



JOB DEMAND REPORT

DECEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
9,188	3,974	1,954	27

OF DAYS POSTED

AVERAGE	MEDIAN
31.2	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.

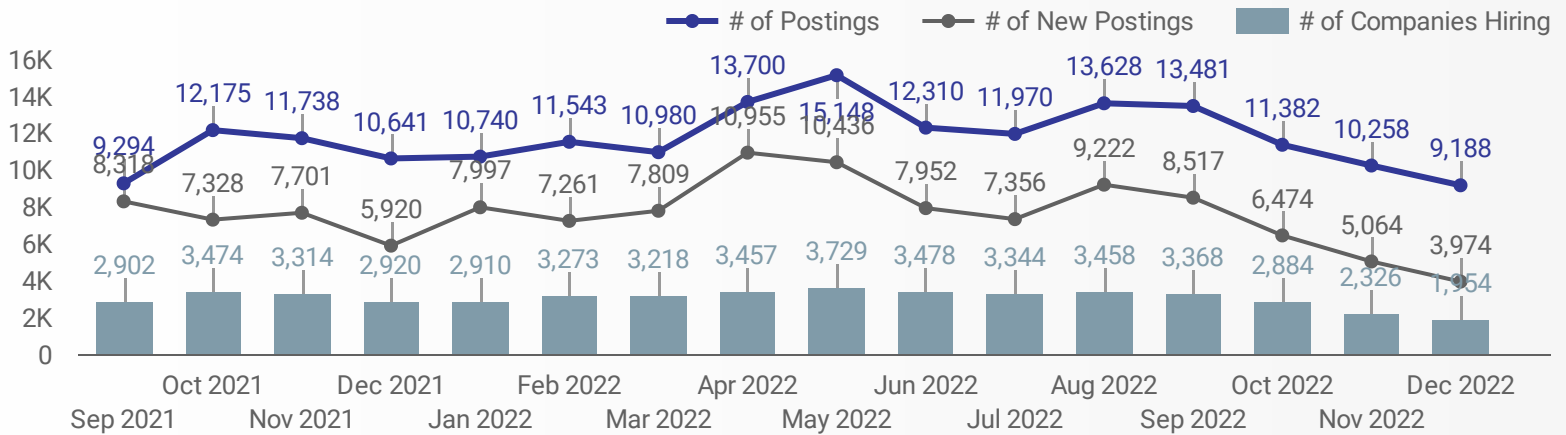


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JOB POSTINGS BY MONTH

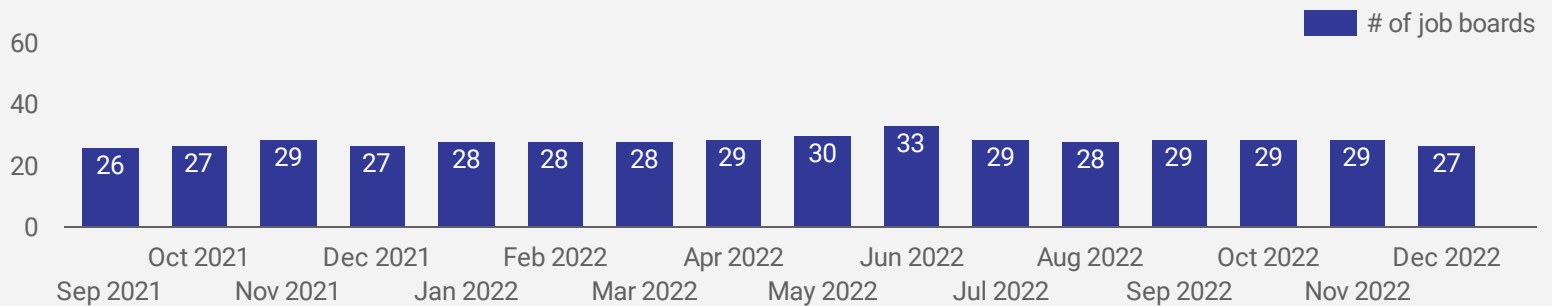
How many job postings were active for at least 1 day this month?



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

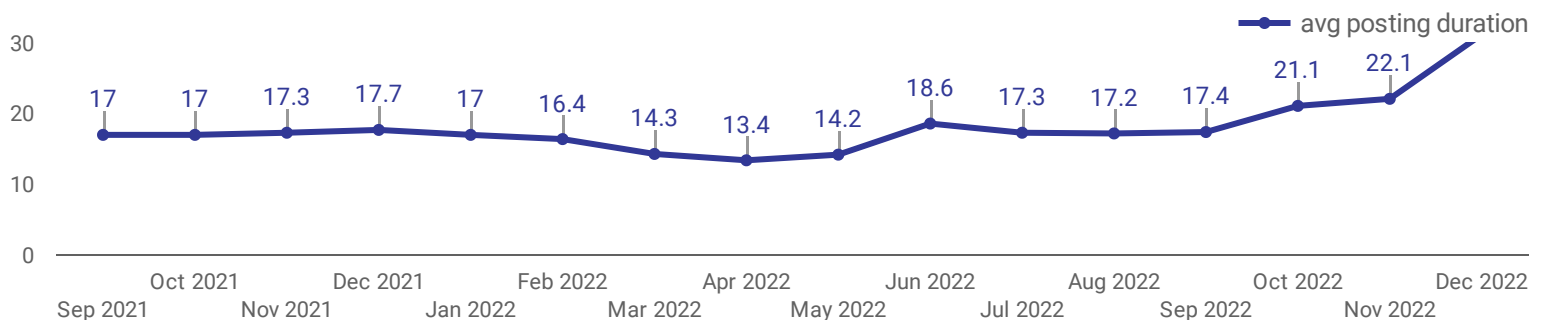
NUMBER OF ACTIVE JOB BOARDS

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



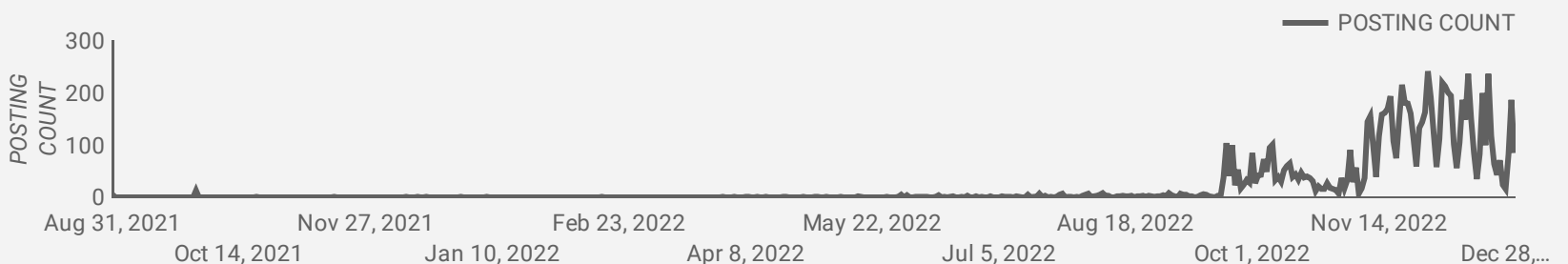
AVG & MEDIAN POSTING LENGTH BY DAYS

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

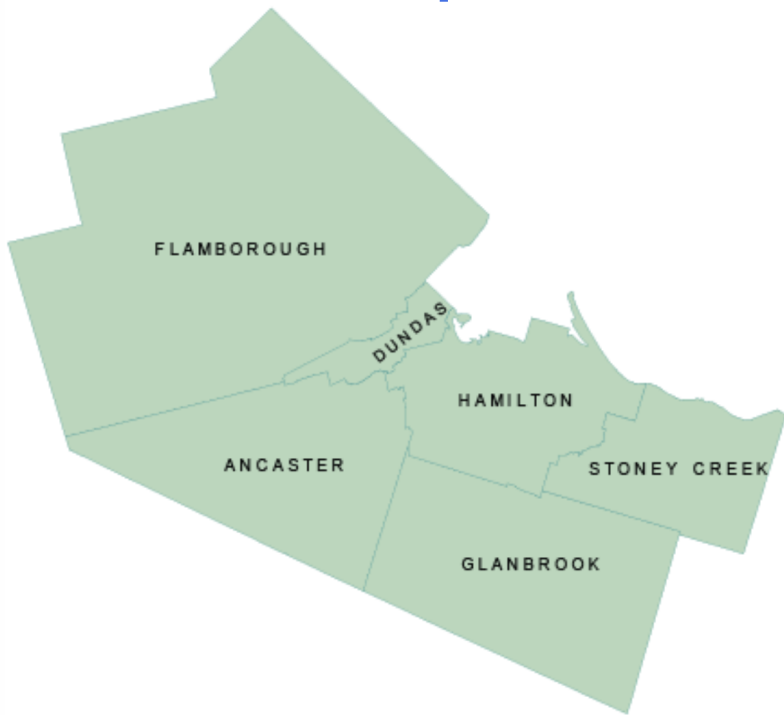
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

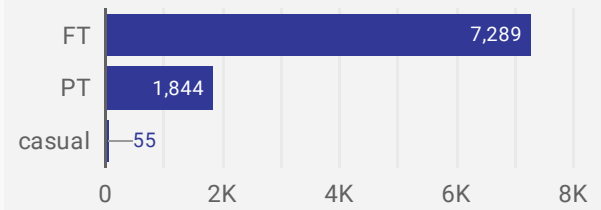
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	7,403	31.5	21
2. Stoney Creek	776	28.8	21
3. Ancaster	553	34.4	21
4. Dundas	261	30.2	21
5. Flamborough	193	23.0	21
Grand total	9,186	31.2	21



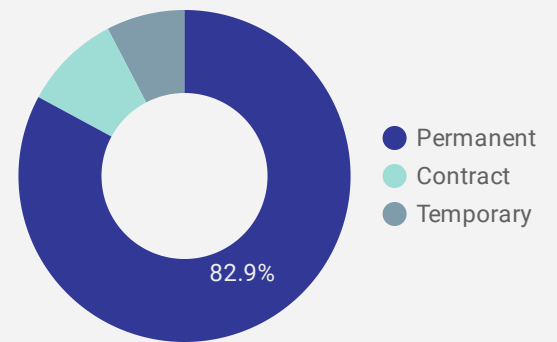
JOB TYPE

Full-time vs Part-time



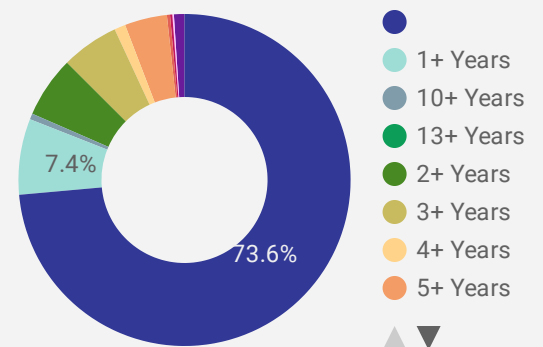
JOB DURATION

Permanency of jobs posted



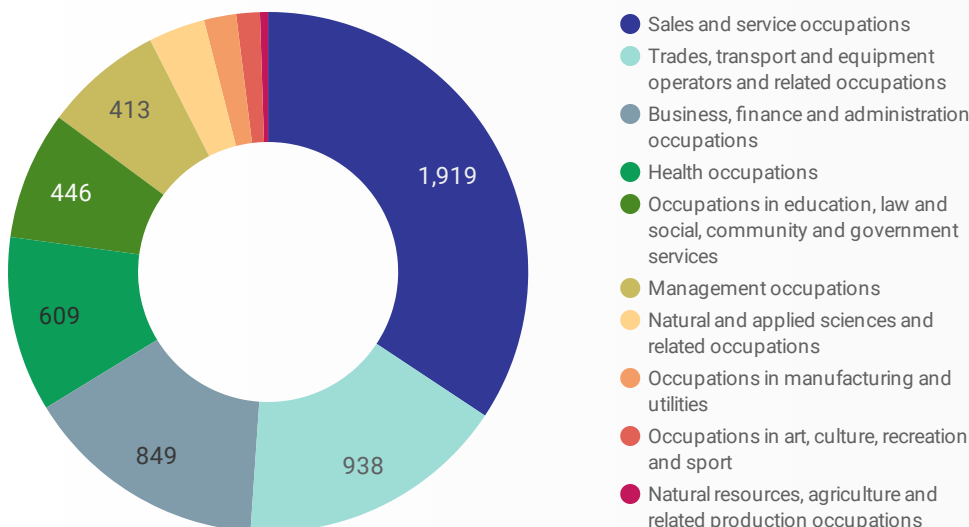
JOB EXPERIENCE

Job Postings by Experience Level Required



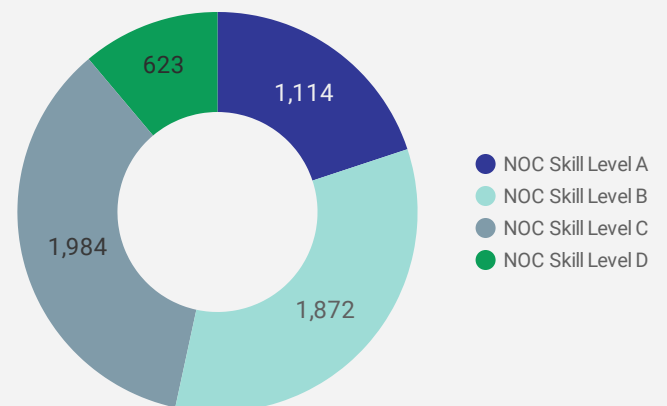
JOB POSTINGS BY JOB CATEGORY

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










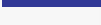


Who is hiring?

	COMPANY	COMMUNITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	McMaster University - Hamilton, ON	Hamilton	475	18.4	21
2.	Hamilton Health Sciences	Hamilton	403	43.5	38
3.	St Joseph's Healthcare Hamilton	Hamilton	360	39.2	21
4.	Acara Solutions	Hamilton	145	21.2	21
5.	City of Hamilton	Hamilton	137	28.1	21
6.	Randstad	Ancaster	125	56.0	62
7.	Adzuna	Hamilton	116	null	null
8.	Compass Group Canada	Hamilton	93	32.2	21
9.	Randstad	Hamilton	92	29.3	21
10.	Shoppers Drug Mart	Hamilton	72	45.3	53
11.	Scotiabank	Hamilton	67	39.0	21
12.	Mohawk College	Hamilton	67	18.0	21
13.	American Iron and Metal Recycling	Hamilton	61	33.2	21
14.	ABL Employment	Hamilton	58	27.8	21
15.	Oakridge Group Inc.	Hamilton	52	60.0	62
16.	Vertical Staffing Resources	Hamilton	47	49.2	62
17.	Loblaw Companies Ltd.	Hamilton	47	49.1	55
18.	YMCA Hamilton Burlington Brantford	Hamilton	46	20.6	21
19.	Walmart Canada	Hamilton	41	34.0	27
20.	VON Canada	Hamilton	40	52.3	43
21.	Metro	Hamilton	40	35.0	29
22.	Aspire Bakeries	Ancaster	36	21.3	21
23.	Umbrella Family and Child Centres of Hamilton	Hamilton	35	28.5	21
24.	Carmen's Group	Hamilton	34	37.4	22
25.	Home Depot	Hamilton	34	29.3	21
26.	Robert Half	Hamilton	34	32.0	32
27.	Aecom	Hamilton	33	40.0	36
28.	The Salvation Army	Hamilton	33	23.1	21
29.	Hamilton-Wentworth District School Board	Hamilton	33	21.2	6
30.	Kpmg	Hamilton	33	36.3	24
31.	ISHARRIS. WFSCAM Inc.	Hamilton	31	29.0	21

TOP HOURLY WAGES IN JOB POSTINGS

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




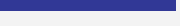
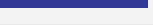
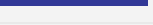
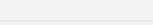
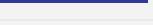


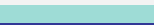
of Minimum Wage Job Postings
250

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Psychologist, Psychological Associate, Psychometrist	Dr. Sala and Associates	Flamborough	200 
2.	Associate Dentist	Confidential	Hamilton	200 
3.	Clinical Psychologist	Ontario-wide Psychology Clinic	Hamilton	160 
4.	Psychotherapist For Psilocybin Assisted Psychotherapy	MacAnxiety Research Centre	Hamilton	150 
5.	Art Therapist (rpo)	Circle Studios	Hamilton	130 
6.	Director, Housing Secretariat	City of Hamilton	Hamilton	92 
7.	Osteopathic Practitioner	The Wellness Collective	Hamilton	90 
8.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80 
9.	Mgr Strategic Initiatives Quality & Continuous Improvement - Fire	City of Hamilton	Hamilton	73 
10.	Senior Project Manager, Water / Wastewater Planning	City of Hamilton	Hamilton	66 
11.	Supervisor Datacentre Operations	City of Hamilton	Hamilton	66 
12.	Manager Planning &	City of Hamilton	Hamilton	66 

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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.	Family Physician	Locke Street Walk-In Medical Clinic	Hamilton	250,000 
2.	Automotive Sales Representative	LKQ Canada Auto Parts	Stoney Creek	200,000 
3.	Home Comfort Advisor	Aire One West Heating & Cooling	Hamilton	180,000 
4.	Associate Vice President, International	Mohawk College	Hamilton	176,888 
5.	Automotive Sales Consultant	401 Auto	Hamilton	150,000 
6.	Litigation Associate Lawyer	Startek, Peglar & Calcagni	Stoney Creek	150,000 
7.	Accounting Manager For Public Firm Permanent	Vertical Staffing Resources	Hamilton	150,000 
8.	Accounting Manager	Tier One CPA	Stoney Creek	150,000 
9.	Tax Manager Permanent	Vertical Staffing Resources	Hamilton	150,000 
10.	Automotive Sales & Finance Manager	401 Auto	Hamilton	150,000 
11.	Financial Analyst	Vertical Staffing Resources	Hamilton	150,000 

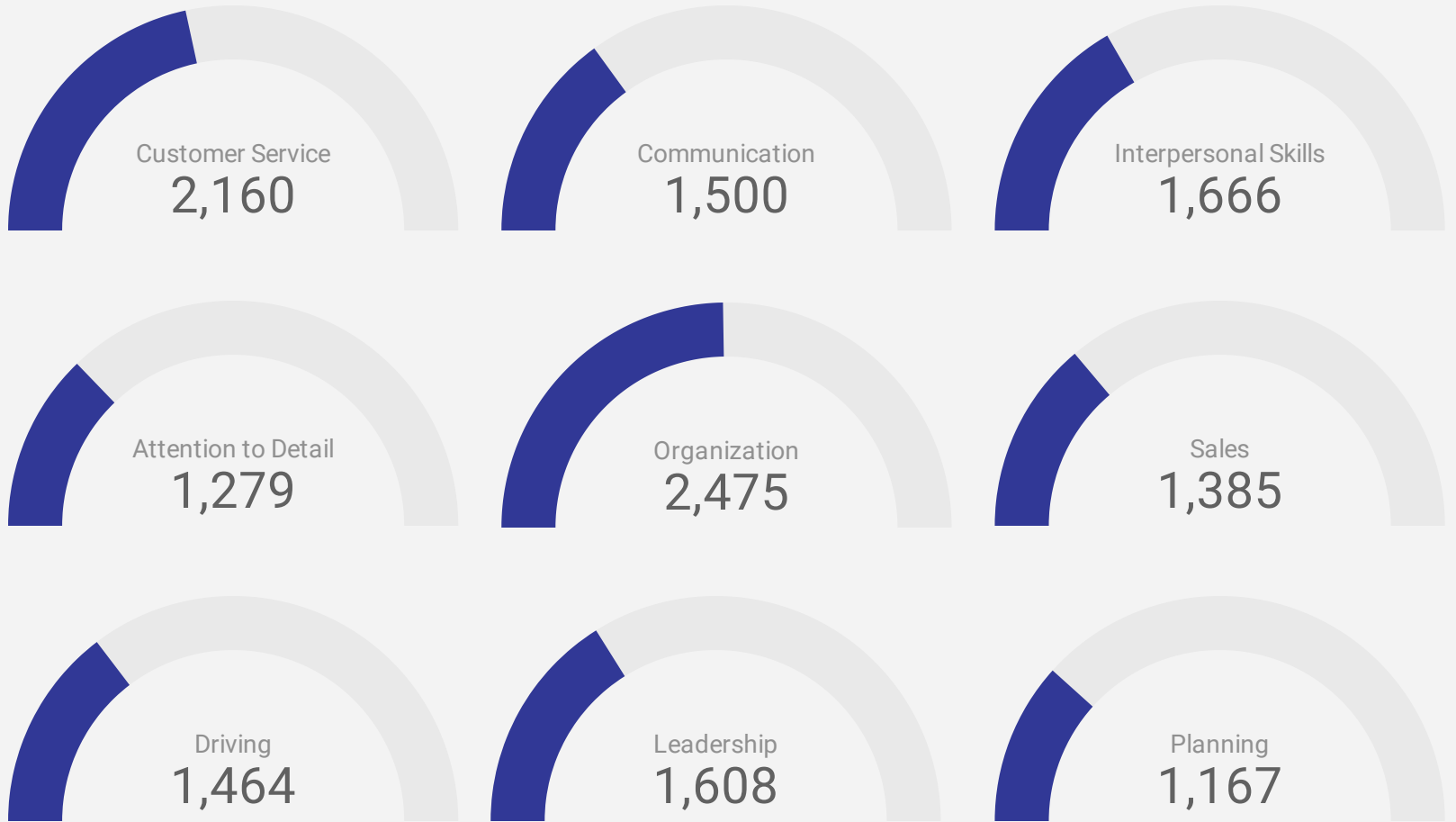
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

9,188



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

9,188



Driver's License
202



First Aid
537



Regular Access to a Vehicle
328



Criminal Record Check
355



Microsoft Office
599



Food Safety
269

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	397	29.1	21
2.	7452	Material handlers	NOC Skill Level C	289	31.0	21
3.	6322	Cooks	NOC Skill Level B	195	27.1	21
4.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	175	28.8	21
5.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	168	28.9	21
6.	6552	Other customer and information services representatives	NOC Skill Level C	150	27.5	21
7.	0621	Retail and wholesale trade managers	NOC Skill Level A	144	31.5	21
8.	7511	Transport truck drivers	NOC Skill Level C	115	23.7	21
9.	1241	Administrative assistants	NOC Skill Level B	112	30.9	21
10.	6541	Security guards and related security service occupations	NOC Skill Level C	103	36.4	21
11.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	89	24.1	21
12.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	84	28.1	21
13.	7514	Delivery and courier service drivers	NOC Skill Level C	80	24.3	21
14.	6611	Cashiers	NOC Skill Level D	79	32.0	21
15.	6731	Light duty cleaners	NOC Skill Level D	79	28.5	21
16.	3233	Licensed practical nurses	NOC Skill Level B	76	45.4	42
17.	6311	Food service supervisors	NOC Skill Level B	71	81.3	56
18.	1221	Administrative officers	NOC Skill Level B	70	33.7	21
19.	1414	Receptionists	NOC Skill Level C	68	22.4	21
20.	4212	Social and community service workers	NOC Skill Level B	68	24.7	21
21.	6332	Bakers	NOC Skill Level B	66	27.3	21
22.	6513	Food and beverage servers	NOC Skill Level C	66	30.9	21
23.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	62	31.0	25
24.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	60	28.8	21
25.	6211	Retail sales supervisors	NOC Skill Level B	57	34.4	21
26.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	57	31.9	21
27.	6222	Retail and wholesale buyers	NOC Skill Level B	53	34.6	21
28.	0631	Restaurant and food service managers	NOC Skill Level A	51	32.0	21
29.	1114	Other financial officers	NOC Skill Level A	49	42.6	39.5

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	397	29.1	21
2.	745	Longshore workers and material handlers	NOC Skill Level C	289	31.0	21
3.	632	Chefs and cooks	NOC Skill Level B	221	28.9	21
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	206	24.0	21
5.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	175	28.8	21
6.	441	Home care providers and educational support occupations	NOC Skill Level C	175	29.5	21
7.	655	Customer and information services representatives	NOC Skill Level C	155	27.3	21
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	153	28.4	21
9.	673	Cleaners	NOC Skill Level D	146	26.9	21
10.	062	Retail and wholesale trade managers	NOC Skill Level A	144	31.5	21
11.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	133	26.9	21
12.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	124	31.3	21
13.	122	Administrative and regulatory occupations	NOC Skill Level B	122	34.6	21
14.	323	Other technical occupations in health care	NOC Skill Level B	119	42.9	29
15.	651	Occupations in food and beverage service	NOC Skill Level C	107	28.2	21
16.	141	General office workers	NOC Skill Level C	107	25.7	21
17.	111	Auditors, accountants and investment professionals	NOC Skill Level A	106	37.6	26.5
18.	654	Security guards and related security service occupations	NOC Skill Level C	103	36.4	21
19.	662	Other sales support and related occupations	NOC Skill Level D	94	29.3	21
20.	301	Professional occupations in nursing	NOC Skill Level A	90	24.1	21
21.	631	Service supervisors	NOC Skill Level B	86	69.1	54.5
22.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	84	26.7	21
23.	633	Butchers and bakers	NOC Skill Level B	81	28.7	21
24.	341	Assisting occupations in support of health services	NOC Skill Level C	80	32.1	21
25.	661	Cashiers	NOC Skill Level D	79	32.0	21
26.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	75	30.0	21
27.	732	Automotive service technicians	NOC Skill Level B	75	29.3	24.5
28.	112	Human resources and business service professionals	NOC Skill Level A	75	28.1	21
29.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	74	31.2	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.	63	Service supervisors and specialized service occupations	NOC Skill Level B	425	33.8	21
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	412	31.1	21
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	411	29.0	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	330	27.7	21
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	306	31.6	21
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	302	30.7	21
7.	32	Technical occupations in health	NOC Skill Level B	251	36.8	21
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	251	24.3	21
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	209	31.2	21
10.	14	Office support occupations	NOC Skill Level C	197	27.5	21
11.	31	Professional occupations in health (except nursing)	NOC Skill Level A	188	41.5	30.5
12.	11	Professional occupations in business and finance	NOC Skill Level A	181	33.7	21
13.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	177	29.4	21
14.	72	Industrial, electrical and construction trades	NOC Skill Level B	175	35.6	21
15.	66	Sales support occupations	NOC Skill Level D	173	30.4	21
16.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	168	30.7	21
17.	73	Maintenance and equipment operation trades	NOC Skill Level B	164	29.2	21
18.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	133	26.9	21
19.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	108	33.1	21
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	104	28.0	21
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	102	34.1	21
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	95	26.8	21
23.	30	Professional occupations in nursing	NOC Skill Level A	90	24.1	21
24.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	84	34.3	21
25.	34	Assisting occupations in support of health services	NOC Skill Level C	80	32.1	21
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	74	23.7	21
27.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	61	31.3	21

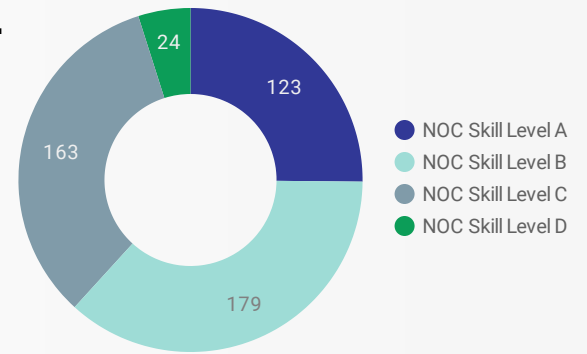
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
831	0	316	10	AVERAGE	MEDIAN
				30.0	21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

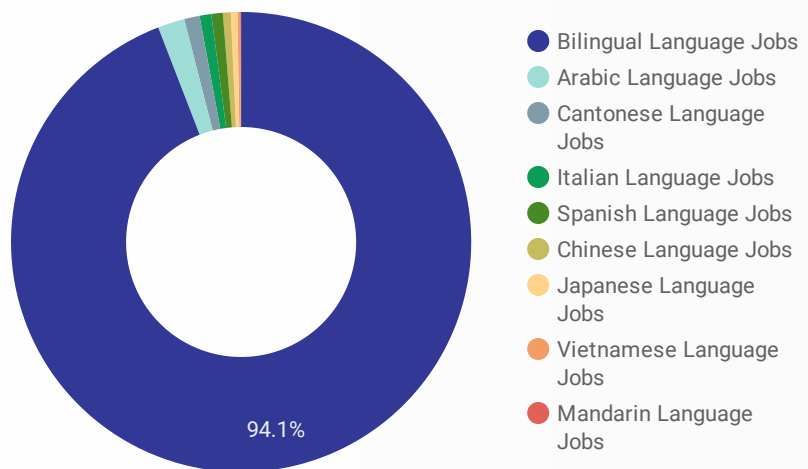
- 123 Skill Level A - Management/ Professional Occupations usually requiring University
- 179 Skill Level B - Usually college education or apprenticeship training
- 163 Skill Level C - Usually secondary education or occupation-specific training
- 24 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level D	NOC Skill Level A	NOC Skill Level C	NOC Skill Level B
Bilingual Lan...	22	118	147	156
Cantonese La...		2	9	
Italian Langu...			3	6
Arabic Langu...		1	2	5
Japanese La...	2		4	
Spanish Lang...			1	4
Chinese Lang...				2

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	769
2. Arabic Language Jobs	15
3. Italian Language Jobs	12
4. Cantonese Language Jobs	11
5. Spanish Language Jobs	10
6. Japanese Language Jobs	7
7. Chinese Language Jobs	4

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

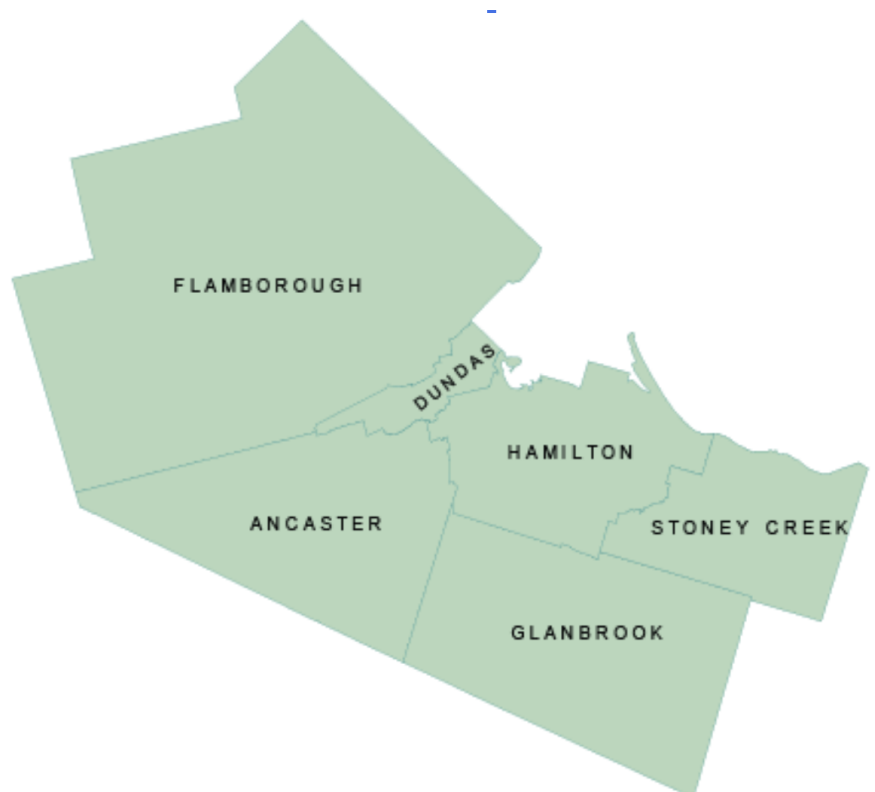
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Cantones...	Italian La...	Arabic La...	Japanese...	Spanish ...	Grand total
Business, finance and administration occu...	84			3		1	90
Health occupations	98	2		1			101
Management occupations	23			1			25
Natural and applied sciences and related o...	13					2	16
Occupations in art, culture, recreation and ...	2						3
Occupations in education, law and social, ...	76			3			79
Occupations in manufacturing and utilities	3						3
Sales and service occupations	86	9	9		6	2	114
Trades, transport and equipment operator...	58						58
Grand total	443	11	9	8	6	5	489

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	715	31.2	21
2. Stoney Creek	56	24.0	21
3. Dundas	26	24.7	21
4. Ancaster	25	26.3	21
5. Flamborough	9	20.8	21
Grand total	831	30.0	21



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Home support workers, housekeepers and r...	27
2. Retail salespersons	25
3. Other customer and information services re...	23
4. Social and community service workers	20
5. Cooks	20
6. Registered nurses and registered psychiatri...	19
7. Licensed practical nurses	16
8. Material handlers	15
9. Administrative assistants	13
10. Retail and wholesale trade managers	12
11. Receptionists	12
12. Administrative officers	11
13. Food and beverage servers	10
14. Medical administrative assistants	7
15. Social workers	7
16. Allied primary health practitioners	6
17. Physiotherapists	6
18. Food counter attendants, kitchen helpers an...	6
19. General office support workers	6
20. Nurse aides, orderlies and patient service a...	6
21. Pharmacists	5
22. Construction millwrights and industrial mec...	5
23. Occupational therapists	5
24. Human resources professionals	5
25. Other professional occupations in therapy a...	4
26. Professional occupations in advertising, ma...	4
27. Accounting technicians and bookkeepers	4
28. Other assisting occupations in support of h...	4
29. Heavy equipment operators (except crane)	4
30. Accounting and related clerks	4
31. Medical radiation technologists	4
32. Audiologists and speech-language pathologi...	4

1 - 100 / 141 < >

MULTILINGUAL HIRING EMPLOYERS

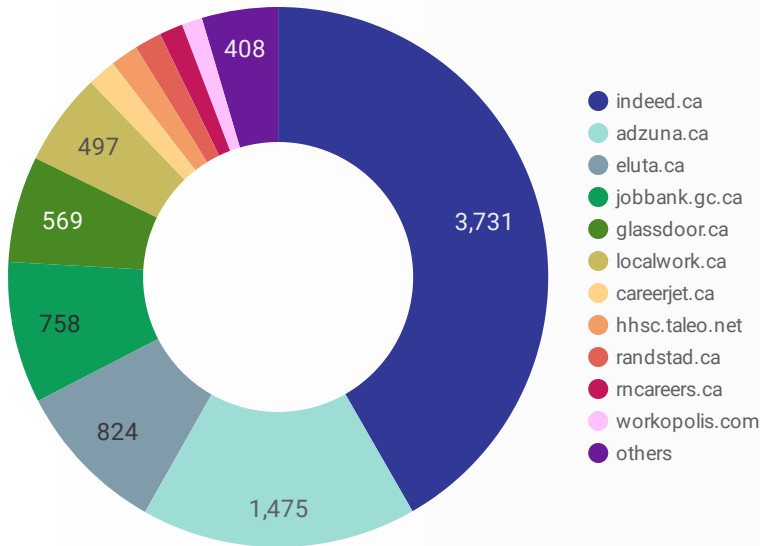
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	200
2. VON Canada	18
3. CBI Health	14
4. TownePlace Suites by Marriott Hamilton	13
5. YWCA Hamilton	13
6. Victoria Order Of Nurses	12
7. Victorian Order of Nurses / VON	10
8. Expert Staffing Solutions	10
9. St Joseph's Healthcare Hamilton	10
10. Intuit	9
11. Express Employment Professionals	9
12. Adzuna	9
13. Centre de santé communautaire Hamilton/Niagara	9
14. The Salvation Army	9
15. Lynwood Charlton Centre	8
16. Compass Group Canada	7
17. Wesley	6
18. St. Joseph's Home Care	6
19. Government of Canada	6
20. Concentrix, Corporation	6
21. Scotiabank	6
22. Tabreed Thermal Control	5
23. Bell Canada	5
24. The Source	5
25. Penningtons	5
26. VON Canada (Ontario)	5
27. Canwork Staffing Inc	5
28. Triple M Metal	5
29. Reitmans	5
30. Skin Vitality Medical Clinic	4

1 - 50 / 316 < >

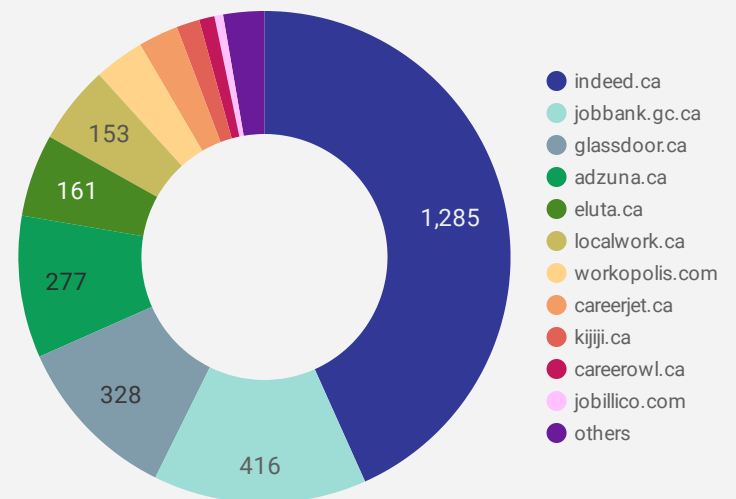
JOB POSTINGS BY JOB BOARD

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	3,731	20.6	21	1,285
2.	adzuna.ca	1,475	58.0	66	277
3.	eluta.ca	824	20.9	21	161
4.	jobbank.gc.ca	758	33.4	27	416
5.	glassdoor.ca	569	23.6	24	328
6.	localwork.ca	497	39.5	47	153
7.	careerjet.ca	153	35.8	35	78
8.	hhsc.taleo.net	149	16.7	11	1
9.	randstad.ca	145	67.8	90	1
10.	rncareers.ca	126	18.6	8	14
11.	workopolis.com	110	68.0	74	98
12.	careerarc.com	79	47.3	36	13
13.	kijiji.ca	67	15.1	15	45
14.	jobillico.com	67	44.4	32	17
15.	careerowl.ca	62	210.2	184	30
16.	hreapp.hamilton.ca	28	50.8	20	1
17.	greatsn.com	23	38.8	24	7