

# Labour Market Snapshot

## Key Trends in Hamilton's Labour Market

- There was a significant change in the unemployment rate and with a decrease in the third quarter of 2021 compared to the third quarter of 2020.
- The number of unemployed to job postings has continued to decline this year. From a high of 17.7 in January to 8.7 in September. This means there are about 9 unemployed people to every job vacancy
- Professional occupations in education services, jobs grew the most in quarter 3, growing by 6,300 jobs
- Middle management occupations in trades, transportations, productions and utilities declined the most in total jobs decreasing by 2,530 jobs
- There has been an increase in job postings, growing by 5.6 % in the third quarter to 9,331 jobs in Hamilton compared to the second quarter
- A slight change in the order of the top 10 skills demand in the job search where communication, team work, and customer service comes in the top 3
- Skill level C jobs saw the strongest growth in wages from Q3 2021 to Q3 2020

## Labour Force Hamilton CMA

Unemployment Rate Q3:

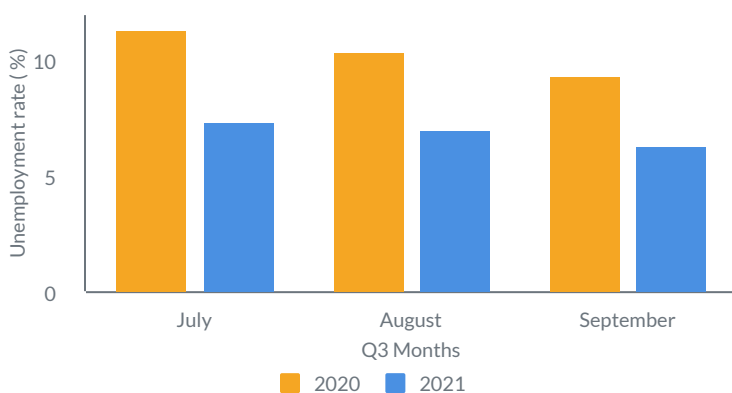
Canada	7.2%
Ontario	7.6%
Hamilton	6.9 %

Quick Facts:

Population:	666,930
Labour Force:	438,900
Participation Rate:	65.8%

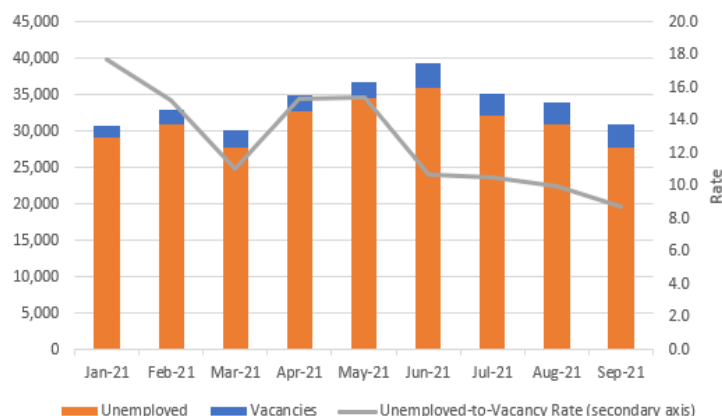
## Unemployment Rate in Hamilton CMA, Q3

Hamilton Q3 2020 vs Q3 2021



Source: Labour Force Survey

## Labour Market Tightness Number of Unemployed to Vacancies\*



Source: Labour Force Survey; Vicinity jobs

## Occupations that are growing

2021 Q2 vs. 2021 Q3  
Source: Labour Force Survey  
NOC 2- Digit

Professional occupations in education services	6,300 jobs (+26%)
Assisting occupations in support of health services	3,630 jobs (+39%)
Technical Occupation related to natural and applied sciences	3,630 jobs (+61%)
Professional occupations in legal, social, community, and education services	2,800 jobs (+54%)
Occupations in front-line public protection services	2,430 jobs (+179%)

## Occupations that are declining

2021 Q2 vs 2021 Q3  
Source: Labour Force Survey  
NOC 2- Digit

Professional Occupations in natural and applied sciences	-4,500 jobs (- 79%)
Service representatives and other customer and personal services occupations	- 3,370 jobs (- 20 %)
Professional occupations in business and finance	-3,230 jobs (- 16%)
Specialized middle management occupations	-3,070 jobs (- 13 %)
Middle management occupations in trades, transportations, production and utilities	-2,530 jobs (- 15%)

## About the Data

Workforce Planning Hamilton (WPH) uses a job postings web crawler from Vicinity Jobs. This data collects from online job postings includes location, industry, occupation, type of employment, duration of employment and job posting source. Though the data uses appropriate sources and is obtained with a concrete methodology, some limitations exist. There are many unknown categories in all of the datasets because some job postings do not provide details.

Labour Force Survey

The Labour Force Survey is a monthly survey which measures the current state of the Canadian labour market and is used, among other things, to calculate the national, provincial, territorial and regional employment and unemployment rates. The Hamilton CMA (Census Metropolitan Area) includes Hamilton, Burlington and Grimsby.

Note\*: Labour market tightness rate is the number of unemployed to vacancies, this is calculated:  $\text{unemployment/vaccine} = \text{rate of unemployed to vacancy rate}$ .

# Job Posting Information

## VACANCIES

There were

**9331**  
online job  
vacancies from July to  
September 2021

**Significant**  
increase from last  
Quarter (+5.6%)

Source: Vicinity Jobs

## Occupations with the most online job postings in Q3 2021

Occupations	Job postings
6421 - Retail salespersons	368
1 - Business, finance and administration (unidentified sub-category)	279
7452 - Material handlers	227
3233 - Licensed practical nurses	221
6322 - Cooks	209
4412 - Home support workers, housekeepers and related occupations	177
7 - Trades, transport and equipment operators and related (unidentified)	157
0621 - Retail and wholesale trade managers	151
1411 - General office support workers	151
9619 - Other labourers in processing, manufacturing and utilities	147
1241 - Administrative assistants	115

Source: Vicinity Jobs

## Top 10 Skills In Demand

Communication	48.80 %
Teamwork	43.20 %
Customer Service	35.80 %
Flexibility	27.00 %
Leadership	24.20 %
Fast-paced setting	23.90 %
Organization Skills	22.50 %
Interpersonal skills	20.50%
Attention to Detail	20.10%
English Language	15.70 %

Note: The % share provided for a particular skill is calculated as the share of all postings that list the skill requirement, out of all postings that list at least one identifiable skill requirement.

Source: Vicinity Jobs

## Top Job Postings by Industry (6-digit NAICS)

Top 10 jobs by industry ( 6-dig NAICS)	Postings
621610 - Home Health Care Services	1010
722512 - Limited-service eating places	226
611310 - Universities	209
444130 - Hardware Stores	140
611110 - Elementary and Secondary Schools	139
913910 - Other Local, Municipal and Regional Public Administration	100
611210 - Community Colleges and C.E.G.E.P.s	75
446110 - Pharmacies and Drug Stores	72
522112 - Corporate and Institutional Banking Industry	59
624120 - Services for the Elderly and Persons with Disabilities	57

Source: Vicinity Jobs

## Wages in Quarter 3 2021

Looking at the composition of wages by skill level, we can see where the pressure in wages are by skill level. We see that the strongest growth came from skill level C jobs, showing possible shortages in those occupations. Skill Level A actually saw a decline. This does not mean skill level A occupations posted in 2021 had lower wages, but that the composition of the occupations in Q3 2021 had a lower average wage than in Q3 2020. Nonetheless, it still shows that wage pressures are not occurring among the highest skill level.

Skill Level	Q3 2020	Q3 2021	Wage Difference	Percentage Change
A - occupations typically requiring a degree	\$ 33.90	\$ 29.52	-\$ 4.38	-13%
B - occupations typically requiring a diploma or trade certificate	\$ 22.64	\$ 22.78	\$ 0.14	1%
C - occupations typically requiring a secondary school diploma	\$ 19.43	\$ 20.99	\$ 1.56	8%
D - occupations typically requiring on-the-job training	\$ 16.97	\$ 17.46	\$ 0.49	3%

Source: Vicinity Jobs

The following are skill level C occupations that saw the strongest growth in wages from last quarter and had over 30 postings:

Skill Level C Jobs	Q3	Q3	Change	% Change
4412 - Home support workers, housekeepers and related occupations	\$19.48	\$34.97	\$15.49	80%
6552 - Other customer and information services	\$17.30	\$22.34	\$5.04	29%
6421 - Retail salespersons	\$16.27	\$18.09	\$1.82	11%
7511 - Transport truck drivers	\$23.47	\$25.28	\$1.81	8%
6513 - Food and beverage servers	\$13.43	\$14.57	\$1.14	8%
1414 - Receptionists	\$18.26	\$19.20	\$0.94	5%
7452 - Material handlers	\$18.95	\$19.80	\$0.85	4%

Source: Vicinity Jobs