

HELP WANTED *in Hamilton*

Job Vacancies Full Report: 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 2015.

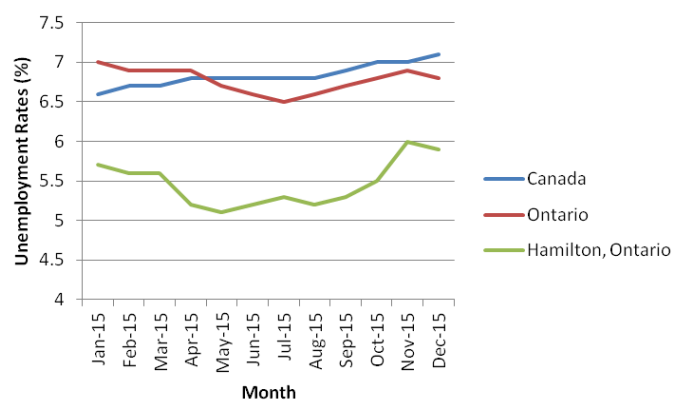
OVERVIEW

Statistics Canada data shows that Hamilton's unemployment rate remained below Canada's and Ontario's average. For all of 2015, Hamilton's unemployment rate was below 6% and the region saw the lowest unemployment rate in the spring and summer months.

Note: Statistics Canada data is for Hamilton CMA, which includes Burlington and Grimsby

Source: LFS, Statistics Canada Table 282-0135

Unemployment Rate 2015



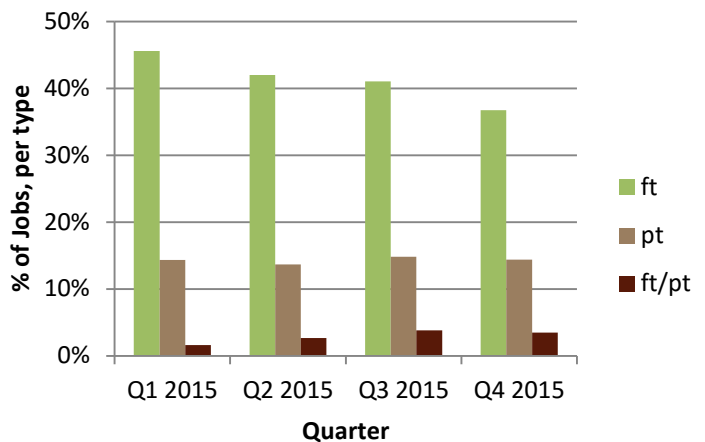
TYPE OF EMPLOYMENT IN HAMILTON

In 2015, Vicinity Jobs reported on 24,660 job postings in Hamilton. 59% of all job postings were categorized as either full-time, part-time, or both. Of the jobs with a classification, most of the postings were for full-time positions.

The third quarter had the most job postings, with 6,980 online posts, followed closely by the second quarter with 6,486 job posts. Most significantly, there was a -9% percentage point difference between the number of full-time postings in the 1st quarter and the last.

Source: Vicinity Jobs, 2015

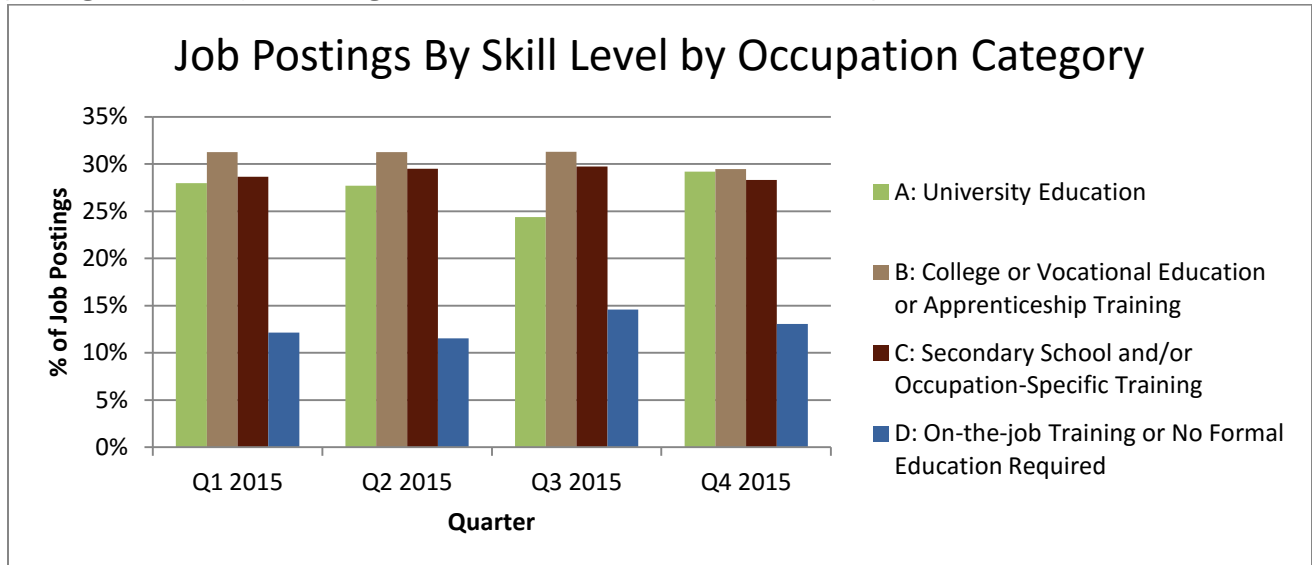
Types of Jobs in Hamilton



JOB POSTINGS BY SKILL LEVEL

Out of all job postings, 81% were categorized by a Skill Level by Occupation Category. The categorized job postings showed that the majority of employers in Hamilton were looking for candidates with Skill Level B and C: (B: College or Vocational Education or Apprenticeship Training), (C: Secondary School and/or Occupation-Specific Training)

The 3rd quarter saw the greatest fluctuations in the skill level demand, especially for candidates with a university education. In the first 2 quarters, 28% of job postings were aimed to candidates with a university education. This skill level demand dropped to 24% in the 3rd quarter. Meanwhile, job postings for on-the-job training increased from 22% in the 1st and 2nd quarter to 24% in the 3rd.



Note: This data excludes all 'unknown' skill levels (19% of all postings)

Top* 10 Employers in 2015 (Identified Employers Only)

Notes: Top refers to employers with the most job postings for the year
Total identified employers: 428

Rank	Employer	Number of Job Postings for 2015	% of Job Posts
1	City of Hamilton	469	8.2%
2	Shoppers Drug Mart	457	8.0%
3	Walmart	376	6.6%
4	McMaster University	330	5.8%
5	Mohawk College	173	3.0%
6	CIBC	149	2.6%
7	Royal Bank of Canada	128	2.2%
8	Home Depot	108	1.9%
9	Orlick Industries Limited	100	1.8%
10	Saint Elizabeth Health Care	88	1.5%
	Total # of Job Postings	5706	100.0%

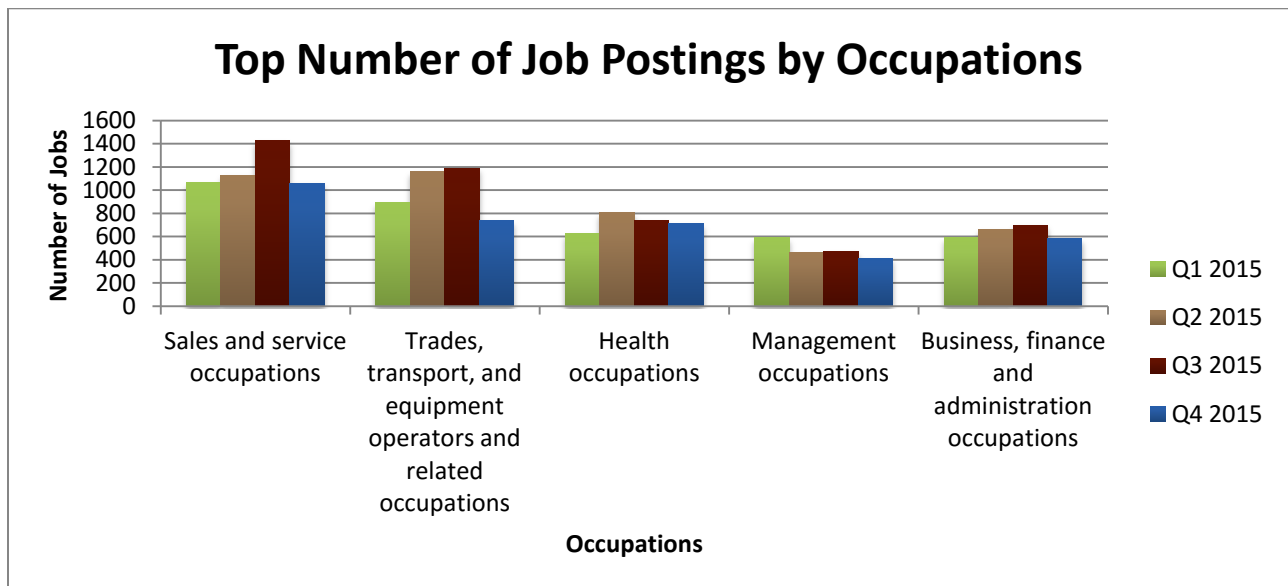
JOBS POSTINGS BY OCCUPATIONS

Of the 24,660 job postings for 2015, 81% were categorized with an occupational code.

The 5 occupations with the most job postings in Hamilton accounted for 65% of all job postings.

Throughout the year, *Sales and service occupations* along with *Trades, transport, and equipment operators and related occupations* dominated the number of job postings. Sales and service jobs peaked in the 3rd quarter and increased 26% from the 2nd quarter. Though the 4th quarter includes the Holiday season, sales and service job postings dropped -26%, back to around the same number of posts as the 2nd quarter.

Job postings for *Trades, transport, and equipment operators and related occupations* seem to align with the seasons. From April to September, 17% of all job postings were for *Trades, transport, and equipment operators and related occupations*. In the colder months, job postings for these occupations dropped to less than 1,000 for the 1st and 4th quarter respectively.



Note: This data excludes all 'Other / Unidentified' skill levels (19% of all postings)

ABOUT THE DATA

Workforce Planning Hamilton has contracted Millier Dickinson Blais and Vicinity Jobs Inc. to receive quarterly job vacancy statistics. The technology platform collects 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 that don't 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.