



JOB DEMAND REPORT

JULY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
11,970	7,356	3,344	29

OF DAYS POSTED

AVERAGE	MEDIAN
17.3	14

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.

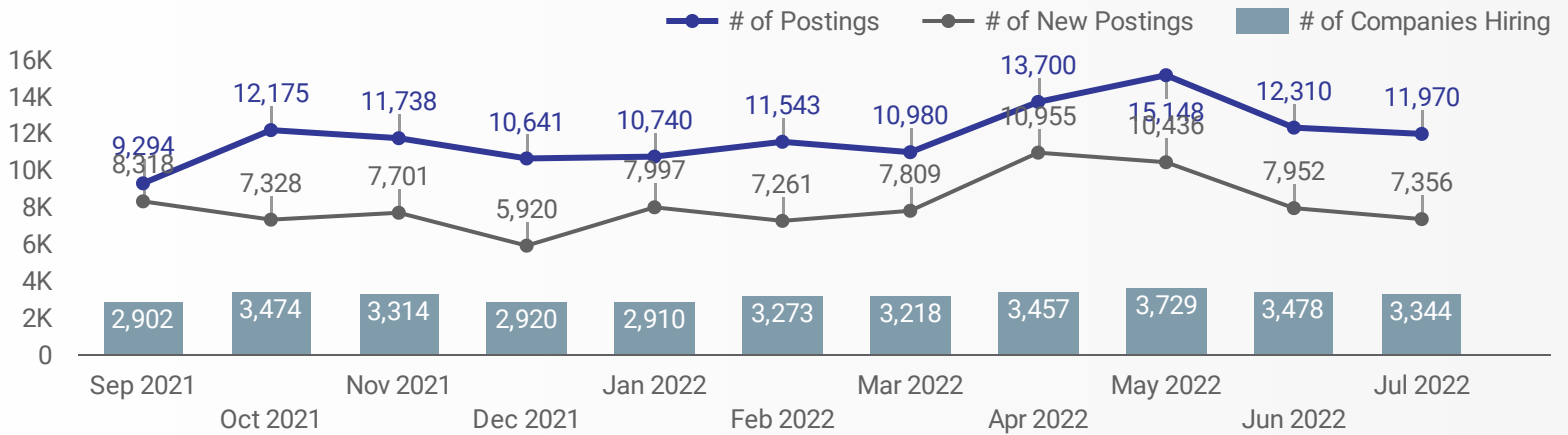


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JOB POSTINGS BY MONTH

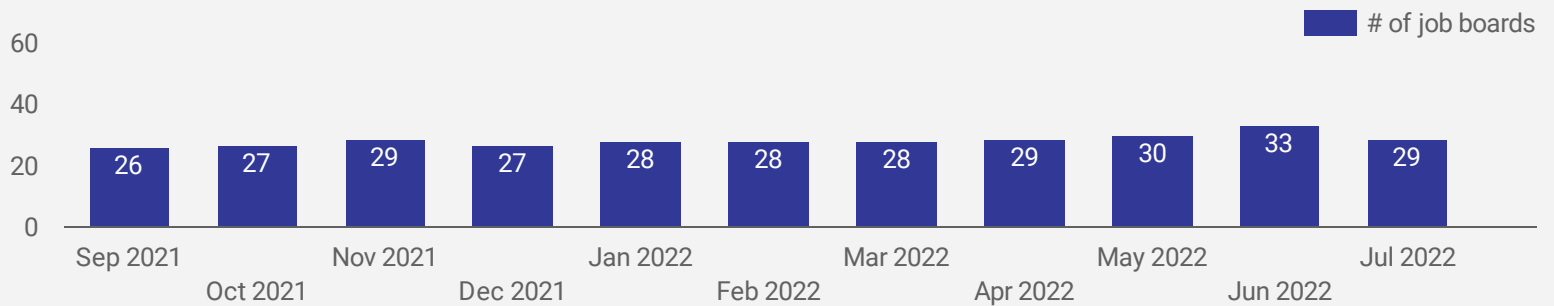
How many job postings were active for at least 1 day this month?



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

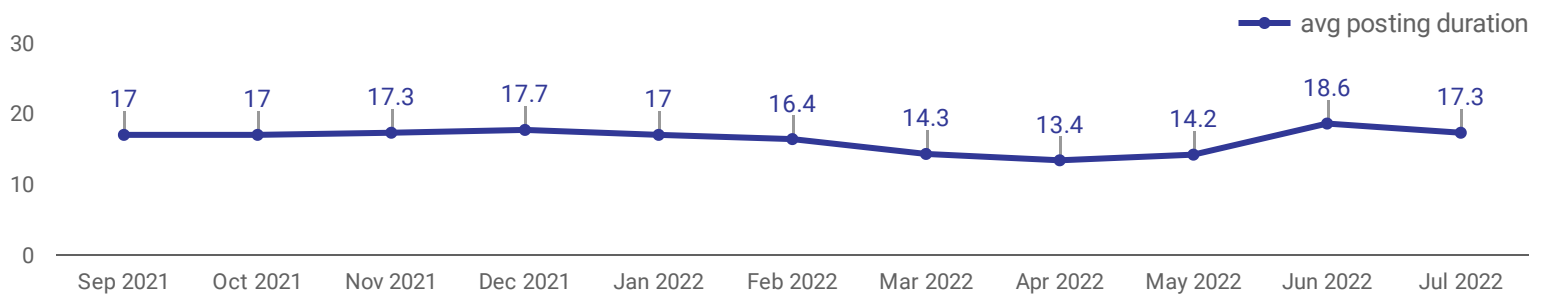
NUMBER OF ACTIVE JOB BOARDS

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



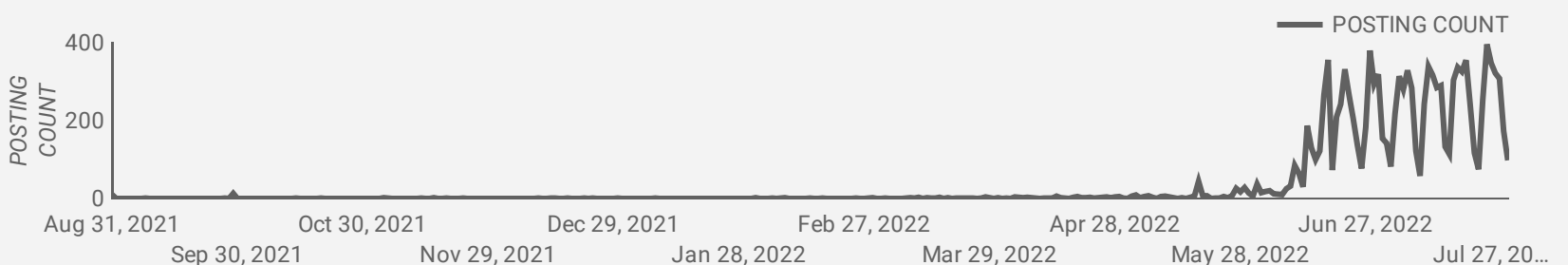
AVG & MEDIAN POSTING LENGTH BY DAYS

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

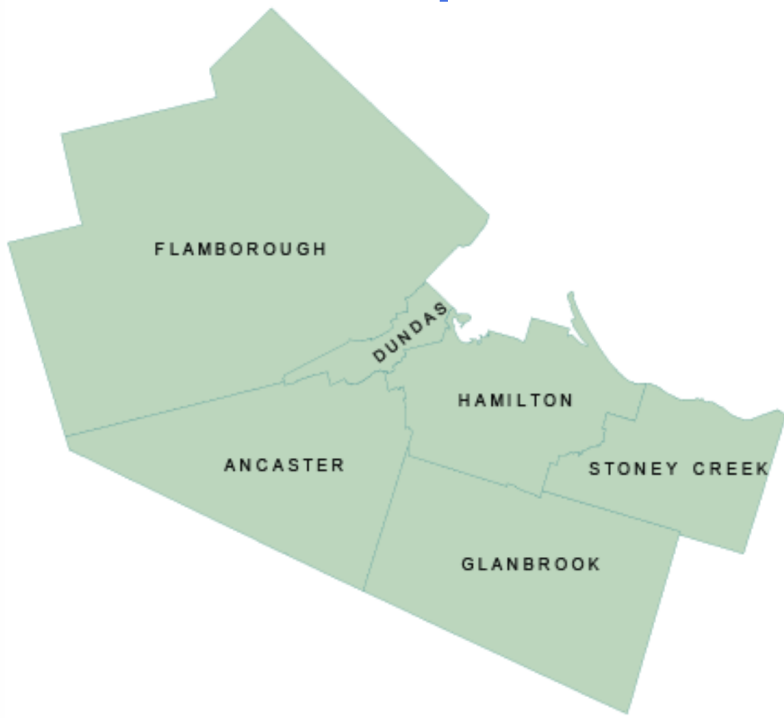
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

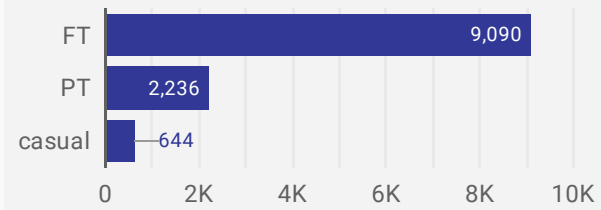
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	9,685	17.1	14
2. Stoney Creek	1,058	18.5	14
3. Ancaster	628	17.8	14
4. Dundas	364	19.0	14
5. Flamborough	233	17.2	14
Grand total	11,968	17.3	14



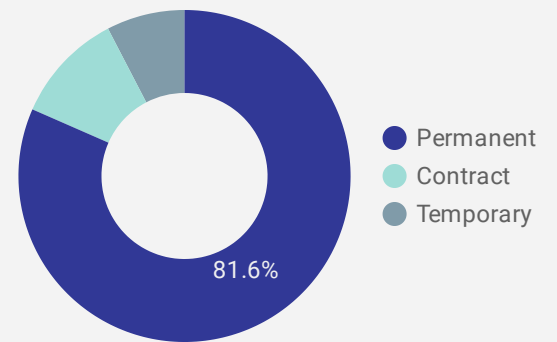
JOB TYPE

Full-time vs Part-time



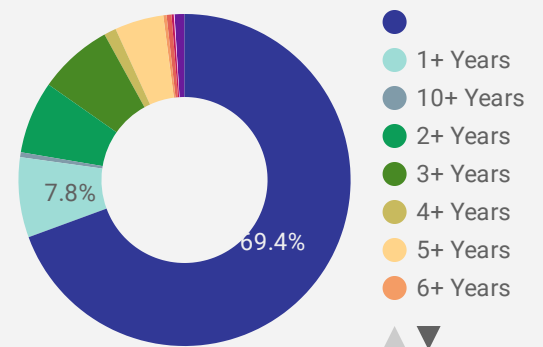
JOB DURATION

Permanency of jobs posted



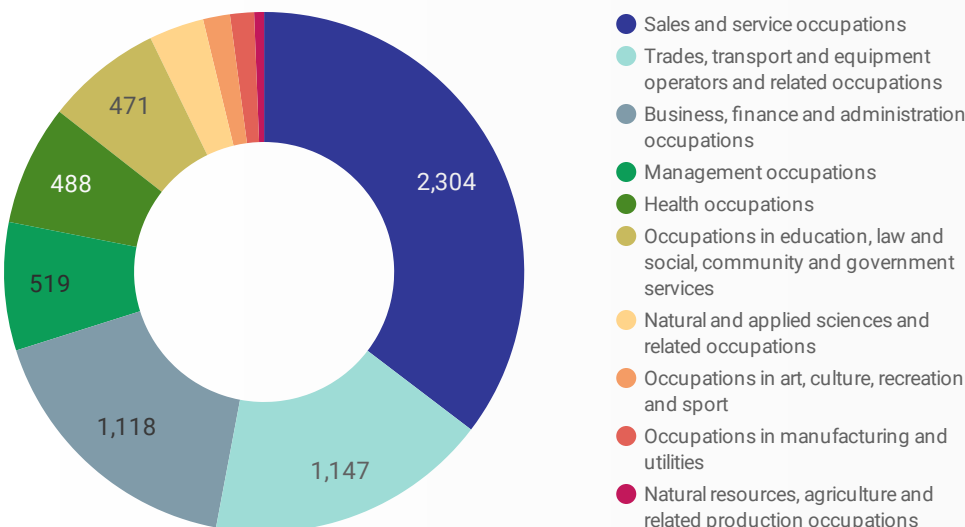
JOB EXPERIENCE

Job Postings by Experience Level Required



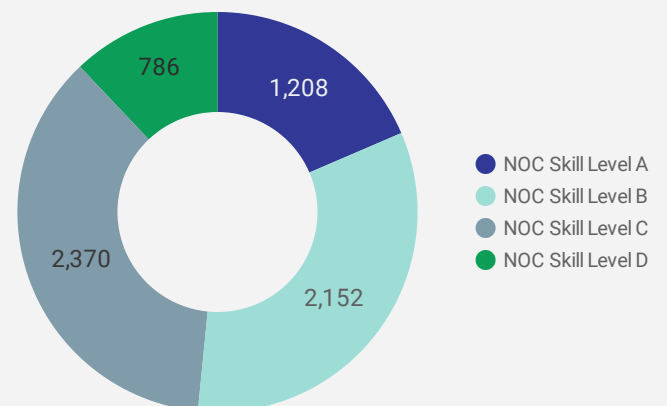
JOB POSTINGS BY JOB CATEGORY

What broad occupational category 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	618	14.8	14
2.	Hamilton Health Sciences	Hamilton	292	11.9	8
3.	Kijiji	Hamilton	191	15.0	15
4.	St Joseph's Healthcare Hamilton	Hamilton	186	19.1	21
5.	Hamilton Health Sciences Corp.	Hamilton	157	21.0	21
6.	City of Hamilton	Hamilton	126	14.1	14
7.	Compass Group Canada	Hamilton	84	16.3	14
8.	Mohawk College	Hamilton	75	18.1	21
9.	L3Harris	Hamilton	70	14.0	14
10.	Hamilton Wentworth District School	Hamilton	67	20.7	21
11.	Oakridge Landscape Contractors	Hamilton	61	15.0	14
12.	Randstad	Hamilton	55	18.7	21
13.	Randstad Canada	Hamilton	54	36.7	46
14.	Carmen's Group	Hamilton	54	16.2	14
15.	Scotiabank	Hamilton	49	15.2	14
16.	St. Joseph Healthcare	Hamilton	49	4.0	4
17.	ArcelorMittal Dofasco	Hamilton	46	30.1	14
18.	The Best Connection Inc.	Hamilton	45	3.0	1
19.	American Iron and Metal Recycling	Hamilton	43	14.2	14
20.	Schlegel Villages	Hamilton	43	20.6	21
21.	Charles River	Hamilton	41	10.7	11
22.	Robert Half	Hamilton	40	4.5	2
23.	Vertical Staffing Resources	Hamilton	40	7.2	2
24.	Shoppers Drug Mart	Hamilton	39	17.0	14
25.	Aspire Bakeries	Ancaster	38	15.3	14
26.	ABL Employment	Hamilton	35	15.9	21
27.	YWCA Hamilton	Hamilton	35	18.7	21
28.	Maple Leaf Foods Inc.	Hamilton	33	14.4	14
29.	Bayshore Healthcare Ltd.	Hamilton	31	29.5	35
30.	Wesley	Hamilton	31	14.1	14
31.	Thrive Group	Hamilton	31	18.1	14

TOP HOURLY WAGES IN JOB POSTINGS

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

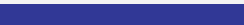








of Minimum Wage Job Postings
200

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Renovation Assistant / Labourer	JD Restoration & Construction Inc.	Hamilton	253 
2.	General Practice Physician	Ahmedsamy Pharmacy Ltd.	Stoney Creek	200 
3.	Yoga Instructor	Hamilton Yoga	Hamilton	100 
4.	Hair Artists	Low Key Hair Studio	Hamilton	100 
5.	Speech-language Pathologist	Mountain Speech Language Services	Hamilton	100 
6.	Optometrist	Phoenix Eyewear	Dundas	100 
7.	General Dentist	Centre de santé communautaire Hamilton/Niagara	Hamilton	97.59 
8.	Solicitor	City of Hamilton	Hamilton	88.92 
9.	Director Public Service - Permanent Full Time	City of Hamilton	Hamilton	81.5 
10.	Manager, Building Engineering	City of Hamilton	Hamilton	73.43 
11.	HOURLY-RATED SESSIONAL MUSIC FACULTY-F/W2022-2023 - 43841	Mcmaster University	Hamilton	67.37 

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TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Class AZ Regional Owner Operators	Trimac Transportation	Hamilton	330,000 
2.	Administrative Director, Primary Care Research Collaborative - 47111	Mcmaster University	Hamilton	250,000 
3.	Costco Wholesale In Home Consultant	Costco Wholesale	Hamilton	250,000 
4.	Administrative Director, Primary Care Research Collaborative	Mcmaster University	Hamilton	250,000 
5.	Locum Psychiatrist - Temporary For Up To 4 Months	Hamilton Family Health Team	Hamilton	250,000 
6.	Associate Dentist	Dr. Ron Barzilay	Hamilton	200,000 
7.	Vp Of Finance Jobs In Hamilton	Robert Half Canada	Hamilton	200,000 
8.	Chief Technology Officer	The Headhunters	Stoney Creek	175,000 
9.	Vice President, Operations (construction Industry)	MaxPeopleHR	Hamilton	170,000 

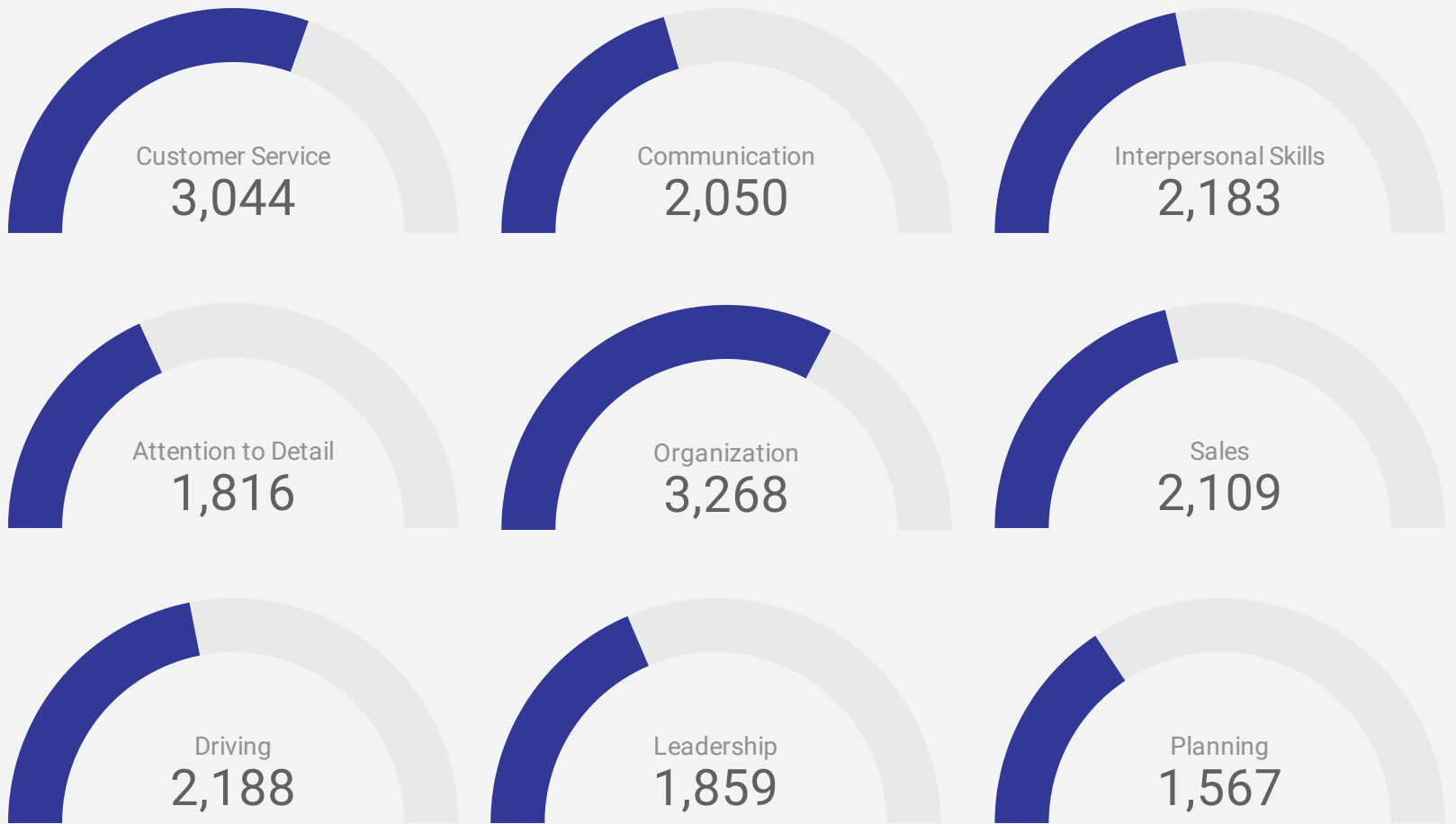
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

11,970



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

11,970



Driver's License
301



First Aid
638



Regular Access to a Vehicle
489



Criminal Record Check
490



Microsoft Office
905



Food Safety
302

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	459	17.1	14
2.	6322	Cooks	NOC Skill Level B	255	19.5	15
3.	7452	Material handlers	NOC Skill Level C	234	18.2	18
4.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	226	17.2	14
5.	6552	Other customer and information services representatives	NOC Skill Level C	203	15.8	14
6.	7511	Transport truck drivers	NOC Skill Level C	197	17.1	14
7.	0621	Retail and wholesale trade managers	NOC Skill Level A	194	18.2	14
8.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	186	20.3	14
9.	6731	Light duty cleaners	NOC Skill Level D	150	16.6	14
10.	1241	Administrative assistants	NOC Skill Level B	139	16.7	14
11.	1414	Receptionists	NOC Skill Level C	126	17.0	14
12.	7514	Delivery and courier service drivers	NOC Skill Level C	102	16.2	14
13.	6513	Food and beverage servers	NOC Skill Level C	98	16.9	14
14.	1114	Other financial officers	NOC Skill Level A	93	15.6	14
15.	6541	Security guards and related security service occupations	NOC Skill Level C	85	15.2	14
16.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	84	15.4	14
17.	6611	Cashiers	NOC Skill Level D	84	15.7	14
18.	1221	Administrative officers	NOC Skill Level B	77	16.8	14
19.	3233	Licensed practical nurses	NOC Skill Level B	77	20.6	21
20.	6311	Food service supervisors	NOC Skill Level B	76	29.1	14
21.	4212	Social and community service workers	NOC Skill Level B	70	15.6	14
22.	1431	Accounting and related clerks	NOC Skill Level C	68	15.6	14
23.	7611	Construction trades helpers and labourers	NOC Skill Level D	65	16.6	15
24.	6211	Retail sales supervisors	NOC Skill Level B	60	17.1	14
25.	6222	Retail and wholesale buyers	NOC Skill Level B	55	14.8	14
26.	0111	Financial managers	NOC Skill Level A	54	19.4	14.5
27.	7271	Carpenters	NOC Skill Level B	54	14.7	14
28.	0714	Facility operation and maintenance managers	NOC Skill Level A	53	17.4	14
29.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	53	18.1	14

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	459	17.1	14
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	312	16.6	14
3.	632	Chefs and cooks	NOC Skill Level B	299	19.4	15
4.	745	Longshore workers and material handlers	NOC Skill Level C	234	18.2	18
5.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	226	17.2	14
6.	673	Cleaners	NOC Skill Level D	216	16.5	14
7.	655	Customer and information services representatives	NOC Skill Level C	203	15.8	14
8.	441	Home care providers and educational support occupations	NOC Skill Level C	198	23.3	14
9.	062	Retail and wholesale trade managers	NOC Skill Level A	194	18.2	14
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	192	16.8	14
11.	111	Auditors, accountants and investment professionals	NOC Skill Level A	173	16.2	14
12.	651	Occupations in food and beverage service	NOC Skill Level C	172	16.7	14
13.	141	General office workers	NOC Skill Level C	171	16.6	14
14.	122	Administrative and regulatory occupations	NOC Skill Level B	144	16.4	14
15.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	139	16.7	14
16.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	127	16.3	14
17.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	112	15.0	14
18.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	107	15.8	14
19.	323	Other technical occupations in health care	NOC Skill Level B	107	19.7	21
20.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	96	21.0	14
21.	662	Other sales support and related occupations	NOC Skill Level D	95	14.8	14
22.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	94	15.5	14
23.	341	Assisting occupations in support of health services	NOC Skill Level C	88	16.3	14
24.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	87	17.5	14
25.	654	Security guards and related security service occupations	NOC Skill Level C	85	15.2	14
26.	661	Cashiers	NOC Skill Level D	84	15.7	14
27.	631	Service supervisors	NOC Skill Level B	81	28.6	14
28.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	71	17.1	14

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	520	16.3	14
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	472	17.1	14
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	472	19.6	14
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	449	16.8	14
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	375	17.9	14
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	352	16.6	14
7.	14	Office support occupations	NOC Skill Level C	300	16.1	14
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	264	21.4	14
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	262	19.5	14
10.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	252	18.2	19
11.	11	Professional occupations in business and finance	NOC Skill Level A	231	16.2	14
12.	32	Technical occupations in health	NOC Skill Level B	224	17.3	14
13.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	212	18.1	14
14.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	201	23.2	14
15.	73	Maintenance and equipment operation trades	NOC Skill Level B	197	17.9	14
16.	66	Sales support occupations	NOC Skill Level D	179	15.3	14
17.	31	Professional occupations in health (except nursing)	NOC Skill Level A	154	17.9	15
18.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	142	16.3	14
19.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	142	21.2	14
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	139	16.7	14
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	130	18.2	14
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	107	18.4	14
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	93	20.9	15
24.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	88	16.6	14
25.	34	Assisting occupations in support of health services	NOC Skill Level C	88	16.3	14
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	82	16.9	15
27.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	72	17.2	14

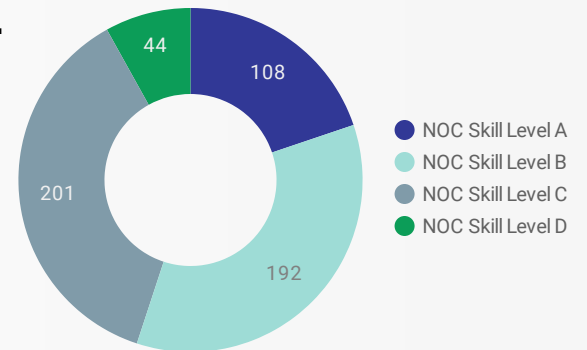
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
1,113	0	455	11	AVERAGE	MEDIAN
				16.2	14

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
- 192 Skill Level B - Usually college education or apprenticeship training
- 201 Skill Level C - Usually secondary education or occupation-specific training
- 44 Skill Level D - Usually on-the-job training

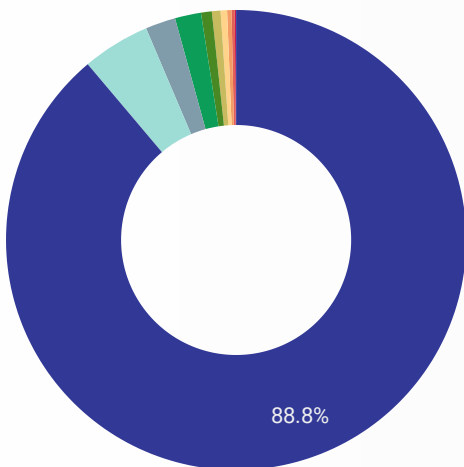


SKILL LEVEL / POSTING COUNT

LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	94	164	173	32
Italian Langu...	4	15	20	7
Spanish Lang...	5	5	1	1
Japanese La...	1	1	1	3
Arabic Langu...		3	3	
Cantonese La...	4		1	
Vietnamese L...				1

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?

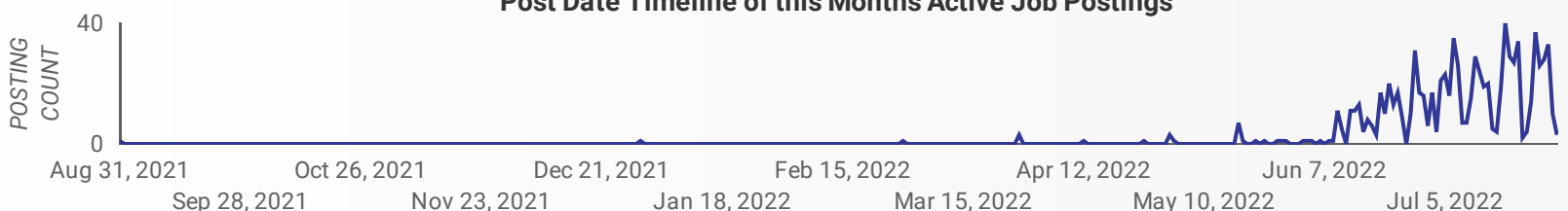


- Bilingual Language Jobs
- Italian Language Jobs
- Spanish Language Jobs
- Arabic Language Jobs
- Cantonese Language Jobs
- Chinese Language Jobs
- Japanese Language Jobs
- Mandarin Language Jobs
- Vietnamese Language Jobs
- Punjabi Language Jobs

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	994
2. Italian Language Jobs	52
3. Spanish Language Jobs	26
4. Arabic Language Jobs	16
5. Japanese Language Jobs	7
6. Chinese Language Jobs	5
7. Cantonese Language Jobs	5

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

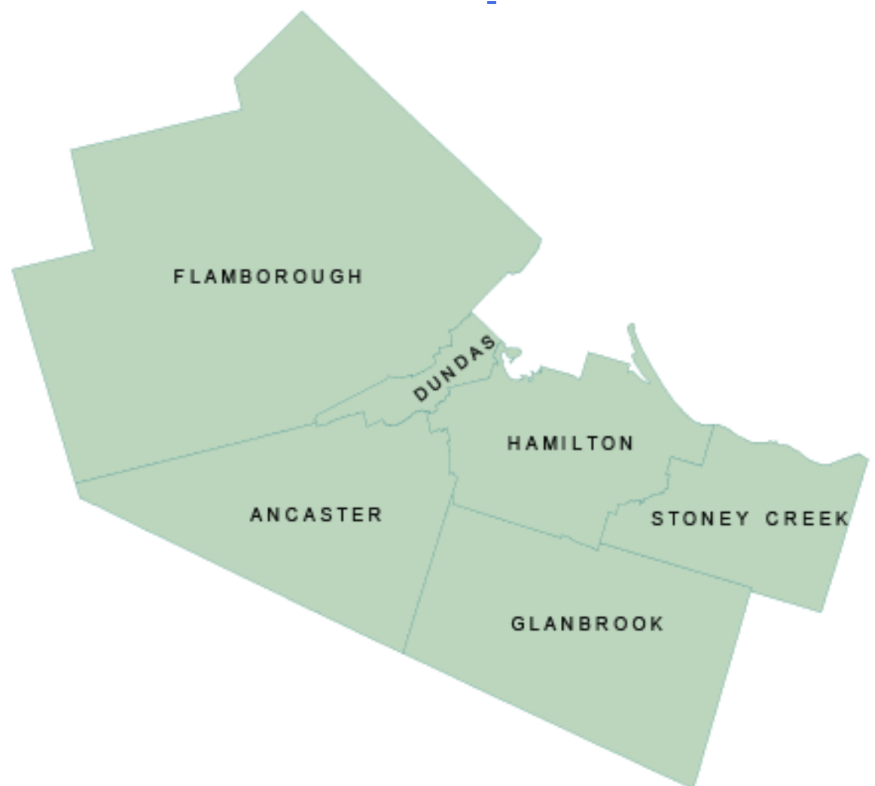
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Italian La...	Spanish ...	Japanese...	Arabic La...	Cantones...	Grand total
Business, finance and administration occu...	102		2		4		111
Health occupations	66					3	69
Management occupations	17	4	3	1			25
Natural and applied sciences and related o...	15		1				16
Natural resources, agriculture and related ...	1						1
Occupations in art, culture, recreation and ...	7		1			1	10
Occupations in education, law and social, ...	75	1	1		2		79
Occupations in manufacturing and utilities	2						2
Sales and service occupations	114	41	2	5		1	167
Trades, transport and equipment operator...	64		1				65
Grand total	463	46	11	6	6	5	545

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	954	15.8	14
2. Stoney Creek	56	21.4	14
3. Dundas	44	18.6	14
4. Ancaster	42	16.7	14
5. Flamborough	17	16.3	14
Grand total	1,113	16.2	14



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Retail salespersons	31
2. Social and community service workers	25
3. Cooks	24
4. Home support workers, housekeepers and r...	23
5. Other customer and information services re...	19
6. Food and beverage servers	19
7. Administrative assistants	19
8. Food counter attendants, kitchen helpers an...	19
9. Receptionists	15
10. Nurse aides, orderlies and patient service a...	12
11. Restaurant and food service managers	10
12. Material handlers	9
13. Delivery and courier service drivers	8
14. Other financial officers	7
15. Roofers and shinglers	7
16. Chefs	7
17. Administrative officers	7
18. General office support workers	7
19. MaÃtres d'hÃtel and hosts/hostes...	7
20. Accounting technicians and bookkeepers	6
21. Medical sonographers	6
22. Early childhood educators and assistants	6
23. Audiologists and speech-language pathologi...	6
24. Storekeepers and partspersons	6
25. Facility operation and maintenance manage...	5
26. Light duty cleaners	5
27. Medical administrative assistants	5
28. Security guards and related security service...	5
29. Licensed practical nurses	5
30. Construction trades helpers and labourers	5
31. Cashiers	5
32. Retail and wholesale trade managers	5

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MULTILINGUAL HIRING EMPLOYERS

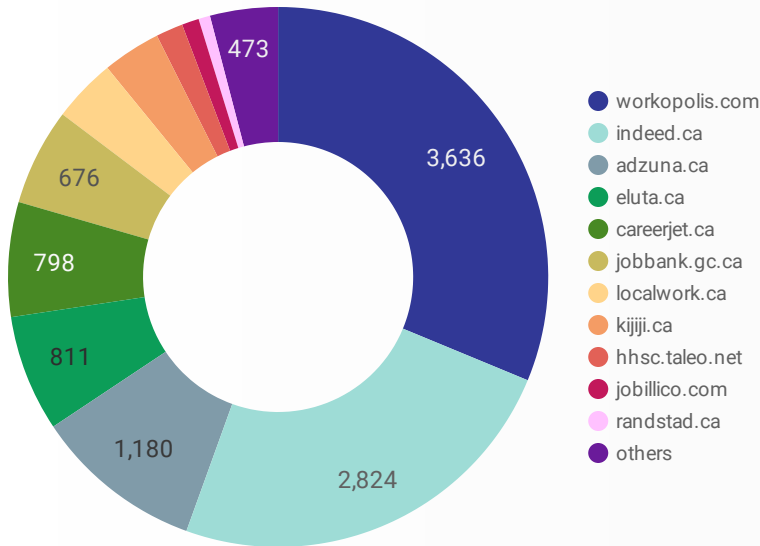
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	245
2. YWCA Hamilton	31
3. Centre de santÃ© communautaire Hamilton/Niagara	25
4. VON Canada	18
5. Canon Canada Inc.	17
6. McMaster University	13
7. Cara Operations	10
8. Business Development Bank of Canada	10
9. Good Shepherd Centres	10
10. Synergie Hunt International	9
11. VON Canada (Ontario)	8
12. Zarky's Fine Foods	8
13. The Salvation Army	8
14. Concentrix, Corporation	7
15. Hamilton Wentworth District School	7
16. CBI Health	7
17. Archmill House Inc	6
18. Wesley	6
19. St Joseph's Healthcare Hamilton	6
20. Cowan Insurance Group	6
21. Amica Mature Lifestyles Inc.	6
22. TownePlace Suites by Marriott Hamilton	6
23. Carmen's Group	6
24. Victorian Order of Nurses / VON	5
25. Farm Boy Inc.	5
26. Contact Hamilton	5
27. Flynn Group of Companies	5
28. Recipe Unlimited Corporation	5
29. Sykes	5
30. Compass Group Canada	5

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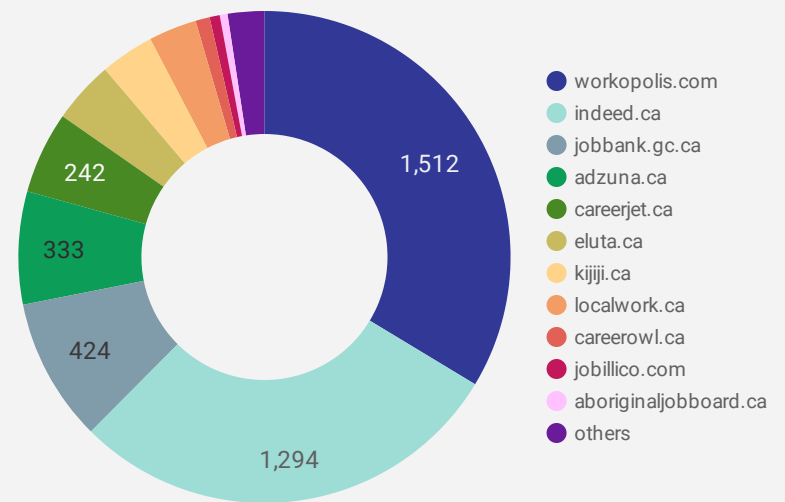
JOB POSTINGS BY JOB BOARD

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



COMPANIES BY JOB BOARD

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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.	workopolis.com	3,636	14.0	14	1,512
2.	indeed.ca	2,824	20.9	21	1,294
3.	adzuna.ca	1,180	13.9	14	333
4.	eluta.ca	811	20.8	21	184
5.	careerjet.ca	798	22.0	22	242
6.	jobbank.gc.ca	676	28.8	17	424
7.	localwork.ca	444	4.5	2	142
8.	kijiji.ca	406	15.0	15	159
9.	hhsc.taleo.net	189	8.8	7	1
10.	jobillico.com	119	22.4	18	30
11.	randstad.ca	81	40.7	51	1
12.	careerarc.com	80	37.6	27	12
13.	careerowl.ca	73	126.4	108	42
14.	careerbuilder.ca	69	19.9	23	19
15.	aboriginaljobboard.ca	37	28.7	28	23
16.	rncareers.ca	37	43.0	48	15
17.	hreapp.hamilton.ca	35	13.6	12	1