



JOB DEMAND REPORT

APRIL 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
13,700	10,955	3,457	29

OF DAYS POSTED

AVERAGE	MEDIAN
13.4	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.

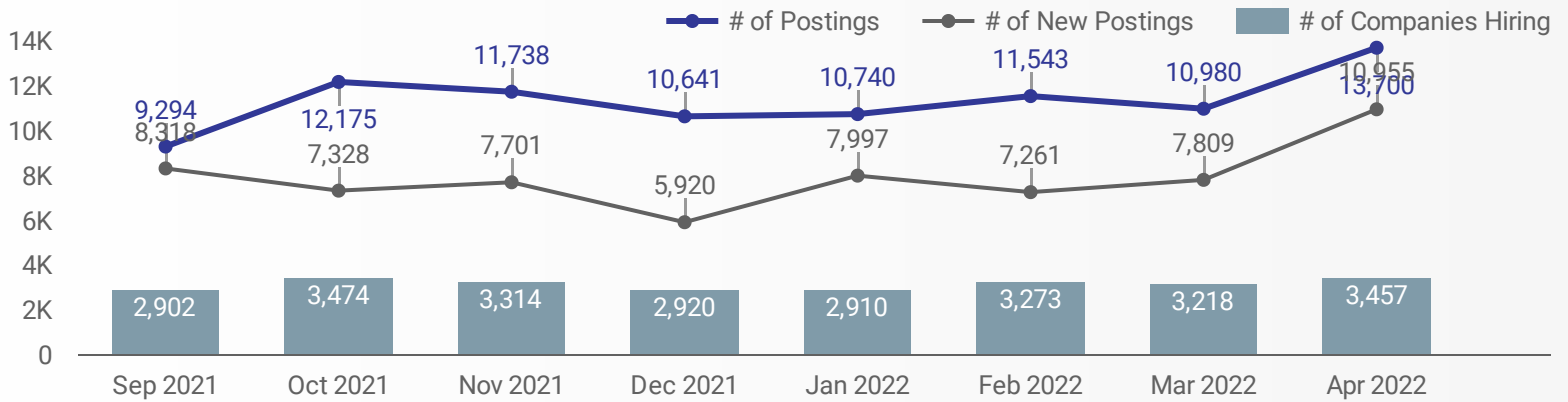


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JOB POSTINGS BY MONTH

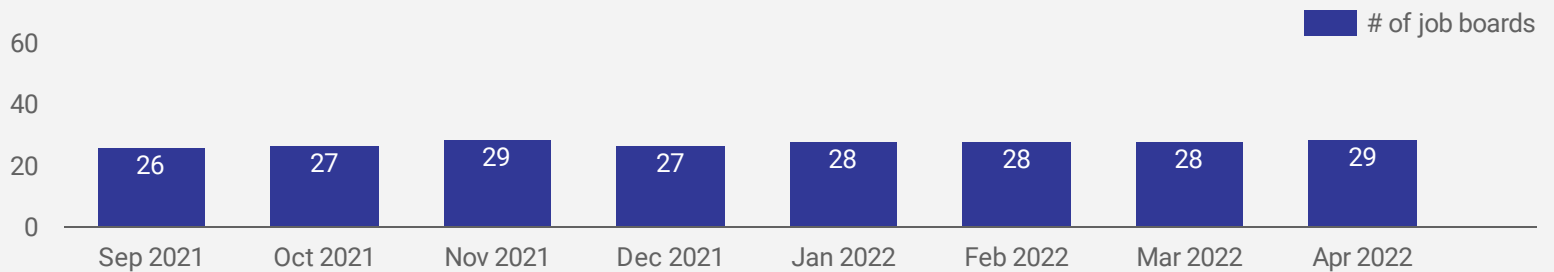
How many job postings were active for at least 1 day this month?



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

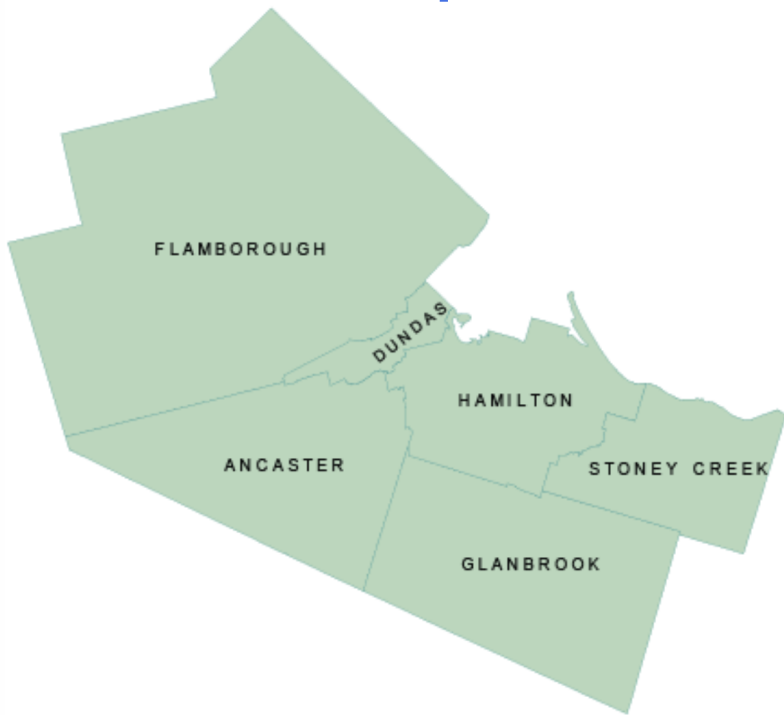
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

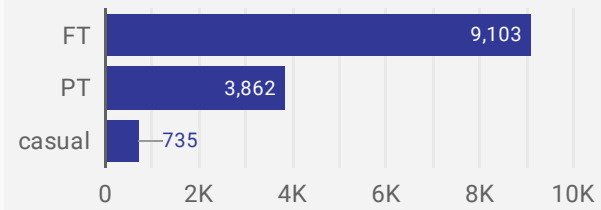
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	11,460	12.6	14
2. Stoney Creek	941	19.5	15
3. Ancaster	645	16.1	15
4. Dundas	339	19.8	15
5. Flamborough	315	14.3	15
Grand total	13,700	13.4	15



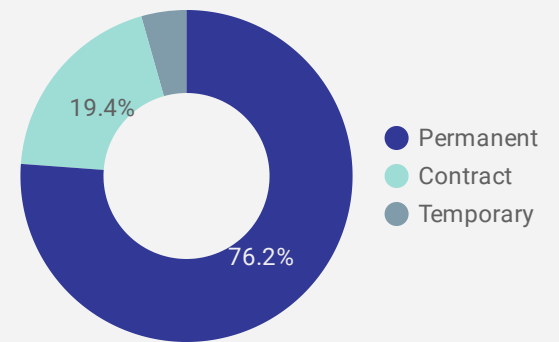
JOB TYPE

Full-time vs Part-time



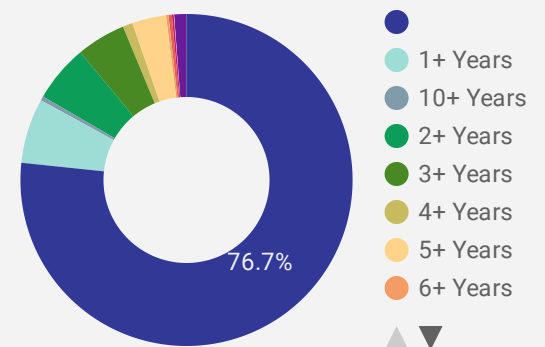
JOB DURATION

Permanency of jobs posted



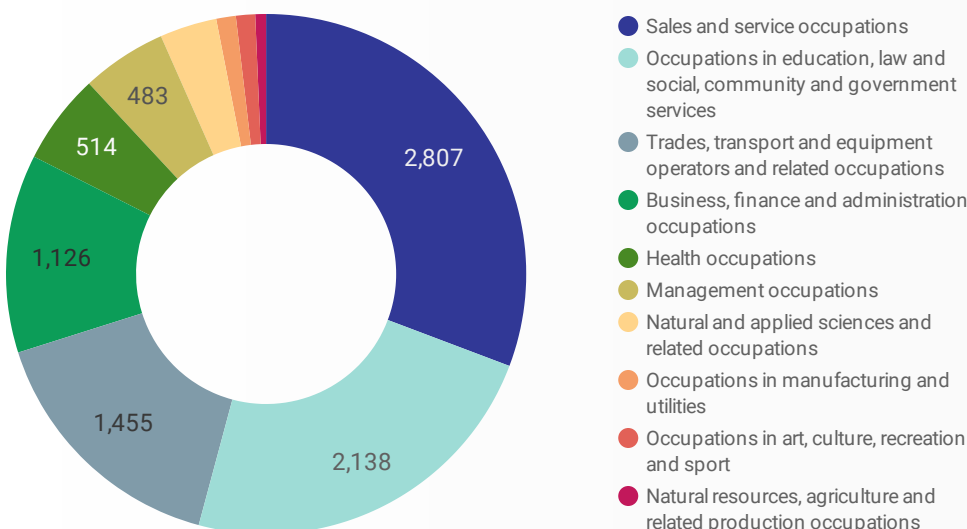
JOB EXPERIENCE

Job Postings by Experience Level Required



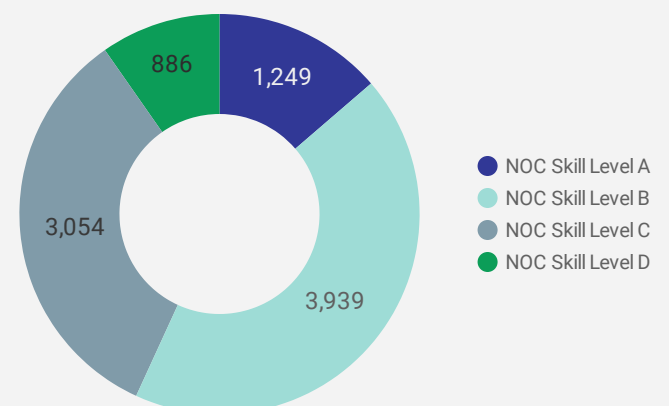
JOB POSTINGS BY SKILL TYPE

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	1,956	4.1	2
2.	Hamilton Health Sciences	Hamilton	294	9.4	8
3.	Vertical Staffing Resources	Hamilton	290	2.5	2
4.	Mcmaster University	Hamilton	237	42.1	22
5.	Amazon Canada Fulfillment Centre	Hamilton	213	3.1	3
6.	Great Clips	Hamilton	151	2.6	2
7.	Kijiji	Hamilton	147	15.0	15
8.	St Joseph's Healthcare Hamilton	Hamilton	131	21.7	22
9.	City of Hamilton	Hamilton	105	15.3	15
10.	Challenger Motor Freight	Hamilton	102	1.6	1
11.	ArcelorMittal Dofasco	Hamilton	81	24.4	20
12.	The Best Connection Inc.	Hamilton	67	2.2	2
13.	Randstad	Hamilton	62	22.7	22
14.	Vaco Lannick	Hamilton	52	3.5	2
15.	Home Depot of Canada Inc.	Hamilton	50	11.7	12
16.	Lowe's	Hamilton	47	8.6	8
17.	Shoppers Drug Mart	Hamilton	46	9.2	11
18.	Carmen's Group	Hamilton	45	18.1	21
19.	Mohawk College	Hamilton	44	18.0	15
20.	Walmart	Hamilton	44	1.8	2
21.	Home Depot	Hamilton	43	7.9	6
22.	The Home Depot Canada	Hamilton	42	16.8	15
23.	AIM	Hamilton	42	16.5	15
24.	Home Depot Canada	Hamilton	41	21.8	22
25.	BÃ©dard Ressources inc.	Hamilton	40	17.7	14
26.	ABL Employment	Hamilton	40	9.9	6
27.	CarePartners	Hamilton	38	1.4	1
28.	Hamilton-Wentworth District School Board	Hamilton	38	24.7	16
29.	Peopleready	Hamilton	37	15.2	15
30.	Oakridge Landscape Contractors	Hamilton	37	19.1	22
31.	Walmart Canada	Hamilton	35	15.6	15

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

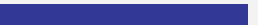






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	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Landlord Liaison	Hamilton Regional Indian Center	Hamilton	47,736 
2.	Shelter Intervention Navigator	Hamilton Regional Indian Center	Hamilton	47,736 
3.	Facilitator For Gong Bath Workshops	Circle Studios	Hamilton	200
4.	Family Physician	Dr Ross Allega	Stoney Creek	150
5.	Traditional Chinese Medicine Practitioner	Circle Studios	Hamilton	120
6.	General Dentist	Centre de santé communautaire Hamilton/Niagara	Hamilton	97.59
7.	Solicitor - Dispute Resolution	City of Hamilton	Hamilton	88.92
8.	Speech Language Pathologist	Premier Medical Health Centre	Hamilton	88
9.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80
10.	Electrical Technician/ Installer (contract)	Watts	Hamilton	70
11.	Clinical Psychologist	Centre de santé communautaire Hamilton/Niagara	Hamilton	67.13

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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.	Cti Owner Operator Cross Border Hamilton	Tandet Management Inc.	Hamilton	350,000 
2.	Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You!	Zoocasa Realty Inc	Hamilton	350,000 
3.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zoocasa Realty Inc	Hamilton	350,000 
4.	Az Owner Operator (can Usa Cross-boarder)	Gold Staffing	Hamilton	320,000 
5.	Associate Dentist	The Tooth Corner	Hamilton	319,334 
6.	Family Physician	JOHN STREET MEDICAL WALK-IN CLINIC	Hamilton	310,000 
7.	Team Agent	The de Denus Team - RE/MAX Real Estate Centre	Hamilton	250,000 
8.	Real Estate Buyer Sales Agent	Dan Cooper Group	Hamilton	250,000 
9.	Anatomical Pathologist	Hamilton Health Sciences	Hamilton	217,000 

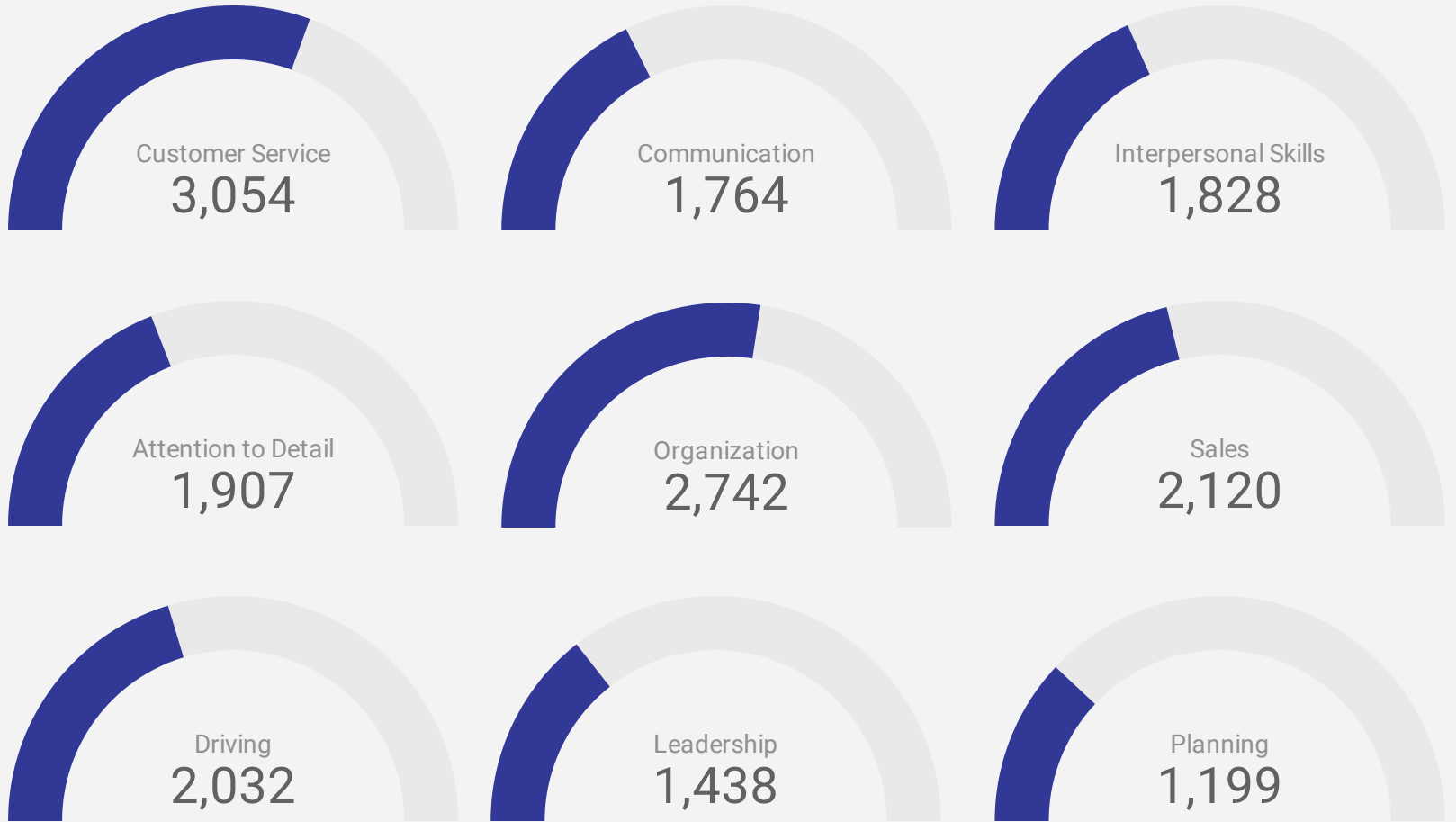
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

13,700



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

13,700



Driver's License
284



First Aid
447



Regular Access to a Vehicle
448



Criminal Record Check
462



Microsoft Office
752



Food Safety
238

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	1,707	4.3	2
2.	6421	Retail salespersons	NOC Skill Level C	680	15.2	15
3.	7452	Material handlers	NOC Skill Level C	373	10.3	5
4.	6552	Other customer and information services representatives	NOC Skill Level C	293	16.9	15
5.	6322	Cooks	NOC Skill Level B	255	23.4	21
6.	7511	Transport truck drivers	NOC Skill Level C	214	17.2	15
7.	6731	Light duty cleaners	NOC Skill Level D	202	15.4	15
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	189	17.7	15
9.	621	Retail and wholesale trade managers	NOC Skill Level A	189	17.1	15
10.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	152	17.6	15
11.	1414	Receptionists	NOC Skill Level C	151	18.6	15
12.	1241	Administrative assistants	NOC Skill Level B	136	22.1	15
13.	6341	Hairstylists and barbers	NOC Skill Level B	133	3.3	2
14.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	119	15.0	15
15.	6513	Food and beverage servers	NOC Skill Level C	116	17.3	15
16.	6611	Cashiers	NOC Skill Level D	112	13.8	15
17.	4212	Social and community service workers	NOC Skill Level B	104	17.2	15
18.	6541	Security guards and related security service occupations	NOC Skill Level C	101	14.4	15
19.	7514	Delivery and courier service drivers	NOC Skill Level C	100	16.9	15
20.	1521	Shippers and receivers	NOC Skill Level C	95	14.0	15
21.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	86	9.1	3
22.	7611	Construction trades helpers and labourers	NOC Skill Level D	76	18.5	21
23.	111	Financial managers	NOC Skill Level A	73	21.8	20
24.	6222	Retail and wholesale buyers	NOC Skill Level B	71	14.1	15
25.	1114	Other financial officers	NOC Skill Level A	69	17.9	16
26.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	64	19.0	11
27.	3233	Licensed practical nurses	NOC Skill Level B	63	20.4	22
28.	1431	Accounting and related clerks	NOC Skill Level C	62	15.1	15
29.	1221	Administrative officers	NOC Skill Level B	62	22.3	22
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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	1,849	5.0	2
2.	642	Retail salespersons	NOC Skill Level C	680	15.2	15
3.	745	Longshore workers and material handlers	NOC Skill Level C	373	10.3	5
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	333	17.1	15
5.	632	Chefs and cooks	NOC Skill Level B	300	22.6	21
6.	655	Customer and information services representatives	NOC Skill Level C	293	16.9	15
7.	673	Cleaners	NOC Skill Level D	286	15.8	15
8.	141	General office workers	NOC Skill Level C	208	18.2	15
9.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	189	17.7	15
10.	062	Retail and wholesale trade managers	NOC Skill Level A	189	17.1	15
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	179	22.5	15
12.	651	Occupations in food and beverage service	NOC Skill Level C	169	17.4	15
13.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	163	15.2	15
14.	441	Home care providers and educational support occupations	NOC Skill Level C	161	17.8	15
15.	111	Auditors, accountants and investment professionals	NOC Skill Level A	160	15.9	15
16.	634	Specialized occupations in personal and customer services	NOC Skill Level B	135	3.7	2
17.	662	Other sales support and related occupations	NOC Skill Level D	129	15.6	15
18.	341	Assisting occupations in support of health services	NOC Skill Level C	121	15.2	15
19.	122	Administrative and regulatory occupations	NOC Skill Level B	115	20.9	22
20.	661	Cashiers	NOC Skill Level D	112	13.8	15
21.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	108	20.1	15
22.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	106	23.1	20.5
23.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	104	15.8	15
24.	654	Security guards and related security service occupations	NOC Skill Level C	101	14.4	15
25.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	93	13.3	14.5
26.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	92	15.1	15
27.	752	Heavy equipment operators	NOC Skill Level C	92	9.3	3
28.	323	Other technical occupations in health care	NOC Skill Level B	92	20.7	22

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	1,849	5.0	2
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	693	15.2	15
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	624	16.5	15
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	566	16.0	15
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	481	16.4	15
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	442	15.0	15
7.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	411	11.3	6
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	342	22.5	16
9.	72	Industrial, electrical and construction trades	NOC Skill Level B	319	19.2	15
10.	14	Office support occupations	NOC Skill Level C	315	17.1	15
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	255	19.5	15
12.	66	Sales support occupations	NOC Skill Level D	241	14.8	15
13.	11	Professional occupations in business and finance	NOC Skill Level A	228	16.9	15
14.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	208	13.7	15
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	202	18.7	15
16.	73	Maintenance and equipment operation trades	NOC Skill Level B	198	21.4	15
17.	32	Technical occupations in health	NOC Skill Level B	195	16.8	15
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	177	15.3	13
19.	31	Professional occupations in health (except nursing)	NOC Skill Level A	166	27.1	15
20.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	163	17.8	15
21.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	154	26.1	21.5
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	147	17.1	15
23.	34	Assisting occupations in support of health services	NOC Skill Level C	121	15.2	15
24.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	101	17.7	16
25.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	85	18.7	22
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	72	25.1	22
27.	94	Processing and manufacturing machine operators and related	NOC Skill Level C	54	16.4	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES
1,007	1	227	11

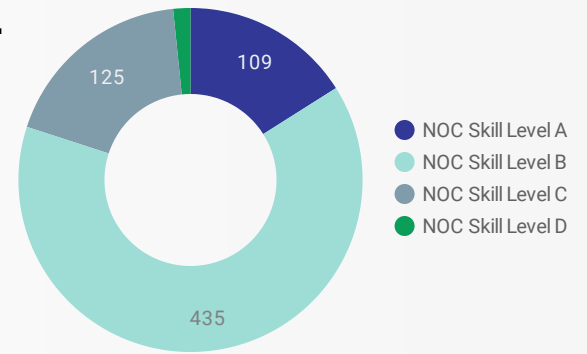
OF DAYS POSTED

AVERAGE	MEDIAN
9.8	8

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

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

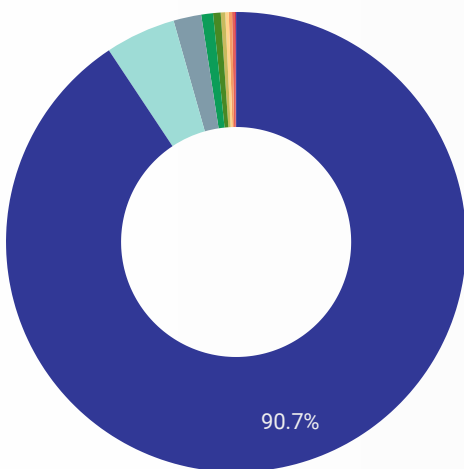


SKILL LEVEL / POSTING COUNT

LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	99	406	100	6
Italian Langu...	4	12	19	3
Spanish Lang...	3	3	4	
Chinese Lang...	1	6	1	1
Arabic Langu...	1	3		
Vietnamese L...		3		
Mandarin Lan...	1	1		

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



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

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	902
2. Italian Language Jobs	56
3. Spanish Language Jobs	20
4. Chinese Language Jobs	9
5. Arabic Language Jobs	7
6. Japanese Language Jobs	4
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

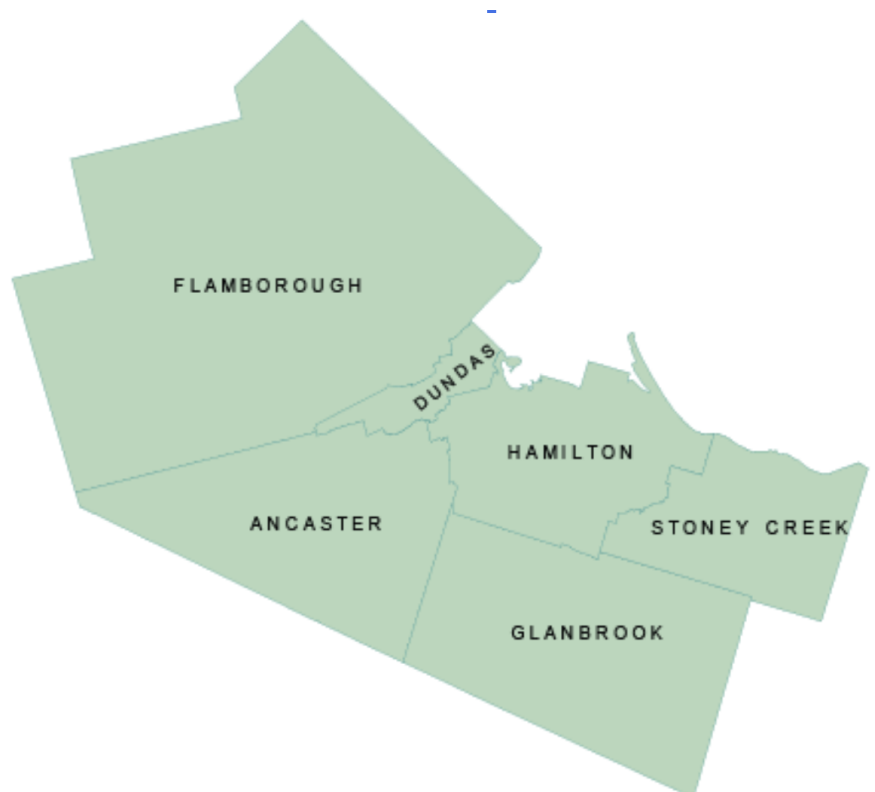
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Italian La...	Spanish ...	Chinese ...	Arabic La...	Vietname...	Grand total
Business, finance and administration occu...	80	1		4	1		87
Health occupations	70			2			72
Management occupations	22	4	3	1			31
Natural and applied sciences and related o...	13						13
Natural resources, agriculture and related ...			1				1
Occupations in art, culture, recreation and ...	2						2
Occupations in education, law and social, ...	341				1		342
Sales and service occupations	69	32	2	1	2	3	112
Trades, transport and equipment operator...	14	1	4	1			20
Grand total	611	38	10	9	4	3	680

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	932	9.4	8
2. Stoney Creek	35	15.7	15
3. Dundas	20	16.4	22
4. Ancaster	15	16.8	15
5. Flamborough	5	10.2	2
Grand total	1,007	9.8	8



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	289
2. Social and community service workers	30
3. Other customer and information services re...	26
4. Retail salespersons	24
5. Retail and wholesale trade managers	15
6. Receptionists	14
7. Letter carriers	14
8. Cooks	10
9. Administrative assistants	9
10. Food and beverage servers	9
11. Other financial officers	8
12. Legal administrative assistants	8
13. Licensed practical nurses	8
14. Respiratory therapists, clinical perfusionist...	7
15. Human resources professionals	7
16. Dietitians and nutritionists	7
17. Nurse aides, orderlies and patient service a...	6
18. Financial auditors and accountants	6
19. Food counter attendants, kitchen helpers an...	6
20. Bakers	6
21. Chefs	6
22. MaÃtres d'hÃtel and hosts/hostes...	6
23. Restaurant and food service managers	6
24. Security guards and related security service...	5
25. Corporate sales managers	5
26. Other medical technologists and technician...	5
27. Audiologists and speech-language pathologi...	5
28. General office support workers	5
29. Medical sonographers	5
30. Medical radiation technologists	4
31. Administrative officers	4
32. Social workers	4

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MULTILINGUAL HIRING EMPLOYERS

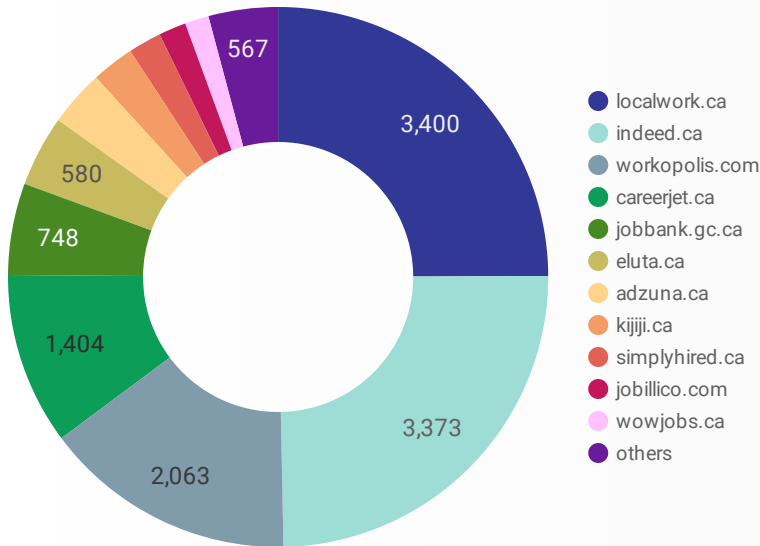
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Varsity Tutors	288
2. Hamilton Health Sciences	205
3. Allied Universal Security Services	20
4. YWCA Hamilton	20
5. Liquor Control Board of Ontario	17
6. VON Canada	14
7. Carmen's Group	13
8. Rygiel Supports For Community Living	9
9. St. Joseph's Home Care	7
10. VON Canada (Ontario)	7
11. BDC - Indigenous Recruitment	7
12. La Vie en Rose	6
13. Centre de santÃ communautaire Hamilton/Niagara	6
14. LCBO	6
15. Farm Boy	6
16. Swiss Chalet	6
17. Recipe Unlimited Corporation	6
18. Victorian Order of Nurses / VON	6
19. Farm Boy Inc.	6
20. Cowan Insurance Group	6
21. Cuso International	6
22. East Side Mario's	5
23. Canadian Tire - Financial Services & Bank	5
24. Centre de Sante Communautaire	5
25. La Source	5
26. BDC	4
27. Canada Post Corp	4
28. Zarky's Fine Foods	4
29. Stryker Corporation	4
30. Boutique La Vie En Rose	4

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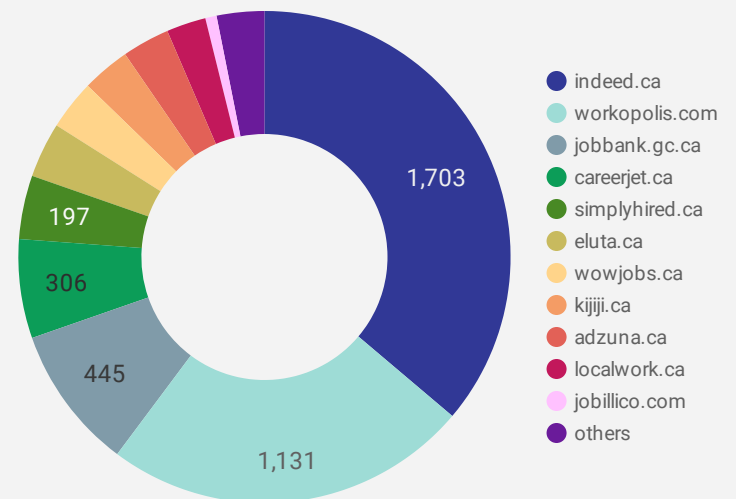
JOB POSTINGS BY JOB BOARD

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.	localwork.ca	3,400	3.6	2	122
2.	indeed.ca	3,373	21.8	22	1,703
3.	workopolis.com	2,063	15.0	15	1,131
4.	careerjet.ca	1,404	12.1	8	306
5.	jobbank.gc.ca	748	28.4	17	445
6.	eluta.ca	580	21.9	22	171
7.	adzuna.ca	459	15.0	15	147
8.	kijiji.ca	348	15.0	15	149
9.	simplyhired.ca	271	14.9	15	197
10.	jobillico.com	224	12.2	8	35
11.	wowjobs.ca	195	15.0	15	154
12.	hhsc.taleo.net	164	8.7	8	1
13.	careerarc.com	94	28.5	13	12
14.	careerbuilder.ca	76	15.2	14	25
15.	careerowl.ca	50	115.2	133	35
16.	network.applytoeducation.com	42	12.8	13	2
17.	mohawkcollege.ca	35	30.9	22	26