



JOB DEMAND REPORT

FEBRUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS				# OF DAYS POSTED	
POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS	AVERAGE	MEDIAN
8,622	4,476	2,080	29	22.0	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.

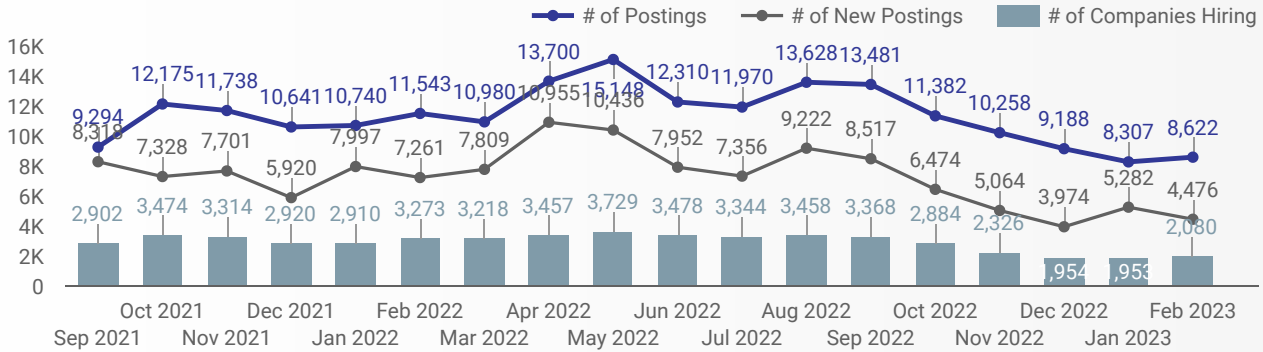


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Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.

JOB POSTINGS BY MONTH

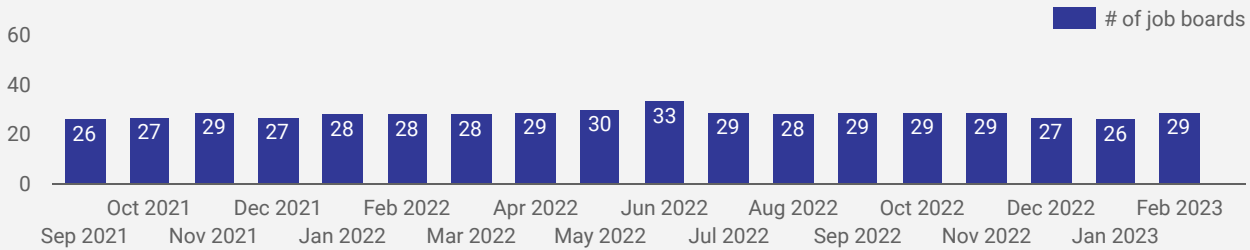
How many job postings were active for at least 1 day this month?



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

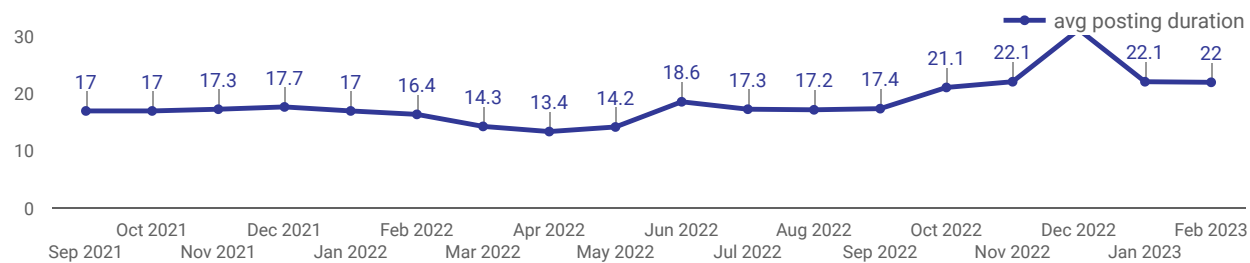
NUMBER OF ACTIVE JOB BOARDS

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



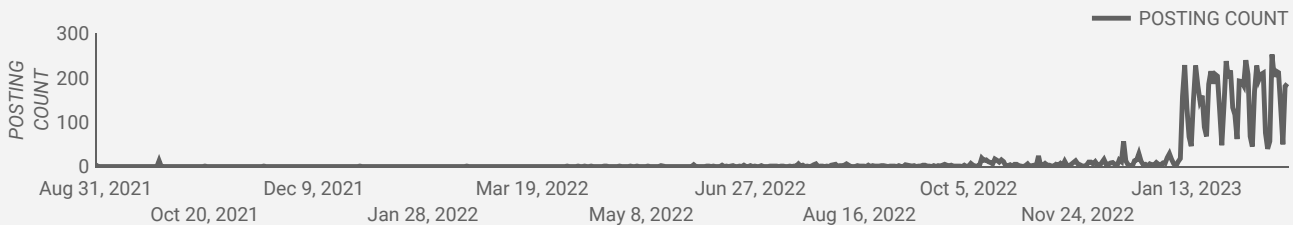
AVG & MEDIAN POSTING LENGTH BY DAYS

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

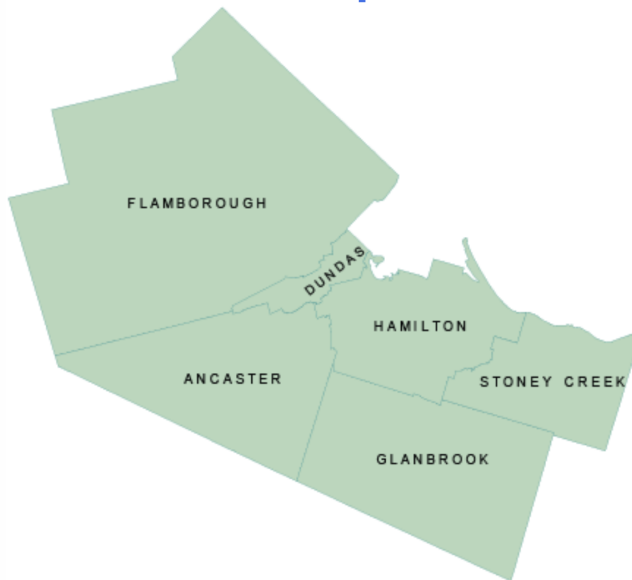
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

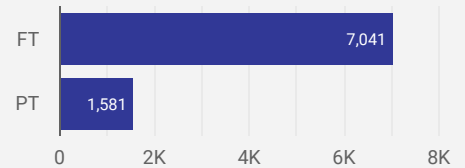
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	6,888	22.0	21
2. Stoney Creek	776	22.2	21
3. Ancaster	464	20.9	21
4. Dundas	313	23.7	21
5. Flamborough	179	20.1	21
Grand total	8,620	22.0	21



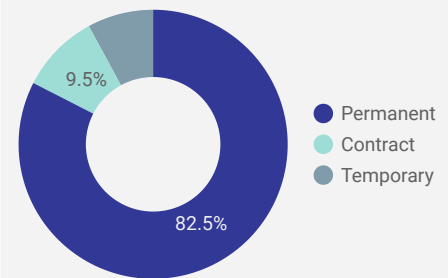
JOB TYPE

Full-time vs Part-time



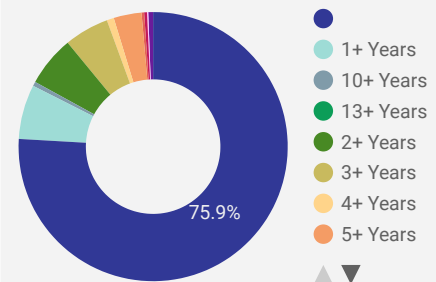
JOB DURATION

Permanency of jobs posted



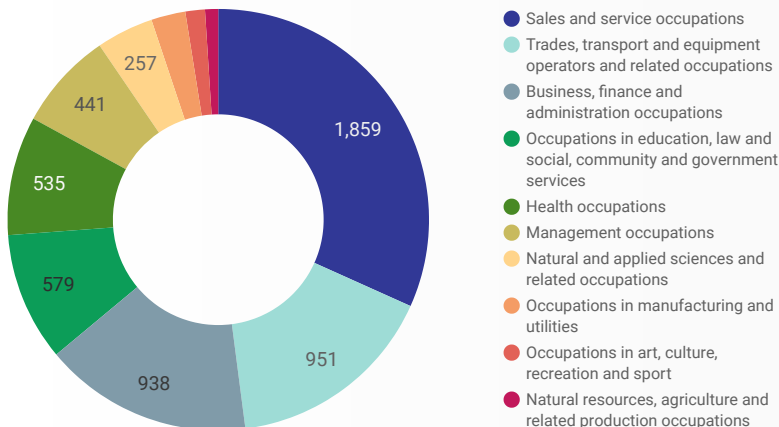
JOB EXPERIENCE

Job Postings by Experience Level Required



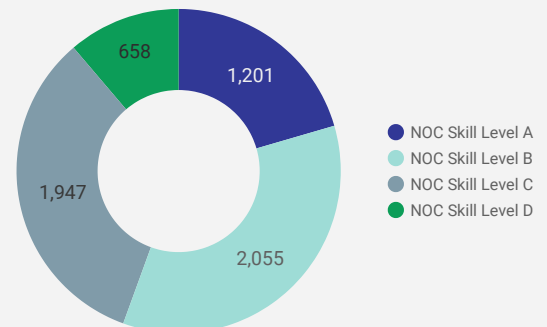
JOB POSTINGS BY JOB CATEGORY

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	447	18.8	21
2.	Hamilton Health Sciences	Hamilton	380	27.0	21
3.	St Joseph's Healthcare Hamilton	Hamilton	311	31.0	21
4.	City of Hamilton	Hamilton	178	20.7	21
5.	Hamilton-Wentworth District School Board	Hamilton	107	8.9	4
6.	Acara Solutions	Hamilton	94	21.0	21
7.	Kijiji	Hamilton	93	15.0	15
8.	Scotiabank	Hamilton	75	18.6	21
9.	Mohawk College	Hamilton	73	13.5	14
10.	Lowe's	Hamilton	65	14.2	14
11.	Randstad	Ancaster	64	34.3	25
12.	Great Clips	Hamilton	60	8.2	6
13.	Randstad	Hamilton	59	49.6	63
14.	Tim Hortons	Hamilton	58	24.4	21
15.	Compass Group Canada	Hamilton	56	19.2	21
16.	American Iron and Metal Recycling	Hamilton	53	22.6	21
17.	Home Depot	Hamilton	50	15.0	14
18.	Stantec	Stoney Creek	46	17.6	21
19.	Lowe's	Ancaster	46	14.0	14
20.	The Salvation Army	Hamilton	43	20.7	21
21.	ArcelorMittal Dofasco	Hamilton	41	21.1	21
22.	Aerotek	Hamilton	40	19.8	21
23.	YMCA Hamilton Burlington Brantford	Hamilton	39	20.4	21
24.	Shoppers Drug Mart	Hamilton	39	19.9	21
25.	Victorian Order of Nurses / VON	Hamilton	37	59.3	42
26.	YWCA Hamilton	Hamilton	36	21.0	21
27.	PeopleReady Branch#2210	Hamilton	31	16.0	21
28.	Oakridge Group Inc.	Hamilton	30	21.4	21
29.	Loblaws Companies Ltd.	Hamilton	30	19.3	21
30.	Rona	Hamilton	30	19.3	21
31.	Carmen's Group	Hamilton	28	27.1	21

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

199

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE
1.	Associate Psychotherapist	The Compassion Project	Hamilton	110
2.	Director, Corporate Facilities And Energy Management	City of Hamilton	Hamilton	102
3.	Board Certified Behaviour Analyst (bcba)	Teach Me My Way Services	Hamilton	100
4.	Clinical Psychologist	Critical Trauma Therapy	Hamilton	100
5.	Clinical Psychologist	The MomMe Clinic	Hamilton	100
6.	Hr Generalist	Acara Solutions	Hamilton	100
7.	Child/adolescent Therapist	Ontario-wide Psychology Clinic	Hamilton	100
8.	Osteopath	The MomMe Clinic	Hamilton	90
9.	Apm Process Analytics Specialist	Adecco	Hamilton	90
10.	Program Manager, Master Of Public Policy In Digital Society (hybrid)	McMaster University - Hamilton, ON	Hamilton	76
11.	Program Manager, Master of Public Policy in Digital Society (Hybrid) - 52294	McMaster University - Hamilton, ON	Hamilton	76
12.	Social Worker Or Psychotherapist	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.	Real Estate Sales Representative	Michael St. Jean Realty	Hamilton	350,000
2.	Real Estate Agent	Michael St. Jean Realty	Hamilton	350,000
3.	Associate Dentist	Monarch Dentistry	Stoney Creek	346,674
4.	Associate Dentist	King west smiles dentistry	Hamilton	250,000
5.	Overnight Emergency Veterinarian	HAMILTON REGION EMERGENCY VET CLINIC	Hamilton	225,000
6.	Az Owner Operator	Lp Services	Hamilton	208,000
7.	Chief Operating Officer (COO) / Integrator	Canadian Metal Buildings	Stoney Creek	205,799
8.	Civil Construction Estimator	Sercon Construction	Hamilton	200,000
9.	Automotive Sales Representative	LKQ Canada Auto Parts	Stoney Creek	200,000
10.	Ceo (chief Executive Officer)	Spirit Staffing Omega	Hamilton	200,000
11.	Window And Door Sales Person	Brookstone Windows & Doors	Hamilton	195,000

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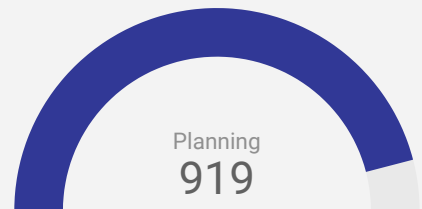
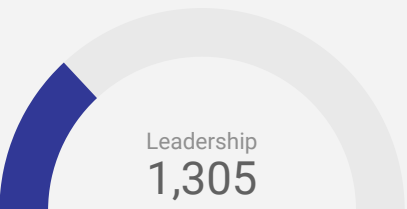
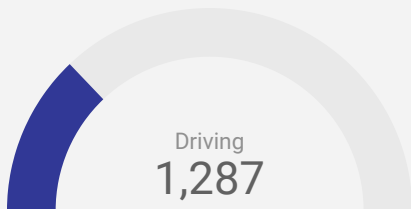
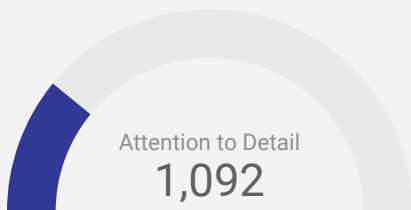
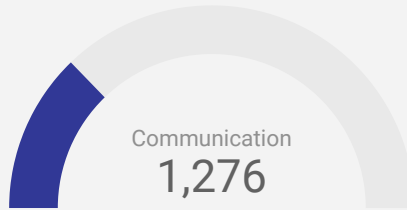
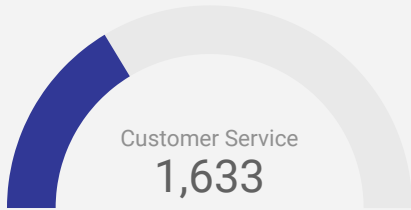
Next page

TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,622



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,622



Driver's License
171



First Aid
365



Regular Access to a Vehicle
251



Criminal Record Check
341



Microsoft Office
480



Food Safety
163



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	377	20.8	21
2.	7452	Material handlers	NOC Skill Level C	189	24.4	21
3.	6322	Cooks	NOC Skill Level B	182	28.8	21
4.	7511	Transport truck drivers	NOC Skill Level C	178	20.0	21
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	174	19.5	21
6.	6552	Other customer and information services representatives	NOC Skill Level C	148	20.6	21
7.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	147	25.6	21
8.	0621	Retail and wholesale trade managers	NOC Skill Level A	134	22.2	21
9.	1241	Administrative assistants	NOC Skill Level B	126	19.1	21
10.	4212	Social and community service workers	NOC Skill Level B	102	20.9	21
11.	6731	Light duty cleaners	NOC Skill Level D	92	18.6	21
12.	1221	Administrative officers	NOC Skill Level B	90	22.3	21
13.	1414	Receptionists	NOC Skill Level C	83	20.3	21
14.	6311	Food service supervisors	NOC Skill Level B	81	54.6	21
15.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	75	22.0	21
16.	6541	Security guards and related security service occupations	NOC Skill Level C	74	23.3	21
17.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	71	16.2	21
18.	6513	Food and beverage servers	NOC Skill Level C	70	22.5	21
19.	3233	Licensed practical nurses	NOC Skill Level B	69	29.1	21
20.	6341	Hairstylists and barbers	NOC Skill Level B	68	10.0	8
21.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	66	18.9	21
22.	6211	Retail sales supervisors	NOC Skill Level B	65	24.9	21
23.	6611	Cashiers	NOC Skill Level D	62	19.0	21
24.	1521	Shippers and receivers	NOC Skill Level C	62	17.5	21
25.	4011	University professors and lecturers	NOC Skill Level A	58	20.8	21
26.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	51	43.8	21
27.	0631	Restaurant and food service managers	NOC Skill Level A	48	20.2	21
28.	0111	Financial managers	NOC Skill Level A	48	19.4	21
29.	1431	Accounting and related clerks	NOC Skill Level C	47	19.7	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	377	20.8	21
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	233	19.7	21
3.	632	Chefs and cooks	NOC Skill Level B	219	28.7	21
4.	745	Longshore workers and material handlers	NOC Skill Level C	189	24.4	21
5.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	187	18.5	21
6.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	174	19.5	21
7.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	174	19.7	21
8.	441	Home care providers and educational support occupations	NOC Skill Level C	173	24.9	21
9.	673	Cleaners	NOC Skill Level D	159	18.8	21
10.	122	Administrative and regulatory occupations	NOC Skill Level B	156	23.6	21
11.	655	Customer and information services representatives	NOC Skill Level C	150	20.3	21
12.	062	Retail and wholesale trade managers	NOC Skill Level A	134	22.2	21
13.	651	Occupations in food and beverage service	NOC Skill Level C	119	21.8	21
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	117	18.6	21
15.	141	General office workers	NOC Skill Level C	117	22.4	21
16.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	104	18.7	21
17.	341	Assisting occupations in support of health services	NOC Skill Level C	103	22.1	21
18.	323	Other technical occupations in health care	NOC Skill Level B	99	25.8	21
19.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	99	24.2	21
20.	631	Service supervisors	NOC Skill Level B	94	54.9	21
21.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	84	23.4	21
22.	732	Automotive service technicians	NOC Skill Level B	81	22.1	21
23.	662	Other sales support and related occupations	NOC Skill Level D	81	16.3	21
24.	301	Professional occupations in nursing	NOC Skill Level A	78	21.9	21
25.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	78	22.6	21
26.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	77	29.8	21
27.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	76	21.4	21
28.	634	Specialized occupations in personal and customer services	NOC Skill Level B	75	10.9	9

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	432	27.0	21
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	393	22.4	21
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	389	20.8	21
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	377	21.1	21
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	339	19.1	21
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	272	19.7	21
7.	14	Office support occupations	NOC Skill Level C	209	22.0	21
8.	73	Maintenance and equipment operation trades	NOC Skill Level B	209	22.9	21
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	208	21.6	21
10.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	204	24.1	21
11.	32	Technical occupations in health	NOC Skill Level B	200	24.2	21
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	200	24.7	21
13.	11	Professional occupations in business and finance	NOC Skill Level A	179	20.6	21
14.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	178	24.9	21
15.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	174	19.7	21
16.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	163	24.1	21
17.	31	Professional occupations in health (except nursing)	NOC Skill Level A	154	21.9	21
18.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	146	20.7	21
19.	66	Sales support occupations	NOC Skill Level D	143	17.3	21
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	126	21.4	21
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	119	18.5	21
22.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	111	22.1	21
23.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	111	22.3	21
24.	34	Assisting occupations in support of health services	NOC Skill Level C	103	22.1	21
25.	40	Professional occupations in education services	NOC Skill Level A	94	17.0	21
26.	30	Professional occupations in nursing	NOC Skill Level A	78	21.9	21
27.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	77	29.8	21

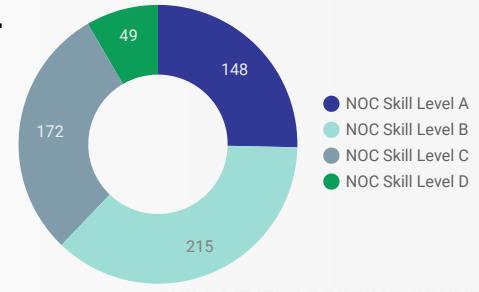
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED
938	0	411	11	AVERAGE: 24.9 MEDIAN: 21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

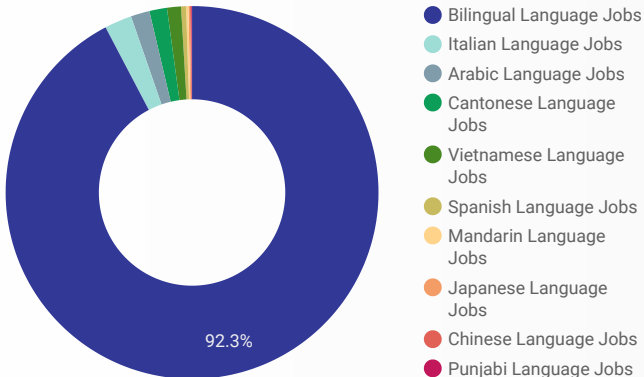
- 148 Skill Level A - Management/ Professional Occupations usually requiring University
- 215 Skill Level B - Usually college education or apprenticeship training
- 172 Skill Level C - Usually secondary education or occupation-specific training
- 49 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level D	NOC Skill Level A	NOC Skill Level C	NOC Skill Level B
Bilingual Lang...	41	142	155	193
Italian Langu...	5	1	3	6
Cantonese La...	1	1	6	3
Vietnamese L...			3	6
Arabic Langu...	1	3	2	2
Chinese Lang...		1		2
Japanese Lan...	1			1

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	870
2. Italian Language Jobs	19
3. Arabic Language Jobs	14
4. Vietnamese Language Jobs	11
5. Cantonese Language Jobs	11
6. Japanese Language Jobs	3
7. Spanish Language Jobs	3

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

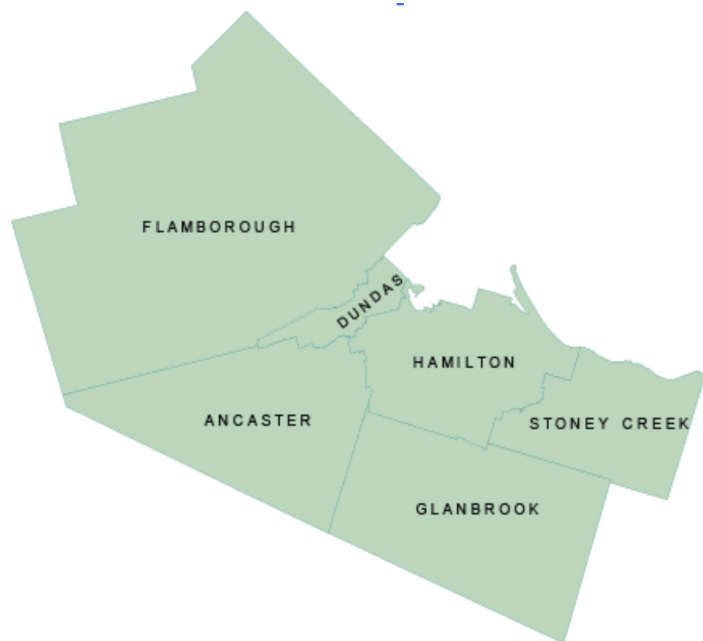
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Italian La...	Cantones...	Vietname...	Arabic La...	Chinese ...	Grand total
Business, finance and administration occup...	103		1		1	1	107
Health occupations	94		1	1	1		97
Management occupations	35	1	1		1	1	39
Natural and applied sciences and related o...	30					1	32
Natural resources, agriculture and related p...	2						2
Occupations in art, culture, recreation and s...	8						8
Occupations in education, law and social, c...	71			2	4		77
Occupations in manufacturing and utilities	9						10
Sales and service occupations	121	14	8	6	1		154
Trades, transport and equipment operators ...	58						58
Grand total	531	15	11	9	8	3	584

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	813	25.3	21
2. Stoney Creek	57	21.7	21
3. Dundas	33	27.9	21
4. Ancaster	22	20.1	21
5. Flamborough	13	21.0	21
Grand total	938	24.9	21





LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

	4 DIGIT NOC NAME	POSTINGS
1.	Retail salespersons	31
2.	Other customer and information services rep...	23
3.	Registered nurses and registered psychiatric ...	21
4.	Food counter attendants, kitchen helpers an...	19
5.	Cooks	19
6.	Social and community service workers	17
7.	Home support workers, housekeepers and re...	14
8.	Administrative assistants	13
9.	Receptionists	12
10.	Administrative officers	11
11.	Retail and wholesale trade managers	10
12.	Financial managers	8
13.	Computer network technicians	8
14.	Nurse aides, orderlies and patient service as...	8
15.	Roofers and shinglers	7
16.	General office support workers	7
17.	Social workers	7
18.	Food and beverage servers	7
19.	Chefs	7
20.	Material handlers	6
21.	Human resources professionals	6
22.	Allied primary health practitioners	6
23.	Dental assistants	6
24.	Medical administrative assistants	6
25.	Early childhood educators and assistants	6
26.	Other technical occupations in therapy and a...	5
27.	Health policy researchers, consultants and pr...	5
28.	Psychologists	5
29.	Database analysts and data administrators	5
30.	Other instructors	5
31.	Janitors, caretakers and building superintend...	5
32.	Medical sonographers	4

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MULTILINGUAL HIRING EMPLOYERS

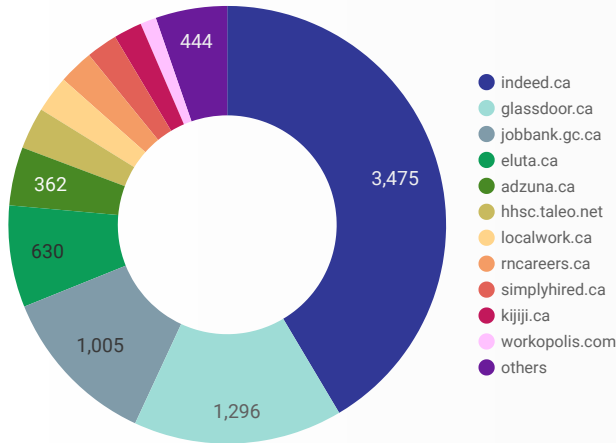
Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS
1.	Hamilton Health Sciences	263
2.	YWCA Hamilton	17
3.	McMaster University - Hamilton, ON	13
4.	Victorian Order of Nurses / VON	11
5.	YMCA Hamilton Burlington Brantford	11
6.	The Source	11
7.	CBI Health	10
8.	Farm Boy Inc.	8
9.	The Salvation Army	8
10.	Express Employment Professionals	7
11.	Kelseys Upper James	6
12.	Adventec Manufacturing Inc.	6
13.	Flynn Canada Ltd.	6
14.	The MomMe Clinic	6
15.	St Joseph's Healthcare Hamilton	5
16.	Scotiabank	5
17.	Community Living Hamilton	5
18.	Stephenson's Rental Services	4
19.	Triple M Metal	4
20.	Zarky's Fine Foods	4
21.	Wesley	4
22.	Canada Post	4
23.	Battlefield Equipment Rentals	4
24.	Setay Automotive	4
25.	Lush Handmade Cosmetics	4
26.	Centre de sant�� communautaire Hamilton/Niagara	4
27.	Confidential	4
28.	QSL Canada inc.	4
29.	Canwork Staffing Inc	4
30.	Compass Group Canada	4

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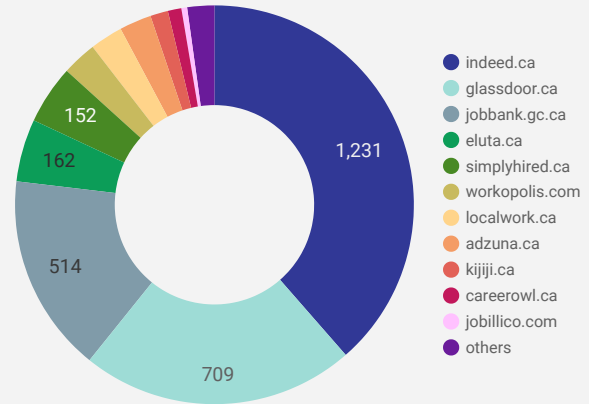
JOB POSTINGS BY JOB BOARD

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	3,475	20.0	21	1,231
2.	glassdoor.ca	1,296	20.9	21	709
3.	jobbank.gc.ca	1,005	34.5	26	514
4.	eluta.ca	630	20.8	21	162
5.	adzuna.ca	362	13.9	14	83
6.	hhsc.taleo.net	259	46.0	44	1
7.	localwork.ca	228	9.2	5	85
8.	rncareers.ca	216	41.4	28	13
9.	simplyhired.ca	194	20.1	21	152
10.	kijiji.ca	175	15.0	15	46
11.	workopolis.com	99			90
12.	randstad.ca	98	47.5	51	1
13.	jobillico.com	71	19.2	4	15
14.	careerowl.ca	60	134.6	140	35
15.	careerarc.com	52	54.9	32	9
16.	hreapp.hamilton.ca	33	19.7	13	1
17.	careerbuilder.ca	25	31.9	30	8

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