

MORE THAN A JOB: EXPLORING CAREER PATHWAYS IN HAMILTON

A Companion to Putting the Puzzle Together: Skills Alignment in Hamilton's Transforming Economy

As Hamilton's economy becomes more diverse, the skills necessary to compete and succeed in today's labour market are changing. Over the past decade, the number of jobs that require higher levels of education has increased, and Hamilton employers indicate that skill requirements will continue to grow in the coming years.

One way to successfully navigate this evolving job market is through career pathways, which is essentially establishing a career goal, and then identifying the education and training requirements that will help you achieve this goal. Everyone's career path will look different, and your path is not expected to be a straight line. Throughout your working life, you will likely try out several types of jobs, develop numerous sets of skills, and complete different training or education courses. All of your past experiences can help you discover your ultimate goal path.

Whether you are looking for your very first job, a new job after being laid-off, or a job that is better suited to your skills, you can prepare yourself to succeed by exploring career pathways.

Career pathways can help you figure out:

- What jobs are suited to your interests,
- What jobs and industries are in-demand and growing in Hamilton,
- What education and training is required, and
- Your personal path to achieving your career goals.



Related Resources

DISCOVER YOUR TRANSFERABLE SKILLS

Be sure to also check out Workforce Planning Hamilton's *Viewing Your Job as a Set of Transferable Skills*, which will help you find out more about what transferable skills are and what types of transferable skills you have that will help you along your career path.

Interested in learning more about what skills Hamilton employers need, both now and in the future?

Read the full report *Putting the Puzzle Together: Skills Alignment in Hamilton's Transforming Economy*, which delves in to how skills are evolving in Hamilton and looks at whether workers have the kinds of skills and training Hamilton employers need.



For more information about Hamilton's labour market and to read the full report, visit Workforce Planning Hamilton's website:
www.workforceplanninghamilton.ca



Workforce Planning Hamilton
Planification de main d'oeuvre de Hamilton

**EMPLOYMENT
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FINDING YOUR CAREER PATH

1. DISCOVER YOUR INTERESTS

One of the most important keys to finding your successful career path is knowing how your interests match to the working world. It is possible to find a career that matches your interests, and also inspires you to further develop your skills.

Begin to think about your interests by asking yourself the following types of questions:

- What activities do you like to do in your free time?
- What skills come naturally to you? (Are you great with numbers? Are you a people-person? Do you like to work with your hands?)
- What subjects in school did you enjoy the most?
- What types of volunteering and community service experiences do you like doing?

See if you can find any common themes among your answers. Are there any jobs you can think of that match these themes?

Write down any themes you find among your interests here:

2. DO YOUR LABOUR MARKET RESEARCH

Researching what types of skills and jobs employers are hiring for can help you figure out how to match your interests to a career.

Types of questions to consider:

- Which industries have high employment?
- Which industries are growing?
- What are the most common jobs found in these industries?
- What skills are required for these jobs?

If you are willing and able to travel to find work, you can expand your search to more than one community. In Hamilton, you can find information on each of the top sectors, occupations, and the types of skills employers need by talking to your employment counsellor or by visiting www.workforceplanninghamilton.ca.



There are other resources, such as personality quizzes or career aptitude exercises that can help you discover what careers might interest you. Talk to your employment counsellor about tools that will help you find the right job match.



Do your interests identified during Step 1 align with any of Hamilton's top industries of employment?



Hamilton's Top 5 Industries of Employment *(Check off the industries you are interested in learning more about here)*

1. Retail/Wholesale Trade
2. Health Care and Social Assistance
3. Manufacturing
4. Educational Services
5. Professional, Scientific and Technical Services

What other industries are you interested in?

INDUSTRY:

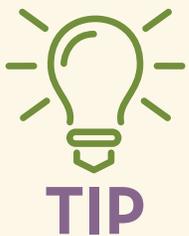
INDUSTRY:

OPPORTUNITIES FOR SELF-EMPLOYMENT IN HAMILTON

Are you a self-starter, passionate, and interested in working for yourself? Owner-operated businesses in Hamilton have seen strong growth in the past few years, particularly in real estate, professional, scientific and technical services, and specialty trade contractors.

Many people work several jobs before starting their own business. Skills that are essential to succeeding as a business owner, including responsibility, time management, and a good business sense, can be gained through other job experiences.

There are many support services and resources available to help you start your own business, including those offered by employment service providers and the Small Business Enterprise Centre (www.investinhamilton.ca/small-business).



Wondering where to start? Health care, educational services, and professional scientific and technical services are industries that not only employ a high number of people in Hamilton, but have also seen employment growth over the past 5 years. These industries offer a variety of job opportunities and are a great starting point for your research.

Check out Working in Canada (www.workingincanada.gc.ca) or Ontario Job Futures (www.tcu.gov.on.ca/eng/labourmarket/ojf) to learn about occupations and industries.

3. DETERMINE EDUCATIONAL REQUIREMENTS

For each of the potential jobs you are considering, determine what level of education is required. Can you learn the skills through on-the-job training, or will you need to complete additional courses?

Keep in mind your personal timelines when you consider what formal educational training you may need. Many academic programs and courses can be taken part-time, at night or online. You can see what educational requirements are typically required for different jobs by visiting www.workingincanada.gc.ca.

EXAMPLE: milestones to consider along your career path:

Earn your **Personal Support Worker** Certificate at:

- Mohawk College
- Private Career College
- Other _____

Earn your **Practical Nursing** Diploma at:

- Mohawk College
- Private Career College
- Other _____

Earn your **Bachelor of Science in Nursing** at:

- McMaster University
- Other _____



Hamilton's Top 5 Occupational Groups
(Check off the groups you are interested in learning more about here)

1. Sales and Service
2. Business, Finance and Administrative
3. Trades, Transport and Equipment Operators
4. Management
5. Social Science, Education, Government, and Religion

What other types of occupations are you interested in?

OCCUPATION

OCCUPATION

You can find the same occupation across multiple industries. If you know what occupations you are interested in, begin researching what industries commonly hire these jobs.



It can be easier to accomplish your long-term goals if you work towards milestones along the way. For example, if your ultimate career goal is nursing, you may start in the field as a personal support worker for several years, and complete additional educational requirements after gaining more experience.

4. UPGRADE OTHER SKILLS AND TRAINING

In addition to completing formal education programs, you may also want to consider other training you can take that will help you develop the skills employers need.

EXAMPLES of training you may wish to consider depending on your career interests: *(Check off which courses you have completed)*

- Smart Serve
- First Aid
- WHMIS
- Literacy and Basic Skills
- Computer courses (e.g. Microsoft Office)
- Other: _____

Another great way to upgrade your skills is through volunteering. In this way, you can learn more about your interests, gain experience, and develop valuable transferable skills. Volunteering expands your network, builds your confidence, and can help you move forward on your career path.

5. CONNECT WITH AN EMPLOYMENT COUNSELLOR

Employment counsellors are here to help! Connect with an employment counsellor to discuss your career interests and discover the best pathway for you. To find an employment service agency in Hamilton visit www.winhamilton.ca.



Helpful Websites to Remember

Working in Canada - Explore careers, wages and job trends across Canada (www.workingincanada.gc.ca)

Ontario Job Futures - Employment outlooks in Ontario (www.tcu.gov.on.ca/eng/labourmarket/ojf)

Workforce Information Network (WIN) Hamilton - Find local employment services and agencies (www.winhamilton.ca)

Workforce Planning Hamilton - Employment trends, occupations, industry profiles and reports for Hamilton's labour market (www.workforceplanninghamilton.ca)

Write down other websites you find helpful during your career path research here:



CONSULTATIONS

for the 2014 Labour Market Plan found that 93.5% of employers surveyed in Hamilton provide all on-the-job training, but some basic courses can make an applicant more competitive.

REMEMBER

that a career path is not a straight line! You may take detours, or evolve your goals as you find your path.

