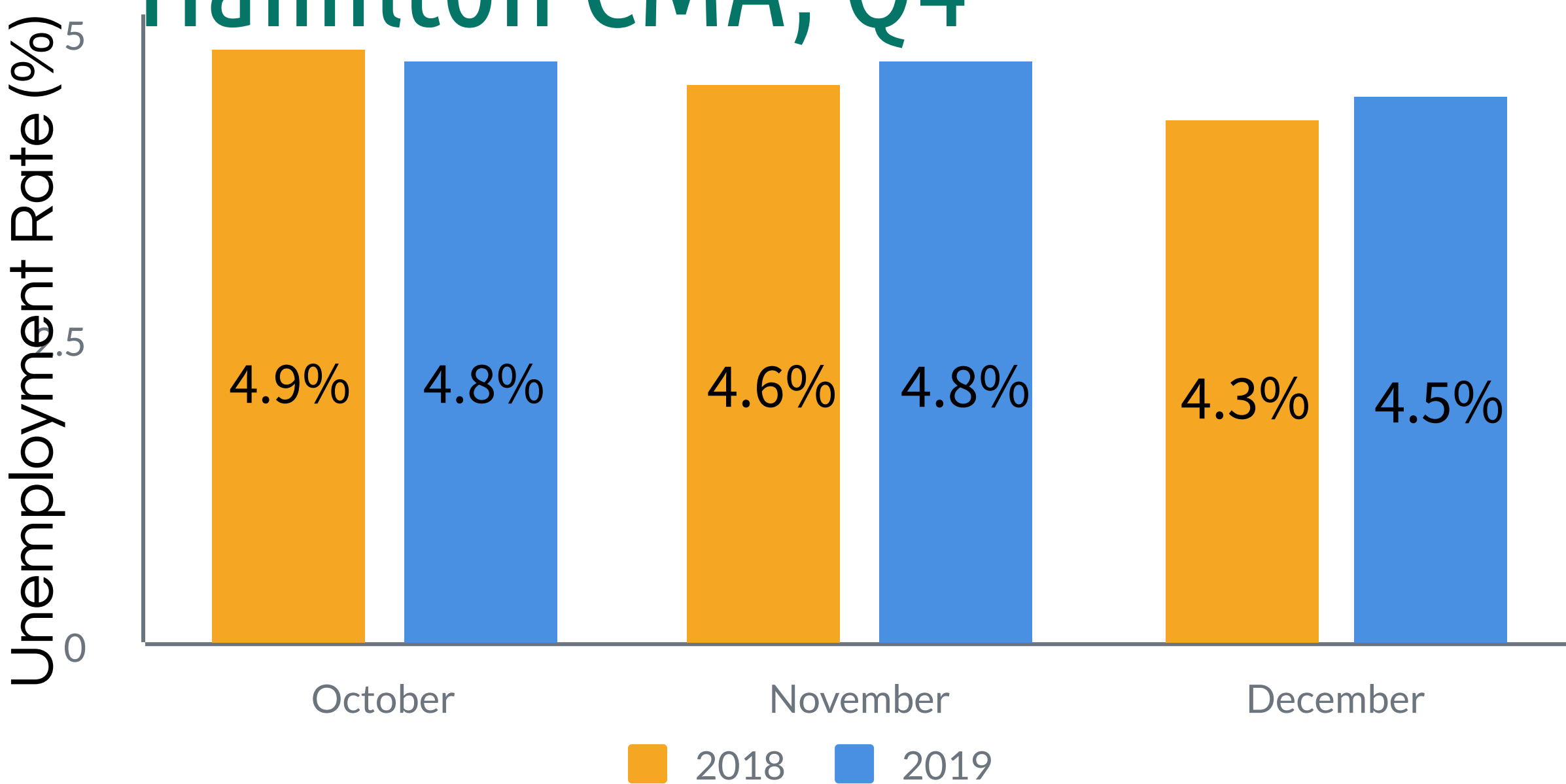


Labour Market Snapshot

Key Trends in Hamilton's Labour Market

- Unemployment rate continues to remain low at 4.7% in the 4th quarter of 2019 nearly unchanged from 2018
- The Healthcare industry had the largest increase by total employment, increasing by 9,800 workers (18%) from Q4 2018
- Assemblers in manufacturing grew the most over the previous year, growing by 138% to a total of 8,200 workers
- KF Aerospace opened a new \$25M, 75,000-sq.-ft. hangar at the John C. Munro Hamilton International Airport, adding 60 new jobs and expecting to add 200 more by 2022
- Mondelez Canada is investing \$40M into an expansion of its candy plant in Hamilton, creating 50 new full time jobs at the factory

Unemployment Rate in Hamilton CMA, Q4



Source: Statistics Canada. Table 14-10-0294-01 (formerly CANSIM 282-0135)

Labour Force Hamilton CMA

Unemployment Rate Q4:

Canada	5.6%
Ontario	5.4%
Hamilton	4.7%

Quick Facts:

Population:	682,000
Labour Force:	448,800
Participation Rate:	65.8%

Source: Statistics Canada. Table 14-10-0294-01 (formerly CANSIM 282-0135)

Occupations that are growing

2018 Q4 vs. 2019 Q4

Source: Statistics Canada. Table 14-10-0313-01

NOC 2- Digit

Other installers, repairers and services and material handlers	+ 6,000 jobs, +111%
Middle management occupations in retail and wholesale trade and customer services	+ 5,300 jobs, +51%
Technical occupations related to natural and applied sciences	+ 5,000 jobs, +41%
Assemblers in manufacturing	+ 4,800 jobs, +138%

Occupations that are declining

2018 Q2 vs. 2019 Q2

Source: Statistics Canada. Table 14-10-0313-01

NOC 2- Digit

Maintenance and equipment operation trades	- 7,400 jobs, -52%
Sales support occupations	- 4,300 jobs, -30%
Technical occupations in art, culture, recreation and sport	- 3,900 jobs, -34%
Professional occupations in education services	- 3,200 jobs, -14%

About the Data

Workforce Planning Hamilton (WPH) uses a job postings web crawler from Vicinity Jobs. This data collects from online job postings includes location, industry, occupation, type of employment, duration of employment and job posting source. 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 some job postings do not provide details.

Labour Force Survey

The Labour Force Survey is a monthly survey which measures the current state of the Canadian labour market and is used, among other things, to calculate the national, provincial, territorial and regional employment and unemployment rates. The Hamilton CMA (Census Metropolitan Area) includes Hamilton, Burlington and Grimsby.

Job Posting Information

VACANCIES

There were **5,684** online job vacancies from October to December 2019

Slight decrease from last year (-1.7%)

Source: Vicinity Jobs

71% OF THE JOBS WERE FULL-TIME POSITIONS

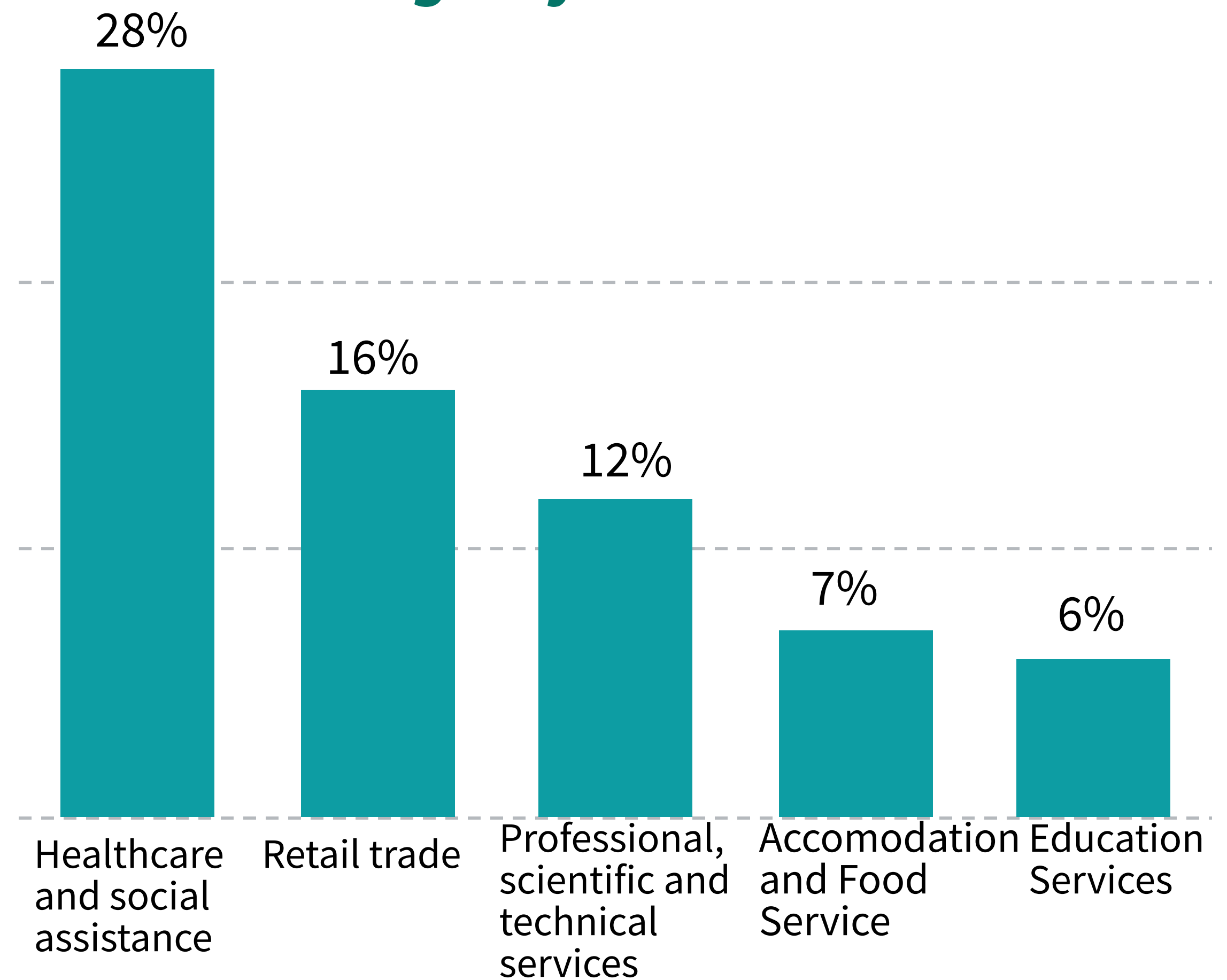
Occupations with the most online job postings in Q4

Occupation	Job Postings
3012 - Registered nurses and registered psychiatric nurses	204
6421 - Retail salespersons	179
4412 - Home support workers, housekeepers and related occupations	145
8431 - General farm workers	141
0621 - Retail and wholesale trade managers	132
6552 - Other customer and information services representatives	129
3233 - Licensed practical nurses	103
6322 - Cooks	97
4021 - College and other vocational instructors	76
6411 - Sales and account representatives - wholesale trade (non-technical)	75

Top 10 Skills In Demand

Communication	51.4%
Teamwork	40.9%
Customer Service	34.4%
Leadership	23.1%
Interpersonal skills	23.1%
Fast-paced Setting	22.3%
Attention to Detail	21.4%
Flexibility	21.2%

Job Postings by Sectors



Note: The % share provided for a particular skill is calculated as the share of all postings that list the skill requirement, out of all postings that list at least one identifiable skill requirement.

Wages in the Skilled Trade

WPH recently completed the In Demand Skilled Trades project which included over 100+ interviews with local skilled trades employers from all trades sectors about their **hard-to-fill positions**. The occupations below represent some of the skilled trades occupations that are high demand according to local employers. **The wage rates are from the job postings data.** To learn more about the skilled trades in Hamilton, watch for our community report, **Under Pressure 2.0**, available in early March on our website.

Industrial

Industrial Mechanics
\$34.21

Carpenters
\$21.74

Electricians
\$36.15

Construction

Construction millwrights
\$34.21

Welders
\$19.88

Machinists
\$24.17

Motive Power

Automotive service technicians
\$23.50

Heavy-duty equipment mechanics
\$30.02

Note: 2019 Q4 wage data was used for most occupations. For some occupations there was no data in the last quarter due to suppression, so 2018 Q4 data was used.