



JOB DEMAND REPORT

AUGUST 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
13,628	9,222	3,458	28

OF DAYS POSTED

AVERAGE	MEDIAN
17.2	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.

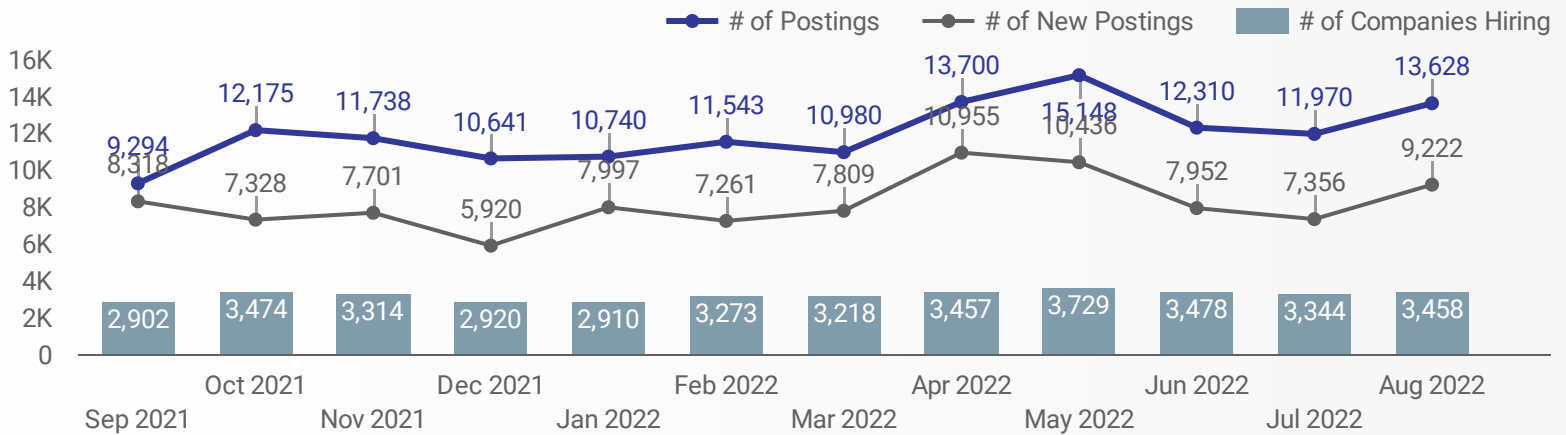


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JOB POSTINGS BY MONTH

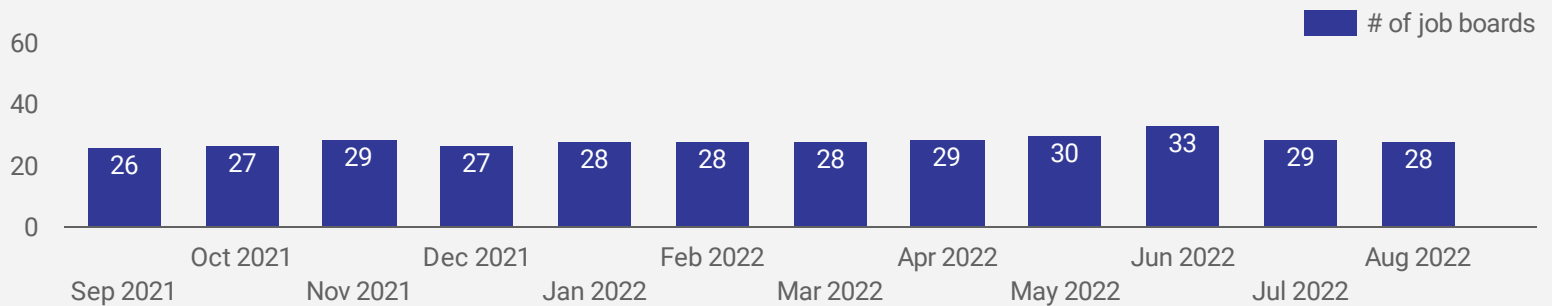
How many job postings were active for at least 1 day this month?



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

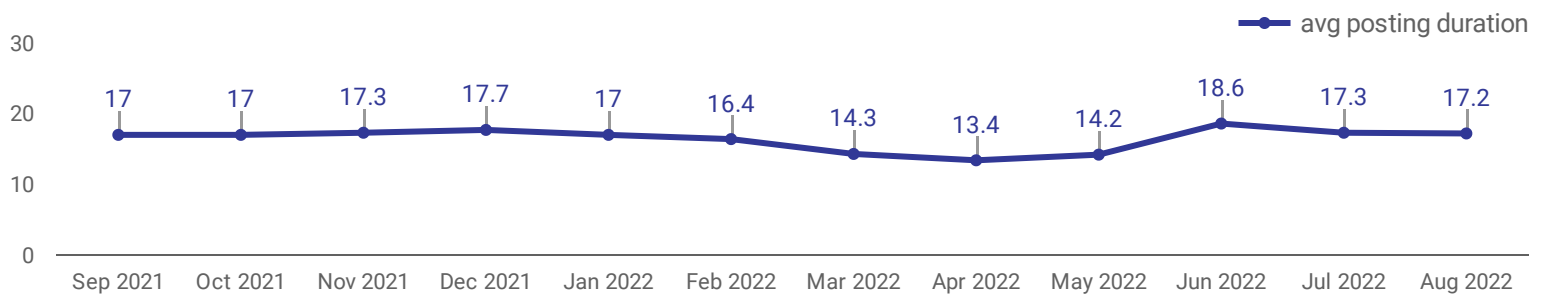
NUMBER OF ACTIVE JOB BOARDS

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



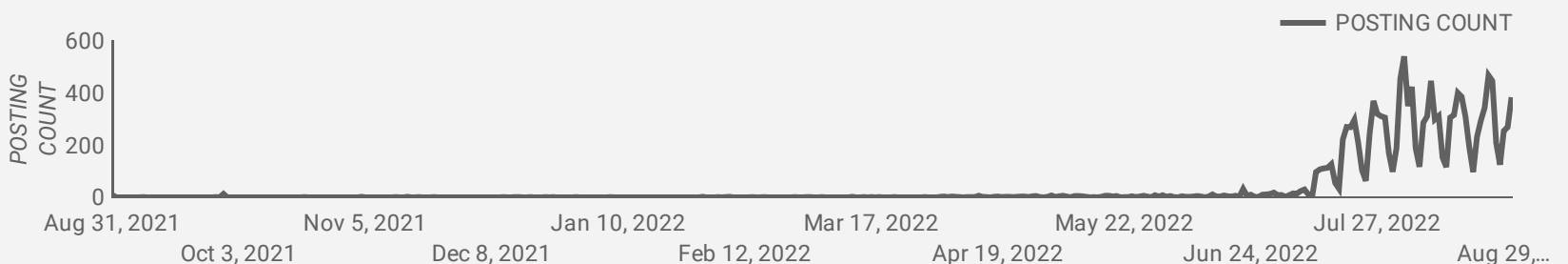
AVG & MEDIAN POSTING LENGTH BY DAYS

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

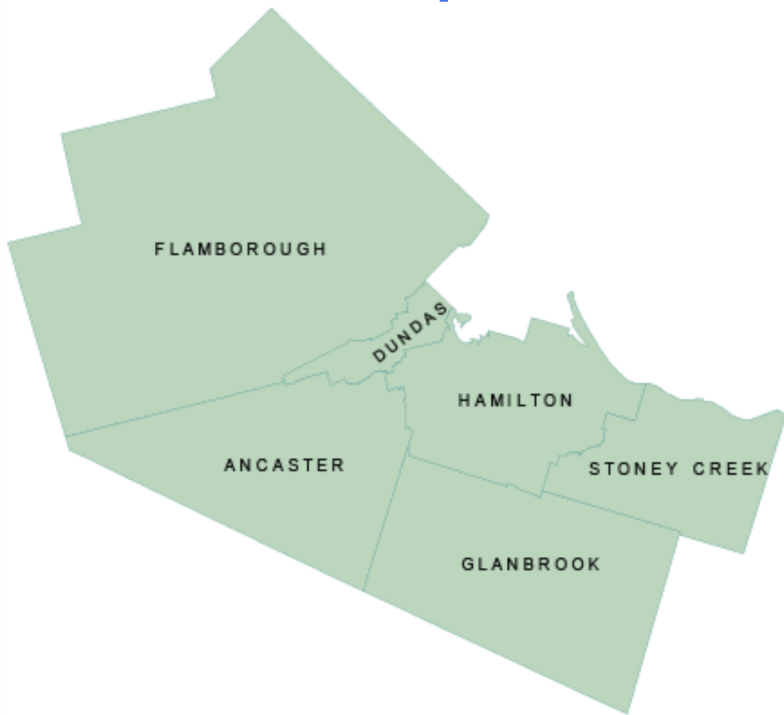
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

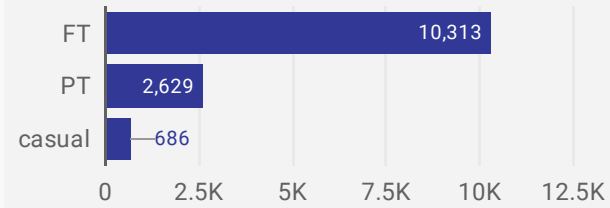
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	11,082	16.9	14
2. Stoney Creek	1,121	18.7	14
3. Ancaster	735	18.4	14
4. Dundas	410	19.1	14
5. Flamborough	278	16.5	14
Grand total	13,626	17.2	14



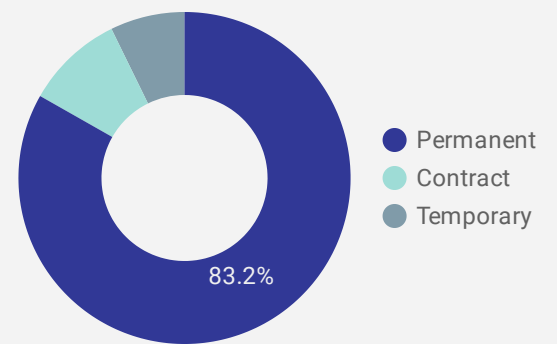
JOB TYPE

Full-time vs Part-time



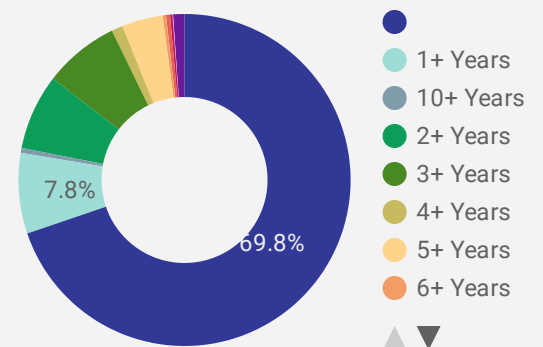
JOB DURATION

Permanency of jobs posted



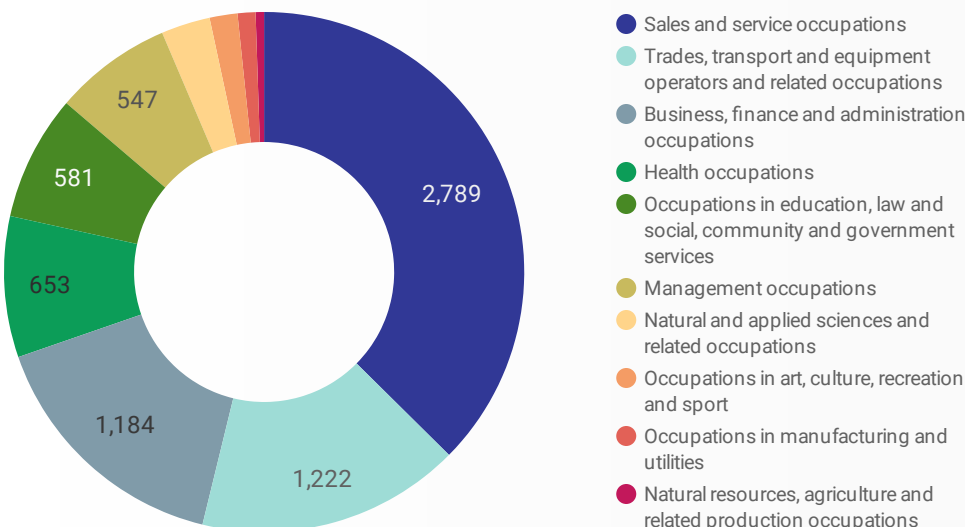
JOB EXPERIENCE

Job Postings by Experience Level Required



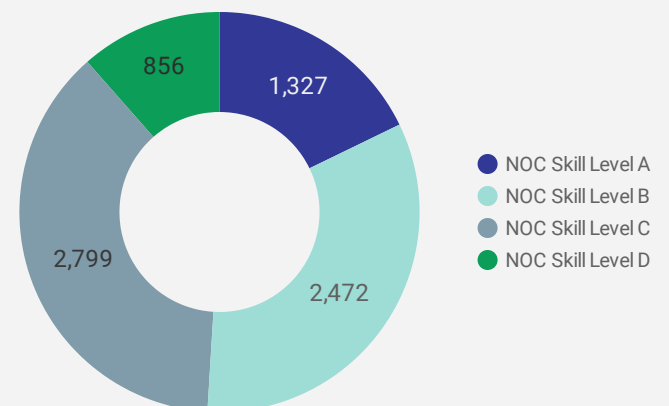
JOB POSTINGS BY JOB CATEGORY

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	607	17.1	14
2.	Hamilton Health Sciences	Hamilton	368	11.8	7
3.	St. Joseph Healthcare	Hamilton	287	12.1	14
4.	Kijiji	Hamilton	194	15.0	15
5.	St Joseph's Healthcare Hamilton	Hamilton	192	19.8	21
6.	Hamilton Health Sciences Corp.	Hamilton	188	21.0	21
7.	City of Hamilton	Hamilton	109	14.0	14
8.	Compass Group Canada	Hamilton	109	14.1	14
9.	Scotiabank	Hamilton	81	11.7	14
10.	Mohawk College	Hamilton	74	17.8	21
11.	Vertical Staffing Resources	Hamilton	68	7.5	1
12.	Maple Leaf Foods Inc.	Hamilton	64	12.0	14
13.	The Best Connection Inc.	Hamilton	64	2.2	1
14.	Oakridge Landscape Contractors	Hamilton	61	14.8	14
15.	ABL Employment	Hamilton	52	15.6	21
16.	Chartwell Retirement Residences	Hamilton	48	14.2	14
17.	Victoria Order Of Nurses	Hamilton	47	11.7	14
18.	ArcelorMittal Dofasco	Hamilton	46	16.7	14
19.	Randstad Canada	Hamilton	44	33.4	29
20.	Randstad	Hamilton	43	19.6	21
21.	Randstad	Ancaster	43	18.5	21
22.	Amazon Canada Fulfillment Centre	Hamilton	43	3.6	2
23.	Royal Bank of Canada	Hamilton	43	13.5	14
24.	Starbucks	Hamilton	42	13.3	14
25.	Hamilton Wentworth District School	Hamilton	42	20.5	21
26.	American Iron and Metal Recycling	Hamilton	41	15.1	14
27.	Walmart Canada	Hamilton	39	12.2	14
28.	Randstad Canada	Ancaster	38	41.5	22
29.	Carmen's Group	Hamilton	38	17.3	14
30.	Hamilton-Wentworth District School Board	Hamilton	38	16.3	14
31.	CBI Health	Hamilton	38	11.5	14

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

211

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE
1.	General Practice Physician	Ahmedsamy Pharmacy Ltd.	Stoney Creek	200
2.	Psychotherapist/social Worker	Benu Psychotherapy	Hamilton	130
3.	Yoga Instructor	Hamilton Yoga	Hamilton	100
4.	Osteopathic Manual Practitioner	Total Health Physio - Ancaster	Ancaster	90
5.	Solicitor	City of Hamilton	Hamilton	88.92
6.	Psychotherapist	Wise Path Counselling	Hamilton	80
7.	Car Electronics Installer	Mobile Electronics Inc.	Hamilton	80
8.	Manager, Human Services Integration, Strategy & Quality Improvement	City of Hamilton	Hamilton	73.43
9.	Manager - Lrt Technical Services & Approvals Coordination	City of Hamilton	Hamilton	73.43
10.	Manager, Finance & Administration - Public Works	City of Hamilton	Hamilton	73.43
11.	Manager - Partnership Development & support Services	City of Hamilton	Hamilton	73.43
12.	Manager, It Infrastructure & Security	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	ANNUAL SALARY
1.	Class AZ Regional Owner Operators	Trimac Transportation	Hamilton	330,000
2.	Administrative Director, Primary Care Research Collaborative	Mcmaster University	Hamilton	250,000
3.	Locum Psychiatrist - Temporary For Up To 4 Months	Hamilton Family Health Team	Hamilton	250,000
4.	Administrative Director, Primary Care Research Collaborative - 47111	Mcmaster University	Hamilton	250,000
5.	Product Management Manager	Leidos	Hamilton	234,900
6.	Window And Door Sales Person	Brookstone Windows & Doors	Hamilton	195,000
7.	Az Owner Operator " Conestoga " Quebec Corridor	Samuel, Son & Co., Limited	Hamilton	190,000
8.	Az Owner Operator - Flatbed - Tandem Crossborder	Samuel, Son & Co., Limited	Hamilton	160,000
9.	Chief Financial Officer (cfo)	Ackroo Canada Inc.	Hamilton	160,000

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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

13,628



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

13,628



Driver's License
334



First Aid
679



Regular Access to a Vehicle
483



Criminal Record Check
546



Microsoft Office
1,020



Food Safety
357

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	648	15.7	14
2.	6322	Cooks	NOC Skill Level B	329	20.3	14
3.	7452	Material handlers	NOC Skill Level C	285	15.1	14
4.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	262	16.5	14
5.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	231	19.1	14
6.	0621	Retail and wholesale trade managers	NOC Skill Level A	225	16.5	14
7.	6552	Other customer and information services representatives	NOC Skill Level C	224	16.7	14
8.	7511	Transport truck drivers	NOC Skill Level C	186	18.8	15
9.	6731	Light duty cleaners	NOC Skill Level D	150	19.3	14
10.	1241	Administrative assistants	NOC Skill Level B	145	18.9	14
11.	3233	Licensed practical nurses	NOC Skill Level B	129	16.3	14
12.	1414	Receptionists	NOC Skill Level C	121	17.1	14
13.	7514	Delivery and courier service drivers	NOC Skill Level C	112	18.1	15
14.	6611	Cashiers	NOC Skill Level D	111	17.4	14
15.	6541	Security guards and related security service occupations	NOC Skill Level C	110	15.1	14
16.	6513	Food and beverage servers	NOC Skill Level C	106	17.0	14
17.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	101	14.7	14
18.	1114	Other financial officers	NOC Skill Level A	97	16.0	14
19.	6311	Food service supervisors	NOC Skill Level B	89	46.5	19.5
20.	4212	Social and community service workers	NOC Skill Level B	86	16.0	14
21.	1431	Accounting and related clerks	NOC Skill Level C	79	18.4	14
22.	1221	Administrative officers	NOC Skill Level B	79	17.2	14
23.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	75	23.3	14
24.	6222	Retail and wholesale buyers	NOC Skill Level B	74	15.1	14
25.	1111	Financial auditors and accountants	NOC Skill Level A	63	16.0	14
26.	7611	Construction trades helpers and labourers	NOC Skill Level D	62	20.2	15
27.	6332	Bakers	NOC Skill Level B	59	14.8	14
28.	6321	Chefs	NOC Skill Level B	55	19.3	14
29.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	54	12.9	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	648	15.7	14
2.	632	Chefs and cooks	NOC Skill Level B	384	20.2	14
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	309	18.4	15
4.	745	Longshore workers and material handlers	NOC Skill Level C	285	15.1	14
5.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	262	16.5	14
6.	441	Home care providers and educational support occupations	NOC Skill Level C	240	19.2	14
7.	673	Cleaners	NOC Skill Level D	230	18.4	14
8.	062	Retail and wholesale trade managers	NOC Skill Level A	225	16.5	14
9.	655	Customer and information services representatives	NOC Skill Level C	225	16.7	14
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	209	18.2	14
11.	651	Occupations in food and beverage service	NOC Skill Level C	191	16.5	14
12.	111	Auditors, accountants and investment professionals	NOC Skill Level A	181	15.7	14
13.	141	General office workers	NOC Skill Level C	173	16.7	14
14.	323	Other technical occupations in health care	NOC Skill Level B	171	15.6	14
15.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	160	16.1	14
16.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	158	16.4	14
17.	122	Administrative and regulatory occupations	NOC Skill Level B	145	17.3	14
18.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	132	19.6	14
19.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	115	15.3	14
20.	662	Other sales support and related occupations	NOC Skill Level D	114	14.7	14
21.	661	Cashiers	NOC Skill Level D	111	17.4	14
22.	654	Security guards and related security service occupations	NOC Skill Level C	110	15.1	14
23.	341	Assisting occupations in support of health services	NOC Skill Level C	109	15.5	14
24.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	107	19.4	14
25.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	107	15.2	14
26.	631	Service supervisors	NOC Skill Level B	103	40.3	17
27.	415	Social and community service professionals	NOC Skill Level A	88	19.1	14
28.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	82	18.4	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.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	652	15.7	14
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	598	16.2	14
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	581	21.8	14
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	499	17.3	14
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	398	19.9	14
6.	14	Office support occupations	NOC Skill Level C	353	16.3	14
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	352	18.7	15
8.	32	Technical occupations in health	NOC Skill Level B	312	17.3	14
9.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	304	15.5	14
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	297	18.4	14
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	267	18.7	14
12.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	245	19.2	14
13.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	234	18.4	14
14.	11	Professional occupations in business and finance	NOC Skill Level A	234	17.3	14
15.	66	Sales support occupations	NOC Skill Level D	225	16.0	14
16.	73	Maintenance and equipment operation trades	NOC Skill Level B	224	20.9	14
17.	31	Professional occupations in health (except nursing)	NOC Skill Level A	210	16.2	14
18.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	158	16.4	14
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	153	18.1	14
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	139	15.0	14
21.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	124	19.0	14
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	120	17.8	14
23.	34	Assisting occupations in support of health services	NOC Skill Level C	109	15.5	14
24.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	107	16.3	14
25.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	98	15.5	14
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	76	17.0	14
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	75	19.0	15

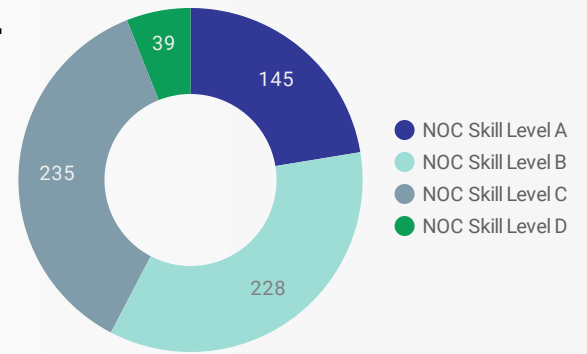
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
1,268	0	504	11	AVERAGE	MEDIAN
				15.6	14

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

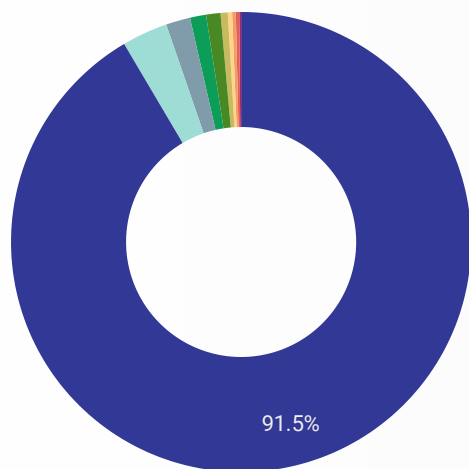
- 145** Skill Level A - Management/ Professional Occupations usually requiring University
- 228** Skill Level B - Usually college education or apprenticeship training
- 235** Skill Level C - Usually secondary education or occupation-specific training
- 39** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	132	196	207	31
Italian Langu...	1	16	17	5
Cantonese La...	6	7	2	
Spanish Lang...	4	3	1	
Vietnamese L...		5		
Japanese La...		3	1	1
Arabic Lan...		1	1	

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?

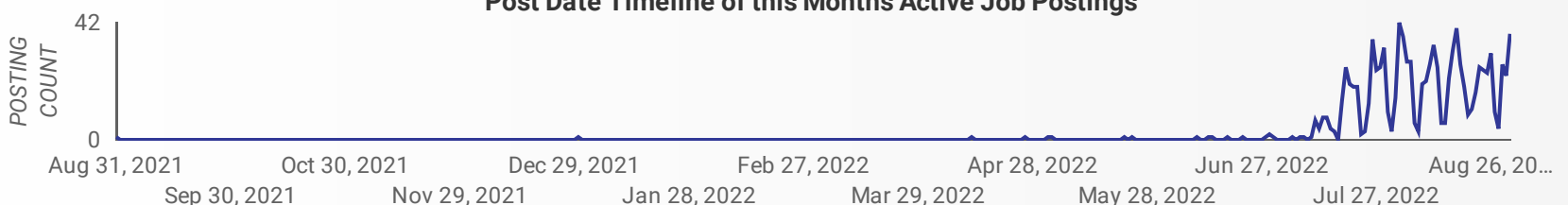


- Bilingual Language Jobs
- Italian Language Jobs
- Spanish Language Jobs
- Cantonese Language Jobs
- Arabic Language Jobs
- Chinese Language Jobs
- Japanese Language Jobs
- Mandarin Language Jobs
- Vietnamese Language Jobs
- Punjabi Language Jobs

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	1,149
2. Italian Language Jobs	46
3. Spanish Language Jobs	23
4. Cantonese Language Jobs	15
5. Arabic Language Jobs	14
6. Chinese Language Jobs	7
7. Japanese Language Jobs	5

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

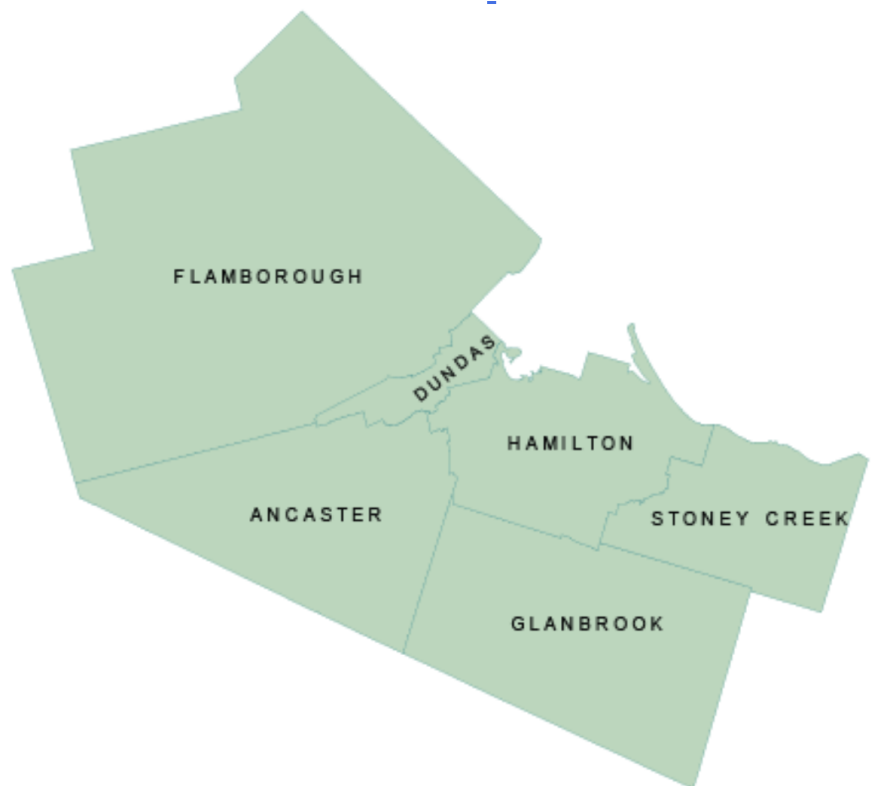
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Italian La...	Cantones...	Spanish ...	Vietname...	Japanese...	Grand total
Business, finance and administration occu...	120	1		1			126
Health occupations	84		4				91
Management occupations	24	1		3			29
Natural and applied sciences and related o...	18						18
Natural resources, agriculture and related ...	1						1
Occupations in art, culture, recreation and ...	5		2				7
Occupations in education, law and social, ...	102			1			104
Occupations in manufacturing and utilities	2						2
Sales and service occupations	155	36	9	2	5	4	211
Trades, transport and equipment operator...	55	1		1		1	58
Grand total	566	39	15	8	5	5	647

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	1,078	15.4	14
2. Stoney Creek	67	16.9	14
3. Ancaster	52	17.7	14
4. Dundas	49	15.5	14
5. Flamborough	22	17.0	14
Grand total	1,268	15.6	14



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Retail salespersons	55
2. Cooks	31
3. Home support workers, housekeepers and r...	30
4. Social and community service workers	24
5. Other customer and information services re...	22
6. Food and beverage servers	19
7. Administrative assistants	19
8. Social workers	16
9. Food counter attendants, kitchen helpers an...	15
10. Licensed practical nurses	14
11. Receptionists	14
12. Financial auditors and accountants	14
13. Material handlers	13
14. Chefs	13
15. Occupational therapists	11
16. Light duty cleaners	11
17. Retail and wholesale trade managers	10
18. Nurse aides, orderlies and patient service a...	10
19. Administrative officers	9
20. Delivery and courier service drivers	8
21. Other financial officers	8
22. Accounting and related clerks	7
23. Audiologists and speech-language pathologi...	7
24. Psychologists	6
25. Medical administrative assistants	6
26. Pharmacists	6
27. Automotive service technicians, truck and b...	6
28. Shippers and receivers	6
29. Other technical occupations in therapy and ...	6
30. Physiotherapists	6
31. Early childhood educators and assistants	6
32. Landscape and horticulture technicians and...	6

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MULTILINGUAL HIRING EMPLOYERS

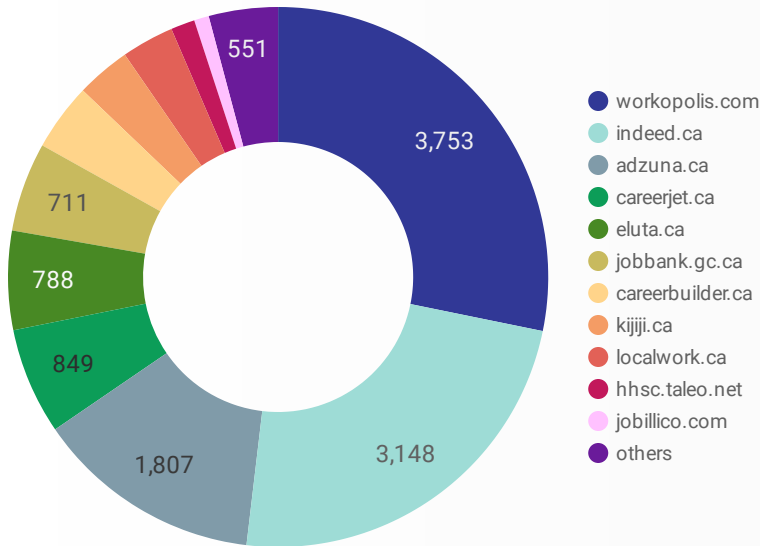
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	225
2. Victoria Order Of Nurses	30
3. Liquor Control Board of Ontario	28
4. YWCA Hamilton	28
5. CBI Health	23
6. Intuit	18
7. VON Canada	17
8. McMaster University	15
9. Centre de santé communautaire Hamilton/Niagara	13
10. The Salvation Army	13
11. TownePlace Suites by Marriott Hamilton	11
12. Farm Boy Inc.	11
13. Good Shepherd Centres	11
14. Wesley	10
15. Hamilton Wentworth District School	10
16. St. Joseph Healthcare	10
17. Synergie Hunt International	10
18. Business Development Bank of Canada	9
19. Concentrix, Corporation	8
20. Reitmans	7
21. Canada Post	7
22. Bell Canada	7
23. La Source	7
24. National Financial Partners Corp.	7
25. Recipe Unlimited Corporation	7
26. The Source (Bell) Electronics Inc.	7
27. Gowling WLG	6
28. Archmill House Inc	6
29. Zarky's Fine Foods	6
30. Canadian Tire Ancaster	6

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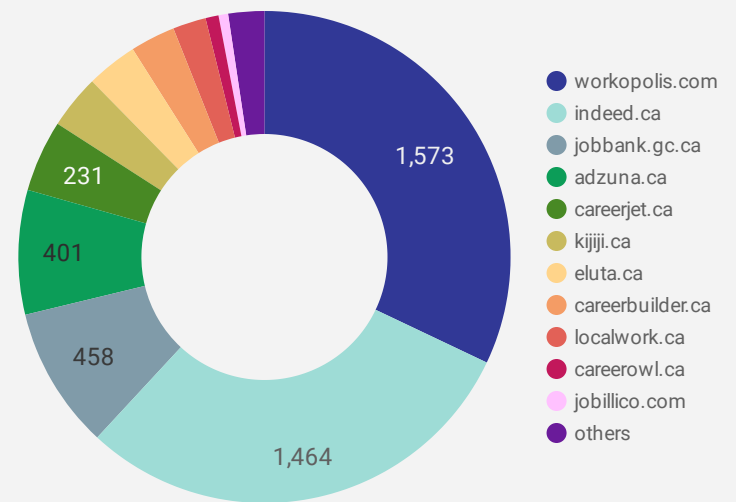
JOB POSTINGS BY JOB BOARD

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	3,753	14.0	14	1,573
2.	indeed.ca	3,148	20.8	21	1,464
3.	adzuna.ca	1,807	13.9	14	401
4.	careerjet.ca	849	18.9	14	231
5.	eluta.ca	788	20.7	21	165
6.	jobbank.gc.ca	711	37.8	23	458
7.	careerbuilder.ca	537	8.8	8	145
8.	kijiji.ca	433	15.0	15	174
9.	localwork.ca	418	6.3	3	107
10.	hhsc.taleo.net	191	12.9	7	1
11.	jobillico.com	118	21.6	16	31
12.	careerarc.com	104	31.7	25	12
13.	randstad.ca	90	38.2	25	1
14.	careerowl.ca	76	142.7	180	42
15.	rncareers.ca	58	9.6	6	17
16.	network.applytoeducation.com	51	14.2	13	3
17.	aboriginaljobboard.ca	40	67.2	73	26