



Educational Services

(NAICS 61)

Top Trends

Industry Information

- Elementary and secondary schools is the largest sub-industry with 11,315 people employed in Hamilton. This is followed by universities with 6,885 people employed as of 2016
- In Hamilton, employment in Educational services fell in most sub-industries from 2011 to 2016. The largest drop was in universities which saw a drop of 545 workers. There was also a loss of 175 Community College workers in that time period
- Elementary and secondary schools increased by 1,530 workers over the ten year period 2006 to 2016. Almost all the growth was from 2006 to 2011 as the sub-industry only grew by 50 workers over the last five years
- Six out of seven sub-industries saw incomes grow from 2011 to 2016. Technical and trade schools grew the most by \$15,044 (63%)

Employment Trends

- Employment in Educational services grew by a substantial amount (14%) from 2006 to 2011. Recently, the industry declined by 570 workers (-2.6%) from 2011 to 2016
- The unemployment rate for the industry has remained consistently low over the years. In 2008, this industry saw a record-low unemployment rate at 3.1%. In 2016, the unemployment rate was 3.3%
- Employment in Educational services is expected to grow in Hamilton, Ontario and Canada by about 5% in the next five years

Workforce Characteristics

- Within Educational services, 45% of workers are over 55 years old. The percentage of older workers in the industry is considerably higher than the general workforce average at 29%
- The workers in Educational Services are highly educated. Sixty-seven percent of workers have a university background. Across all other industries, only 29% of all workers have a university education
- Sixty-eight percent of jobs are skill level A (jobs that require at least a university education). Relative to the average across all industries, only 30% of jobs are skill level A

Businesses Information

- As of December 2017 there were 522 Educational services business in Hamilton
- Forty-five percent of businesses had one to four employees, but there were seven businesses with over 200 employees

Occupational Information

- The occupations that accounted for the majority of workers were: Elementary school and kindergarten teachers (4,270 employed in Hamilton); Secondary school teachers (2,400 employed in Hamilton); Post-secondary teaching and research assistants (2,070 employed in Hamilton)
- Eleven out of the 20 most employed occupations saw employment decrease from 2011 to 2016
- The occupation that saw the most growth in the industry is Early childhood educators and assistants which grew the most, by 310 workers. Janitors, caretakers and building superintendents declined the most, losing 375 workers

Job Postings

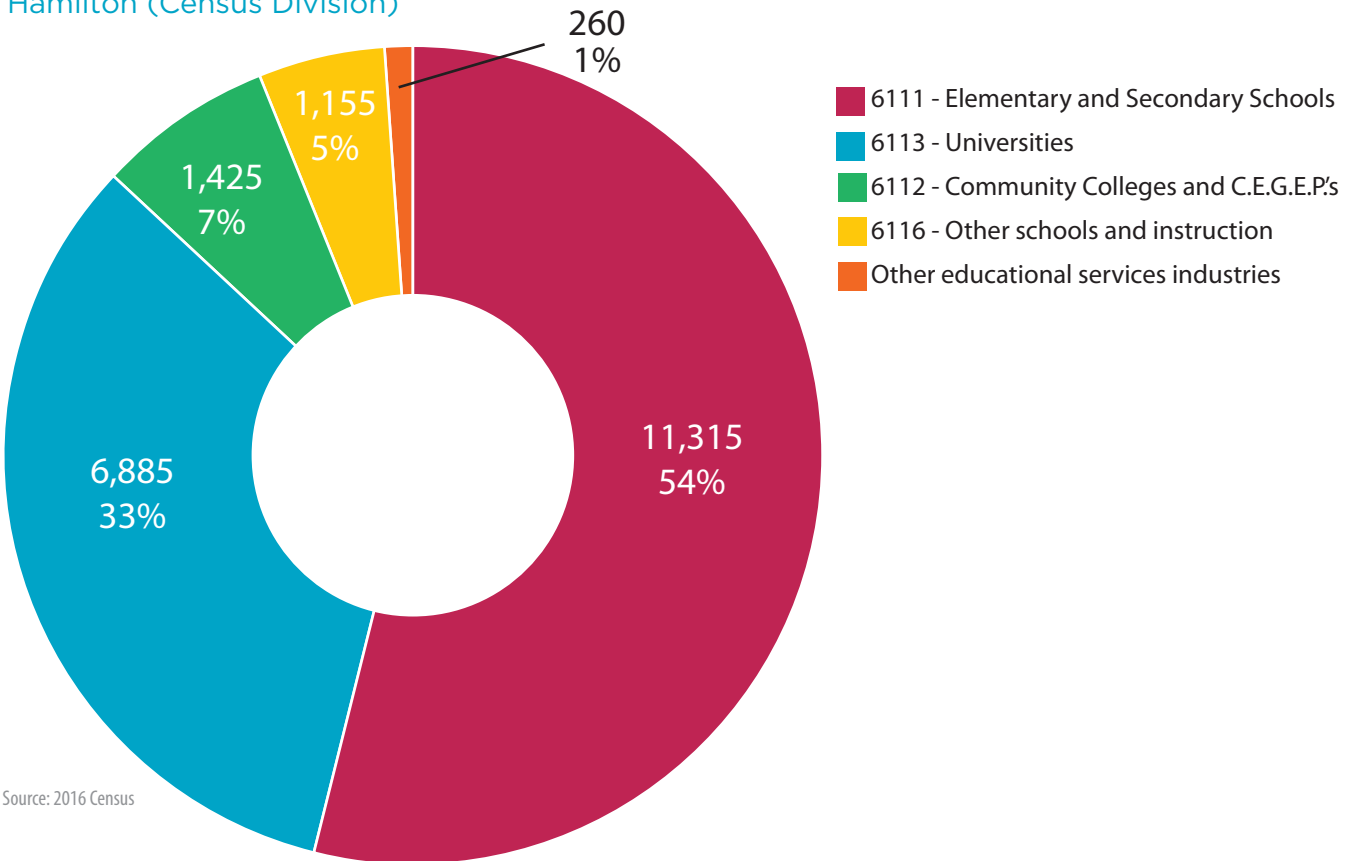
- University professors and lecturers had the most postings in the industry with 183 postings in 2017. Post-secondary teaching and research assistants was second with 161 postings
- Job postings have been increasing in Educational services as 2017 saw the most postings than any previous year 1,321

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Section 1: Industry Information

TABLE 1. Employed by Sub-Industry Educational Services (4-Digit NAICS), 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

TABLE 2. Employment by Educational Services by Sub Industry (4-Digit NAICS), 2016, Hamilton (Census Division)

| | Number of People Employed |
|--|---------------------------|
| 6111 Elementary and secondary schools | 11,315 |
| 6113 Universities | 6,885 |
| 6112 Community colleges and C.E.G.E.P.s | 1,425 |
| 6116 Other schools and instruction | 1,155 |
| 6115 Technical and trade schools | 115 |
| 6117 Educational support services | 90 |
| 6114 Business schools and computer and management training | 55 |

Source: 2006 Census; 2011 National Household Survey; 2016 Census

TABLE 3. Change in Employment by Educational Services Sub-Industry (4-digit NAICS), 2016, Place-of-Work, Hamilton (Census Division)

| | 2006 | 2011 | 2016 | 06 to 16 Total Change | 06 to 16 % Change | 11 to 16 Total Change | 11 to 16 % Change |
|--|-------|--------|--------|-----------------------|-------------------|-----------------------|-------------------|
| 6111 Elementary and secondary schools | 9,785 | 11,265 | 11,315 | 1,530 | 16% | 50 | 0% |
| 6112 Community colleges and C.E.G.E.P.s | 1,430 | 1,600 | 1,425 | -5 | 0% | -175 | -11% |
| 6113 Universities | 6,280 | 7,430 | 6,885 | 605 | 10% | -545 | -7% |
| 6114 Business schools and computer and management training | 90 | 95 | 55 | -35 | -39% | -40 | -42% |
| 6115 Technical and trade schools | 70 | 135 | 115 | 45 | 64% | -20 | -15% |
| 6116 Other schools and instruction | 1,120 | 925 | 1,155 | 35 | 3% | 230 | 25% |
| 6117 Educational support services | 120 | 155 | 90 | -30 | -25% | -65 | -42% |

Source: 2006 Census; 2011 National Household Survey; 2016 Census
 Note: Green indicates increases and red indicates decreases in employment.

TABLE 4. Income by Educational Services Sub-Industry (4-digit NAICS), 2011 to 2016, Hamilton (Census Division)

| | 2011 | 2016 | Change | % Change |
|---|--------------|--------------|-------------|----------|
| All Industries | \$ 49,103.00 | \$ 53,880.00 | \$ 4,777.00 | 10% |
| 61 Educational services | \$ 64,102 | \$ 71,662 | \$ 7,560 | 12% |
| 6111 Elementary and secondary schools | \$ 67,351 | \$ 78,125 | \$ 10,774 | 16% |
| 6112 Community colleges and C.E.G.E.P.s | \$ 71,331 | \$ 71,951 | \$ 620 | 1% |
| 6113 Universities | \$ 56,947 | \$ 61,704 | \$ 4,757 | 8% |
| 6115 Technical and trade schools | \$ 23,755 | \$ 38,799 | \$ 15,044 | 63% |
| 6116 Other schools and instruction | \$ 25,073 | \$ 26,449 | \$ 1,376 | 5% |
| 6117 Educational support services | \$ 71,456 | \$ 51,446 | -\$ 20,010 | -28% |

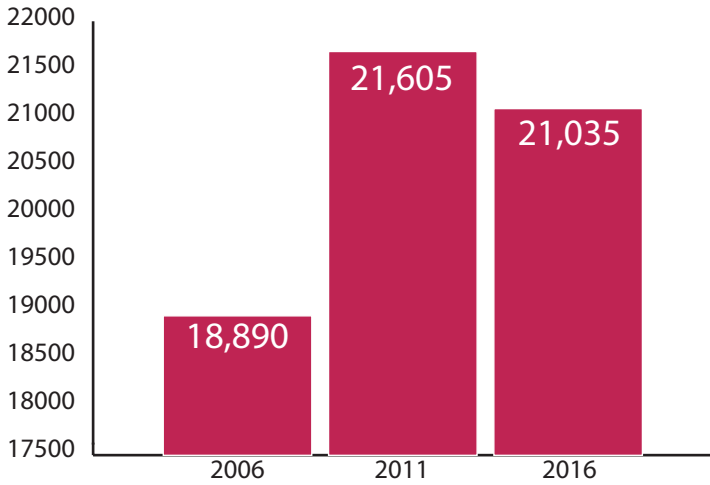
Source: 2011 National Household Survey; 2016 Census
 Note: Green indicates increases, and red indicates decreases in income.
 Note: NAICS 6114 Business schools and computer and management training is excluded because the median income data is suppressed. The number of people employed is too low for data to be reported.

Summary

- Educational services is made up of one three-digit NAIC and seven four-digit NAIC sub-industries. Elementary and secondary schools is the largest with 11,315 people employed in Hamilton. This is followed by Universities that had 6,885 people employed as of 2016
- In Hamilton, employment in Educational services fell in most sub-industries from 2011 to 2016. The largest drop was in universities which saw a drop of 545 workers. There was also a loss of 175 Community College workers in that time period
- Elementary and secondary schools increased by 1,530 workers over the ten year period 2006 to 2016. Almost all the growth was from 2006 to 2011 as the sub-industry only grew by 50 workers over the last five years
- In Hamilton, the median income for employees in Educational services (\$71,662) is higher than the median for all industries (\$53,880). It also grew at a faster rate (12%) than the rate for all industries (10%) between 2011 to 2016
- Six out of seven sub-industries saw incomes grow from 2011 to 2016. Technical and trade schools grew the most by \$15,044 (63%)
- In 2016, Elementary and secondary school workers earned a median income of \$78,125 in Hamilton. This is amongst the highest sub-industries and it saw an increase of 16% from 2011

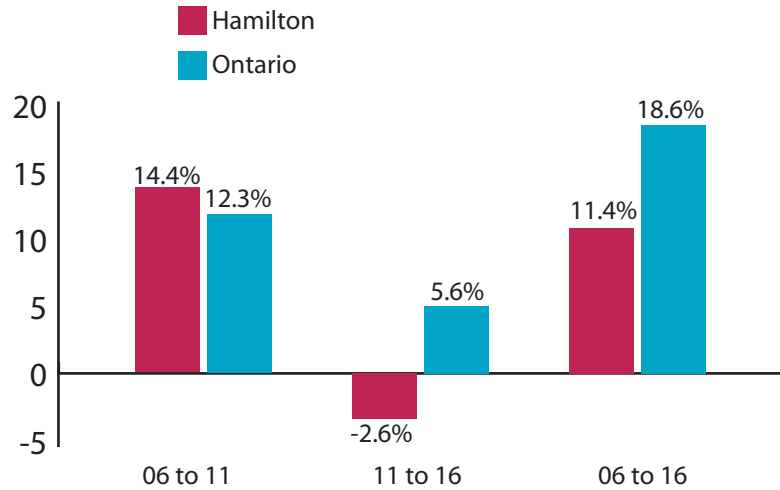
Section 2: Employment Trends

TABLE 5. Total Employment, Educational Services, 2006 to 2016, Place-of-Work, Hamilton (Census Division)



Source: 2006 Census; 2011 National Household Survey; 2016 Census

TABLE 6. Percentage Change in Educational Services, 2006 to 2016, Place-of-Work, Ontario vs Hamilton (Census Division)

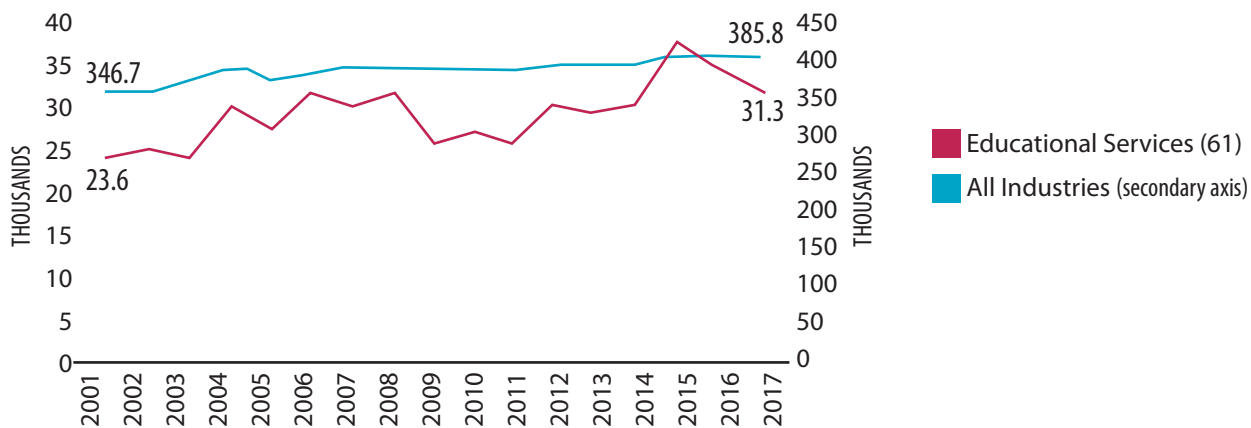


Source: 2006 Census; 2011 National Household Survey; 2016 Census

Long-Term Trends in Employment

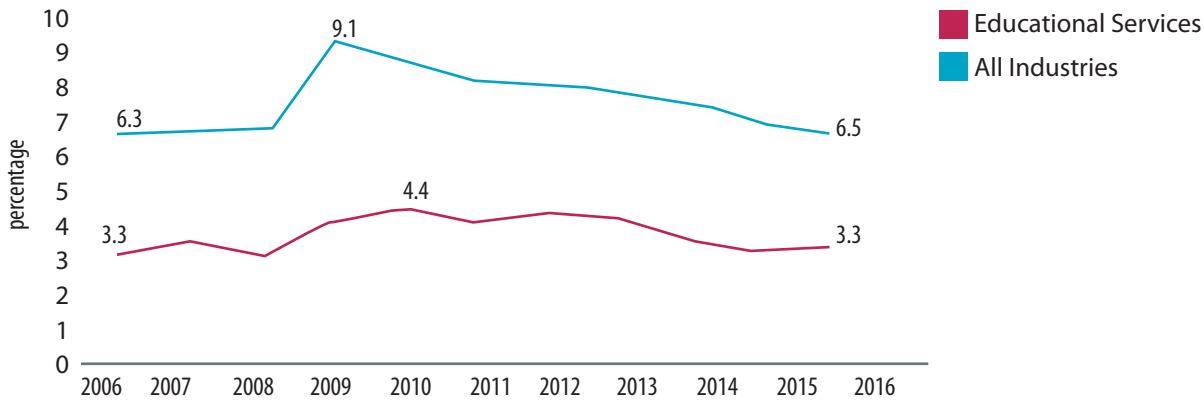
The following two tables use Labour Force Survey (LFS) data. Using LFS we can see long term trends and identify any annual fluctuations. Combining data sources gives a more complete picture. It should be noted that LFS uses Hamilton Census Metropolitan Area as the geography which includes Burlington and Grimsby. The Census uses Hamilton Census Division which excludes these two cities. This means employment numbers will be slightly higher using LFS data.

TABLE 7. Total Employment, Educational Services, 2001 to 2016, Hamilton (Census Metropolitan Area)



Source: Labour Force Survey

TABLE 8. Unemployment Rate in Educational Services, 2006 to 2016, Ontario



Source: Labour Force Survey

Note: This data was only available for Ontario. The industrial make-up of Ontario and Hamilton is similar. So this still gives useful information to understand the trends in the industry.

Future Trends

The following tables use EMSI Analyst data. This is used to provide a forecast for the sector. It uses Hamilton Census Division data, similar to the Census data.

TABLE 9. Future Employment in Educational Services, 2018 to 2023, Place-of-Work, Hamilton (Census Division)

| Region | 2018 Jobs | 2023 Jobs | Change | % Change |
|----------|-----------|-----------|--------|----------|
| Hamilton | 26,334 | 27,727 | 1,393 | 5.3% |
| Ontario | 523,626 | 553,540 | 29,914 | 5.7% |
| Canada | 1,371,127 | 1,447,776 | 76,649 | 5.6% |

Source: EMSI Analyst

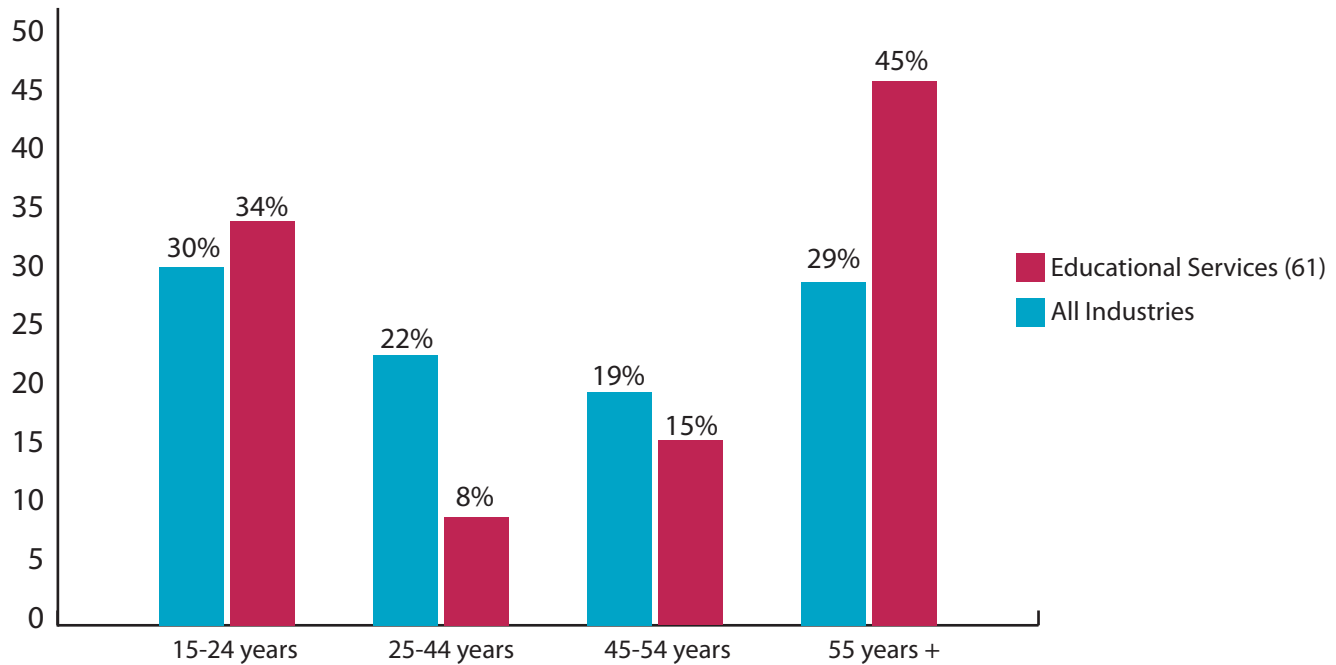
Summary

- Employment in Educational services grew by a substantial amount (14%) from 2006 to 2011. Recently, the industry declined by 570 workers (-2.6%) from 2011 to 2016
- The decline seen in Hamilton from 2011 to 2016 was not matched in other communities. For Ontario, employment grew by 5.2%
- The unemployment rate for the industry has remained consistently low over the years. In 2008, this industry saw a record-low unemployment rate at 3.1%. In 2016, the unemployment rate was 3.3%. Even at the height of the recession in 2008-2019, the unemployment rate for Educational Services hovered around 4.4%, while the unemployment rate for all industries was 9.1% in 2009
- Employment in Educational services is expected to grow in Hamilton, Ontario and Canada by about 5% in the next five years

Section 3: Workforce Characteristics

Age

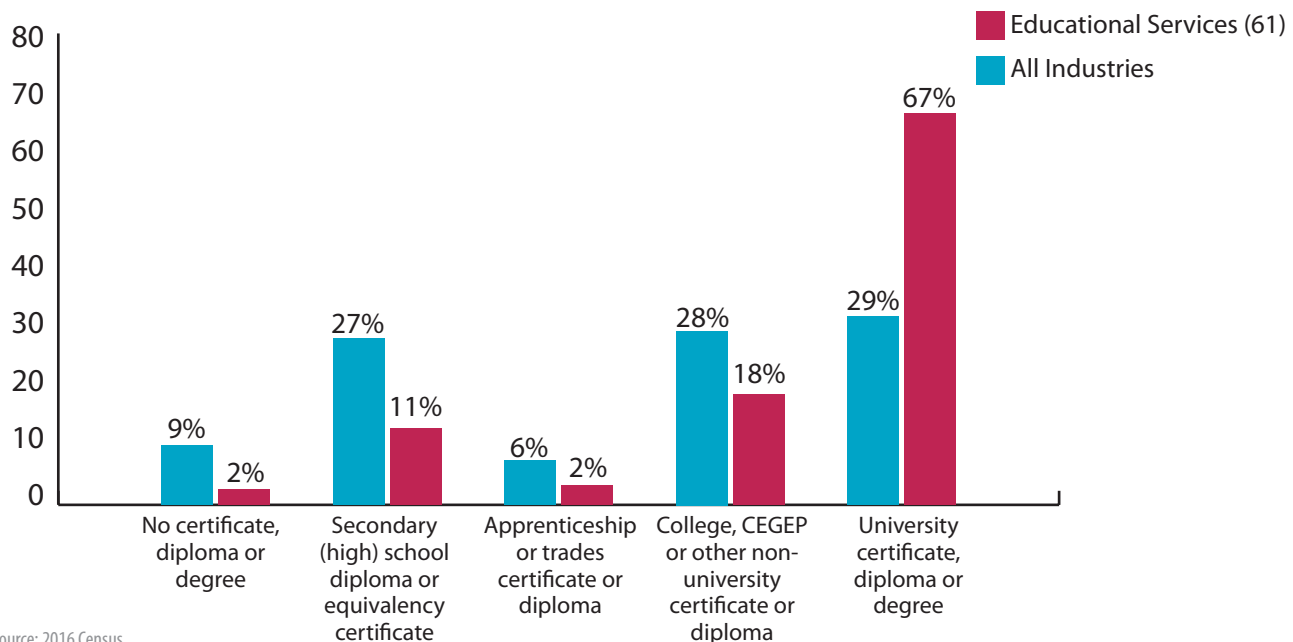
TABLE 10. Age Breakdown, Educational Services Vs All Industries, 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

Education

TABLE 11. Educational breakdown, Educational Services Vs All Industries, 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

Skill Level

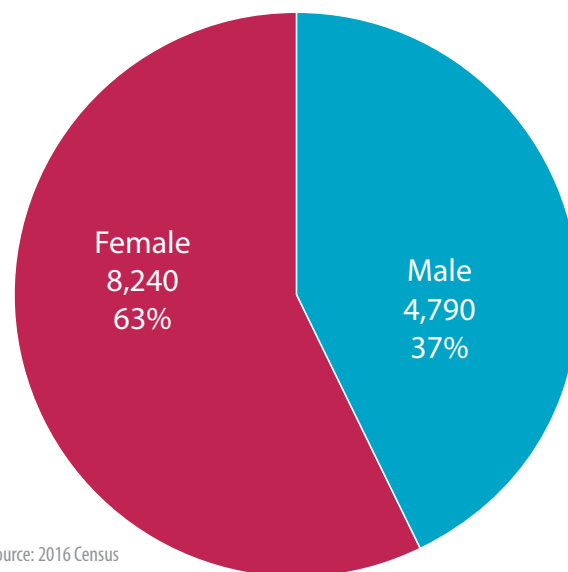
TABLE 12. Occupations by Skill Level, 2006 to 2016, Place-of-Work, Hamilton (Census Division)

| Skill Level | Educational Services | | | All Industries (2016) |
|--|----------------------|------|------|-----------------------|
| | 2006 | 2011 | 2016 | |
| A – Occupations usually require university education | 69% | 69% | 68% | 30% |
| B – Occupations usually require college education or apprenticeship training | 11% | 14% | 16% | 30% |
| C – Occupations usually require secondary school and/or occupation-specific training | 14% | 11% | 11% | 27% |
| D – On-the-job training is usually provided for occupations | 6% | 6% | 5% | 13% |

Source: 2006 Census; 2011 National Household Survey; 2016 Census

Gender

TABLE 13. Employment by Gender in Educational Services, 2016, Hamilton (Census Division)



Source: 2016 Census

Summary

- Within Educational services, 45% of workers are over 55 years old. The percentage of older workers in the industry is considerably higher than the general workforce average at 29%
- The workers in Educational services are highly educated. Sixty-seven percent of workers have a university background. Across all other industries, only 29% of all workers have a university education
- The educational background of the workers matches the skill level of the jobs. Sixty-eight percent of jobs are skill level A which are jobs that require at least a university education. Relative to the average across all industries, only 30% of jobs are skill level A
- Almost two-thirds of the workforce is female

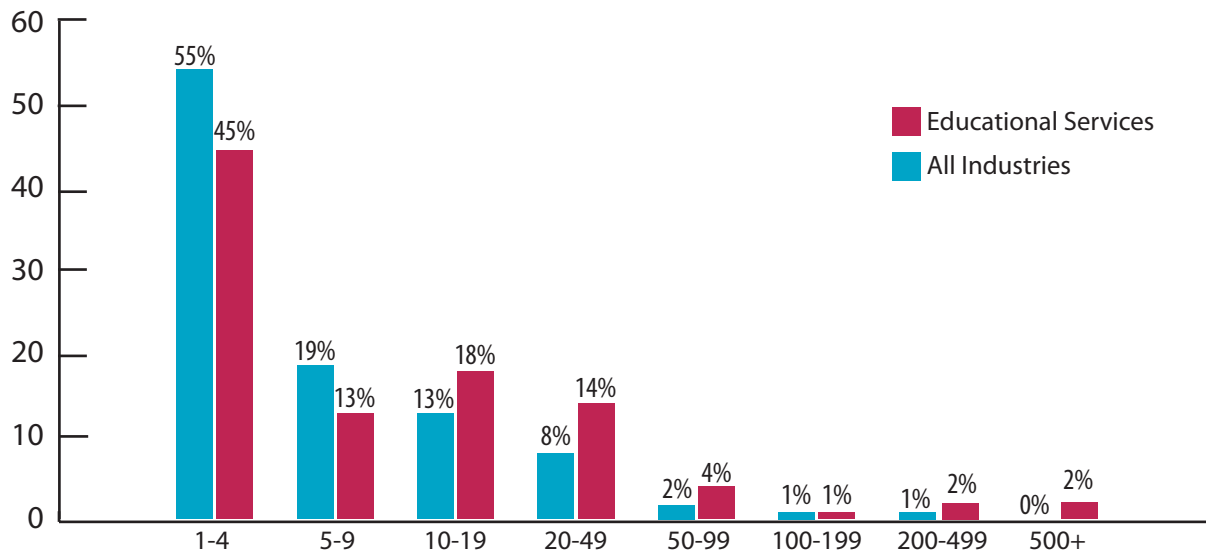
Section 4: Business Information

TABLE 14. Numbers of Employers by Employee Size Range, Educational Services Vs All Industries, 2017 December, Hamilton (Census Division)

| | All Industries | Educational Services |
|----------------------|----------------|----------------------|
| Total Businesses | 47,819 | 522 |
| Without employees | 32,645 | 341 |
| Total with employees | 15,174 | 181 |

Source: Canadian Business Counts Data

TABLE 15. Share of Employers by Employee Size Range, Educational Services Vs All Industries, 2017 December, Hamilton (Census Division)



Source: Canadian Business Counts Data

Summary

- As of December 2017 there were 522 Educational Services businesses in Hamilton. The share of sole-proprietor businesses is similar to the share seen across all industries, about two-thirds
- Forty-five percent of businesses had one to four employees, but there were seven businesses with over 200 employees- these include the local colleges and universities

Section 5: Occupational Information

TABLE 16. Top 20 Occupations in Educational Services, 2016, Place-of-Work, Hamilton (Census Division)

| Occupations | # of People Employed | Change from 2011 to 2016 | % Change from 2011 to 2016 | Unemployment Rate (%) | Income (\$) |
|---|----------------------|--------------------------|----------------------------|-----------------------|-------------|
| 4032 Elementary school and kindergarten teachers | 4,270 | -80 | -2% | 1.1 | 79,908 |
| 4031 Secondary school teachers | 2,400 | -155 | -6% | 1.4 | 91,934 |
| 4012 Post-secondary teaching and research assistants | 2,070 | -260 | -11% | 11 | 34,909 |
| 4413 Elementary and secondary school teacher assistants | 1,505 | 65 | 5% | 4.2 | 38,325 |
| 4011 University professors and lecturers | 1,455 | 40 | 3% | 6 | 140,506 |
| 6733 Janitors, caretakers and building superintendents | 760 | -375 | -33% | 3.6 | 41,820 |
| 4021 College and other vocational instructors | 685 | -295 | -30% | 7.9 | 73,198 |
| 1241 Administrative assistants | 615 | -200 | -25% | 4 | 44,844 |
| 1221 Administrative officers | 595 | -45 | -7% | 3.7 | 50,314 |
| 4214 Early childhood educators and assistants | 485 | 310 | 177% | 3.6 | 36,349 |
| 0422 School principals and administrators of elementary and secondary education | 380 | -25 | -6% | 0 | 112,475 |
| 0421 Administrators - post-secondary education and vocational training | 375 | 145 | 63% | 7.8 | 70,019 |
| 1411 General office support workers | 290 | -10 | -3% | 3.2 | 45,916 |
| 5133 Musicians and singers | 280 | 50 | 22% | 3.6 | 13,823 |
| 5254 Program leaders and instructors in recreation, sport and fitness | 270 | 90 | 50% | 12.7 | 33,045 |
| 4033 Educational counsellors | 215 | -15 | -7% | 5.4 | 68,066 |
| 4166 Education policy researchers, consultants and program officers | 215 | -55 | -20% | 0 | 58,875 |
| 4216 Other instructors | 180 | 10 | 6% | 8.1 | 23,680 |
| 3112 General practitioners and family physicians | 175 | 20 | 13% | 2.3 | 80,575 |
| 5134 Dancers | 155 | 110 | 244% | 0 | 19,624 |

Source: 2011 National Household Survey; 2016 Census

Note1: The unemployment rate in Hamilton during 2016 was **7.0%** if you include all workers including persons aged 15 years and over who never worked for pay or self-employment or last worked for pay or self-employment prior to 2015. It is **4.8%** if these workers are not included.

Note2: **Green** indicates increases, and **red** indicates decreases in employment.

TABLE 17. Growing Occupations, 2011 to 2016, Place-of-Work, Hamilton (Census Division)

| Occupations | 2011 | 2016 | Difference | % Change |
|--|-------|-------|------------|----------|
| 4214 Early childhood educators and assistants | 175 | 485 | 310 | 177% |
| 0421 Administrators - post-secondary education and vocational training | 230 | 375 | 145 | 63% |
| 5134 Dancers | 45 | 155 | 110 | 244% |
| 5254 Program leaders and instructors in recreation, sport and fitness | 180 | 270 | 90 | 50% |
| 2171 Information systems analysts and consultants | 70 | 135 | 65 | 93% |
| 4413 Elementary and secondary school teacher assistants | 1,440 | 1,505 | 65 | 5% |
| 2281 Computer network technicians | 60 | 115 | 55 | 92% |
| 0651 Managers in customer and personal services, n.e.c. | 0 | 50 | 50 | N/A |

Source: 2011 National Household Survey; 2016 Census | Note: Green indicates increases in employment.

TABLE 18. Declining Occupations, 2011 to 2016, Place-of-Work, Hamilton (Census Division)

| Occupations | 2011 | 2016 | Difference | % Change |
|--|-------|-------|------------|----------|
| 6733 Janitors, caretakers and building superintendents | 1,135 | 760 | -375 | -33% |
| 4021 College and other vocational instructors | 980 | 685 | -295 | -30% |
| 4012 Post-secondary teaching and research assistants | 2,330 | 2,070 | -260 | -11% |
| 1241 Administrative assistants | 815 | 615 | -200 | -25% |
| 4031 Secondary school teachers | 2,555 | 2,400 | -155 | -6% |
| 3111 Specialist physicians | 160 | 30 | -130 | -81% |
| 4032 Elementary school and kindergarten teachers | 4,350 | 4,270 | -80 | -2% |
| 1414 Receptionists | 135 | 65 | -70 | -52% |
| 1451 Library assistants and clerks | 70 | 0 | -70 | -100% |
| 5211 Library and public archive technicians | 80 | 20 | -60 | -75% |

Source: 2011 National Household Survey; 2016 Census

Note: Red indicates decreases in employment.

TABLE 19. Top Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

| Occupation | Number of People | Difference | % Change |
|---|------------------|------------|----------|
| 4413 Elementary and secondary school teacher assistants | 1505 | 65 | 5% |
| 1411 General office support workers | 290 | -10 | -3% |
| 1431 Accounting and related clerks | 70 | 15 | 27% |
| 7512 Bus drivers, subway operators and other transit operators | 65 | 45 | 225% |
| 1414 Receptionists | 65 | -70 | -52% |
| 6541 Security guards and related security service occupations | 55 | -15 | -21% |
| 1432 Payroll administrators | 35 | 35 | N/A |
| 6552 Other customer and information services representatives | 35 | -10 | -22% |
| 4412 Home support workers, housekeepers and related occupations | 30 | 30 | N/A |
| 6421 Retail salespersons | 30 | 30 | N/A |

Source: 2011 National Household Survey; 2016 Census

Note: Green indicates increases, and red indicates decreases in employment.

TABLE 20. Growing Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

| Occupations | 2011 | 2016 | Change | % Change |
|---|------|------|--------|----------|
| 4413 Elementary and secondary school teacher assistants | 1440 | 1505 | 65 | 5% |
| 7512 Bus drivers, subway operators and other transit operators | 20 | 65 | 45 | 225% |
| 1432 Payroll administrators | 0 | 35 | 35 | N/A |
| 4412 Home support workers, housekeepers and related occupations | 0 | 30 | 30 | N/A |
| 6421 Retail salespersons | 0 | 30 | 30 | N/A |
| 1415 Personnel clerks | 0 | 20 | 20 | N/A |
| 1521 Shippers and receivers | 0 | 20 | 20 | N/A |
| 3413 Nurse aides, orderlies and patient service associates | 0 | 20 | 20 | N/A |
| 1431 Accounting and related clerks | 55 | 70 | 15 | 27% |

Source: 2011 National Household Survey; 2016 Census
 Note: Green indicates increases in employment.

TABLE 21. Top Declining Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

| Occupations | 2011 | 2016 | Change | % Change |
|---|------|------|--------|----------|
| 1414 Receptionists | 135 | 65 | -70 | -52% |
| 1451 Library assistants and clerks | 70 | 0 | -70 | -100% |
| 1422 Data entry clerks | 30 | 0 | -30 | -100% |
| 1511 Mail, postal and related workers | 30 | 0 | -30 | -100% |
| 6513 Food and beverage servers | 20 | 0 | -20 | -100% |
| 6541 Security guards and related security service occupations | 70 | 55 | -15 | -21% |
| 1411 General office support workers | 300 | 290 | -10 | -3% |
| 6552 Other customer and information services representatives | 45 | 35 | -10 | -22% |

Source: 2011 National Household Survey; 2016 Census
 Note: Red indicates decreases in employment.

Summary

- Table 16 lists the most employed occupations in Educational services. The occupations that accounted for the majority of workers were: Elementary school and kindergarten teachers (4,270 employed in Hamilton); Secondary school teachers (2,400 employed in Hamilton); Post-secondary teaching and research assistants (2,070 employed in Hamilton)
- Eleven out of the 20 most employed occupations saw employment decrease from 2011 to 2016
- Tables 17 and 18 relate to the most growing and declining occupations in Educational services. Early childhood educators and assistants grew the most by 310 workers. Janitors, caretakers and building superintendents declined the most losing 375 workers
- Tables 19 to 21 relate to entry-level jobs. The entry-level jobs that saw the most growth between 2011-2016 were Elementary and secondary school teacher assistants (65 workers) and Bus drivers, subway operators and other transit operators (45 workers)
- The entry-level jobs that saw the most job losses from 2011-2016 were Receptionist and Library assistants and clerks both declining by 70 workers

Section 6: Job Postings

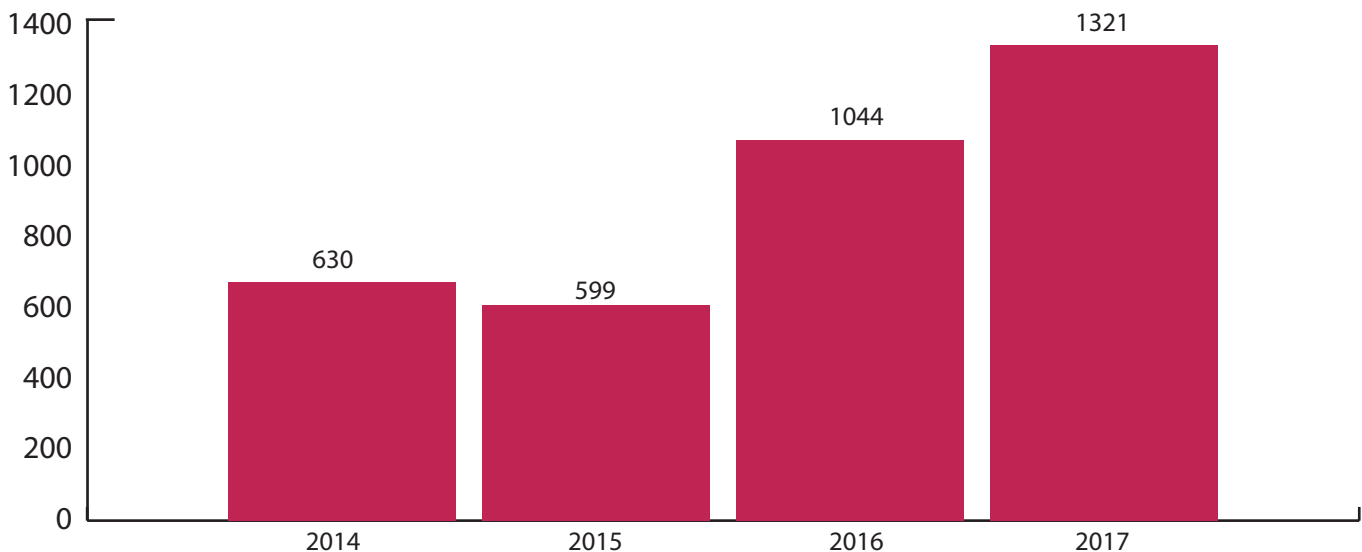
TABLE 22. Top 10 Job Postings in Educational Services, 2017, Hamilton (Census Division)

| Occupations | Job Postings |
|---|--------------|
| 4011 - University professors and lecturers | 183 |
| 4012 - Post-secondary teaching and research assistants | 161 |
| 0000 - Management (unidentified sub-category) | 65 |
| 1000 - Business, finance and administration (unidentified sub-category) | 50 |
| 1241 - Administrative assistants | 38 |
| 3111 - Specialist physicians | 36 |
| 1254 - Statistical officers and related research support occupations | 33 |
| 1243 - Medical administrative assistants | 21 |
| 6000 - Sales and service (unidentified sub-category) | 20 |
| 3000 - Health (unidentified sub-category) | 17 |

Source: Vicinity Data

Note: The following list does not include all job postings available in Educational services. Many postings do not list the industry therefore the program (Vicinity Data) is not able to account for these postings.

TABLE 23. Job Postings in Educational Services, 2014-2017, Vicinity Jobs



Source: Vicinity Jobs

Summary

- University professors and lecturers had the most postings in the industry with 183 postings in 2017. Post-secondary teaching and research assistants was second with 161 postings
- Job postings have been increasing in Educational services as 2017 saw the most postings than in any previous year, 1,321