



Health Care and Social Assistance

(NAICS 62)

Top Trends

Industry Information

- Hospitals are the largest sub-industry in Health care and social assistance, with 14,850 people employed in Hamilton
- All sub industries showed strong growth in employment between 2006 and 2016. Ambulatory health care services saw the most growth with 2,310 jobs or 35%
- Income in Health care and social assistance grew by 12% between 2011 and 2016, faster than the growth seen across all industries at 10%
- Income grew the fastest in the Hospitals sub-industry, with an increase of 12% from 2011 to 2016
- Ambulatory health care services was the only sub industry to see a decrease in income (5%) and employment (-17%) between 2011 and 2016

Employment Trends

- Health care and social assistance has seen strong growth from 2006 to 2016 growing by 5,040 people or 16%
- The unemployment rate in this industry has remained low for the last decade, hovering around 1.9%. The rate has always been below the average across all industries
- Health care and social assistance in Hamilton is expected to see continued strong growth as employment from 2018 to 2023 is forecast to grow by 12.9%

Workforce Characteristics

- The largest share of workers in Health care and social assistance is between the ages of 25 to 44 at 45% , larger than the share across all industries at 39%
- This is a highly skilled industry with 82% of workers having a college or university education. This is higher than the average across all industries at 57%.
- Most jobs in the industry are skill level A, at 40%. A-Level jobs typically require a university education. This matches the share of workers with a university education
- The large majority of the workforce in the industry is female at 81%

Businesses Information

- There are 3,754 Health care and social assistance businesses in Hamilton
- Ambulatory health care services has the greatest number of businesses with employees at 3,020
- There are 34 businesses with over 500 employees in Hamilton and 35% of those businesses are in Health care and social assistance

Occupational Information

- The most employed occupations in Health care and social assistance are Registered nurses and registered psychiatric nurses with 5,340 workers followed by Nurse aides, orderlies and patient service associates with 3,370 workers
- Many occupations in the top 20 have low unemployment rates signaling possible skill shortages
- The occupation that grew the most was Nurse aides, orderlies and patient service associates. This is an entry level position.
- Administrative assistants declined the most overall

Job Postings

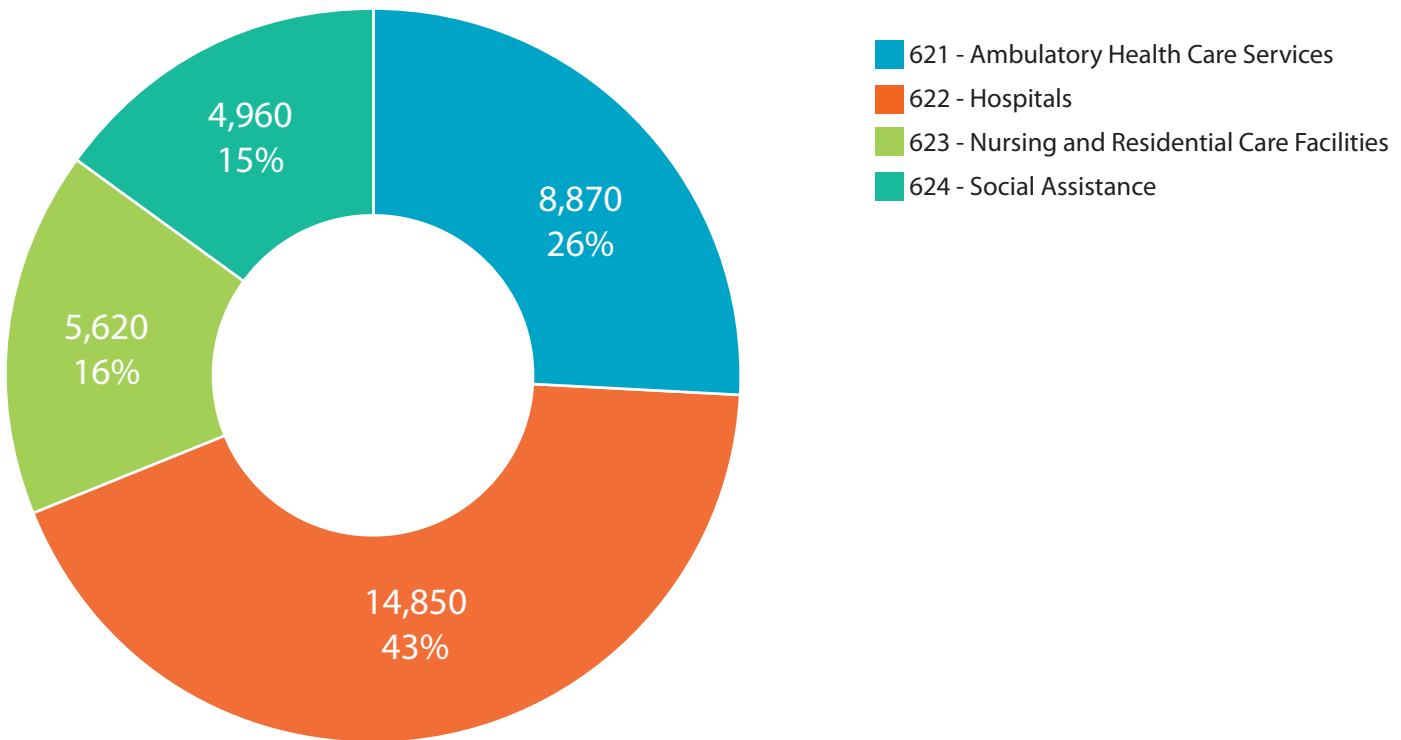
- Registered nurses and registered psychiatric nurses had the most job postings in 2017 with 213
- 2017 saw an increase in Health care and social assistance job postings in Hamilton, with a year-over-year increase of 870 postings

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Section 1: Industry Information

TABLE 1. Employed by Sub-Industry Health care and Social Assistance (3-Digit NAICS), 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

TABLE 2. Top 10 Employment by Health Care and Social Assistance Sub Industry (4-Digit NAICS), 2016, Hamilton (Census Division)

Industries (4-Digit NAICS)	Number of People Employed
6220 Hospitals (6221 to 6223)	14,840
6230 Nursing and residential care facilities (6231 to 6239)	5,620
6211 Offices of physicians	2,500
6244 Child day-care services	2,470
6213 Offices of other health practitioners	2,220
6241 Individual and family services	2,010
6212 Offices of dentists	1,860
6214 Out-patient care centres	950
6216 Home health care services	700
6215 Medical and diagnostic laboratories	360

Source: 2016 Census

TABLE 3. Change in Employment by Health Care and Social Assistance Sub-Industry (3-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
62 Health care and social assistance	29,620	31,670	34,300	4,680	16%	2,630	8%
621 Ambulatory health care services	6,560	10,730	8,870	2,310	35%	-1,860	-17%
622 Hospitals	13,520	11,035	14,850	1,330	10%	38,15	35%
624 Social assistance	4,285	4,350	4,960	675	16%	610	14%
623 Nursing and residential care facilities	5,255	5,555	5,620	365	7%	65	1%

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

TABLE 4. Income by Health care and Social Assistance Sub-Industry (3-digit NAICS), 2011 to 2016, Hamilton (Census Division)

	2011	2016	Change	% Change
All Industries	\$49,103	\$53,880	\$4,777	10%
62 Health care and social assistance	\$47,502	\$53,325	\$5,823	12%
622 Hospitals	\$61,372	\$68,632	\$7,260	12%
623 Nursing and residential care facilities	\$40,367	\$43,596	\$3,229	8%
624 Social assistance	\$37,241	\$39,090	\$1,849	5%
621 Ambulatory health care services	\$49,636	\$47,250	-\$2,386	-5%

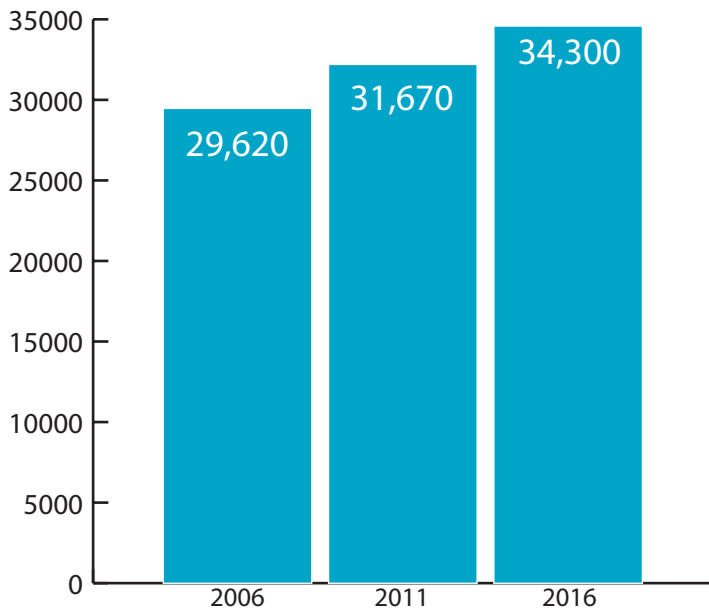
Source: 2011 National Household Survey; 2016 Census
 Note: Green indicates increases, and red indicates decreases in income.

Summary

- Hospitals are the largest sub-industry in Health care and social assistance, with 14,850 people employed in Hamilton. This is followed by Ambulatory health care with 8,870 people employed
- All sub industries grew between 2006 and 2016. Ambulatory health care services saw the most growth with 2,310 jobs or 35%
- Most of the growth in Ambulatory health care services was between 2006 to 2011, increasing by 4,170 jobs. Between 2011 and 2016 it is the only sub-industry to decrease (-1,860 jobs)
- Workers in Health care and social assistance make an average salary of \$53,325 a year. This is similar to the average for all industries, \$53,880
- Income in Health care and social assistance grew by 12% between 2011 and 2016, faster than the growth seen across all industries at 10%
- Income grew the fastest in the Hospitals sub-industry, with an increase of 12% from 2011 to 2016
- Ambulatory health care services was the only sub industry to see a decrease in income (-5%) and employment (-17%) between 2011 and 2016

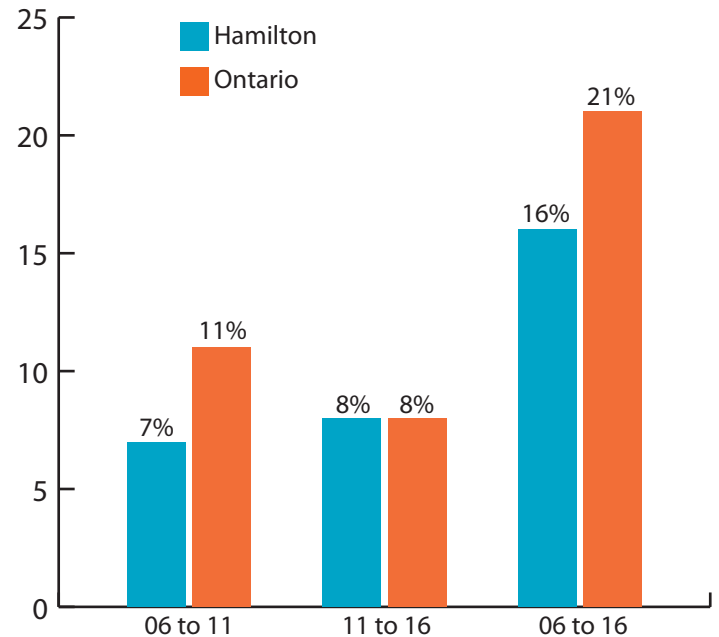
Section 2: Employment Trends

TABLE 5. Total Employment, Health Care and Social Assistance, 2006 to 2016, Place-of-Work, Hamilton (Census Division)



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

TABLE 6. Percentage Change in Health Care and Social Assistance, 2006 to 2016, Place-of-Work, Ontario vs Hamilton (Census Division)

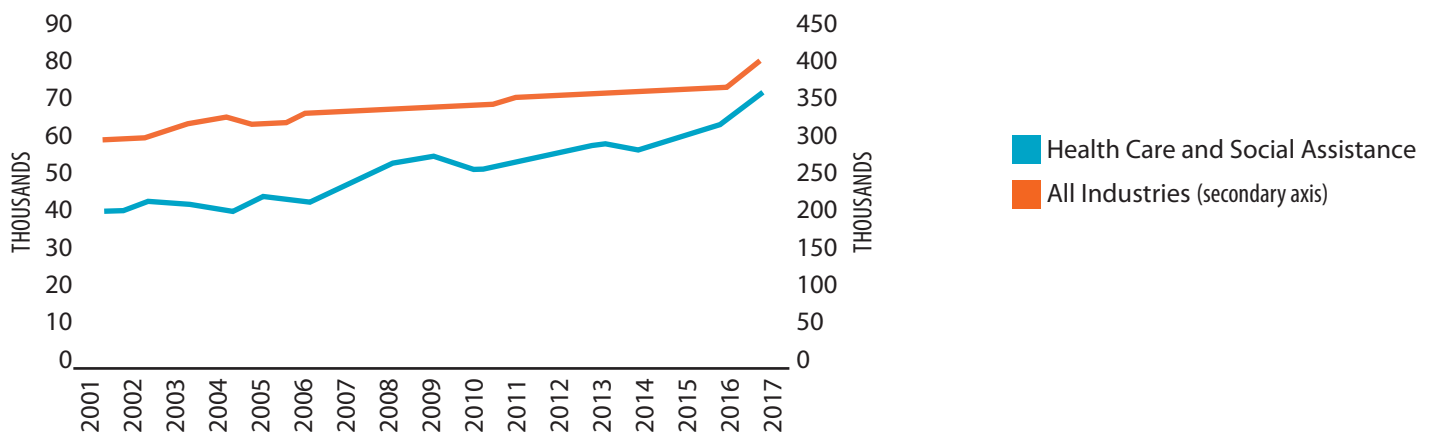


Source: 2006 Census; 2011 National Household Survey; 2016 Census

Long-term Trends in Employment

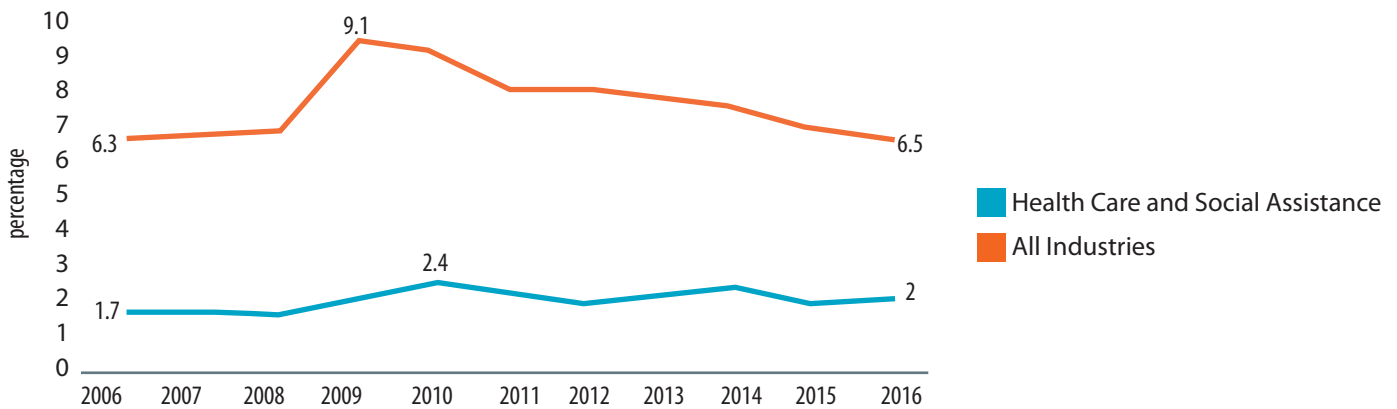
The following two tables use Labour Force Survey (LFS) data. Using LFS you are able to see long term trends and identify any annual fluctuations. Combining data sources gives a more complete picture. It should be noted that LFS uses Hamilton Census Metropolitan Area as the geography which includes Burlington 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, Health Care and Social Assistance, 2006 to 2017, Hamilton (Census Metropolitan Area)



Source: Labour Force Survey

TABLE 8. Unemployment Rate in Health Care and Social Assistance, 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 Health care and Social Assistance, 2018 to 2023, Place-of-Work, Hamilton (Census Division)

Region	2018 Jobs	2023 Jobs	Change	% Change
Hamilton	43,049	48,606	5,557	12.9%
Ontario	856,143	963,142	106,999	12.5%
Canada	2,292,945	2,557,852	264,907	11.6%

Source: EMSI Analyst

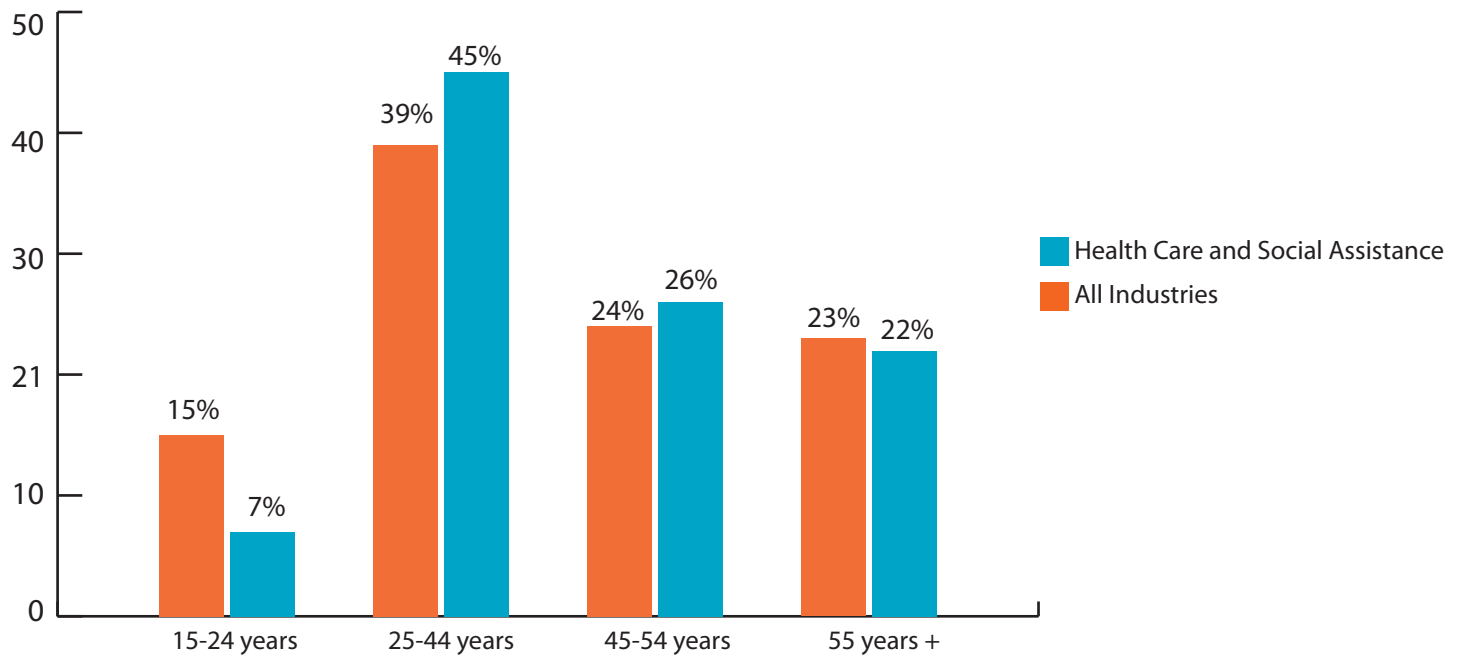
Summary

- The sector has seen strong consistent growth, going back to 2001, with no declines during the last major recession in 2008
- Employment in Health care and social assistance increased from 2006 to 2016 by 5,040 people. The growth rate, 16%, was still lower than the Ontario average, 21%
- The unemployment rate in this industry has remained low for the last decade, hovering around 1.9%. The rate is well below Ontario's unemployment rate which has been 7% on average
- Health care and social assistance employment from 2018 to 2023 is forecast to grow in Hamilton by 12.9%. This is similar to the growth expected throughout Ontario, growing by 12.5% in the next five years

Section 3: Workforce Characteristics

Age

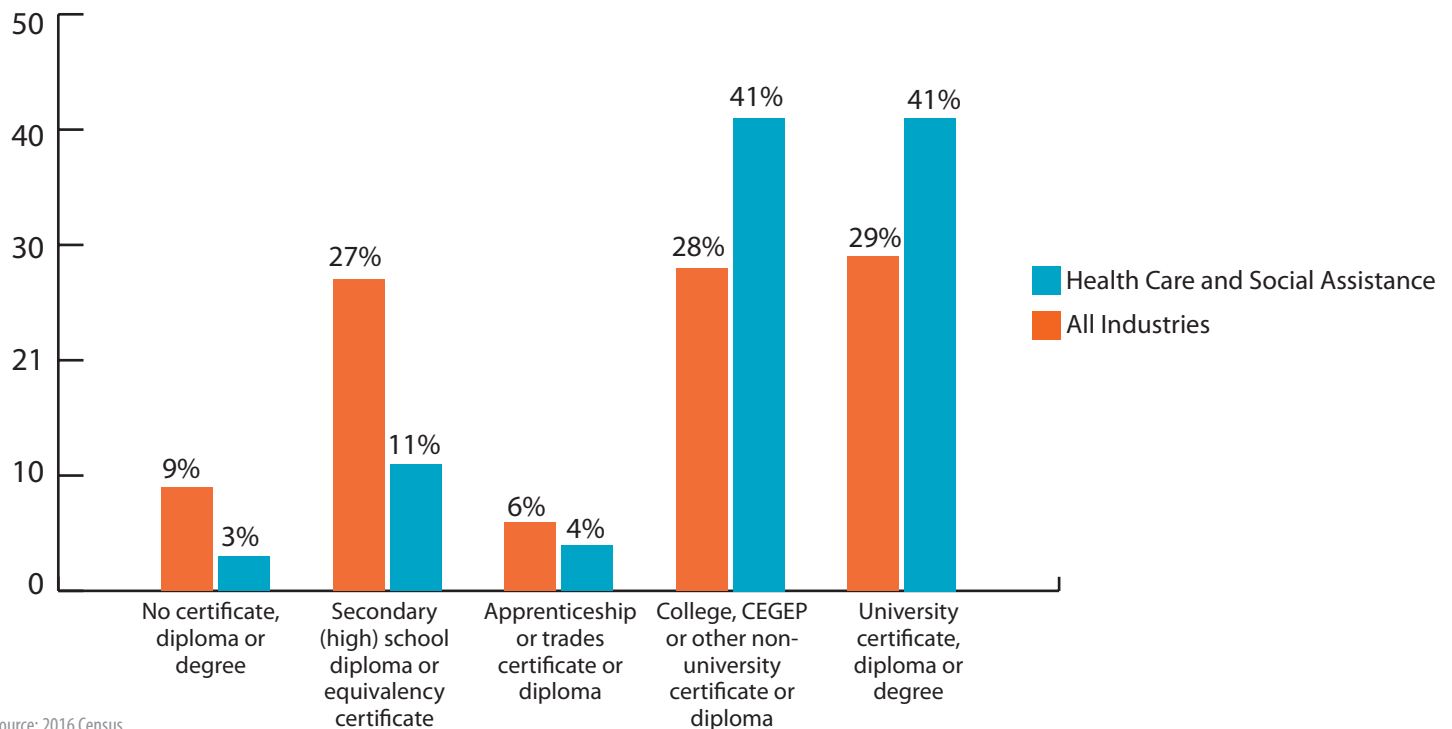
TABLE 10. Age Breakdown, Health care and Social Assistance vs All Industries, 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

Education

TABLE 11. Educational breakdown, Health Care and Social Assistance vs All Industries, 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

Skill Level

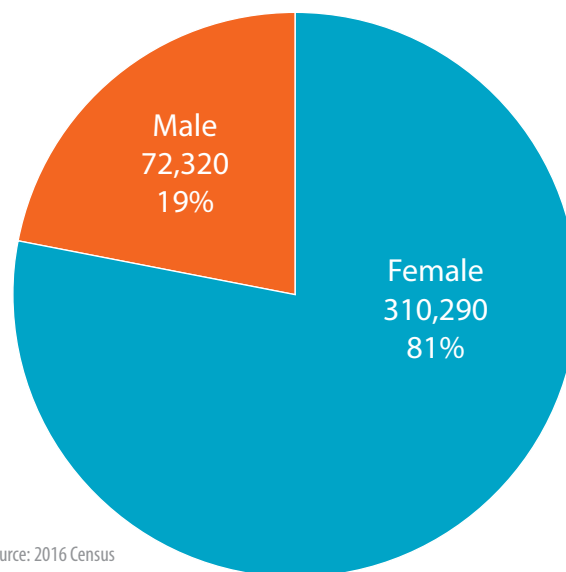
TABLE 12. Occupations by Skill Level, 2006 to 2016, Place-of-Work, Hamilton (Census Division)

Skill Level	Health Care & Social Assistance			All Industries (2016)
	2006	2011	2016	
A – Occupations usually require university education	40%	41%	40%	30%
B – Occupations usually require college education or apprenticeship training	29%	31%	30%	30%
C – Occupations usually require secondary school and/or occupation-specific training	25%	23%	24%	27%
D – On-the-job training is usually provided for occupations	6%	5%	5%	13%

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

Gender

TABLE 13. Employment by Gender in Health care and Social Assistance 2016, Hamilton (Census Division)



Source: 2016 Census

Summary

- The largest share of workers in Health care and social assistance is between the ages of 25 to 44 at 45%. This is slightly larger than the share across all industries, 39%
- There is a smaller share of the workforce in the youngest cohort, 15 to 24, at 7% relative to the average across all industries, 15%
- This is a highly skilled industry with 82% of workers having a college or university education. This is higher than the average across all industries at 57%. This is most likely why there is a smaller share of 15 to 24 year olds because many potential workers are still in postsecondary
- Most jobs in the industry are skill level A, 40%. A-Level jobs typically require a university education. This matches the share of workers with a university education in Table 12 at 40%
- Comparing Table 12 and 13 reveals that there may be an over-supply of workers with skill level B, Occupations usually require college education or apprenticeship training. There is 41% of the workforce with a college diploma but only 30% of the jobs require college or apprenticeship training. This suggests that some workers may be working in jobs that are below their education level

Section 4: Businesses Information

TABLE 14. Numbers of Employers by Employee Size Range, Health Care and Social Assistance vs. All Industries, 2017 December, Hamilton (Census Division)

	All Industries	Health Care
Total Businesses	47,819	3,754
Without employees	32,645	2,067
Total with employees	15,174	1,687

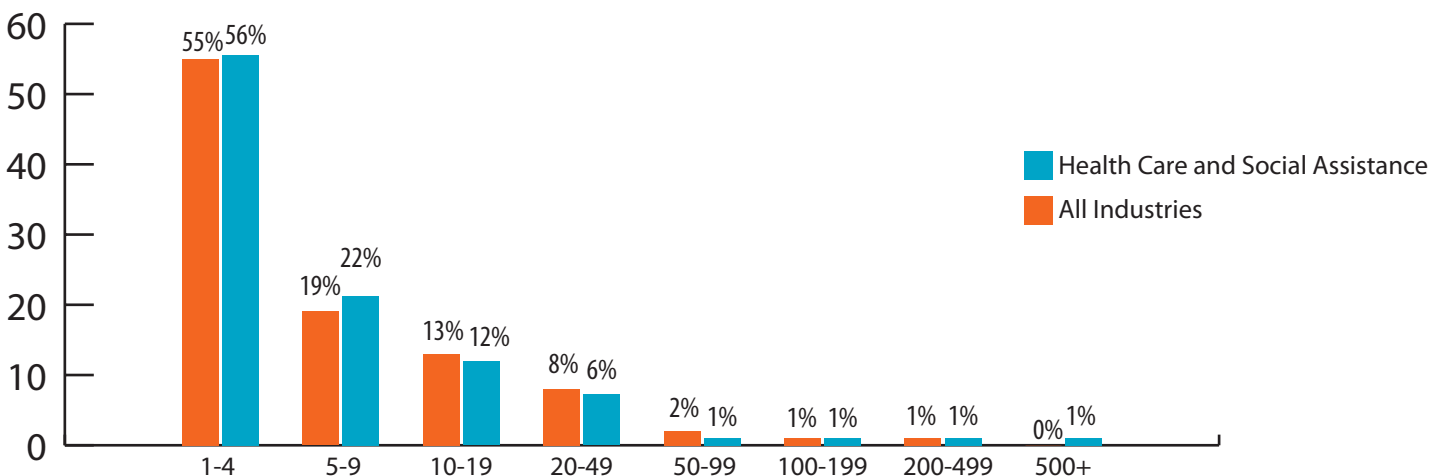
Source: Canadian Business Counts Data

TABLE 15. Number of Employers with Employees by Sub-Industry, 2017 December, Hamilton (Census Division)

	Number of Businesses
Health care and Social Assistance	1,687
621 - Ambulatory health care services	1,339
622 - Hospitals	15
623 - Nursing and residential care facilities	157
624 - Social assistance	176

Source: Canadian Business Counts Data

TABLE 16. Share of Employers by Employee Size Range, Health Care and Social Assistance vs. All Industries, 2017 December, Hamilton (Census Division)



Source: Canadian Business Counts Data

Summary

- There are 3,754 Health care and social assistance businesses in Hamilton
- Ambulatory health care services has the greatest number of businesses with employees at 3,020
- Hospitals only have 15 businesses with employees, but seven of them have 500+ employees
- While the majority of businesses are under 20 employees (90%), Hamilton has 12 health care businesses with over 500 employees. In fact, there are 34 businesses with over 500 employees in Hamilton and 35% of those businesses are in Health care and social assistance.

Section 5: Occupational Information

TABLE 17. Top 20 Occupations in Health Care and Social Assistance, 2016, Place-of-Work, Hamilton (Census Division)

Occupations	# of People Employed	Change from 2011 to 2016	% Change from 2011 to 2016	Unemployment Rate (%)	Median Income (\$)
3012 Registered nurses and registered psychiatric nurses	5,340	-305	-5%	0.7	83,618
3413 Nurse aides, orderlies and patient service associates	3,370	605	22%	2.6	42,600
4214 Early childhood educators and assistants	1,560	-40	-3%	3.6	36,349
3233 Licensed practical nurses	1,240	465	60%	2.7	57,343
4212 Social and community service workers	1,210	-55	-4%	4.6	52,609
3111 Specialist physicians	1,180	445	61%	0	79,442
3112 General practitioners and family physicians	1,010	95	10%	2.3	80,575
1243 Medical administrative assistants	960	575	149%	1.1	50,258
1414 Receptionists	920	-50	-5%	4.7	35,943
1411 General office support workers	870	205	31%	3.2	45,916
4152 Social workers	860	45	6%	1.7	70,348
6731 Light duty cleaners	760	185	32%	5.3	28,353
1221 Administrative officers	740	80	12%	0	50,314
6711 Food counter attendants, kitchen helpers and related support occupations	720	140	24%	9.8	22,628
4411 Home child care providers	700	385	122%	6.1	16,250
4412 Home support workers, housekeepers and related occupations	650	-35	-5%	4.2	34,718
0311 Managers in health care	600	130	28%	1.7	95,729
3222 Dental hygienists and dental therapists	480	140	41%	2.7	59,925
3411 Dental assistants	480	40	9%	0	37,571
3414 Other assisting occupations in support of health services	440	-110	-20%	6.1	40,415

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

Occupations	2011	2016	Difference	% Change
3413 Nurse aides, orderlies and patient service associates	2,765	3,370	605	22%
1243 Medical administrative assistants	385	960	575	149%
3233 Licensed practical nurses	775	1,240	465	60%
3111 Specialist physicians	735	1,180	445	61%
4411 Home child care providers	315	700	385	122%
1411 General office support workers	665	870	205	31%
6731 Light duty cleaners	575	760	185	32%
3222 Dental hygienists and dental therapists	340	480	140	41%
6711 Food counter attendants, kitchen helpers and related support occupations	580	720	140	24%
0311 Managers in health care	470	600	130	28%
4151 Psychologists	215	320	105	49%
3011 Nursing coordinators and supervisors	150	250	100	67%
3112 General practitioners and family physicians	915	1,010	95	10%
3236 Massage therapists	225	320	95	42%
1121 Human resources professionals	40	130	90	225%
3237 Other technical occupations in therapy and assessment	110	200	90	82%
1221 Administrative officers	660	740	80	12%
3113 Dentists	220	300	80	36%
3144 Other professional occupations in therapy and assessment	250	330	80	32%
4165 Health policy researchers, consultants and program officers	230	310	80	35%

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

TABLE 19. Top 20 Declining Occupations, 2011 to 2016, Place-of-Work, Hamilton (Census Division)

Occupations	2011	2016	Difference	% Change
1241 Administrative assistants	880	60	-820	-93%
3012 Registered nurses and registered psychiatric nurses	5,645	5,340	-305	-5%
3215 Medical radiation technologists	550	380	-170	-31%
3219 Other medical technologists and technicians (except dental health)	365	230	-135	-37%
3414 Other assisting occupations in support of health services	550	440	-110	-20%
0114 Other administrative services managers	105	30	-75	-71%
1225 Purchasing agents and officers	100	30	-70	-70%
3143 Occupational therapists	295	230	-65	-22%
3212 Medical laboratory technicians and pathologists' assistants	340	280	-60	-18%
4212 Social and community service workers	1,265	1,210	-55	-4%
1251 Court reporters, medical transcriptionists and related occupations	145	90	-55	-38%
4021 College and other vocational instructors	125	70	-55	-44%
1414 Receptionists	970	920	-50	-5%
1422 Data entry clerks	140	90	-50	-36%
3122 Chiropractors	140	90	-50	-36%
4214 Early childhood educators and assistants	1,600	1,560	-40	-3%
0423 Managers in social, community and correctional services	210	170	-40	-19%
1432 Payroll clerks	70	30	-40	-57%
6311 Food service supervisors	70	30	-40	-57%
4412 Home support workers, housekeepers and related occupations	685	650	-35	-5%
6741 Dry cleaning, laundry and related occupations	105	70	-35	-33%

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

TABLE 20. Top 10 Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

Occupation	Number of People	Change 11 to 16	% Change 11 to 16
3413 Nurse aides, orderlies and patient service associates	3,370	605	22%
1414 Receptionists	920	-50	-5%
1411 General office support workers	870	205	31%
4411 Home child care providers	700	385	122%
4412 Home support workers, housekeepers and related occupations	650	-35	-5%
3411 Dental assistants	480	40	9%
3414 Other assisting occupations in support of health services	440	-110	-20%
1431 Accounting and related clerks	150	-30	-17%
1422 Data entry clerks	90	-50	-36%
6552 Other customer and information services representatives	70	0	0%

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

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

Occupations	2011	2016	Change	% Change
3413 Nurse aides, orderlies and patient service associates	2,765	3,370	605	22%
4411 Home child care providers	315	700	385	122%
1411 General office support workers	665	870	205	31%
3411 Dental assistants	440	480	40	9%
1525 Dispatchers	30	60	30	100%
1523 Production logistics coordinators	0	30	30	N/A
1521 Shippers and receivers	25	50	25	100%

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

TABLE 22. Top Declining Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

Occupations	2011	2016	Change	% Change
3414 Other assisting occupations in support of health services	475	260	-215	-45%
1414 Receptionists	660	480	-180	-27%
1422 Data entry clerks	425	340	-85	-20%
1432 Payroll administrators	245	160	-85	-35%
4412 Home support workers, housekeepers and related occupations	150	70	-80	-53%
1431 Accounting and related clerks	260	190	-70	-27%

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

Summary

- Table 17 shows the top 20 occupations in Health care and social assistance in Hamilton. The top two are Registered nurses and registered psychiatric nurses with 5,340 workers and Nurse aides, orderlies and patient service associates with 3,370 workers
- Most of the occupations in the top 20 have low unemployment rates
- The occupation that grew the most in number of people was Nurse aides, orderlies and patient service associates. This is also an entry level position. Administrative assistants declined the most overall by 820 jobs

Section 6: Job Postings

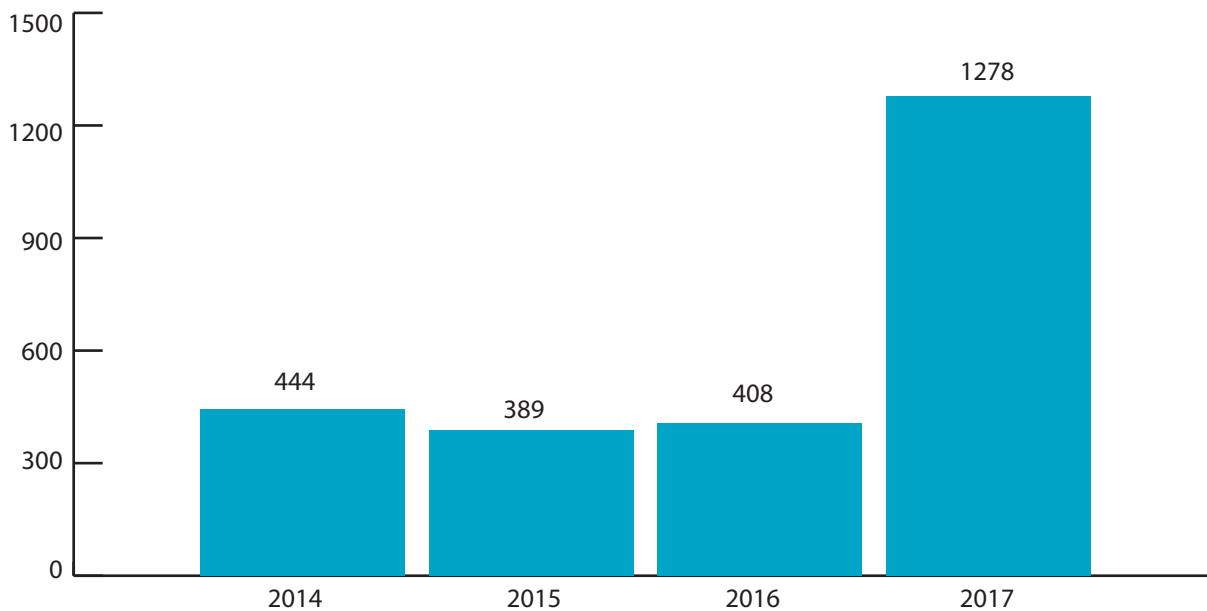
TABLE 23. Top 10 Job Postings in Health Care and Social Assistance, 2017, Hamilton

Occupations	Job Postings
3012 - Registered nurses and registered psychiatric nurses	213
Other - Known Job Titles	122
3233 - Licensed practical nurses	107
Other - Unknown Job Titles	78
4412 - Home support workers, housekeepers and related occupations	61
1000 - Business, finance and administration (unidentified sub-category)	52
3000 - Health (unidentified sub-category)	45
0000 - Management (unidentified sub-category)	42
1411 - General office support workers	39
6000 - Sales and service (unidentified sub-category)	28
4212 - Social and community service workers	27

Source: Vicinity Data

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

TABLE 24. Job Postings in Health Care and Social Assistance, 2014-2017, Vicinity Jobs



Source: Vicinity Jobs

Summary

- Registered nurses and registered psychiatric nurses had the most job postings in 2017 with 213. This was followed by Other assisting occupations in support of health services with 122
- 2017 saw a substantial increase in Health care and social assistance job postings in Hamilton, with a year-over-year increase of 870 postings