



2021 Labour Market Snapshot

Hamilton | 2021 | Q4

Key Trends in Hamilton's Labour Market

- There was a significant change in the unemployment rate with a decrease in the fourth quarter of 2021 compared to the fourth quarter of 2020.
- Office Support Occupations jobs grew the most in quarter 4, growing by 5600 jobs
- Technical occupations in art, culture, recreation and sport declined the most in total jobs decreasing by 2400 jobs
- There has been a decrease in job postings by 1.1% in the fourth quarter to 9,115 jobs in Hamilton compared to the third quarter
- Communication, teamwork, and customer service skills remain the top 3 skills in the top 10 postings by skills as the quarter 3, 2021
- The labour market is getting tighter over the year, but has for the last few months hovered around 9%. Meaning there are about 9 unemployed persons per job posting

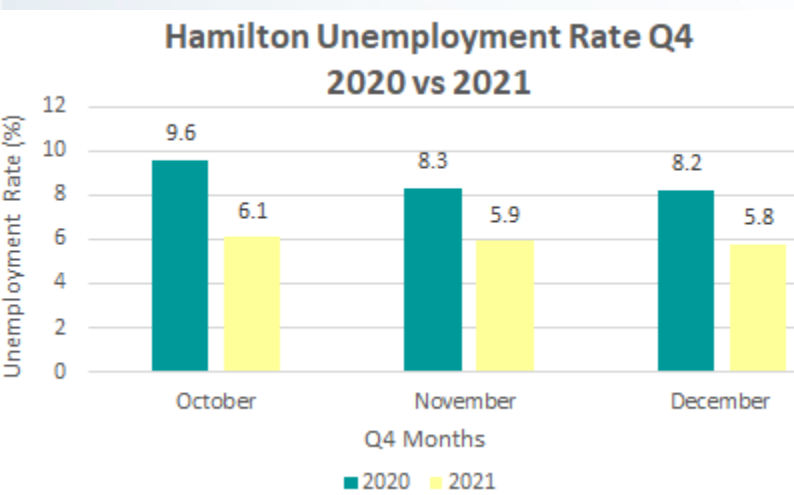
Labour Force Hamilton CMA

Unemployment Rate Q4: Canada **5.9%**
Ontario **6.10%**
Hamilton **6.0%**

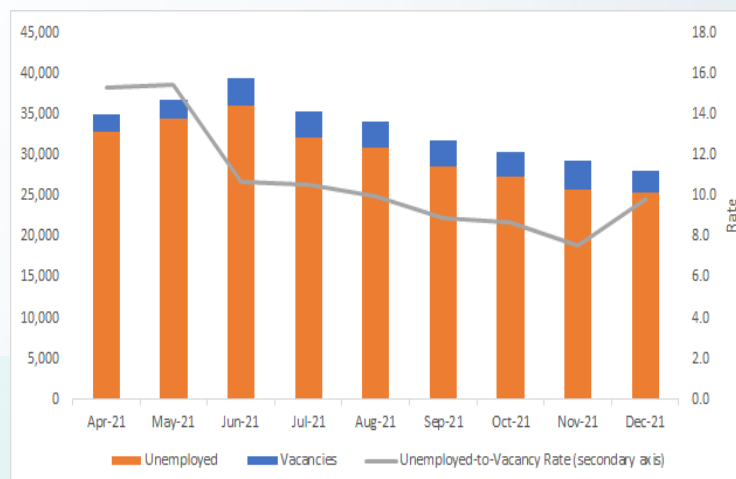
Quick Facts

Population: **668.8**
Labour Force: **440.3**
Participation Rate: **65.4%**

Unemployment Rate in Hamilton CMA Q4



Labour Market Tightness Number of Unemployed to Vacancies



↑ Occupations that are growing - (NOC 2-Digits)
2021 Q3 vs 2021 Q4

Top Increased Employment by Quarter 2021 Q3 - 2021 Q4		
Occupations	Total Jobs	(+%)
Office Support Occupations	5600	16%
Professional occupations in natural and applied sciences	4300	9%
Professional occupations in law and social, community and government services	4200	18%
Professional occupations in education services	4000	13%
Sales representatives and salespersons - wholesale and retail trade	2500	6%

↓ Occupations that are declining (NOC 2-Digits)
2021 Q3 vs 2021 Q4

Top Decreased Employment by Quarter 2021 Q3 - 2021 Q4		
Occupations	Total Jobs	(-%)
Technical occupations in art, culture, recreation and sport	2400	15%
Professional occupations in art and culture	2100	22%
Processing and manufacturing machine operators and related production worker	1900	15%
Sales support occupations	1800	6%
Care providers and educational, legal and public protection support occupations	1800	23%

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 that 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.

Job Posting Information

VACANCIES

There were **9,115** online job vacancies from October to December 2021

Top Occupations Job Posting in Q4 2021	
Occupations	Job Postings
6421 - Retail salespersons	280
3012 - Registered nurses and registered psychiatric nurses	202
7452 - Material handlers	199
1411 - General office support workers	193
3233 - Licensed practical nurses	179
6322 - Cooks	176
4412 - Home support workers, housekeepers and related occupations	165
1241 - Administrative assistants	142
0621 - Retail and wholesale trade managers	137
7514 - Delivery and courier service drivers	125
4021 - College and other vocational instructors	124
6731 - Light duty cleaners	108

Top 10 Skills In Demand

Top 10 Posting by Skills	
Skills	Percentage
Communication skills	17%
Teamwork	18%
Customer Service	14%
English language	11%
Leadership	10%
Flexibility	10%
Fast-paced Setting	10%
Interpersonal Skills	10%
Organizational Skills	9%
Attention to Detail	8%

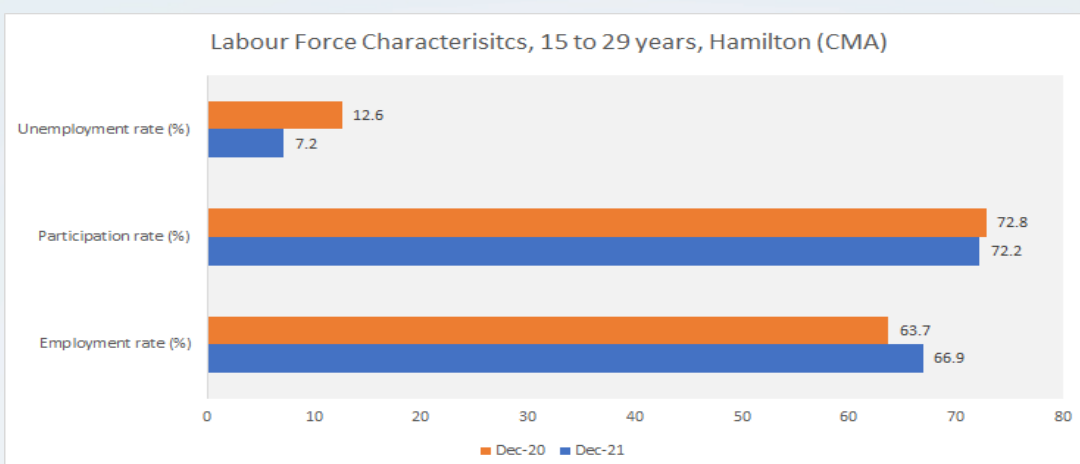
Top Job Postings by Industry (6-digit NAICS)

Top 10 Job Posting by Industry (6-dig NAICS)	
Jobs	Postings
621610 - Home Health Care Services	1172
611310 - Universities	570
722512 - Limited-service eating places	221
452110 - Department Stores	148
913910 - Other Local, Municipal and Regional Public Administration	145
611110 - Elementary and Secondary Schools	127
444130 - Hardware Stores	98
446110 - Pharmacies and Drug Stores	82
611210 - Community Colleges and C.E.G.E.P.s	75
624120 - Services for the Elderly and Persons with Disabilities	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.

Youth Labour Force Characteristics

Youth Labour Force Statistics, Hamilton December 2020 to December 2021



For youth in Hamilton, we see the unemployment rate and employment rates have increased from last year showing a recovery is occurring among youth, who have been one of the most negatively impacted segments of the population.