



JOB DEMAND REPORT

SEPTEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
9,294	8,318	2,902	26

OF DAYS POSTED

AVERAGE	MEDIAN
17.0	16

REPORT BUILDER

The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

OCCUPATION FILTERS

SKILL TYPE NAME / 1-DIGIT NOC	▼
MAJOR GROUP / 2-DIGIT NOC	▼
MINOR GROUP / 3-DIGIT NOC	▼
UNIT GROUP / 4-DIGIT NOC	▼
SKILL LEVEL	▼
JOB TYPE	▼
JOB DURATION	▼
ADDITIONAL LANGUAGE	▼
SPECIFIC JOB TAGS	▼

OTHER FILTERS

COMMUNITY	▼
CITY	▼
JOB BOARD	▼

NOC = National Occupation Classification | NAICS = North American Industry Classification System

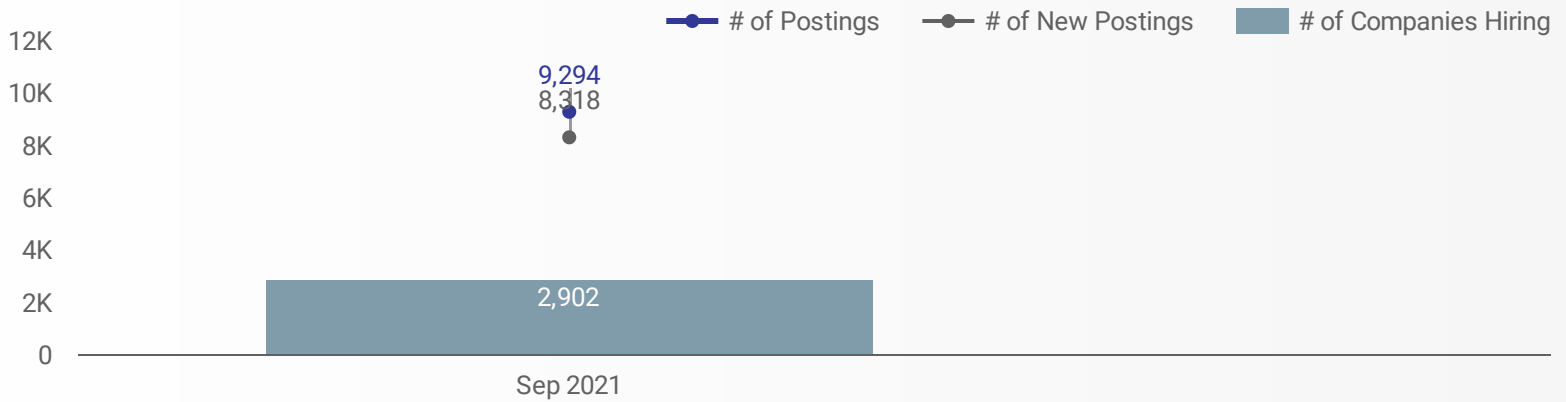
Source:

Job posting data is collected by Workforce Planning Hamilton from job boards and employer websites that recruit candidates in the Hamilton Region.



JOB POSTINGS BY MONTH

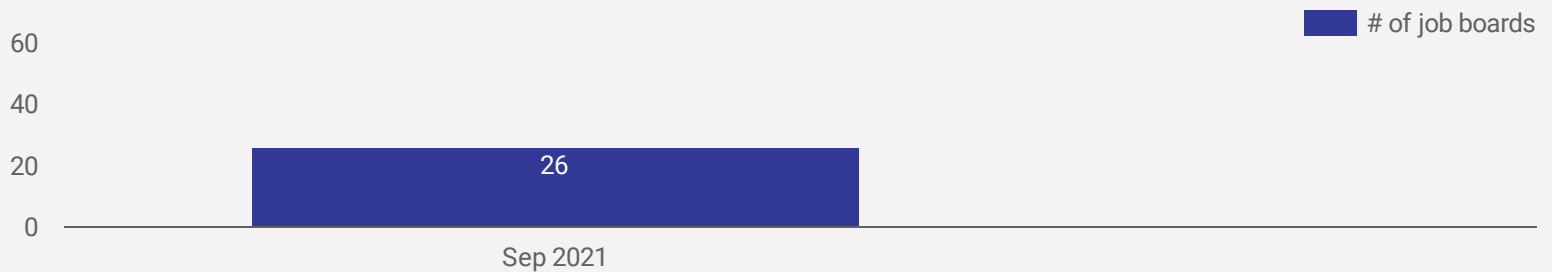
How many job postings were active for at least 1 day this month?



NOTE: This graph cannot be filtered using the controls on the cover page

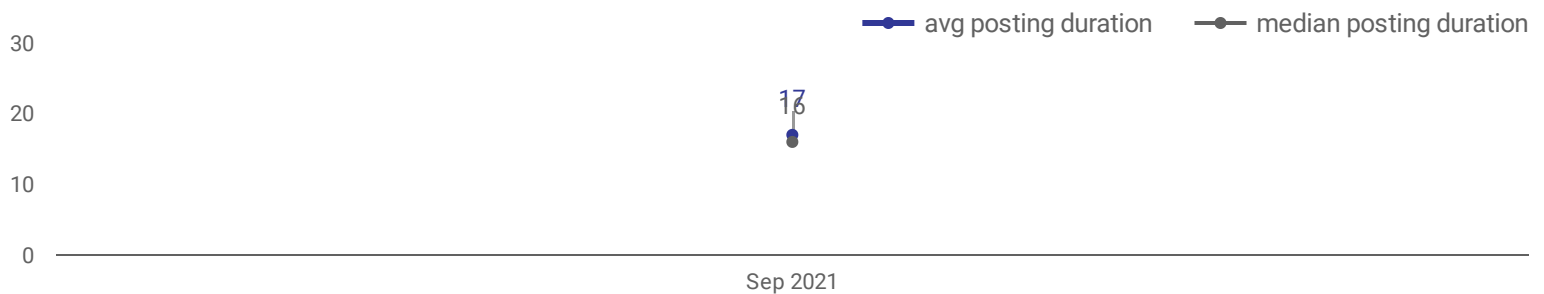
NUMBER OF ACTIVE JOB BOARDS

How many job postings were active for at least 1 day this month on these job boards?



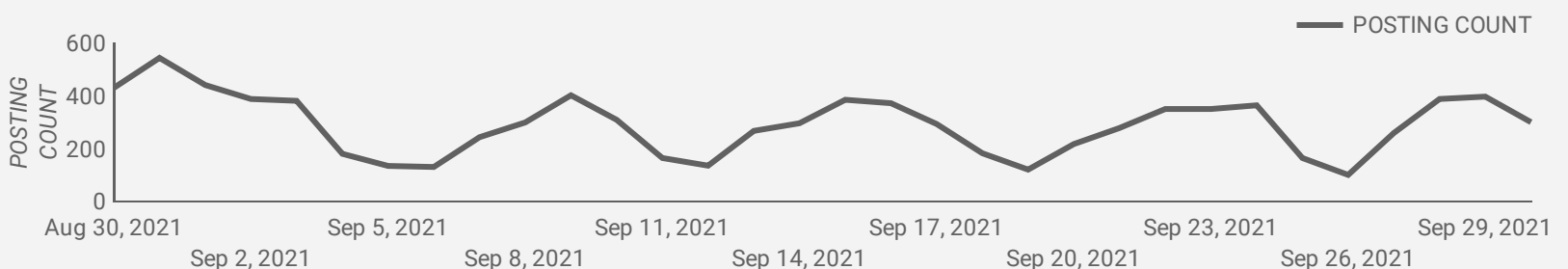
AVG & MEDIAN POSTING LENGTH BY DAYS

How long are employers having to recruit for to find candidates to fill their job vacancies?



POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

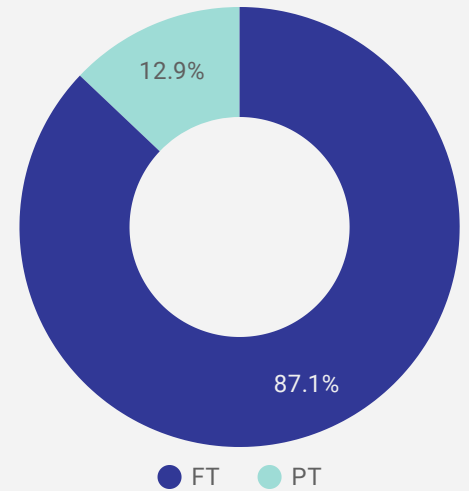
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	7,486	16.9	16
2. Stoney Creek	744	18.1	21
3. Ancaster	578	16.4	16
4. Flamborough	252	18.0	21
5. Dundas	233	18.0	16
Grand total	9,293	17.0	16



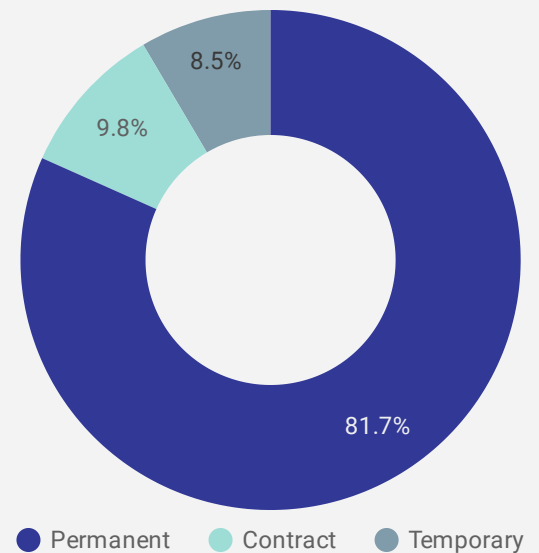
JOB TYPE

Full-time vs Part-time



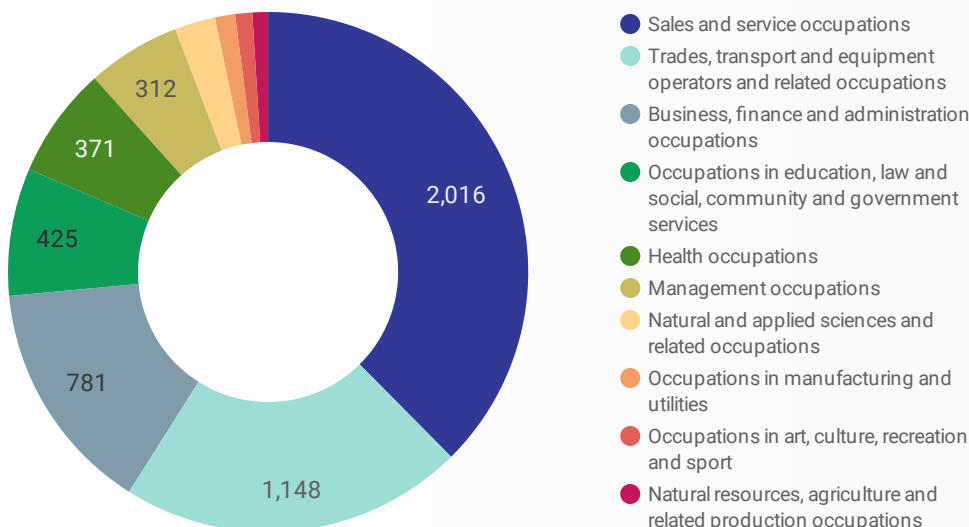
JOB DURATION

Permanency of jobs posted



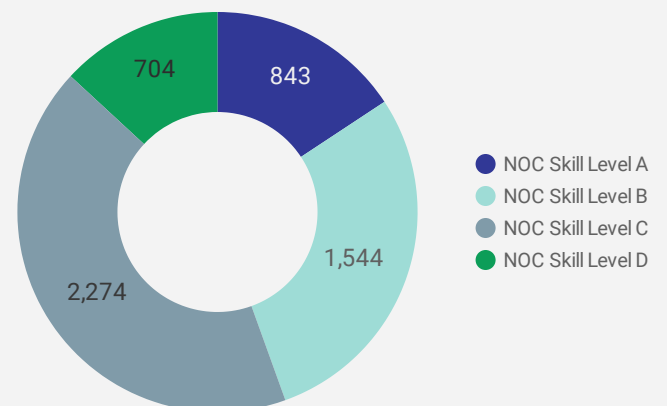
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	COMMUNITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Mcmaster University	Hamilton	211	19.3	21
2.	Hamilton Health Sciences	Hamilton	190	18.3	19
3.	Kijiji	Hamilton	142	15.0	15
4.	Rona	Hamilton	127	4.1	2
5.	Hamilton Health Sciences Corporation	Hamilton	111	16.5	15
6.	City of Hamilton	Hamilton	94	13.1	15
7.	All the Top Bananas Canada jobs	Hamilton	75	22.0	22
8.	FedEx	Hamilton	72	2.0	2
9.	St Joseph's Healthcare Hamilton	Hamilton	70	19.6	22
10.	Oakridge Landscape Contractors	Hamilton	68	19.1	22
11.	Randstad	Hamilton	65	21.9	22
12.	McDonald's	Hamilton	64	16.5	15
13.	Vertical Staffing Resources	Hamilton	62	10.8	5
14.	Varsity Tutors	Hamilton	55	12.6	5
15.	Intuit	Hamilton	53	11.8	6
16.	ABL Employment	Hamilton	52	16.3	22
17.	Amazon Fulfillment	Hamilton	52	2.8	2
18.	Amazon	Ancaster	51	12.6	16
19.	Rogers Communications	Hamilton	50	11.4	9
20.	Hamilton-Wentworth District School Board	Hamilton	48	14.7	15
21.	Manpower	Hamilton	43	18.5	22
22.	Great Clips	Hamilton	41	23.7	22
23.	Shoppers Drug Mart	Hamilton	41	10.2	14
24.	Hamilton-Wentworth Catholic District School Board	Hamilton	41	14.0	6
25.	Mohawk College	Hamilton	37	18.4	15
26.	G4S Secure Solutions Canada	Hamilton	35	21.0	22
27.	ArcelorMittal Dofasco	Hamilton	34	15.2	15
28.	American Iron & Metal	Hamilton	32	17.8	12
29.	Randstad Canada	Hamilton	31	19.5	21
30.	Scotiabank	Hamilton	31	17.0	15
31.	McDonald's Restaurants	Hamilton	30	14.3	15

TOP HOURLY WAGES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

of Minimum Wage Job Postings

247

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE
1.	Social Worker	Maternal Health Niagara	Hamilton	90
2.	Psychotherapist	Wise Path Counselling	Hamilton	80
3.	Board Certified Behaviour Analyst (bcba)	Teach Me My Way Services	Hamilton	80
4.	Manager, Hr Technology & Analytics	City of Hamilton	Hamilton	72.27
5.	Manager, Finance & Administration	City of Hamilton	Hamilton	72.27
6.	Manager, Licensing	City of Hamilton	Hamilton	72.27
7.	Chief Training Officer	City of Hamilton	Hamilton	70.15
8.	RMT Job Opportunity in Ancaster	Total Health Physio - Ancaster	Ancaster	70
9.	Superintendent, Wastewater Treatment Process	City of Hamilton	Hamilton	65.11
10.	Supt Quality & Project Management Office	City of Hamilton	Hamilton	65.11
11.	Manager, Customer Contact Centre	City of Hamilton	Hamilton	65.11
12.	Sr. Program Analyst - Corporate	City of Hamilton	Hamilton	65.11

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TOP SALARIES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE
1.	Realtor	One Percent Realty Ltd. Brokerage	Hamilton	350,000
2.	Associate Dentist	Century Stone Dental	Hamilton	291,831
3.	Real Estate Agent	The Wilson Realty Group- Keller Williams Edge Realty	Hamilton	231,968
4.	Construction Estimator	3 Step Recruitment Inc.	Hamilton	200,000
5.	Sales Representative	D'Angelo & Sons Construction Limited	Ancaster	200,000
6.	Metal Roofing Installations	Paramount Metal Roofing	Hamilton	200,000
7.	Veterinarian Wanted	Beattie Pet Hospital	Hamilton	195,000
8.	Cfo Jobs In Hamilton	Robert Half Canada	Hamilton	180,000
9.	Cfo	Robert Half Canada	Hamilton	180,000
10.	Owner Operator Class 1	New Way Trucking Ltd	Dundas	160,000
11.	Hourly Renovation Contractors	Confidential Privately-Held	Hamilton	153,038

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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

9,294

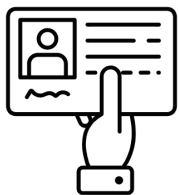


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

9,294



Driver's License
222



Bilingualism preferred or required
711



Regular Access to a Vehicle
10



Criminal Record Check
18

JOB POSTINGS BY SKILL LEVEL, FREQUENCY, & DURATION

What jobs are in-demand and/or hard to fill?

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	403	15.6	15
2.	7452	Material handlers	NOC Skill Level C	389	14.0	15
3.	6552	Other customer and information services representatives	NOC Skill Level C	240	15.8	15
4.	6322	Cooks	NOC Skill Level B	201	17.8	16
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	185	17.4	15
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	150	19.5	22
7.	6611	Cashiers	NOC Skill Level D	137	16.3	15
8.	7514	Delivery and courier service drivers	NOC Skill Level C	136	14.8	15
9.	6731	Light duty cleaners	NOC Skill Level D	125	18.3	16
10.	7511	Transport truck drivers	NOC Skill Level C	115	17.0	15
11.	621	Retail and wholesale trade managers	NOC Skill Level A	115	17.7	16
12.	6541	Security guards and related security service occupations	NOC Skill Level C	100	17.8	16
13.	1241	Administrative assistants	NOC Skill Level B	84	18.6	16
14.	1414	Receptionists	NOC Skill Level C	78	18.4	16
15.	1114	Other financial officers	NOC Skill Level A	77	17.3	15
16.	6513	Food and beverage servers	NOC Skill Level C	76	18.7	16
17.	4216	Other instructors	NOC Skill Level B	74	15.1	15
18.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	64	19.2	20
19.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	60	15.8	15
20.	7611	Construction trades helpers and labourers	NOC Skill Level D	59	17.6	16
21.	7271	Carpenters	NOC Skill Level B	54	17.6	15
22.	6222	Retail and wholesale buyers	NOC Skill Level B	48	14.1	15
23.	6341	Hairstylists and barbers	NOC Skill Level B	47	21.3	17.5
24.	3233	Licensed practical nurses	NOC Skill Level B	46	18.2	22
25.	1111	Financial auditors and accountants	NOC Skill Level A	45	15.2	15
26.	4212	Social and community service workers	NOC Skill Level B	43	18.7	22
27.	1521	Shippers and receivers	NOC Skill Level C	42	18.6	21
28.	714	Facility operation and maintenance managers	NOC Skill Level A	41	18.7	22
29.	6211	Retail sales supervisors	NOC Skill Level B	41	17.0	17
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JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	642	Retail salespersons	NOC Skill Level C	403	15.6	15
2.	745	Longshore workers and material handlers	NOC Skill Level C	389	14.0	15
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	263	15.9	15
4.	655	Customer and information services representatives	NOC Skill Level C	244	15.8	15
5.	632	Chefs and cooks	NOC Skill Level B	223	17.9	16
6.	673	Cleaners	NOC Skill Level D	209	17.5	16
7.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	185	17.4	15
8.	441	Home care providers and educational support occupations	NOC Skill Level C	158	19.7	22
9.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	153	17.5	22
10.	111	Auditors, accountants and investment professionals	NOC Skill Level A	149	16.4	15
11.	661	Cashiers	NOC Skill Level D	137	16.3	15
12.	651	Occupations in food and beverage service	NOC Skill Level C	132	18.6	16
13.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	122	18.4	16
14.	141	General office workers	NOC Skill Level C	116	17.5	16
15.	062	Retail and wholesale trade managers	NOC Skill Level A	115	17.7	16
16.	122	Administrative and regulatory occupations	NOC Skill Level B	103	18.2	21
17.	654	Security guards and related security service occupations	NOC Skill Level C	100	17.8	16
18.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	96	17.9	16
19.	341	Assisting occupations in support of health services	NOC Skill Level C	78	19.2	22
20.	323	Other technical occupations in health care	NOC Skill Level B	72	17.3	18.5
21.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	71	15.7	15
22.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	68	15.1	15
23.	301	Professional occupations in nursing	NOC Skill Level A	64	19.2	20
24.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	63	18.6	22
25.	727	Carpenters and cabinetmakers	NOC Skill Level B	63	17.6	15
26.	761	Trades helpers and labourers	NOC Skill Level D	62	17.4	16
27.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	60	16.9	16
28.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	56	18.3	15

JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	521	16.8	15
2.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	418	14.4	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	415	15.6	15
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	405	17.5	16
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	329	18.4	17
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	299	16.3	15
7.	72	Industrial, electrical and construction trades	NOC Skill Level B	261	18.3	16
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	252	18.3	16
9.	14	Office support occupations	NOC Skill Level C	213	16.9	15
10.	66	Sales support occupations	NOC Skill Level D	184	16.7	15
11.	11	Professional occupations in business and finance	NOC Skill Level A	182	16.8	16
12.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	162	15.9	15
13.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	160	19.6	22
14.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	157	17.3	16
15.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	153	17.5	22
16.	32	Technical occupations in health	NOC Skill Level B	137	17.0	15
17.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	116	17.6	16
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	105	18.5	16
19.	31	Professional occupations in health (except nursing)	NOC Skill Level A	92	17.0	16
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	81	16.8	16
21.	34	Assisting occupations in support of health services	NOC Skill Level C	78	19.2	22
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	73	19.0	22
23.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	70	18.0	16
24.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	65	17.6	16
25.	30	Professional occupations in nursing	NOC Skill Level A	64	19.2	20
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	63	18.6	22
27.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	63	19.4	19

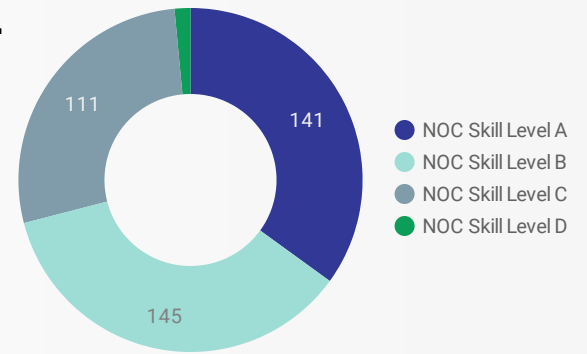
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
773	693	194	11	AVERAGE	MEDIAN
				16.6	15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

What language skills are employers looking for by occupational skill level?

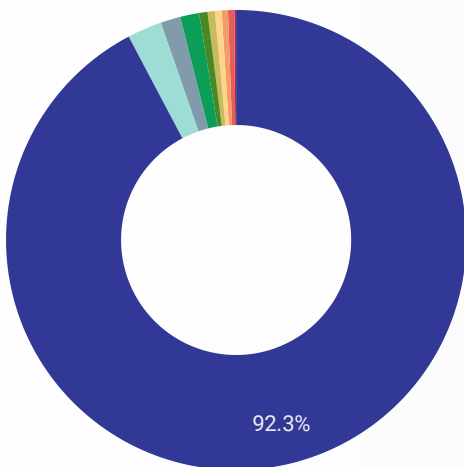
- 141 Skill Level A - Management/ Professional Occupations usually requiring University
- 145 Skill Level B - Usually college education or apprenticeship training
- 111 Skill Level C - Usually secondary education or occupation-specific training
- 6 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	138	124	91	4
Italian Langu...		9	7	2
Spanish Lang...		4	3	
Chinese Lang...			5	
Arabic Langu...		2	1	
Punjabi Lang...		2	1	
Vietnamese L...		1	1	

LANGUAGE SKILLS BREAKDOWN

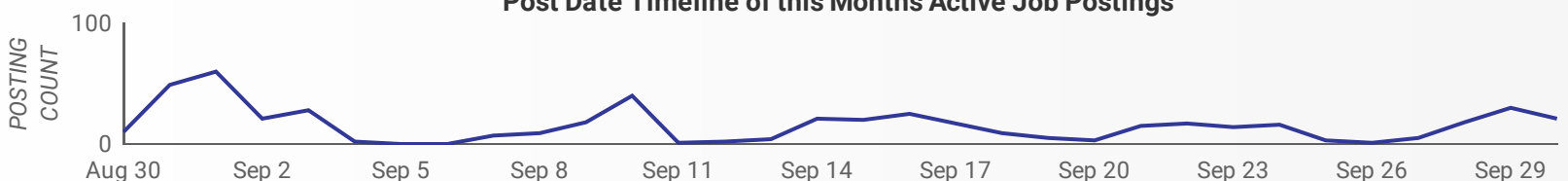
Which kinds of language skills do employers seek?



- Bilingual Language Jobs
- Italian Language Jobs
- Spanish Language Jobs
- Chinese Language Jobs
- Japanese Language Jobs
- Arabic Language Jobs
- Vietnamese Language Jobs
- Cantonese Language Jobs
- Punjabi Language Jobs
- Mandarin Language Jobs

	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	711
2.	Italian Language Jobs	20
3.	Spanish Language Jobs	13
4.	Chinese Language Jobs	9
5.	Arabic Language Jobs	6
6.	Punjabi Language Jobs	3

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

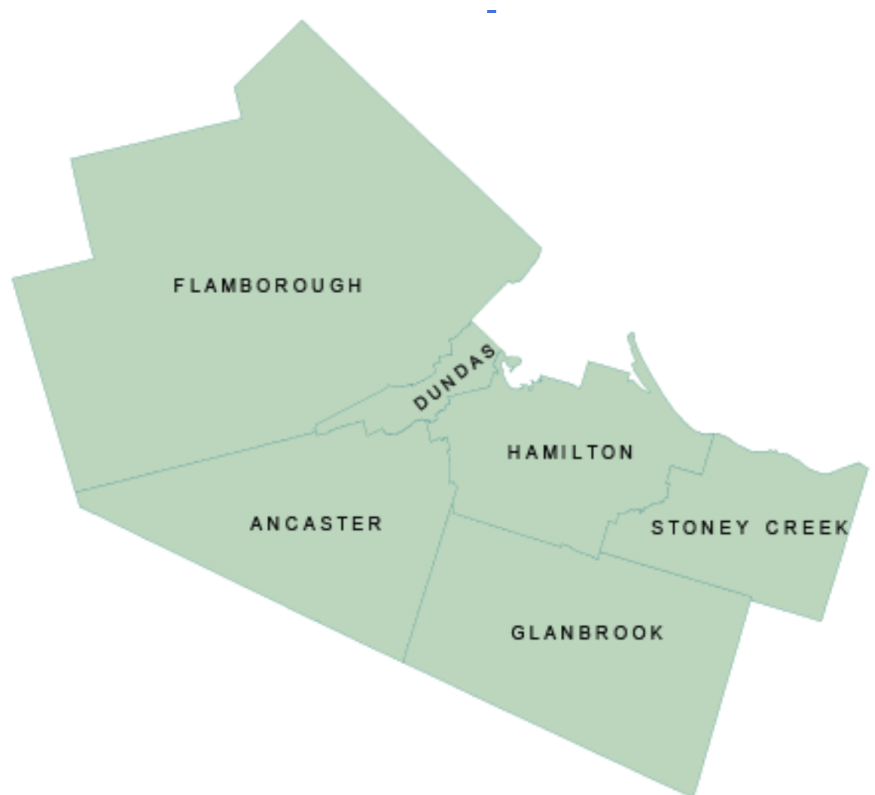
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Italian La...	Spanish ...	Chinese ...	Arabic La...	Punjabi L...	Grand total
Business, finance and administration occu...	80				2	1	86
Health occupations	90						90
Management occupations	17						17
Natural and applied sciences and related o...	7						7
Occupations in art, culture, recreation and ...	3						3
Occupations in education, law and social, ...	105	1			1	1	109
Sales and service occupations	47	17	7			1	78
Trades, transport and equipment operator...	8			5			13
Grand total	357	18	7	5	3	3	403

MULTILINGUAL JOB POSTINGS BY COMMUNITY

What language skills are sought by community?

COMMUNITY	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	725	16.5	15
2. Stoney Creek	25	18.4	21.5
3. Dundas	16	18.2	16
4. Ancaster	4	15.3	17
5. Flamborough	3	23.7	22
Grand total	773	16.6	15



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	31
2. Financial auditors and accountants	23
3. Registered nurses and registered psychiatri...	22
4. Cooks	20
5. Lawyers and Quebec notaries	17
6. Other customer and information services re...	16
7. Social and community service workers	16
8. Nurse aides, orderlies and patient service a...	13
9. Receptionists	13
10. General office support workers	12
11. Home support workers, housekeepers and r...	11
12. Social workers	10
13. Retail salespersons	10
14. Retail and wholesale trade managers	10
15. Licensed practical nurses	8
16. Human resources and recruitment officers	7
17. Elementary school and kindergarten teachers	7
18. Food and beverage servers	7
19. Allied primary health practitioners	7
20. Delivery and courier service drivers	5
21. Administrative assistants	5
22. Chefs	5
23. Other financial officers	5
24. Other professional occupations in therapy a...	5
25. Early childhood educators and assistants	5
26. Material handlers	4
27. Audiologists and speech-language pathologi...	4
28. Psychologists	4
29. Respiratory therapists, clinical perfusionist...	4
30. Other medical technologists and technician...	4
31. Security guards and related security service...	3
32. Authors and writers	3

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MULTILINGUAL HIRING EMPLOYERS

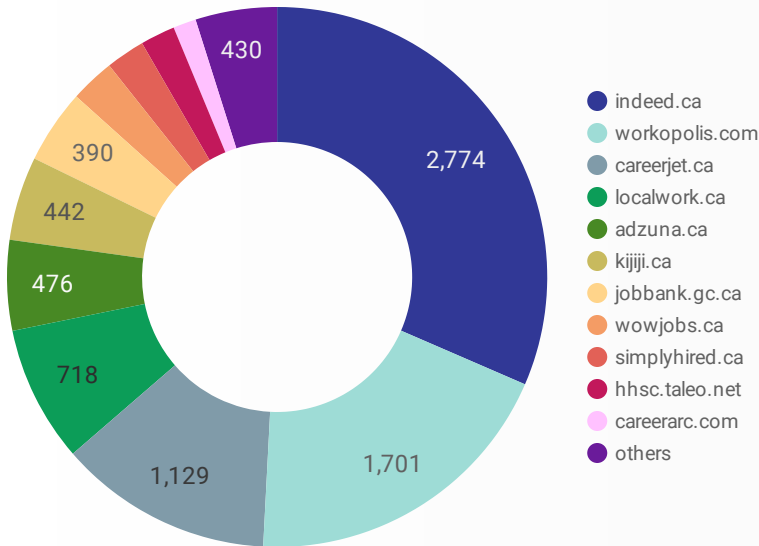
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	183
2. Hamilton Health Sciences Corporation	111
3. Intuit	51
4. Varsity Tutors	25
5. YWCA Hamilton	17
6. VON Canada	17
7. Hamilton-Wentworth District School Board	15
8. Centre de Sant Communautaire	11
9. Bell	11
10. Centre de Sante Communautaire	11
11. Wesley	11
12. Farm Boy	9
13. La Source	7
14. Good Shepherd Centres	6
15. Centre de Sant Communautaire Hamilton/Niagara	6
16. Farm Boy Inc.	6
17. Alorica	6
18. The Salvation Army	5
19. Victorian Order of Nurses	5
20. Industria Pizzeria + Bar	4
21. Kijiji	4
22. Mcmaster University	4
23. G4S Secure Solutions Canada	4
24. Bell Canada	4
25. Laura Canada	4
26. Nexus Communications Group Inc	4
27. Catholic Children's Aid Society of Hamilton	3
28. The Source (Bell) Electronics Inc.	3
29. Canon Canada	3
30. The French	3

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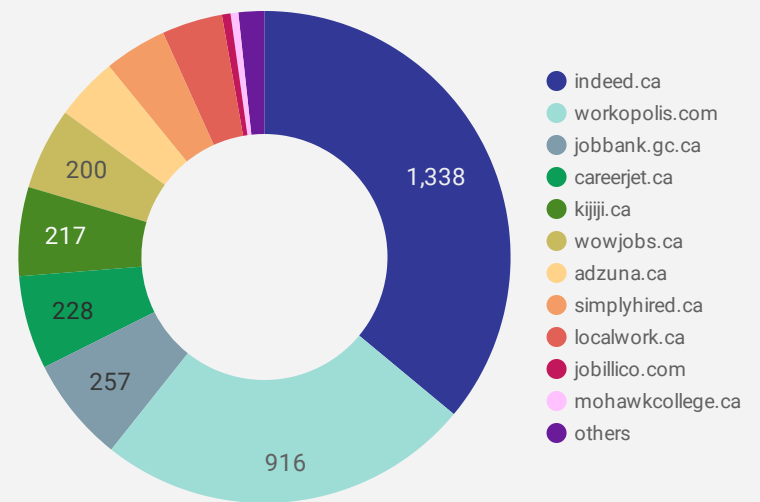
JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	2,774	21.9	22	1,338
2.	workopolis.com	1,701	15.0	15	916
3.	careerjet.ca	1,129	13.2	9	228
4.	localwork.ca	718	10.7	5	148
5.	adzuna.ca	476	15.1	15	154
6.	kijiji.ca	442	15.0	15	217
7.	jobbank.gc.ca	390	15.1	16	257
8.	wowjobs.ca	235	16.0	16	200
9.	simplyhired.ca	206	15.7	16	153
10.	hhsc.taleo.net	183	18.6	19	1
11.	careerarc.com	121	15.7	15	17
12.	careerbuilder.ca	95	10.9	5	13
13.	jobillico.com	72	19.4	15	21
14.	network.applytoeducation.com	69	12.7	6	4
15.	hreapp.hamilton.ca	46	8.8	7	1
16.	careersinfood.com	33	21.0	24	3
17.	randstad.ca	30	21.6	20	1
18.	najobs.arcelormittal.com	29	13.7	11	1