



JOB DEMAND REPORT

NOVEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
11,738	7,701	3,314	29

OF DAYS POSTED

AVERAGE	MEDIAN
17.3	15

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

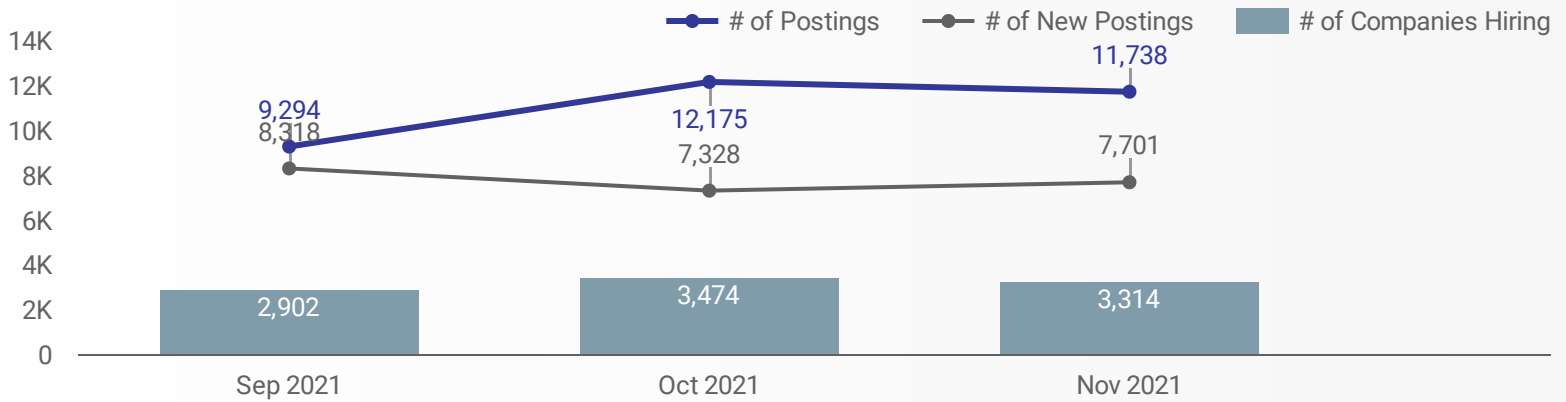
Source:

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

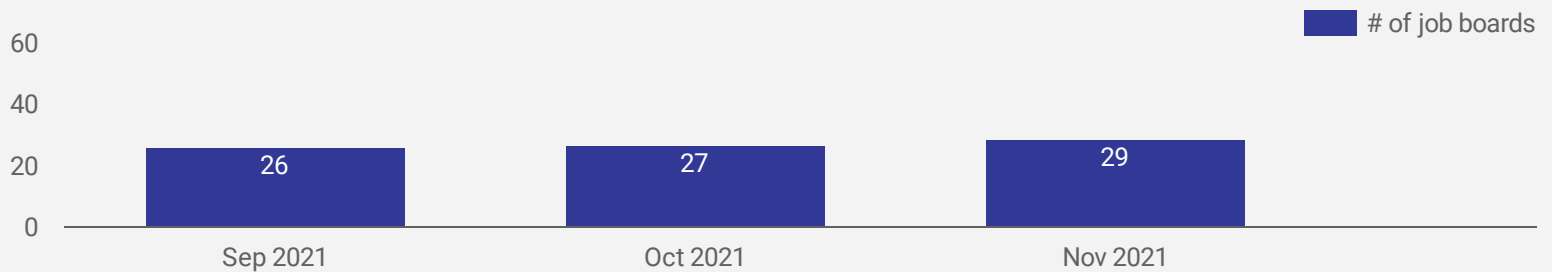
How many job postings were active for at least 1 day this month?



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

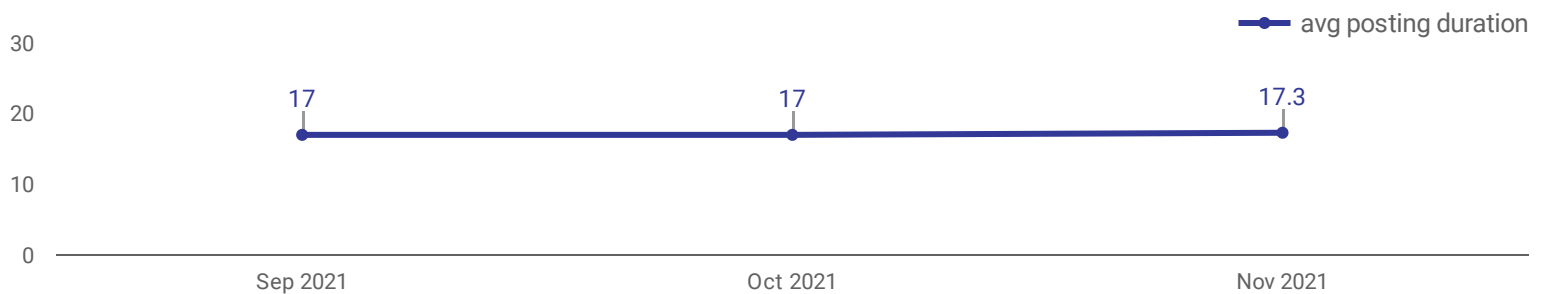
NUMBER OF ACTIVE JOB BOARDS

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



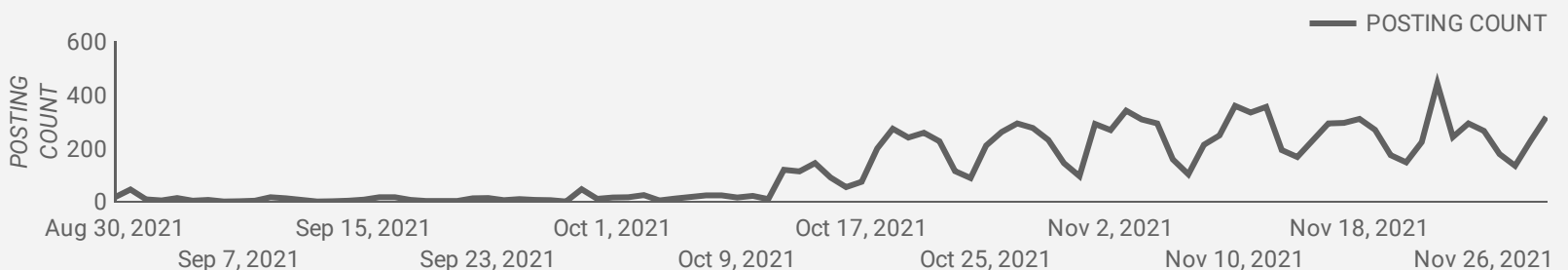
AVG & MEDIAN POSTING LENGTH BY DAYS

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

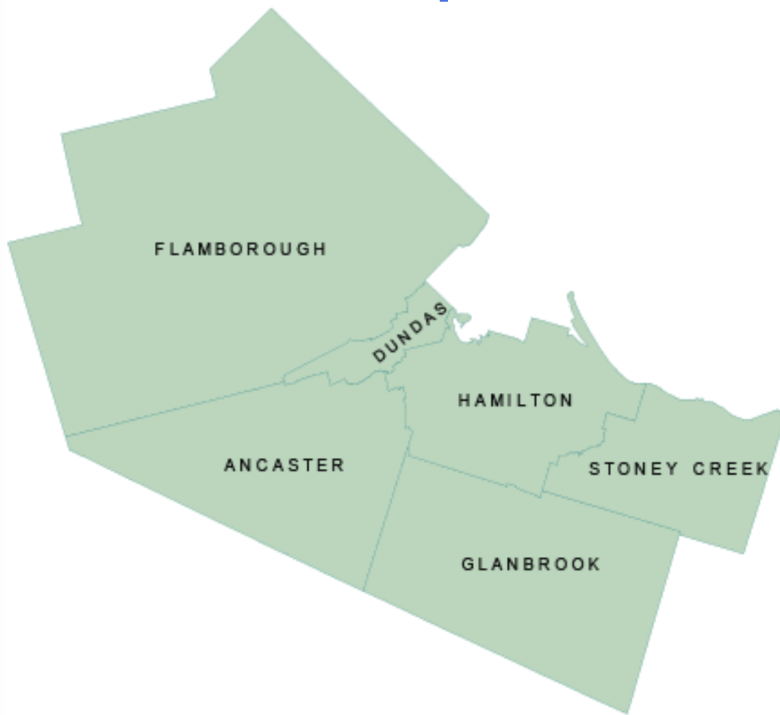
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

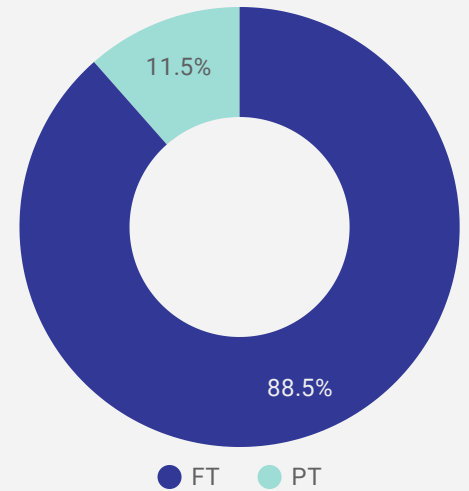
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	9,545	17.0	15
2. Stoney Creek	905	19.3	16
3. Ancaster	687	18.1	15
4. Dundas	344	18.4	16
5. Flamborough	257	16.4	15
Grand total	11,738	17.3	15



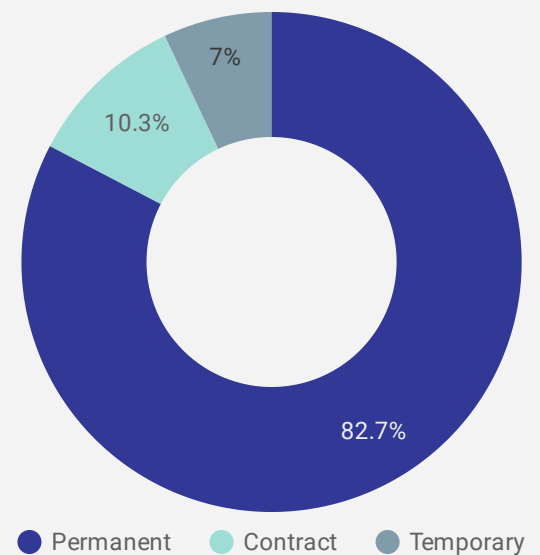
JOB TYPE

Full-time vs Part-time



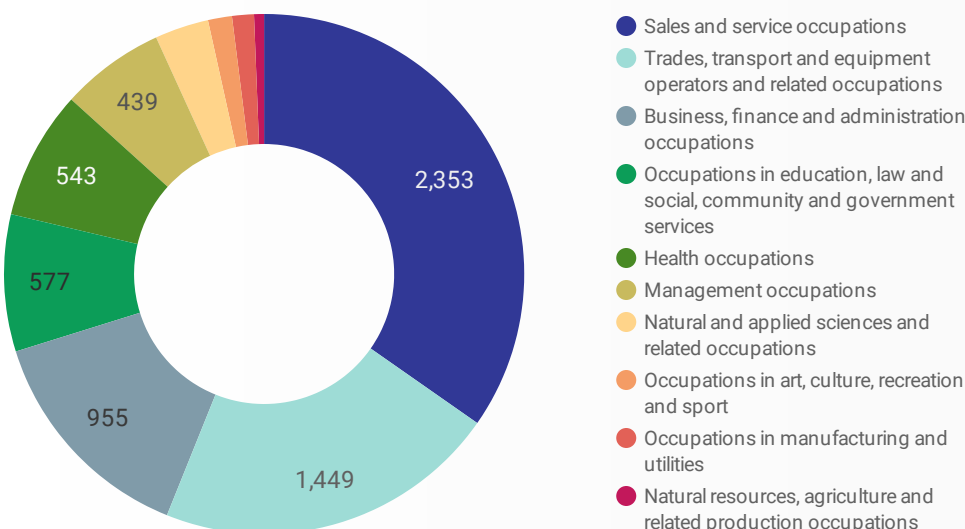
JOB DURATION

Permanency of jobs posted



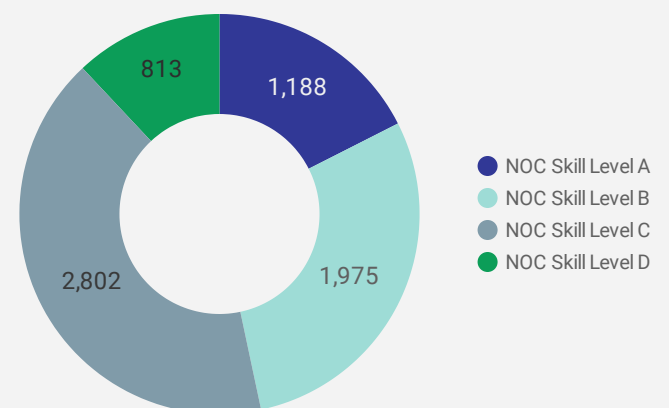
JOB POSTINGS BY SKILL TYPE

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?





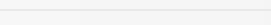
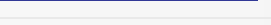

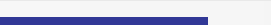
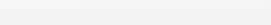
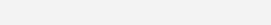

	COMPANY	COMMUNITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Mcmaster University	Hamilton	389	21.4	21
2.	Hamilton Health Sciences	Hamilton	309	8.2	8
3.	Amazon Canada Fulfillment Centre	Hamilton	220	4.5	2
4.	Kijiji	Hamilton	153	15.0	15
5.	St Joseph's Healthcare Hamilton	Hamilton	131	21.0	22
6.	City of Hamilton	Hamilton	120	15.8	15
7.	AIM	Hamilton	112	15.1	15
8.	FedEx	Hamilton	75	2.2	2
9.	Varsity Tutors	Hamilton	70	11.0	5
10.	Vertical Staffing Resources	Hamilton	69	7.5	3
11.	ArcelorMittal Dofasco	Hamilton	69	27.0	19
12.	Randstad	Hamilton	60	24.7	22
13.	Hamilton Wentworth District School	Hamilton	60	21.4	22
14.	Intuit	Hamilton	56	4.7	3
15.	Rogers Communications	Hamilton	55	15.8	12
16.	Hamilton Recruitment	Hamilton	53	13.5	12
17.	McDonald's Restaurants	Hamilton	52	15.2	15
18.	Hamilton-Wentworth District School Board	Hamilton	50	22.3	5
19.	McDonald's	Hamilton	50	15.6	15
20.	Oakridge Landscape Contractors	Hamilton	50	19.1	22
21.	Great Clips	Hamilton	50	12.3	10
22.	Mohawk College	Hamilton	49	19.0	22
23.	BDO	Hamilton	48	16.7	15
24.	Manpower	Hamilton	47	18.3	22
25.	ABL Employment	Hamilton	44	19.3	22
26.	Scotiabank	Hamilton	44	20.5	20
27.	Randstad	Ancaster	44	29.5	34
28.	Shoppers Drug Mart	Hamilton	42	6.3	5
29.	L3Harris	Hamilton	40	19.7	22
30.	Umbrella Family and Child Centres of Hamilton	Hamilton	40	19.6	22
31.	Thrive Group	Hamilton	38	18.7	19

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

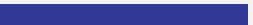


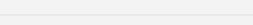


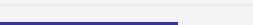
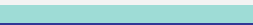
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	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	General Dentist	Centre de santé communautaire Hamilton/Niagara	Hamilton	97.59 
2.	Dentist	Centre de santé communautaire Hamilton/Niagara	Hamilton	97.59 
3.	Dentiste	Centre de santé communautaire Hamilton/Niagara	Hamilton	97.59 
4.	Director, Lrt Project Office	City of Hamilton	Hamilton	90.65 
5.	Dentist	Dr. Rami Salah El Sebai Dentistry Professional Corporation	Ancaster	90 
6.	Dentist	SmileCrafters Dental	Ancaster	90 
7.	Osteopathic Manual Practitioner	Total Health Physio - Ancaster	Ancaster	90 
8.	Veterinarian	Hamilton Veterinary Clinic	Hamilton	85 
9.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80 
10.	Clinical Dentist	City of Hamilton	Hamilton	75.97 
11.	Manaqer, Corporate Real Estate	City of Hamilton	Hamilton	72.27 

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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.	Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You!	Zoocasa Realty Inc	Hamilton	350,000 
2.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zoocasa Realty Inc	Hamilton	350,000 
3.	Realtor	One Percent Realty Ltd. Brokerage	Dundas	350,000 
4.	Dental Associate	Limeridge Dental	Hamilton	317,572 
5.	Window And Door Installer	Magic | Innovative Windows & Doors	Hamilton	300,000 
6.	Family Physician	Jack Nathan Health	Ancaster	300,000 
7.	Associate Dentist	Cranberry Hill Dentistry	Flamborough	297,090 
8.	Sales Representative	Dangelo and sons roofing	Hamilton	275,000 
9.	Chief Operating Officer (coo)	Cash 4 You Corp.	Hamilton	275,000
10.	Mortgage Agent	Live Mortgage Inc	Hamilton	250,000

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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

11,738

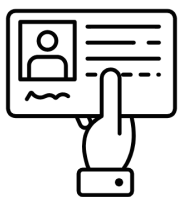


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

11,738



Driver's License
278



Bilingualism preferred or required
373



Regular Access to a Vehicle
486



Criminal Record Check
470

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.	7452	Material handlers	NOC Skill Level C	533	10.3	5
2.	6421	Retail salespersons	NOC Skill Level C	441	16.5	15
3.	6552	Other customer and information services representatives	NOC Skill Level C	263	17.6	15
4.	6322	Cooks	NOC Skill Level B	241	18.9	21.5
5.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	230	20.2	22
6.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	186	16.3	15
7.	6731	Light duty cleaners	NOC Skill Level D	185	16.2	15
8.	7514	Delivery and courier service drivers	NOC Skill Level C	165	16.6	15
9.	621	Retail and wholesale trade managers	NOC Skill Level A	157	16.0	15
10.	6611	Cashiers	NOC Skill Level D	148	16.6	15
11.	7511	Transport truck drivers	NOC Skill Level C	143	17.1	15
12.	6541	Security guards and related security service occupations	NOC Skill Level C	124	18.3	15
13.	1414	Receptionists	NOC Skill Level C	86	17.1	15
14.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	86	15.2	15
15.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	85	17.1	8
16.	1241	Administrative assistants	NOC Skill Level B	84	16.3	15
17.	6513	Food and beverage servers	NOC Skill Level C	83	18.1	15
18.	1114	Other financial officers	NOC Skill Level A	79	20.9	15
19.	4216	Other instructors	NOC Skill Level B	68	12.9	10
20.	6222	Retail and wholesale buyers	NOC Skill Level B	65	17.6	15
21.	7611	Construction trades helpers and labourers	NOC Skill Level D	64	19.6	15
22.	1111	Financial auditors and accountants	NOC Skill Level A	62	9.0	6
23.	7271	Carpenters	NOC Skill Level B	60	19.9	21
24.	6341	Hairstylists and barbers	NOC Skill Level B	58	13.7	11
25.	4212	Social and community service workers	NOC Skill Level B	57	17.8	16
26.	3233	Licensed practical nurses	NOC Skill Level B	57	18.6	22
27.	1431	Accounting and related clerks	NOC Skill Level C	54	18.1	18
28.	1221	Administrative officers	NOC Skill Level B	54	17.8	15
29.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	53	14.5	15

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.	745	Longshore workers and material handlers	NOC Skill Level C	533	10.3	5
2.	642	Retail salespersons	NOC Skill Level C	441	16.5	15
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	324	16.8	15
4.	632	Chefs and cooks	NOC Skill Level B	284	18.9	21
5.	655	Customer and information services representatives	NOC Skill Level C	266	17.6	15
6.	673	Cleaners	NOC Skill Level D	254	16.8	15
7.	441	Home care providers and educational support occupations	NOC Skill Level C	242	20.2	22
8.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	186	16.3	15
9.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	177	16.5	16
10.	111	Auditors, accountants and investment professionals	NOC Skill Level A	166	15.9	15
11.	062	Retail and wholesale trade managers	NOC Skill Level A	157	16.0	15
12.	651	Occupations in food and beverage service	NOC Skill Level C	149	18.0	15
13.	661	Cashiers	NOC Skill Level D	148	16.6	15
14.	122	Administrative and regulatory occupations	NOC Skill Level B	133	18.0	15
15.	141	General office workers	NOC Skill Level C	133	17.2	15
16.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	132	16.6	15
17.	654	Security guards and related security service occupations	NOC Skill Level C	124	18.3	15
18.	341	Assisting occupations in support of health services	NOC Skill Level C	116	15.5	15
19.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	106	14.4	15
20.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	104	18.0	16
21.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	102	16.0	15
22.	662	Other sales support and related occupations	NOC Skill Level D	93	14.9	15
23.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	90	19.8	22
24.	323	Other technical occupations in health care	NOC Skill Level B	88	18.5	21
25.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	86	17.3	15
26.	301	Professional occupations in nursing	NOC Skill Level A	85	17.1	8
27.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	76	20.6	15
28.	727	Carpenters and cabinetmakers	NOC Skill Level B	73	19.2	16

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	588	17.7	15
2.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	553	10.6	5
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	451	16.6	15
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	444	18.3	16
5.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	444	16.5	15
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	395	17.0	15
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	288	17.2	15
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	277	19.6	16
9.	14	Office support occupations	NOC Skill Level C	261	16.7	15
10.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	244	20.1	22
11.	66	Sales support occupations	NOC Skill Level D	241	15.9	15
12.	11	Professional occupations in business and finance	NOC Skill Level A	218	16.7	15
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	210	18.0	16
14.	32	Technical occupations in health	NOC Skill Level B	203	16.5	15
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	185	18.5	15.5
16.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	177	16.5	16
17.	73	Maintenance and equipment operation trades	NOC Skill Level B	152	21.3	22
18.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	144	19.6	16
19.	31	Professional occupations in health (except nursing)	NOC Skill Level A	139	15.6	15
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	127	16.5	15
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	123	21.5	16
22.	34	Assisting occupations in support of health services	NOC Skill Level C	116	15.5	15
23.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	110	17.6	16
24.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	104	20.7	22
25.	30	Professional occupations in nursing	NOC Skill Level A	85	17.1	8
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	72	19.2	16
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	70	18.4	22

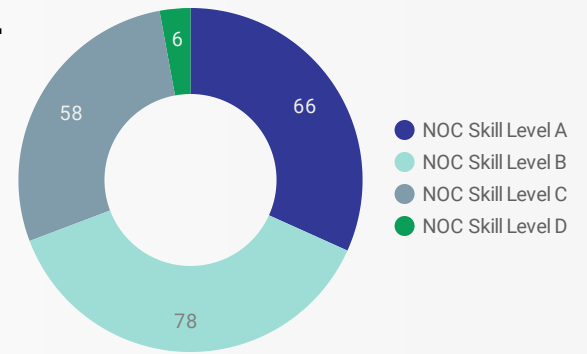
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
419	16	159	11	AVERAGE	MEDIAN
				15.9	15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

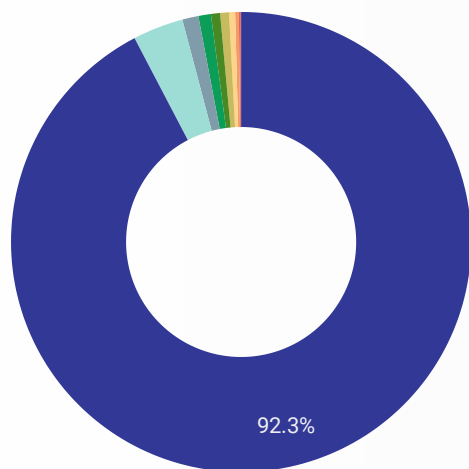
- 66 Skill Level A - Management/ Professional Occupations usually requiring University
- 78 Skill Level B - Usually college education or apprenticeship training
- 58 Skill Level C - Usually secondary education or occupation-specific training
- 6 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	...	...	...	2
Italian Langu...	5	...	...	1
Cantonese La...	2	2	...	...
Arabic Langu...	3	1	...	...
Mandarin Lan...	3	...	1	...
Japanese La...	1	1	1	...
Vietnamese L...	2	...	...	...

LANGUAGE SKILLS BREAKDOWN

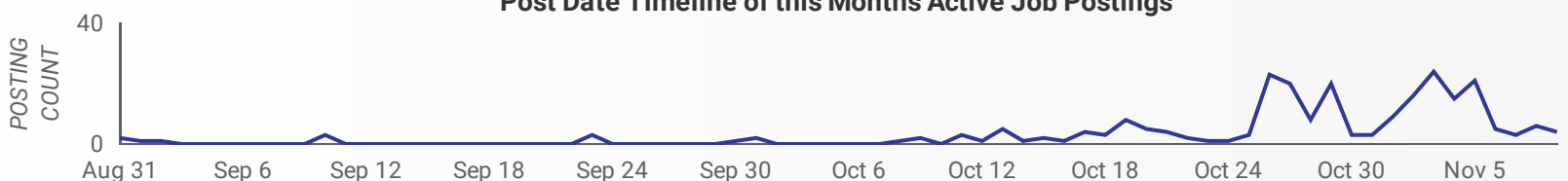
Which kinds of language skills do employers seek?



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

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	373
2. Italian Language Jobs	20
3. Cantonese Language Jobs	5
4. Arabic Language Jobs	5
5. Spanish Language Jobs	5
6. Mandarin Language Jobs	4
7. Japanese Language Jobs	3

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

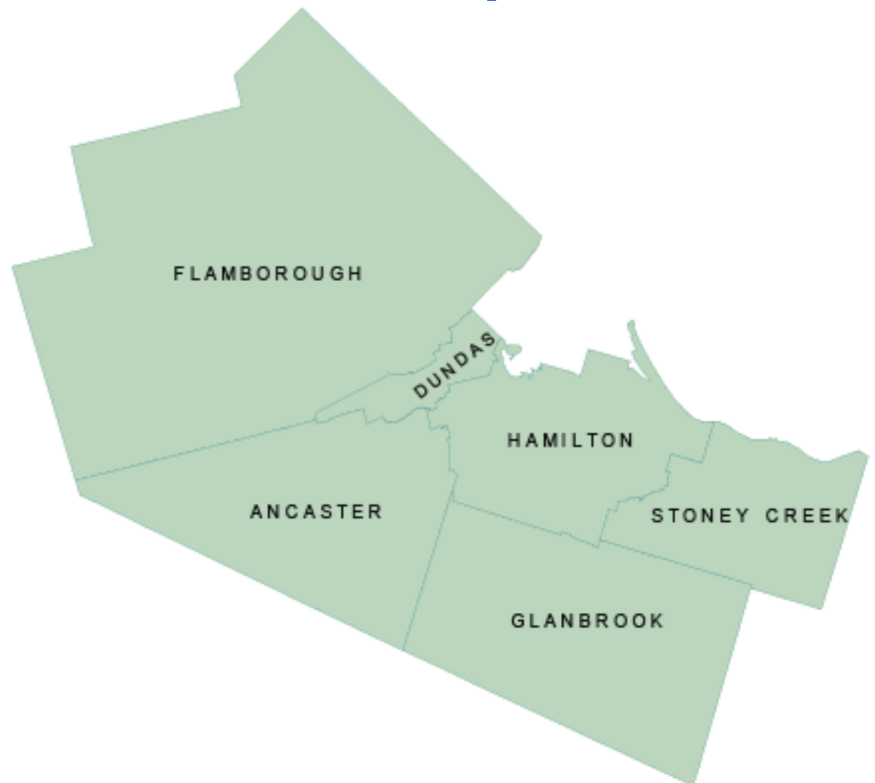
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Italian La...	Cantones...	Arabic La...	Mandarin...	Japanese...	Grand total
Business, finance and administration occu...	35		4	1			40
Health occupations	45			1			46
Management occupations	3						4
Natural and applied sciences and related o...	2						2
Occupations in education, law and social, ...	46	4		1	3		54
Sales and service occupations	37	13		1	1	3	58
Trades, transport and equipment operator...	4						4
Grand total	172	17	4	4	4	3	208

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	379	15.2	15
2. Stoney Creek	16	25.1	22
3. Dundas	16	21.1	22
4. Ancaster	5	16.8	15
5. Flamborough	3	22.0	22
Grand total	419	15.9	15



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	21
2. Financial auditors and accountants	20
3. Other customer and information services re...	15
4. Home support workers, housekeepers and r...	11
5. Cooks	10
6. Social and community service workers	8
7. Registered nurses and registered psychiatri...	7
8. Retail salespersons	7
9. Licensed practical nurses	6
10. Food and beverage servers	6
11. Nurse aides, orderlies and patient service a...	6
12. Technical sales specialists - wholesale trade	5
13. Allied primary health practitioners	4
14. Lawyers and Quebec notaries	4
15. Administrative officers	4
16. Audiologists and speech-language pathologi...	4
17. Other financial officers	3
18. Food counter attendants, kitchen helpers an...	3
19. Other medical technologists and technician...	3
20. Cashiers	3
21. Dietitians and nutritionists	3
22. Social workers	3
23. Physiotherapists	3
24. Health policy researchers, consultants and ...	2
25. Insurance agents and brokers	2
26. Human resources professionals	2
27. Financial managers	2
28. Banking, insurance and other financial clerks	2
29. Medical administrative assistants	2
30. MaÃtres d'hÃtel and hosts/hostes...	2
31. General office support workers	2
32. Chefs	2

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MULTILINGUAL HIRING EMPLOYERS

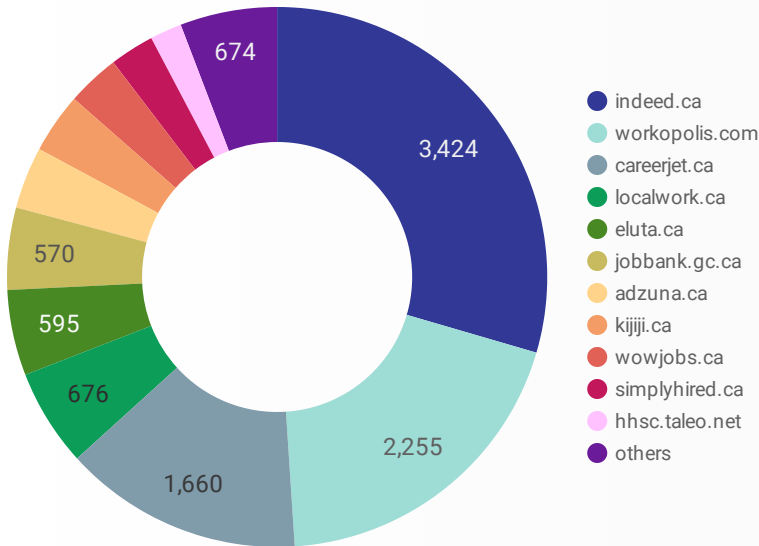
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	103
2. Intuit	40
3. Varsity Tutors	23
4. Bell	9
5. The Salvation Army	8
6. YWCA Hamilton	8
7. VON Canada	7
8. Scotiabank	6
9. Centre de Sante Communautaire	6
10. Victorian Order of Nurses	4
11. Centre de santÃ communautaire Hamilton/Niagara	4
12. BAXTER	4
13. Farm Boy Inc.	4
14. Good Shepherd Centres	4
15. Bell Canada	4
16. Hamilton-Wentworth District School Board	3
17. CBI Health	3
18. ArcelorMittal Dofasco	3
19. Good Shepherd	3
20. The French	2
21. Hamilton Health Sciences Corporation	2
22. Immigration, Refugees and Citizenship Canada	2
23. Canon Canada	2
24. Flexiti	2
25. The Alzheimer Society of BHNHH	2
26. La Piazza Allegra & Sasso Pizza Market & Bar	2
27. McMaster University	2
28. Banque De Developpement Du Canada FR	2
29. Wesley	2
30. Alorica	2

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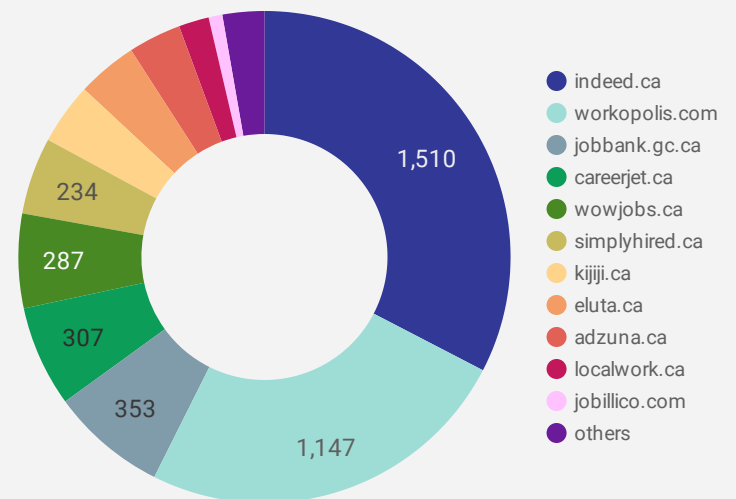
JOB POSTINGS BY JOB BOARD

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	3,424	21.9	22	1,510
2.	workopolis.com	2,255	15.0	15	1,147
3.	careerjet.ca	1,660	16.2	9	307
4.	localwork.ca	676	6.9	4	92
5.	eluta.ca	595	21.7	22	183
6.	jobbank.gc.ca	570	21.8	16	353
7.	adzuna.ca	430	15.0	15	161
8.	kijiji.ca	419	15.0	15	187
9.	wowjobs.ca	367	16.0	16	287
10.	simplyhired.ca	308	15.0	15	234
11.	hhsc.taleo.net	221	8.2	8	1
12.	jobillico.com	185	16.6	15	42
13.	careerarc.com	129	26.2	23	14
14.	careerbuilder.ca	84	14.5	6	19
15.	network.applytoeducation.com	46	4.7	5	3
16.	charityvillage.com	39	15.0	15	25
17.	mohawkcollege.ca	36	15.8	14	24