



## Summary Report

**Workforce Planning Hamilton's (WPH) Labour Market Plan (LMP) is a community plan that identifies recent labour market developments and promotes action to address urgent workforce development priorities. In 2014 WPH conducted a thorough review of the local labour market that included over 75 employer interviews as well as consultations with community partners that established the current priorities for action. Our 2015 LMP is an update of this community plan. It documents Hamilton's recent labour market conditions and reviews the priorities identified in 2014 to determine next steps in our action plan.**

Looking at current trends, it is becoming increasingly clear that Hamilton has emerged from the recession of the late 2000s. There are many new construction projects completed or underway. From the new Light Rail Transit announcement earlier this year, to the increasing number of condo towers under construction in the core, as well as McMaster's investment in the new Continuing Education Centre and the David Braley Health Sciences Centre also in the downtown, Hamilton's economy continues to perform well. In fact, according to a Colliers International Report<sup>1</sup> released earlier in 2015, Hamilton is the best place to invest for businesses. It has many key attributes such as affordable commercial properties and is recognized as having a well-educated labour force.

A recent report by Workforce Planning Hamilton, *Putting the Puzzle Together: Skills Alignment in Hamilton's Transforming Economy*, shows that the skill levels of prevalent occupations are increasing. From 2001-2011 employment in occupations requiring post-secondary education increased over 10% in Hamilton. Close to two-thirds (60.6%) of labour demand in Hamilton requires a postsecondary level of education. Sectors showing the greatest evidence of skills mismatch include *Manufacturing; Health Care and Social Assistance; Professional, Scientific and Technical Services; Finance Insurance, Real Estate, Leasing and Construction*.

Understanding employer needs is vital to the labour market planning process and WPH's annual employer survey provides valuable information on the current labour market demand.

- Hamilton employers have a positive outlook as almost half of all respondents see their organization growing and 87% plan on hiring in the next year. 92% hired at least one position in the past year.
- 22% of employers said skills requirement will increase by a significant extent in five years, and 60% said it would increase by a moderate extent.
- The majority of employers find recruitment a somewhat challenging issue, and about a third find it very challenging.

Hamilton's Labour Market at a Glance - 2014 (CMA)		
Employment	383,700	Increase of 3.8% from the height of the recession in 2009
Unemployment Rate	5.80%	Down 2.7 percentage points from 2009
Participation Rate	64	Down 3.5% since 2009

Source: Statistics Canada, Labour Force Survey

# 2015

## Labour Market Plan

A Multi-Year Plan for Labour Market Development in Hamilton

An ever-increasing number of job seeking clients are using Employment Services and Literacy and Basic Skills programs. The largest increases are over a three year period, where ES clients have grown by 41.1% and LBS clients have grown by 31.1%.

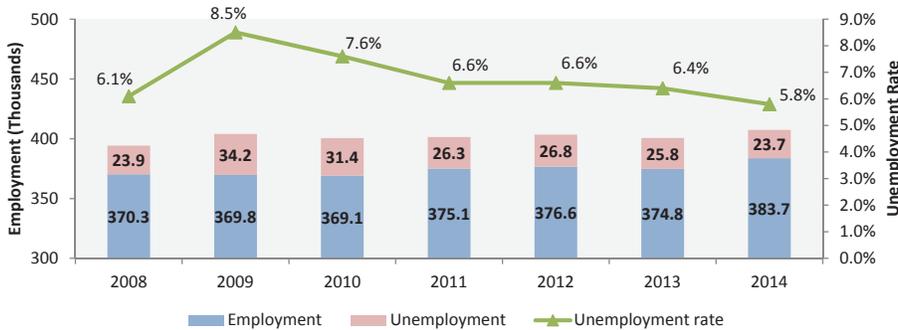
<sup>1</sup> Colliers International, *Cities of Opportunity* (August 2015).





## Hamilton's Current Labour Market Conditions

Labour Force showing Employment Levels, Unemployment Levels and Unemployment Rates, Hamilton CMA, Annual Averages, 2008-2014 (Labour Force Survey)



Trade, Healthcare and social assistance, and Manufacturing continue to lead in employment as they account for 40% of all people working.

Most employed industries, Hamilton CMA, Annual Share and 2009-2014 Change (Labour Force Survey)

Industry	Employment 2014 Annual Average (Thousands)	% of Total Employments	% Change 2009-2014
Total employed	383.7	100%	4%
Trade	62.4	16.3%	-6.0%
Health care and social assistance	47.5	12.4%	-0.6%
Manufacturing	46.8	12.2%	-8.4%
Educational services	29.5	7.7%	18.5%
Professional, scientific and technical services	29.3	7.6%	45.8%
Construction	27.9	7.3%	15.8%
Accommodation and food services	25	6.5%	3.3%
Finance, insurance, real estate and leasing	21.9	5.7%	-17.0%
Business, building and other support services	19.3	5.0%	22.9%
Transportation and warehousing	19	5.0%	-4.5%

**Professional, scientific and technical services saw the largest growth over the last five years increasing by**

# 48%

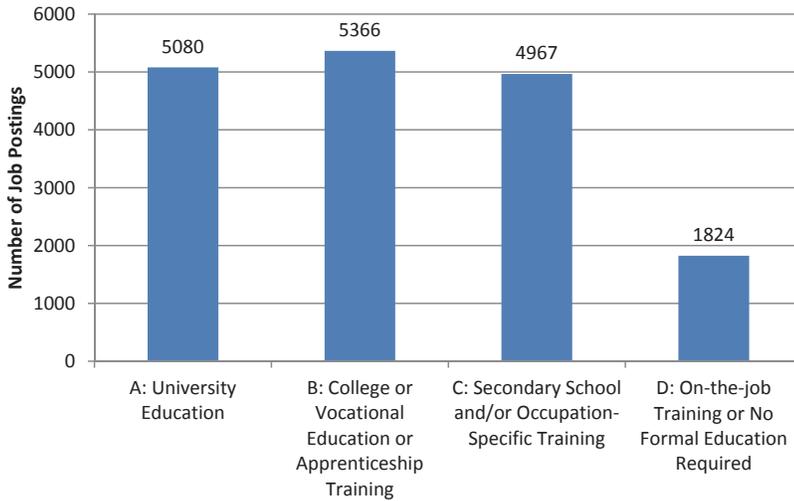
**Hamilton has an unemployment rate that is lower than Ontario (7.3%) and Canada's (6.9%) rates.**

### TOP 5 competencies identified by employers for their employees

# 5

- 13%** | Work ethic, dedication, dependability
- 13%** | Communication (both oral and written)
- 12%** | Self-motivated/ability to work with little or no supervision
- 11%** | Problem solving, reasoning, creativity
- 10%** | Technical

Job Postings by Skill Level, Hamilton, 2014 (Vicinity Data)

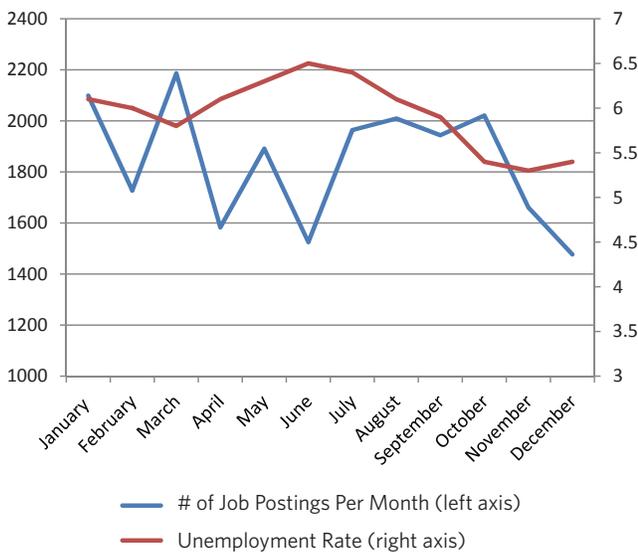


The number of job postings by skill level shows that there are many opportunities for people in skill level C, secondary school education and/or occupation specific training. The greatest demand in Hamilton is for Skill Level B, college education or vocational education or apprenticeship training.

The majority of businesses in Hamilton are in the small business category.

Close to  
**85%**  
of businesses with employees in Hamilton have less than 20 people, and  
**95%**  
have less than 50 people.

Number of Job Postings per Month, Hamilton, 2014 (Vicinity Data);  
Unemployment Rate, Hamilton, 2014 (Labour Force Survey)



The number of job postings fluctuates throughout the year but the unemployment rate and job postings appear to be counter cyclical to each other. The sharp decrease in job postings in late 2014 appears to be a cyclical trend that occurs at the end of every year.

The majority of employers find recruitment a somewhat challenging issue, but about a third find it very challenging. Compared to last year's survey, the number of employers that found it very challenging has increased.

**In general, does your organization find recruitment a challenging issue?**



## Hamilton's Labour Market Plan Update

### Hamilton's Multi-Year Labour Market Priorities

# 1

#### SOFT SKILLS DEVELOPMENT

*Identified need in building fundamental soft skills for new labour market entrants and those with barriers to employment.*



WPH is developing a research report that defines the soft skills, reviews best practices and identifies strategies used by local service providers.



ABEA is researching specialized training being developed across the province.

# 2

#### DESIGNATED GROUPS ENGAGEMENT WITH THE LABOUR MARKET

*Designated groups (including youth, immigrants, persons with disabilities, visible minorities and Aboriginals) face specific and unique challenges to finding employment.*



A strategy is under development that will provide greater information to employers on immigrant talent.



WPH is developing an approach to engage youth in employment services.

# 3

#### UNDERSTANDING INCREASING AND EVOLVING SKILLS REQUIREMENTS

*Technological advancement across all industries requires multi-skilled workers at all levels who are adaptable, flexible and willing to learn.*



Research best practices related to promoting workplace training and investment in training; develop a strategy for promotion of training.

# 4

#### EXPLORING OPPORTUNITIES IN HAMILTON'S DIVERSIFYING ECONOMY

*Broaden job seekers' awareness of the growth of opportunities of SMEs and different work environments (including part-time, contract and shift- work) through labour market information and other resources.*



Develop sector-based marketing strategies for small businesses and lesser-known companies to help make the connection to qualified job seekers.

WPH established key priorities in the fall of 2014 and has been working with partners to move a variety of initiatives forward. As part of the labour market plan update process labour market stakeholders came together to review the priorities and action plan established in 2014. They were provided with an opportunity to review the key priorities and, based on the evidence presented and their knowledge of the local labour market identify any new or emerging priorities. The community endorsed the established priorities and adjusted the action plan as necessary.

## **Business, Labour & Community: Planning for Prosperity**

For the full version of the plan, visit Workforce Planning Hamilton's website.

[www.workforceplanninghamilton.ca](http://www.workforceplanninghamilton.ca)