



JOB DEMAND REPORT

MAY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
15,148	10,436	3,729	30

OF DAYS POSTED

AVERAGE	MEDIAN
14.2	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.

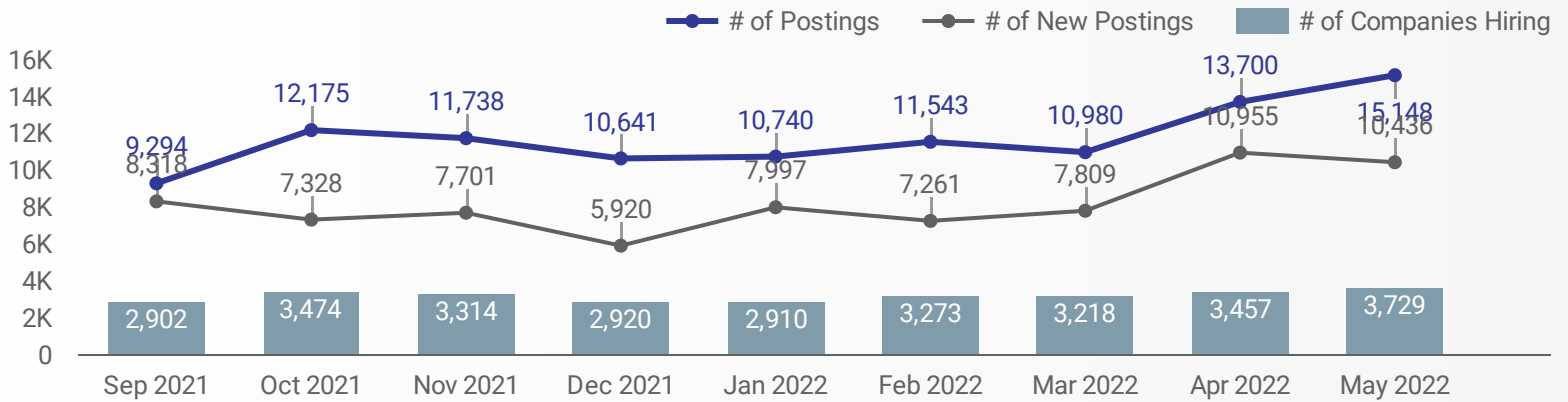


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JOB POSTINGS BY MONTH

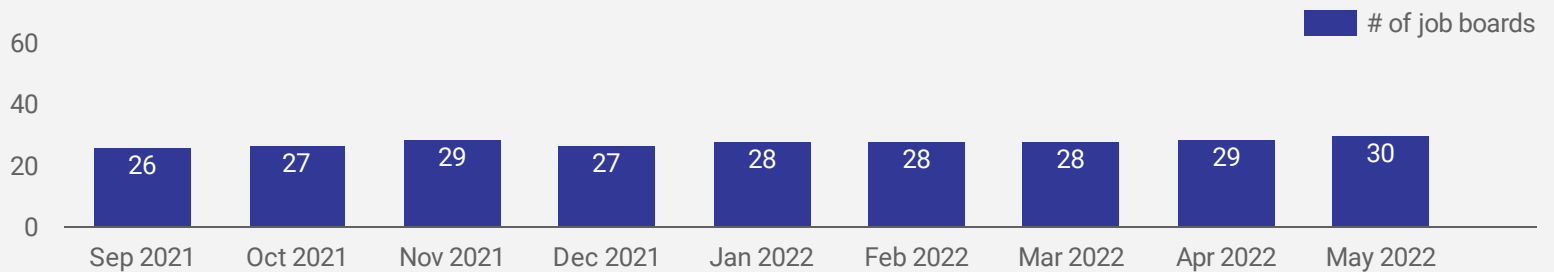
How many job postings were active for at least 1 day this month?



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

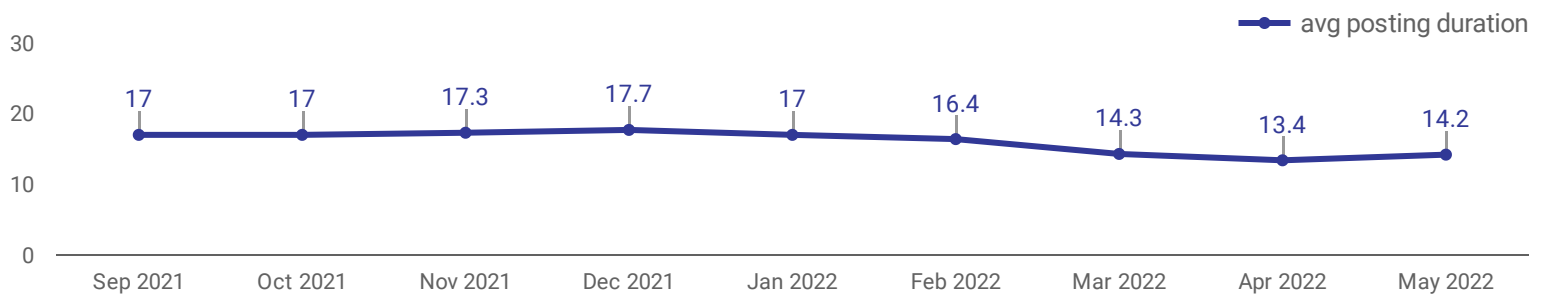
NUMBER OF ACTIVE JOB BOARDS

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



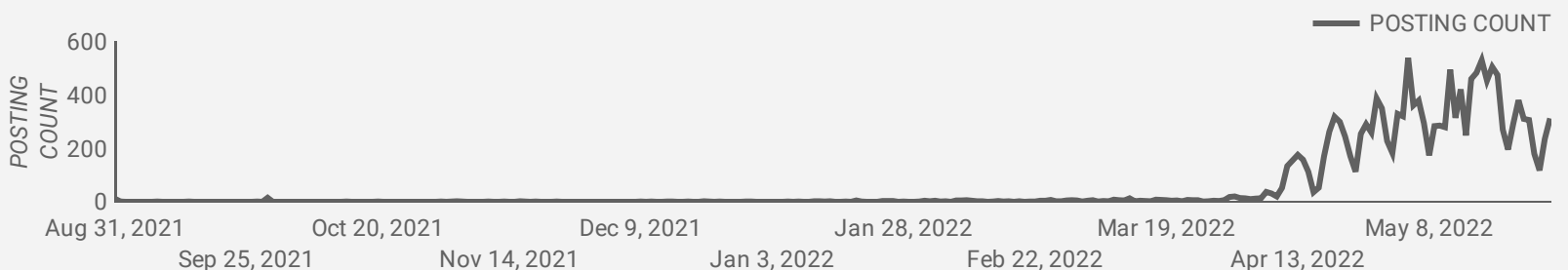
AVG & MEDIAN POSTING LENGTH BY DAYS

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

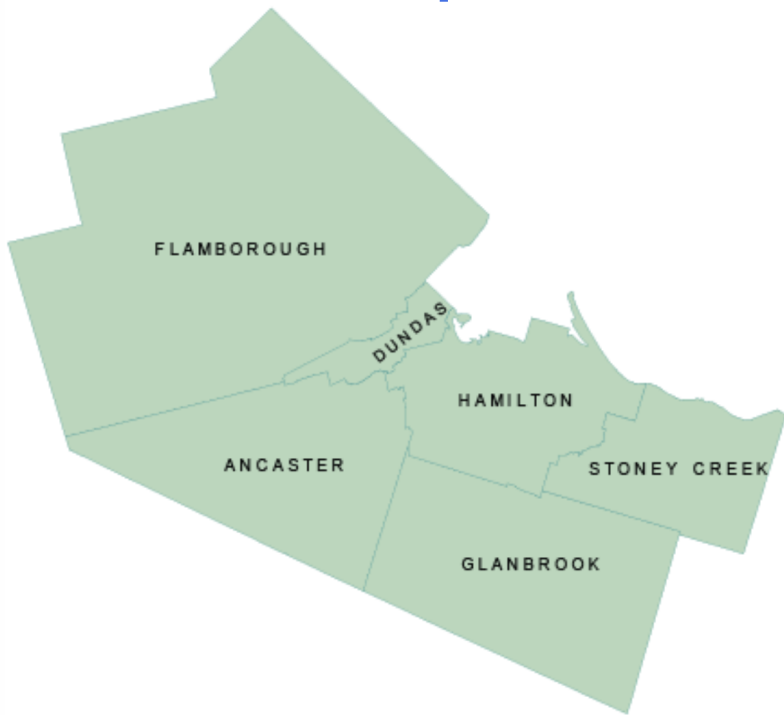
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

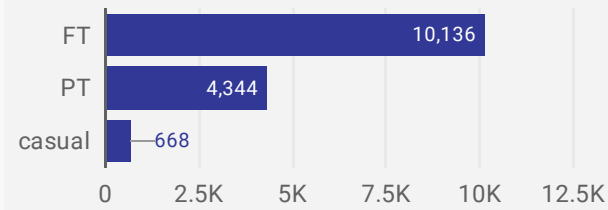
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	12,708	13.4	15
2. Stoney Creek	1,070	19.2	18
3. Ancaster	649	18.3	21
4. Dundas	383	20.5	16
5. Flamborough	338	17.3	15
Grand total	15,148	14.2	15



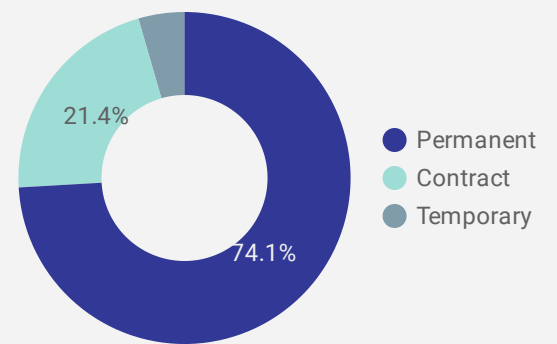
JOB TYPE

Full-time vs Part-time



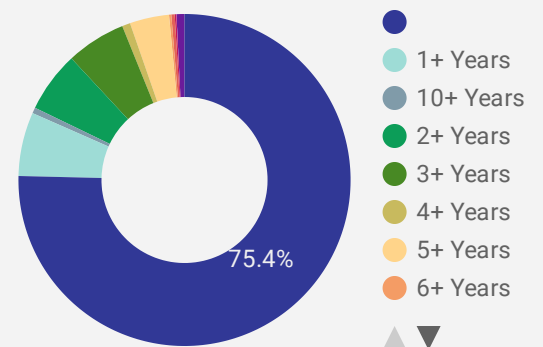
JOB DURATION

Permanency of jobs posted



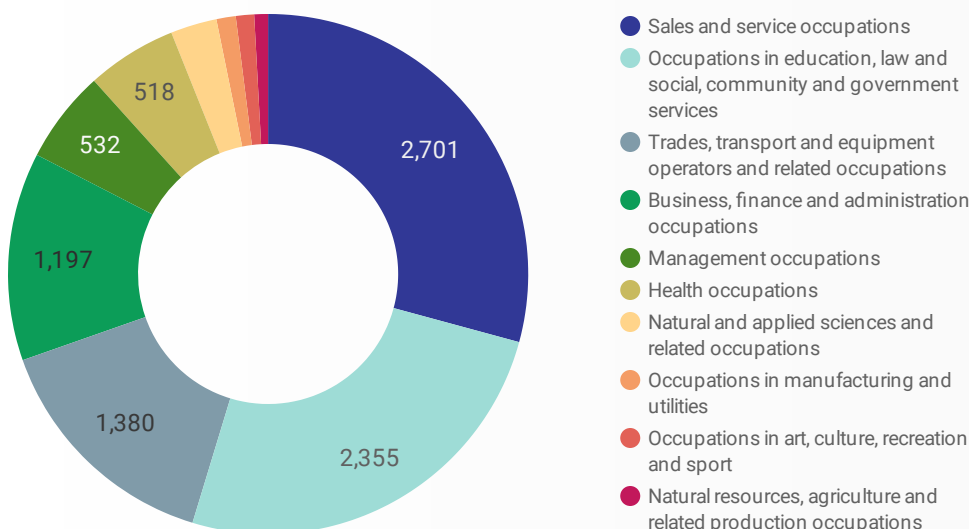
JOB EXPERIENCE

Job Postings by Experience Level Required



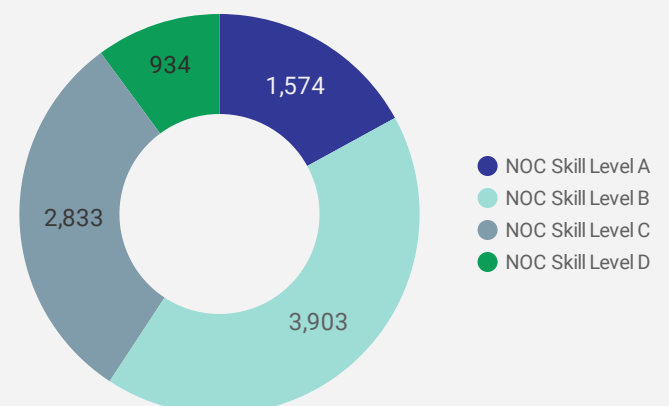
JOB POSTINGS BY SKILL TYPE

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	2,028	2.2	1
2.	Mcmaster University	Hamilton	365	16.4	15
3.	Hamilton Health Sciences	Hamilton	302	12.5	8
4.	St Joseph's Healthcare Hamilton	Hamilton	177	21.1	22
5.	Kijiji	Hamilton	177	14.9	15
6.	Amazon Canada Fulfillment Centre	Hamilton	153	3.9	4
7.	The Best Connection Inc.	Hamilton	141	2.8	2
8.	City of Hamilton	Hamilton	120	14.5	15
9.	ArcelorMittal Dofasco	Hamilton	107	17.7	14
10.	Vaco Lannick	Hamilton	94	2.0	2
11.	Randstad Canada	Hamilton	94	6.5	6
12.	Oakridge Landscape Contractors	Hamilton	86	19.8	22
13.	Great Clips	Hamilton	85	3.9	3
14.	Challenger Motor Freight	Hamilton	71	1.5	1
15.	Randstad	Hamilton	71	29.0	35
16.	Shoppers Drug Mart	Hamilton	60	8.1	6
17.	Carmen's Group	Hamilton	56	14.8	15
18.	Hamilton-Wentworth District School Board	Hamilton	54	15.1	8
19.	Mohawk College	Hamilton	53	19.3	22
20.	Robert Half	Hamilton	51	7.7	2
21.	ABL Employment	Hamilton	51	9.4	3
22.	Shoppers Drug Mart / Pharmaprix	Hamilton	47	15.5	15
23.	Hamilton Wentworth District School	Hamilton	45	20.6	22
24.	CarePartners	Hamilton	41	3.5	1
25.	Walmart Canada	Hamilton	40	17.4	15
26.	GLS Canada	Stoney Creek	35	19.7	22
27.	Metro	Hamilton	34	13.8	8
28.	AppleOne	Hamilton	34	19.2	22
29.	Good Shepherd Non Profit Homes	Hamilton	33	18.6	22
30.	Hamilton Recruitment	Hamilton	32	13.3	15
31.	CIBC	Hamilton	32	12.3	15

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

353

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE
1.	Chiropractor	Bodywise Health & Rehab	Ancaster	140
2.	City Solicitor	City of Hamilton	Hamilton	111.4
3.	Speech-language Pathologist	Speech Hens	Hamilton	105
4.	Speech-language Pathologist	Mountain Speech Language Services	Hamilton	100
5.	Dentiste	Centre de sant�� communautaire Hamilton/Niagara	Hamilton	97.59
6.	Solicitor-Irt	City of Hamilton	Hamilton	88.92
7.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80
8.	Plumber	Neptune Technology Group	Hamilton	75
9.	Manager, Strategy And Continuous Improvement	City of Hamilton	Hamilton	73.43
10.	Manager, Water & Wastewater Systems Planning	City of Hamilton	Hamilton	73.43
11.	Manager, Accounting Services	City of Hamilton	Hamilton	73.43
12.	Manager - Recycling & Waste	City of Hamilton	Hamilton	73.43

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TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE
1.	Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You!	Zocasa Realty Inc	Hamilton	350,000
2.	Associate Dentist	In Hamilton	Hamilton	311,923
3.	Endodontist	Limeridge Dental	Hamilton	294,022
4.	Real Estate Buyer Sales Agent	Dan Cooper Group	Hamilton	250,000
5.	Operations Chief	Mcmaster University	Hamilton	212,844
6.	Az Drivers For Rolltite / Flatbed Division	Pride Group Logistics	Hamilton	200,000
7.	Owner/operator - Furniture And Appliances	The Carr Group	Ancaster	200,000
8.	Window And Doors Sales Person	Brookstone Windows & Doors	Hamilton	195,000
9.	Chief Commercial Officer	ZTR Control Systems	Hamilton	180,000
10.	Concrete Operations Manager - Construction	Scott Concrete Services Inc.	Hamilton	180,000

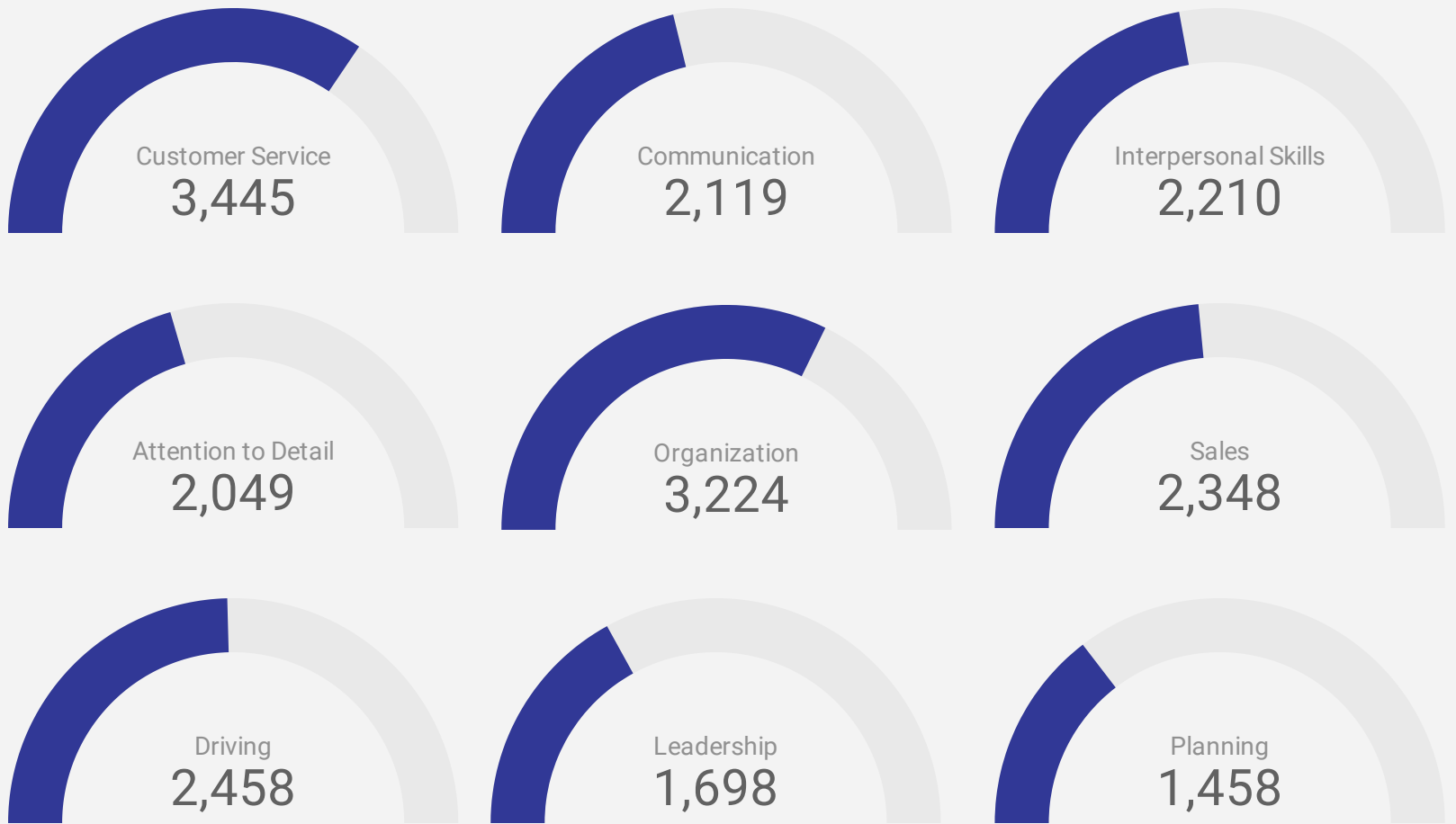
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

15,148



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

15,148



Driver's License
337



First Aid
576



Regular Access to a Vehicle
593



Criminal Record Check
559



Microsoft Office
916



Food Safety
267

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	1,647	2.5	1
2.	6421	Retail salespersons	NOC Skill Level C	598	17.2	15
3.	7452	Material handlers	NOC Skill Level C	364	12.4	13
4.	6322	Cooks	NOC Skill Level B	274	20.4	21.5
5.	6552	Other customer and information services representatives	NOC Skill Level C	258	16.9	15
6.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	256	2.4	1
7.	7511	Transport truck drivers	NOC Skill Level C	242	18.9	18
8.	621	Retail and wholesale trade managers	NOC Skill Level A	207	17.0	15
9.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	197	17.6	15
10.	6731	Light duty cleaners	NOC Skill Level D	176	21.9	21
11.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	169	15.0	15
12.	1241	Administrative assistants	NOC Skill Level B	145	17.6	15
13.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	138	14.7	15
14.	7514	Delivery and courier service drivers	NOC Skill Level C	121	18.5	15
15.	6611	Cashiers	NOC Skill Level D	120	13.9	15
16.	1414	Receptionists	NOC Skill Level C	119	17.3	15
17.	6541	Security guards and related security service occupations	NOC Skill Level C	118	17.8	21
18.	1111	Financial auditors and accountants	NOC Skill Level A	98	8.5	3
19.	4212	Social and community service workers	NOC Skill Level B	92	17.7	16
20.	6341	Hairstylists and barbers	NOC Skill Level B	89	6.5	4
21.	1221	Administrative officers	NOC Skill Level B	81	18.7	15
22.	1521	Shippers and receivers	NOC Skill Level C	81	16.6	15
23.	6513	Food and beverage servers	NOC Skill Level C	80	18.7	21
24.	1114	Other financial officers	NOC Skill Level A	75	15.1	15
25.	6311	Food service supervisors	NOC Skill Level B	68	36.4	15
26.	6222	Retail and wholesale buyers	NOC Skill Level B	68	16.1	15
27.	1431	Accounting and related clerks	NOC Skill Level C	66	12.7	15
28.	7611	Construction trades helpers and labourers	NOC Skill Level D	66	19.0	22
29.	3233	Licensed practical nurses	NOC Skill Level B	64	25.4	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	1,788	3.5	1
2.	642	Retail salespersons	NOC Skill Level C	598	17.2	15
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	379	18.5	15
4.	745	Longshore workers and material handlers	NOC Skill Level C	364	12.4	13
5.	632	Chefs and cooks	NOC Skill Level B	328	20.1	21
6.	673	Cleaners	NOC Skill Level D	270	20.7	16
7.	655	Customer and information services representatives	NOC Skill Level C	261	16.9	15
8.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	257	2.4	1
9.	111	Auditors, accountants and investment professionals	NOC Skill Level A	211	11.4	14
10.	062	Retail and wholesale trade managers	NOC Skill Level A	207	17.0	15
11.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	197	17.6	15
12.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	195	19.1	15
13.	441	Home care providers and educational support occupations	NOC Skill Level C	179	15.6	15
14.	141	General office workers	NOC Skill Level C	172	16.8	15
15.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	160	17.2	15
16.	662	Other sales support and related occupations	NOC Skill Level D	159	14.1	15
17.	122	Administrative and regulatory occupations	NOC Skill Level B	155	18.2	21
18.	651	Occupations in food and beverage service	NOC Skill Level C	136	18.4	15
19.	341	Assisting occupations in support of health services	NOC Skill Level C	123	18.7	22
20.	661	Cashiers	NOC Skill Level D	120	13.9	15
21.	654	Security guards and related security service occupations	NOC Skill Level C	118	17.8	21
22.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	102	18.0	15
23.	323	Other technical occupations in health care	NOC Skill Level B	94	22.2	22
24.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	93	12.8	15
25.	634	Specialized occupations in personal and customer services	NOC Skill Level B	92	6.6	4
26.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	86	22.2	16
27.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	86	15.3	15
28.	731	Machinery and transportation equipment mechanics (except motor	NOC Skill Level B	83	19.0	19

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	1,788	3.5	1
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	604	17.3	15
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	572	17.4	15
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	564	19.1	15
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	474	19.4	15
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	426	18.4	15
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	395	19.8	15
8.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	390	13.1	15
9.	72	Industrial, electrical and construction trades	NOC Skill Level B	306	22.1	15
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	286	17.7	15
11.	11	Professional occupations in business and finance	NOC Skill Level A	286	13.9	15
12.	14	Office support occupations	NOC Skill Level C	282	15.4	15
13.	66	Sales support occupations	NOC Skill Level D	279	14.0	15
14.	40	Professional occupations in education services	NOC Skill Level A	271	2.5	1
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	208	18.1	15
16.	32	Technical occupations in health	NOC Skill Level B	197	18.1	21
17.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	184	17.6	15
18.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	184	15.7	15
19.	73	Maintenance and equipment operation trades	NOC Skill Level B	181	20.3	20
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	163	18.8	21
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	142	14.7	15
22.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	140	24.8	22
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	124	18.4	21.5
24.	34	Assisting occupations in support of health services	NOC Skill Level C	123	18.7	22
25.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	108	22.7	22
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	83	20.3	18.5
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	77	17.9	21.5

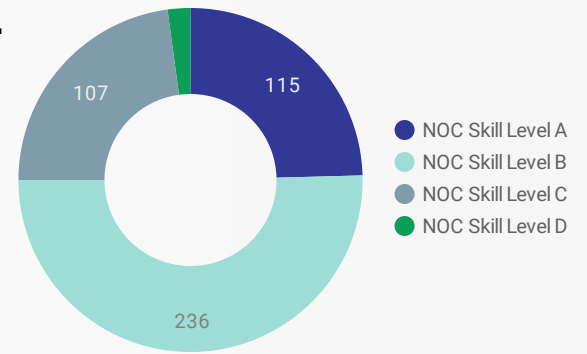
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
919	1	241	11	AVERAGE	MEDIAN
				13.4	13

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

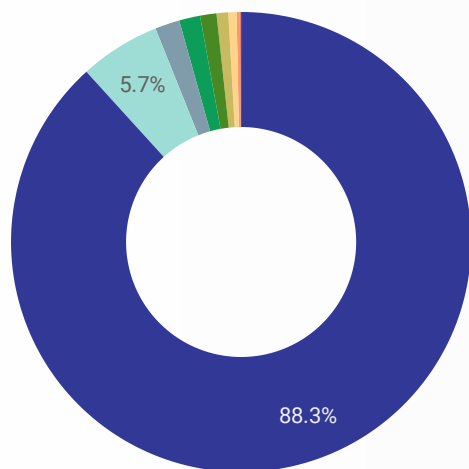
- 115 Skill Level A - Management/ Professional Occupations usually requiring University
- 236 Skill Level B - Usually college education or apprenticeship training
- 107 Skill Level C - Usually secondary education or occupation-specific training
- 10 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	99	202	85	7
Italian Langu...	4	20	16	1
Spanish Lang...	7	3	2	1
Arabic Langu...	1	2	2	
Cantonese La...	2	2		
Punjabi Lang...	1	1	1	
Japanese La...	1	1	1	1

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?

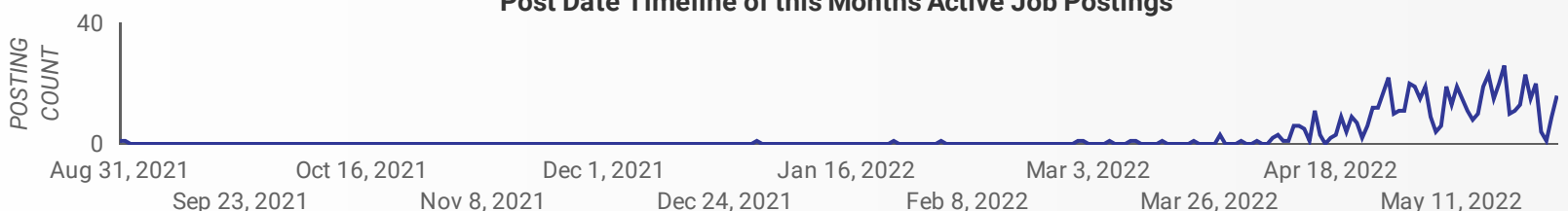


- Bilingual Language Jobs
- Italian Language Jobs
- Spanish Language Jobs
- Arabic Language Jobs
- Cantonese Language Jobs
- Japanese Language Jobs
- Punjabi Language Jobs
- Mandarin Language Jobs
- Vietnamese Language Jobs
- Chinese Language Jobs

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	800
2. Italian Language Jobs	60
3. Spanish Language Jobs	20
4. Arabic Language Jobs	13
5. Cantonese Language Jobs	10
6. Japanese Language Jobs	5
7. Punjabi Language Jobs	4

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

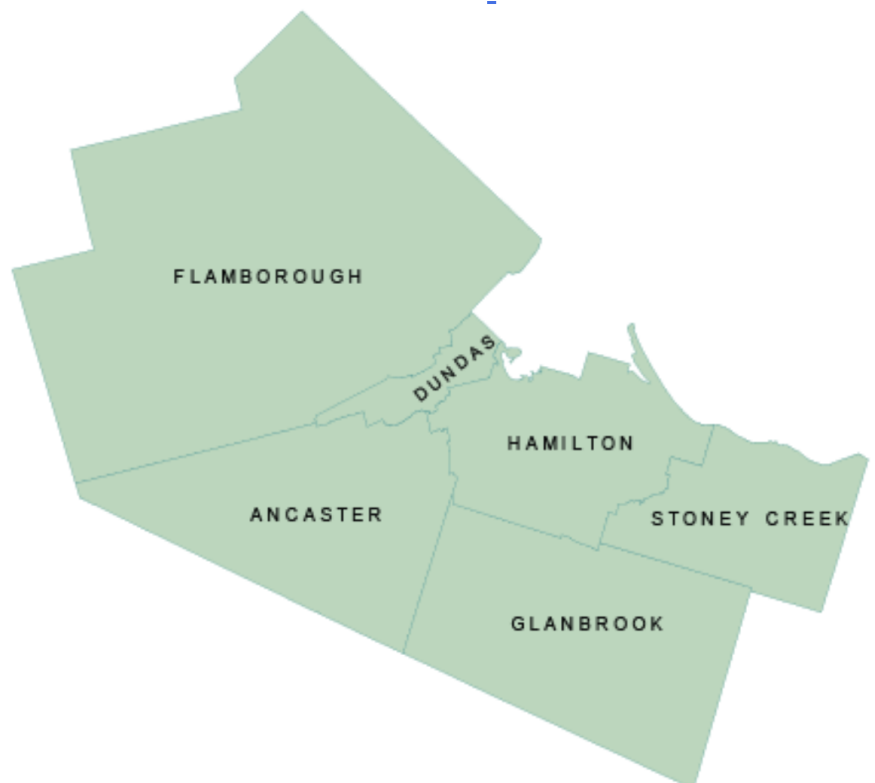
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Italian La...	Spanish ...	Arabic La...	Cantones...	Punjabi L...	Grand total
Business, finance and administration occu...	60			1	2	1	65
Health occupations	52				2		55
Management occupations	33	3	6				42
Natural and applied sciences and related o...	6		1				7
Natural resources, agriculture and related ...			1				1
Occupations in art, culture, recreation and ...	3		1				4
Occupations in education, law and social, ...	164	1		2		1	169
Sales and service occupations	65	36	2	2		1	112
Trades, transport and equipment operator...	10	1	2				13
Grand total	393	41	13	5	4	3	468

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	840	13.1	9
2. Stoney Creek	34	18.4	18.5
3. Dundas	24	19.6	16
4. Ancaster	15	16.4	21.5
5. Flamborough	6	9.4	7
Grand total	919	13.4	12.5



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	116
2. Retail salespersons	25
3. Retail and wholesale trade managers	23
4. Social and community service workers	21
5. Other customer and information services re...	21
6. Cooks	18
7. Chefs	10
8. Administrative assistants	9
9. Receptionists	8
10. Food and beverage servers	8
11. Corporate sales managers	8
12. Elementary school and kindergarten teachers	8
13. Respiratory therapists, clinical perfusionist...	7
14. Nurse aides, orderlies and patient service a...	7
15. Letter carriers	7
16. Financial auditors and accountants	6
17. Early childhood educators and assistants	5
18. Legal administrative assistants	5
19. MaÃtres d'hÃtel and hosts/hostes...	5
20. Food counter attendants, kitchen helpers an...	5
21. Administrative officers	5
22. Restaurant and food service managers	4
23. Human resources professionals	4
24. Other financial officers	4
25. Licensed practical nurses	4
26. Pharmacists	4
27. Security guards and related security service...	4
28. Occupational therapists	4
29. Audiologists and speech-language pathologi...	4
30. General office support workers	4
31. Dietitians and nutritionists	4
32. Home support workers, housekeepers and r...	4

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MULTILINGUAL HIRING EMPLOYERS

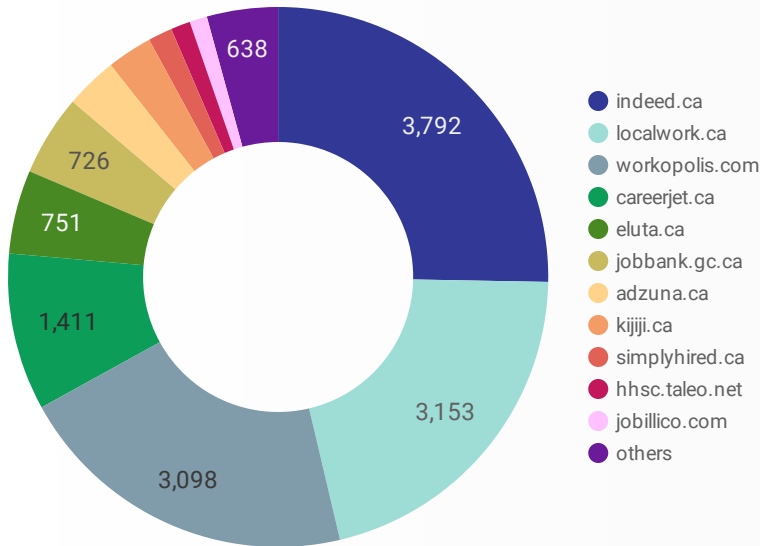
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	217
2. Varsity Tutors	116
3. YWCA Hamilton	23
4. Carmen's Group	17
5. VON Canada	13
6. Cowan Insurance Group	12
7. Hamilton Health Sciences Corporation	12
8. Farm Boy	11
9. East Side Mario's	10
10. BDC - Indigenous Recruitment	10
11. VON	8
12. Farm Boy Inc.	8
13. Good Shepherd Centres	7
14. Cuso International	7
15. Canon Canada Inc.	7
16. Victorian Order of Nurses / VON	7
17. La Source	7
18. Stryker Corporation	7
19. Ackroo	6
20. Hamilton-Wentworth District School Board	6
21. Centre de santÃ communautaire Hamilton/Niagara	6
22. Mission Services of Hamilton Inc.	6
23. ArcelorMittal Dofasco	6
24. Swiss Chalet	6
25. Rygiel Supports For Community Living	6
26. Sitel Group	6
27. Centre de Sante Communautaire	6
28. virginplus	6
29. The Salvation Army	6
30. Great-West Life	5

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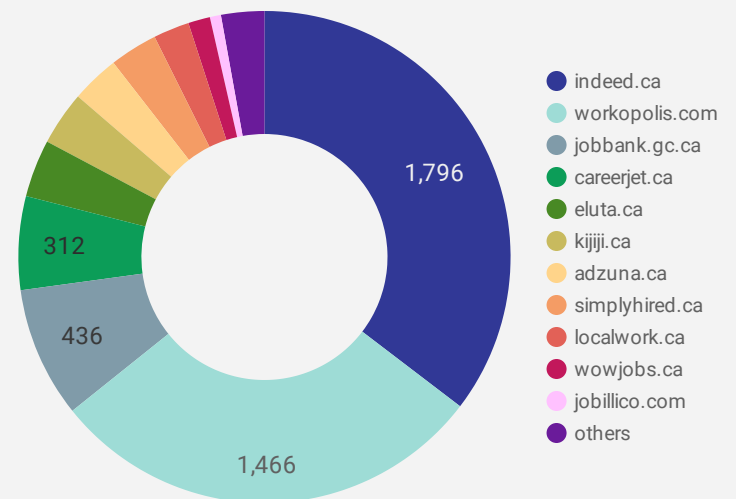
JOB POSTINGS BY JOB BOARD

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



COMPANIES BY JOB BOARD

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



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	3,792	21.9	22	1,796
2.	localwork.ca	3,153	2.7	1	120
3.	workopolis.com	3,098	15.0	15	1,466
4.	careerjet.ca	1,411	16.0	9	312
5.	eluta.ca	751	21.9	22	192
6.	jobbank.gc.ca	726	27.8	16	436
7.	adzuna.ca	468	15.0	15	161
8.	kijiji.ca	407	15.0	15	180
9.	simplyhired.ca	217	15.0	15	160
10.	hhsc.taleo.net	175	12.4	8	1
11.	jobillico.com	158	22.0	20	37
12.	randstad.ca	101	10.6	11	1
13.	careerarc.com	97	22.4	13	14
14.	wowjobs.ca	91	14.8	15	73
15.	network.applytoeducation.com	67	8.9	6	2
16.	careerbuilder.ca	64	20.9	24	21
17.	careerowl.ca	52	139.3	133	35