



JOB DEMAND REPORT

JUNE 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
12,310	7,952	3,478	33

OF DAYS POSTED

AVERAGE	MEDIAN
18.6	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.

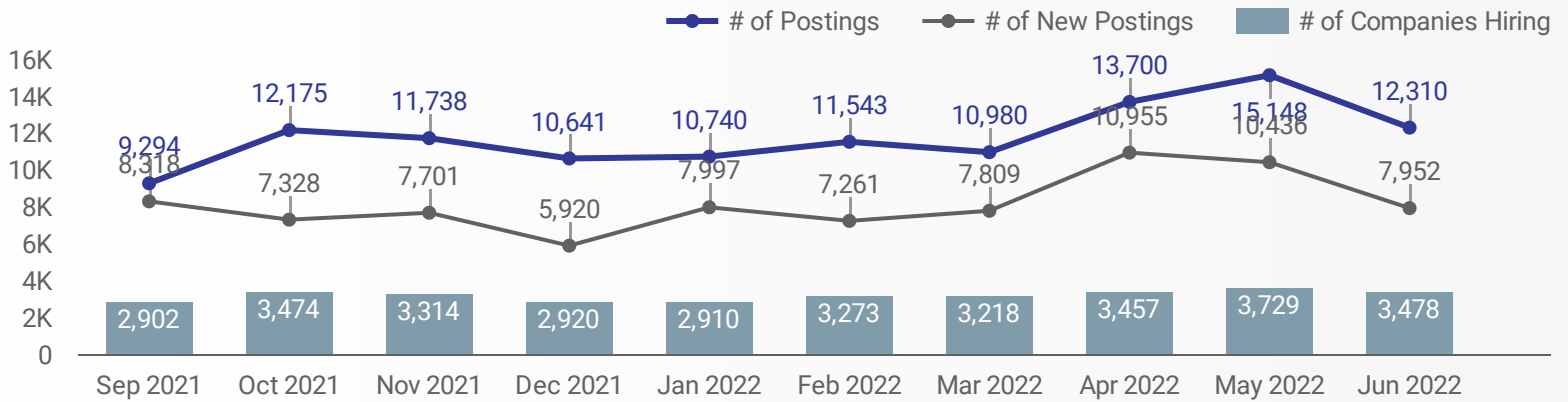


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JOB POSTINGS BY MONTH

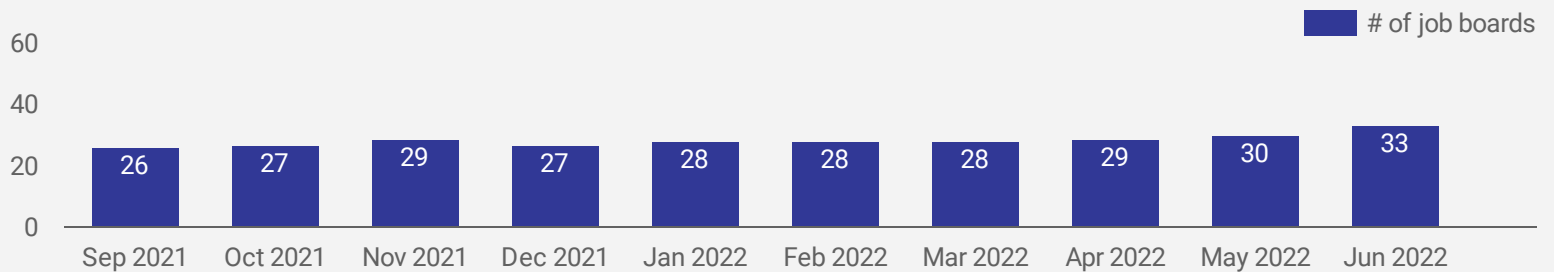
How many job postings were active for at least 1 day this month?



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

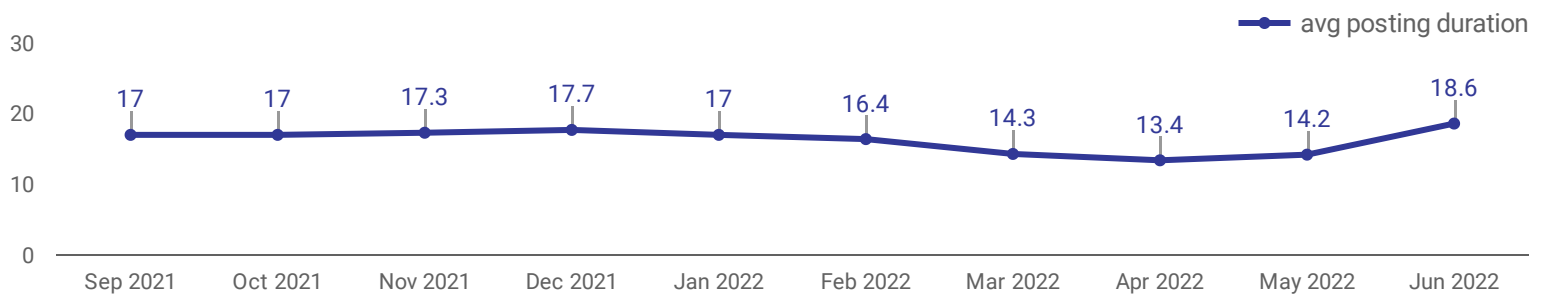
NUMBER OF ACTIVE JOB BOARDS

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

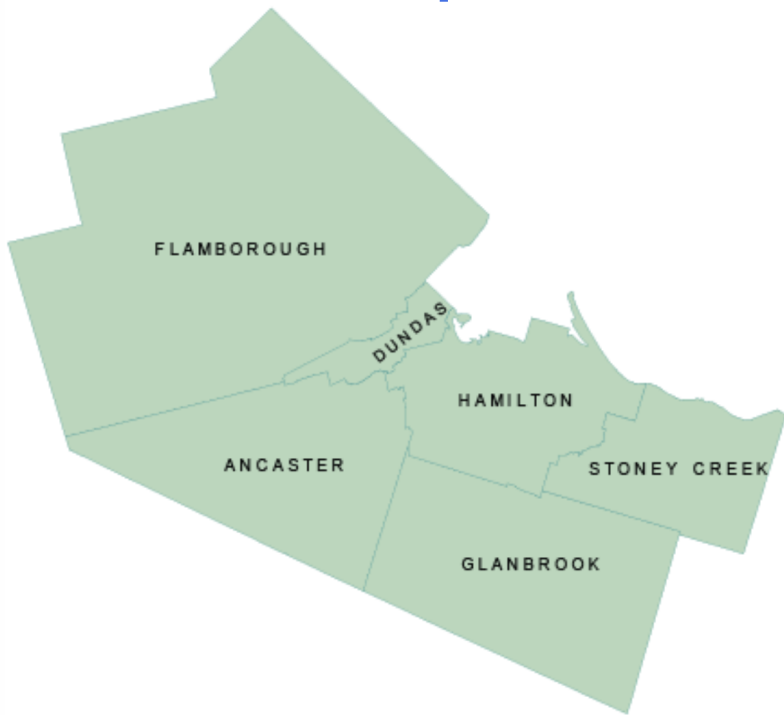
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

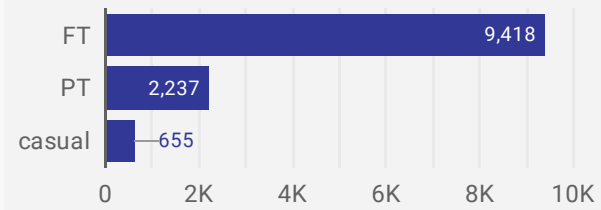
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	9,956	18.3	15
2. Stoney Creek	1,080	20.2	15
3. Ancaster	615	18.9	15
4. Dundas	389	21.6	15
5. Flamborough	269	17.9	15
Grand total	12,309	18.6	15



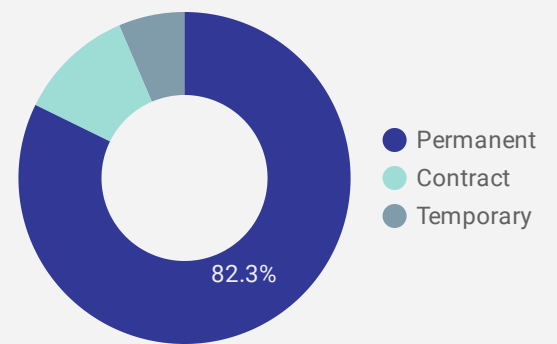
JOB TYPE

Full-time vs Part-time



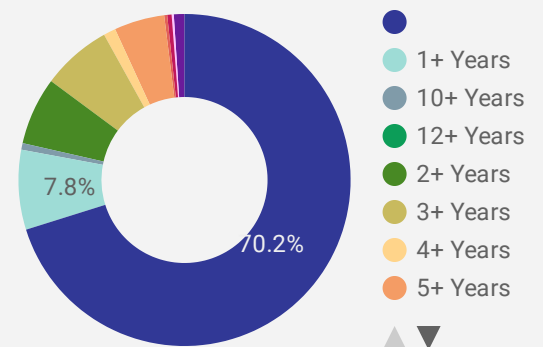
JOB DURATION

Permanency of jobs posted



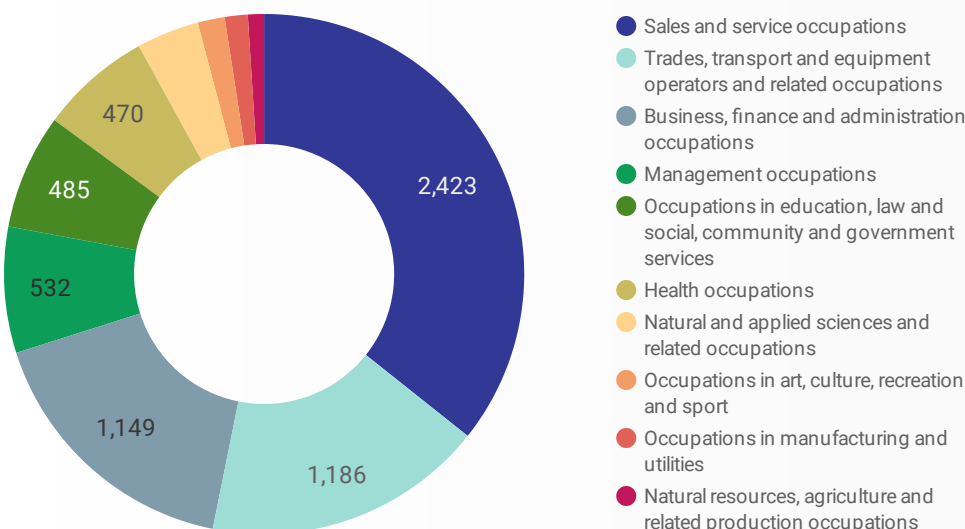
JOB EXPERIENCE

Job Postings by Experience Level Required



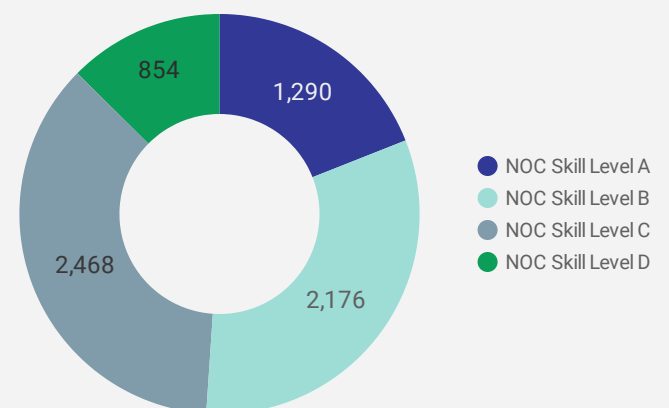
JOB POSTINGS BY SKILL TYPE

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?










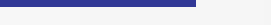


	COMPANY	COMMUNITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Mcmaster University	Hamilton	520	16.3	15
2.	St Joseph's Healthcare Hamilton	Hamilton	229	20.8	22
3.	Hamilton Health Sciences	Hamilton	225	10.8	9
4.	Kijiji	Hamilton	199	15.0	15
5.	City of Hamilton	Hamilton	147	15.2	15
6.	Hamilton Health Sciences Corp.	Hamilton	112	22.0	22
7.	Randstad Canada	Hamilton	88	24.6	28
8.	The Best Connection Inc.	Hamilton	74	4.0	2
9.	Hamilton Wentworth District School	Hamilton	74	20.4	22
10.	Mohawk College	Hamilton	66	18.7	22
11.	Oakridge Landscape Contractors	Hamilton	65	16.0	15
12.	L3Harris	Hamilton	60	17.1	15
13.	Hamilton-Wentworth District School Board	Hamilton	59	7.1	2
14.	ArcelorMittal Dofasco	Hamilton	56	25.2	15
15.	Randstad	Hamilton	53	25.8	22
16.	American Iron and Metal Recycling	Hamilton	50	13.7	15
17.	ABL Employment	Hamilton	47	18.8	22
18.	Robert Half	Hamilton	45	7.5	2
19.	Compass Group	Hamilton	44	17.6	15
20.	Carmen's Group	Hamilton	43	16.9	15
21.	GLS Logistics Systems Canada Ltd.	Stoney Creek	42	17.7	22
22.	Shoppers Drug Mart	Hamilton	41	20.2	18
23.	Shoppers Drug Mart / Pharmaprix	Hamilton	40	16.5	15
24.	Scotiabank	Hamilton	35	16.4	15
25.	Paladin Security	Hamilton	34	14.5	15
26.	Great Clips	Hamilton	34	2.2	2
27.	Fortinos	Stoney Creek	33	16.2	15
28.	Fortinos	Hamilton	32	16.0	15
29.	Good Shepherd Centres	Hamilton	31	16.1	15
30.	Home Depot of Canada Inc.	Hamilton	31	9.1	8
31.	Umbrella Family and Child Centres of Hamilton	Hamilton	31	20.9	22

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

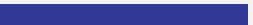








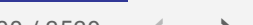
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	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Speech-language Pathologist	Speech Hens	Hamilton	105 
2.	Speech-language Pathologist	Mountain Speech Language Services	Hamilton	100 
3.	Optometrist	Phoenix Eyewear	Dundas	100 
4.	Deputy City Solicitor	City of Hamilton	Hamilton	96.89 
5.	Subject Matter Expert	Unknown	Hamilton	95 
6.	Director, Housing Services	City of Hamilton	Hamilton	92.1 
7.	Developer, Software	ZCOM Systems Group Inc.	Hamilton	85 
8.	Director Public Service - Permanent Full Time	City of Hamilton	Hamilton	81.5 
9.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80 
10.	Manager, Staging Of Development/legislative Approvals	City of Hamilton	Hamilton	73.43 
11.	Manager, Strategy And Continuous Improvement	City of Hamilton	Hamilton	73.43 
12.	Manager Infrastructure Renewal	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.	Sales Representative	Royal York Property Management	Hamilton	250,000 
5.	Sales Agent	Royal York Property Management	Hamilton	250,000 
6.	Az Owner Operator	Lp Services	Hamilton	208,000 
7.	Metal Roofing Installation - Partners	Paramount Metal Roofing	Hamilton	200,000 
8.	Boat/yacht Sales Representative	United City Yachts	Hamilton	200,000 
9.	Casual Virtual Psychiatric Consultant	Psychotherapy Matters	Hamilton	200,000 
10.	Concrete Operations Manager -	Scott Concrete Services Inc	Hamilton	180,000 

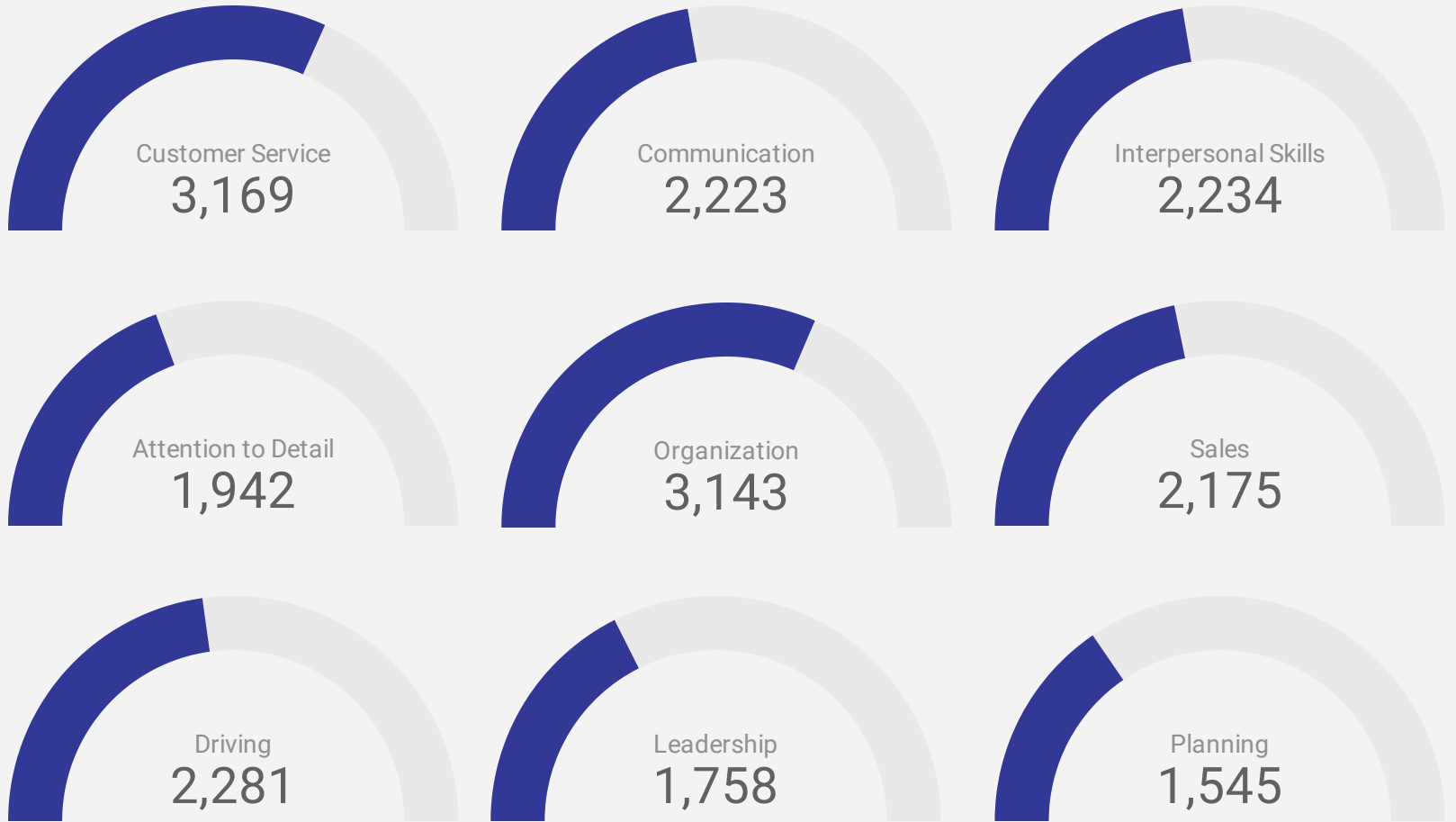
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

12,310



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

12,310



Driver's License
282



First Aid
591



Regular Access to a Vehicle
508



Criminal Record Check
541



Microsoft Office
943



Food Safety
264

JOB POSTINGS BY SKILL LEVEL, FREQUENCY, & DURATION

What jobs are in-demand and/or hard to fill?

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	470	18.6	15
2.	7452	Material handlers	NOC Skill Level C	285	19.9	22
3.	6322	Cooks	NOC Skill Level B	274	21.6	15
4.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	228	17.0	15
5.	6552	Other customer and information services representatives	NOC Skill Level C	223	18.0	15
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	186	18.8	15
7.	7511	Transport truck drivers	NOC Skill Level C	186	17.7	15
8.	621	Retail and wholesale trade managers	NOC Skill Level A	182	20.5	15
9.	1241	Administrative assistants	NOC Skill Level B	151	17.0	15
10.	6731	Light duty cleaners	NOC Skill Level D	148	20.6	15
11.	1414	Receptionists	NOC Skill Level C	118	17.5	15
12.	7514	Delivery and courier service drivers	NOC Skill Level C	110	18.1	15
13.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	101	16.7	15
14.	6541	Security guards and related security service occupations	NOC Skill Level C	96	16.8	15
15.	6611	Cashiers	NOC Skill Level D	93	21.9	15
16.	1114	Other financial officers	NOC Skill Level A	89	19.1	15
17.	1221	Administrative officers	NOC Skill Level B	87	19.5	15
18.	6513	Food and beverage servers	NOC Skill Level C	82	19.7	15
19.	6311	Food service supervisors	NOC Skill Level B	73	32.2	15
20.	7611	Construction trades helpers and labourers	NOC Skill Level D	72	16.8	15
21.	4212	Social and community service workers	NOC Skill Level B	68	19.3	15
22.	1431	Accounting and related clerks	NOC Skill Level C	66	17.0	15
23.	714	Facility operation and maintenance managers	NOC Skill Level A	66	17.9	15
24.	6222	Retail and wholesale buyers	NOC Skill Level B	64	15.8	15
25.	3233	Licensed practical nurses	NOC Skill Level B	63	21.8	22
26.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	57	16.2	15
27.	631	Restaurant and food service managers	NOC Skill Level A	55	28.3	22
28.	111	Financial managers	NOC Skill Level A	55	20.4	15
29.	6211	Retail sales supervisors	NOC Skill Level B	53	21.3	15
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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.	642	Retail salespersons	NOC Skill Level C	470	18.6	15
2.	632	Chefs and cooks	NOC Skill Level B	324	21.7	15
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	310	18.0	15
4.	745	Longshore workers and material handlers	NOC Skill Level C	285	19.9	22
5.	673	Cleaners	NOC Skill Level D	237	19.0	15
6.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	228	17.0	15
7.	655	Customer and information services representatives	NOC Skill Level C	224	18.0	15
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	214	17.2	15
9.	441	Home care providers and educational support occupations	NOC Skill Level C	199	22.2	15
10.	062	Retail and wholesale trade managers	NOC Skill Level A	182	20.5	15
11.	111	Auditors, accountants and investment professionals	NOC Skill Level A	182	18.5	15
12.	122	Administrative and regulatory occupations	NOC Skill Level B	168	18.9	15
13.	141	General office workers	NOC Skill Level C	154	18.1	15
14.	651	Occupations in food and beverage service	NOC Skill Level C	144	21.7	15
15.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	137	19.6	15
16.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	124	17.9	15
17.	662	Other sales support and related occupations	NOC Skill Level D	107	16.9	15
18.	341	Assisting occupations in support of health services	NOC Skill Level C	104	17.8	15
19.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	100	18.1	15
20.	654	Security guards and related security service occupations	NOC Skill Level C	96	16.8	15
21.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	96	17.7	15
22.	661	Cashiers	NOC Skill Level D	93	21.9	15
23.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	90	18.0	15
24.	323	Other technical occupations in health care	NOC Skill Level B	88	22.2	22
25.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	85	17.6	15
26.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	83	22.7	15
27.	631	Service supervisors	NOC Skill Level B	79	30.6	15
28.	761	Trades helpers and labourers	NOC Skill Level D	76	17.6	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.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	534	18.7	15
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	512	20.8	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	487	18.5	15
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	474	18.2	15
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	427	18.5	15
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	355	18.2	15
7.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	307	19.8	22
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	277	21.1	15
9.	14	Office support occupations	NOC Skill Level C	266	17.8	15
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	264	21.5	15
11.	11	Professional occupations in business and finance	NOC Skill Level A	253	18.3	15
12.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	216	19.2	15
13.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	208	21.9	15
14.	66	Sales support occupations	NOC Skill Level D	200	19.4	15
15.	32	Technical occupations in health	NOC Skill Level B	186	19.6	22
16.	73	Maintenance and equipment operation trades	NOC Skill Level B	159	20.5	15
17.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	151	21.1	15
18.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	150	17.9	15
19.	31	Professional occupations in health (except nursing)	NOC Skill Level A	150	18.3	22
20.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	147	24.9	15
21.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	137	19.6	15
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	117	21.6	15
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	113	22.4	16
24.	34	Assisting occupations in support of health services	NOC Skill Level C	104	17.8	15
25.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	93	18.0	15
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	88	17.4	15
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	80	18.8	16

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES
933	0	372	11

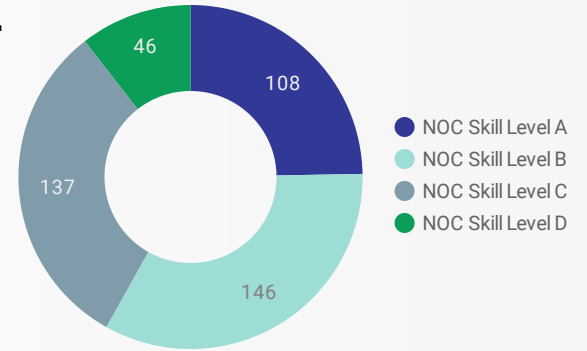
OF DAYS POSTED

AVERAGE	MEDIAN
17.3	15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 108 Skill Level A - Management/ Professional Occupations usually requiring University
- 146 Skill Level B - Usually college education or apprenticeship training
- 137 Skill Level C - Usually secondary education or occupation-specific training
- 46 Skill Level D - Usually on-the-job training

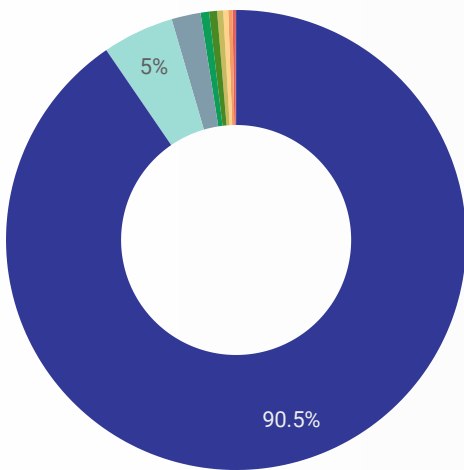


SKILL LEVEL / POSTING COUNT

LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	91	122	111	32
Italian Langu...	7	13	22	8
Spanish Lang...	6	4	1	3
Japanese La...	1	1		3
Vietnamese L...		3	1	
Arabic Langu...		2	1	
Cantonese L...	2			

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



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

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	826
2. Italian Language Jobs	56
3. Spanish Language Jobs	21
4. Arabic Language Jobs	8
5. Japanese Language Jobs	7
6. Vietnamese Language Jobs	4
7. Cantonese Language Jobs	3

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

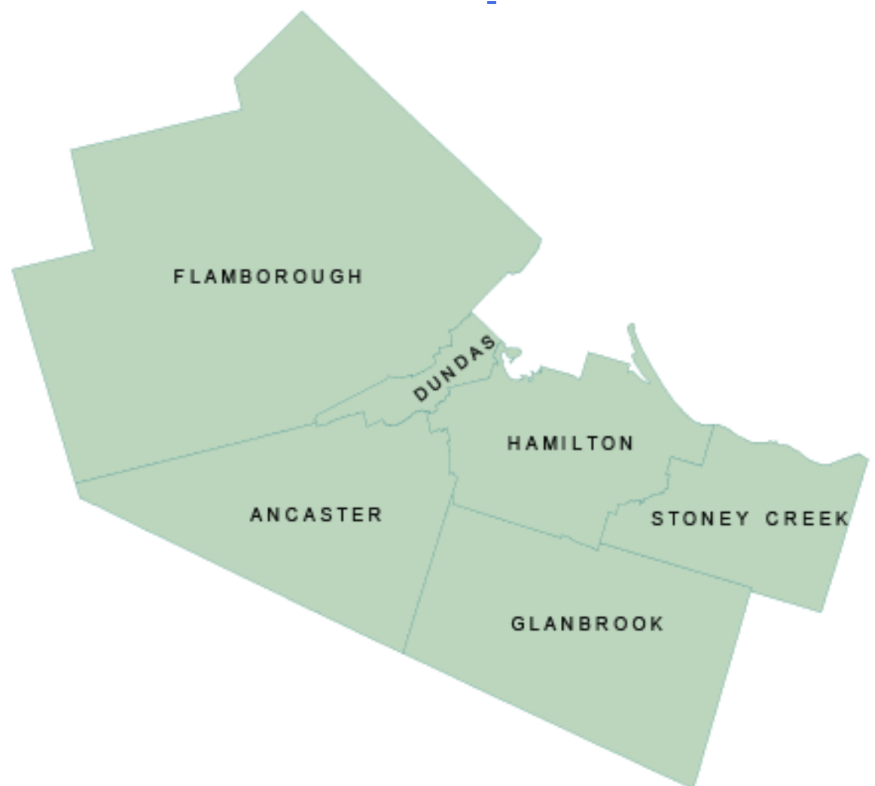
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Italian La...	Spanish ...	Japanese...	Vietname...	Arabic La...	Grand total
Business, finance and administration occu...	62		2				65
Health occupations	57						59
Management occupations	19	6	3	1			29
Natural and applied sciences and related o...	11		1				12
Natural resources, agriculture and related ...	1						1
Occupations in art, culture, recreation and ...	12		2				15
Occupations in education, law and social, ...	58	2	1			2	64
Occupations in manufacturing and utilities	1						1
Sales and service occupations	94	42	4	4	4	1	149
Trades, transport and equipment operator...	41		1				42
Grand total	356	50	14	5	4	3	437

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	807	16.7	15
2. Stoney Creek	54	19.1	15
3. Dundas	41	24.7	15
4. Ancaster	18	21.4	15
5. Flamborough	13	15.5	15
Grand total	933	17.3	15



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Cooks	24
2. Food counter attendants, kitchen helpers an...	23
3. Social and community service workers	23
4. Other customer and information services re...	22
5. Retail salespersons	21
6. Home support workers, housekeepers and r...	16
7. Food and beverage servers	12
8. Administrative assistants	12
9. Restaurant and food service managers	11
10. Nurse aides, orderlies and patient service a...	10
11. Receptionists	9
12. MaÃtres d'hÃtel and hosts/hostes...	9
13. Retail and wholesale trade managers	8
14. Authors and writers	8
15. Construction trades helpers and labourers	7
16. Audiologists and speech-language pathologi...	7
17. Other financial officers	6
18. Respiratory therapists, clinical perfusionist...	5
19. Bartenders	5
20. Chefs	5
21. Allied primary health practitioners	5
22. Program leaders and instructors in recreati...	5
23. Security guards and related security service...	5
24. Carpenters	5
25. Material handlers	5
26. Financial auditors and accountants	5
27. Professional occupations in advertising, ma...	5
28. Shippers and receivers	4
29. Facility operation and maintenance manage...	4
30. Cashiers	4
31. Administrative officers	4
32. Social workers	4

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MULTILINGUAL HIRING EMPLOYERS

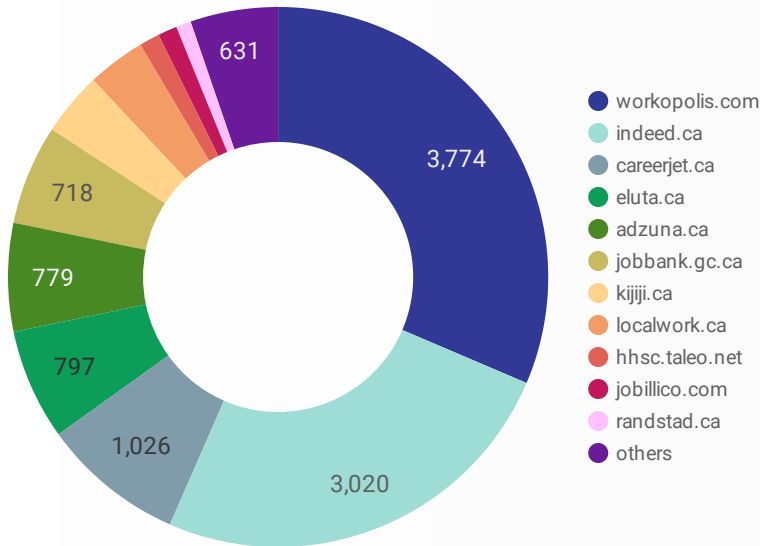
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	174
2. YWCA Hamilton	18
3. Canon Canada Inc.	17
4. VON Canada	13
5. BDC - Indigenous Recruitment	11
6. Hamilton Health Sciences Corporation	11
7. Cowan Insurance Group	11
8. Centre de santÃ communautaire Hamilton/Niagara	11
9. East Side Mario's	10
10. McMaster University	10
11. Carmen's Group	9
12. Good Shepherd Centres	9
13. St Joseph's Healthcare Hamilton	9
14. Swiss Chalet	8
15. The Salvation Army	7
16. Farm Boy Inc.	7
17. Archmill House Inc	7
18. Hamilton-Wentworth District School Board	6
19. Fedcap Canada	6
20. Cara Operations	6
21. Laura Canada	6
22. Centre de Sante Communautaire	6
23. National Bank of Canada	6
24. Canada Post Corp	5
25. VON Canada (Ontario)	5
26. Sykes	5
27. Karma Candy Inc	5
28. Hamilton Wentworth District School	5
29. D Spot Dessert CafÃ Hamilton	5
30. Concentrix	5

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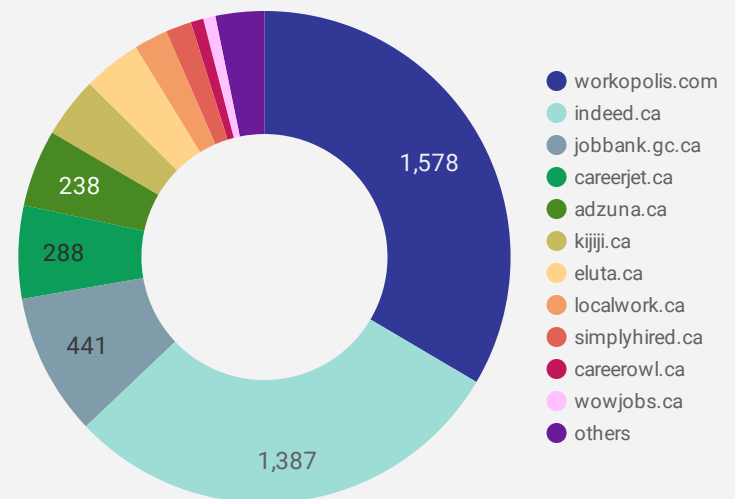
JOB POSTINGS BY JOB BOARD

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.	workopolis.com	3,774	15.0	15	1,578
2.	indeed.ca	3,020	21.8	22	1,387
3.	careerjet.ca	1,026	24.5	22	288
4.	eluta.ca	797	21.9	22	180
5.	adzuna.ca	779	14.9	15	238
6.	jobbank.gc.ca	718	29.7	18	441
7.	kijiji.ca	457	15.0	15	188
8.	localwork.ca	417	5.0	3	105
9.	hhsc.taleo.net	147	9.3	8	1
10.	jobillico.com	138	25.3	15	33
11.	randstad.ca	108	26.5	29	1
12.	simplyhired.ca	97	32.0	32	80
13.	network.applytoeducation.com	90	4.4	2	3
14.	careerarc.com	80	33.1	14	14
15.	careerowl.ca	67	103.7	97	39
16.	wowjobs.ca	47	32.6	35	38
17.	careerbuilder.ca	44	20.8	24	14