



JOB DEMAND REPORT

JANUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

| POSTING COUNT | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|---------------|----------------|-----------|------------|
| 8,307 | 5,282 | 1,953 | 26 |

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.

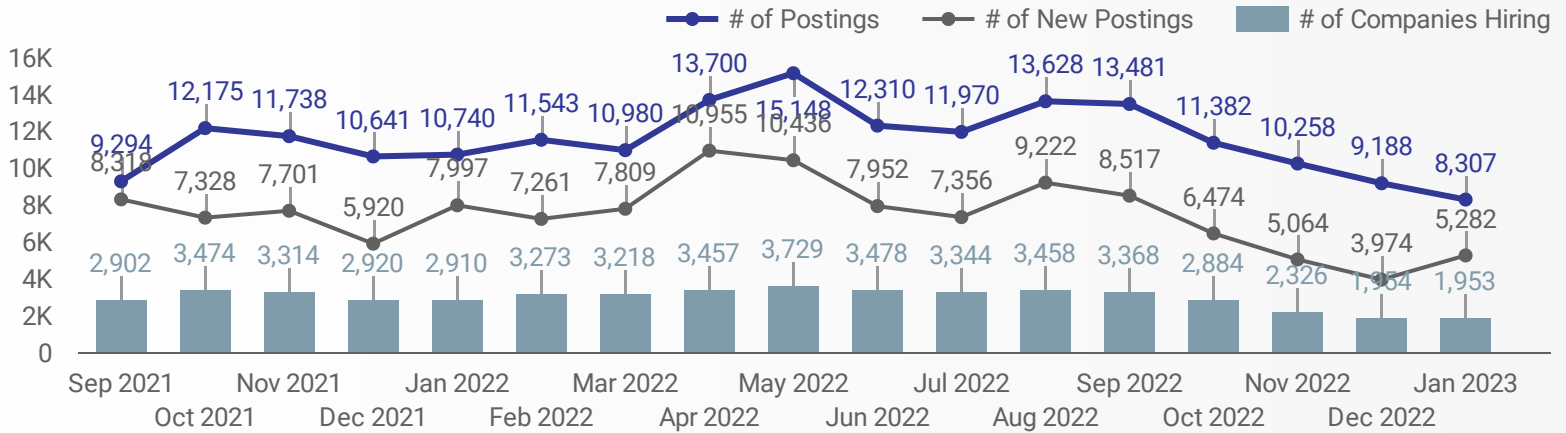


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JOB POSTINGS BY MONTH

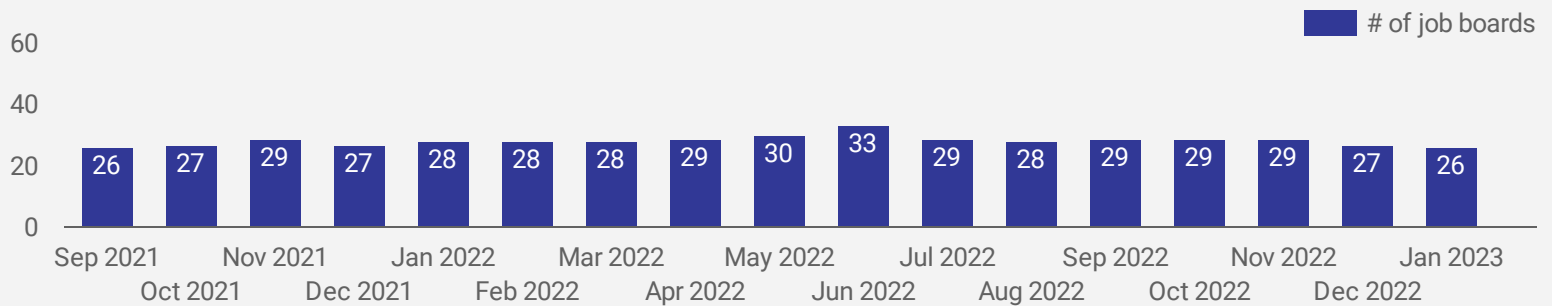
How many job postings were active for at least 1 day this month?



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

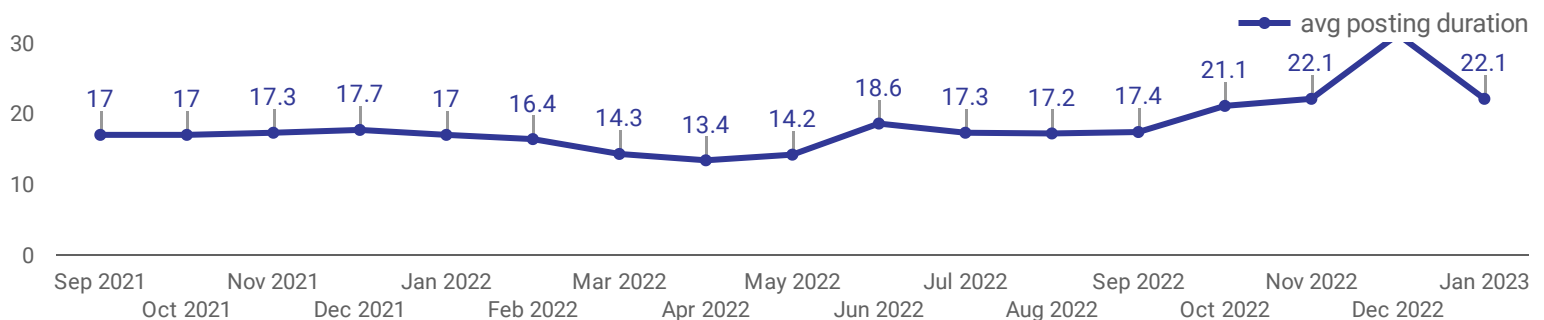
NUMBER OF ACTIVE JOB BOARDS

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



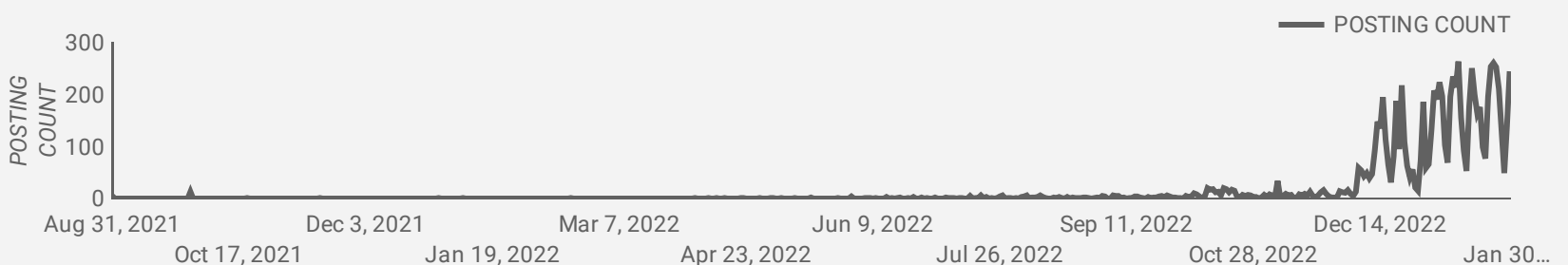
AVG & MEDIAN POSTING LENGTH BY DAYS

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

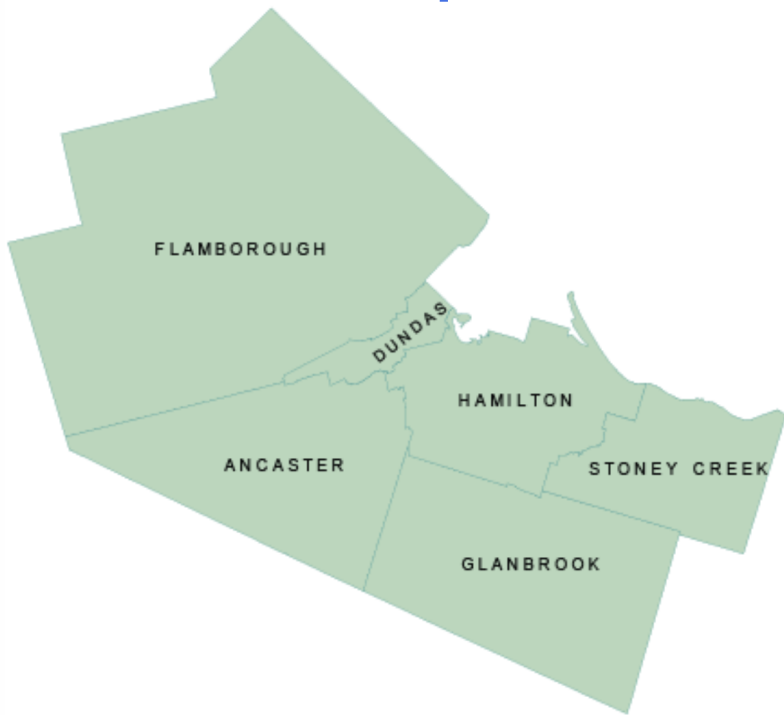
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

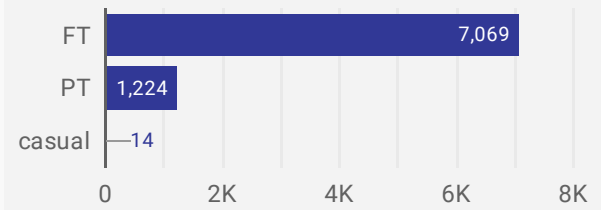
How many job postings were active for at least 1 day this month?

| | COMMUNITY | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|--------------------|---------------|----------------------------|-------------------------------|
| 1. | Hamilton | 6,614 | 21.6 | 21 |
| 2. | Stoney Creek | 752 | 22.6 | 21 |
| 3. | Ancaster | 477 | 25.6 | 21 |
| 4. | Dundas | 278 | 26.1 | 21 |
| 5. | Flamborough | 184 | 20.6 | 21 |
| | Grand total | 8,305 | 22.1 | 21 |



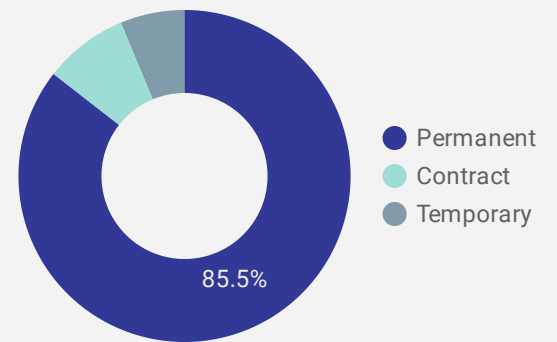
JOB TYPE

Full-time vs Part-time



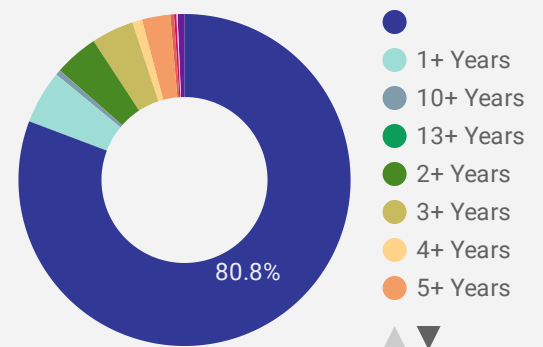
JOB DURATION

Permanency of jobs posted



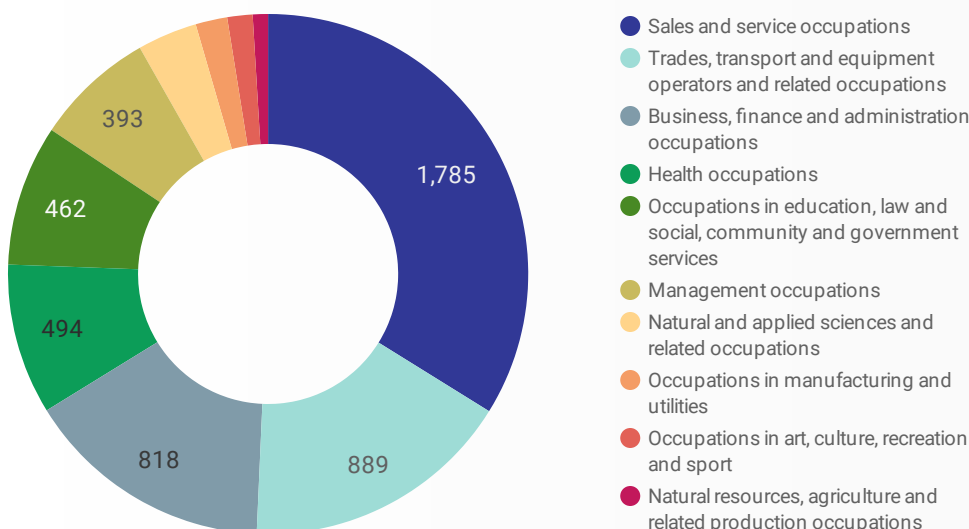
JOB EXPERIENCE

Job Postings by Experience Level Required



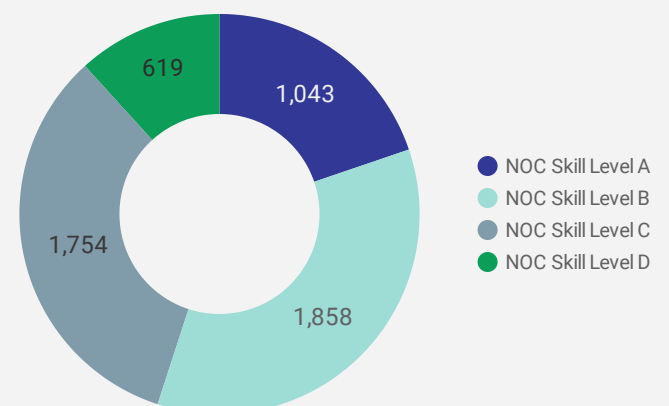
JOB POSTINGS BY JOB CATEGORY

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, ON | Hamilton | 381 | 21.4 | 21 |
| 2. | Hamilton Health Sciences | Hamilton | 336 | 17.8 | 14 |
| 3. | St Joseph's Healthcare Hamilton | Hamilton | 249 | 23.8 | 21 |
| 4. | City of Hamilton | Hamilton | 155 | 29.5 | 21 |
| 5. | Hamilton-Wentworth District School Board | Hamilton | 143 | 4.7 | 2 |
| 6. | Acara Solutions | Hamilton | 140 | 21.6 | 21 |
| 7. | Randstad | Ancaster | 100 | 43.0 | 26 |
| 8. | Mohawk College | Hamilton | 84 | 19.5 | 21 |
| 9. | Scotiabank | Hamilton | 77 | 18.0 | 21 |
| 10. | Compass Group Canada | Hamilton | 77 | 20.0 | 21 |
| 11. | Kijiji | Hamilton | 75 | 15.0 | 15 |
| 12. | Tim Hortons | Hamilton | 60 | 24.6 | 21 |
| 13. | Randstad | Hamilton | 58 | 46.0 | 21 |
| 14. | YMCA Hamilton Burlington Brantford | Hamilton | 58 | 19.9 | 21 |
| 15. | American Iron and Metal Recycling | Hamilton | 49 | 20.6 | 21 |
| 16. | Victorian Order of Nurses / VON | Hamilton | 49 | 36.3 | 21 |
| 17. | Home Depot | Hamilton | 48 | 14.9 | 16 |
| 18. | Shoppers Drug Mart | Hamilton | 45 | 17.9 | 20 |
| 19. | Great Clips | Hamilton | 43 | 8.6 | 7 |
| 20. | Lowe's | Hamilton | 42 | 14.7 | 14 |
| 21. | ArcelorMittal Dofasco | Hamilton | 37 | 15.0 | 21 |
| 22. | YWCA Hamilton | Hamilton | 32 | 20.9 | 21 |
| 23. | Fortinos | Hamilton | 32 | 21.1 | 21 |
| 24. | Metro | Hamilton | 31 | 15.2 | 14 |
| 25. | The Salvation Army | Hamilton | 31 | 20.8 | 21 |
| 26. | Loblaw Companies Ltd. | Hamilton | 30 | 17.9 | 21 |
| 27. | Umbrella Family and Child Centres of Hamilton - Hamilton, ON | Hamilton | 30 | 21.8 | 21 |
| 28. | Aerotek | Hamilton | 30 | 20.8 | 21 |
| 29. | Carmen's Group | Hamilton | 29 | 30.2 | 21 |
| 30. | Aspire Bakeries | Ancaster | 28 | 22.1 | 21 |

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

147

| | JOB TITLE | COMPANY | LOCATION | HOURLY WAGE |
|-----|--|--|----------|-------------|
| 1. | Associate Dentist | Confidential | Hamilton | 200 |
| 2. | Clinical Psychologist | Ontario-wide Psychology Clinic | Hamilton | 160 |
| 3. | Art Therapist (rpo) | Circle Studios | Hamilton | 130 |
| 4. | Associate Psychotherapist | The Compassion Project | Hamilton | 110 |
| 5. | Child/adolescent Therapist | Ontario-wide Psychology Clinic | Hamilton | 100 |
| 6. | Apm Process Analytics Specialist | Adecco | Hamilton | 90 |
| 7. | Registered Massage Therapist | Melvin Chiropractic & Physiotherapy Clinic | Hamilton | 80 |
| 8. | Psychologist | Shahrokhnia Psychology Professional Co. | Hamilton | 80 |
| 9. | Program Manager, Master Of Public Policy In Digital Society (hybrid) | McMaster University - Hamilton, ON | Hamilton | 76 |
| 10. | Program Manager, Master of Public Policy in Digital Society (Hybrid) - 52294 | McMaster University - Hamilton, ON | Hamilton | 76 |
| 11. | Social Worker Or Psychotherapist (child/ Youth | Acorn Counselling Centre Inc. | Hamilton | 75 |

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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. | Automotive Sales Representative | LKQ Canada Auto Parts | Stoney Creek | 200,000 |
| 2. | Civil Construction Estimator | Sercon Construction | Hamilton | 200,000 |
| 3. | Associate Vice President, International | Mohawk College | Hamilton | 176,888 |
| 4. | Vice President, Marketing And Communications | Hamilton Health Sciences | Hamilton | 160,000 |
| 5. | Automotive Sales Consultant | 401 Auto | Hamilton | 150,000 |
| 6. | Manager Of Social Work Services - School Based Support | Hamilton-Wentworth District School Board | Hamilton | 136,907 |
| 7. | Regional Program Services Manager | Ministry of Labour, Immigration, Training and Skills Development | Hamilton | 136,530 |
| 8. | Maintenance Manager | Electrical Automation Staffing | Ancaster | 135,000 |
| 9. | Registered Massage Therapist | UP Rehab | Hamilton | 130,621 |
| 10. | DZ Cross Boarder Expedite Driver | Kijiji | Hamilton | 120,000 |
| 11. | ... | ... | ... | 100,000 |

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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,307



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,307



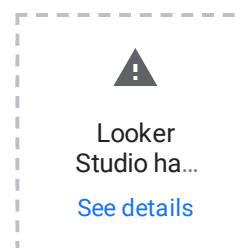
Driver's License
129



First Aid
371



Regular Access to a Vehicle
232



Criminal Record Check
275



Microsoft Office
391



Food Safety
192

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 | 338 | 19.7 | 21 |
| 2. | 7452 | Material handlers | NOC Skill Level C | 214 | 20.7 | 21 |
| 3. | 6322 | Cooks | NOC Skill Level B | 199 | 28.1 | 21 |
| 4. | 6711 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 163 | 21.7 | 21 |
| 5. | 4412 | Home support workers, housekeepers and related occupations | NOC Skill Level C | 147 | 21.5 | 21 |
| 6. | 0621 | Retail and wholesale trade managers | NOC Skill Level A | 132 | 20.4 | 21 |
| 7. | 6552 | Other customer and information services representatives | NOC Skill Level C | 130 | 21.3 | 21 |
| 8. | 7511 | Transport truck drivers | NOC Skill Level C | 122 | 22.7 | 21 |
| 9. | 1241 | Administrative assistants | NOC Skill Level B | 113 | 28.5 | 21 |
| 10. | 6622 | Store shelf stockers, clerks and order fillers | NOC Skill Level D | 90 | 19.7 | 21 |
| 11. | 6311 | Food service supervisors | NOC Skill Level B | 83 | 56.2 | 21 |
| 12. | 4212 | Social and community service workers | NOC Skill Level B | 79 | 21.9 | 21 |
| 13. | 6541 | Security guards and related security service occupations | NOC Skill Level C | 79 | 20.8 | 21 |
| 14. | 6731 | Light duty cleaners | NOC Skill Level D | 76 | 20.7 | 21 |
| 15. | 1414 | Receptionists | NOC Skill Level C | 76 | 20.5 | 21 |
| 16. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 69 | 18.7 | 21 |
| 17. | 6611 | Cashiers | NOC Skill Level D | 68 | 22.5 | 21 |
| 18. | 1221 | Administrative officers | NOC Skill Level B | 67 | 24.8 | 21 |
| 19. | 6211 | Retail sales supervisors | NOC Skill Level B | 64 | 25.3 | 21 |
| 20. | 7321 | Automotive service technicians, truck and bus mechanics and mechanical repairers | NOC Skill Level B | 61 | 27.1 | 21 |
| 21. | 6513 | Food and beverage servers | NOC Skill Level C | 59 | 23.3 | 21 |
| 22. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 57 | 24.7 | 21 |
| 23. | 3233 | Licensed practical nurses | NOC Skill Level B | 55 | 24.3 | 21 |
| 24. | 1114 | Other financial officers | NOC Skill Level A | 55 | 20.5 | 21 |
| 25. | 6341 | Hairstylists and barbers | NOC Skill Level B | 54 | 11.4 | 9 |
| 26. | 6332 | Bakers | NOC Skill Level B | 50 | 26.0 | 21 |
| 27. | 0631 | Restaurant and food service managers | NOC Skill Level A | 49 | 23.2 | 21 |
| 28. | 1311 | Accounting technicians and bookkeepers | NOC Skill Level B | 48 | 36.6 | 21 |
| 29. | 7311 | Construction millwrights and industrial mechanics | NOC Skill Level B | 47 | 22.6 | 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 | 338 | 19.7 | 21 |
| 2. | 632 | Chefs and cooks | NOC Skill Level B | 229 | 27.2 | 21 |
| 3. | 745 | Longshore workers and material handlers | NOC Skill Level C | 214 | 20.7 | 21 |
| 4. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 188 | 22.8 | 21 |
| 5. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 164 | 21.4 | 21 |
| 6. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 163 | 21.7 | 21 |
| 7. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 156 | 26.8 | 21 |
| 8. | 673 | Cleaners | NOC Skill Level D | 150 | 20.5 | 21 |
| 9. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 139 | 22.9 | 21 |
| 10. | 655 | Customer and information services representatives | NOC Skill Level C | 137 | 21.0 | 21 |
| 11. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 132 | 20.4 | 21 |
| 12. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 122 | 23.9 | 21 |
| 13. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 116 | 20.5 | 21 |
| 14. | 141 | General office workers | NOC Skill Level C | 104 | 21.4 | 21 |
| 15. | 651 | Occupations in food and beverage service | NOC Skill Level C | 100 | 23.5 | 21 |
| 16. | 662 | Other sales support and related occupations | NOC Skill Level D | 98 | 20.7 | 21 |
| 17. | 631 | Service supervisors | NOC Skill Level B | 95 | 54.1 | 21 |
| 18. | 323 | Other technical occupations in health care | NOC Skill Level B | 88 | 23.9 | 21 |
| 19. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 87 | 19.0 | 21 |
| 20. | 731 | Machinery and transportation equipment mechanics (except motor vehicles) | NOC Skill Level B | 86 | 24.0 | 21 |
| 21. | 152 | Supply chain logistics, tracking and scheduling co-ordination occupations | NOC Skill Level C | 84 | 20.5 | 21 |
| 22. | 654 | Security guards and related security service occupations | NOC Skill Level C | 79 | 20.8 | 21 |
| 23. | 732 | Automotive service technicians | NOC Skill Level B | 77 | 27.6 | 21 |
| 24. | 341 | Assisting occupations in support of health services | NOC Skill Level C | 74 | 20.5 | 21 |
| 25. | 301 | Professional occupations in nursing | NOC Skill Level A | 70 | 18.7 | 21 |
| 26. | 011 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 70 | 27.9 | 21 |
| 27. | 661 | Cashiers | NOC Skill Level D | 68 | 22.5 | 21 |
| 28. | 143 | Financial, insurance and related administrative support workers | NOC Skill Level C | 65 | 16.7 | 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. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 443 | 28.2 | 21 |
| 2. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 359 | 21.5 | 21 |
| 3. | 64 | Sales representatives and salespersons - wholesale and retail trade | NOC Skill Level C | 353 | 19.5 | 21 |
| 4. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 315 | 21.0 | 21 |
| 5. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 307 | 26.2 | 21 |
| 6. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 232 | 22.9 | 21 |
| 7. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 229 | 20.7 | 21 |
| 8. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 203 | 21.1 | 21 |
| 9. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 194 | 25.2 | 21 |
| 10. | 32 | Technical occupations in health | NOC Skill Level B | 188 | 21.4 | 21 |
| 11. | 14 | Office support occupations | NOC Skill Level C | 184 | 19.8 | 21 |
| 12. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 181 | 26.4 | 21 |
| 13. | 11 | Professional occupations in business and finance | NOC Skill Level A | 175 | 21.5 | 21 |
| 14. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 166 | 21.4 | 21 |
| 15. | 66 | Sales support occupations | NOC Skill Level D | 166 | 21.4 | 21 |
| 16. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 162 | 19.5 | 21 |
| 17. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 149 | 21.8 | 21 |
| 18. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 139 | 22.9 | 21 |
| 19. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 111 | 26.8 | 21 |
| 20. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 103 | 25.6 | 21 |
| 21. | 15 | Distribution, tracking and scheduling co-ordination occupations | NOC Skill Level C | 100 | 19.7 | 21 |
| 22. | 41 | Professional occupations in law and social, community and government services | NOC Skill Level A | 97 | 25.3 | 21 |
| 23. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 85 | 19.6 | 21 |
| 24. | 34 | Assisting occupations in support of health services | NOC Skill Level C | 74 | 20.5 | 21 |
| 25. | 52 | Technical occupations in art, culture, recreation and sport | NOC Skill Level B | 73 | 20.0 | 21 |
| 26. | 30 | Professional occupations in nursing | NOC Skill Level A | 70 | 18.7 | 21 |
| 27. | 96 | Labourers in processing, manufacturing and utilities | NOC Skill Level D | 56 | 24.5 | 21 |

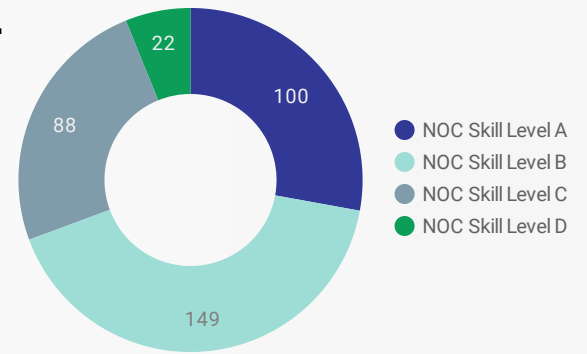
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

| | | | | | |
|-----------------|--------------|-----------|---------------|------------------|--------------|
| ACTIVE POSTINGS | NEW POSTINGS | COMPANIES | JOB LANGUAGES | # OF DAYS POSTED | |
| 607 | 0 | 247 | 11 | AVERAGE 24.1 | MEDIAN 21 |

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

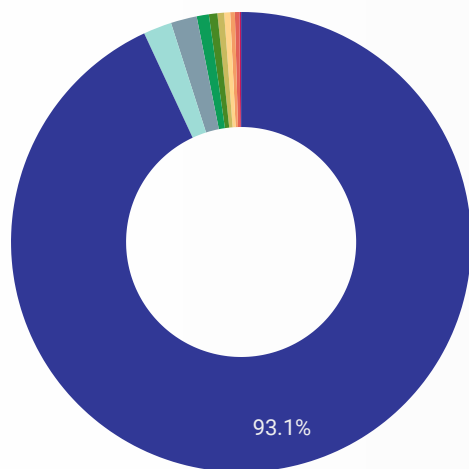
- 100 Skill Level A - Management/ Professional Occupations usually requiring University
- 149 Skill Level B - Usually college education or apprenticeship training
- 88 Skill Level C - Usually secondary education or occupation-specific training
- 22 Skill Level D - Usually on-the-job training



| LANGUAGES | NOC Skill Level D | NOC Skill Level C | NOC Skill Level A | NOC Skill Level B |
|------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Lan... | 18 | 82 | 99 | 135 |
| Italian Langu... | 2 | 1 | | 4 |
| Vietnamese L... | | 1 | | 3 |
| Chinese Lang... | | 1 | 1 | 2 |
| Cantonese La... | | 2 | | 2 |
| Japanese La... | 2 | | | 1 |
| Punjabi Lang... | | 1 | | 1 |

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



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

| LANGUAGES | POSTING COUNT |
|-----------------------------|---------------|
| 1. Bilingual Language Jobs | 570 |
| 2. Arabic Language Jobs | 9 |
| 3. Italian Language Jobs | 9 |
| 4. Cantonese Language Jobs | 4 |
| 5. Vietnamese Language Jobs | 4 |
| 6. Chinese Language Jobs | 4 |
| 7. Japanese Language Jobs | 3 |

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

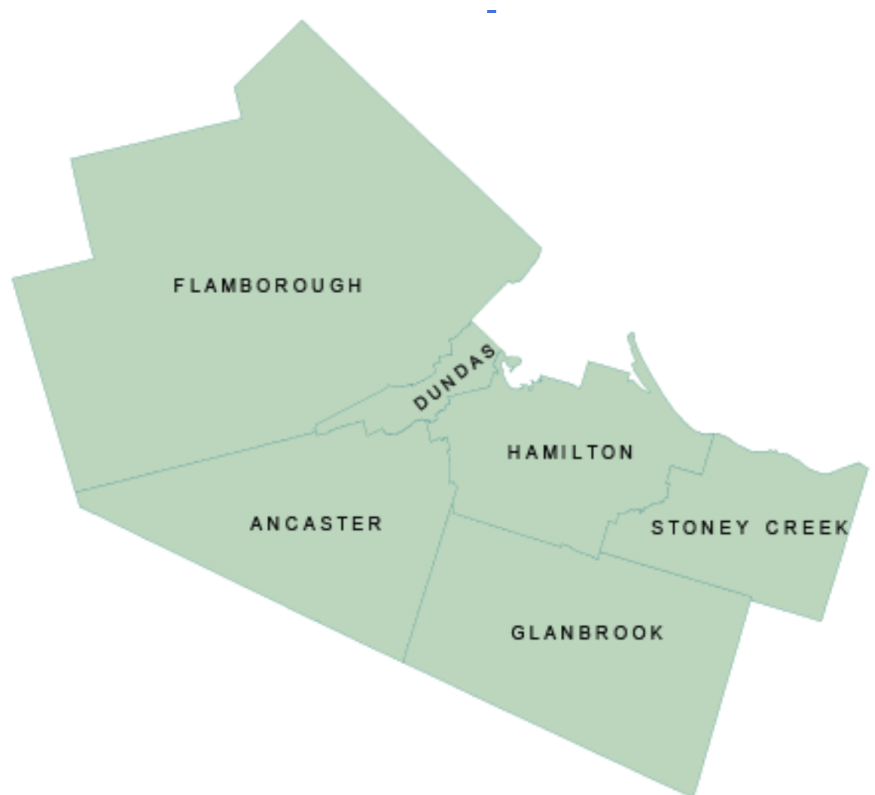
What language skills are sought by 1-Digit NOC?

| BROAD OCCUPATIONAL CATEGORY | Bilingual ... | Italian La... | Vietname... | Chinese ... | Cantones... | Japanese... | Grand total |
|---|---------------|---------------|-------------|-------------|-------------|-------------|-------------|
| Business, finance and administration occu... | 65 | | | 1 | 1 | | 68 |
| Health occupations | 78 | | | | | | 78 |
| Management occupations | 16 | | | 1 | | | 17 |
| Natural and applied sciences and related o... | 18 | | | 1 | | | 19 |
| Occupations in art, culture, recreation and ... | 2 | | | | | | 2 |
| Occupations in education, law and social, ... | 41 | | | | | | 42 |
| Occupations in manufacturing and utilities | 2 | | | | | | 2 |
| Sales and service occupations | 64 | 7 | 4 | | 3 | 3 | 82 |
| Trades, transport and equipment operator... | 48 | | | 1 | | | 49 |
| Grand total | 334 | 7 | 4 | 4 | 4 | 3 | 359 |

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 | 524 | 24.8 | 21 |
| 2. Stoney Creek | 43 | 20.8 | 21 |
| 3. Dundas | 20 | 21.1 | 21 |
| 4. Ancaster | 15 | 19.0 | 21 |
| 5. Flamborough | 5 | 21.0 | 21 |
| Grand total | 607 | 24.1 | 21 |



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME | POSTINGS |
|---|----------|
| 1. Registered nurses and registered psychiatri... | 22 |
| 2. Cooks | 14 |
| 3. Other customer and information services re... | 12 |
| 4. Social and community service workers | 10 |
| 5. Receptionists | 10 |
| 6. Material handlers | 9 |
| 7. Retail and wholesale trade managers | 9 |
| 8. Retail salespersons | 9 |
| 9. Administrative assistants | 8 |
| 10. Allied primary health practitioners | 7 |
| 11. Administrative officers | 7 |
| 12. Home support workers, housekeepers and r... | 7 |
| 13. Food counter attendants, kitchen helpers an... | 7 |
| 14. Executive assistants | 6 |
| 15. Medical administrative assistants | 6 |
| 16. Roofers and shinglers | 6 |
| 17. Chefs | 5 |
| 18. Human resources professionals | 5 |
| 19. Social workers | 5 |
| 20. Computer network technicians | 5 |
| 21. Nurse aides, orderlies and patient service a... | 5 |
| 22. Construction millwrights and industrial mec... | 4 |
| 23. Health policy researchers, consultants and ... | 4 |
| 24. Licensed practical nurses | 4 |
| 25. Technical sales specialists - wholesale trade | 4 |
| 26. Janitors, caretakers and building superinten... | 4 |
| 27. Plumbers | 4 |
| 28. Dietitians and nutritionists | 4 |
| 29. Medical sonographers | 4 |
| 30. Medical radiation technologists | 3 |
| 31. General office support workers | 3 |
| 32. Pharmacists | 3 |

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MULTILINGUAL HIRING EMPLOYERS

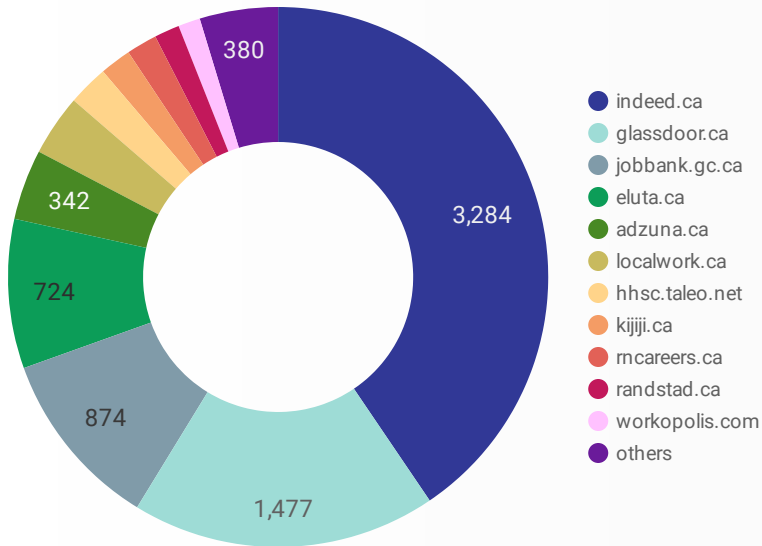
Which employers are seeking multilingual candidates?

| COMPANY | POSTINGS |
|---|----------|
| 1. Hamilton Health Sciences | 198 |
| 2. Victorian Order of Nurses / VON | 18 |
| 3. YMCA Hamilton Burlington Brantford | 12 |
| 4. CBI Health | 12 |
| 5. Express Employment Professionals | 10 |
| 6. YWCA Hamilton | 9 |
| 7. Expert Staffing Solutions | 8 |
| 8. Flynn Canada Ltd. | 6 |
| 9. St Joseph's Healthcare Hamilton | 5 |
| 10. Compass Group Canada | 5 |
| 11. Tabreed Thermal Control | 5 |
| 12. TownePlace Suites by Marriott Hamilton | 4 |
| 13. Triple M Metal | 4 |
| 14. Canwork Staffing Inc | 4 |
| 15. Hamilton-Wentworth District School Board | 4 |
| 16. Aecom | 4 |
| 17. Canon Canada Inc. | 4 |
| 18. Setay Automotive | 4 |
| 19. Le Groupe OcÃ©an | 3 |
| 20. Adventec Manufacturing Inc. | 3 |
| 21. City of Hamilton | 3 |
| 22. Canadian Mental Health Association, Hamilton Branch | 3 |
| 23. Scotiabank | 3 |
| 24. McMaster University - Hamilton, ON | 3 |
| 25. Wesley | 3 |
| 26. Catholic Children's Aid Society of Hamilton / CCAS | 3 |
| 27. Real Fruit Bubble Tea Inc. | 3 |
| 28. Battlefield Equipment Rentals | 3 |
| 29. Cogeco Inc. | 3 |
| 30. Farm Boy Inc. | 3 |

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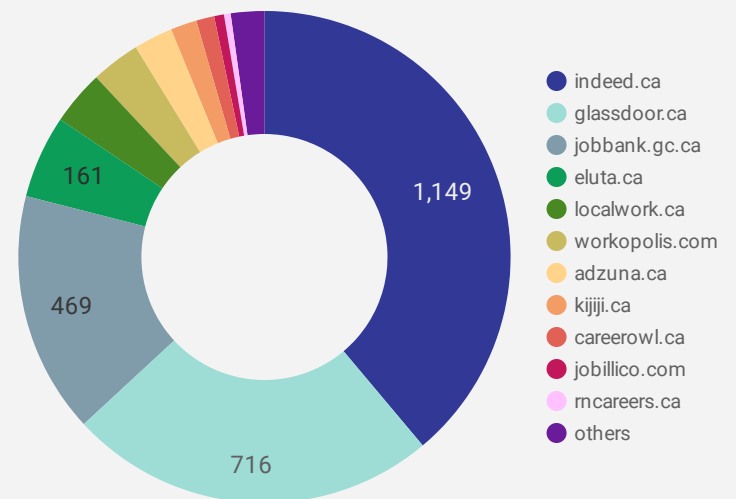
JOB POSTINGS BY JOB BOARD

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 | 3,284 | 19.8 | 21 | 1,149 |
| 2. | glassdoor.ca | 1,477 | 21.9 | 21 | 716 |
| 3. | jobbank.gc.ca | 874 | 40.0 | 29 | 469 |
| 4. | eluta.ca | 724 | 20.8 | 21 | 161 |
| 5. | adzuna.ca | 342 | 13.9 | 14 | 76 |
| 6. | localwork.ca | 297 | 11.7 | 5 | 106 |
| 7. | hhsc.taleo.net | 197 | 27.5 | 24 | 1 |
| 8. | kijiji.ca | 152 | 15.0 | 15 | 51 |
| 9. | rncareers.ca | 149 | 29.5 | 16 | 13 |
| 10. | randstad.ca | 122 | 55.6 | 43 | 1 |
| 11. | workopolis.com | 107 | 91.4 | 91 | 95 |
| 12. | jobillico.com | 66 | 47.9 | 27 | 19 |
| 13. | careerarc.com | 63 | 35.5 | 20 | 10 |
| 14. | careerowl.ca | 61 | 171.2 | 140 | 35 |
| 15. | network.applytoeducation.com | 51 | 4.7 | 5 | 3 |
| 16. | hreapp.hamilton.ca | 39 | 43.1 | 19 | 1 |
| 17. | greatsn.com | 23 | 54.0 | 18 | 7 |