



JOB DEMAND REPORT

MARCH 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
10,980	7,809	3,218	28

OF DAYS POSTED

AVERAGE	MEDIAN
14.3	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.

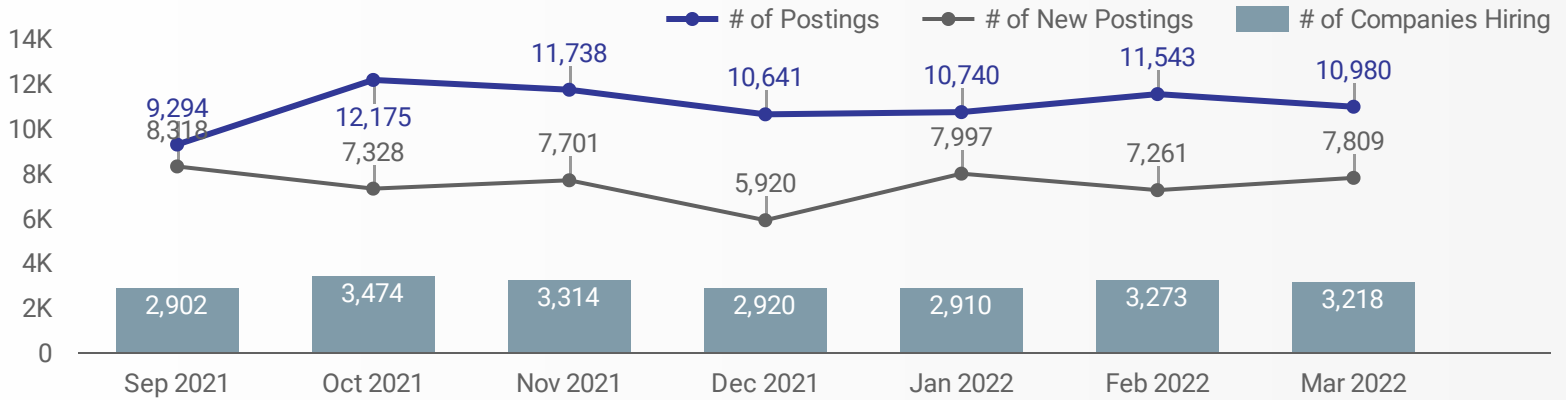


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JOB POSTINGS BY MONTH

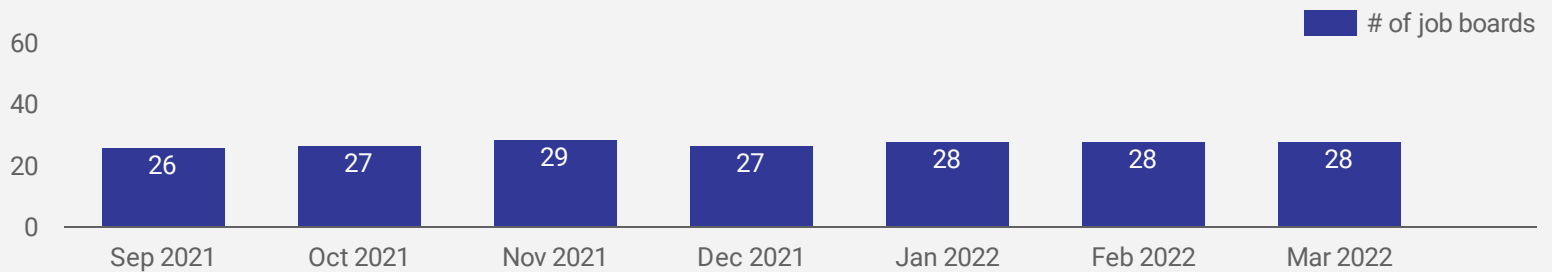
How many job postings were active for at least 1 day this month?



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

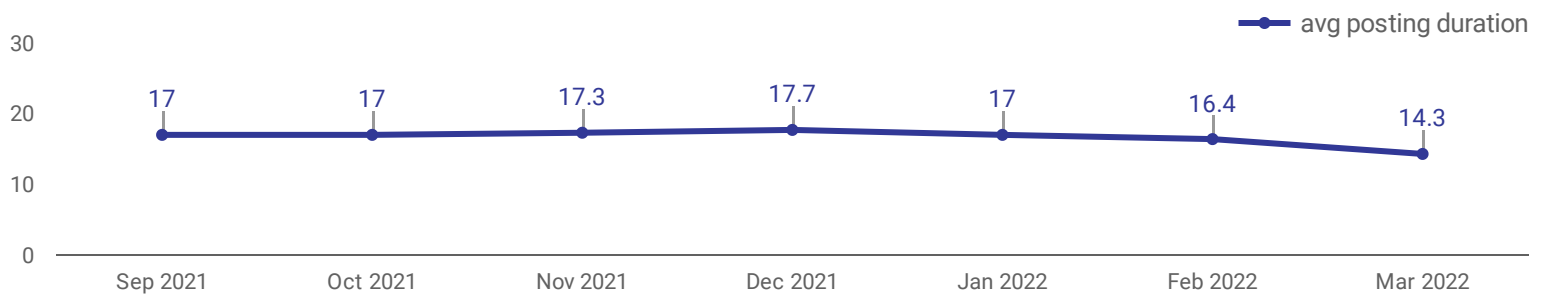
NUMBER OF ACTIVE JOB BOARDS

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



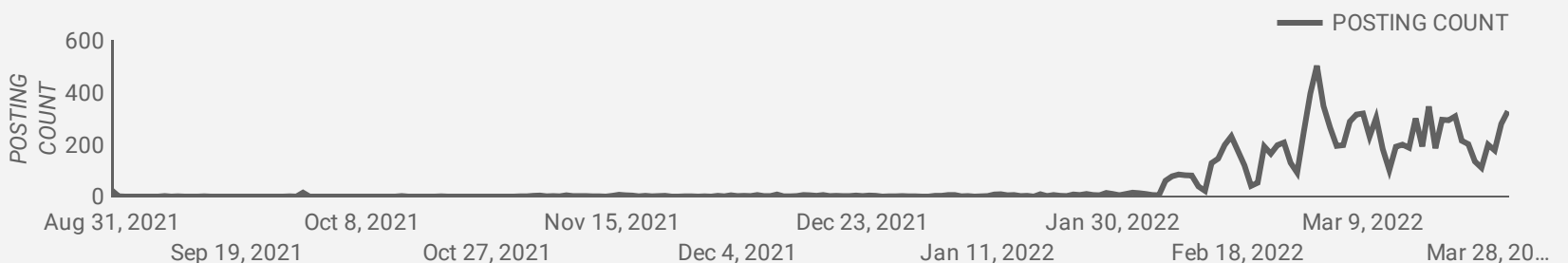
AVG & MEDIAN POSTING LENGTH BY DAYS

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

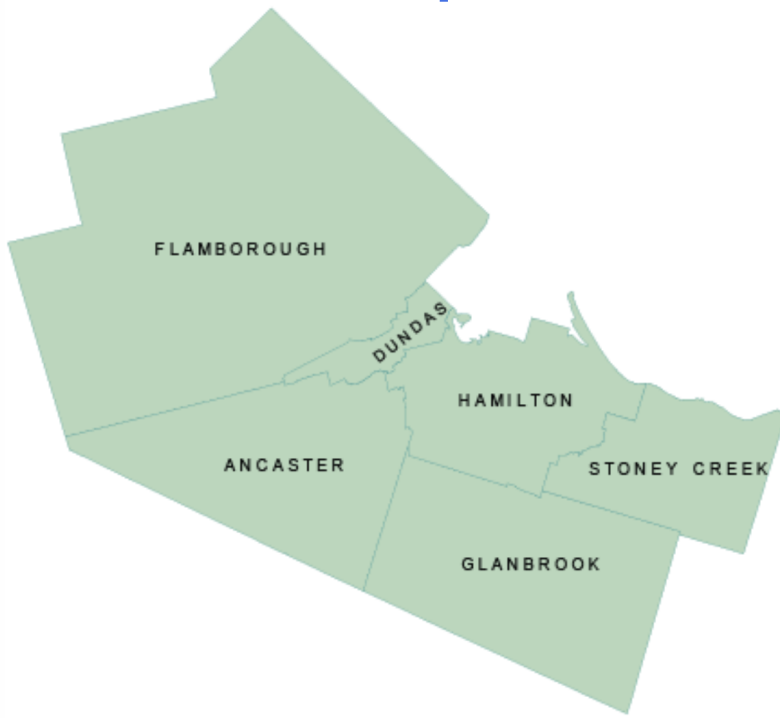
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

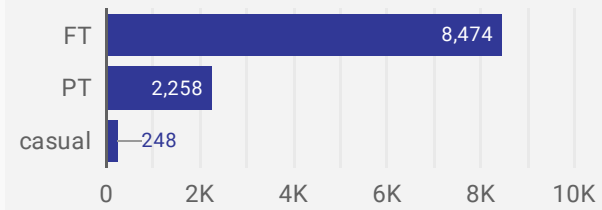
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	9,143	13.4	15
2. Stoney Creek	813	20.1	16
3. Ancaster	497	17.8	15
4. Dundas	289	20.9	16
5. Flamborough	238	15.6	15
Grand total	10,980	14.3	15



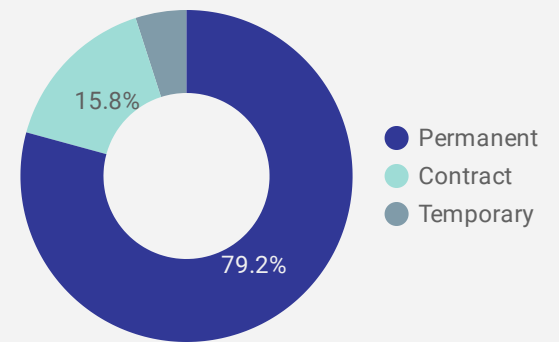
JOB TYPE

Full-time vs Part-time



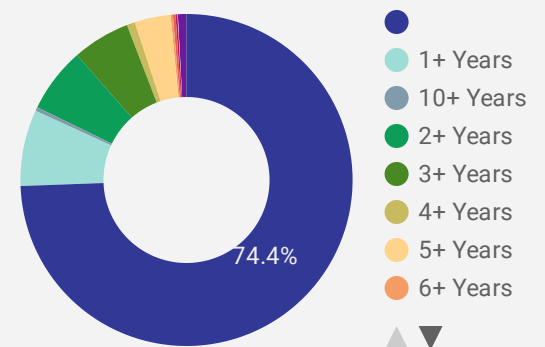
JOB DURATION

Permanency of jobs posted



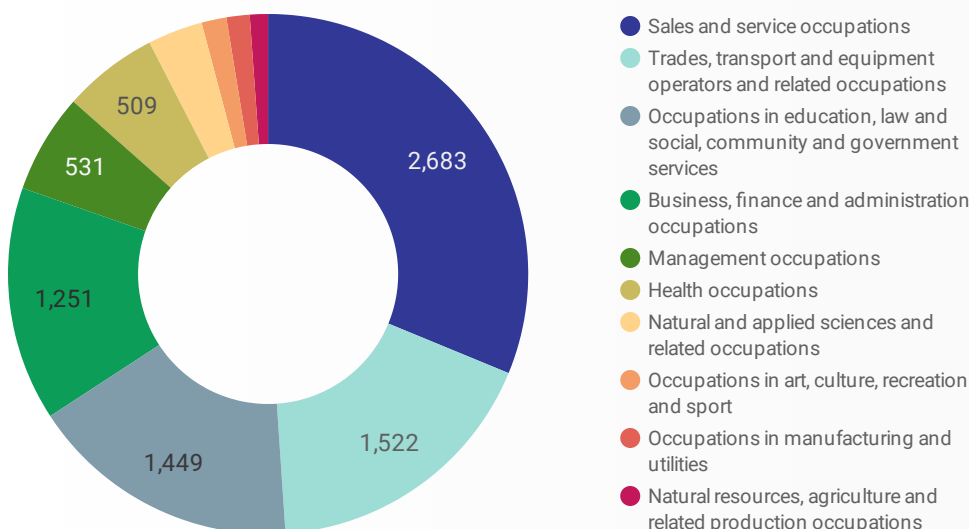
JOB EXPERIENCE

Job Postings by Experience Level Required



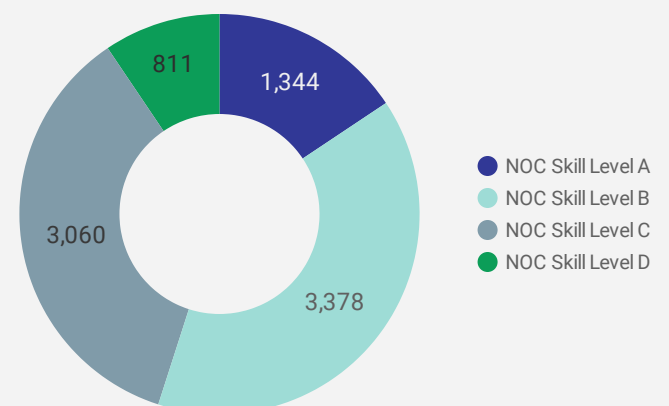
JOB POSTINGS BY SKILL TYPE

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	947	2.0	1
2.	Vertical Staffing Resources	Hamilton	371	1.6	1
3.	Hamilton Health Sciences	Hamilton	244	10.2	8
4.	Mcmaster University	Hamilton	191	17.0	19
5.	Kijiji	Hamilton	124	14.9	15
6.	Great Clips	Hamilton	122	3.1	3
7.	St Joseph's Healthcare Hamilton	Hamilton	111	20.7	22
8.	City of Hamilton	Hamilton	106	13.9	15
9.	Challenger Motor Freight	Hamilton	84	1.4	1
10.	Lowe's	Hamilton	61	9.2	11
11.	ArcelorMittal Dofasco	Hamilton	53	29.5	18
12.	Amazon Canada Fulfillment Centre	Hamilton	50	4.8	4
13.	Home Depot of Canada Inc.	Hamilton	45	11.4	12
14.	ABL Employment	Hamilton	44	6.5	1
15.	Vaco Lannick	Hamilton	43	1.4	1
16.	Hamilton-Wentworth District School Board	Hamilton	40	14.0	7
17.	Home Depot	Hamilton	39	6.8	5
18.	Hamilton Recruitment	Hamilton	39	9.3	7
19.	Hamilton Wentworth District School	Hamilton	36	20.0	22
20.	PAZ	Hamilton	36	4.1	3
21.	Shoppers Drug Mart	Hamilton	36	10.7	15
22.	Scotiabank	Hamilton	35	15.9	15
23.	The Home Depot Canada	Hamilton	34	17.3	15
24.	Randstad	Hamilton	33	24.5	22
25.	Bayshore HealthCare	Hamilton	31	6.6	2
26.	AIM	Hamilton	31	16.6	15
27.	Home Depot Canada	Hamilton	29	22.0	22
28.	Oakridge Landscape Contractors	Hamilton	28	17.6	15
29.	Mohawk College	Hamilton	27	17.1	15
30.	Compass Group	Hamilton	26	13.2	15
31.	Carmen's Group	Hamilton	26	17.2	15

TOP HOURLY WAGES IN JOB POSTINGS

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

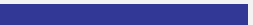





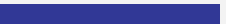


of Minimum Wage Job Postings
300

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Facilitator For Gong Bath Workshops	Circle Studios	Hamilton	200 
2.	Family Physician	Dr Ross Allega	Stoney Creek	150 
3.	Osteopathic Manual Practitioner	Regent Health Centre	Hamilton	120 
4.	Emergency Veterinarian	HAMILTON REGION EMERGENCY VET CLINIC	Hamilton	120 
5.	Director, Building Division & Chief Building Official	City of Hamilton	Hamilton	102.23 
6.	Clinical Dentist	City of Hamilton	Hamilton	97.19 
7.	Chiropractor	Durand Integrated Health Group	Hamilton	90 
8.	Dentist	SmileCrafters Dental	Ancaster	90 
9.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80 
10.	Manager, Risk Management Services	City of Hamilton	Hamilton	73.43 
11.	Optometrist	Phoenix Eyewear	Dundas	70 
12.	Superintendent Fleet Services	City of Hamilton	Hamilton	66.15 

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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.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zocasa Realty Inc	Hamilton	350,000 
3.	Owner Operator Truck Driver	Milos M&S Transport Ltd.	Hamilton	340,000 
4.	Az Owner Operator (can Usa Cross-boarder)	Gold Staffing	Hamilton	320,000 
5.	Associate Dentist	The Tooth Corner	Hamilton	319,334 
6.	Associate Dentist	Cranberry Hill Dentistry and Northern Niagara...	Hamilton	316,361 
7.	Family Physician	JOHN STREET MEDICAL WALK-IN CLINIC	Hamilton	310,000 
8.	Family Physician	Jack Nathan Health	Ancaster	300,000 
9.	Family Physician - Ancaster, On	Jack Nathan Health	Ancaster	300,000 

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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,980



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,980



Driver's License
282



First Aid
391



Regular Access to a Vehicle
353



Criminal Record Check
407



Microsoft Office
631



Food Safety
221

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.	4216	Other instructors	NOC Skill Level B	950	2.3	1
2.	6421	Retail salespersons	NOC Skill Level C	583	16.1	15
3.	6552	Other customer and information services representatives	NOC Skill Level C	297	16.8	15
4.	7452	Material handlers	NOC Skill Level C	292	14.9	15
5.	6322	Cooks	NOC Skill Level B	260	21.7	22
6.	7511	Transport truck drivers	NOC Skill Level C	245	17.8	15
7.	6731	Light duty cleaners	NOC Skill Level D	216	16.0	15
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	192	17.8	15
9.	621	Retail and wholesale trade managers	NOC Skill Level A	183	16.8	15
10.	1414	Receptionists	NOC Skill Level C	181	17.7	15
11.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	163	19.5	22
12.	1241	Administrative assistants	NOC Skill Level B	141	17.7	15
13.	6513	Food and beverage servers	NOC Skill Level C	127	16.9	15
14.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	118	6.4	1
15.	6341	Hairstylists and barbers	NOC Skill Level B	117	4.8	3
16.	7514	Delivery and courier service drivers	NOC Skill Level C	104	17.4	15
17.	6541	Security guards and related security service occupations	NOC Skill Level C	103	16.6	15
18.	4212	Social and community service workers	NOC Skill Level B	100	21.0	22
19.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	97	14.9	15
20.	1221	Administrative officers	NOC Skill Level B	90	18.4	15
21.	6611	Cashiers	NOC Skill Level D	85	15.6	15
22.	1521	Shippers and receivers	NOC Skill Level C	83	19.8	15
23.	1114	Other financial officers	NOC Skill Level A	75	17.5	15
24.	6222	Retail and wholesale buyers	NOC Skill Level B	71	15.1	15
25.	1111	Financial auditors and accountants	NOC Skill Level A	67	9.9	6
26.	6332	Bakers	NOC Skill Level B	65	17.5	15
27.	3233	Licensed practical nurses	NOC Skill Level B	64	23.7	22
28.	7271	Carpenters	NOC Skill Level B	63	21.1	22
29.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	59	17.0	14.5
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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	1,096	4.4	1
2.	642	Retail salespersons	NOC Skill Level C	583	16.1	15
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	381	16.6	15
4.	632	Chefs and cooks	NOC Skill Level B	310	20.8	22
5.	655	Customer and information services representatives	NOC Skill Level C	297	16.8	15
6.	745	Longshore workers and material handlers	NOC Skill Level C	292	14.9	15
7.	673	Cleaners	NOC Skill Level D	281	16.4	15
8.	141	General office workers	NOC Skill Level C	240	17.5	15
9.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	192	17.8	15
10.	062	Retail and wholesale trade managers	NOC Skill Level A	183	16.8	15
11.	111	Auditors, accountants and investment professionals	NOC Skill Level A	183	12.9	15
12.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	178	18.0	15
13.	651	Occupations in food and beverage service	NOC Skill Level C	178	16.7	15
14.	441	Home care providers and educational support occupations	NOC Skill Level C	176	21.2	22
15.	122	Administrative and regulatory occupations	NOC Skill Level B	170	20.1	15
16.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	155	18.9	16
17.	752	Heavy equipment operators	NOC Skill Level C	123	6.8	1
18.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	121	15.1	15
19.	341	Assisting occupations in support of health services	NOC Skill Level C	120	15.0	15
20.	634	Specialized occupations in personal and customer services	NOC Skill Level B	120	5.8	3
21.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	105	25.4	22
22.	662	Other sales support and related occupations	NOC Skill Level D	104	15.3	15
23.	654	Security guards and related security service occupations	NOC Skill Level C	103	16.6	15
24.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	98	13.0	15
25.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	98	15.7	14.5
26.	323	Other technical occupations in health care	NOC Skill Level B	93	22.4	22
27.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	92	16.9	15
28.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	91	18.2	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	1,096	4.4	1
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	629	16.7	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	590	16.1	15
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	566	17.1	15
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	526	14.2	15
6.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	481	16.9	15
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	400	19.2	15
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	384	21.4	18
9.	14	Office support occupations	NOC Skill Level C	363	16.5	15
10.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	348	15.5	15
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	254	17.4	15
12.	11	Professional occupations in business and finance	NOC Skill Level A	252	14.1	15
13.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	228	16.8	15
14.	32	Technical occupations in health	NOC Skill Level B	198	17.2	15
15.	73	Maintenance and equipment operation trades	NOC Skill Level B	197	20.3	17
16.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	191	17.2	15
17.	66	Sales support occupations	NOC Skill Level D	189	15.5	15
18.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	180	21.1	22
19.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	166	25.9	22
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	157	17.6	15
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	157	16.3	15
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	137	21.2	22
23.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	122	20.4	22
24.	34	Assisting occupations in support of health services	NOC Skill Level C	120	15.0	15
25.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	91	19.8	15
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	74	15.8	15
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	67	19.4	21.5

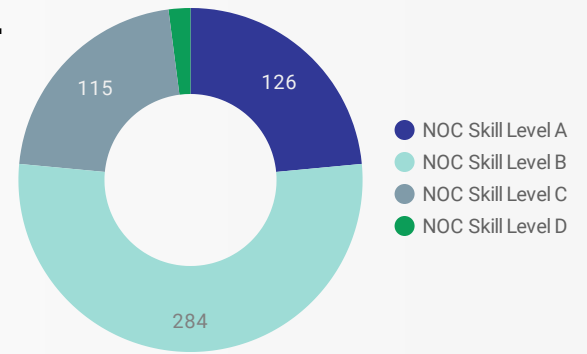
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
716	1	198	11	AVERAGE 10.9	MEDIAN 8

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 126 Skill Level A - Management/ Professional Occupations usually requiring University
- 284 Skill Level B - Usually college education or apprenticeship training
- 115 Skill Level C - Usually secondary education or occupation-specific training
- 11 Skill Level D - Usually on-the-job training

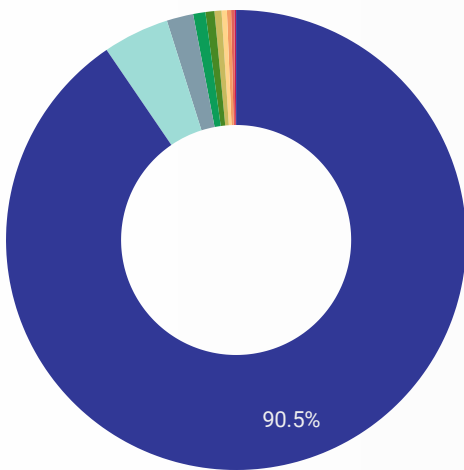


SKILL LEVEL / POSTING COUNT

LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	115	254	95	7
Italian Langu...	3	15	11	2
Spanish Lang...	3	6	2	
Arabic Langu...		3	4	
Chinese Lang...	2	1	2	1
Vietnamese L...		3		
Mandarin Lan...	2			

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?

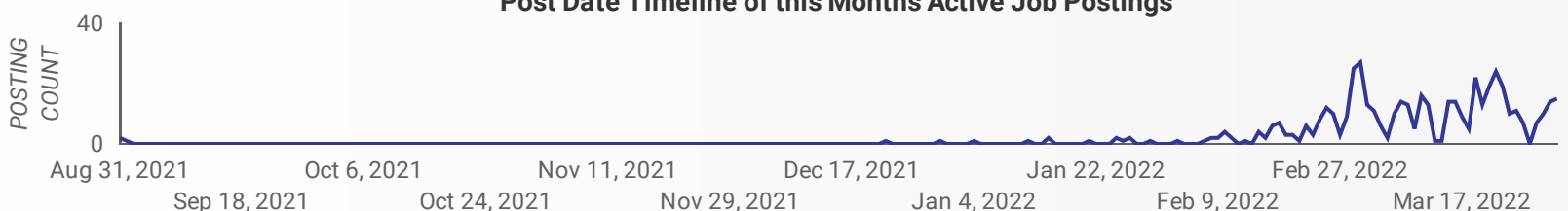


- Bilingual Language Jobs
- Italian Language Jobs
- Spanish Language Jobs
- Arabic Language Jobs
- Chinese Language Jobs
- Mandarin Language Jobs
- Japanese Language Jobs
- Vietnamese Language Jobs
- Cantonese Language Jobs
- Punjabi Language Jobs

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	641
2. Italian Language Jobs	32
3. Spanish Language Jobs	15
4. Arabic Language Jobs	11
5. Chinese Language Jobs	6
6. Vietnamese Language Jobs	3
7. Mandarin Language Jobs	3

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

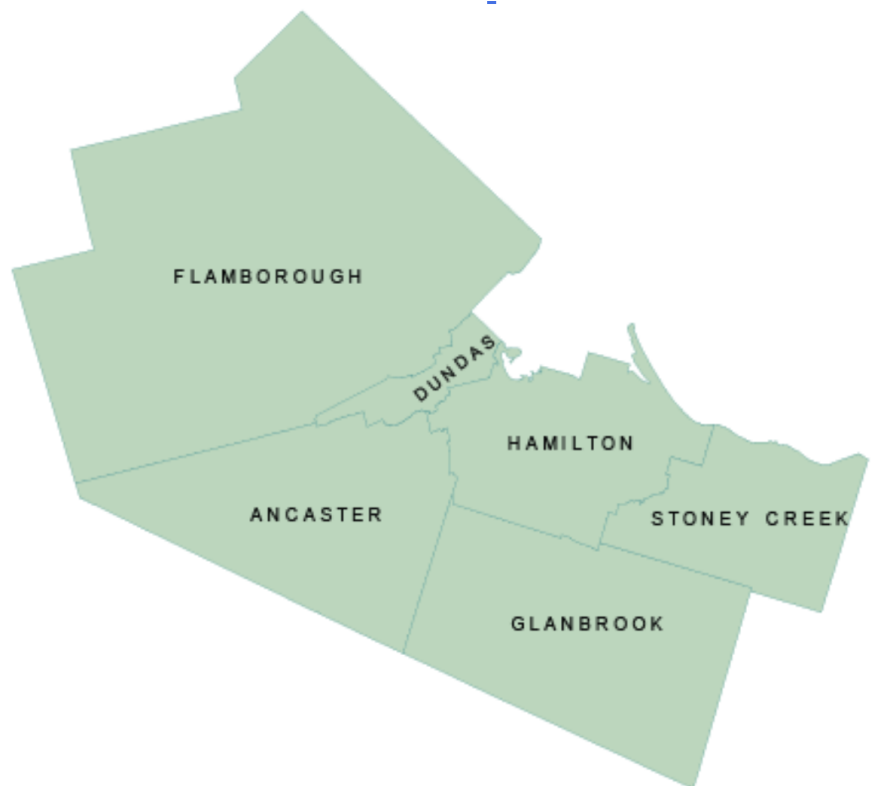
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Italian La...	Spanish ...	Arabic La...	Chinese ...	Vietname...	Grand total
Business, finance and administration occu...	102	1	3	3			112
Health occupations	70			1			71
Management occupations	16	3	3				23
Natural and applied sciences and related o...	13				2		15
Occupations in art, culture, recreation and ...	6				1		7
Occupations in education, law and social, ...	182						183
Sales and service occupations	68	27	1	3	2	3	106
Trades, transport and equipment operator...	14		4		1		19
Grand total	471	31	11	7	6	3	536

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	663	10.5	8
2. Stoney Creek	25	16.7	22
3. Ancaster	11	17.7	15
4. Flamborough	10	12.1	15
5. Dundas	7	17.5	19
Grand total	716	10.9	8



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	111
2. Social and community service workers	34
3. Other customer and information services re...	27
4. Financial auditors and accountants	21
5. Administrative assistants	18
6. Retail salespersons	14
7. Cooks	13
8. Receptionists	12
9. Food and beverage servers	10
10. Nurse aides, orderlies and patient service a...	10
11. Letter carriers	10
12. Respiratory therapists, clinical perfusionist...	10
13. Retail and wholesale trade managers	10
14. Food counter attendants, kitchen helpers an...	8
15. Lawyers and Quebec notaries	8
16. Licensed practical nurses	8
17. General office support workers	7
18. Other financial officers	7
19. Chefs	6
20. Technical sales specialists - wholesale trade	6
21. Early childhood educators and assistants	6
22. Automotive service technicians, truck and b...	5
23. Social workers	5
24. Human resources professionals	5
25. Bakers	5
26. Home support workers, housekeepers and r...	5
27. Insurance adjusters and claims examiners	5
28. Other medical technologists and technician...	5
29. Restaurant and food service managers	4
30. Professional occupations in advertising, ma...	4
31. Butchers, meat cutters and fishmongers - re...	4
32. Supervisors, supply chain, tracking and sche...	4

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MULTILINGUAL HIRING EMPLOYERS

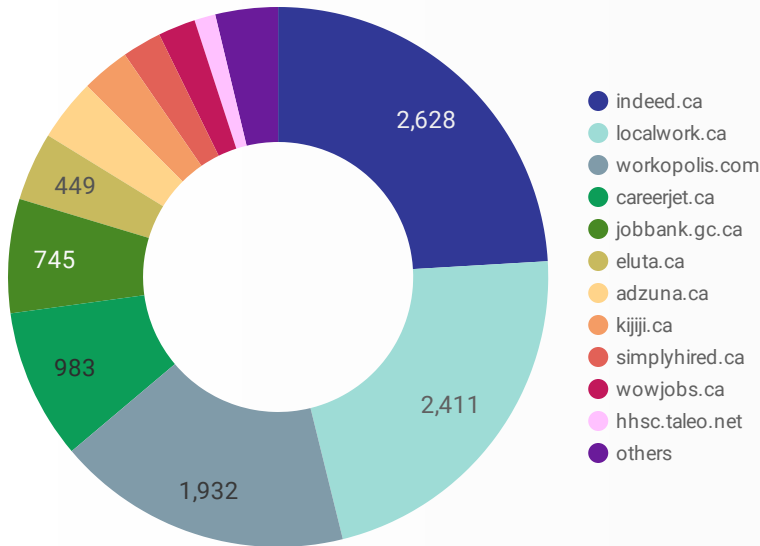
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	180
2. Varsity Tutors	109
3. YWCA Hamilton	23
4. BDC	19
5. Alorica	13
6. VON Canada	12
7. Allied Universal Security Services	11
8. Canon Canada	10
9. Farm Boy Inc.	9
10. VON	8
11. Canon	8
12. Farm Boy	8
13. Canada Post Corp	7
14. CBI Health	6
15. McMaster University	6
16. Carmen's Group	6
17. Good Shepherd Centres	6
18. BDC - Indigenous Recruitment	5
19. Industria Pizzeria + Bar	5
20. ArcelorMittal Dofasco	5
21. St. Joseph's Home Care	5
22. La Vie en Rose	4
23. Fuchs Lubricants	4
24. Stryker	4
25. Hamilton-Wentworth District School Board	4
26. Hamilton Wentworth District School	4
27. City of Hamilton	4
28. VON Canada (Ontario)	4
29. BAXTER	4
30. Canadian Cancer Society	3
31. BÃ©dard Ressources inc.	3

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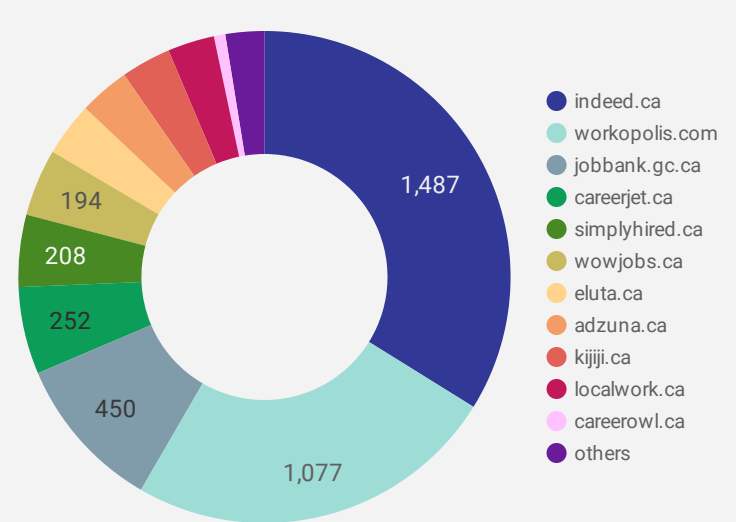
JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



COMPANIES BY JOB BOARD

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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	2,628	21.9	22	1,487
2.	localwork.ca	2,411	2.5	1	135
3.	workopolis.com	1,932	14.9	15	1,077
4.	careerjet.ca	983	16.2	8	252
5.	jobbank.gc.ca	745	28.8	16	450
6.	eluta.ca	449	21.9	22	155
7.	adzuna.ca	406	15.0	15	146
8.	kijiji.ca	316	15.0	15	144
9.	simplyhired.ca	257	15.0	15	208
10.	wowjobs.ca	245	15.0	15	194
11.	hhsc.taleo.net	138	10.7	8	1
12.	jobillico.com	117	13.6	12	25
13.	careerarc.com	54	37.3	26	9
14.	careerowl.ca	48	89.9	100	33
15.	careerbuilder.ca	40	19.3	27	18
16.	network.applytoeducation.com	33	7.6	5	2
17.	hreapp.hamilton.ca	27	9.8	7	1