



JOB DEMAND REPORT

OCTOBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
11,382	6,474	2,884	29

OF DAYS POSTED

AVERAGE	MEDIAN
21.1	21

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.

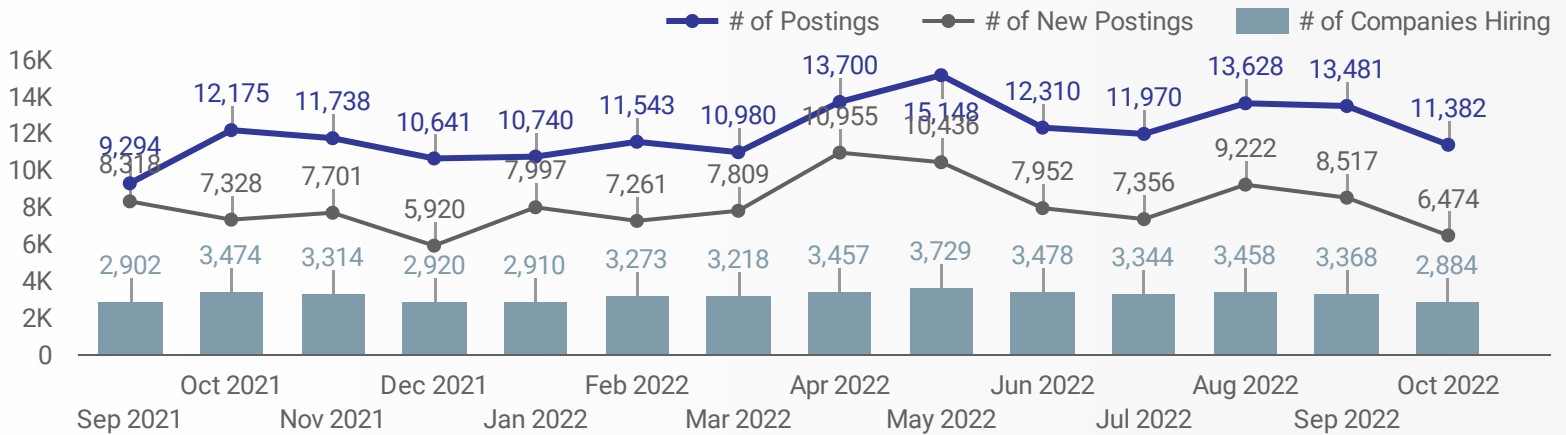


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JOB POSTINGS BY MONTH

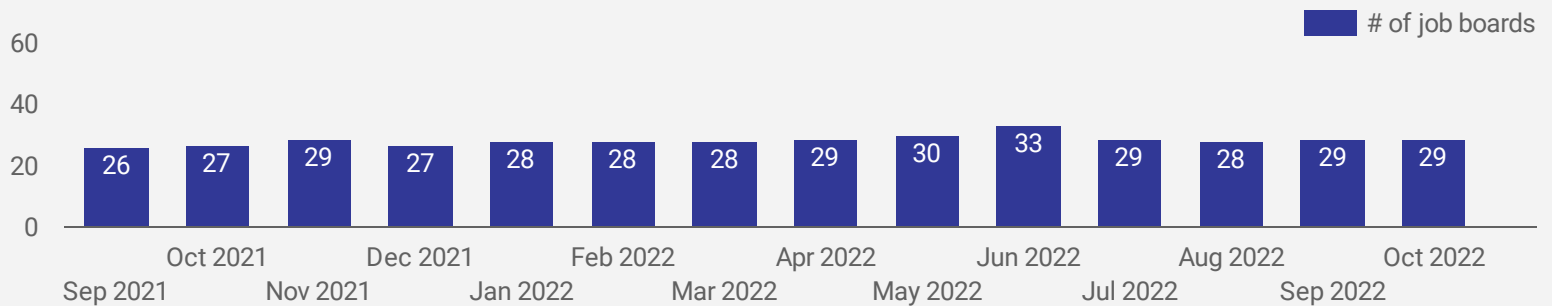
How many job postings were active for at least 1 day this month?



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

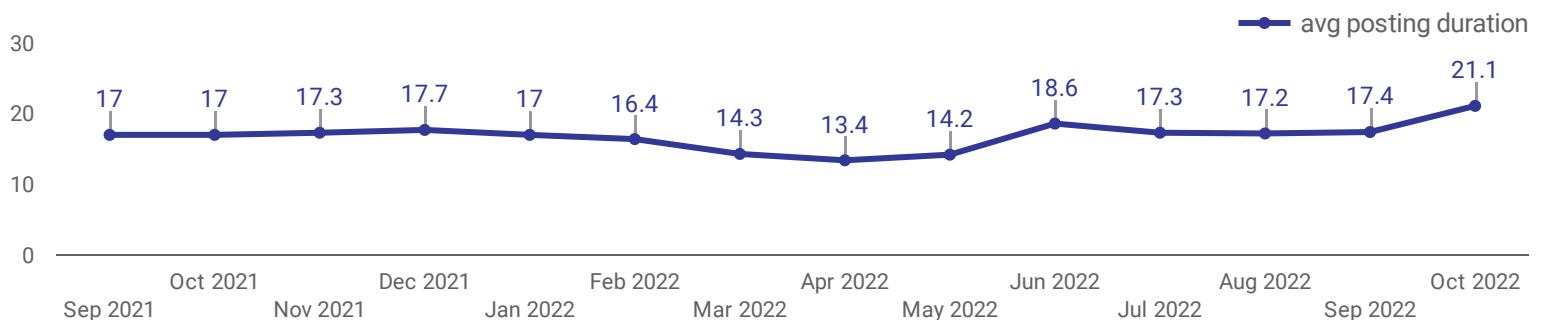
NUMBER OF ACTIVE JOB BOARDS

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

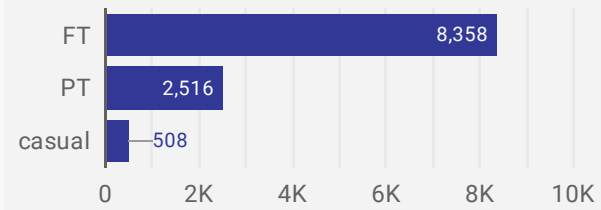
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	8,878	20.8	21
2. Stoney Creek	1,057	22.6	21
3. Ancaster	812	21.2	21
4. Dundas	366	24.8	21
5. Flamborough	267	19.6	21
Grand total	11,380	21.1	21



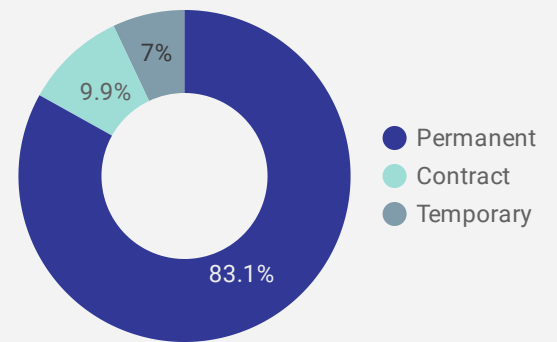
JOB TYPE

Full-time vs Part-time



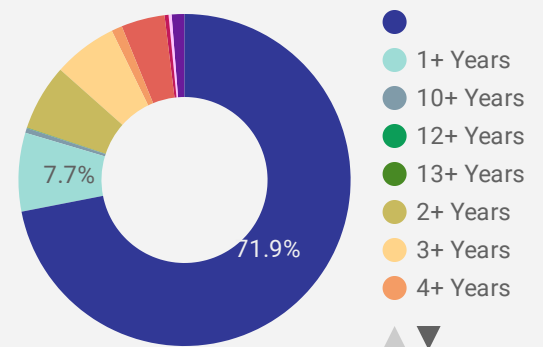
JOB DURATION

Permanency of jobs posted



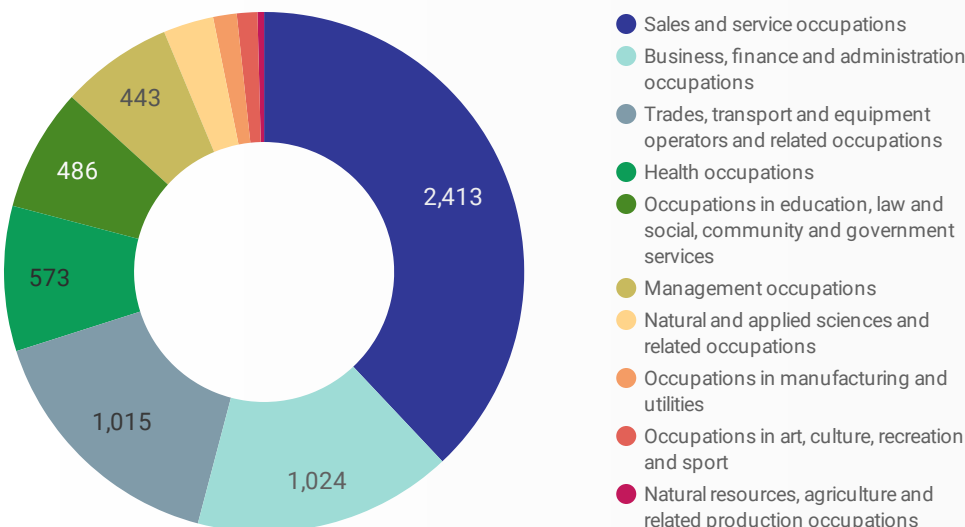
JOB EXPERIENCE

Job Postings by Experience Level Required



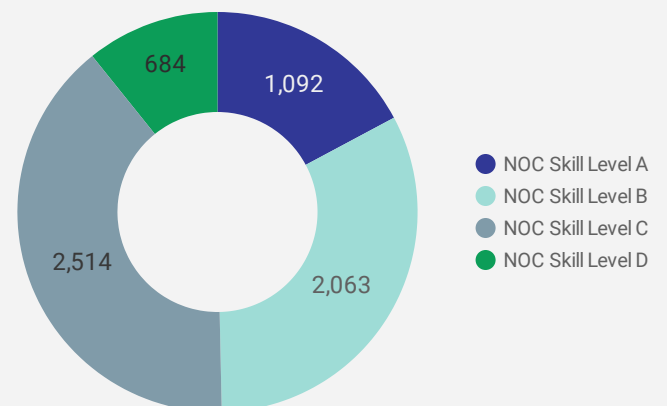
JOB POSTINGS BY JOB CATEGORY

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?






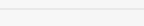
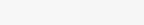
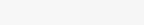

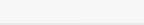
	COMPANY	COMMUNITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Mcmaster University	Hamilton	574	18.6	20
2.	Hamilton Health Sciences	Hamilton	455	14.9	14
3.	St Joseph's Healthcare Hamilton	Hamilton	179	20.8	21
4.	City of Hamilton	Hamilton	144	19.8	21
5.	Adzuna	Hamilton	126	14.0	14
6.	St. Joseph Healthcare	Hamilton	117	22.6	15
7.	Randstad	Ancaster	99	23.6	21
8.	Compass Group Canada	Hamilton	79	18.5	21
9.	Scotiabank	Hamilton	78	20.2	21
10.	Randstad Canada	Ancaster	74	60.3	70
11.	ABL Employment	Hamilton	64	16.8	21
12.	Mohawk College	Hamilton	61	17.8	21
13.	Loblaw Companies Ltd.	Hamilton	60	19.0	21
14.	Hamilton-Wentworth District School Board	Hamilton	59	24.4	21
15.	Oakridge Landscape Contractors	Hamilton	53	17.1	19
16.	Umbrella Family and Child Centres of Hamilton	Hamilton	49	18.3	20
17.	American Iron and Metal Recycling	Hamilton	49	16.6	21
18.	AppleOne	Hamilton	47	17.9	21
19.	Randstad Canada	Hamilton	43	54.1	42
20.	Carmen's Group	Hamilton	40	18.6	21
21.	Vertical Staffing Resources	Hamilton	39	21.0	21
22.	Aerotek	Hamilton	38	20.8	21
23.	Randstad	Hamilton	38	22.5	21
24.	Shoppers Drug Mart / Pharmaprix	Hamilton	37	14.5	14
25.	Paladin Security	Hamilton	37	26.4	22
26.	Amazon Canada Fulfillment Centre	Hamilton	35	16.6	14
27.	Lowe's	Ancaster	34	20.1	21
28.	Canada Post	Hamilton	34	18.7	21
29.	VON Canada	Hamilton	34	43.1	30
30.	Shoppers Drug Mart	Hamilton	33	20.3	18
31.	The Best Connection Inc.	Hamilton	31	25.1	21

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

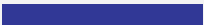









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	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE
1.	Senior Marketing Automation Manager	Robert Half Canada	Hamilton	125 
2.	Director, Water & Wastewater Operations	City of Hamilton	Hamilton	92.1 
3.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80 
4.	Senior Project Manager, Capital Works Controller	City of Hamilton	Hamilton	66.15 
5.	Vice-president	PRO TRANS INC.	Stoney Creek	64 
6.	Senior Auditor	City of Hamilton	Hamilton	63.32 
7.	General Manager - Financial, Communications And Other Business Services	Eisa Trading Inc.,	Hamilton	63 
8.	Chief Executive Officer (ceo) - Financial, Communications And Other Business Services	Valenta BPO Solutions	Hamilton	63 
9.	Purchasing Manager	Spring Grill House	Hamilton	60 
10.	Restaurant Chain Corporate Controller	Spring Grill House	Hamilton	60 

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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.	Cti Owner Operator Cross Border Hamilton	Tandet Management Inc.	Hamilton	350,000 
2.	Dentist	The Tooth Corner	Hamilton	226,690 
3.	Director Of Energy Storage	Mcmaster University	Hamilton	193,974 
4.	Director, Climate Change Initiatives	City of Hamilton	Hamilton	167,622 
5.	Director, Heritage & Urban Design	City of Hamilton	Hamilton	167,622 
6.	Director, Development Engineering	City of Hamilton	Hamilton	167,622 
7.	Director, Development Planning	City of Hamilton	Hamilton	167,622 
8.	Hamilton - Canada to USA Long Haul Owner-Operator AZ Driver	Rubicon HR	Hamilton	150,000 
9.	Real Estate Sales Representative	Royal LePage	Hamilton	150,000 
10.	Manager - Development Engineering	City of Hamilton	Hamilton	133,637.14 

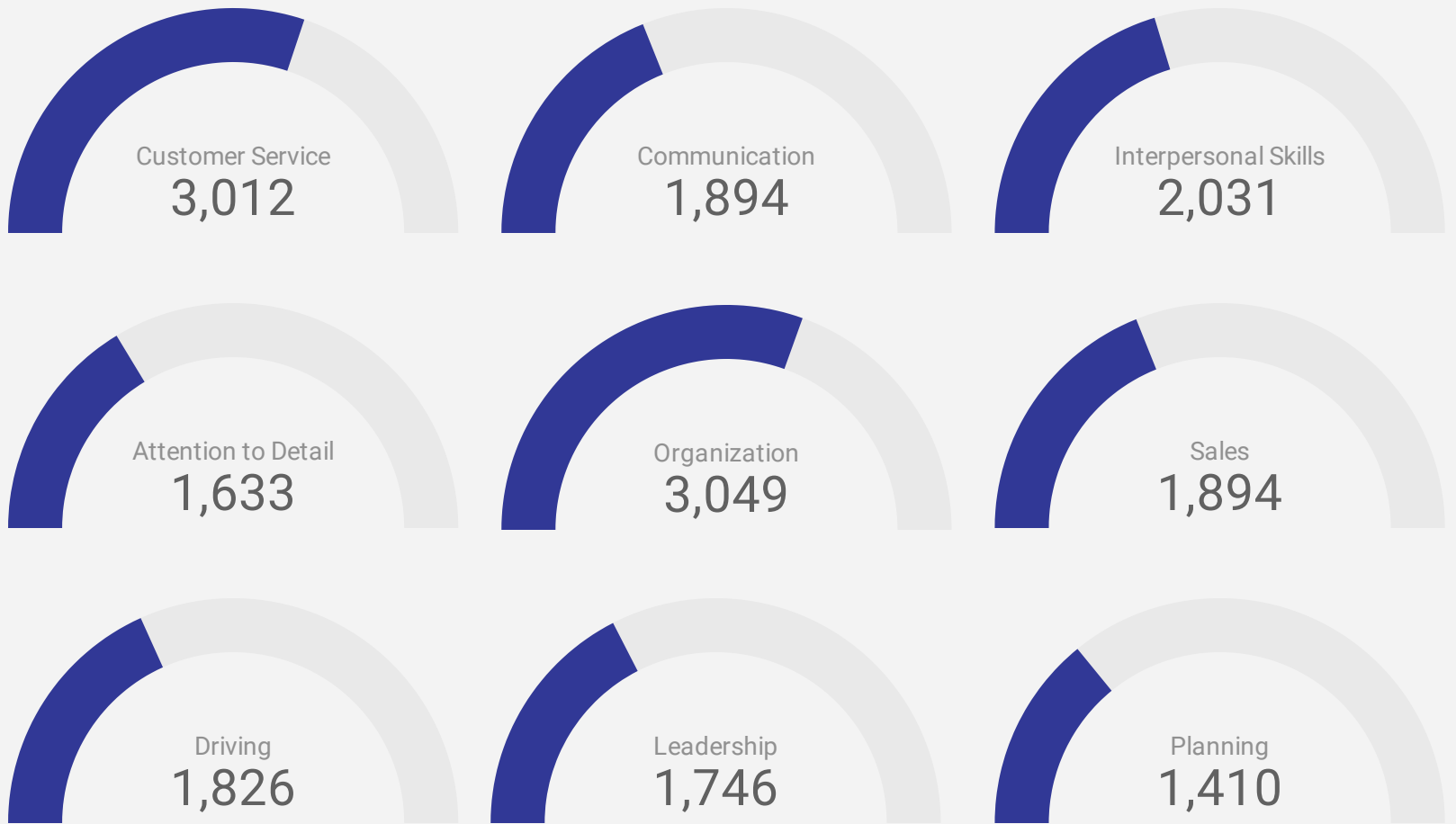
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

11,382



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

11,382



Driver's License
237



First Aid
604



Regular Access to a Vehicle
391



Criminal Record Check
469



Microsoft Office
747



Food Safety
303

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	532	20.4	21
2.	7452	Material handlers	NOC Skill Level C	296	21.0	21
3.	6322	Cooks	NOC Skill Level B	267	23.7	21
4.	6552	Other customer and information services representatives	NOC Skill Level C	225	19.0	21
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	200	19.8	21
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	184	21.8	21
7.	0621	Retail and wholesale trade managers	NOC Skill Level A	179	19.9	21
8.	1241	Administrative assistants	NOC Skill Level B	142	17.5	21
9.	6541	Security guards and related security service occupations	NOC Skill Level C	135	19.6	21
10.	7511	Transport truck drivers	NOC Skill Level C	131	22.5	21
11.	6611	Cashiers	NOC Skill Level D	122	19.2	21
12.	6731	Light duty cleaners	NOC Skill Level D	110	21.7	21
13.	1414	Receptionists	NOC Skill Level C	108	17.7	21
14.	7514	Delivery and courier service drivers	NOC Skill Level C	103	21.5	21
15.	3233	Licensed practical nurses	NOC Skill Level B	92	25.1	21
16.	6513	Food and beverage servers	NOC Skill Level C	83	20.0	21
17.	6311	Food service supervisors	NOC Skill Level B	78	63.5	35
18.	6222	Retail and wholesale buyers	NOC Skill Level B	73	19.7	21
19.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	71	21.7	21
20.	1221	Administrative officers	NOC Skill Level B	70	25.1	21
21.	4212	Social and community service workers	NOC Skill Level B	69	20.2	21
22.	6211	Retail sales supervisors	NOC Skill Level B	66	19.2	21
23.	1114	Other financial officers	NOC Skill Level A	62	21.1	21
24.	6332	Bakers	NOC Skill Level B	60	22.9	21
25.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	59	24.5	21
26.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	59	17.7	21
27.	1431	Accounting and related clerks	NOC Skill Level C	56	21.4	21
28.	1521	Shippers and receivers	NOC Skill Level C	56	19.2	21
29.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	50	26.0	21

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	532	20.4	21
2.	632	Chefs and cooks	NOC Skill Level B	314	24.2	21
3.	745	Longshore workers and material handlers	NOC Skill Level C	296	21.0	21
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	250	21.9	21
5.	655	Customer and information services representatives	NOC Skill Level C	227	19.0	21
6.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	200	18.0	21
7.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	200	19.8	21
8.	441	Home care providers and educational support occupations	NOC Skill Level C	197	22.0	21
9.	673	Cleaners	NOC Skill Level D	186	22.5	21
10.	062	Retail and wholesale trade managers	NOC Skill Level A	179	19.9	21
11.	141	General office workers	NOC Skill Level C	148	18.6	21
12.	651	Occupations in food and beverage service	NOC Skill Level C	137	19.7	21
13.	654	Security guards and related security service occupations	NOC Skill Level C	135	19.6	21
14.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	134	21.7	21
15.	122	Administrative and regulatory occupations	NOC Skill Level B	131	22.7	21
16.	323	Other technical occupations in health care	NOC Skill Level B	127	24.4	21
17.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	123	18.4	21
18.	661	Cashiers	NOC Skill Level D	122	19.2	21
19.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	112	19.6	21
20.	111	Auditors, accountants and investment professionals	NOC Skill Level A	110	21.3	21
21.	341	Assisting occupations in support of health services	NOC Skill Level C	106	18.4	21
22.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	105	21.1	21
23.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	96	20.3	21
24.	631	Service supervisors	NOC Skill Level B	90	62.4	31
25.	662	Other sales support and related occupations	NOC Skill Level D	76	21.6	21
26.	633	Butchers and bakers	NOC Skill Level B	72	22.0	21
27.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	71	21.8	21
28.	621	Retail sales supervisors	NOC Skill Level B	66	19.2	21

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	572	19.4	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	542	20.4	21
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	500	28.2	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	397	21.2	21
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	378	20.2	21
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	315	21.6	21
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	298	21.4	21
8.	14	Office support occupations	NOC Skill Level C	280	19.6	21
9.	32	Technical occupations in health	NOC Skill Level B	256	20.9	21
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	227	20.9	21
11.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	204	20.2	21
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	203	23.0	21
13.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	202	22.0	21
14.	66	Sales support occupations	NOC Skill Level D	198	20.3	21
15.	31	Professional occupations in health (except nursing)	NOC Skill Level A	192	19.4	21
16.	11	Professional occupations in business and finance	NOC Skill Level A	164	21.0	21
17.	73	Maintenance and equipment operation trades	NOC Skill Level B	149	30.4	21
18.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	136	19.2	21
19.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	134	21.7	21
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	109	19.8	21
21.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	109	21.1	21
22.	34	Assisting occupations in support of health services	NOC Skill Level C	106	18.4	21
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	106	29.4	21
24.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	93	21.7	21
25.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	66	24.0	21
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	50	27.3	21
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	49	20.9	21

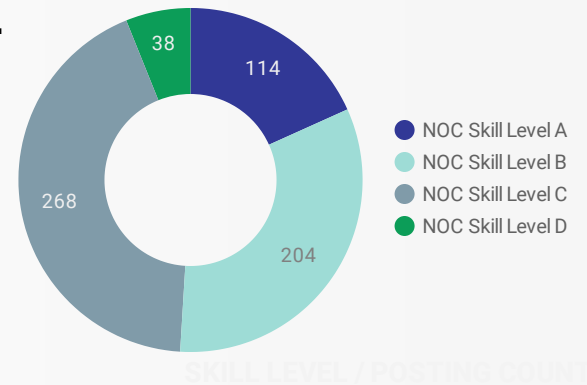
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
1,160	0	460	10	AVERAGE	MEDIAN
				19.3	21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

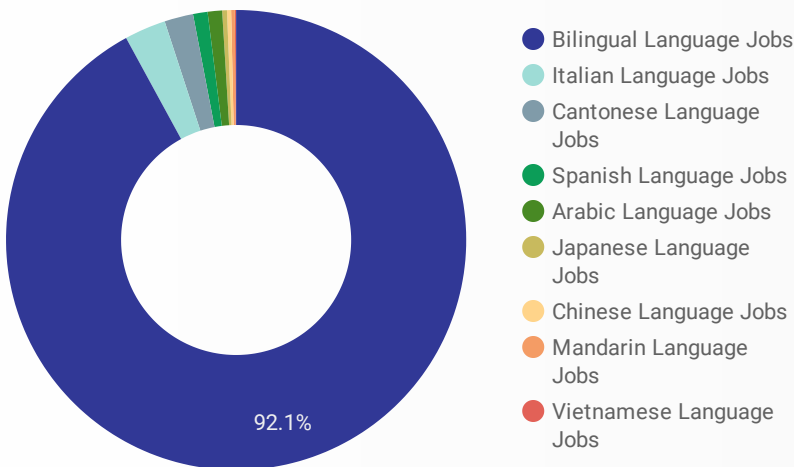
- 114 Skill Level A - Management/ Professional Occupations usually requiring University
- 204 Skill Level B - Usually college education or apprenticeship training
- 268 Skill Level C - Usually secondary education or occupation-specific training
- 38 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	108	178	239	33
Italian Langu...		9	12	
Cantonese La...	2	1	16	1
Spanish Lang...	1	5	2	
Japanese La...		6		
Arabic Langu...	1	2	1	
Vietnamese L...	1	2		

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	1,061
2. Italian Language Jobs	33
3. Cantonese Language Jobs	22
4. Spanish Language Jobs	14
5. Arabic Language Jobs	13
6. Japanese Language Jobs	6
7. Mandarin Language Jobs	4

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

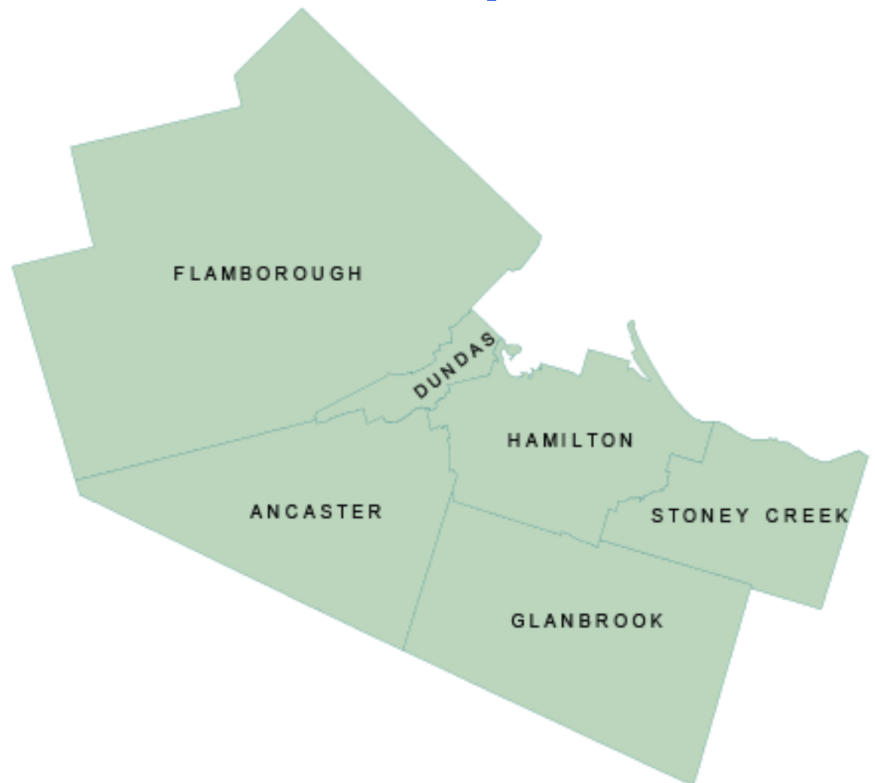
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Italian La...	Cantones...	Spanish ...	Japanese...	Arabic La...	Grand total
Business, finance and administration occu...	103	1		1			106
Health occupations	59	1	2			1	63
Management occupations	41					1	43
Natural and applied sciences and related o...	23			1			24
Occupations in art, culture, recreation and ...	4						4
Occupations in education, law and social, ...	84			1		1	87
Occupations in manufacturing and utilities	2						2
Sales and service occupations	189	19	18	5	6	1	242
Trades, transport and equipment operator...	53						53
Grand total	558	21	20	8	6	4	624

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	972	19.0	21
2. Stoney Creek	80	22.8	21
3. Dundas	51	19.8	21
4. Ancaster	41	20.1	21
5. Flamborough	16	17.6	21
Grand total	1,160	19.3	21



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other customer and information services re...	62
2. Retail salespersons	52
3. Cooks	38
4. Home support workers, housekeepers and r...	35
5. Retail and wholesale trade managers	24
6. Social and community service workers	24
7. Food and beverage servers	17
8. Administrative assistants	16
9. Food counter attendants, kitchen helpers an...	15
10. Material handlers	14
11. Receptionists	14
12. Light duty cleaners	11
13. Administrative officers	9
14. Licensed practical nurses	9
15. Other medical technologists and technician...	8
16. Accounting and related clerks	7
17. Transport truck drivers	7
18. Accounting technicians and bookkeepers	7
19. Chefs	7
20. Social workers	6
21. Facility operation and maintenance manage...	6
22. Nurse aides, orderlies and patient service a...	6
23. Medical radiation technologists	5
24. Financial auditors and accountants	5
25. Dental assistants	5
26. Technical sales specialists - wholesale trade	5
27. Medical administrative assistants	5
28. General office support workers	4
29. Executive assistants	4
30. Allied primary health practitioners	4
31. Shippers and receivers	4
32. Human resources professionals	4

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MULTILINGUAL HIRING EMPLOYERS

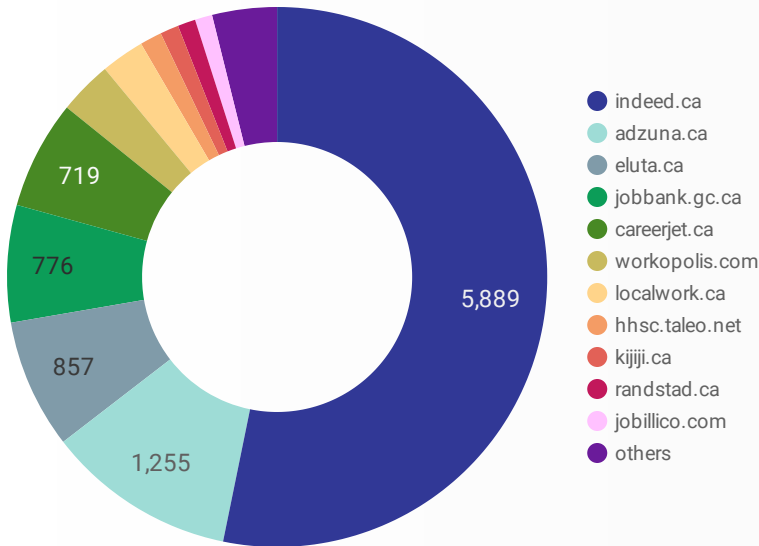
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	180
2. LCBO	35
3. TownePlace Suites by Marriott Hamilton	19
4. Intuit	17
5. Centre de sant�� communautaire Hamilton/Niagara	17
6. VON Canada	16
7. McMaster University	13
8. The Source (Bell) Electronics Inc.	13
9. Canada Post	12
10. The Source	11
11. Adzuna	11
12. The Salvation Army	11
13. YWCA Hamilton	11
14. Victoria Order Of Nurses	10
15. Scott Steel Erectors	9
16. Gowling WLG	9
17. Penningtons	9
18. Reitmans	8
19. Carmen's Group	8
20. Victorian Order of Nurses / VON	7
21. VON Canada (Ontario)	7
22. Cardinal Retirement Residence	7
23. Archmill House Inc	7
24. Scotiabank	7
25. Canadian Cancer Society / CCS	7
26. Good Shepherd	7
27. La Vie en Rose	6
28. St Joseph's Healthcare Hamilton	6
29. The Best Connection Inc.	6
30. CBI Health	6

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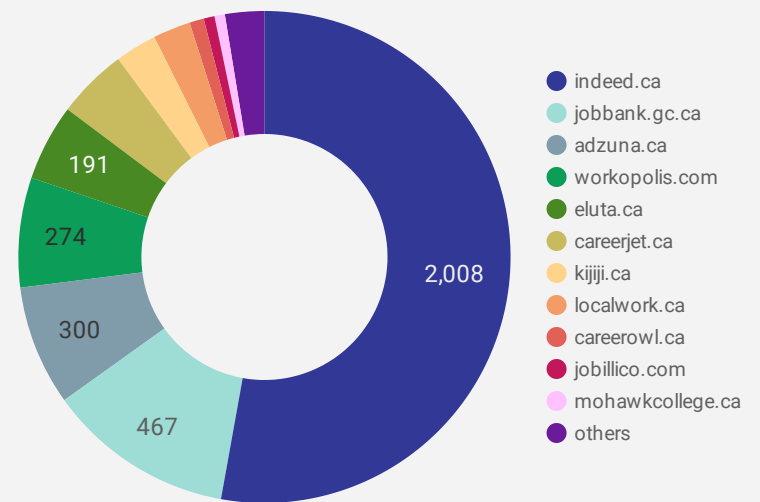
JOB POSTINGS BY JOB BOARD

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	5,889	20.7	21	2,008
2.	adzuna.ca	1,255	14.6	14	300
3.	eluta.ca	857	20.8	21	191
4.	jobbank.gc.ca	776	32.4	24	467
5.	careerjet.ca	719	19.8	14	176
6.	workopolis.com	354	13.9	14	274
7.	localwork.ca	288	14.6	14	94
8.	hhsc.taleo.net	145	10.3	7	1
9.	kijiji.ca	123	15.0	15	104
10.	randstad.ca	118	58.9	70	1
11.	jobillico.com	115	36.2	21	27
12.	careerarc.com	92	43.5	36	13
13.	careerowl.ca	64	107.6	123	36
14.	rncareers.ca	59	25.8	18	15
15.	mohawkcollege.ca	35	27.4	22	26
16.	hreapp.hamilton.ca	34	18.3	14	1
17.	careerbuilder.ca	32	21.5	29	13