

Hamilton's Economy

Top Trends

Industry Information

- The largest industry in terms of employment in Hamilton is Health care and social assistance employing 34,300 workers. This is followed by Retail trade with 25,650 workers
- The sub-industries Hospitals; restaurants; elementary and secondary schools; local government; and universities all employ at least 6,000 people each
- Health care and social assistance grew the most in terms of total workers, 4,680, from 2006 to 2016. Educational services was second with 2,140 workers gained, but over the last five years this industry declined
- Accommodation and food services grew the most over the last five years, 2011 to 2016. It grew by 22% or 2,710 workers
- Professional, scientific and technical services had one of the fastest growth rates, growing by 21.4% from 2006 to 2016. Most of the growth occurred from 2006 to 2011 although over the last five years the industry only grew by 5%
- Manufacturing had the largest declines from 2006 to 2016. The industry lost 7,975 workers or almost a quarter of the industry workforce. Over the last five years it has actually increased, growing by 12%
- The industry that had the fastest growth in income from 2011 to 2016 was Management of companies and enterprises which grew by 44% or \$18,479

Total Employment

- The long-term employment trend reveals that since the beginning of the last decade employment has grown consistently in Hamilton
- After a decrease in employment by 4,335 workers from 2006 to 2011, employment increased significantly by 10,445 workers or 5.4% in the period from 2011 to 2016. This growth was faster than in other communities as employment across Ontario grew by 4.2%
- The unemployment rate peaked in 2009 in Hamilton to 8.9% during the last recession. Since then the jobless rate has continued to decline to a low of 5% in 2017
- Jobs in Hamilton are forecast to grow by 5.3% from 2018 to 2023. This is the same growth rate for employment growth across Ontario

Workforce Characteristics

- Eighty-two percent of workers have a usual place of work among Hamilton residents. There is a significant portion of the workforce that work from home (6%) or have no fixed workplace (11%)
- The largest share of workers, 69%, works full-time. A significant portion work part-time (18%) or are self-employed (10%)
- The industries with the largest share of part-time workers are: Accommodation and food services (45%); Retail trade (37%); and Arts, entertainment and recreation (34%)
- The largest share of industries with self-employment are: Agriculture, forestry, fishing and hunting (26%); Professional, scientific and technical services (26%); Construction (23%)
- Almost a quarter of all workers are over the age of 55
- The industries with the largest share of older workers are: Real estate and rental and leasing (35%); Agriculture, forestry, fishing and hunting (33%); Transportation and warehousing (30%)
- Hamilton has a higher share of workers with a College education or Apprenticeship/Trade certificate diploma (34%) than seen across Ontario (30%)

- From 2011 to 2016 there was an increase in the number of people with a University or College education. There was a decrease in the number of people with an Apprenticeship or Trade certificate diploma (-16%)
- The skill level of jobs has increased from 2006 to 2016. There are a higher number of workers with skill level A. These are jobs that require at least a University education
- Looking at class of worker by skill level, it shows that the lower the skill level the more likely the jobs are to be part-time. Conversely, the higher the skill level the more likely the job is to be self-employed
- The gender breakdown across industries varies. Construction is heavily skewed towards males (88%), while Health care and social assistance is skewed towards females (81%)

Businesses Information

- There are in total 47,819 businesses in Hamilton as of December 2017. Just over two-thirds (68%) are sole-proprietor businesses. In total, there are 15,174 businesses with employees
- The majority of businesses with employees are very small. Fifty-five percent have less than five employees
- Businesses with over 500 workers represent a very small share but still employ a large portion of the workforce. In total, there are 34 businesses with over 500 employees in Hamilton
- The industries with the most businesses with employees are: Professional, scientific and technical services (1,468); Ambulatory health care services (1,339); and Specialty trade contractors (1,31)

Occupational Information

- The top twenty most employed jobs in Hamilton are a diverse set of occupations employed across all industries and include both high and low income jobs, and high and low unemployment rates. Thirteen out of twenty saw growth in employment from 2011 to 2016
- Retail salesperson is the most employed occupation with 8,370 workers. This occupation has seen a decrease in the number of workers from 2011 to 2016 (-595 workers). This occupation saw the second greatest decline in workforce overall and the greatest decline among entry-level jobs
- Nurse aides, orderlies and patient service associates (770 workers) showed the greatest growth among entry-level jobs
- Administrative assistants (-1,260 workers) showed the greatest decline from 2011 to 2016

Job Postings

- The job posted most frequently is Registered nurses and registered psychiatric nurses with 1,130 postings as of 2017. The second most posted job is Retail salespersons with 1,081
- Four out of the top five job postings are sales related occupations most likely found in retail trade
- Since 2014 the number of postings has increased every year. In 2017 the number of postings in Hamilton was 28,439
- The industries with the most postings correlate with the most employed industries. Retail trade has the most postings with 2,114. Second is Accommodation and food services, 1,841 postings, which was the fastest growing industry since 2011

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Section 1: Industry Information

TABLE 1. Employment by Industry, 2016, Place-of-Work, Hamilton (Census Division)

Industries	Number of Employed
62 Health care and social assistance	34,300
44-45 Retail trade	25,650
31-33 Manufacturing	24,930
61 Educational services	21,030
72 Accommodation and food services	14,800
54 Professional, scientific and technical services	10,890
91 Public administration	10,720
81 Other services (except public administration)	9,450
23 Construction	7,760
56 Administrative and support, waste management and remediation services	7,720
52 Finance and insurance	7,410
41 Wholesale trade	7,120
48-49 Transportation and warehousing	6,640
53 Real estate and rental and leasing	3,910
51 Information and cultural industries	3,750
71 Arts, entertainment and recreation	3,670
11 Agriculture, forestry, fishing and hunting	2,440
22 Utilities	780
55 Management of companies and enterprises	180
21 Mining, quarrying, and oil and gas extraction	160

Source: 2016 Census

TABLE 2. Employment by Industry (4-Digit NAICS), 2016, Place-of-Work, Hamilton (Census Division)

Industries (4-Digit NAIC)	Number of Employed
6220 Hospitals (6221 to 6223)	14,840
7225 Full-service restaurants and limited service eating places	13,010
6111 Elementary and secondary schools	11,310
9130 Local, municipal and regional public administration (9131 and 9139)	7,060
6113 Universities	6,890
3311 Iron and steel mills and ferro-alloy manufacturing	6,630
6230 Nursing and residential care facilities (6231 to 6239)	5,620
4451 Grocery stores	5,610
4461 Health and personal care stores	3,060
5617 Services to buildings and dwellings	3,030
5221 Depository credit intermediation	2,860
2382 Building equipment contractors	2,660
6211 Offices of physicians	2,500
6244 Child day-care services	2,470
8121 Personal care services	2,230

Source: 2016 Census

TABLE 3. Change in Employment by Industry (2-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
All Industries	197,200	192,865	203,310	6,110	3.1%	10,445	5%
62 Health care and social assistance	29,620	31,665	34,300	4,680	15.8%	2,635	8%
61 Educational services	18,890	21,605	21,030	2,140	11.3%	-575	-3%
54 Professional, scientific and technical services	8,970	10,365	10,890	1,920	21.4%	525	5%
91 Public administration	8,805	11,170	10,720	1,915	21.7%	-450	-4%
44-45 Retail trade	23,885	23,815	25,650	1,765	7.4%	1,835	8%
72 Accommodation and food services	13,345	12,090	14,800	1,455	10.9%	2,710	22%
56 Administrative and support, waste management and remediation services	6,705	6,955	7,720	1,015	15.1%	765	11%
23 Construction	6,800	7,435	7,760	960	14.1%	325	4%
52 Finance and insurance	6,500	7,230	7,410	910	14.0%	180	2%
51 Information and cultural industries	3,450	3,440	3,750	300	8.7%	310	9%
53 Real estate and rental and leasing	3,770	4,000	3,910	140	3.7%	-90	-2%
55 Management of companies and enterprises	110	130	180	70	63.6%	50	38%
71 Arts, entertainment and recreation	3,680	3,505	3,670	-10	-0.3%	165	5%
21 Mining, quarrying, and oil and gas extraction	185	105	160	-25	-13.5%	55	52%
22 Utilities	935	955	780	-155	-16.6%	-175	-18%
41 Wholesale trade	7,645	7,100	7,120	-525	-6.9%	20	0%
11 Agriculture, forestry, fishing and hunting	3,015	2,605	2,440	-575	-19.1%	-165	-6%
81 Other services (except public administration)	10,375	9,795	9,450	-925	-8.9%	-345	-4%
48-49 Transportation and warehousing	7,610	6,580	6,640	-970	-12.7%	60	1%
31-33 Manufacturing	32,905	22,320	24,930	-7,975	-24.2%	2,610	12%

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

TABLE 4. Median Income by Industry (2-digit NAICS), 2006, Hamilton (Census Division)

Industries	Median employment income \$
All Industries	53,880
22 Utilities	90,353
21 Mining, quarrying, and oil and gas extraction	80,990
91 Public administration	75,503
61 Educational services	71,662
51 Information and cultural industries	63,826
55 Management of companies and enterprises	60,715
52 Finance and insurance	60,353
31-33 Manufacturing	60,348
41 Wholesale trade	59,281
54 Professional, scientific and technical services	57,314
23 Construction	55,951
62 Health care and social assistance	53,325
48-49 Transportation and warehousing	51,793
53 Real estate and rental and leasing	42,223
81 Other services (except public administration)	39,216
44-45 Retail trade	37,005
71 Arts, entertainment and recreation	36,480
56 Administrative and support, waste management and remediation services	36,302
11 Agriculture, forestry, fishing and hunting	30,667
72 Accommodation and food services	24,974

Source: 2016 Census

Table 5. Top 10 Median Income Change by Industry (2-digit NAICS), 2011 to 2016, Hamilton (Census Division)

	2011	2016	Difference	% Change
All Industries	\$49,103	\$53,880	\$4,777	10%
55 Management of companies and enterprises	\$42,236	\$60,715	\$18,479	44%
22 Utilities	\$75,043	\$90,353	\$15,310	20%
21 Mining, quarrying, and oil and gas extraction	\$66,031	\$80,990	\$14,959	23%
51 Information and cultural industries	\$49,898	\$63,826	\$13,928	28%
91 Public administration	\$65,485	\$75,503	\$10,018	15%
61 Educational services	\$64,102	\$71,662	\$7,560	12%
52 Finance and insurance	\$53,122	\$60,353	\$7,231	14%
23 Construction	\$48,833	\$55,951	\$7,118	15%
62 Health care and social assistance	\$47,502	\$53,325	\$5,823	12%
31-33 Manufacturing	\$54,615	\$60,348	\$5,733	10%

Source: 2011 National Household Survey; 2016 Census

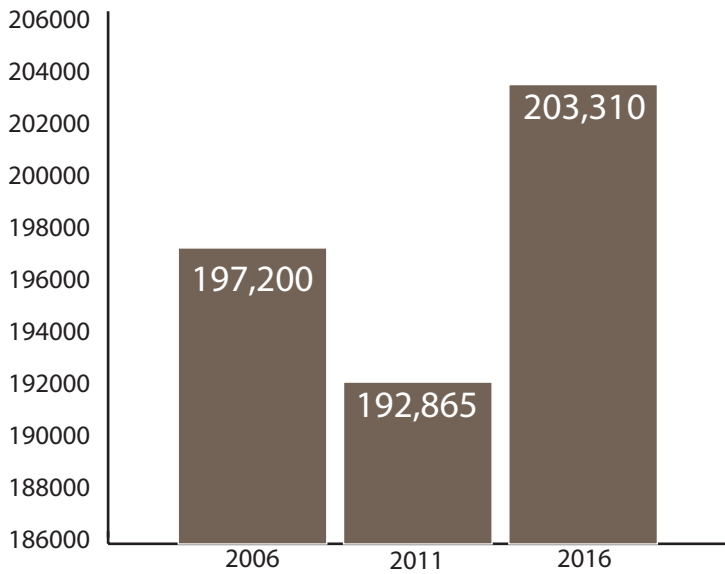
Note: Green indicates an increase in income.

Summary

- There are 20 industries that employ people in Hamilton. The largest, Health care and social assistance employs 34,300 people. This is followed by Retail trade with 25,650 workers
- Four-digit NAICS gives a better perspective on the largest workplaces. Hospitals, restaurants, elementary and secondary schools, local government, and universities all employ at least 6,000 workers in each
- Health care and social assistance grew the most in terms of total workers, 4,680, from 2006 to 2016. Educational services was second with 2,140 workers gained, but over the last five years this industry declined
- Professional, scientific and technical services had one of the fastest growth rates, growing by 21.4% from 2006 to 2016. Most of the growth occurred from 2006 to 2011 although over the last five years the industry grew by only 5%
- Accommodation and food services grew the most over the last five years 2011 to 2016. It grew by 22% or 2,710 workers
- Manufacturing had the largest decline in employment from 2006 to 2016. The industry lost 7,975 workers or almost a quarter of the industry workforce. In the period 2011 to 2016 it has actually increased by 12%
- The only industries that have declined overall from 2006 to 2016 and over the last five years are: Other services; Agriculture, forestry, fishing and hunting; and Utilities
- There is a range of median incomes across the industries. The industry that had the fastest growth in income from 2011 to 2016 was Management of companies and enterprises which grew by 44% or \$18,479

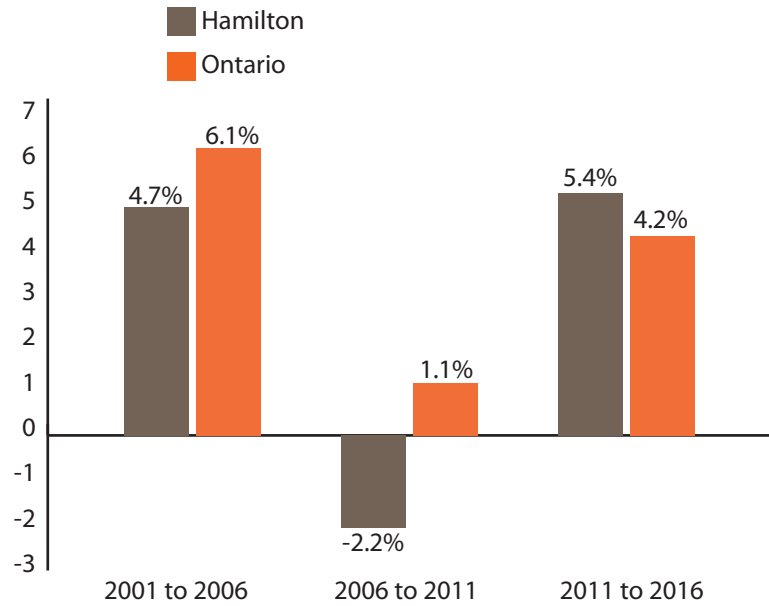
Section 2: Employment Trends

TABLE 6. Total Employment across All Industries, 2006-2016, Place-of-Work, Hamilton (Census Division)



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

TABLE 7. Percentage Change across All Industries, 2006 to 2016, Place-of-Work, Ontario vs Hamilton (Census Division)

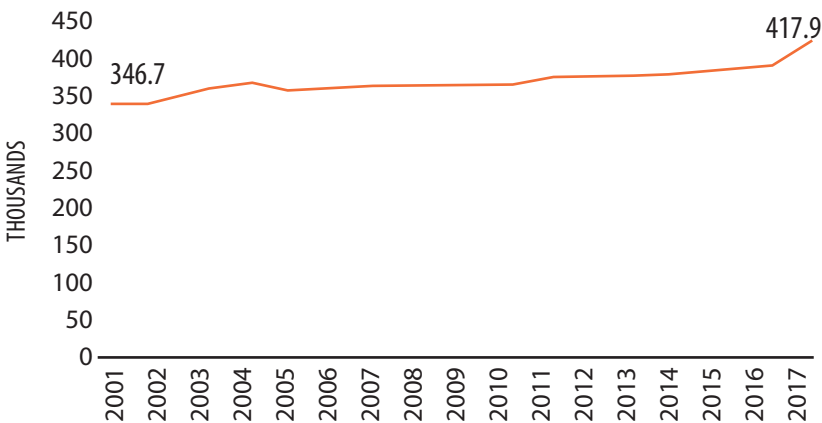


Source: 2006 Census; 2011 National Household Survey; 2016 Census

Long-Term Trends in Employment

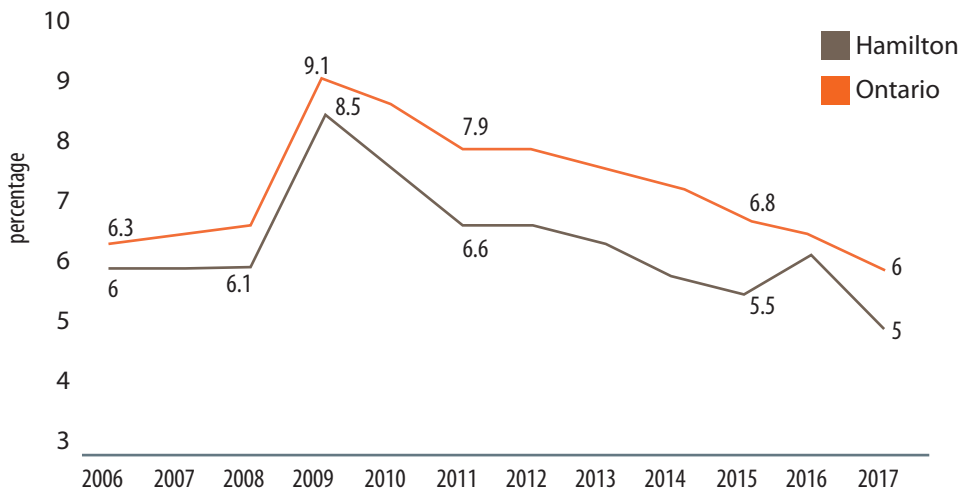
The following two tables use Labour Force Survey (LFS) data. Using LFS we can see long term trends and identify any annual fluctuations. Combining data sources gives a more complete picture. It should be noted that LFS uses Hamilton Census Metropolitan Area as the geography which includes Burlington 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 8. Total Employment, 2001 to 2016, Hamilton (Census Metropolitan Area)



Source: Labour Force Survey

TABLE 9. Unemployment Rate Across All Industries, 2006 to 2016, Hamilton Census Metropolitan Area



Source: Labour Force Survey

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 10. Future Employment, 2018 to 2023, Place-of-Work, Hamilton (Census Division)

Region	2018 Jobs	2023 Jobs	Change	% Change
Hamilton	259,969	273,647	13,678	5.3%
Ontario	7,686,842	8,096,177	409,335	5.3%
Canada	19,698,208	20,608,140	909,932	4.6%

Source: EMSI Analyst

Summary

- Employment in Hamilton decreased from 2006 to 2011 by 4,335 workers. Over the last five years employment increased significantly by 10,445 workers or 5.4%. This growth was faster than in other communities. Employment growth across Ontario was 4.2%
- The long-term employment trend reveals that since the beginning of the last decade employment has grown consistently in Hamilton
- The unemployment rate peaked in 2009 in Hamilton to 8.9% during the last recession. Since then the jobless rate has continued to decline to a low of 5% in 2017
- Jobs in Hamilton are forecast to grow by 5.3% from 2018 to 2023. This is the same growth rate for employment growth across Ontario

Section 3: Workforce Characteristics

Place of Work

TABLE 11. Places of Work, 2016, Hamilton (Census Division)

Employed Labour Force	Worked at Home	Worked Outside Canada	No Fixed Workplace	Worked at Usual Place
259,065	15,780	985	29,165	213,130
100%	6.1%	0.4%	11.3%	82.3%

Source: 2016 Census

Class of Worker

TABLE 12. Class of Workers, 2016, Hamilton (Census Division)

Class of Workers	Number of People	Share
All Workers	259,065	100%
Worked Full-Time	178,160	69%
Work Part-Time	47,260	18%
Self-employed	26,705	10%
Employee - Did not work in 2015	6,310	2%
Unpaid family worker	640	0%

Source: 2016 Census | Note: This is from the 2016 Census but respondent's answers were based on their experience in 2015.

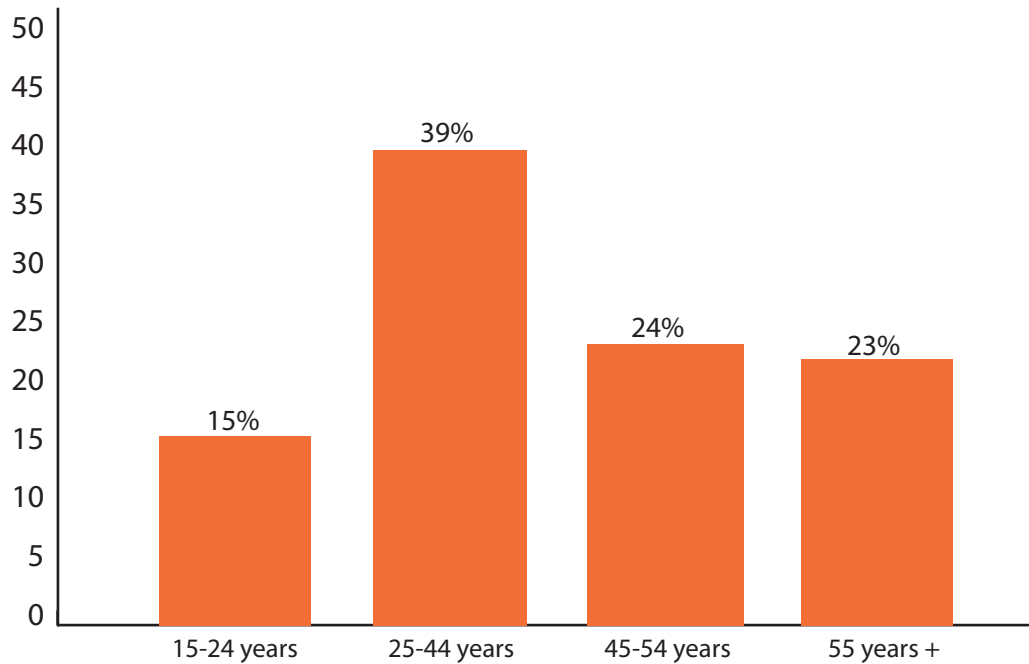
TABLE 13. Class of Workers, 2016, Hamilton (Census Division)

	Worked Full-Time	Worked Part-Time	Self-employed	Unpaid Family Worker	Did not work in 2015
All Industries	69%	18%	10%	0%	2%
22 Utilities	95%	4%	1%	0%	1%
31-33 Manufacturing	91%	4%	3%	0%	2%
21 Mining, quarrying, and oil and gas extraction	89%	5%	4%	0%	0%
55 Management of companies and enterprises	87%	9%	5%	0%	3%
91 Public administration	87%	12%	0%	0%	2%
41 Wholesale trade	87%	6%	6%	0%	1%
52 Finance and insurance	82%	9%	7%	0%	2%
61 Educational services	78%	17%	3%	0%	2%
51 Information and cultural industries	70%	19%	9%	0%	2%
48-49 Transportation and warehousing	70%	14%	14%	0%	2%
23 Construction	68%	6%	23%	0%	2%
62 Health care and social assistance	66%	23%	9%	0%	2%
54 Professional, scientific and technical services	63%	9%	26%	0%	2%
53 Real estate and rental and leasing	63%	14%	20%	0%	3%
56 Administrative and support, waste management and remediation services	61%	17%	18%	0%	4%
81 Other services (except public administration)	57%	19%	21%	0%	2%
11 Agriculture, forestry, fishing and hunting	54%	15%	26%	2%	3%
44-45 Retail trade	52%	37%	7%	0%	4%
71 Arts, entertainment and recreation	44%	34%	20%	0%	3%
72 Accommodation and food services	43%	45%	6%	0%	6%

Source: 2016 Census

Age

TABLE 14. Age Breakdown, 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

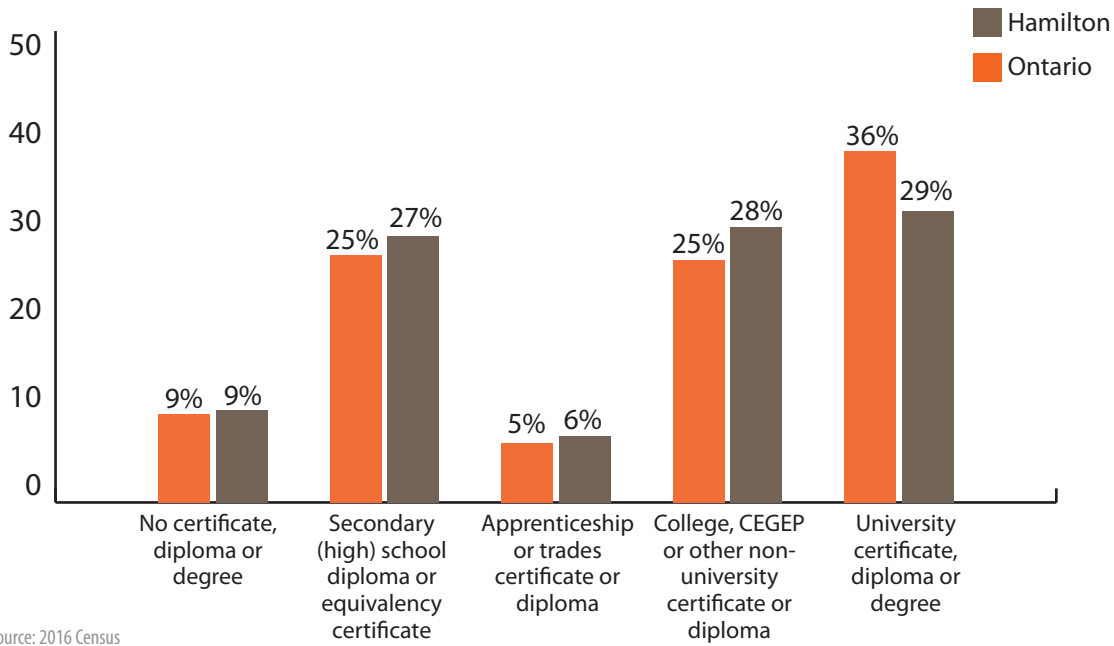
TABLE 15. Share of Workers Over 55 Years of Age, 2016, Place-of-Work, Hamilton (Census Division)

Industries	Share Over 55 Years of Age
All Industries	23%
53 Real estate and rental and leasing	35%
11 Agriculture, forestry, fishing and hunting	33%
48-49 Transportation and warehousing	30%
54 Professional, scientific and technical services	28%
41 Wholesale trade	28%
81 Other services (except public administration)	27%
31-33 Manufacturing	26%
23 Construction	25%
22 Utilities	25%
21 Mining, quarrying, and oil and gas extraction	25%
52 Finance and insurance	25%
56 Administrative and support, waste management and remediation services	23%
62 Health care and social assistance	22%
44-45 Retail trade	21%
91 Public administration	21%
51 Information and cultural industries	20%
71 Arts, entertainment and recreation	20%
61 Educational services	20%
55 Management of companies and enterprises	19%
72 Accommodation and food services	9%

Source: 2016 Census

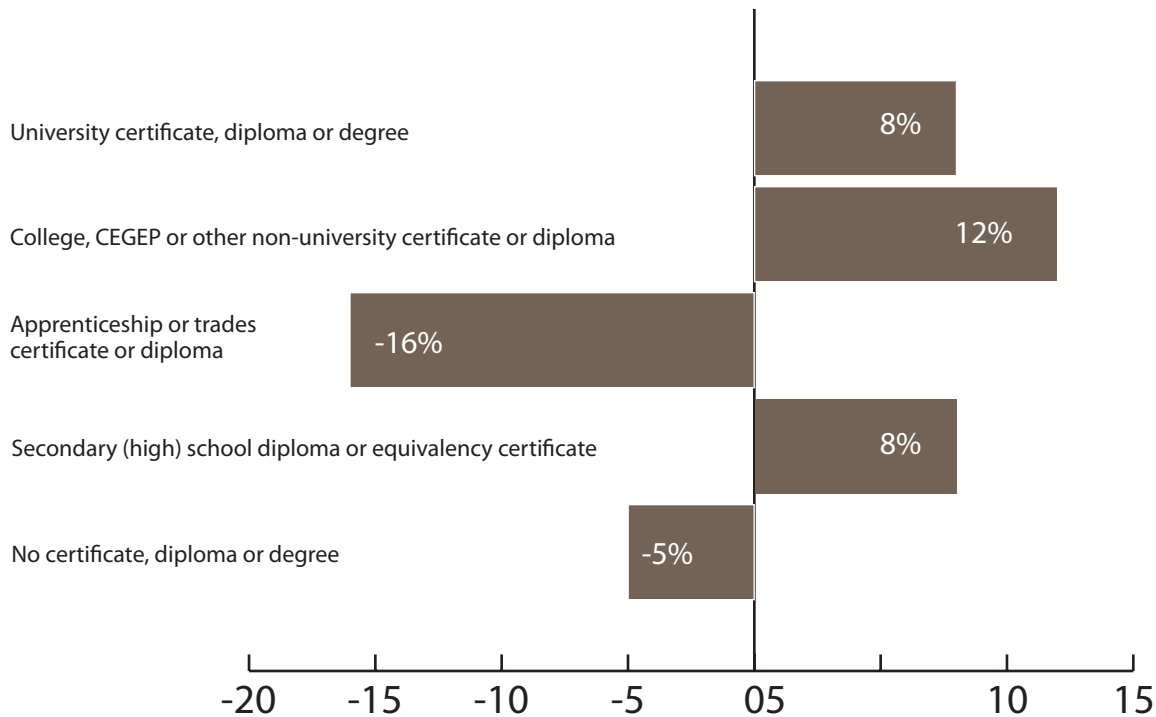
Education

TABLE 16. Educational breakdown, Hamilton VS Ontario, 2016, Place-of-Work



Source: 2016 Census

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



Source: 2016 Census

Note: There are certain issues to mention when comparing the 2011 National Household Survey (NHS) to the 2016 Census. The NHS was a voluntary survey while the Census was mandatory and the comparison was not exact. In addition, the educational question was slightly changed to avoid double counting. However, Statistics Canada did confirm that the trend noticed here was found in other data sources and the true for the province as a whole. Therefore, the trend can be shown but the exact number should be taken with caution.

Skill Level

TABLE 18. Occupations by Skill Level, 2006 to 2016, Place-of-Work, Hamilton (Census Division)

Skill Level	2006	2011	2016
A – Occupations usually require university education	26%	30%	30%
B – Occupations usually require college education or apprenticeship training	30%	30%	30%
C – Occupations usually require secondary school and/or occupation-specific training	30%	27%	27%
D – On-the-job training is usually provided for occupations	14%	13%	13%

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

TABLE 19. Class of Worker by Skill Level, 2016, Place-of-Work, Hamilton (Census Division)

Skill Level	Full-Time Average	Part-time Average	Self-employed Average	Did not Work (in 2015)
A	70%	9%	19%	1%
B	73%	12%	13%	2%
C	70%	21%	6%	3%
D	58%	31%	6%	5%

Source: 2016 Census

Gender

TABLE 20. Employment by Gender, 2016, Hamilton (Census Division)

	Male	Female
All Industries	56%	44%
21 Mining, quarrying, and oil and gas extraction	90%	13%
23 Construction	88%	12%
22 Utilities	79%	21%
31-33 Manufacturing	78%	22%
48-49 Transportation and warehousing	77%	23%
41 Wholesale trade	70%	30%
11 Agriculture, forestry, fishing and hunting	69%	31%
51 Information and cultural industries	62%	38%
56 Administrative and support, waste management and remediation services	60%	40%
71 Arts, entertainment and recreation	58%	42%
54 Professional, scientific and technical services	56%	44%
91 Public administration	56%	44%
53 Real estate and rental and leasing	54%	46%
81 Other services (except public administration)	53%	47%
44-45 Retail trade	51%	49%
55 Management of companies and enterprises	45%	55%
72 Accommodation and food services	43%	57%
52 Finance and insurance	40%	60%
61 Educational services	37%	63%
62 Health care and social assistance	19%	81%

Source: 2016 Census

Summary

- Eighty-two percent of workers work for a business in Hamilton. Six percent of the workforce work from home. Eleven percent of workers in Hamilton have no fixed workplace and the majority of these are working in the skilled trades
- Sixty-nine percent of workers work full-time, 18% work part-time and 10% are self-employed
- Across all industries most workers are employed full-time. The industries with the largest number of part-time workers are: Accommodation and food services (45%); Retail trade (37%); and Arts, entertainment and recreation (34%)
- The industries with the greatest number of self-employed workers are: Agriculture, forestry, fishing and hunting (26%); Professional, scientific and technical services (26%); Construction (23%)
- Close to one quarter of workers are over the age of 55. The concentration of workers over the age of 55 varies across all industries. The industries with the largest number of older workers are: Real estate and rental and leasing (35%); Agriculture, forestry, fishing and hunting (33%); Transportation and warehousing (30%)
- There is almost an equal share of workers in Hamilton with a University education (29%), College education (28%), and a Secondary school diploma (27%)
- Hamilton has a higher share of workers with a College education or Apprenticeship/Trade certificate diploma (34%) than seen across Ontario (30%)
- From 2011 to 2016 there was an increase in the number of people with a University or College education. There was a decrease in the number of people with an Apprenticeship or Trade certificate diploma (-16%)
- The skill level of jobs has increased from 2006 to 2016. There were more workers with skill level A in 2016 (30%) as compared to 2006 (26%). These are jobs that require at least a University education
- The gender breakdown across industries varies. Construction is heavily skewed to males (88%), while Health care and social assistance is skewed towards females (81%)

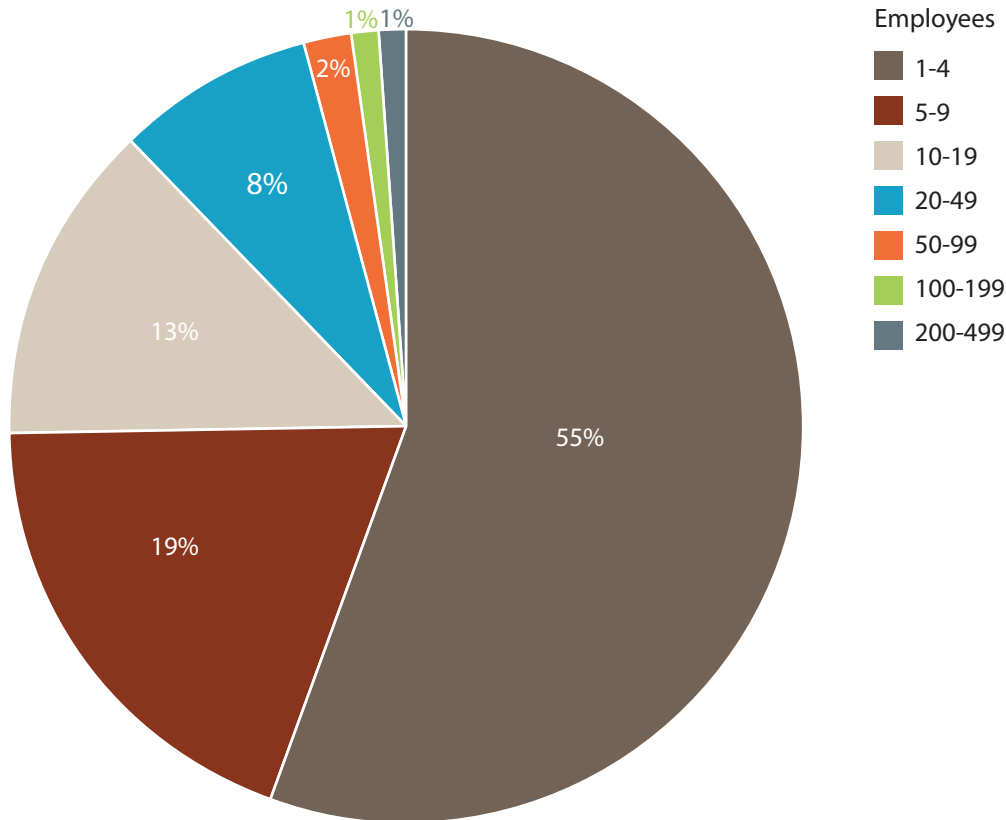
Section 4: Number of Businesses

TABLE 21. Numbers of Employers, 2017 December, Hamilton (Census Division)

	All Industries
Total Businesses	47,819
Without employees	32,645
Total with employees	15,174

Source: Canadian Business Counts Data

TABLE 22. Share of Employers by Employee Size Range, 2017 December, Hamilton (Census Division)



Source: Canadian Business Counts Data

TABLE 23. Top 10 Industries, Businesses with Employees, 2017 December, Hamilton (Census Division)

Industries (3-digit NAIC)	Businesses With Employees
541 - Professional, scientific and technical services	1,468
621 - Ambulatory health care services	1,339
238 - Specialty trade contractors	1,321
722 - Food services and drinking places	992
484 - Truck transportation	665
561 - Administrative and support services	646
236 - Construction of buildings	532
531 - Real estate	490
811 - Repair and maintenance	477
813 - Religious, grant-making, civic, and professional and similar organizations	470

Source: Canadian Business Counts Data

Summary

- There are in total 47,819 businesses in Hamilton as of December 2017. Just over two-thirds (68%) are sole-proprietor businesses. In total, there are 15,174 businesses with employees
- The majority of businesses with employees are very small businesses. Fifty-five percent have less than five employees
- Businesses with over 500 workers represent a very small number of businesses but still employ a large portion of the workforce (Table 2). In total, there are 34 businesses with over 500 employees in Hamilton
- The industries that have the most employees are: Professional, scientific and technical services (1,468); Ambulatory health care services (1,339); and Specialty trade contractors (1,31)

Section 5: Occupational Information

TABLE 24. Top 20 Occupations, 2016, Place-of-Work, Hamilton (Census Division)

Occupations	# of People Employed	Change from 2011 to 2016	% Change from 2011 to 2016	Unemployment Rate (%)	Income (\$)
6421 Retail salespersons	8,370	-595	-7%	6.4	33,117
6711 Food counter attendants, kitchen helpers and related support occupations	5,960	585	11%	9.8	22,628
3012 Registered nurses and registered psychiatric nurses	5,680	-300	-5%	0.7	83,618
0621 Retail and wholesale trade managers	5,190	680	15%	2.6	47,892
6611 Cashiers	4,720	130	3%	9.3	23,259
4032 Elementary school and kindergarten teachers	4,270	-85	-2%	1.1	79,908
3413 Nurse aides, orderlies and patient service associates	3,650	770	27%	2.6	42,600
1221 Administrative officers	3,500	75	2%	3.7	50,314
1411 General office support workers	3,120	325	12%	3.2	45,916
6552 Other customer and information services representatives	2,740	305	13%	8.8	43,348
6733 Janitors, caretakers and building superintendents	2,660	-250	-9%	3.6	41,820
6322 Cooks	2,560	610	31%	7.9	26,334
6731 Light duty cleaners	2,460	515	26%	5.3	28,353
4031 Secondary school teachers	2,410	-155	-6%	1.4	91,934
6622 Store shelf stockers, clerks and order fillers	2,380	335	16%	9.4	28,399
1241 Administrative assistants	2,370	-1,260	-35%	4	44,844
6513 Food and beverage servers	2,310	665	40%	7.3	19,156
7511 Transport truck drivers	2,280	250	12%	3.9	48,850
4214 Early childhood educators and assistants	2,120	170	9%	3.6	36,349
4012 Post-secondary teaching and research assistants	2,100	-255	-11%	11	34,909

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 25. Top 20 Growing Occupations, 2011 to 2016, Place-of-Work, Hamilton (Census Division)

Skill Level	Occupations	2011	2016	Difference	% Change
C	3413 Nurse aides, orderlies and patient service associates	2,880	3,650	770	27%
A	0621 Retail and wholesale trade managers	4,510	5,190	680	15%
C	6513 Food and beverage servers	1,645	2,310	665	40%
B	6322 Cooks	1,950	2,560	610	31%
B	1243 Medical administrative assistants	460	1,050	590	128%
D	6711 Food counter attendants, kitchen helpers and related support occupations	5,375	5,960	585	11%
C	9461 Process control and machine operators, food and beverage processing	375	950	575	153%
D	6731 Light duty cleaners	1,945	2,460	515	26%
D	9617 Labourers in food and beverage processing	855	1,370	515	60%
B	6232 Real estate agents and salespersons	765	1,250	485	63%
B	3233 Licensed practical nurses	815	1,260	445	55%
B	7311 Construction millwrights and industrial mechanics	1,245	1,670	425	34%
B	7237 Welders and related machine operators	1,455	1,820	365	25%
C	4411 Home child care providers	620	970	350	56%
D	6622 Store shelf stockers, clerks and order fillers	2,045	2,380	335	16%
C	1411 General office support workers	2,795	3,120	325	12%
C	6562 Estheticians, electrologists and related occupations	325	650	325	100%
C	7452 Material handlers	1,335	1,660	325	24%
A	3111 Specialist physicians	905	1,210	305	34%
C	6552 Other customer and information services representatives	2,435	2,740	305	13%

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

TABLE 26. Top 20 Declining Occupations, 2011 to 2016, Place-of-Work, Hamilton (Census Division)

Occupations	2011	2016	Difference	% Change
1241 Administrative assistants	3,630	23,70	-1,260	-35%
6421 Retail salespersons	8,965	8,370	-595	-7%
0601 Corporate sales managers	1,105	550	-555	-50%
4021 College and other vocational instructors	1,270	920	-350	-28%
1422 Data entry clerks	690	360	-330	-48%
1414 Receptionists	2,220	1,900	-320	-14%
3012 Registered nurses and registered psychiatric nurses	5,980	5,680	-300	-5%
4012 Post-secondary teaching and research assistants	2,355	21,00	-255	-11%
6733 Janitors, caretakers and building superintendents	2,910	2,660	-250	-9%
7231 Machinists and machining and tooling inspectors	975	740	-235	-24%
0122 Banking, credit and other investment managers	780	550	-230	-29%
7241 Electricians (except industrial and power system)	700	470	-230	-33%
4154 Professional occupations in religion	660	440	-220	-33%
6411 Sales and account representatives - wholesale trade (non-technical)	1,370	1,150	-220	-16%
9417 Machining tool operators	500	280	-220	-44%
3219 Other medical technologists and technicians (except dental health)	1,000	810	-190	-19%
3215 Medical radiation technologists	570	390	-180	-32%
6623 Other sales related occupations	670	490	-180	-27%
0821 Managers in agriculture	740	570	-170	-23%
1432 Payroll administrators	450	280	-170	-38%

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

TABLE 27. Top 20 Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

Occupation	Number of People	Change from 2011 to 2016	% Change
6421 Retail salespersons	8,370	-595	-7%
3413 Nurse aides, orderlies and patient service associates	3,650	770	27%
1411 General office support workers	3,120	325	12%
6552 Other customer and information services representatives	2,740	305	13%
6513 Food and beverage servers	2,310	665	40%
7511 Transport truck drivers	2,280	250	12%
1414 Receptionists	1,900	-320	-14%
1431 Accounting and related clerks	1,670	170	11%
7452 Material handlers	1,660	325	24%
4413 Elementary and secondary school teacher assistants	1,500	50	3%
1521 Shippers and receivers	1,230	-15	-1%
6411 Sales and account representatives - wholesale trade (non-technical)	1,150	-220	-16%
6541 Security guards and related security service occupations	1,040	0	0%
7512 Bus drivers, subway operators and other transit operators	1,000	250	33%
4411 Home child care providers	970	350	56%
9461 Process control and machine operators, food and beverage processing	950	575	153%
6551 Customer services representatives - financial institutions	920	-105	-10%
7514 Delivery and courier service drivers	920	-35	-4%
4412 Home support workers, housekeepers and related occupations	860	-25	-3%
9522 Motor vehicle assemblers, inspectors and testers	820	80	11%

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

TABLE 28. Top Growing Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Div.)

Occupations	2011	2016	Change	% Change
3413 Nurse aides, orderlies and patient service associates	2,880	3,650	770	27%
6513 Food and beverage servers	1,645	2,310	665	40%
9461 Process control and machine operators, food and beverage processing	375	950	575	153%
4411 Home child care providers	620	970	350	56%
1411 General office support workers	2,795	3,120	325	12%
7452 Material handlers	1,335	1,660	325	24%
6562 Estheticians, electrologists and related occupations	325	650	325	100%
6552 Other customer and information services representatives	2,435	2,740	305	13%
7511 Transport truck drivers	2,030	2,280	250	12%
7512 Bus drivers, subway operators and other transit operators	750	1,000	250	33%
9536 Industrial painters, coaters and metal finishing process operators	245	440	195	80%
1431 Accounting and related clerks	1,500	1,670	170	11%
6563 Pet groomers and animal care workers	265	410	145	55%
7441 Residential and commercial installers and servicers	195	330	135	69%
9416 Metalworking and forging machine operators	455	580	125	27%
9537 Other products assemblers, finishers and inspectors	100	220	120	120%
9411 Machine operators, mineral and metal processing	410	520	110	27%
4423 By-law enforcement and other regulatory officers, n.e.c.	60	170	110	183%
6511 Maitres d'hôtel and hosts/hostesses	290	390	100	34%
9522 Motor vehicle assemblers, inspectors and testers	740	820	80	11%

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

TABLE 29. Top Declining Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

Occupations	2011	2016	Change	% Change
6421 Retail salespersons	8965	8370	-595	-7%
1422 Data entry clerks	690	360	-330	-48%
1414 Receptionists	2220	1900	-320	-14%
6411 Sales and account representatives - wholesale trade (non-technical)	1370	1150	-220	-16%
9417 Machining tool operators	500	280	-220	-44%
1432 Payroll administrators	450	280	-170	-38%
1454 Survey interviewers and statistical clerks	195	60	-135	-69%
9471 Plateless printing equipment operators	220	90	-130	-59%
6521 Travel counsellors	435	310	-125	-29%
1512 Letter carriers	415	290	-125	-30%
1522 Storekeepers and partspersons	480	360	-120	-25%
6551 Customer services representatives - financial institutions	1025	920	-105	-10%
7513 Taxi and limousine drivers and chauffeurs	515	410	-105	-20%
4422 Correctional service officers	335	230	-105	-31%
9446 Industrial sewing machine operators	280	190	-90	-32%
9418 Other metal products machine operators	195	120	-75	-38%
1451 Library assistants and clerks	335	270	-65	-19%
7534 Air transport ramp attendants	145	90	-55	-38%
9525 Assemblers, fabricators and inspectors, industrial electrical motors and transformers	75	20	-55	-73%
9474 Photographic and film processors	70	20	-50	-71%

Source: 2011 National Household Survey; 2016 Census

Note: Red indicates decreases in employment.

Summary

- Table 24 shows the top 20 occupations in Hamilton. It is a diverse set of occupations employed across all industries and includes both high and low income jobs, and high and low unemployment rates. Thirteen out of the 20 saw growth in employment from 2011 to 2016
- Retail salespersons are the most employed occupation with 8,370 workers. This occupation has seen a decrease in the number of workers from 2011 to 2016 (-595 workers)
- Table 25 and 26 show the top growing and declining occupations. Nurse aides, orderlies and patient service associates (770 workers) and Retail and wholesale trade managers (680 workers) grew the most
- Administrative assistants (-1,260 workers) and Retail salespersons (-595 workers) declined the most in number of people employed from 2011 to 2016
- Tables 21 to 23 relate to entry level positions. Nurse aides, orderlies and patient service associates (770 workers) and Retail salespersons (-595 workers) are most growing and declining entry-level positions

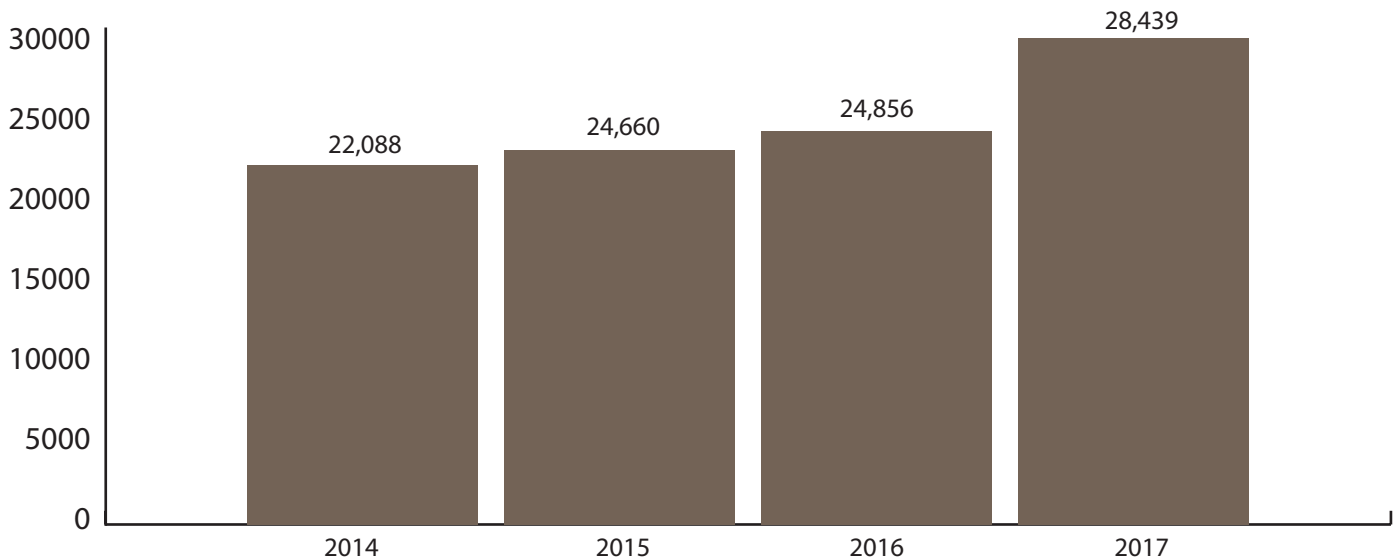
Section 6: Job Postings

TABLE 30. Top 20 Job Postings, 2017, Hamilton (Census Division)

Occupations	Job Postings
3012 - Registered nurses and registered psychiatric nurses	1,130
6421 - Retail salespersons	1,081
6623 - Other sales related occupations	992
6552 - Other customer and information services representatives	976
0621 - Retail and wholesale trade managers	663
1000 - Business, finance and administration (unidentified sub-category)	639
6411 - Sales and account representatives - wholesale trade (non-technical)	619
3233 - Licensed practical nurses	532
6235 - Financial sales representatives	417
6611 - Cashiers	385
4412 - Home support workers, housekeepers and related occupations	380
7311 - Construction millwrights and industrial mechanics	352
4411 - Home child care providers	337
1411 - General office support workers	328
7452 - Material handlers	315
6322 - Cooks	299
7511 - Transport truck drivers	263
9619 - Other labourers in processing, manufacturing and utilities	263
7237 - Welders and related machine operators	261
1241 - Administrative assistants	238

Source: Vicinity Data

TABLE 31. Total Job Postings, 2014-2017, Vicinity Jobs



Source: Vicinity Jobs

TABLE 32. Job Postings by Industry, 2017, Hamilton (Census Division)

Industries	Postings	Share
44-45 - Retail Trade	2,114	21.4%
72 - Accommodation and Food Services	1,841	18.7%
61 - Educational Services	1,321	13.4%
62 - Health Care and Social Assistance	1,278	13.0%
31-33 - Manufacturing	793	8.0%
54 - Professional, Scientific and Technical Services	747	7.6%
91 - Public Administration	510	5.2%
52 - Finance and Insurance	389	3.9%
81 - Other Services (except Public Administration)	184	1.9%
48-49 - Transportation and Warehousing	176	1.8%
53 - Real Estate and Rental and Leasing	147	1.5%
41 - Wholesale Trade	87	0.9%
23 - Construction	85	0.9%
71 - Arts, Entertainment and Recreation	82	0.8%
56 - Administrative and Support, Waste Management and Remediation Services	50	0.5%
51 - Information and Cultural Industries	42	0.4%
11 - Agriculture, Forestry, Fishing and Hunting	10	0.1%
21 - Mining and Oil and Gas Extraction	9	0.1%
22 - Utilities	4	0.0%
Total	9869	100%

Source: Vicinity Jobs

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

Summary

- The most posted job is Registered nurses and registered psychiatric nurses with 1,130 postings as of 2017. The second most posted job is Retail salespersons with 1,081
- Four out of the top five job postings are sales related occupations most likely found in retail trade
- Since 2014 the number of postings has increased every year. In 2017 the total number of postings in Hamilton was 28,439
- The industries with the most postings correlate with the most employed industries. Retail trade has the most postings with 2,114. Second is Accommodation and food services, 1,841 postings, which was the fastest growing industry since 2011