



JOB DEMAND REPORT

SEPTEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
13,481	8,517	3,368	29

OF DAYS POSTED

AVERAGE	MEDIAN
17.4	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.

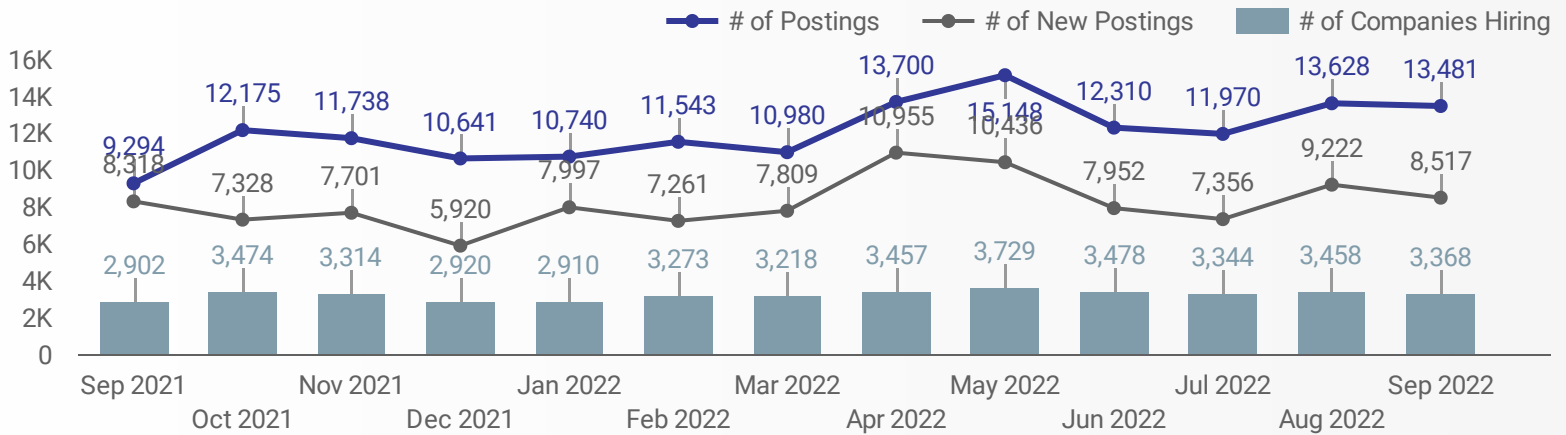


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JOB POSTINGS BY MONTH

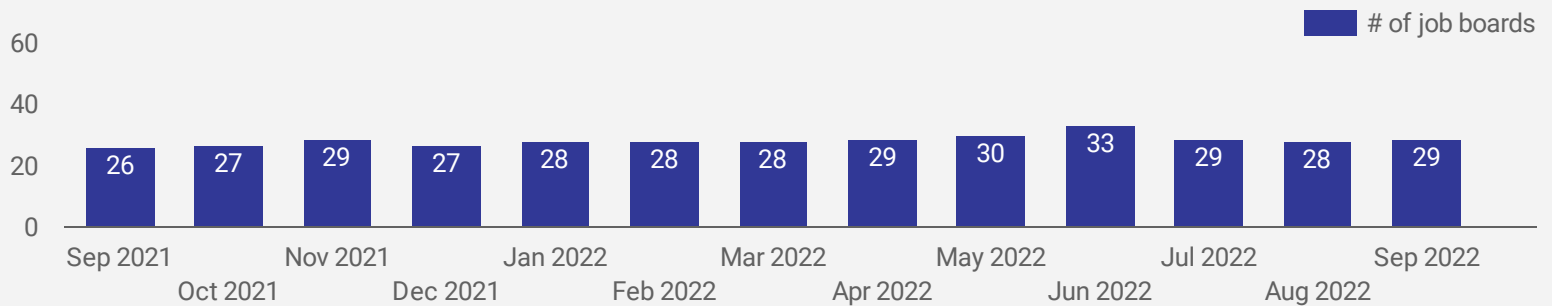
How many job postings were active for at least 1 day this month?



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

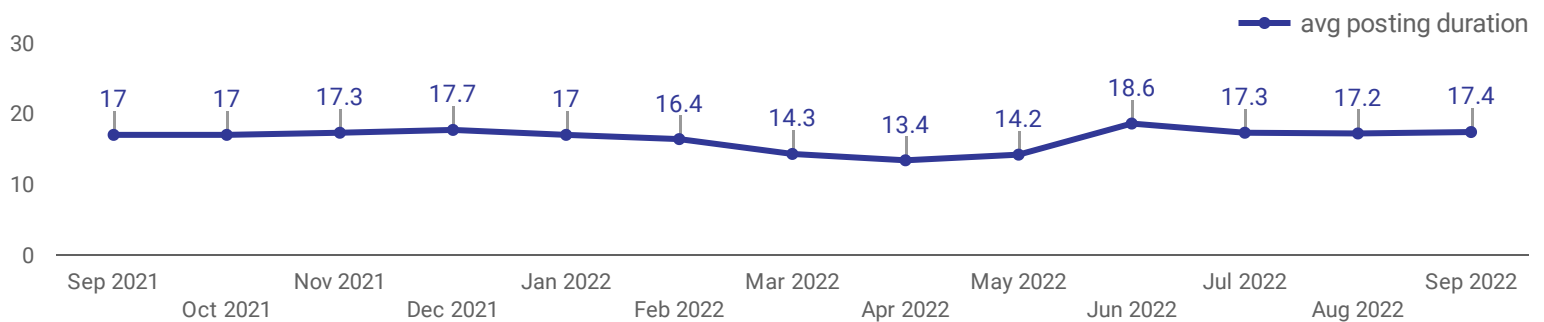
NUMBER OF ACTIVE JOB BOARDS

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

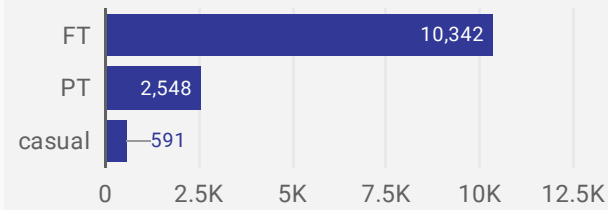
How many job postings were active for at least 1 day this month?

	COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Hamilton	11,049	16.9	14
2.	Stoney Creek	1,043	19.7	21
3.	Ancaster	742	19.0	21
4.	Dundas	390	20.6	21
5.	Flamborough	254	18.3	21
6.	Glanbrook	1	15.0	15
	Grand total	13,479	17.4	14



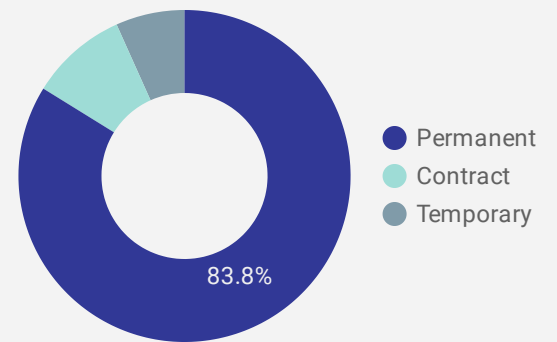
JOB TYPE

Full-time vs Part-time



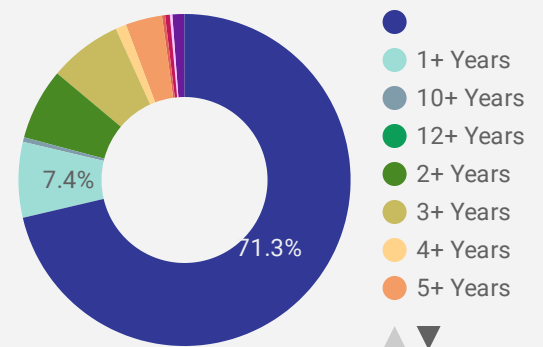
JOB DURATION

Permanency of jobs posted



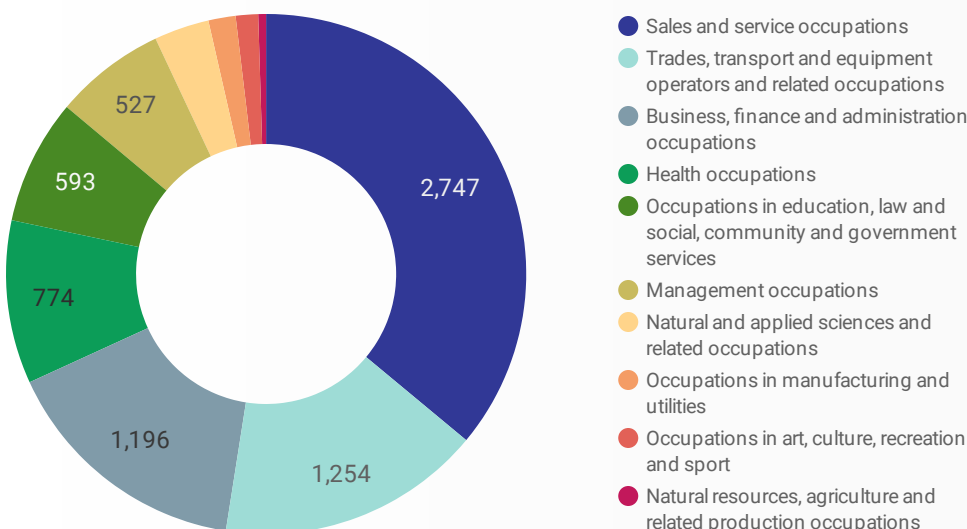
JOB EXPERIENCE

Job Postings by Experience Level Required



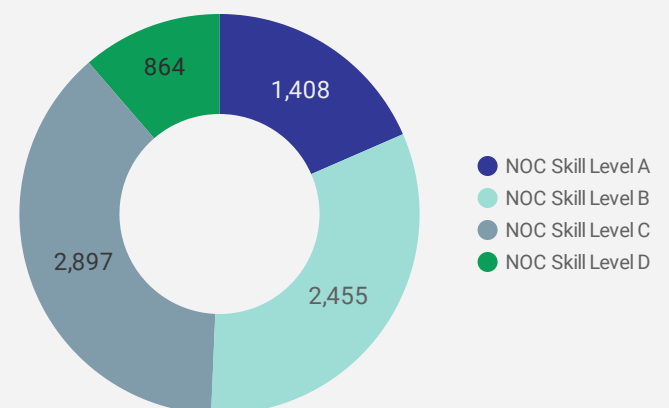
JOB POSTINGS BY JOB CATEGORY

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.	Hamilton Health Sciences	Hamilton	679	13.9	13
2.	Mcmaster University	Hamilton	400	18.7	14
3.	St. Joseph Healthcare	Hamilton	280	10.2	12
4.	Grand River Hospital	Hamilton	192	12.5	13
5.	St Joseph's Healthcare Hamilton	Hamilton	183	20.0	21
6.	Kijiji	Hamilton	162	15.0	15
7.	City of Hamilton	Hamilton	159	15.4	14
8.	Scotiabank	Hamilton	116	12.6	14
9.	Adzuna	Hamilton	114	14.0	14
10.	The Best Connection Inc.	Hamilton	97	3.6	1
11.	Compass Group Canada	Hamilton	92	14.8	14
12.	Hamilton-Wentworth District School Board	Hamilton	88	20.6	21
13.	Randstad Canada	Hamilton	72	29.7	10
14.	Randstad	Ancaster	71	20.4	21
15.	Mohawk College	Hamilton	69	19.1	21
16.	Randstad Canada	Ancaster	67	17.7	10
17.	Oakridge Landscape Contractors	Hamilton	66	16.7	14
18.	Vertical Staffing Resources	Hamilton	65	6.2	2
19.	Walmart Canada	Hamilton	57	10.4	9
20.	ABL Employment	Hamilton	56	18.2	21
21.	Maple Leaf Foods Inc.	Hamilton	53	15.5	14
22.	Umbrella Family and Child Centres of Hamilton	Hamilton	49	16.7	15
23.	American Iron and Metal Recycling	Hamilton	45	14.3	14
24.	AppleOne	Hamilton	44	18.8	21
25.	Intuit	Hamilton	43	7.6	3
26.	Carmen's Group	Hamilton	42	18.6	21
27.	ArcelorMittal Dofasco	Hamilton	42	18.9	14
28.	Chartwell Retirement Residences	Hamilton	40	12.2	14
29.	L3HARRIS, WESCAM Inc.	Hamilton	40	18.1	21
30.	Bunge	Hamilton	39	14.5	14
31.	Randstad	Hamilton	39	20.3	21

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	HOURLY WAGE ▾
1.	Manager Operations/assistant Deputy Chief	City of Hamilton	Hamilton	95.4 
2.	Director, Water & Wastewater Operations	City of Hamilton	Hamilton	92.1 
3.	Psychotherapist	Wise Path Counselling	Hamilton	80 
4.	Manager - Partnership Development & support Services	City of Hamilton	Hamilton	73.43 
5.	Physiotherapist	Durand Integrated Health Group	Hamilton	70 
6.	Senior Real Estate Consultant	City of Hamilton	Hamilton	66.15 
7.	Senior Project Manager, Capital Works Controller	City of Hamilton	Hamilton	66.15 
8.	Senior Project Manager, Capital And Technical Services	City of Hamilton	Hamilton	66.15 
9.	Speech-language Pathologist	Teach Me My Way Services	Hamilton	65 
10.	Vice-president	PRO TRANS INC.	Stoney Creek	64 
11.	Senior Auditor	City of Hamilton	Hamilton	63.32 
12.	Nurse Practitioner - Pediatric Icu	Hamilton Health Sciences	Hamilton	63.08 

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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.	Dentist	The Tooth Corner	Hamilton	226,690 
3.	Overnight Emergency Veterinarian	HAMILTON REGION EMERGENCY VET CLINIC	Hamilton	225,000 
4.	Metal Roofing - Installation Partners	Paramount Metal Roofing	Hamilton	200,000 
5.	Director, Development Engineering	City of Hamilton	Hamilton	167,622 
6.	Director, Heritage & Urban Design	City of Hamilton	Hamilton	167,622 
7.	Director, Development Planning	City of Hamilton	Hamilton	167,622 
8.	Chiropractor	Massage Addict Hwy 8 & Gray rd	Stoney Creek	152,556 
9.	Experienced Mortgage Underwriter (remote)	Mortgage Alliance	Hamilton	150,000 
10.	Duty Counsel - Family (permanent)	Legal Aid Ontario	Hamilton	142,422 

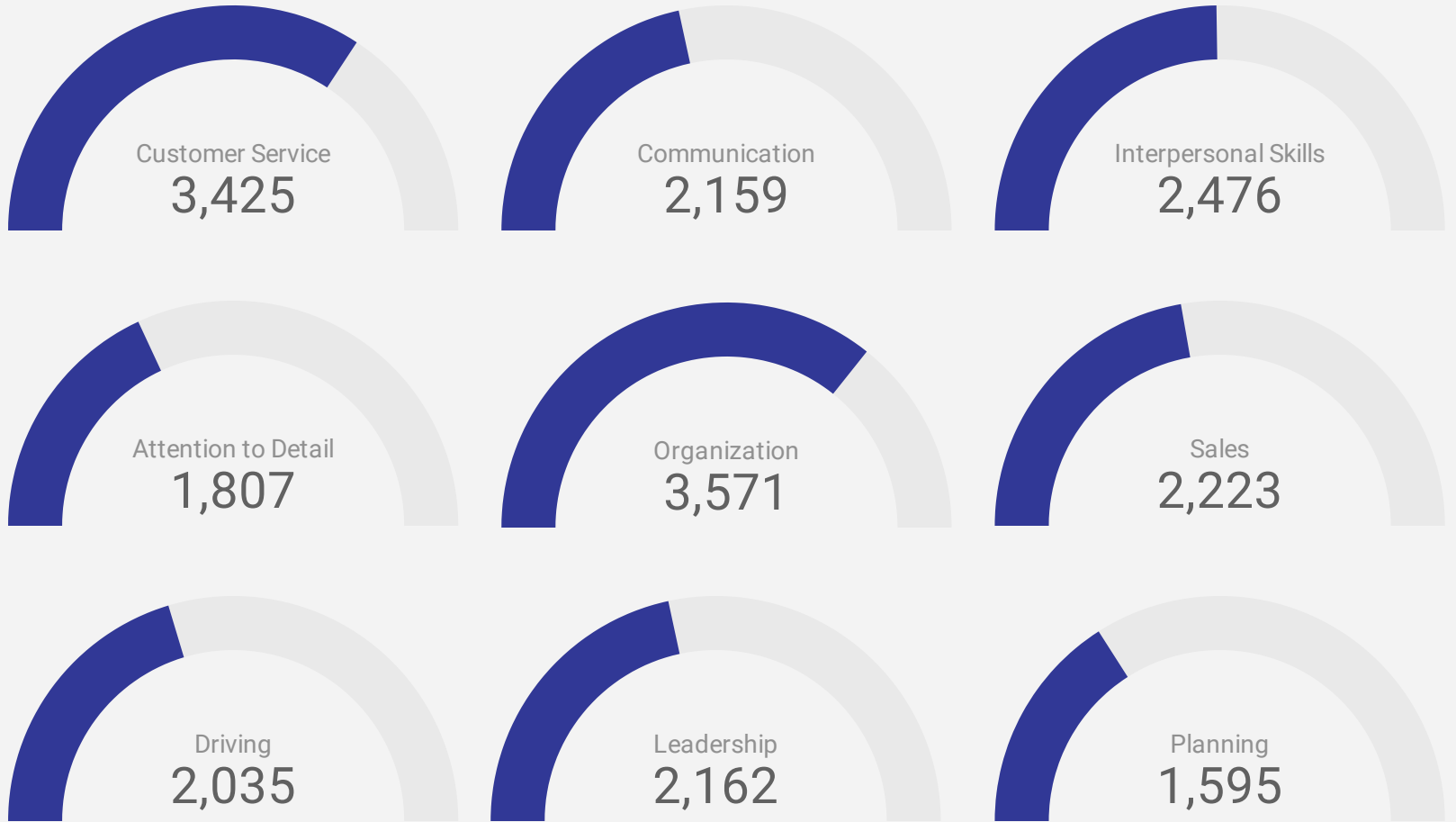
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

13,481



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

13,481



Driver's License
308



First Aid
607



Regular Access to a Vehicle
436



Criminal Record Check
501



Microsoft Office
922



Food Safety
322

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	611	16.5	14
2.	7452	Material handlers	NOC Skill Level C	340	16.5	15
3.	6322	Cooks	NOC Skill Level B	302	22.6	20
4.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	247	15.9	14
5.	6552	Other customer and information services representatives	NOC Skill Level C	227	17.4	18.5
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	217	19.5	20
7.	0621	Retail and wholesale trade managers	NOC Skill Level A	201	16.5	14
8.	7511	Transport truck drivers	NOC Skill Level C	175	17.1	15
9.	6731	Light duty cleaners	NOC Skill Level D	151	18.8	15
10.	1241	Administrative assistants	NOC Skill Level B	148	17.9	14
11.	6541	Security guards and related security service occupations	NOC Skill Level C	141	16.4	14
12.	3233	Licensed practical nurses	NOC Skill Level B	133	13.8	14
13.	6611	Cashiers	NOC Skill Level D	131	16.2	15
14.	7514	Delivery and courier service drivers	NOC Skill Level C	123	17.1	15
15.	6513	Food and beverage servers	NOC Skill Level C	100	18.3	20
16.	1414	Receptionists	NOC Skill Level C	99	17.0	20
17.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	95	17.2	14
18.	6311	Food service supervisors	NOC Skill Level B	85	53.0	21
19.	6222	Retail and wholesale buyers	NOC Skill Level B	84	18.5	14
20.	1114	Other financial officers	NOC Skill Level A	80	13.4	14
21.	1221	Administrative officers	NOC Skill Level B	78	22.4	21
22.	4212	Social and community service workers	NOC Skill Level B	76	17.3	21
23.	1431	Accounting and related clerks	NOC Skill Level C	71	22.0	21
24.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	68	14.1	14
25.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	63	15.2	14
26.	1111	Financial auditors and accountants	NOC Skill Level A	62	12.6	12.5
27.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	62	18.5	15
28.	6211	Retail sales supervisors	NOC Skill Level B	62	25.1	15
29.	6322	Bakers	NOC Skill Level B	61	17.5	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	611	16.5	14
2.	632	Chefs and cooks	NOC Skill Level B	345	22.5	20
3.	745	Longshore workers and material handlers	NOC Skill Level C	340	16.5	15
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	314	17.1	15
5.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	247	15.9	14
6.	673	Cleaners	NOC Skill Level D	232	18.2	15
7.	655	Customer and information services representatives	NOC Skill Level C	229	17.4	18.5
8.	441	Home care providers and educational support occupations	NOC Skill Level C	228	19.9	20
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	218	17.3	15
10.	062	Retail and wholesale trade managers	NOC Skill Level A	201	16.5	14
11.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	181	16.6	14
12.	323	Other technical occupations in health care	NOC Skill Level B	177	14.0	14
13.	111	Auditors, accountants and investment professionals	NOC Skill Level A	174	12.9	14
14.	651	Occupations in food and beverage service	NOC Skill Level C	166	17.8	20
15.	122	Administrative and regulatory occupations	NOC Skill Level B	160	19.2	20
16.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	157	16.9	14
17.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	154	17.4	15
18.	141	General office workers	NOC Skill Level C	148	16.9	20.5
19.	654	Security guards and related security service occupations	NOC Skill Level C	141	16.4	14
20.	661	Cashiers	NOC Skill Level D	131	16.2	15
21.	341	Assisting occupations in support of health services	NOC Skill Level C	123	16.6	14
22.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	118	17.9	14
23.	662	Other sales support and related occupations	NOC Skill Level D	111	16.5	14
24.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	109	16.6	21
25.	631	Service supervisors	NOC Skill Level B	97	50.9	21
26.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	93	22.0	14
27.	415	Social and community service professionals	NOC Skill Level A	93	16.7	14
28.	314	Therapy and assessment professionals	NOC Skill Level A	80	13.5	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	625	16.6	14
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	613	17.2	15
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	537	25.2	20
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	488	17.1	14
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	419	18.7	15
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	374	17.2	15
7.	32	Technical occupations in health	NOC Skill Level B	369	15.2	14
8.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	361	16.8	15
9.	14	Office support occupations	NOC Skill Level C	344	16.6	14
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	276	18.2	14
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	257	19.0	15
12.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	242	19.2	14
13.	66	Sales support occupations	NOC Skill Level D	242	16.3	14
14.	11	Professional occupations in business and finance	NOC Skill Level A	236	15.5	14
15.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	236	19.8	20
16.	31	Professional occupations in health (except nursing)	NOC Skill Level A	217	14.6	14
17.	73	Maintenance and equipment operation trades	NOC Skill Level B	195	19.9	14
18.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	156	17.9	14
19.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	154	17.4	15
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	144	16.6	20.5
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	134	16.6	14
22.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	127	17.9	14
23.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	126	22.0	18.5
24.	34	Assisting occupations in support of health services	NOC Skill Level C	123	16.6	14
25.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	68	17.7	21
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	67	17.1	15
27.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	66	15.7	14

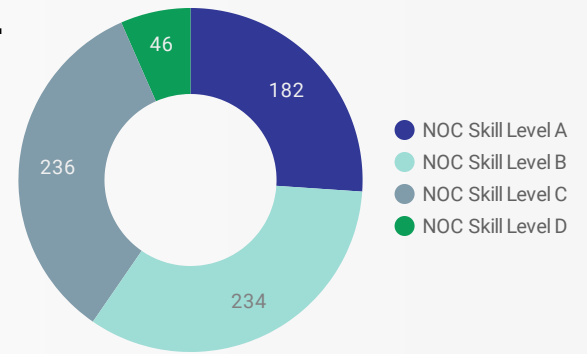
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
1,267	0	507	11	AVERAGE	MEDIAN
				16.2	14

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

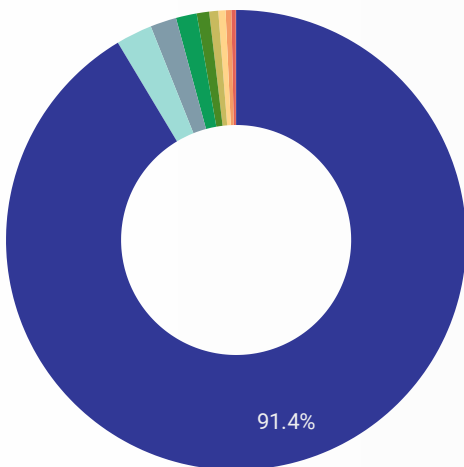
- 182 Skill Level A - Management/ Professional Occupations usually requiring University
- 234 Skill Level B - Usually college education or apprenticeship training
- 236 Skill Level C - Usually secondary education or occupation-specific training
- 46 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	167	206	208	35
Italian Langu...	2	10	16	4
Cantonese La...	5	1	9	3
Spanish Lang...	3	3	2	1
Japanese La...		6		1
Arabic Langu...	1	4	1	1
Vietnamese L...	1	2		

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?

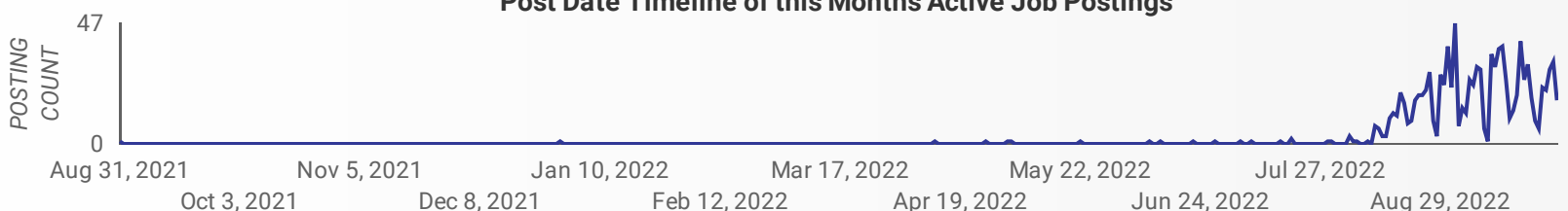


- Bilingual Language Jobs
- Italian Language Jobs
- Cantonese Language Jobs
- Spanish Language Jobs
- Arabic Language Jobs
- Mandarin Language Jobs
- Japanese Language Jobs
- Chinese Language Jobs
- Vietnamese Language Jobs
- Punjabi Language Jobs

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	1,157
2. Italian Language Jobs	35
3. Cantonese Language Jobs	20
4. Spanish Language Jobs	18
5. Arabic Language Jobs	12
6. Mandarin Language Jobs	7
7. Japanese Language Jobs	7

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

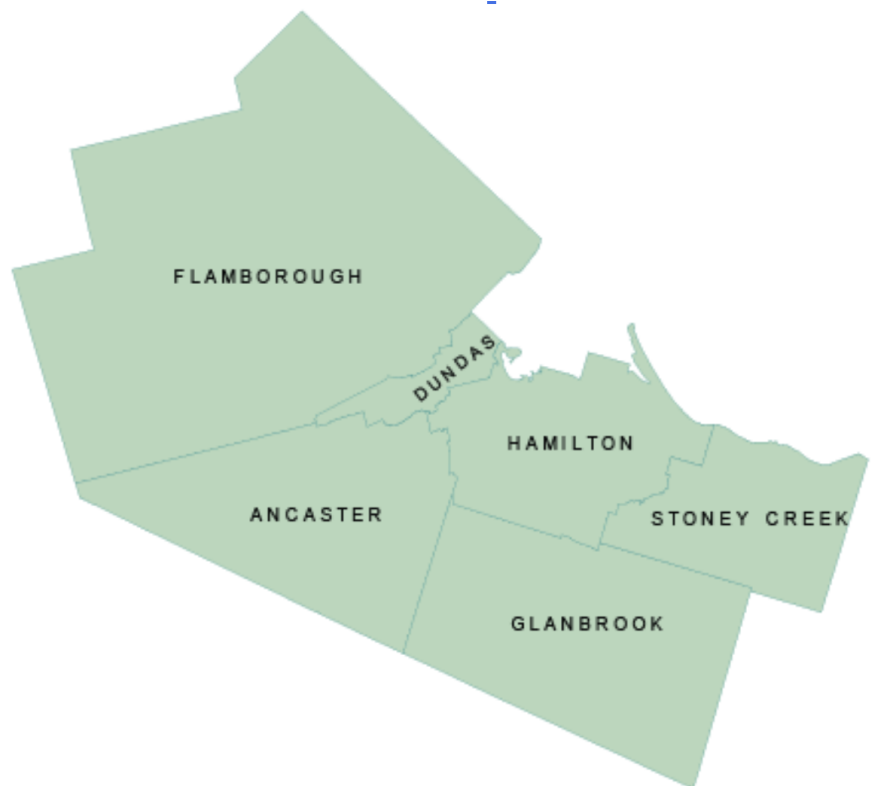
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Italian La...	Cantones...	Spanish ...	Japanese...	Arabic La...	Grand total
Business, finance and administration occu...	117	1	1	1			121
Health occupations	101		5			3	110
Management occupations	43	2		1		1	49
Natural and applied sciences and related o...	37			1			38
Occupations in art, culture, recreation and ...	4						4
Occupations in education, law and social, ...	93			2		1	97
Occupations in manufacturing and utilities	5			1			6
Sales and service occupations	158	29	12	3	7	2	215
Trades, transport and equipment operator...	58						58
Grand total	616	32	18	9	7	7	698

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	1,104	15.9	14
2. Stoney Creek	75	18.5	21
3. Ancaster	37	19.8	21
4. Dundas	37	20.3	21
5. Flamborough	14	17.3	15
Grand total	1,267	16.2	14



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Retail salespersons	49
2. Cooks	34
3. Home support workers, housekeepers and r...	33
4. Other customer and information services re...	30
5. Financial auditors and accountants	26
6. Retail and wholesale trade managers	21
7. Social and community service workers	19
8. Food counter attendants, kitchen helpers an...	18
9. Light duty cleaners	17
10. Food and beverage servers	17
11. Social workers	13
12. Administrative assistants	12
13. Administrative officers	12
14. Registered nurses and registered psychiatri...	10
15. Material handlers	10
16. Nurse aides, orderlies and patient service a...	9
17. Receptionists	9
18. Licensed practical nurses	8
19. Other medical technologists and technician...	8
20. Occupational therapists	8
21. Chefs	8
22. Physiotherapists	7
23. Other instructors	7
24. Shippers and receivers	7
25. User support technicians	7
26. Pharmacists	7
27. Urban and land use planners	7
28. Corporate sales managers	7
29. Medical sonographers	7
30. Delivery and courier service drivers	6
31. Landscape and horticulture technicians and...	6
32. Cashiers	6

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MULTILINGUAL HIRING EMPLOYERS

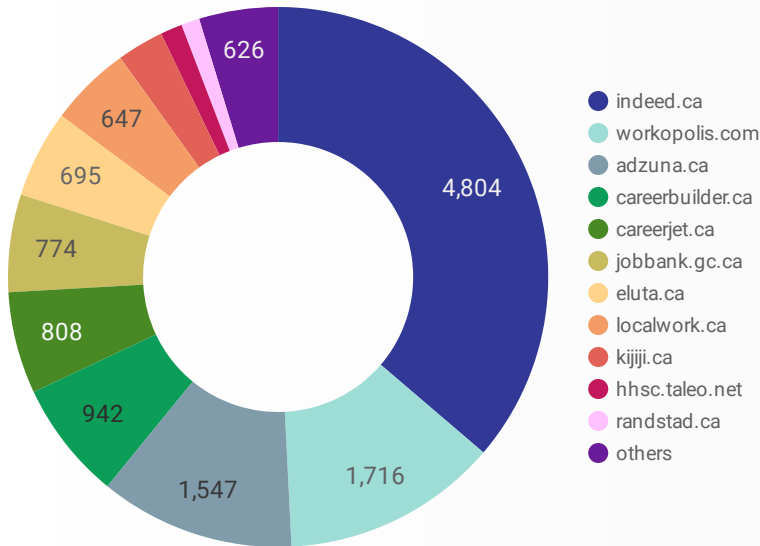
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	209
2. Intuit	42
3. Liquor Control Board of Ontario	23
4. Victoria Order Of Nurses	17
5. VON Canada	16
6. Centre de santé communautaire Hamilton/Niagara	16
7. TownePlace Suites by Marriott Hamilton	15
8. CBI Health	15
9. YWCA Hamilton	14
10. GigCx	14
11. Hamilton-Wentworth District School Board	13
12. Adzuna	11
13. The Salvation Army	11
14. Synergie Hunt International	9
15. Scott Steel Erectors	9
16. Indigo Books & Music Inc.	9
17. Canada Post	9
18. Penningtons	8
19. Good Shepherd	8
20. Canadian Cancer Society / CCS	8
21. Reitmans	8
22. La Source	8
23. Scotiabank	7
24. McMaster University Hospitality Services	7
25. Ackroo Inc.	7
26. The Best Connection Inc.	7
27. St. Joseph Healthcare	7
28. Aecom	6
29. McMaster University	6
30. Zarky's Fine Foods	6

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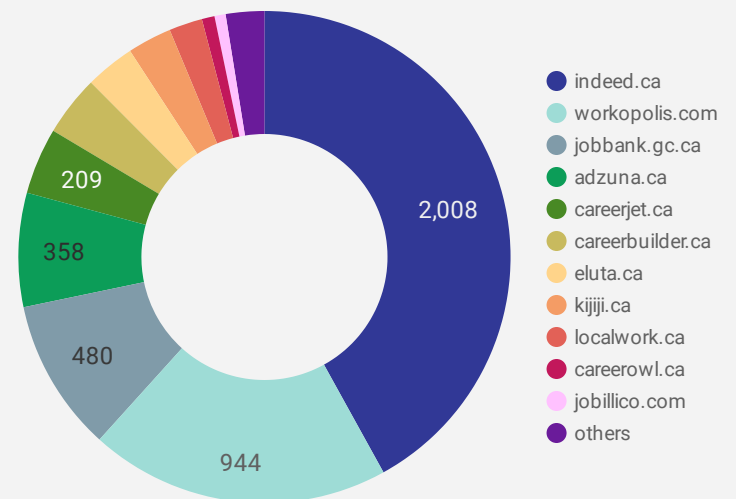
JOB POSTINGS BY JOB BOARD

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.	indeed.ca	4,804	20.7	21	2,008
2.	workopolis.com	1,716	14.0	14	944
3.	adzuna.ca	1,547	13.9	14	358
4.	careerbuilder.ca	942	7.1	8	190
5.	careerjet.ca	808	21.2	22	209
6.	jobbank.gc.ca	774	35.5	23	480
7.	eluta.ca	695	20.5	21	156
8.	localwork.ca	647	7.8	6	105
9.	kijiji.ca	371	15.0	15	139
10.	hhsc.taleo.net	173	11.7	7	1
11.	randstad.ca	146	27.4	10	1
12.	jobillico.com	126	17.8	15	35
13.	careerarc.com	112	34.9	23	14
14.	careerowl.ca	71	119.7	108	40
15.	network.applytoeducation.com	65	15.3	7	3
16.	rncareers.ca	58	23.5	13	20
17.	hreapp.hamilton.ca	51	9.9	6	1