



JOB DEMAND REPORT

FEBRUARY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
11,543	7,261	3,273	28

OF DAYS POSTED

AVERAGE	MEDIAN
16.4	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.

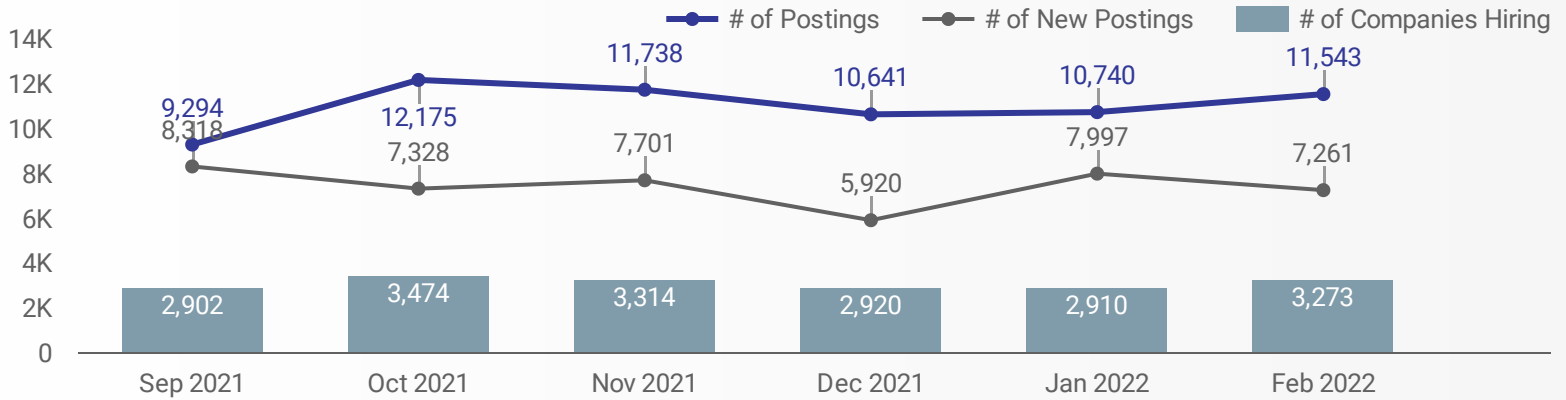


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JOB POSTINGS BY MONTH

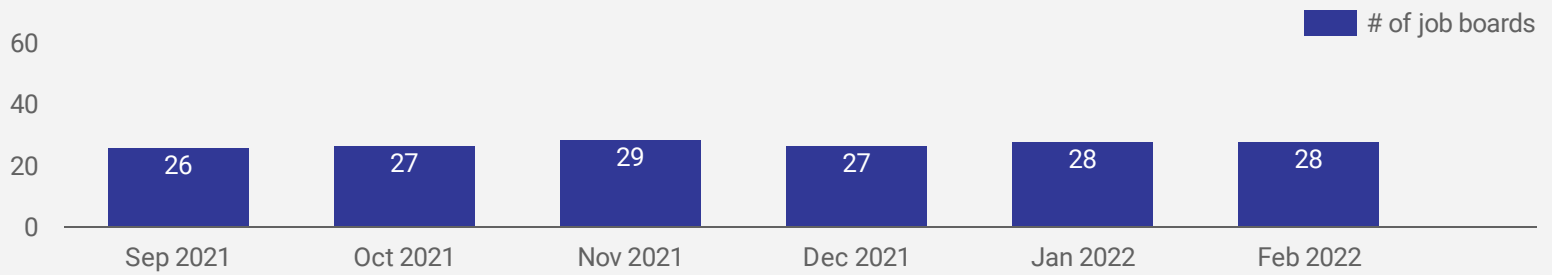
How many job postings were active for at least 1 day this month?



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

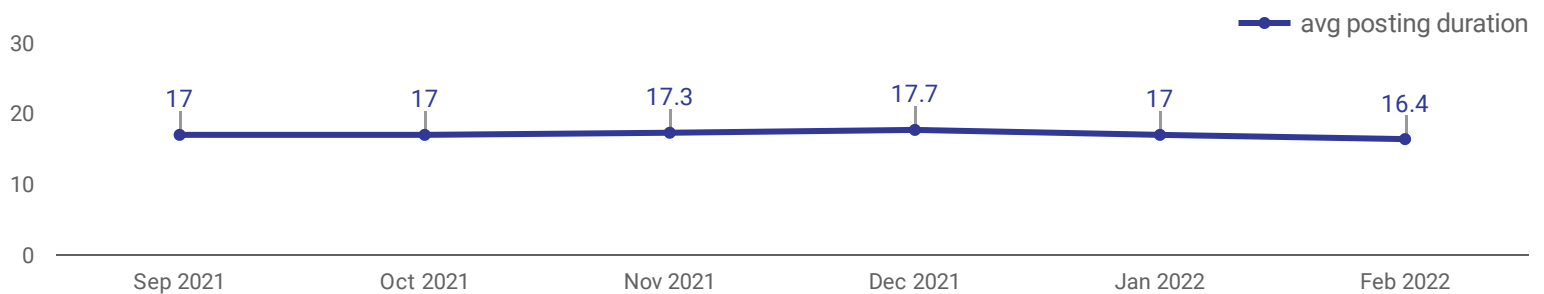
NUMBER OF ACTIVE JOB BOARDS

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



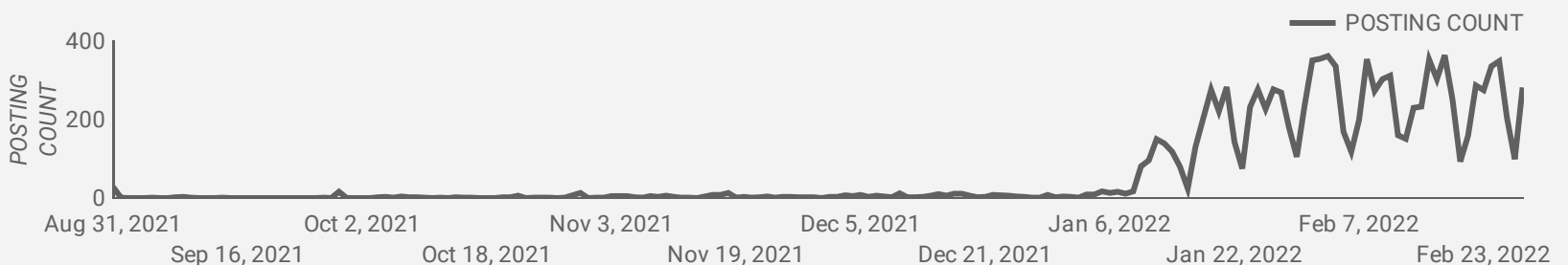
AVG & MEDIAN POSTING LENGTH BY DAYS

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

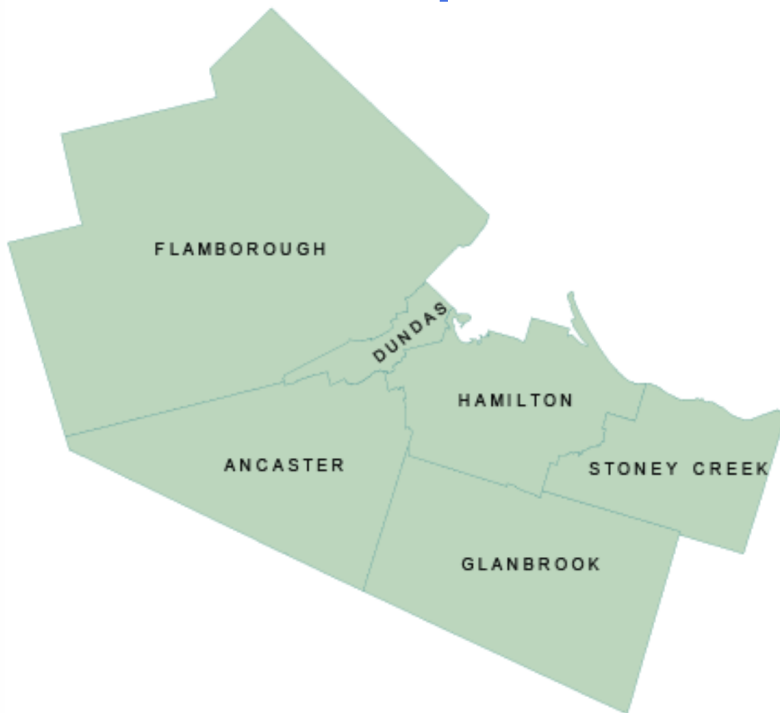
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

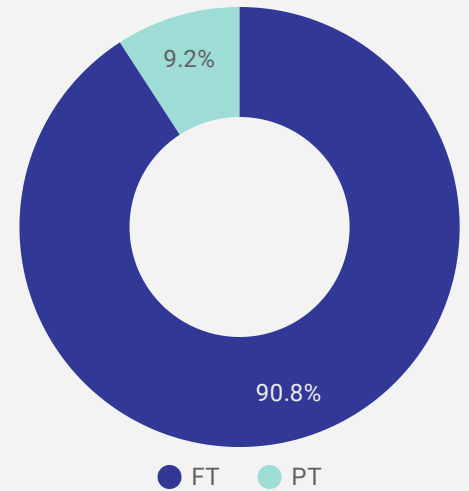
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	9,489	15.9	15
2. Stoney Creek	904	20.1	16
3. Ancaster	574	17.9	15
4. Dundas	343	18.2	16
5. Flamborough	233	17.5	22
Grand total	11,543	16.4	15



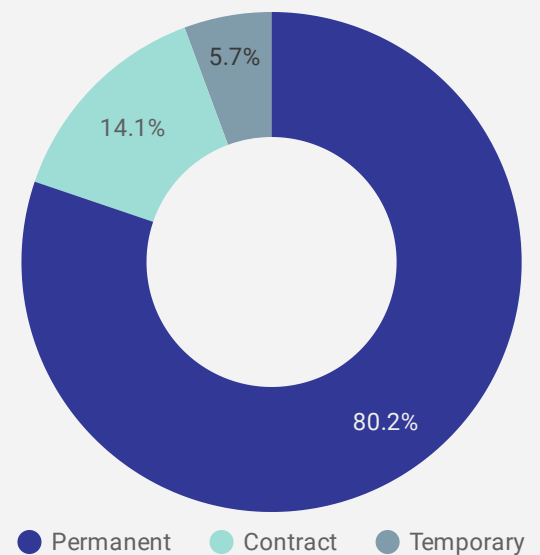
JOB TYPE

Full-time vs Part-time



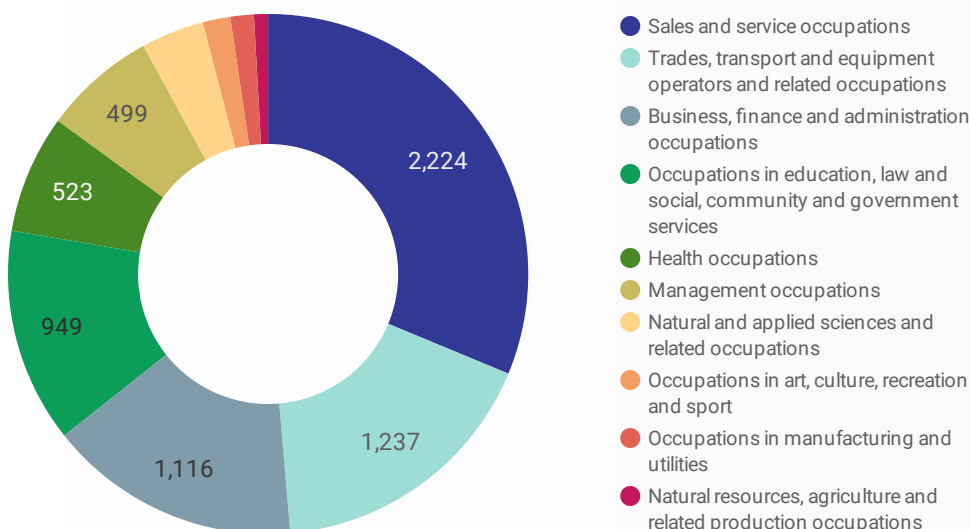
JOB DURATION

Permanency of jobs posted



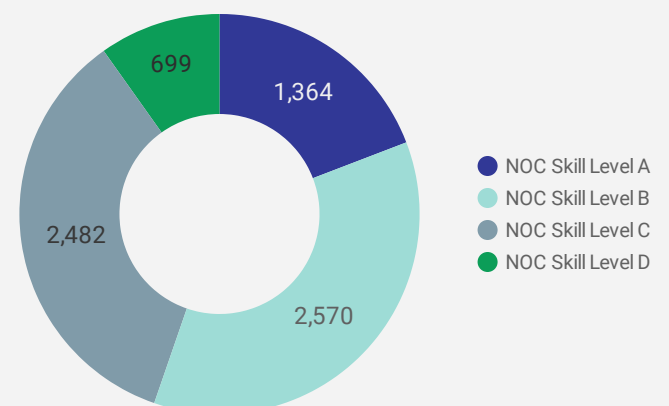
JOB POSTINGS BY SKILL TYPE

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.	Varsity Tutors	Hamilton	444	1.4	1
2.	Hamilton Health Sciences	Hamilton	295	9.6	8
3.	Mcmaster University	Hamilton	265	25.7	22
4.	Vertical Staffing Resources	Hamilton	200	3.1	2
5.	St Joseph's Healthcare Hamilton	Hamilton	175	20.5	22
6.	Kijiji	Hamilton	150	14.9	15
7.	Hamilton Wentworth District School	Hamilton	146	20.8	22
8.	City of Hamilton	Hamilton	129	15.2	15
9.	Great Clips	Hamilton	112	4.7	2
10.	Challenger Motor Freight	Hamilton	86	1.3	1
11.	Vaco Lannick	Hamilton	85	1.6	1
12.	Rogers Communications	Hamilton	78	28.0	24
13.	Hamilton-Wentworth District School Board	Hamilton	70	9.0	7
14.	ArcelorMittal Dofasco	Hamilton	67	22.3	15
15.	Scotiabank	Hamilton	61	17.2	15
16.	Hamilton Recruitment	Hamilton	53	13.1	14
17.	ABL Employment	Hamilton	52	13.9	13
18.	AIM	Hamilton	49	16.6	15
19.	Lowe's	Hamilton	47	9.6	12
20.	Randstad	Hamilton	46	25.1	22
21.	Oakridge Landscape Contractors	Hamilton	44	18.3	16
22.	YWCA Hamilton	Hamilton	40	18.5	16
23.	Shoppers Drug Mart	Hamilton	40	15.9	15
24.	Mohawk College	Hamilton	39	19.4	22
25.	L3Harris Technologies	Hamilton	37	8.7	11
26.	Good Shepherd Centres	Hamilton	34	16.5	15
27.	L3Harris	Hamilton	34	19.0	22
28.	Lowe's	Ancaster	33	13.8	15
29.	Carmen's Group	Hamilton	31	17.5	15
30.	AON Inc.	Hamilton	29	7.7	5
31.	Thrive Group	Hamilton	29	58.3	24

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

297

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE
1.	Emergency Veterinarian	HAMILTON REGION EMERGENCY VET CLINIC	Hamilton	120
2.	Osteopathic Manual Practitioner	Regent Health Centre	Hamilton	120
3.	Social Worker	Juniper Wellness	Hamilton	105
4.	Remote Psychotherapist (private Practice; Independent Contractor)	Inner Growth Counselling & Psychotherapy	Hamilton	100
5.	Wedding Photographer And/or Videographer	Golden Hour Studios	Hamilton	100
6.	Dentiste	Centre de sant�� communautaire Hamilton/Niagara	Hamilton	97.59
7.	Social Worker	Maternal Health Niagara	Hamilton	90
8.	Solicitor - Municipal Taxation	City of Hamilton	Hamilton	88.92
9.	Director, Collections And Program Development	City of Hamilton	Hamilton	81.5
10.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80
11.	Manaqer, Placemaking, Public	City of Hamilton	Hamilton	73.43

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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!	Zocasa Realty Inc	Hamilton	350,000
2.	Realtor	One Percent Realty Ltd. Brokerage	Dundas	350,000
3.	Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You!	Zocasa Realty Inc	Hamilton	350,000
4.	Owner Operator Truck Driver	Milos M&S Transport Ltd.	Hamilton	340,000
5.	Dental Associate	Limeridge Dental	Hamilton	326,034
6.	Associate Dentist	Cranberry Hill Dentistry and Northern Niagara Dentistry	Hamilton	313,341
7.	Family Physician	Jack Nathan Health	Ancaster	300,000
8.	Sales Manager	D'Angelo & Sons Construction Limited	Hamilton	275,000
9.	Regional Sales Closer	Provincial Smart Home Services	Hamilton	250,000

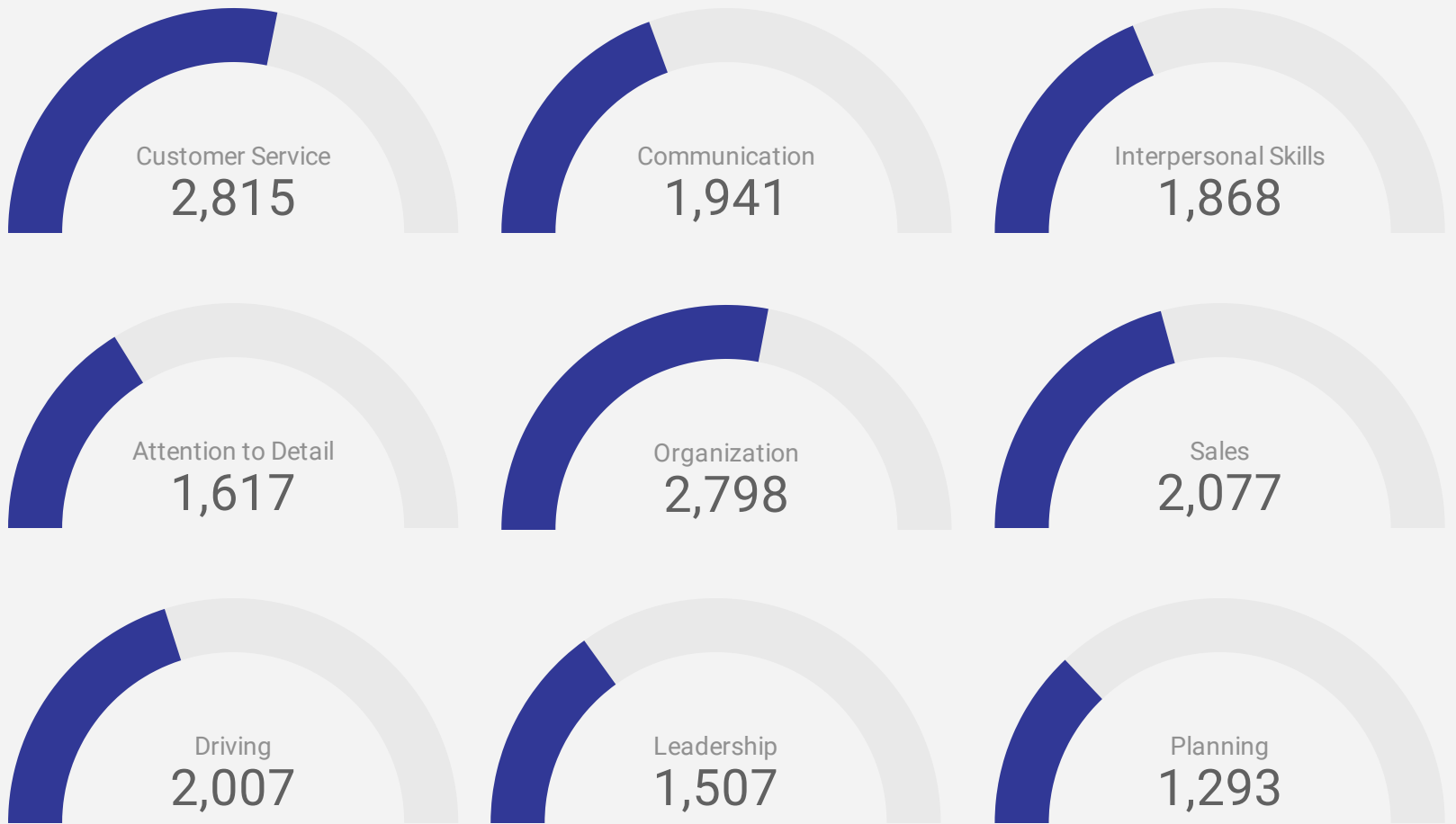
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

11,543



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

11,543



Driver's License
237



First Aid
577



Regular Access to a Vehicle
467



Criminal Record Check
464



Microsoft Office
817



Food Safety
214

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	474	16.6	15
2.	4216	Other instructors	NOC Skill Level B	452	1.8	1
3.	6552	Other customer and information services representatives	NOC Skill Level C	254	16.7	15
4.	7452	Material handlers	NOC Skill Level C	250	16.1	15
5.	7511	Transport truck drivers	NOC Skill Level C	213	17.1	15
6.	6731	Light duty cleaners	NOC Skill Level D	197	16.3	15
7.	6322	Cooks	NOC Skill Level B	186	25.0	22
8.	621	Retail and wholesale trade managers	NOC Skill Level A	176	19.5	18
9.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	173	23.8	22
10.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	164	20.9	15
11.	1414	Receptionists	NOC Skill Level C	129	18.0	15
12.	1241	Administrative assistants	NOC Skill Level B	109	18.2	15
13.	7514	Delivery and courier service drivers	NOC Skill Level C	101	18.2	15
14.	6341	Hairstylists and barbers	NOC Skill Level B	98	5.8	2.5
15.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	92	14.9	15
16.	6541	Security guards and related security service occupations	NOC Skill Level C	91	17.5	16
17.	4212	Social and community service workers	NOC Skill Level B	88	19.8	22
18.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	85	20.7	15
19.	1521	Shippers and receivers	NOC Skill Level C	81	18.2	16
20.	6513	Food and beverage servers	NOC Skill Level C	79	16.3	15
21.	1221	Administrative officers	NOC Skill Level B	79	21.9	15
22.	1114	Other financial officers	NOC Skill Level A	67	21.4	16.5
23.	3233	Licensed practical nurses	NOC Skill Level B	67	23.4	22
24.	1111	Financial auditors and accountants	NOC Skill Level A	66	7.4	2
25.	111	Financial managers	NOC Skill Level A	64	19.4	15
26.	6611	Cashiers	NOC Skill Level D	63	17.5	15
27.	6332	Bakers	NOC Skill Level B	57	22.1	15
28.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	57	7.7	2.5
29.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	56	27.0	22

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.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	586	5.3	1
2.	642	Retail salespersons	NOC Skill Level C	474	16.6	15
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	332	17.0	15
4.	673	Cleaners	NOC Skill Level D	256	17.0	15
5.	655	Customer and information services representatives	NOC Skill Level C	255	16.7	15
6.	745	Longshore workers and material handlers	NOC Skill Level C	250	16.1	15
7.	632	Chefs and cooks	NOC Skill Level B	235	23.0	17
8.	141	General office workers	NOC Skill Level C	186	17.4	15
9.	441	Home care providers and educational support occupations	NOC Skill Level C	184	25.8	22
10.	111	Auditors, accountants and investment professionals	NOC Skill Level A	183	14.6	15
11.	122	Administrative and regulatory occupations	NOC Skill Level B	179	19.6	15
12.	062	Retail and wholesale trade managers	NOC Skill Level A	176	19.5	18
13.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	164	20.9	15
14.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	160	18.4	15
15.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	138	17.5	15
16.	651	Occupations in food and beverage service	NOC Skill Level C	110	16.0	15
17.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	107	22.6	15
18.	662	Other sales support and related occupations	NOC Skill Level D	104	15.8	16
19.	634	Specialized occupations in personal and customer services	NOC Skill Level B	101	5.8	3.5
20.	341	Assisting occupations in support of health services	NOC Skill Level C	100	14.8	15
21.	323	Other technical occupations in health care	NOC Skill Level B	96	24.7	22
22.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	94	17.8	15
23.	654	Security guards and related security service occupations	NOC Skill Level C	91	17.5	16
24.	301	Professional occupations in nursing	NOC Skill Level A	85	20.7	15
25.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	85	20.6	15
26.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	77	18.1	16
27.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	76	20.5	22
28.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	75	14.5	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.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	586	5.3	1
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	504	16.9	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	476	16.7	15
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	455	18.6	15
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	430	18.4	15
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	403	15.4	15
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	386	19.5	15
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	322	23.9	18
9.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	287	16.4	15
10.	14	Office support occupations	NOC Skill Level C	285	17.1	15
11.	11	Professional occupations in business and finance	NOC Skill Level A	243	16.4	15
12.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	233	20.5	16.5
13.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	192	16.9	15
14.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	186	25.6	22
15.	32	Technical occupations in health	NOC Skill Level B	179	20.0	16
16.	73	Maintenance and equipment operation trades	NOC Skill Level B	178	22.8	22
17.	66	Sales support occupations	NOC Skill Level D	167	16.4	15
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	166	20.9	19.5
19.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	163	23.4	15
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	159	19.4	15
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	157	17.8	15
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	144	20.1	16
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	113	21.0	17
24.	34	Assisting occupations in support of health services	NOC Skill Level C	100	14.8	15
25.	30	Professional occupations in nursing	NOC Skill Level A	85	20.7	15
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	85	16.5	15
27.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	79	20.2	22

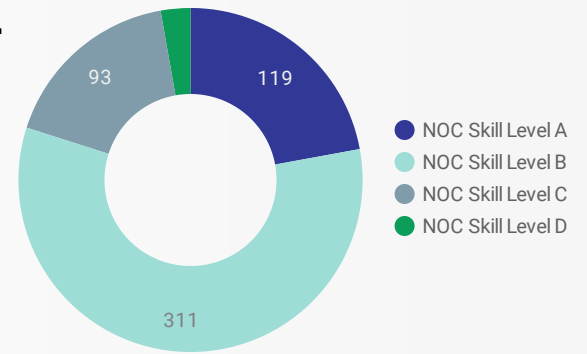
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
888	1	214	10	AVERAGE	MEDIAN
				10.6	8

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

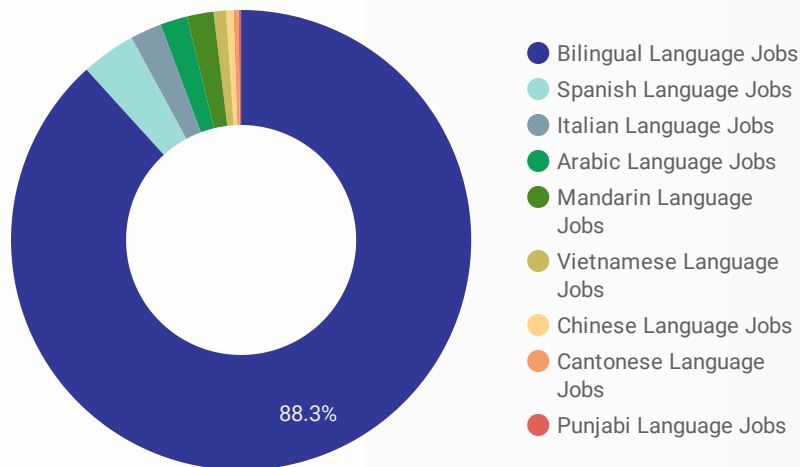
- 119 Skill Level A - Management/ Professional Occupations usually requiring University
- 311 Skill Level B - Usually college education or apprenticeship training
- 93 Skill Level C - Usually secondary education or occupation-specific training
- 15 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	114	259	82	8
Spanish Lang...	2	20	2	1
Italian Langu...		7	4	4
Mandarin Lan...	1	12		
Arabic Langu...		3	4	
Vietnamese L...		5	1	
Chinese Lan...	1	2		1

LANGUAGE SKILLS BREAKDOWN

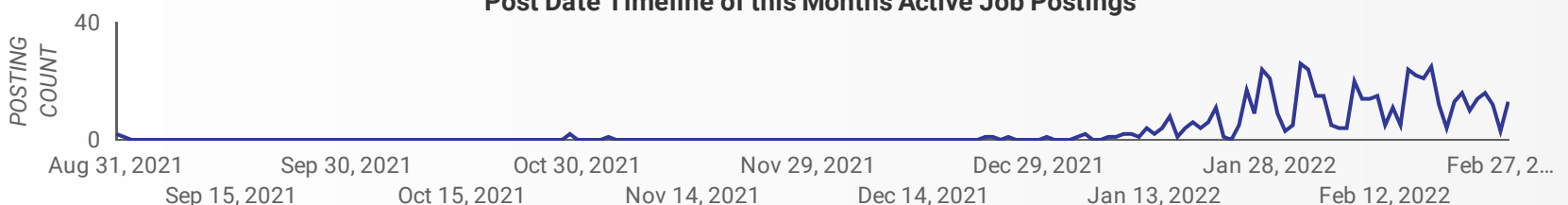
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	786
2. Spanish Language Jobs	31
3. Italian Language Jobs	23
4. Arabic Language Jobs	15
5. Mandarin Language Jobs	13
6. Vietnamese Language Jobs	8
7. Chinese Language Jobs	5

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

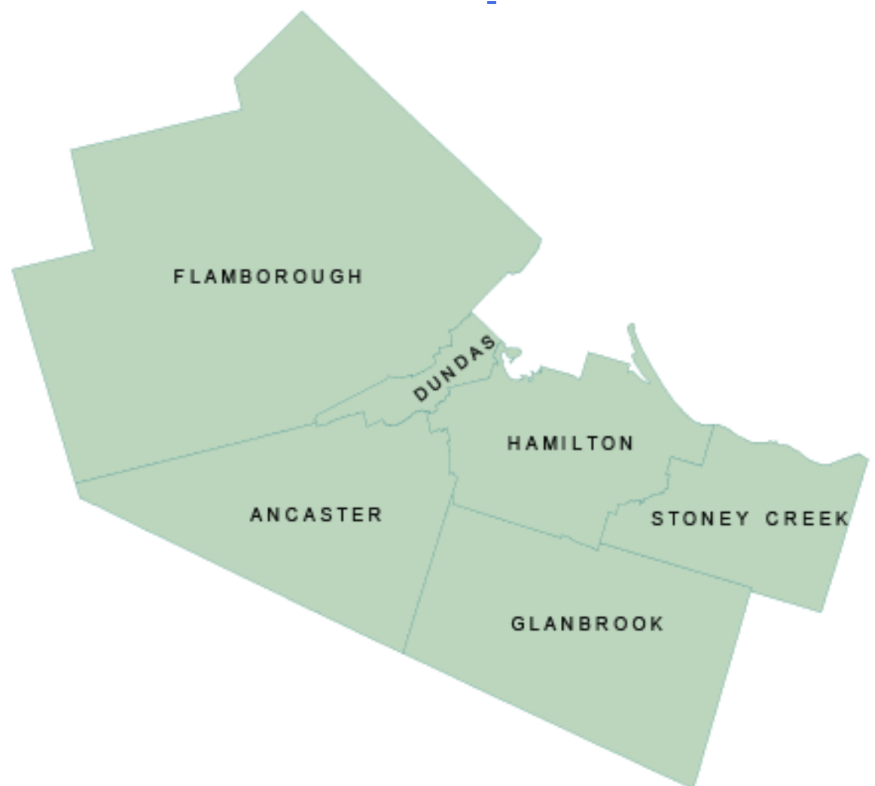
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Spanish ...	Italian La...	Mandarin...	Arabic La...	Vietname...	Grand total
Business, finance and administration occu...	65	4			3	1	77
Health occupations	66				1		67
Management occupations	26	2					28
Natural and applied sciences and related o...	13	1					15
Occupations in art, culture, recreation and ...	3						4
Occupations in education, law and social, ...	221	14		13	1		249
Occupations in manufacturing and utilities		1					1
Sales and service occupations	58	1	15		2	5	84
Trades, transport and equipment operator...	11	2					13
Grand total	463	25	15	13	7	6	538

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	821	10.3	8
2. Stoney Creek	27	16.8	15
3. Flamborough	16	15.2	22
4. Dundas	14	10.8	12
5. Ancaster	10	17.7	16
Grand total	888	10.6	8



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	188
2. Other customer and information services re...	24
3. Social and community service workers	22
4. Registered nurses and registered psychiatri...	12
5. Receptionists	11
6. Financial managers	11
7. Retail salespersons	9
8. Cooks	8
9. Nurse aides, orderlies and patient service a...	8
10. Professional occupations in advertising, ma...	8
11. Food counter attendants, kitchen helpers an...	8
12. Social workers	8
13. General office support workers	7
14. Administrative assistants	7
15. Corporate sales managers	7
16. Financial auditors and accountants	7
17. Home support workers, housekeepers and r...	6
18. Medical sonographers	6
19. User support technicians	5
20. Lawyers and Quebec notaries	5
21. Respiratory therapists, clinical perfusionist...	5
22. Food and beverage servers	5
23. Early childhood educators and assistants	5
24. Butchers, meat cutters and fishmongers - re...	4
25. Insurance adjusters and claims examiners	4
26. Automotive service technicians, truck and b...	4
27. Chefs	4
28. Human resources professionals	4
29. Store shelf stockers, clerks and order fillers	4
30. Security guards and related security service...	4
31. Bakers	4
32. Program leaders and instructors in recreati...	3

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MULTILINGUAL HIRING EMPLOYERS

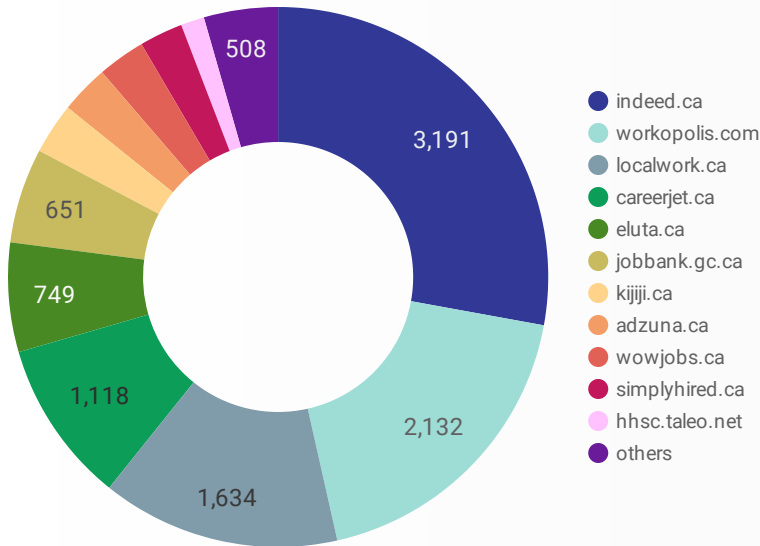
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Varsity Tutors	192
2. Hamilton Health Sciences	190
3. YWCA Hamilton	35
4. Hamilton Wentworth District School	13
5. The Salvation Army	13
6. The Mason Group Inc	10
7. BDC - Indigenous Recruitment	10
8. Canon Canada	10
9. BAXTER	9
10. BDC	9
11. Hamilton-Wentworth District School Board	9
12. Farm Boy Inc.	8
13. Bayshore Inn Resort & Spa	8
14. Scotiabank	8
15. McMaster University	8
16. Stryker	8
17. Bell Canada	7
18. Various Ministries	7
19. Alorica	7
20. Good Shepherd Centres	7
21. Canadian Cancer Society	6
22. Canon	6
23. Gowling WLG	5
24. Farm Boy	5
25. Canada Post Corporation	5
26. VON Canada	5
27. St Joseph's Healthcare Hamilton	5
28. Salvation Army, The	5
29. SOURIAU-SUNBANK	4
30. Wesley	4
31. ADONIS	4

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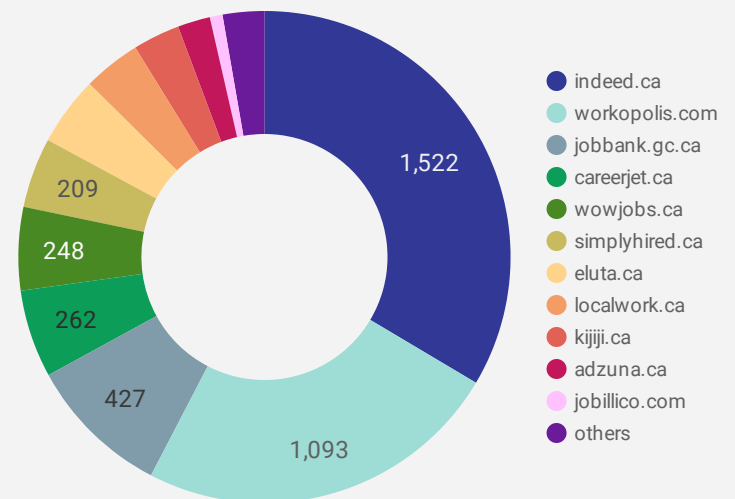
JOB POSTINGS BY JOB BOARD

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	3,191	21.9	22	1,522
2.	workopolis.com	2,132	14.9	15	1,093
3.	localwork.ca	1,634	3.3	1	172
4.	careerjet.ca	1,118	22.8	14	262
5.	eluta.ca	749	21.9	22	206
6.	jobbank.gc.ca	651	28.4	16	427
7.	kijiji.ca	350	14.9	15	140
8.	adzuna.ca	333	15.0	15	97
9.	wowjobs.ca	327	15.8	16	248
10.	simplyhired.ca	298	15.0	15	209
11.	hhsc.taleo.net	161	9.5	8	1
12.	jobillico.com	124	17.9	14	38
13.	network.applytoeducation.com	98	6.7	7	3
14.	careerarc.com	51	29.5	20	8
15.	careerbuilder.ca	51	21.6	28	22
16.	careerowl.ca	39	69.5	70	29
17.	najobs.arcelormittal.com	27	35.6	15	1