



# JOB DEMAND REPORT

## NOVEMBER 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
10,258	5,064	2,326	29

#### # OF DAYS POSTED

AVERAGE	MEDIAN
22.1	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.

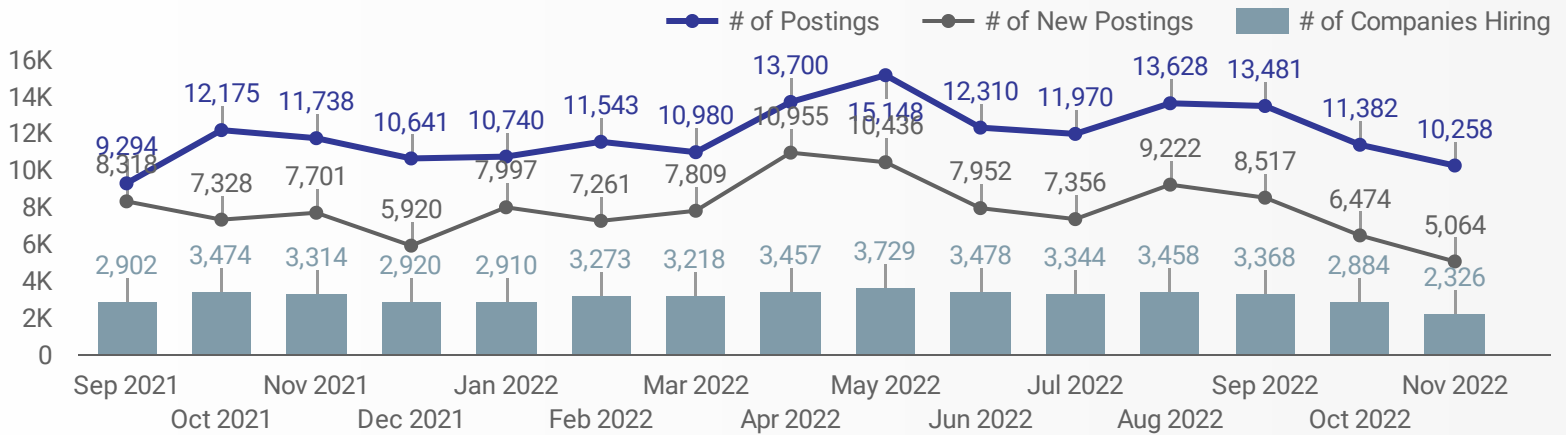


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## JOB POSTINGS BY MONTH

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

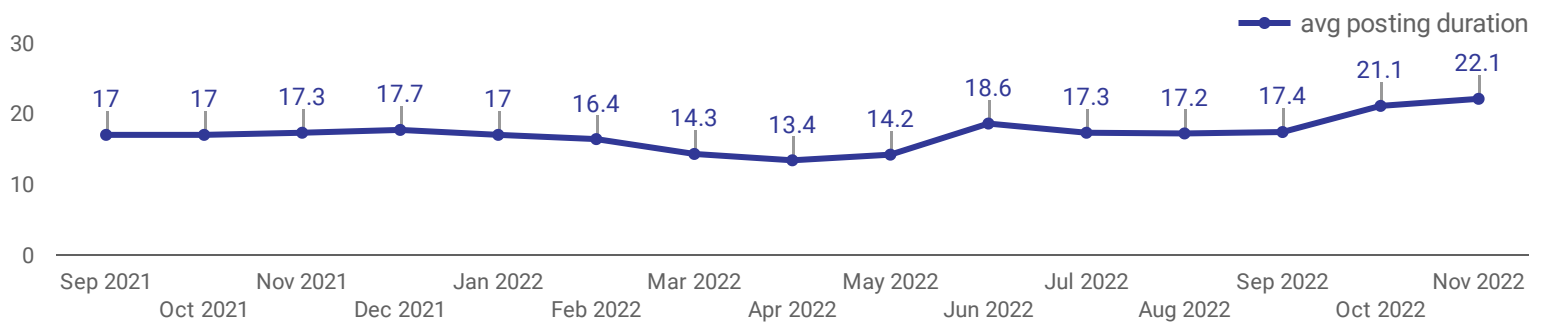
## NUMBER OF ACTIVE JOB BOARDS

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



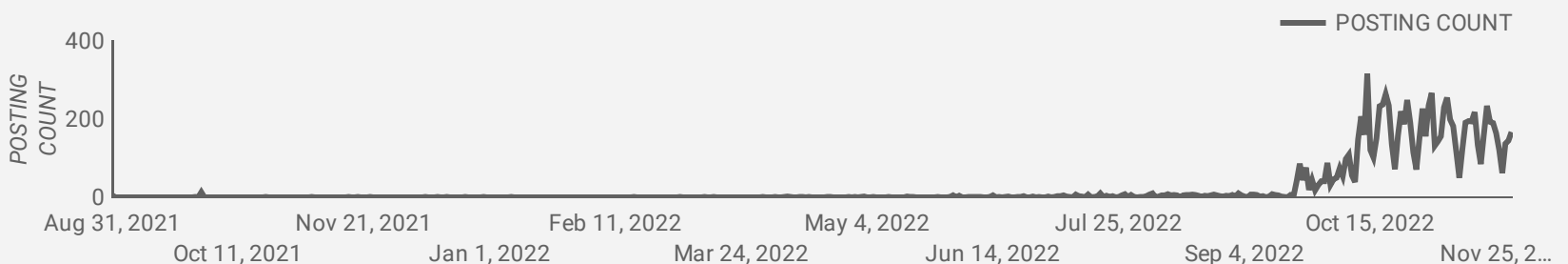
## AVG & MEDIAN POSTING LENGTH BY DAYS

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

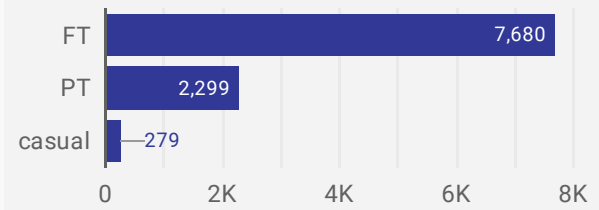
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	8,118	21.9	21
2. Stoney Creek	918	22.4	21
3. Ancaster	671	24.0	21
4. Dundas	304	23.6	21
5. Flamborough	245	21.5	21
<b>Grand total</b>	<b>10,256</b>	<b>22.1</b>	<b>21</b>



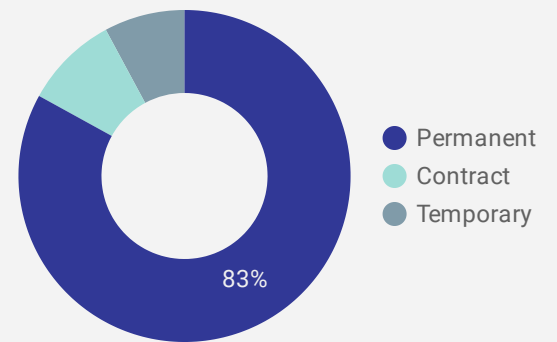
## JOB TYPE

Full-time vs Part-time



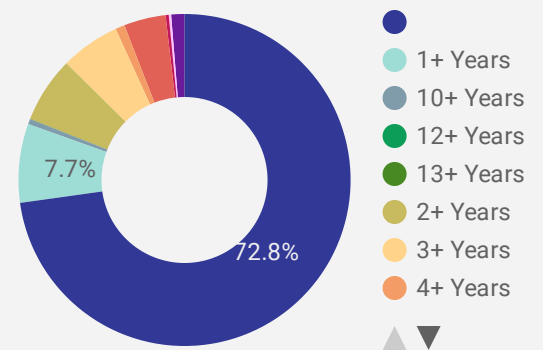
## JOB DURATION

Permanency of jobs posted



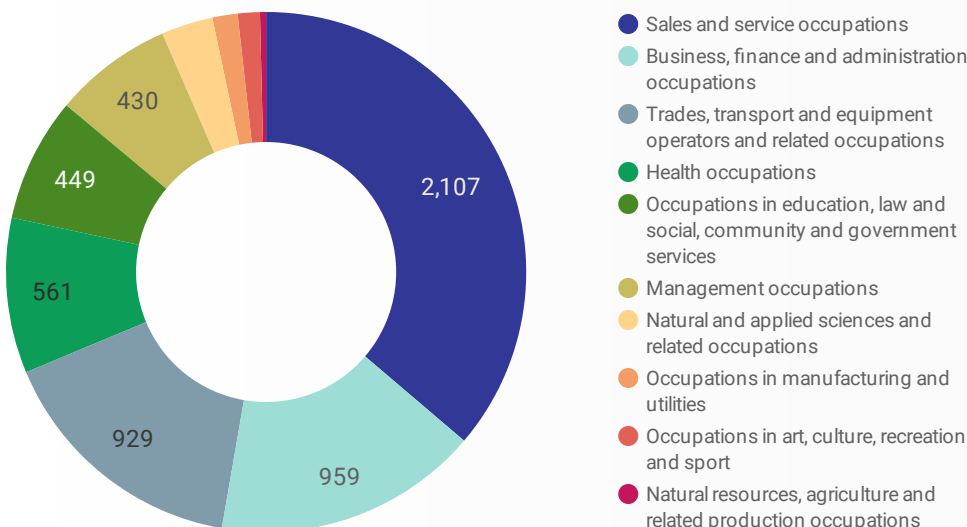
## JOB EXPERIENCE

Job Postings by Experience Level Required



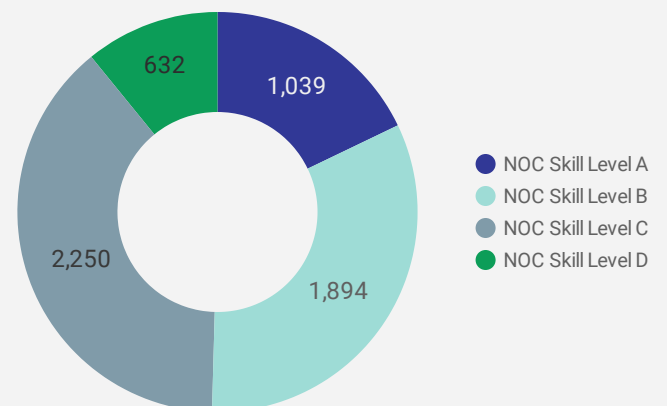
## JOB POSTINGS BY JOB CATEGORY

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, ON	Hamilton	649	18.6	20
2.	Hamilton Health Sciences	Hamilton	387	17.4	20
3.	St Joseph's Healthcare Hamilton	Hamilton	338	19.9	21
4.	City of Hamilton	Hamilton	130	19.6	21
5.	Randstad	Ancaster	128	37.6	35
6.	Adzuna	Hamilton	116	null	null
7.	Acara Solutions	Hamilton	114	21.0	21
8.	Compass Group Canada	Hamilton	85	21.4	21
9.	Randstad	Hamilton	77	28.7	21
10.	Scotiabank	Hamilton	65	22.4	20
11.	American Iron and Metal Recycling	Hamilton	62	23.4	21
12.	Mohawk College	Hamilton	61	11.5	7
13.	ABL Employment	Hamilton	61	17.0	21
14.	Carmen's Group	Hamilton	51	19.6	21
15.	Hamilton-Wentworth District School Board	Hamilton	51	7.6	4
16.	Paladin Security Group Ltd.	Hamilton	42	28.3	21
17.	Aerotek	Hamilton	41	20.9	21
18.	Vertical Staffing Resources	Hamilton	39	21.0	21
19.	L3HARRIS, WESCAM Inc.	Hamilton	38	21.6	21
20.	Umbrella Family and Child Centres of Hamilton	Hamilton	37	22.8	21
21.	Loblaw Companies Ltd.	Hamilton	37	26.7	28
22.	ArcelorMittal Dofasco	Hamilton	35	20.2	21
23.	Oakridge Group Inc.	Hamilton	34	16.8	20
24.	Shoppers Drug Mart	Hamilton	33	26.2	35
25.	Canadian Tire Corporation Limited	Hamilton	32	20.9	21
26.	The Best Connection Inc.	Hamilton	32	21.9	21
27.	Amazon Canada Fulfillment Centre	Hamilton	31	null	null
28.	The Village of Wentworth Heights	Hamilton	31	21.2	21
29.	Good Shepherd	Hamilton	29	16.3	14
30.	Lowe's	Hamilton	29	18.5	21
31.	The Salvation Army	Hamilton	29	20.9	21

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Job Postings  
**179**

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE
1.	Psychotherapist For Psilocybin Assisted Psychotherapy	MacAnxiety Research Centre	Hamilton	150
2.	Director, Housing Secretariat	City of Hamilton	Hamilton	92.1
3.	Chiropractor	ELITE PHYSIO CARE WEST MOUNTAIN	Hamilton	90
4.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80
5.	Manager, Infrastructure Renewal	City of Hamilton	Hamilton	73.43
6.	Nurse Practitioner	City of Hamilton	Hamilton	67.54
7.	Manager, Planning & Competency Development	City of Hamilton	Hamilton	66.15
8.	Supervisor Network & Security	City of Hamilton	Hamilton	66.15
9.	Senior Project Manager, Water / Wastewater Planning	City of Hamilton	Hamilton	66.15
10.	General Manager - Financial, Communications And Other Business Services	Eisa Trading Inc.,	Hamilton	63
11.	Chief Executive Officer (ceo) - Financial, Communications And	Valenta BPO Solutions	Hamilton	63

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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.	Family Physician	Locke Street Walk-In Medical Clinic	Hamilton	250,000
3.	Dentist	The Tooth Corner	Hamilton	226,690
4.	Associate Dentist	The Tooth Corner	Hamilton	226,690
5.	Automotive Sales Representative	LKQ Canada Auto Parts	Stoney Creek	200,000
6.	Home Comfort Advisor	Aire One West Heating & Cooling	Hamilton	180,000
7.	Director, Taxation Programs	Steven Cardwell Recruitment	Hamilton	160,000
8.	Real Estate Sales Representative	Royal LePage	Hamilton	150,000
9.	Automotive Sales Consultant	401 Auto	Hamilton	150,000
10.	Hamilton - Canada to USA Long Haul Owner-Operator AZ Driver	Rubicon HR	Hamilton	150,000
11.	Automotive Sales & Finance	401 Auto	Hamilton	150,000

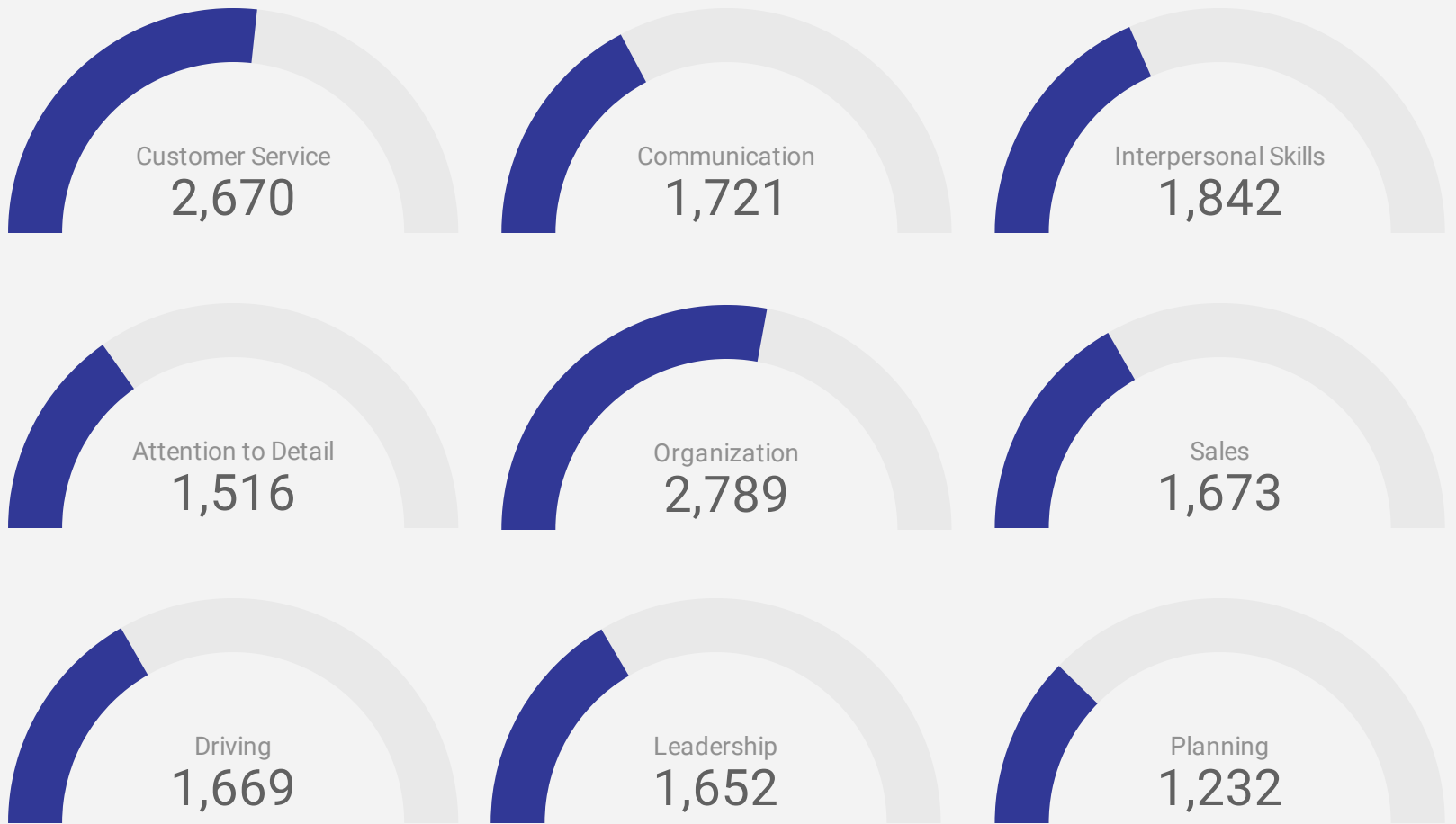
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,258



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,258



Driver's License  
201



First Aid  
568



Regular Access to a Vehicle  
370



Criminal Record Check  
385



Microsoft Office  
697



Food Safety  
281

## 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	480	21.3	21
2.	7452	Material handlers	NOC Skill Level C	302	22.8	21
3.	6322	Cooks	NOC Skill Level B	235	28.3	21
4.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	191	23.7	21
5.	0621	Retail and wholesale trade managers	NOC Skill Level A	170	22.2	21
6.	6552	Other customer and information services representatives	NOC Skill Level C	169	28.8	21
7.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	169	23.4	21
8.	1241	Administrative assistants	NOC Skill Level B	127	21.8	21
9.	7511	Transport truck drivers	NOC Skill Level C	127	19.7	21
10.	6541	Security guards and related security service occupations	NOC Skill Level C	107	23.2	21
11.	6611	Cashiers	NOC Skill Level D	106	22.2	21
12.	3233	Licensed practical nurses	NOC Skill Level B	94	22.1	21
13.	7514	Delivery and courier service drivers	NOC Skill Level C	94	19.8	21
14.	6731	Light duty cleaners	NOC Skill Level D	91	20.9	21
15.	1414	Receptionists	NOC Skill Level C	85	18.7	21
16.	1221	Administrative officers	NOC Skill Level B	78	19.5	21
17.	6311	Food service supervisors	NOC Skill Level B	72	62.1	50
18.	6513	Food and beverage servers	NOC Skill Level C	66	20.9	21
19.	6332	Bakers	NOC Skill Level B	64	33.5	21
20.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	63	30.6	21
21.	6211	Retail sales supervisors	NOC Skill Level B	61	30.1	21
22.	4212	Social and community service workers	NOC Skill Level B	61	21.6	21
23.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	60	20.7	21
24.	6222	Retail and wholesale buyers	NOC Skill Level B	59	19.4	21
25.	1431	Accounting and related clerks	NOC Skill Level C	58	20.5	21
26.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	55	18.8	21
27.	0631	Restaurant and food service managers	NOC Skill Level A	50	28.2	21
28.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	49	19.2	21
29.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	49	16.9	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	480	21.3	21
2.	745	Longshore workers and material handlers	NOC Skill Level C	302	22.8	21
3.	632	Chefs and cooks	NOC Skill Level B	267	27.1	21
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	230	20.0	21
5.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	191	23.7	21
6.	441	Home care providers and educational support occupations	NOC Skill Level C	186	21.8	21
7.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	175	20.2	21
8.	655	Customer and information services representatives	NOC Skill Level C	171	28.8	21
9.	062	Retail and wholesale trade managers	NOC Skill Level A	170	22.2	21
10.	673	Cleaners	NOC Skill Level D	169	20.7	21
11.	122	Administrative and regulatory occupations	NOC Skill Level B	136	24.7	21
12.	141	General office workers	NOC Skill Level C	134	19.3	21
13.	323	Other technical occupations in health care	NOC Skill Level B	132	22.6	21
14.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	129	20.6	21
15.	651	Occupations in food and beverage service	NOC Skill Level C	118	21.2	21
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	108	18.5	21
17.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	108	21.4	21
18.	654	Security guards and related security service occupations	NOC Skill Level C	107	23.2	21
19.	661	Cashiers	NOC Skill Level D	106	22.2	21
20.	341	Assisting occupations in support of health services	NOC Skill Level C	98	23.5	21
21.	111	Auditors, accountants and investment professionals	NOC Skill Level A	97	23.6	21
22.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	95	20.0	21
23.	631	Service supervisors	NOC Skill Level B	82	58.1	45
24.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	81	19.8	21
25.	633	Butchers and bakers	NOC Skill Level B	81	30.4	21
26.	662	Other sales support and related occupations	NOC Skill Level D	70	21.2	21
27.	131	Finance, insurance and related business administrative occupations	NOC Skill Level B	68	29.8	21
28.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	65	28.7	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.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	490	21.4	21
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	455	24.9	21
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	441	30.8	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	368	22.1	21
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	355	21.5	21
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	317	22.7	21
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	269	20.4	21
8.	14	Office support occupations	NOC Skill Level C	254	19.5	21
9.	32	Technical occupations in health	NOC Skill Level B	247	20.6	21
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	229	23.3	21
11.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	186	21.8	21
12.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	177	23.8	21
13.	66	Sales support occupations	NOC Skill Level D	176	21.8	21
14.	31	Professional occupations in health (except nursing)	NOC Skill Level A	167	27.4	21
15.	72	Industrial, electrical and construction trades	NOC Skill Level B	164	25.9	21
16.	11	Professional occupations in business and finance	NOC Skill Level A	154	25.5	21
17.	73	Maintenance and equipment operation trades	NOC Skill Level B	137	29.6	21
18.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	129	20.6	21
19.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	128	21.0	21
20.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	104	33.6	21
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	102	22.0	21
22.	34	Assisting occupations in support of health services	NOC Skill Level C	98	23.5	21
23.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	90	19.7	21
24.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	85	23.0	21
25.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	68	29.8	21
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	60	19.3	21
27.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	50	21.0	21

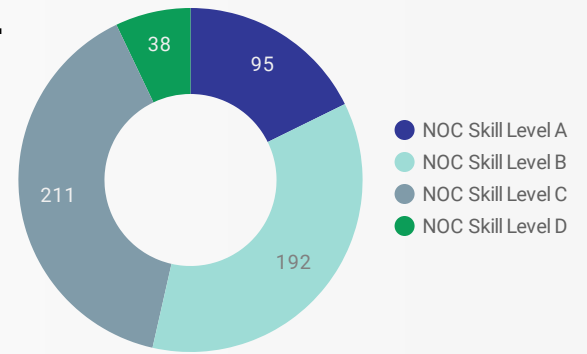
## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
976	0	372	11	AVERAGE 21.0	MEDIAN 21

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

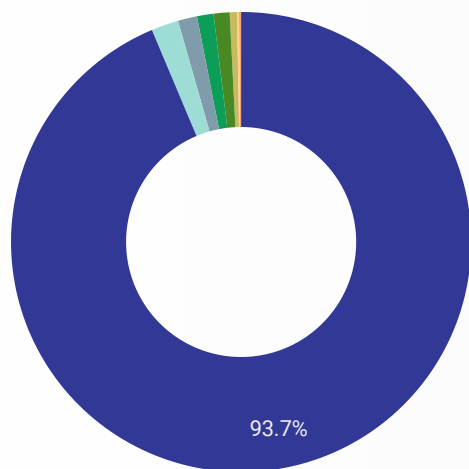
- 95 Skill Level A - Management/ Professional Occupations usually requiring University
- 192 Skill Level B - Usually college education or apprenticeship training
- 211 Skill Level C - Usually secondary education or occupation-specific training
- 38 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	93	166	190	35
Italian Langu...		11	6	1
Cantonese La...	2		10	
Spanish Lang...		6	1	1
Japanese La...		5		1
Arabic Langu...		2	2	
Vietnamese L...		1		

## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?

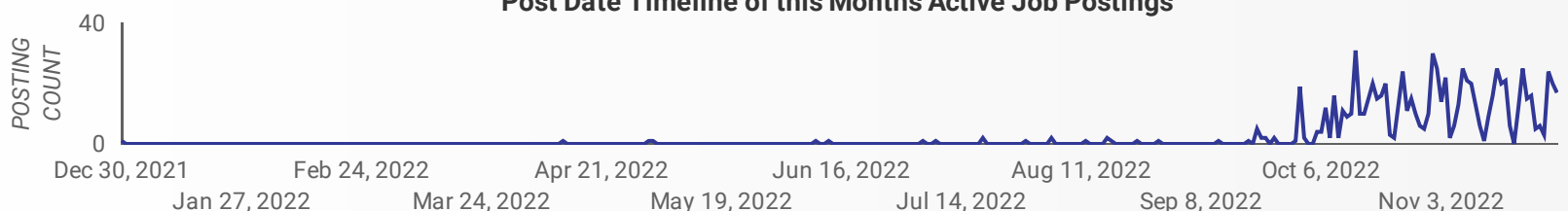


- Bilingual Language Jobs
- Italian Language Jobs
- Spanish Language Jobs
- Cantonese Language Jobs
- Arabic Language Jobs
- Japanese Language Jobs
- Mandarin Language Jobs
- Punjabi Language Jobs
- Chinese Language Jobs
- Vietnamese Language Jobs

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	904
2. Italian Language Jobs	29
3. Cantonese Language Jobs	12
4. Spanish Language Jobs	12
5. Arabic Language Jobs	8
6. Japanese Language Jobs	7
7. Chinese Language Jobs	1

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### Post Date Timeline of this Month's Active Job Postings



## LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

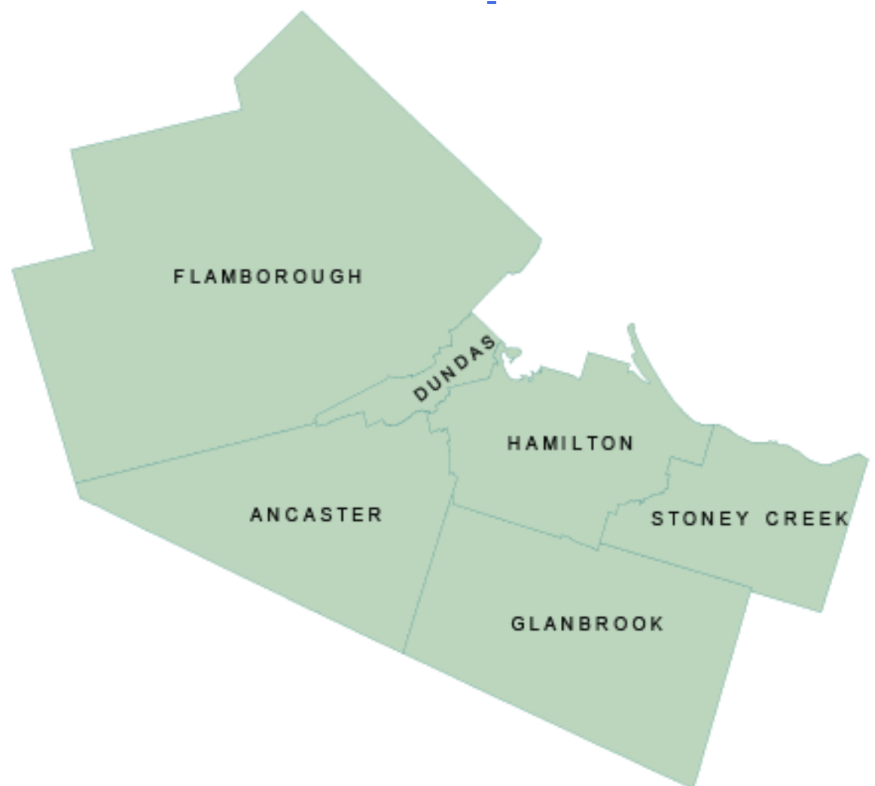
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Italian La...	Cantones...	Spanish ...	Japanese...	Arabic La...	Grand total
Business, finance and administration occu...	100			1		2	106
Health occupations	66	1	2			1	70
Management occupations	39						39
Natural and applied sciences and related o...	13			3			16
Occupations in art, culture, recreation and ...	2						2
Occupations in education, law and social, ...	69					1	70
Occupations in manufacturing and utilities	5						5
Sales and service occupations	135	16	10	4	6		172
Trades, transport and equipment operator...	55	1					56
<b>Grand total</b>	<b>484</b>	<b>18</b>	<b>12</b>	<b>8</b>	<b>6</b>	<b>4</b>	<b>536</b>

## 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	819	20.7	21
2. Stoney Creek	67	21.4	21
3. Dundas	39	24.7	21
4. Ancaster	33	20.8	21
5. Flamborough	18	22.1	21
<b>Grand total</b>	<b>976</b>	<b>21.0</b>	<b>21</b>



## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Retail salespersons	34
2. Home support workers, housekeepers and r...	33
3. Other customer and information services re...	33
4. Cooks	27
5. Retail and wholesale trade managers	22
6. Licensed practical nurses	20
7. Material handlers	18
8. Social and community service workers	17
9. Receptionists	16
10. Food and beverage servers	13
11. Administrative assistants	13
12. Administrative officers	12
13. Food counter attendants, kitchen helpers an...	10
14. Accounting and related clerks	8
15. Light duty cleaners	8
16. Medical administrative assistants	7
17. Chefs	6
18. General office support workers	6
19. User support technicians	5
20. Cashiers	5
21. Financial auditors and accountants	5
22. Transport truck drivers	5
23. Bakers	4
24. Social workers	4
25. Roofers and shinglers	4
26. Accounting technicians and bookkeepers	4
27. Allied primary health practitioners	4
28. Audiologists and speech-language pathologi...	4
29. Residential and commercial installers and s...	4
30. Delivery and courier service drivers	4
31. Facility operation and maintenance manage...	4
32. Other medical technologists and technician...	4

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## MULTILINGUAL HIRING EMPLOYERS

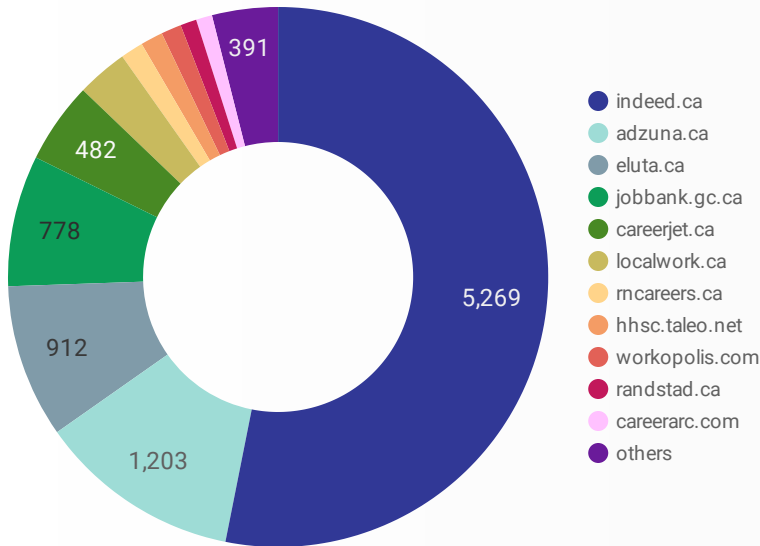
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	166
2. TownePlace Suites by Marriott Hamilton	21
3. LCBO	17
4. VON Canada	14
5. Victoria Order Of Nurses	14
6. The Salvation Army	14
7. Intuit	11
8. Centre de santé communautaire Hamilton/Niagara	10
9. Reitmans	10
10. Salvation Army, The	9
11. Adzuna	9
12. YWCA Hamilton	9
13. Archmill House Inc	9
14. Compass Group Canada	9
15. Victorian Order of Nurses / VON	9
16. Carmen's Group	8
17. CBI Health	8
18. St. Joseph's Home Care	8
19. Penningtons	7
20. Scotiabank	7
21. Lynwood Charlton Centre	7
22. St Joseph's Healthcare Hamilton	7
23. Synergie Hunt International	7
24. Good Shepherd	7
25. Canon Canada Inc.	6
26. Cardinal Retirement Residence	6
27. Tabreed Thermal Control Limited	6
28. Wesley	6
29. The Source (Bell) Electronics Inc.	6
30. The Source	6

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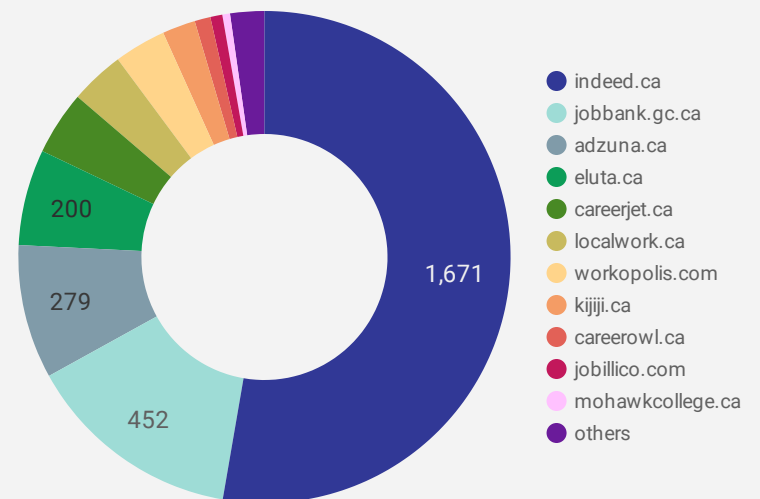
## JOB POSTINGS BY JOB BOARD

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	5,269	20.3	21	1,671
2.	adzuna.ca	1,203	32.2	33	279
3.	eluta.ca	912	20.8	21	200
4.	jobbank.gc.ca	778	34.7	25	452
5.	careerjet.ca	482	22.3	22	133
6.	localwork.ca	303	33.2	33	113
7.	rncareers.ca	135	16.4	8	12
8.	hhsc.taleo.net	133	12.0	7	1
9.	workopolis.com	120	19.3	17	108
10.	randstad.ca	96	70.1	90	1
11.	careerarc.com	96	34.8	31	11
12.	kijiji.ca	82	15.0	15	69
13.	jobillico.com	81	44.8	28	25
14.	careerowl.ca	64	237.1	226	33
15.	hreapp.hamilton.ca	30	11.6	8	1
16.	careerbuilder.ca	29	18.7	25	9
17.	mohawkcollege.ca	23	41.1	39	16