



LOCAL LABOUR MARKET PLAN



Workforce **Planning** Hamilton

Planification de main d'oeuvre de Hamilton



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Acknowledgment

Workforce Planning Hamilton (WPH) is a local community planning non-profit organization that builds solutions to labour market issues by engaging stakeholders and working with partners.

OUR VISION: Workforce Planning Hamilton is a leader in workforce development, providing evidence-based analysis and engaging a broad range of labour market stakeholders.

OUR MISSION: WPH is a leader in transforming local labour market information into workforce planning solutions that contribute to a prosperous and diverse Hamilton community.

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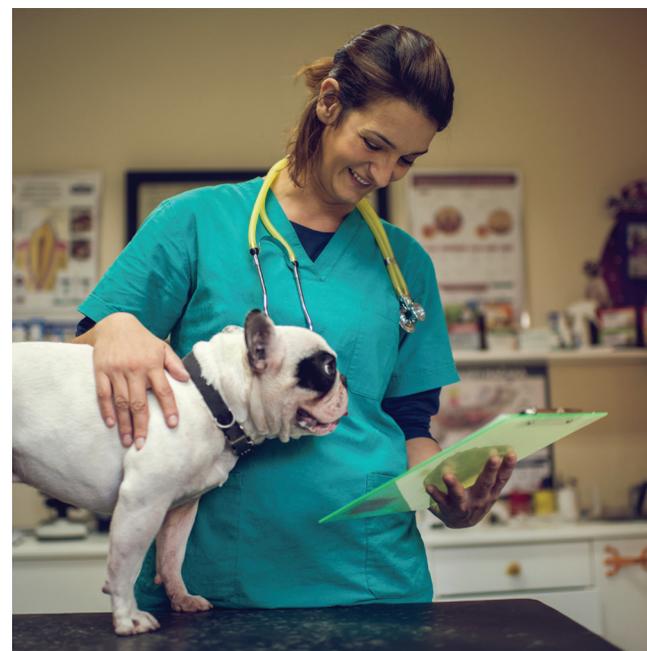
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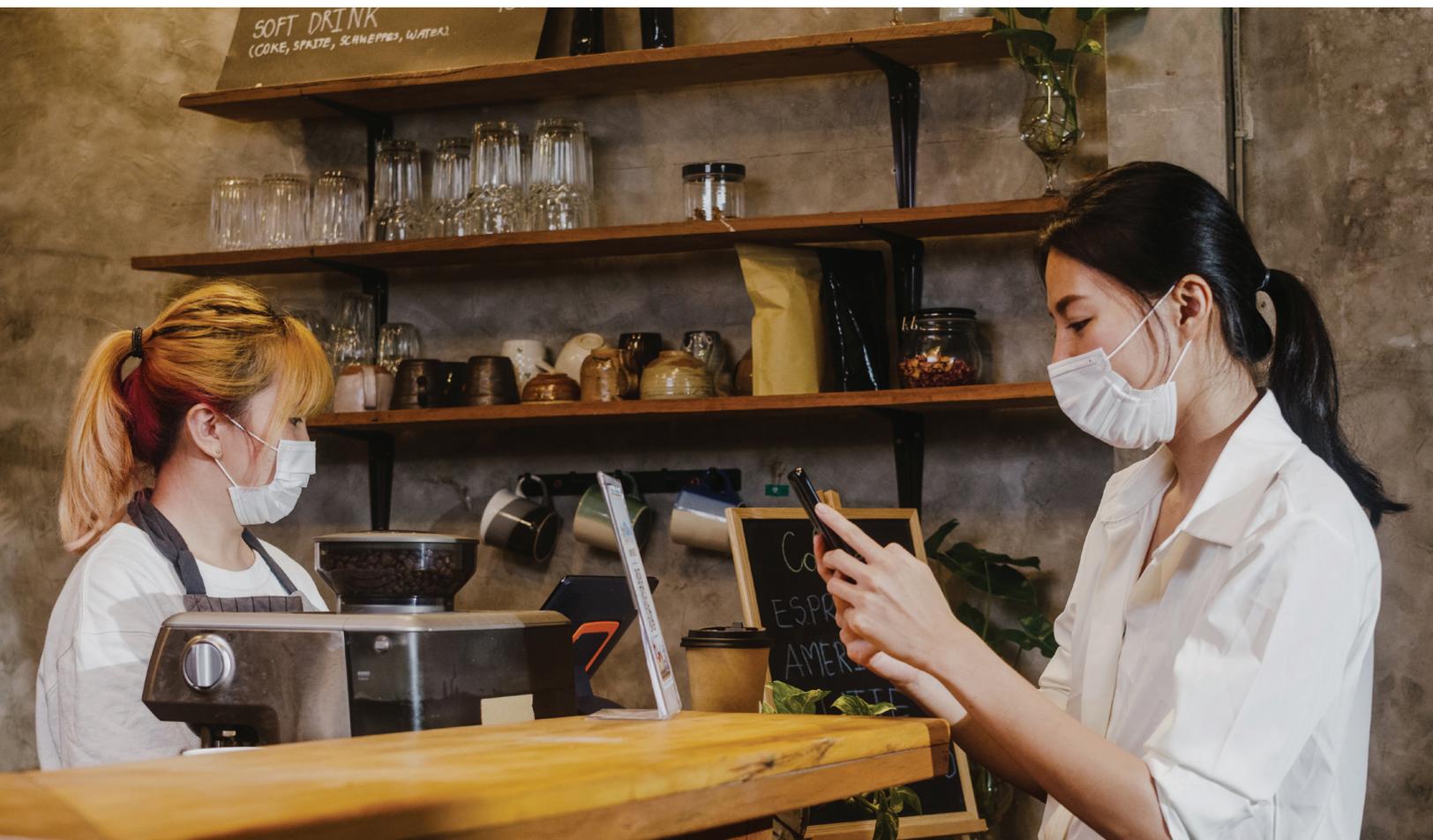




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EXECUTIVE SUMMARY

Executive Summary - Overview of Hamilton Workforce

Workforce Planning Hamilton has created a report to provide an update on the state of the local labour market in 2021 and reflect on preliminary insights for 2022.

Hamilton's labour market has faced an unprecedented impact in the last two years due to the COVID-19 Pandemic. As the pandemic ensued, a complex and changing narrative followed, making it difficult to describe and predict the outcome. For example, last year, at the height of the public health restrictions, it appeared the retail trade sector would be changing, and discussions were being held about training these workers in new careers. Currently, many employers in this sector cannot find enough workers. Workers have seen new concerns arise that impact the job market, such as changing careers and entering training, childcare concerns, fear of the virus, mental and physical health concerns, and many others. Therefore, with these labour market changes, it has been difficult to predict specifically what will happen. Currently, the Omnicom variant has created more public health restrictions in January 2022, and these impacts may be felt for months.

However, some broad trends do appear to be occurring. For example, certain trends that were taking place before the pandemic have been accelerated. This includes, remote working, an increase in digital technology in the workplace, automation, changes in production, an increase in retirements, labour shortages in skilled trades, and others. Companies have had to adjust and find new and innovative ways to generate revenue over the last two years, and these changes may be permanent. Many of these changes are related to an increase in technology.

Hamilton's economy is remarkably diverse, with many sectors employing thousands of workers. Over the last year, 8 out of the 14 industries saw growth from the previous year. The ones that saw the largest increases in terms of total employment are: professional, scientific, and technical services, 11,800 jobs (49.8%); health care and social assistance, 8,600 (15.5%); accommodation and food services, 5,600 jobs (34.4%); and finance, insurance, real estate, rental, and leasing, 5,500 jobs (21%). These sectors continue to show strong growth in Hamilton, with many of the jobs requiring high skills.

Hamilton has also worked hard to attract new businesses. Hamilton is expected to set another record in 2021 with its building permit applications, reaching nearly \$2 billion. 1. Construction is occurring across the city, including along the waterfront, with over seven million square feet of new industrial and commercial development being built. At the airport, employment has taken off, with existing companies expanding and new businesses starting. For example, the Amazon warehouse is bringing 1,500 jobs.² Also, light rail transit will begin construction this year, bringing in thousands of jobs. Workforce Planning Hamilton will be involved in a project to understand which occupations will be needed.

The City of Hamilton's new 2020 to 2025 Economic Action Plan was launched this year. The document identifies six priorities, including digital infrastructure, growing businesses and

investments, moving goods and people, and building transformational projects. You can read the report on Hamilton's Economic Development website, investinHamilton.ca.

Overall, Hamilton's economy is growing and there are opportunities in growing sectors. To continue to attract businesses to the city, talent acquisition and a focus on skills will be required. Community stakeholders related to the labour market will need to continue to work together to help Hamilton recover from the pandemic. Re-skilling and re-training will need to be a top priority in the community as many jobs may not recover from the downturn and new skills will be needed in the community. Also, a focus on other supports in the community will be needed for the labour force to fully recover, and this includes mental and physical health supports, childcare, affordable housing, and others.

To the right are the top trends in Hamilton's labour market.

Top Trends in the Labour Market:

Certain demographics have been more impacted by the pandemic than others

(youth, women, visible minorities, newcomers). We saw last year that the largest employment losses came from these groups due to most of the jobs being impacted by public health restrictions. Many of these jobs have returned, but they are still more likely to be below pre-pandemic employment levels.

A recovery has been taking hold in Hamilton

as we are nearly back to pre-pandemic employment and have seen strong growth in the last few months. The number of employed people continues to rise, while the number of unemployed people continues to fall.

Overall, wages for job openings have not been increasing in Hamilton.

Average wages for the job openings have stayed about the same since the pandemic started. However, some occupations in specific industries that are experiencing shortages are seeing wages increase.

Hamilton continues to attract more people to the city.

Looking at migration from 2014 to 2019, Hamilton saw a net migration increase of 25,424 residents. All age groups saw an increase in net migration. The largest increases came from the 25 to 44 age category.

The number of Employment Ontario clients has not returned to pre-pandemic levels.

This shows that some people are choosing not to return to the labour force. Some people, as well, may be finding employment easily and do not require assistance from employment agencies, resulting in low participation rates.



ABOUT THE DATA

The following data was collected by a number of sources. These sources include: the Labour Force Survey; Job Vacancy Wage Survey; Statistics Canada Population Estimates; Migration Data; Vicinity Jobs Vacancy Data; Canadian Business Counts Data; and Employment Ontario Client Data.

Some of the charts provide notes regarding the data to help clarify important details. Sources are also listed at the bottom.

Definitions to be aware of in the data:

Geography

Census Division (CD) – In our report, this is the geography that relates to Hamilton city.

Census Metropolitan Area (CMA) – In our report, this geography relates to Hamilton and the surrounding area, which includes Burlington and Grimsby.

Economic Region (ER) – In our report, this geography refers to the Hamilton-Niagara Economic Region. This refers to Hamilton, Niagara, Brant, and Haldimand-Norfolk Census Divisions

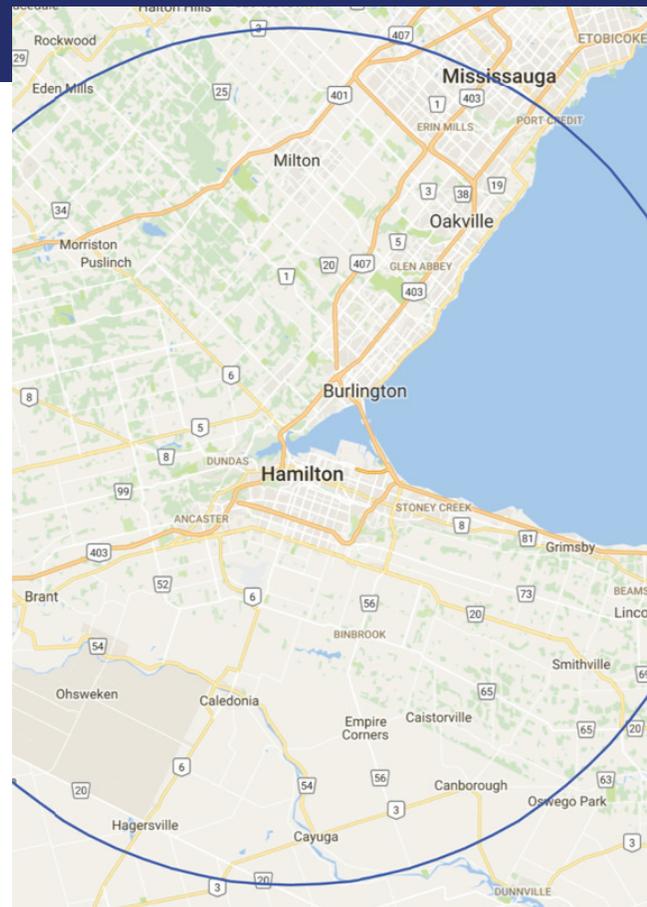
Labour Force Characteristics

Labour force – the number of people who are employed or unemployed. This refers to people who are attached to the job market, either working or looking for work

Unemployment rate – the number of people unemployed per the labour force

Employment rate – the number of people working per population

Labour force participation rate – the number of people in the labour force per population



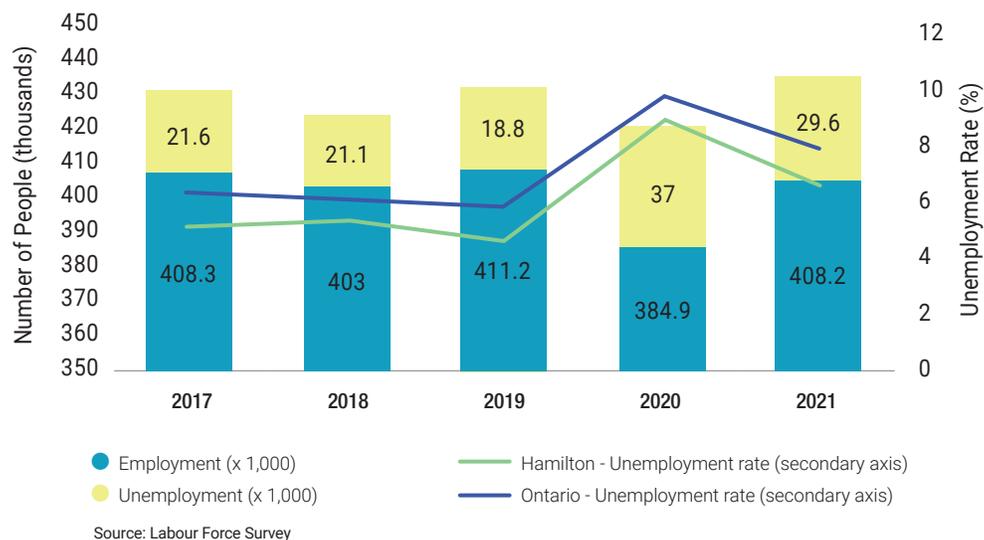


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OVERALL HAMILTON LABOUR MARKET

FIGURE 1. Employment and unemployment numbers in Hamilton from 2011 to 2018 (CMA)



The local economy and job market faced a turbulent 2021. From the lifting of COVID restrictions and a recovery starting in the spring and summer months, to the slowing down of the economy and public health restrictions being put back into place in the fall and winter months. Overall, though, Hamilton's economy has remained resilient. Looking at the annual picture, we see that total employment increased in 2021 compared to last year by 23,300 workers. The number of unemployed also fell, from 37,000 in 2020 to 29,600 in 2021. There is reason for optimism in the Hamilton economy.

FIGURE 2. Labour Force Characteristics Pre-Pandemic to Current, Hamilton (CMA) and Ontario

Characteristic	Hamilton			Ontario		
	Feb-20	Dec-21	% Recovered	Feb-20	Dec-21	% Recovered
Labour Force Participation Rate	65.7	65.5	99.2%	64.3	65.1	101.2%
Employment Rate	62.7	62.3	98.4%	61	61.3	100.0%
Unemployment Rate	4.6	4.9	86.8%	5.2	5.8	81.3%
Market Tightness	14.1	8.7	162.1%	8.5	6.6	128.8%
Vacancies*	1,536	3,100	201.8%	51,437	89,226	173.5%

Source: Labour Force Survey; Vicinity Jobs

Note*: This data is based on quarterly data. The data shown in the month is for the accompanying quarter. For February 2020, it is quarter 1 2020, for December 2021, it is quarter 3 2021.

Looking at Figure 2, the broad labour force characteristics from pre-pandemic to December 2021, we see that Hamilton has not fully recovered. The unemployment rate is still higher, and the employment and labour participation rates are lower. For Ontario, the labour market is nearly fully recovered except the unemployment rate is still elevated from pre-pandemic levels at 5.8%.

However, when looking at the job postings, we are seeing that the labour market is getting tighter, and vacancies are increasing. This means that the labour market is starting to improve and in 2022 we may see it fully recover and grow past the pre-pandemic levels. Labour Market Tightness shows the number of unemployed per posting, and we see that it is decreasing, meaning there are on average of about 9 people looking for work for each job opening as of December 2021. The vacancies are the total number of postings in that quarter, and we see that it has risen dramatically in the last quarter of 2021.

FIGURE 3. Employment Rates Southwestern Ontario Region (CMA), 2019 to 2021

Geography	2019	2021	Percent Change
London, Ontario	56.1	60.4	4.3
Guelph, Ontario	66.3	65.6	-0.7
Hamilton, Ontario	62.3	61.2	-1.1
St. Catharines-Niagara, Ontario	55.6	53.2	-2.4
Windsor, Ontario	57.7	55.2	-2.5
Kitchener-Cambridge-Waterloo, Ontario	67.1	64.2	-2.9
Brantford, Ontario	66.4	62.2	-4.2

Source: Labour Force Survey



Looking at the employment rates across the Southwestern region, we see that most communities have not fully recovered. Figure 3 looks at the annual employment rate from 2019 (pre-pandemic) to 2021. Hamilton is third out of seven in terms of change in employment rates, so we are closer than other communities to pre-pandemic employment rates. However, it also has the third lowest employment rate. There is still work to be done in Hamilton in terms of increasing the employment rate.

LABOUR DEMAND

Industrial Change

FIGURE 4. Employment Change in Industries (thousands), 2019 to 2021, Hamilton (CMA)

North American Industry Classification System (NAICS)	2019	2020	2021	Yearly Change		Two-Year Change	
				Total Change	Percent Change	Total Change	Percent Change
Total employed, all industries	411.2	384.9	408.2	23.3	6.1%	-3	-0.7%
Professional, scientific and technical services	30	23.7	35.5	11.8	49.8%	5.5	18.3%
Health care and social assistance	56.6	55.5	64.1	8.6	15.5%	7.5	13.3%
Accommodation and food services	25.9	16.3	21.9	5.6	34.4%	-4	-15.4%
Finance, insurance, real estate, rental and leasing	26.9	26.2	31.7	5.5	21.0%	4.8	17.8%
Information, culture and recreation	18.3	12.6	16.8	4.2	33.3%	-1.5	-8.2%
Wholesale and retail trade	65.2	60.4	62.5	2.1	3.5%	-2.7	-4.1%
Agriculture	3.7	1.7	2.5	0.8	47.1%	-1.2	-32.4%
Educational services	33.1	31	31.1	0.1	0.3%	-2	-6.0%
Other services (except public administration)	16.1	15	15	0	0.0%	-1.1	-6.8%
Transportation and warehousing	20.6	18.1	16.6	-1.5	-8.3%	-4	-19.4%
Public administration	13.7	19.4	17.6	-1.8	-9.3%	3.9	28.5%
Business, building and other support services	20.6	18.1	15.5	-2.6	-14.4%	-5.1	-24.8%
Manufacturing	49.3	46	43.2	-2.8	-6.1%	-6.1	-12.4%
Construction	27.9	38.1	30.6	-7.5	-19.7%	2.7	9.7%
Forestry, fishing, mining, quarrying, oil and gas	x	x	x	N/A	N/A	N/A	N/A
Utilities	2.8	x	3.1	N/A	N/A	0.3	10.7%

Source: Labour Force Survey

Note: x = insufficient data available

- We see that employment across all industries is still below pre-pandemic by 3,000 jobs (-0.7%). However, employment did increase from last year by 23,300 (6.1%), so we are seeing a recovery taking place
- Only four industries have grown since 2019, the year before the pandemic. They are public

services (28.5%); professional, scientific, and technical services (18.3%); finance, insurance, real estate, rental, and leasing (17.8); and health care and social assistance (13.3%)

- The top declining industries over the last two years in terms of total employment are manufacturing, -6,100 jobs (-12.4%); business, building and other support services, -5,100 jobs (-24.8%); and accommodation and food services, with -4,000 (-15.4%). Manufacturing is one of the largest industries in Hamilton, employing all skill sets. This decline is an area of concern for the local community
- In 2021, 8 out of the 14 industries saw growth from the previous year. The ones that saw the largest increases in terms of total employment are professional, scientific and technical services, 11,800 jobs (49.8%); health care and social assistance, 8,600 (15.5%); accommodation and food services, 5,600 jobs (34.4%); and finance, insurance, real estate, rental and leasing, 5,500 jobs (21%)
- The growth seen in accommodation and food services is encouraging news as this industry saw a massive decline during the public health restrictions.

Occupational Change

FIGURE 5. Employment Change in Occupations, 1-digit NOC, (thousands), 2019 to 2021, Hamilton (CMA)

National Occupational Classification (NOC)	2019	2020	2021	Yearly Change		Two-Year Change	
				Total Change	Percent Change	Total Change	Percent Change
Total employed, all occupations	411.2	384.9	408.2	23.3	6.1%	-3	-0.7%
Health occupations	31.4	30.3	40.3	10	33.0%	8.9	28.3%
Business, finance and administration occupations	65.1	62.5	71.9	9.4	15.0%	6.8	10.4%
Natural and applied sciences and related occupations	27.8	27.4	32.7	5.3	19.3%	4.9	17.6%
Occupations in art, culture, recreation and sport	13.5	7.9	13.1	5.2	65.8%	-0.4	-3.0%
Management occupations	40.5	31.9	35.8	3.9	12.2%	-4.7	-11.6%
Sales and service occupations	101.8	94.3	97.6	3.3	3.5%	-4.2	-4.1%
Occupations in education, law and social, community and government services	47.6	46.7	47.4	0.7	1.5%	-0.2	-0.4%
Natural resources, agriculture and related production occupations	6.1	3.1	3.5	0.4	12.9%	-2.6	-42.6%
Occupations in manufacturing and utilities	21.9	21.9	18.2	-3.7	-16.9%	-3.7	-16.9%
Trades, transport and equipment operators and related occupations	55.7	59	47.7	-11.3	-19.2%	-8	-14.4%

Source: Labour Force Survey

- Only three occupational groups have seen growth over the last two years: Health occupations employed 8,900 people (28.3%); business, finance, and administration occupations employed 6,800 people (10.4%); and natural and applied sciences and related occupations employed 4,900 people (17.6%).
- This is further evidence that Hamilton has not fully recovered from the COVID-19 pandemic.
- However, we see that last year, 8 out of the 10 occupational growth areas saw growth, so a recovery is taking place. The occupations that saw the most growth last year were also the same ones that only saw growth over the last two years.
- The only two occupational groups that declined last year were: trades, transport and equipment operators and related occupations, with -11,300 workers (-19.2%); and occupations in manufacturing and utilities, with -3,700 workers (-16.9%).

FIGURE 6. Top 5 Growing Occupations, 2-digit NOC, (thousands), 2019 to 2021, Hamilton (CMA)

National Occupational Classification (NOC)	2019	2020	2021	Year-Over-Year Change	Two-Year Change
Professional occupations in business and finance	16.9	13.7	20.5	6.8	3.6
Assisting occupations in support of health services	6.9	6.4	11.9	5.5	5
Professional occupations in natural and applied sciences	13.9	15.7	20.8	5.1	6.9
Middle management occupations in retail and wholesale trade and customer services	13.1	9.4	13	3.6	-0.1
Retail sales supervisors and specialized sales occupations	18.7	15.9	19.1	3.2	0.4

Source: Labour Force Survey

- Professional occupations in business and finance saw the most growth last year, growing by 6,800 workers. This relates to the occupational group of business, finance, and administration occupations that saw the second most growth last year.
- Retail sales supervisors and specialized sales occupations saw the fifth most growth, growing by 3,200 workers. This is related to the retail trade industry, which saw large declines during the pandemic.



FIGURE 7. Top 5 Declining Occupations, 2-digit NOC, (thousands), 2019 to 2021, Hamilton (CMA)

National Occupational Classification (NOC)	2019	2020	2021	Year-Over-Year Change	Two-Year Change
Transport and heavy equipment operation and related maintenance occupations	14.4	11.3	7.8	-3.5	-6.6
Sales representatives and salespersons - wholesale and retail trade	22.1	20.3	16.9	-3.4	-5.2
Other installers, repairers and servicers and material handlers	9.1	8.2	5.4	-2.8	-3.7
Labourers in processing, manufacturing and utilities	4.9	4.7	2.3	-2.4	-2.6
Trades helpers, construction labourers and related occupations	4	3.5	1.5	-2	-2.5

Source: Labour Force Survey

- Many of the occupations that experienced the greatest job losses are associated with the industries that experienced job losses: transportation and warehousing, construction, and manufacturing.
- Last year, the most job losses occurred in transportation, heavy equipment operation, and related maintenance occupations. This is related to the job losses seen in the transportation and warehousing sectors and the construction industry.
- Interestingly, second on the list is sales representatives and salespersons-wholesale and retail trade, which relates most closely to the retail trade industry, and this saw small gains in 2021. This could be because of the job gains seen in supervisor and management positions in the industry.

Job Postings

- The total number of postings in the last quarter of 2020 to 2021 has increased drastically. It increased from 4,946 to 9,115, an 84% increase.
- A resurgence is taking hold. In quarter 4, the postings declined from quarter 3 by 216 postings. It is, however, still significantly higher than the previous year.

FIGURE 8. Total Job Postings, 2020 to 2021 Q4, Hamilton (CD)



Source: Vicinity Jobs

FIGURE 9. Monthly Postings Quarter 4 2020 vs 2021, Hamilton (CD)



Source: Vicinity Jobs

- We can see that every month in the last quarter, the number of postings was higher in 2021 than in 2020.
- There was a decrease in postings in December, the first time it was under 3,000 after 6 consecutive months. This may be related to the public health restrictions that took place in December.

FIGURE 10. Top 10 Job Postings by Occupations, 2021, Hamilton (CD)

Occupations	Number of Postings
6421 - Retail salespersons	1,051
6552 - Other customer and information services representatives	870
3012 - Registered nurses and registered psychiatric nurses	721
3233 - Licensed practical nurses	721
7452 - Material handlers	714
4412 - Home support workers, housekeepers, and related occupations	665
6322 - Cooks	665
1411 - General office support workers	566
0621 - Retail and wholesale trade managers	529
1241 - Administrative assistants	473

Source: Vicinity Jobs

- Retail salespersons were the top job postings in 2021. It was second only to home support workers last year.

- The other top occupations are related to health care, such as registered nurses, registered psychiatric nurses, and licenced practical nurses.
- Five of the top 10 occupations were skill level C, which are jobs that do not require post-secondary education.
- This shows that many entry-level jobs have openings in Hamilton. This is where the shortages could be occurring in the job market.



LABOUR SUPPLY

Population

FIGURE 11. Population numbers in Hamilton (CD) and Ontario, 2016 to 2020

Geography	2017	2018	2019	2020	2021	Change From 2020 to 2021	% Change
Ontario	14,070,141	14,308,697	14,544,701	14,745,712	14,826,276	80,564	0.5%
Hamilton, Ontario	559,673	566,144	574,343	583,354	587,192	3,838	0.7%

Source: Statistics Canada

- The population in Hamilton, Ontario has continued to increase every year.
- Last year, the population increased in Hamilton by 3,838, a 0.7% increase. This was a slightly larger increase than Ontario, which grew by 0.5%.

Migration

FIGURE 12. Migration Statistics, 2014 to 2019, Hamilton (CD)

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	22,165	17,042	5,123
18-24	15,690	11,225	4,465
25-44	51,107	36,715	14,392
45-64	18,815	17,379	1,436
65+	8,064	8,056	8
Total	115,841	90,417	25,424

Source: Tax Filer data

- The latest data we have for this is from 2014 to 2019. During this time, Hamilton saw a net migration increase of 25,424 residents
- All age groups saw an increase in net migration. The largest increases came from the 25 to 44 age category. There we saw a net increase of 12,314 residents



Demographic Data – Impacts from the Pandemic

FIGURE 13. Employment rate, Age and Sex, Feb 2020 to November 2021, Hamilton (CMA)

Employment Rate	Age	Sex	Feb-20	Nov-21	Difference	% Recovered
	15 years and over	Both sexes	62.7	61.7	-1	98%
		Male	65.2	64.9	-0.3	100%
		Female	60.3	58.7	-1.6	97%
	15 to 24 years	Both sexes	59.8	57	-2.8	95%
		Male	54.6	52.9	-1.7	97%
		Female	65.3	60.4	-4.9	92%
	25 to 54 years	Both sexes	83.8	83.3	-0.5	99%
		Male	88	86.4	-1.6	98%
		Female	79.7	80.2	0.5	101%
55+ years	Both sexes	36.7	36	-0.7	98%	
	Male	37.7	40.2	2.5	107%	
		Female	35.8	31.9	-3.9	89%

Source: Labour Force Survey

- We see that when looking at the age and sex of workers, we are still not at pre-pandemic levels regarding employment rates in Hamilton
- Female employment is still 3% lower than it was before the pandemic, while male employment is nearly back to pre-pandemic levels.
- Where we see the largest difference for females from pre-pandemic to current rates are for females aged 15 to 24 years (92%) and females aged 55+ (89%)
- Among youth in general, the employment rate is still 5% below its pre-pandemic peak.

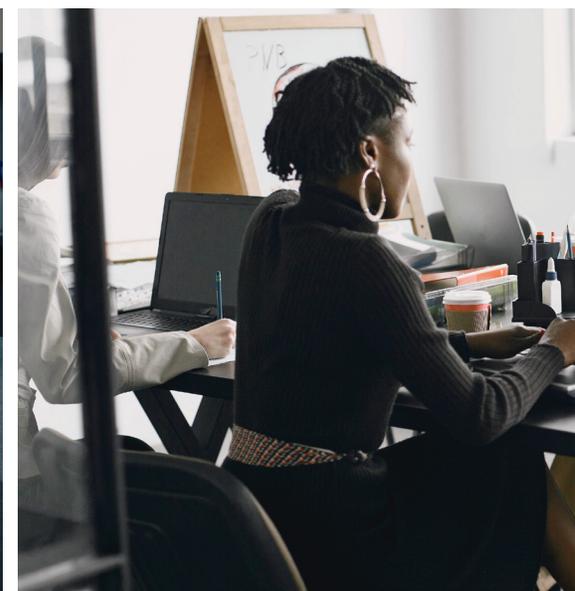


FIGURE 14. Participation rate, Age and Sex, Feb 2020 to November 2021, Hamilton (CMA)

Participation Rate	Age	Sex	Feb-20	Nov-21	Difference	% Recovered
	15 years and over		Both sexes	65.7	65.2	-0.5
		Male	68.2	69	0.8	101%
		Female	63.3	61.5	-1.8	97%
15 to 24 years		Both sexes	65	63.7	-1.3	98%
		Male	59	61.2	2.2	104%
		Female	71.4	65.8	-5.6	92%
25 to 54 years		Both sexes	87.7	87	-0.7	99%
		Male	92.1	90.9	-1.2	99%
		Female	83.5	83	-0.5	99%
55+ years		Both sexes	37.7	37.7	0.0	100%
		Male	38.8	42.2	3.4	109%
		Female	36.8	33.5	-3.3	91%

Source: Labour Force Survey

- Similar to the chart above, the female labour force participation rate still has not recovered from the pre-pandemic period while it has now increased for males.
- The difference between this chart and the employment rate chart is that this one includes people looking for work too. As a result, many females have not returned to the labour force.
- Among core-aged workers, both men and women share similar rates but are close to the pre-pandemic levels.
- The largest differences we see again from pre-pandemic to current rates are among young and older females. Among older workers, the question of dropping out of the labour force permanently due to retirement needs to be researched further in 2022.

Females and younger people saw a greater employment impact from the pandemic...



FIGURE 15. Unemployment rate by Immigrant Status, 2017 to 2021, Ontario

Immigrant status	2017	2018	2019	2020	2021
Total population	6	5.7	5.6	9.6	8
Landed immigrants	6.3	6	5.8	10.2	8.7
Immigrants, landed 5 or less years earlier	10.1	9.9	9.3	13.7	9.3
Immigrants, landed more than 5 to 10 years earlier	7.2	6.8	7.5	13.2	10.6
Immigrants, landed more than 10 years earlier	5.5	5.2	4.9	9.1	8.2
Born in Canada	5.8	5.5	5.4	9.1	7.6

Source: Statistics Canada

- We see that in 2021, landed immigrants have a higher unemployment rate, 8%, than people born in Canada, 7.6%.
- The highest unemployment rate is among immigrants who have landed more than 5 to 10 years ago, at 10.6%.
- One of the reasons why the unemployment rate is lower among immigrants who landed more than 10 years ago is that they have a lower participation rate. This means there are fewer of them working or looking for work, so the unemployment rate falls.
- Interestingly, the highest labour force participation rates in 2021 are among immigrants who landed 5 or less years earlier, at 75.4%, and immigrants who landed more than 5 to 10 years earlier, at 72.4%. higher than people born in Canada at 65.6%

- Looking at the static labour force characteristics of Indigenous or visible minority in December 2021, we see that the unemployment rates are higher than among non-Indigenous or visible minority populations.
- The employment rates are much lower (a 3-percentage point difference), but the participation rates are closer (only a 0.4 percentage point difference). This is because visible minority are entering the labour market looking for jobs, but a larger share is unemployed.

FIGURE 16. Labour Force Characteristics, Visible Minority and Not Indigenous or a visible minority, December 2021, Ontario

Indigenous or a visible minority	Not Indigenous or a visible minority
Unemployment rate 7.4	Unemployment rate 4.0
Employment rate 68.8	Employment rate 71.8
Participation rate 74.3	Participation rate 74.8

Source: Statistics Canada

FIGURE 17. Average Income of Job Vacancies, Q1 2019 to Q3 2021, Hamilton-Niagara (ER) and Ontario

	Q1 2020	Q3 2021	Change	% Change
Ontario	\$23.55	\$23.15	-\$0.4	-1.7%
Hamilton-Niagara Peninsula Economic Region	\$21.20	\$20.85	-\$0.35	-1.7%

Source: Job Vacancy and Wage Survey

- Figure 17 looks at the overall wages for job vacancies in the Hamilton-Niagara Economic Region and Ontario. It is not for all occupations, only for the job postings, so it is reflective of job demand.
- Looking at the income chart above, average wages have decreased in the Hamilton-Niagara Economic Region and Ontario. The reason for this is that the mix of job postings in Q3 2021 has on average lower wages than the mix of job postings in Q1 2020. There are a lot more lower-paying jobs in the most recent data, reflecting the recovery seen this year and the lifting of the public health restrictions.
- While this may not reflect the wages of all occupations, it does shed light on the fact that wages are not increasing sharply, and this is considering the inflationary pressure the economy has seen. This data shows that employers are not raising wages across the board for all industries. The shortages and wage increases will be for specific occupations in certain industries.
- Some occupations where we have seen sharp increases in wages are general office support workers; home support workers, housekeepers, and related occupations; material handlers; other customer and information services representatives; and retail and wholesale trade managers.
- Going forward in 2022, this will be something WPH closely monitors in the community in terms of shortages and recruitment challenges and any accompanying wage increases that are needed to attract workers.



CANADIAN BUSINESS COUNTS

FIGURE 18. Canadian Business Counts, Hamilton, June 2021

TOTAL Businesses in Hamilton
4,728 that are yet to be classified into sectors

52,177

Businesses WITHOUT employees 32,671
(owner operated/sole proprietor)

Businesses WITH employees 14,778

Top 5 Industries	Businesses
531 - Real estate	9,518
541 - Professional, scientific and technical services	3,627
621 - Ambulatory health care services	2,007
238 - Specialty trade contractors	1,996
523 - Securities, commodity contracts, and other financial investment and related activities	1,542

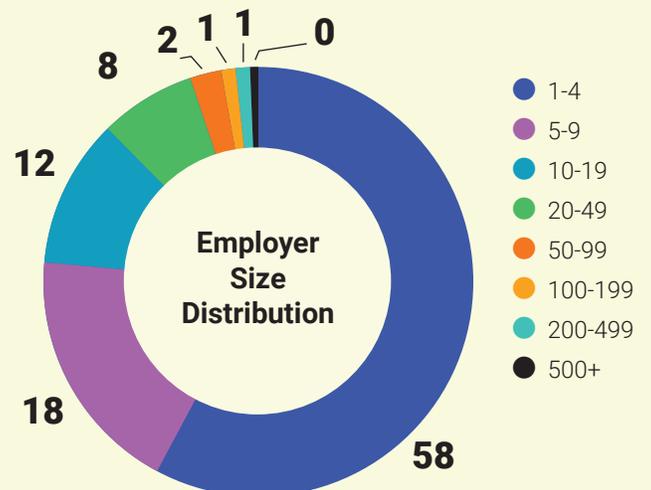
Top 5 Industries	Businesses
541 - Professional, scientific and technical services	1,607
621 - Ambulatory health care services	1,520
238 - Specialty trade contractors	1,326
722 - Food services and drinking places	1,030
484 - Truck transportation	724

↑ 11%

There was an 11% increase in businesses in Hamilton from June 2017 to June 2021

	Total Businesses	Without employees	Total, with employees
Jun-20	52,177	36,463	15,714
Jun-17	46,245	31,570	14,675
Total Change	5,932	4,893	1,039
% Change	11%	13%	7%

Source: Canadian Business Counts



	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +
Jun-2020	9102	2874	1838	1215	381	184	91	29
Jun-2017	8010	2863	1891	1231	379	172	92	37
Total Change	1092	11	-53	-16	2	12	-1	-8

Source: Canadian Business Counts

- There were decreases recorded among certain employee sizes. Interestingly, large businesses have seen declines. It appears like we are seeing growth among sole proprietors and smaller businesses.
- Most of the declines happened over a year ago. It is hard to determine if this was because of the COVID-19 pandemic.
- Real estate has been growing substantially in Hamilton, mostly among businesses with no employees.
- Professional, scientific, and technical services saw the most growth among businesses with employees, and most of this was among businesses with less than 10 employees.



EMPLOYMENT ONTARIO DATA

The following analysis was done using the Employment Ontario data that Workforce Planning Hamilton received during the fiscal year. This data refers to the previous fiscal year, April 2020 to March 2021. There were no major changes to the data; only major trends are highlighted here.

Employment Ontario programs are funded by the Ministry of Labour Training and Skills Development. They provide programs and services that support jobseekers in finding their next job. There are eight service providers funded by Employment Ontario in Hamilton, with a total of ten locations spread across the city. The following table shows the client numbers for all the programs over the last three years.

FIGURE 19. Employment Ontario Programs Client Numbers, April 2018 to March 2021, Hamilton

		2018/ 2019	2019/ 2020	2020/ 2021	Change (Y/Y)
Apprenticeship	New Registrations	1327	1,235	715	-42%
	Active Clients	3457	3,388	3531	4%
CANADA ONTARIO JOB GRANT - EMPLOYER	Number of Employers	123	71	66	-7%
	Number of Clients	755	340	230	-32%
EMPLOYMENT SERVICE	Number of Assisted Service Clients	5222	5207	3418	-34%
	Number of Unassisted R&I Clients	17866	15235	7161	-53%
LITERACY AND BASIC SKILLS	Number of In-Person Learners (New + Carry-Over)	636	1337	1112	-17%
SECOND CAREER	Number of Clients	194	142	172	21%
YOUTH JOB CONNECTION	Number of Clients	448	424	130	-69%
YOUTH JOB CONNECTION SUMMER	Number of Clients	N/A	222	95	-57%
ONTARIO EMPLOYMENT ASSISTANCE SERVICE	Number of Clients	567	603	411	-32%

The following is a summary of the Employment Ontario data. Only the key findings are highlighted below. Overall, the main issue is the drop-in clients experienced in the first part of this pandemic. Only the Second Career experienced an increase. Some of this can be explained by industries being closed, or fear of returning to work, especially in public facing jobs. Going into 2021, employment service providers mentioned there is still hesitation among many clients and the numbers still have not returned.

Employment Services

- Overall Clients
 - » A large drop in unassisted clients
 - » No major changes for age, gender, and education
- Source of Income
 - » No source of income still the largest share
 - » EI doubled in terms of its share of clients
- Designated Groups
 - » Designated groups represent 77% of the clients
- Length of Time Out of Work
 - » Less than 3 months is still the largest, with 46% of clients
 - » But an increase of clients from 3 months to 12 months
 - » A quarter of clients have been out of work for more than 12 months
- Employed Outcome
 - » The proportion of employed fell from 69% to 53% of the outcomes. While the unemployed increased as a share from 7% to 9%,
 - » The largest increase was in the category “Unknown”. Outcomes ranged from 9% to 18%.
 - » In training/education, it increased from 12% to 14%.

Apprenticeship

- New registrations declined, but active clients remained the same.
- Apprenticeship numbers are similar across geographies.

LBS Clients

- LBS clients went up in Western Region and Ontario while they declined in Hamilton last year.
- Still an increase compared to five years ago.

Canada-Ontario Job Grant

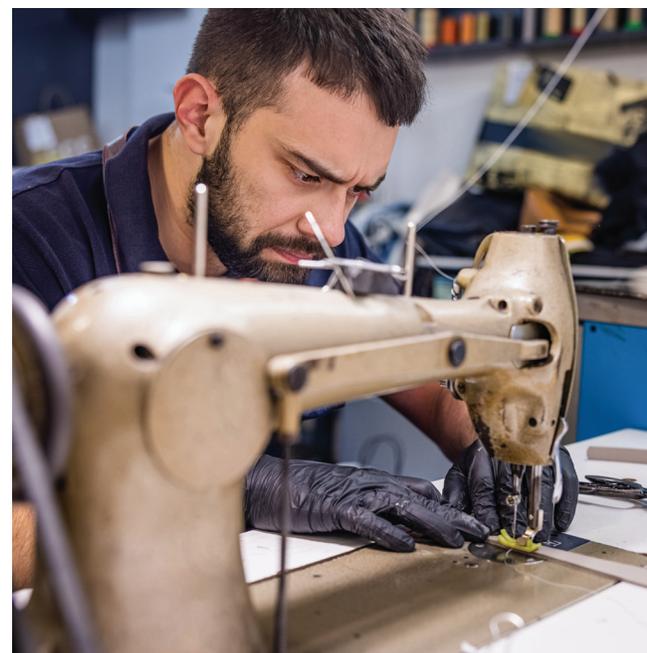
- The drop-off seen in employers and clients is similar to other areas.

YJC

- Youth Job Connect + Summer also saw significant declines.
- Hamilton had a larger drop in YJC and YJC-Summer.

Second Career

- Second Career slightly increased for the first time in 5 years
- Second Career had a slightly higher increase than the region, and it declined in Ontario





COMMUNITY CONSULTATIONS

Workforce Planning Hamilton engaged with numerous stakeholders throughout the year in 2021. First, the Small-to-Medium Skilled Trades Employers project contacted approximately 100 skilled trade employers in the local community. Consultations were not the main focus, as discussion involved the programs in the community that would be beneficial to employers depending on their skilled trades needs. However, some research has been conducted, and it is clear that many skilled trade employers are struggling to find quality local candidates. Even through the pandemic, skilled trades have been in demand with wages rising.

The main key labour market consultations took place in October and were conducted as part of the Local Labour Market Plan. Key labour market stakeholders were invited to consult with consultants, which included, employment service providers, post-secondary institutions, the City of Hamilton, employers, and other non-profit organizations, with approximately 45 attendees. The consultation involved giving a presentation of how the labour market fared up to that point, giving an overview of the Employment Ontario data, and consultation on the community action plan and priorities.

Also, in January 2022, Workforce Planning Hamilton partnered again with the City of Hamilton to launch a joint employer survey. This year, the partnership also included The Hamilton Chamber of Commerce and Mohawk College. The goal was to cut down on the number of surveys in the community and increase awareness of this one survey. At the time of writing, the survey will launch, but the goal will be to surpass last year's and reach at least 2,000 employers. The results from last year's Employer One Survey are available on the website. The main findings showed that many employers during the peak of the pandemic in January 2021 experienced significant revenue and job losses, especially among the sectors most affected by the lockdowns. Their main concern was trying to get knowledge and funding from governments just to stay afloat.

In January and February, Workforce Planning Hamilton also conducted consultations with youth stakeholders and youth job seekers to get a better understanding of the current themes revolving around youth employment in the Hamilton region. Throughout those consultations, youth unemployment rates were explored, and suggestions were discussed to limit the barriers youth face daily regarding finding the right job. These suggestions included having youth explore job opportunities in their own neighborhoods as well as creating consistent workshops to encourage youth upskilling.

Lastly, through multiple conversations with labour market stakeholders, employers, and job seekers and research from various data sources, we learned of the many needs, challenges, and barriers the local economy faces. All this information helps to shape our action plan for the community and leads to community initiatives that are in support of workforce development.

The following information below shows the main findings from the community consultations conducted in October. For information on other consultations, such as Employer One or the Small-to-Medium Skilled Trades Employers project, please see our website.

Key Themes:

- The **impact on certain demographics** have been seen:
 - » The number of women has been greater during this pandemic due to the lockdowns and childcare
 - » Immigrants have been having a harder time finding employment and have seen greater job losses.
 - » Youth were mentioned as a group that needs more attention.
- **The Mental health** is one of the main priorities. There are always a lot of employers who are worried about losing their jobs and ignoring their mental health.
- Employment service providers key points:
 - » There has been a large drop in clients, and many do not want to return to work.
 - » **The Mental health of clients** is becoming one of the top priorities.
 - » **Newcomers need more assistance** for language training and service providers have seen a larger increase in these clients.
- All participants agreed on the priorities that are currently in place, but there should be more of a **focus on certain demographic** groups such as newcomers, visible minorities, and youth, as they have fared worse off during the pandemic.
- **Training** should also be a major focus in the labour market, as people are interested in upgrading their skills and there has been more of an emphasis on digital skills. particularly in sectors that needed to adjust their strategies, such as retail trade, accommodation, and food services.
- Related to training, some people were concerned that **employers may not be doing enough training**, particularly for entry-level jobs. This could include on-boarding and can explain some of the retention and recruitment challenges. Employers may need to adjust their recruitment strategies in light of the labour market adjustments seen during the pandemic. Job seekers may be more selective in their options.

The following is a snapshot taken from the consultation of the list of actions we could take in the community for our priorities:

***List down the actions for the priorities?
please include your name***



Agree with Arturo, need ways to connect youth with opportunities - meet them where they are

more soft

better understanding of winning strategies already in place

better understanding of employer needs

encouraging employers to consider and invest in skills upgrading for their employees

leveraging partnerships so we aren't all working in silos- really making a whole community effort

support for self-employment entrepreneurs, especially those belonging to equality-seeking groups

celebrating youth

more focus on BIPOC Community

more information sessions with our HR/recruitment partners from different companies in Hamilton

landscape review of entrepreneurs

Encouraging employers to provide more professional developments

more opportunities for community participation

encourage collaboration among SPs and other community organizations

focus on women and other underrepresented/equality-seeking groups

I support what Art has mentioned

Arturo(Center[3]): increase visibility of programming for young people especially for mental health - be where youth are Instagram, Twitter, Tiktok

ACTION PLAN

The labour market action plan below identifies key priorities based on our consultations with labour market stakeholders including employers and other partners. These priorities were first established in 2018 and are reconsidered annually to ensure that they reflect the ever-changing labour market dynamics in Hamilton. The action plan is developed annually to reflect the community. This year, we slightly adjusted some priorities to better reflect the economic disruptions from the COVID-19 pandemic.

#1. IDENTIFY CRITICAL LABOUR MARKET TRENDS IN THE POST-PANDEMIC/EVOLVING ECONOMY

This priority was only slightly changed this year because of the pandemic. Originally, it was referring to the growing skilled shortages, which were a concern pre-pandemic. However, the priority now is to understand the changes the sectors are going through and what occupations will be needed in the evolving economy.

Understanding labour market trends is vital to knowing where to invest in future work and projects. Certain sectors may be in stagnation for a long time during COVID-19 and we need to see where we can orient these workers, i.e., accommodation and food services, retail trade, etc. Labour Market Information (LMI) is the base for all priorities and projects in Workforce Planning Hamilton.

Evidence

- Massive job losses across numerous sectors, particularly retail trade, accommodation and food services
- Unemployment rates are growing in Hamilton and across Ontario
- The Restart and Recovery Survey showed a significant share of businesses that need help now and in the next 6 months

ACTIONS 2021-2022

Upgrading Hamilton's Only Labour Market Information Source Workforce Development Project

WPH aim to improve our outdated website to become the crucial point for Hamilton job seekers, employers, agencies, employment coaches, government, and community to have an easily accessible online website for the labour market information they require in collaboration with other Hamilton stakeholders. A website revamp would be an ideal time to invest in the addition of a Job Tool to provide real time information to partners on LMI which is currently not easily available to Hamilton.

Job Board for Hamilton

Workforce Windsor Essex has developed the WE Data Tools Job Board, a valuable job search tool that maps job postings in real time along with services like bus routes and stops, employment services, childcare centres, and training centres. WPH is working to bring this resource to better support employers and jobseekers in Hamilton.

EmployerOne 2022

WPH will continue to gather information on local labour market trends and issues through our annual EmployerOne survey. This year we teamed up with the City of Hamilton's Economic Development team to release a joint survey. This cuts down survey fatigue in the community and by combining with the City of Hamilton the survey can have more reach in the community.

PROPOSED ACTIONS 2022 – 2023

Workforce Data Management Strategy

Through employment engagement, labour market presentations, and other outreach initiatives to community partners throughout the fiscal year, WPH will collect information on skill gap shortages and industry training needs to update changing labour market information.

Quarterly Labour Market Snapshots

Quarterly reports using job posting and labour force survey. This will help provide timely labour market information to the community.

EmployerOne 2023

WPH may continue through collaboration with City of Hamilton's Economic Development to gather information on local labour market trends and issues through an annual EmployerOne survey.

#2. UNDERSTAND THE COMPETENCIES NEEDED/ AVAILABLE CURRENTLY/IN THE FUTURE

This priority changed to understanding the evolving skills requirements in the post-pandemic economy. Also, there is still an emphasis on what skills will be needed in the long-term. Previously, the priority was in context of a local economy that was facing many skills shortages across the spectrum, so there is a slight change in emphasis.

During the pandemic, some sectors and jobs are still growing. Identifying what skills are needed among current openings and what skills there are among the unemployed is crucial to understanding what needs to be done.

Automation is also important to investigate because during a recession some employers may be accelerating their plans of automation to maintain competitiveness as profit margins become smaller. Some skills may not be needed as automation and technology can replace them. Assessing what skills are being replaced is vital to the local workforce.

Evidence

- Automation was an issue before the pandemic (The Talented Mr. Robot: The impact of automation on Canada's workforce, 2016)
- Digital skills continue to be emphasized during the pandemic. A lot of work from home and jobs geared to computer networks
- Certain occupations and industries that have seen massive job losses will those jobs be around after the pandemic, if not we need to understand what skills need to be transferred

ACTIONS 2021 – 2022

Connecting with Hamilton's Small & Medium Skilled Trades Employers Employer Engagement Project

This project overlaps with both Priority 2 and 4. Engage with small/medium skilled trades employers throughout Hamilton by phone-based appointments, providing follow up with print material (HR toolkit, Apprenticeship information, local contacts, how to's etc.) to provide relevant and useful information which employers may not have access to because of limited technological abilities to retrieve from online platforms.

PROPOSED ACTIONS 2022 – 2023

Hamilton's LRT Report

As Hamilton prepares for this infrastructure project, Workforce Planning Hamilton will create a report to share skills information on the occupations and hiring process required of the LRT. This project aims to shed light on the impact of this major infrastructure development and inspire students and job seekers alike to see the great opportunities available.

Apprentice Toolkit

We will work closely with the Mohawk Community Apprenticeship Hub, other Apprenticeship Groups, and agencies to gather information that will be helpful to individuals interested in beginning the employment pathway of skilled trade apprenticeships. An apprenticeship toolkit will provide local LMI to future apprentices in order to provide a general context of what employers are requesting and looking for in an apprentice.

#3. BARRIERS FOR YOUTH ENTERING THE LABOUR MARKET

This priority focus was slightly changed from the previous year. It was titled Address Skills Expectations Among Job Seekers, and its focus was more among young workers. The focus now is still on young people but about the barriers they have during the economic disruptions our community now faces.

Evidence

- Youth unemployment rate is double core-aged workers and if you include the underutilization rate a quarter of youth are not working to their full capabilities.
- There are numerous studies that look at the long-term 'scarring' effects of young people who graduate during a recession.

ACTIONS 2021 - 2022

Youth Virtual Networking Engagement

Develop a community-wide strategy to address and support high youth unemployment rates and use technology familiar to youth to support with navigating the labour market and provide avenues that may lead to employment. The digital platform will feature centralized information for youth in Hamilton through networking opportunities, employers hiring, advice, youth centered programs, and provide youth with a better grasp of what Hamilton's labour market reveals to support with employment decisions

PROPOSED ACTIONS 2022 - 2023

Youth Advocacy on Employment

Workforce Planning Hamilton resumes our efforts on youth advocacy regarding employment opportunities and virtual networking engagements. WPH's community page; Hamilton Youth Workforce would continue to establish a steering committee of youth-based agencies and employment supports, as well as welcome youth leaders to provide their input and suggestions from their personal experience and provide youth with a better grasp of what Hamilton's labour market reveals to support with employment decisions.

#4. ENCOURAGE AND PROMOTE BEST PRACTICES IN RECRUITMENT AND RETENTION TO SME'S

This priority can be focused on two broad categories. First, it was originally created during a time of economic upturn and employers needed to change recruitment and retention strategies as unemployment rates were exceptionally low and employers had issues maintaining new workers. Currently the unemployment rate is high employers may not necessarily have the incentive to change recruitment and retention strategies. One area that they may need to change is workplace safety as many workers may be concerned with getting COVID-19, so personal protective equipment is important for employers to provide.

The second broad category this priority relates to is training and career ladders for its staff. Employers that invest in training have higher retention. By investing in their workforce employers can keep more workers, increase their productivity, and help increase profits. This is one of the strategies the OECD also highlights for policy makers to do during the current economic disruption: "Policy makers could encourage SMEs to be aware of their training needs, while raising awareness on existing financial incentives for training and promoting the emergence of employer-led networks around skills development" (OECD, 2016). Further, SMEs need help with HR strategies more than larger employers and may not be aware of all the training programs established in the community.

Evidence

- Numerous research reports show that training is low among businesses in general. (Skilled Trade Apprenticeship Forum).
- The Employer One shows that costs are the biggest factor for employers not investing in training.

- Small employers often lack the resources to be good HR managers.
- Service providers note the fact that many small employers need to be reminded of employment legislation and other good practices in hiring and retaining workers.

ACTIONS 2021 – 2022

Career Laddering Project

A regional project involving the Adult Basic Education Association, Niagara Workforce Planning Board, and the Workforce Planning Board of Grand Erie that looks at entry level jobs in Manufacturing and Healthcare and Social Assistance that has potential for employees to progress through the company.

Skilled Trades Project

In partnership with the Mohawk College Apprenticeship Community Hub, WPH is developing a digital Apprenticeship Employer Tool Kit - aimed at supporting employers during the hiring crisis in our community by providing an easily accessible online information.

The Toolkit will support employers through recruitment and retention of apprenticeships, including guidance and tips to successfully on-board and retain apprentices featuring specific information on:

- Recruitment
- Registration
- Training
- Monitoring
- Financial incentives
- Release to School
- Completion

A virtual forum on March 1st will present the Apprenticeship Employer Tool Kit to skilled trades employers in Hamilton and to gather employer feedback about how this new comprehensive digital Tool Kit can work for employers.

PROPOSED ACTIONS 2022 - 2023

Connecting with Hamilton's Small & Medium Skilled Trades Employers Employer Engagement Project

Engage with small/medium skilled trades employers throughout Hamilton by phone-based appointments, providing follow up with print material (HR toolkit, Apprenticeship information, local contacts, how to's etc.) to provide relevant and useful information which employers may not have access to because of limited technological abilities to retrieve from online platforms.

#5. MENTAL HEALTH EFFECTS ON WORKERS AND THE UNEMPLOYED

This is a new priority added this year due to its emphasis during consultations. Mental health is becoming a bigger concern in the community. Even before the COVID-19 pandemic many

service providers were seeing a growing number of clients with mental health concerns, and the barriers it creates with sustainable employment. With the onset of the pandemic, research is indicating mental health problems are increasing. This is an issue for people finding and maintain employment. Employers need to more flexible and understand the barriers some individuals can face.

Evidence

- 64% of respondents from our consultation survey felt that it was important to do a project in the community action plan regarding barriers for youth.
- 74% of respondents from our consultation survey said mental health was a top priority, second only to Labour Market Information.
- Many employment service providers were also stating that they are noticing a decrease in the mental health of their clients over the years and are overly concerned with the effects of the pandemic.

ACTIONS 2021 – 2022

Mental Health In (Un)Employment

COVID-19 has increased and exacerbated mental health needs of employed and unemployed people. WPH will host an event to provide reliable information to employers about the rights of employers/jobseekers when it comes to hiring/retaining those with mental health needs. The event will feature Employment Lawyers, job coaches, and mental health support workers. We will highlight organizations in Hamilton that have progressive policies on supporting employees with positive mental health practices.

PROPOSED ACTIONS 2022 - 2023

Youth Advocacy on Mental Health

Connect with Hamilton's Employment Ontario Providers that focus on youth employment to engage in youth mental health workshops. Mental Health awareness is a high priority when understanding the barriers that youth face daily. By using the unemployment data on youth and mental health rates, we will examine barriers for employment through literature reviews and interview processes with youth and local agencies and employment providers who support youth.





Workforce Planning Hamilton

Planification de main d'oeuvre de Hamilton

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