Canada	36	2.3%	7
7	Saint Elizabeth Health Care	34	2.2%	13
8	Orlick Industries Limited	27	1.7%	8
9	Home Depot	25	1.6%	19
10	Universal Tool & Die Ltd.	24	1.5%	16

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.