



2022-2023

LOCAL LABOUR MARKET PLAN

WORKFORCE PLANNING HAMILTON



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Acknowledgements

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Who We Are: Workforce Planning Hamilton

Workforce Planning Hamilton (WPH) is a local community planning non-profit organization that builds solutions to labour market issues by engaging stakeholders and working with the local community.

OUR VISION: Workforce Planning Hamilton is a leader in workforce development, providing evidence-based analysis and engaging a broad range of labour market stakeholders.

OUR MISSION: WPH is a leader in transforming local labour market information into workforce planning solutions that contribute to a prosperous and diverse Hamilton community

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EXECUTIVE SUMMARY

Since 1997, Workforce Planning Hamilton (WPH) has provided the *Local Labour Market Plan (LLMP)* to update our community on the state of the labour market as well as reflect on community needs. Our evidence-based approach relies on key industry sector and demographic data combined with local intelligence from employers and other partners to develop a strategic vision for Hamilton. This year's Plan highlights the labour market in 2022, with the addition of new 2021 Census of Population data on Hamilton's demographic profile.

How Has Hamilton's Economy Fared in 2022?

After the height of the Covid-19 Pandemic in 2020-2021, the Omicron-variant persisted throughout the end of 2021 and, again, put pressure on Hamilton's economy and labour force. Factors such as high inflation, supply-chain disruptions, and slight stagflation made 2022 a delicate recovery period for Hamilton but the region has made strides in its economic recovery. This year was marked with record-low unemployment and renewed growth in key sectors. Albeit it was also a year mounted with labour shortages as well as concerns for some sectors.

Major Economic Developments in Hamilton¹

- In May 2022, from LinkedIn Talent Insights, and further backed up by Statistic Canada's Labour Force Survey; Hamilton was home to the 4th fastest growing tech labour force in North America.
- In June 2022, the City of Hamilton surpassed \$1B worth of construction value – the earliest the city has ever reached the \$1 billion mark.
- In September 2022, Hamilton was listed among the top 20 locations in Canada for economic investment.
- In October 2022, ArcelorMittal Dofasco celebrated their \$1.8B project marking their commitment and progress towards decarbonization.
- In December 2022, Hamilton International Airport increased cargo transport by 59% since 2017, outpacing the rest of Canada which experienced a 3% decline.

¹ Source: Invest in Hamilton, website: <https://investinhamilton.ca/news/>

ABOUT THE DATA

Our analysis includes data from the 2021 Census of Population. Like the 2016 Census, we rely heavily on the 2021 Census in this report since it is more extensive and quantifies a greater portion of the population than any other labour market data source.

Exhibits for the report include data sources on the bottom and some may include notes for further clarification.

Definitions to be aware of in the report:

Geography

Census Division (CD) – refers to the geographic area of the City of Hamilton.

Census Metropolitan Area (CMA) – refers to the geographic area of Hamilton and the surrounding area, which includes Burlington and Grimsby.

Economic Region (ER) – refers to the geographic area of the Hamilton-Niagara Economic Region which includes the Hamilton, Niagara, Brant, and Haldimand-Norfolk Census Divisions.

Labour Force Characteristics

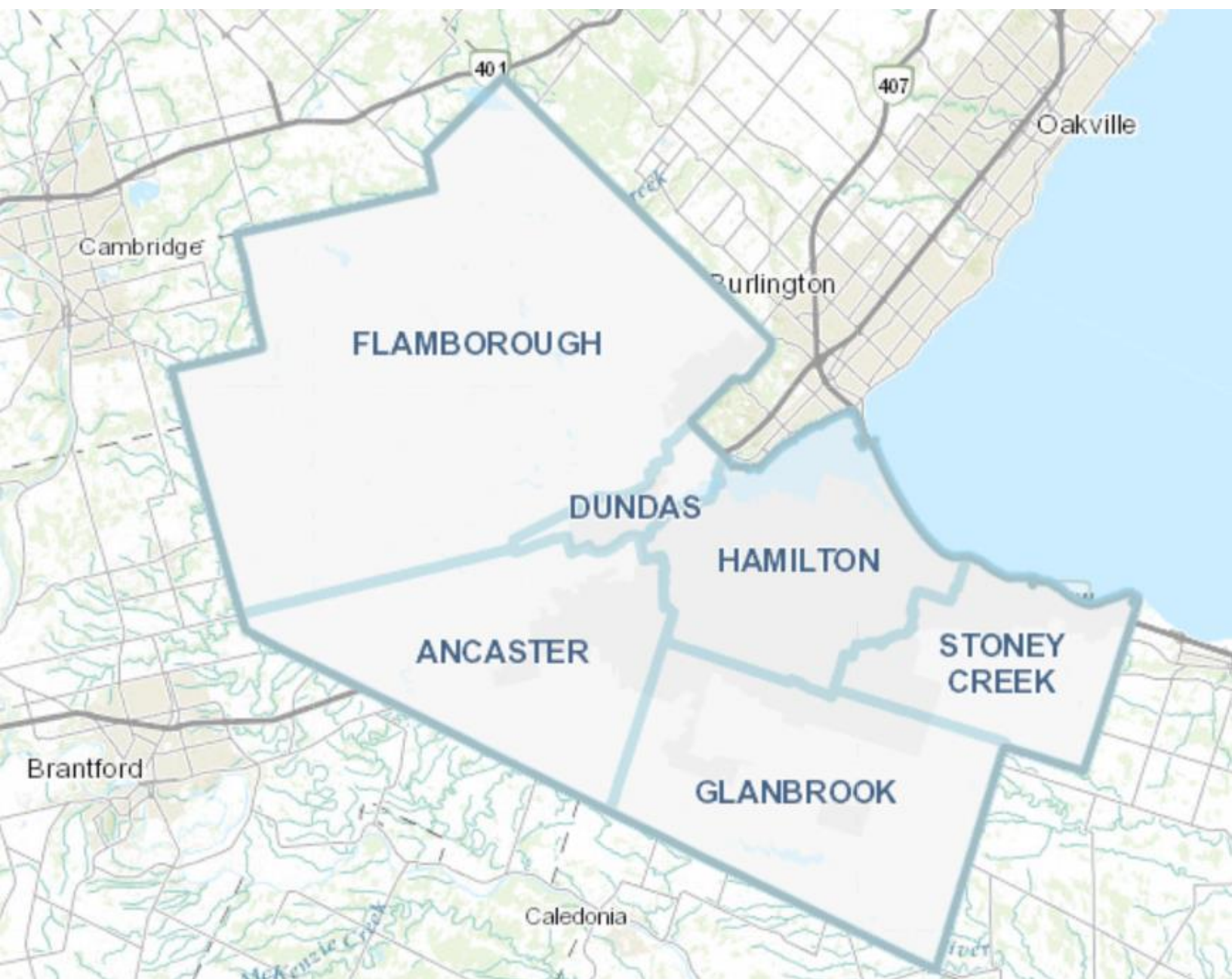
Labour Force – the number of people who are employed or unemployed. This refers to the people who are attached to the job market, either working or looking for work.

Unemployment Rate – the percentage of people unemployed per the labour force.

Employment Rate – the percentage of people working per population.

Participation Rate – the percentage of people in the labour force per population.

Map of the City of Hamilton (CD)



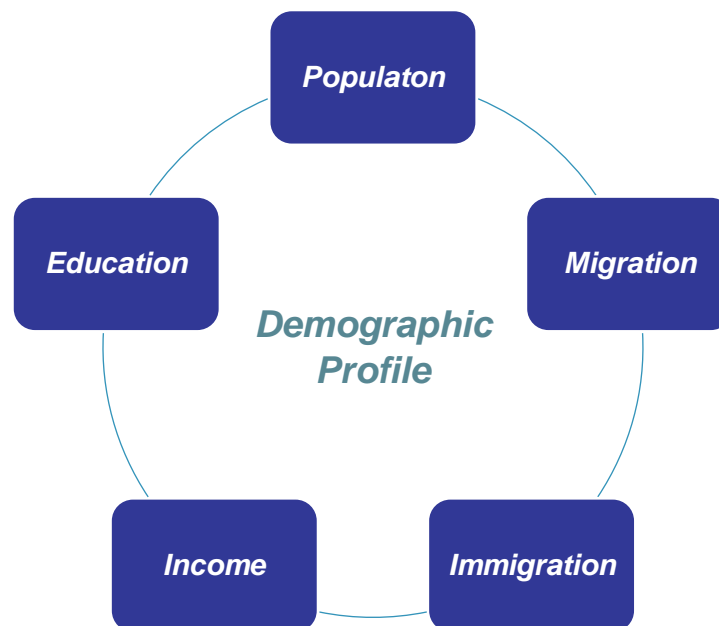
Source: The City of Hamilton, link: <https://open.hamilton.ca/pages/mapping>

DEMOGRAPHIC PROFILE OF HAMILTON

In 2022, data from the 2021 Census of Population was released by Statistics Canada; this years Local Labour Market Plan includes an update on Hamilton's demographic profile.

This section focuses on data predominantly related to Hamilton's **population** and the surrounding regions (ER and CMA). Core themes of this section include migration, immigration; ethnocultural diversity; income; and education. All data was sourced from the 2021 Census of Population unless stated otherwise.

Figure 1. *Components of Hamilton's Demographic Profile*



POPULATION

Figure 2. Population Changes, Census 2016 vs. Census 2021, Hamilton-Niagara (ER) and Ontario

Geography	Population, 2016	Population, 2021	Change, 2016-2021	% Change, 2016-2021
Brant (CD)	134,808	144,771	+9,963	7.4%
Haldimand-Norfolk (CD)	109,787	116,872	+7,085	6.5%
Hamilton (CD)	536,917	569,353	+32,436	6.0%
Niagara (RM)	447,888	477,941	+30,053	6.7%
Ontario	13,448,494	14,223,942	+775,448	5.8%

From 2016-2021, Hamilton's population grew by 6%, welcoming 32,436 new residents.

Compared to the rest of the Hamilton-Niagara Economic region, Hamilton had the largest population out of the four areas. Further compared to Ontario (5.8%), Hamilton experienced slightly more population growth (6%, 0.2% more) from 2016-2021.

Figure 3. Population Changes, by Age Group, Census 2016 vs. Census 2021, Hamilton (CD)

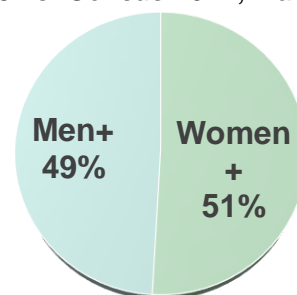
Age Group	Population, 2016	Population, 2021	Change, 2016-2021	% Change, 2016-2021
0-14	87,120	91,245	+4,125	4.7%
15-29	104,565	108,720	+4,155	4.0%
30-64	252,330	265,100	+12,770	5.0%
65 and Older	92,910	104,290	+11,380	12.2%

By age groups, Hamilton saw a jump of 12.2% in the ageing population (65+).

The average age of the population in 2016 did not change significantly compared to 2021, with the average age being 41.5 years old in 2021.

From 2016-2021, the population of Women+ increased by 6% and the population of Men+ increased by 7%.

Figure 4. Population Breakdown, by Gender, Census 2016 vs. Census 2021, Hamilton (CD)



MIGRATION

From 2016 to 2021, the City of Hamilton saw an influx of new migrants. Overall, the Hamilton CD experienced a positive net migration of **32,900 new residents**; with 125,716 in-migrants and 92,726 out-migrants.

Quantifying Net-Migrants

Net-migrants or net-migration refers to the **total migration** (migrant) count from subtracting in-migrants and out-migrants. In-migrants refer to those moving into the area and out-migrants refer to those moving out of the area.

Figure 5. Migration Statistics, by Age Group, Tax Filers 2016 to 2021, Hamilton (CD)

Age Group	In-Migrants	Out-Migrants	Net-Migrants
0-17	23,856	17,631	6,225
18-24	17,116	11,858	5,258
25-44	57,540	37,918	19,622
45-64	19,230	17,378	1,852
65+	7,974	7,941	33
Total	125,716	92,726	32,990

Source: Statistics Canada, Tax Filers Data

- Migrants aged 24 to 44 years old saw the largest net increase (59% of total net migration), with 19,622 new residents. This age group consists of individuals within the core-working age population of 25 to 54 years old. Hamilton, consecutively, has seen large positive net migration for this age group.
- The age group of 0 to 17 experienced the second largest influx of net migration, with 6,225 new residents (18% of net total migration).
- Youths (those aged 18 to 24) saw the third largest increase in net-migration (16% of total net migration), with 10,605 youths.

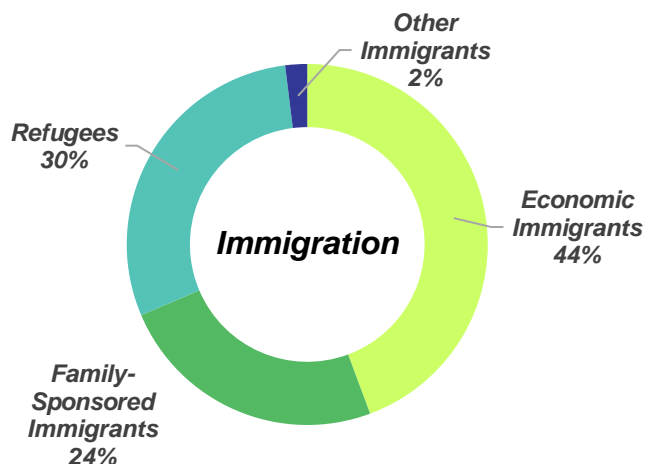
IMMIGRATION AND DIVERSITY

In 2021, the Immigrant population totaled 141,485 for the Hamilton CMA. From 2016 to 2021, Hamilton welcomed 26,545 newcomers into the region.

Of the newcomers that arrived between 2016 to 2021, 44% were Economic Immigrants, 30% were Refugees; 24% were Family-Sponsored Immigrants; and 2% were Other Immigrants.

Hamilton welcomed more women+ newcomers (13,700) than men+ newcomers (12,845) in 2021.

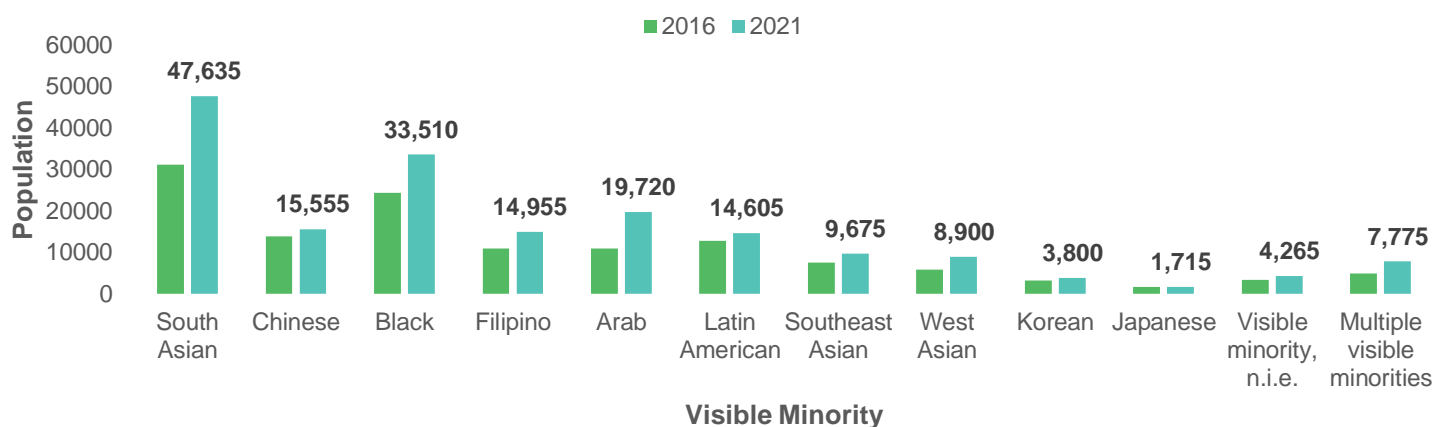
Figure 6. Immigration Counts, by Admission Category, Census 2016 to 2021, Hamilton (CMA)



The 2023-2025 Immigration Levels Plan

In 2021, Canada welcomed over 405,000 newcomers into the country². On November 1st 2022, the Government introduced the new 2023-2025 Immigration Levels plan. The plan builds on ongoing work to strengthen the country's immigration system and embraces immigration as a strategy to promote economic growth within various industries.

Figure 7. Visible Minority Population, Census 2016 to 2021, Hamilton (CMA)



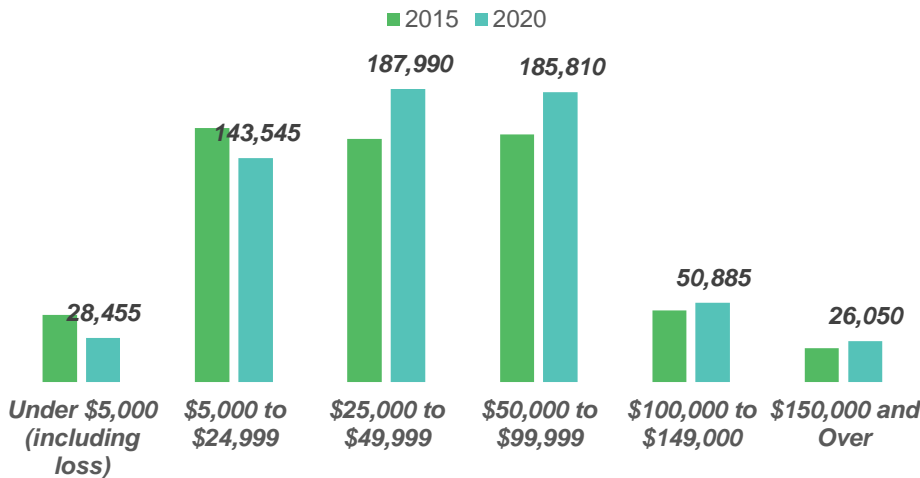
Racialized groups totaled 182,115 for the Hamilton CMA in 2021.

Compared to the 2016 Census, all visible minority groups increased in population. **South Asians** made up the largest visible minority group (6% of total CMA population). The second largest visible minority group was the **Black** population (4.3%) and the third largest visible minority group was the **Arab** population (2.5%).

² An Immigration Plan to Grow the Economy (2022). Immigration counts for the Hamilton CMA are based off of total admission category and applicant types.

INCOME

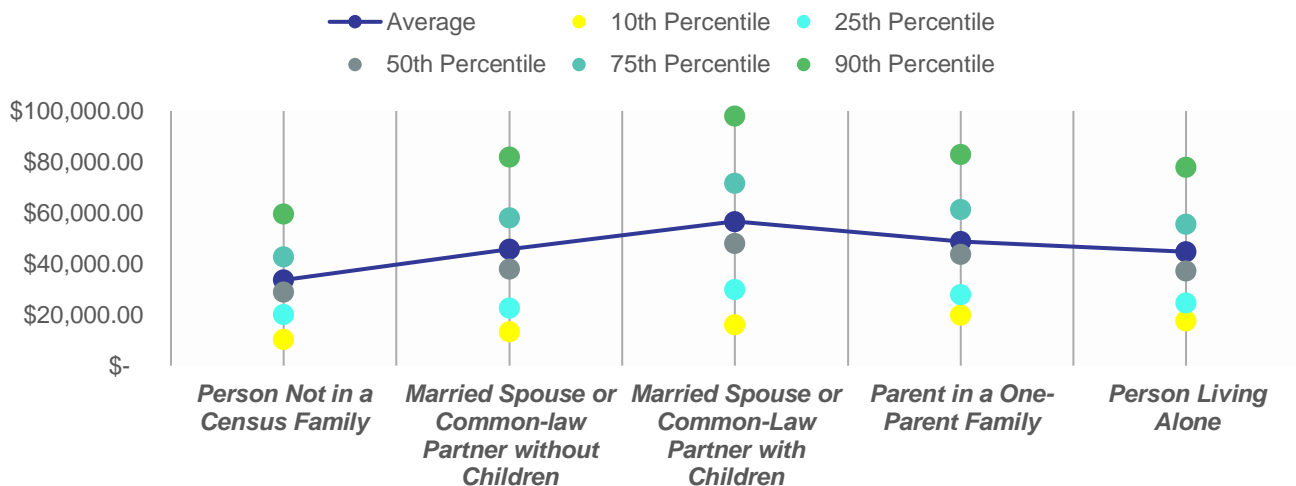
Figure 8. Income Group Statistics³, 2021 Census, Hamilton (CMA)



The **median individual income** in Hamilton increased from \$38,400 in 2015 to **\$42,400** in 2021.

In 2020, majority of Hamiltonians were in the income group of \$25,000 to \$49,999, at a population of 187,990. Compared to 2015, this income group increased by 32,125 (21%). Those in the income group of under \$5,000 (including loss) decreased by 34% since 2015.

Figure 9. Census Family Structure After-Tax Income by Percentiles, 2021 Census, Hamilton (CMA)



The average after-tax income of a married spouse or common-law partner with children in 2021 was \$56,650 for the Hamilton CMA. Compared to those without children, the average income was \$45,800 and for parents in a one-parent family, the average income was \$43,600. The average income for a person living alone in Hamilton was \$44,720.

³ Refers to the universe of the population aged 15 years and over in private households.

EDUCATION

Figure 10. Education Statistics (25% of Sample), by Highest Level of Study, Census 2006 to 2021, Hamilton (CMA)

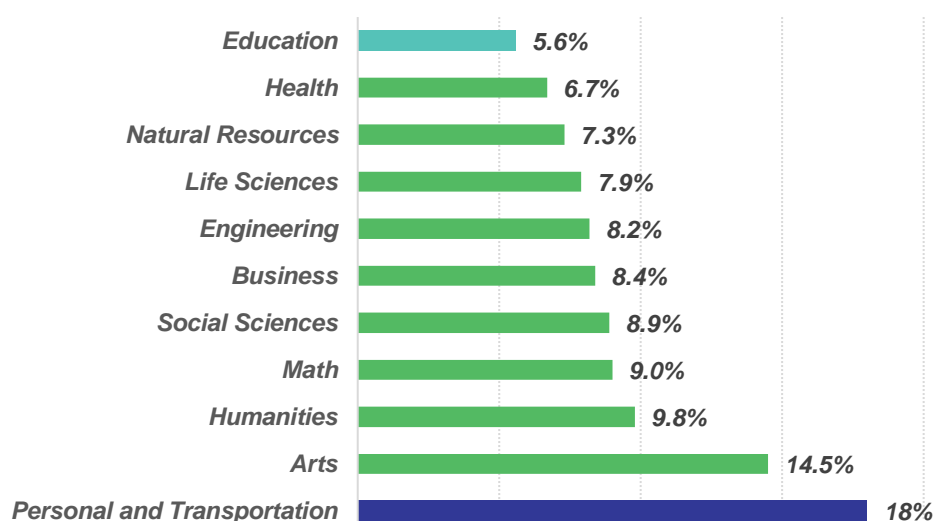
Highest Certificate, Diploma or Degree	2006	2011	2016	2021	% Change ⁴ from 2006 to 2021
No certificate, diploma or degree	22.6%	19.3%	17.8%	15.5%	-20%
High-school diploma or equivalency certificate	27.3%	27.1%	27.8%	27.2%	+16%
Postsecondary certificate, diploma or degree	50.1%	53.6%	54.3%	57.2%	+33%
• Non-apprenticeship trades certificate or diploma	4.9%	4.3%	3%	2.5%	-40%
• Apprenticeship certificate	3.8%	3.7%	3.5%	2.8%	-16%

Most Hamiltonians had a post-secondary certificate, diploma or degree in 2021.

- In 2021, majority of Hamiltonians had a post-secondary certificate, diploma or degree (57.2%). Compared to 2006, post-secondary degree holders increased by 33%.
- Those with no certificate, diploma or degree decreased from 2006 to 2021 by 20%. Throughout the years, Hamilton's population has become more educated.
- Those with an apprenticeship certificate decreased by 16% since 2006, with only 2.8% of Hamiltonians holding an apprenticeship certificate.

In 2021, the degree that yielded the lowest unemployment rate were Education majors.

Figure 11. Unemployment Rate by Major Field of Study, Census 2021, Hamilton (CMA)



⁴ The percent change is for the population based on total counts and is not the percent change for the distribution (%).

HAMILTON'S ECONOMY IN 2022

This section reviews the key trends that occurred in Hamilton's economy and labour force in 2022. This year was a tumultuous period for Hamilton, with a post-pandemic economy and tight labour market.

Core themes of this section include employment and unemployment, Hamilton's youth labour force, and Hamilton's diverse labour force.

What is the Labour Force?

Using Statistics Canada's 2021 definition, the Labour Force refers to the **employed** and **unemployed**. The employed are persons who, during the reference period, had paid work either as an employee or were self-employed; and the unemployed, who are either without work, are available for work, or are actively seeking work.

Apart from this, there are persons who are **not in the Labour Force**. This refers to individuals unwilling or unable to offer or supply labour services under conditions existing in their labour markets (e.g., full-time students).

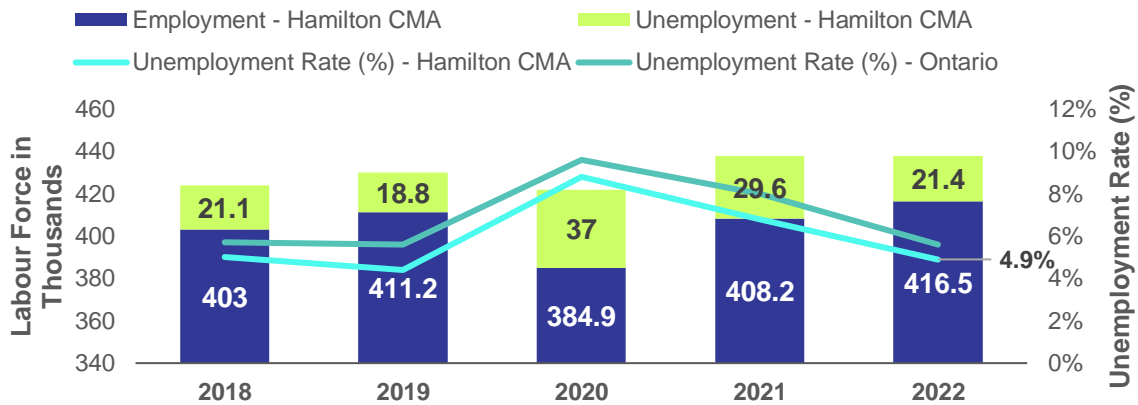
***Figure 12.** Composition of Hamilton's Labour Force in 2022*



Source: Statistics Canada, 2021 Census of Population

2022'S SNAPSHOT

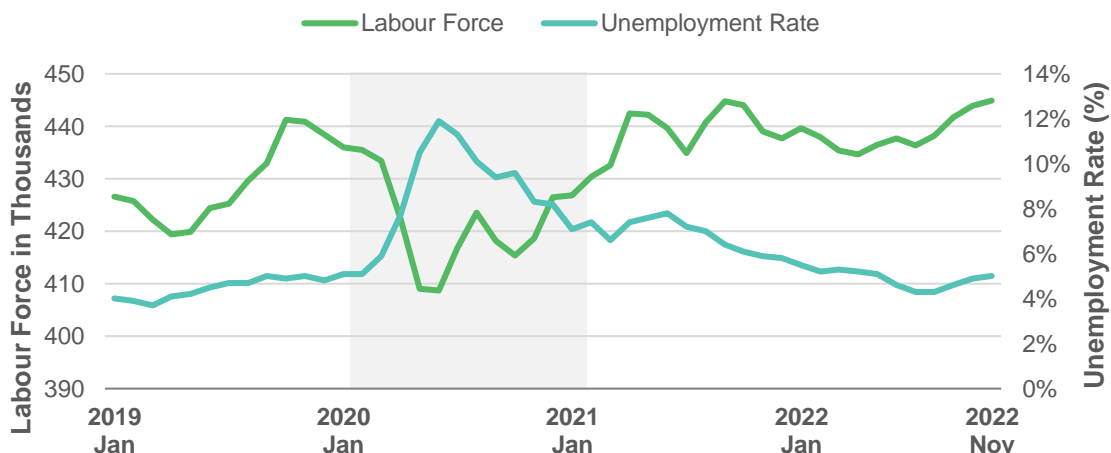
Figure 13. Employment and Unemployment, 2018 to 2022, Hamilton (CMA)



Source: Statistics Canada, Labour Force Survey

2022 was a unique year for Hamilton, with record-low unemployment characterized by a drum-tight labour market. On the other hand, Hamilton experienced a slight slow-down of the economy near the tail-end of the year. Overall, the economy still held a steady recovery from the Omicron variant in late 2021. Looking at Figure 15, we see the year-over-year trends for employment and unemployment. Compared to 2021, the proportion of those employed increased by 8,300 and those that were unemployed fell by 8,200. Hamilton further experienced a record-low unemployment rate of 4.9%, a decline of 2.0% since 2021. From a 2-year change perspective; the unemployment rate for Hamilton declined by 3.9% from 2020 to 2022.

Figure 14. Impact of COVID-19, 2019 to 2022 (Monthly), Hamilton (CMA)

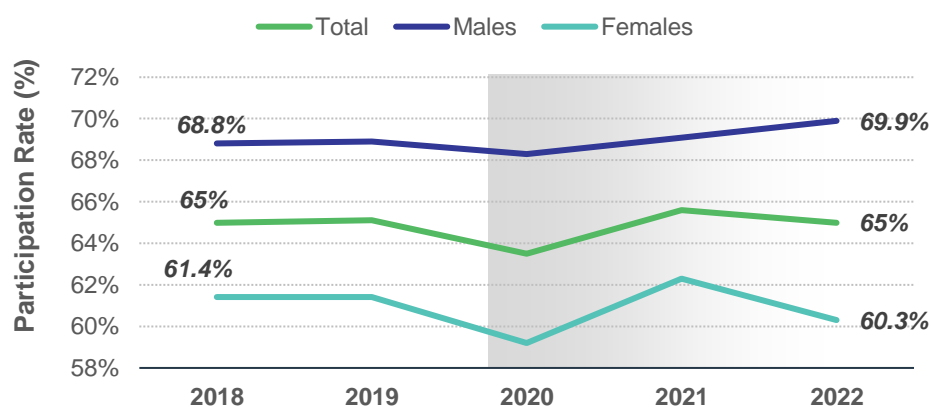


Source: Statistics Canada, Labour Market Indicators (Labour Force Survey)

Figure 14 highlights the economic impact of COVID-19 on Hamilton's labour force and unemployment rate. Looking at the time-series, we can see that between January 2020 and January 2021 was when COVID-19 first took hold. During this time, Hamilton's labour force significantly contracted, and unemployment rose. At it's peak, the unemployment rate for Hamilton amounted to 12% in June of 2020; and the labour force was at it's weakest with 408,700 workers.

Moving into 2022, Hamilton's labour force has gradually recovered. As we can see from the time-series, both the labour force and unemployment rate diverged after January 2021. Month-by-month, the unemployment rate gradually declined, and through the fourth quarter of 2022 retained a low unemployment rate of 5.0%. Likewise, Hamilton's labour force rose to 444,900 in November 2022.

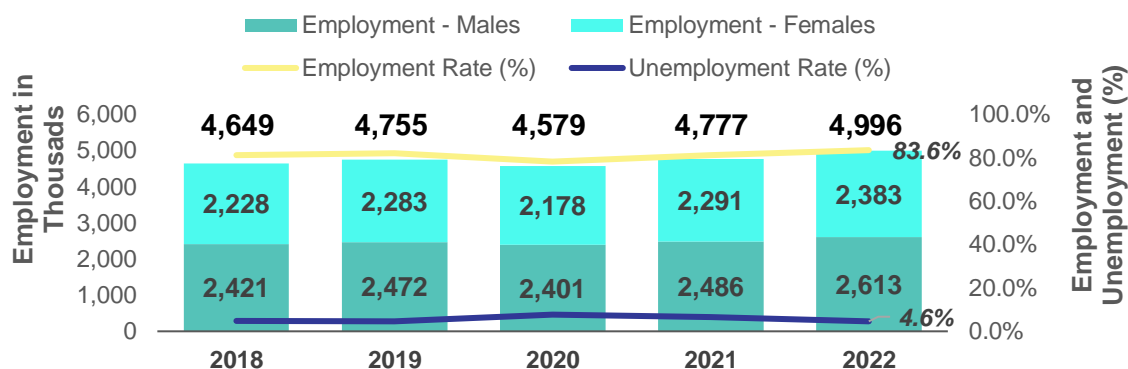
Figure 15. Participation Rates by Gender, 2022, Hamilton (CMA)



Source: Statistics Canada, Labour Force Survey

In 2020, there was a drop-off in the participation rate for Hamilton as COVID-19 ensued. However, in 2021 participation rates rebounded as the economy recovered, with more people working and those recently out of jobs in 2020 were actively seeking employment. In 2022, the participation rate cooled off, resembling the figures seen pre-pandemic in 2018. Further, participation for females in 2022 have not recovered to pre-pandemic levels.

Figure 16. Labour Force Characteristics by Core-Working Age Group, 2022, Ontario



Source: Statistics Canada, Labour Force Survey

- For Ontario, total employment for the core-working age group (those aged 25 to 55 years old) increased by 4.6% in 2022.
- The total core-working age population in Hamilton increased throughout the fourth quarter and totaled 276,800 in December 2022. There were more males in the core-working age population (53%) than females (47%).
- The employment rate for core-working age Ontarians totaled 83.6% in 2022 (+2.4% since 2021).
- For Hamilton, the employment rate for the core-working age population totaled 85.4% in December 2022, with males (89.9%) having a higher employment rate than females (80.7%).

Figure 17. Unemployment Rates for Southwestern Ontario (CMA), 2022

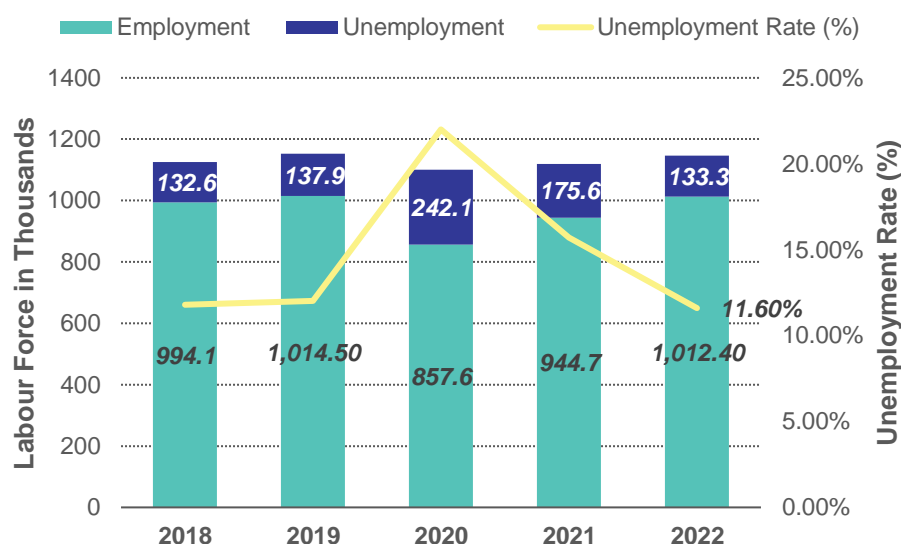
Geography	2021	2022	% Change, 2021-2022
St. Catharines-Niagara, Ontario	10.30%	5.20%	-5.10%
Guelph, Ontario	6.80%	4.20%	-2.60%
London, Ontario	7.90%	5.70%	-2.20%
Windsor, Ontario	9.70%	7.70%	-2.00%
Hamilton, Ontario	6.90%	4.90%	-2.00%
Brantford, Ontario	7.10%	5.10%	-2.00%
Kitchener-Cambridge-Waterloo, Ontario	6.30%	5.70%	-0.60%

Source: Statistics Canada, Labour Market Indicators (Labour Force Survey)

In 2022, unemployment for Southwestern Ontario declined. In terms of largest changes in unemployment, St. Catharines-Niagara saw a decline of 5.1% in their unemployment rate. Following were Guelph, London, Windsor, Hamilton, Brantford and Kitchener-Cambridge-Waterloo. Overall, Hamilton ranked fifth out of seventh regarding largest unemployment declines.

THE YOUTH LABOUR FORCE

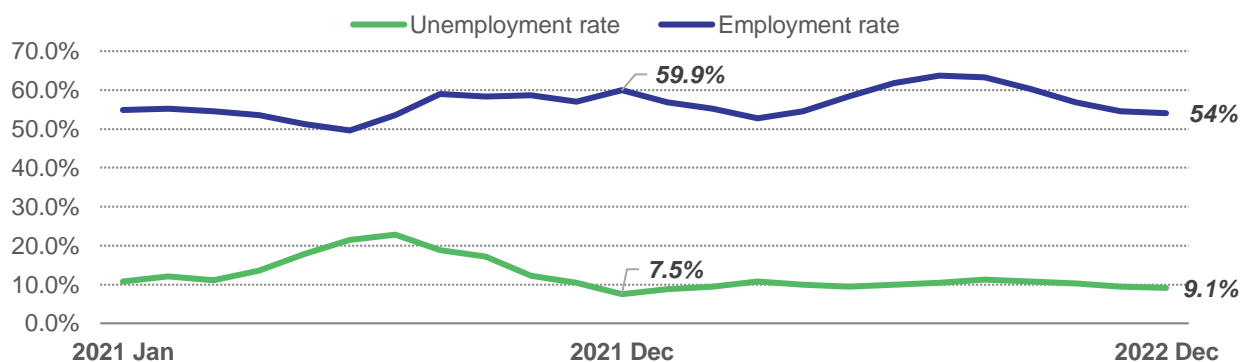
Figure 18. Youth Employment and Unemployment (in thousands), 2022, Ontario



Source: Statistics Canada, Labour Force Survey

In Ontario, employed youths increased by 67,700 from 2021 to 2022. The number of unemployed youths further declined by 62,300. In terms of the unemployment rate, Ontario saw a sharp decline in the unemployment rate in 2022 to 11.6% (-4.1%). The youth unemployment rate peaked in 2020, at 22%. Now, in 2022, the youth unemployment rate has recovered to the rates seen in 2018 and 2019. However, compared to the general unemployment rate in Ontario (5.6%) it was comparably higher.

Figure 19. Employment and Unemployment Rates, Jan 2021 to Dec 2022, Hamilton (CMA)



Source: Statistics Canada, Labour Force Survey

- For Hamilton, the youth unemployment rate increased from December 2021 to December 2022 by 1.9%. Unemployment rose after December 2021 as Omicron impacted Hamilton's economy in late 2021 to early 2022. Similarly, the youth employment rate declined by 5.9% by December 2022 from December 2021.
- Hamilton's youth labour force fluctuated in 2022. Starting with 62,900 youths in January of 2022 but dwindling down to 59,600 in December. There were many factors associated with the youth labour force shrinking, including youths existing out of the labour force to go into education and training.



HAMILTON'S DIVERSE LABOUR FORCE

Figure 20. *Hamilton's Diverse Labour Force, Census 2021, Hamilton (CMA)*

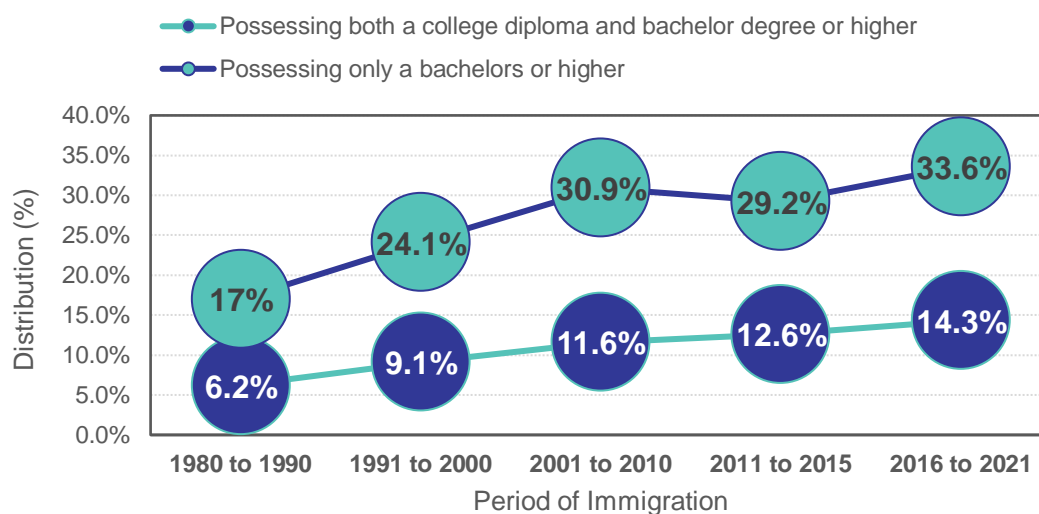
Geography	Population	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)
Ontario	Racialized Population	66.0%	56.5%	14.5%
	Newcomer Population	59.9%	52.2%	12.8%
Hamilton CMA	Racialized Population	66.5%	57.3%	13.9%
	Newcomer Population	56.1%	49.2%	12.2%

Source: Statistics Canada, 2021 Census of Population

Compared to Ontario, Hamilton had lower unemployment rates for both the Racialized population and Newcomer population in 2021.

- Hamilton boasted an overall higher participation rate (difference of 0.5%) and employment rate (difference of 0.8%) of the Racialized population than Ontario.
- However, Ontario had an overall higher participation rate (difference of 3.8%) and employment rate (difference of 3.0%) of the Newcomer population.

Figure 21. *Hamilton's Educated Labour Force, Census 2021, Hamilton (CMA)*



Source: Statistics Canada, 2021 Census of Population

Throughout the years, Newcomers with post-secondary education to Hamilton has increased. Between 2016-2021, 33.6% of Newcomers had a bachelor's or higher and 14.3% had a college certificate as well as a bachelor's degree or higher.

Despite Hamilton's well-educated Newcomer population, 24.3% of immigrants in Ontario aged 25 to 64 years with a degree completed outside Canada were overqualified for the job they were in.

Figure 22. *Overqualification Rate of Immigrants in Ontario, Census 2021*

Overqualification Rate of Immigrants
in Ontario

24.3%

Source: Statistics Canada



HAMILTON'S ECONOMY: BUSINESSES, INDUSTRIES & OCCUPATIONS

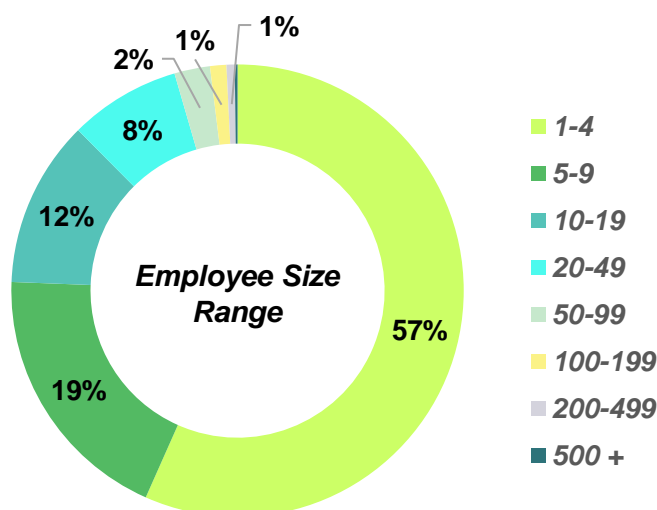
As of June 2022, there were a total of **52,478 businesses** in Hamilton.

With **5,151 businesses** yet to be classified into sectors.

- Businesses with employees: **16,208.**
- Businesses without employees: **36,270.**

Businesses without employees include the self-employed or sole proprietors. These also include employers who did not have employees in the last 12 months.

Figure 23. Business Composition by Employee Size Range, June 2022, Hamilton (CD)



As of June 2022, micro to small enterprises (1 to 99 employees) made up majority of the City of Hamilton's business landscape, at 98%. Medium-sized businesses (100 to 499 employees) made up 1% of Hamilton's business landscape; and large businesses (500+ employees) made up less than 1% of the business landscape.

Hamilton Businesses as of June 2022

From 2018 to 2022, Hamilton businesses increased by 6.1%

Figure 24. Changes in Businesses from 2017 to 2022, Hamilton CD

	Total Businesses	Without Employees	Total, With Employees
June 2018	49,449	34,193	15,256
June 2022	52,478	36,270	16,208
Total Change	3,029	2,077	952
% Change	6.1%	6.0%	6.2%

Source: Statistics Canada, Business Register

Figure 25. Changes in Businesses by Employee-Size Range from 2017 to 2022, Hamilton CD

	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500+
June 2018	8,323	2,988	1,979	1,264	388	173	108	33
June 2022	9,182	3,073	1,935	1,289	413	189	95	32
Total Change	859	85	-44	25	25	16	-13	-1

Source: Statistics Canada, Business Register

- From June 2018 to June 2022, Hamilton gained 3,029 new employers. Most of the gains were seen for businesses without employees, with a total change of 2,077 since 2018. For businesses with employees, most of the increases came from employers with 1 to 4 employees.
- By employee-size range, businesses with 5-9 employees expanded from June 2018 to June 2022, gaining 85 new businesses within the five years. Further there was a drop in businesses with 10-19 employees, with a loss of 44 through 2018 to 2022.
- One thing to note is that changes in businesses from one reference period to another can come from methodological changes (e.g., changes in identifying active businesses or changes in industry classifications). As such, these data do not solely represent changes in businesses over a time-series for the Hamilton CD and are taken **as experimental data**.

Figure 26. Top 5 Industries With- and Without Employees, June 2022, Hamilton (CD)

Top 5 Industries (3-Digit)	Without Employees	Top 5 Industries (3-Digit)	With Employees
531 - Real Estate	10,246	541 – Professional, Scientific and Technical Services	1,684
541 - Professional, Scientific and Technical Services	3,567	621 – Ambulatory Health Care Services	1,541
621 - Ambulatory Health Care Services	1,952	238 – Specialty Trade Contractors	1,336
238 - Specialty Trade Contractors	1,869	722 – Food Services and Drinking Places	1,025
523 - Securities, Commodity Contracts, and Other Financial Investment and Related Activities	1,486	484 – Truck Transportation	747

Source: Statistics Canada, Business Register

- By industry, Hamilton had the highest share of owner-operated businesses and sole proprietors in Real Estate [531]. Compared to last June, Real Estate has seen consecutive growth in the number of businesses popping up in Hamilton.
- For businesses with employees, they dominated in Professional, Scientific and Technical Services. Following were Ambulatory Health Care Services, Specialty Trade Contractors; Food Services and Drinking Places; and Truck Transportation.



INDUSTRIES

Figure 27. Employment by Industry, 2018 to 2022, Hamilton (CMA)

NAICS	2018	2019	2020	2021	2022	% Change, 2021 to 2022
Total Employed, All Industries	403.0	411.2	384.9	408.2	416.5	+2%
Agriculture	2.3	3.7	1.7	2.5	1.7	-32.0%
Utilities	2.4	2.8	x	3.1	2.5	-19.4%
Construction	28.6	27.9	38.1	30.6	30.7	+0.3%
Manufacturing	48.4	49.3	46	43.2	47	+8.8%
Wholesale And Retail Trade	65.6	65.2	60.4	62.5	68.5	+9.6%
Transportation And Warehousing	16.7	20.6	18.1	16.6	18	+8.4%
Finance, Insurance, Real Estate, Rental and Leasing	27.1	26.9	26.2	31.7	30.9	-2.5%
Professional, Scientific and Technical Services	33.7	30	23.7	35.5	39.2	+10.4%
Business, Building and Other Support Services	18.8	20.6	18.1	15.5	16.3	+5.2%
Educational Services	32.8	33.1	31	31.1	35.3	+13.5%
Health Care and Social Assistance	53	56.6	55.5	64.1	55.8	-12.9%
Information, Culture and Recreation	20.1	18.3	12.6	16.8	17.8	+6.0%
Accommodation And Food Services	21.3	25.9	16.3	21.9	21.8	-0.5%
Other Services (Except Public Administration)	15.6	16.1	15	15	13.1	-12.7%
Public Administration	16.3	13.7	19.4	17.6	17.1	-2.8%

Source: Statistics Canada, Labour Force Survey

- By industries, the Hamilton CMA experienced employment growth of 2% since 2021. Overall, 8 out of 15 industries saw growth from a year-over-year basis, whereas 7 industries saw year-over-year declines.
- 2022 was a mixed bag in terms of employment for Hamilton's industries. The industry that saw the biggest growth was Educational Services (+13.5%) following were Professional, Scientific and Technical Services (+10.4%) and Wholesale and Retail Trade (+9.6%).
- On the other hand, the industry that saw the largest employment contraction was Agriculture, losing 32% of employment in 2022. Second was Hamilton's Utilities industry, which experienced an employment contraction of -19.4%. Following was the Health Care and Social Assistance Industry with a contraction of -12.9%.



To paint a better picture of Hamilton’s business composition, this next section looks at industry (industry size, growth, and offered wages⁵) profiles for five key industries in the ***Hamilton-Niagara ER*** including their NAICS – North American Industry Classification System numbers (in brackets).

These industries include, Construction (23), Wholesale and Retail Trade (41-15), Professional, Scientific and Technical Services (54); Health Care and Social Assistance (62); and Food and Accommodation Services (72).

⁵ Data sources: Statistics Canada: Labour Force Survey and Business Register. Wage data was taken from Workforce Planning Hamilton, Workforce Planning Board of Grand Erie and Workforce Collective from January to July 2022. Wages were taken as the offered wages from job postings in the regions, as such, it is not the same as the wages reported on employee payrolls.

Construction – (23)

Figure 28. The Construction Industry, 2022, Hamilton-Niagara (ER)



- The construction industry in the Hamilton-ER had a total industry size of 12,050 businesses and enterprises as of June 2022. Majority (60%) of businesses were micro and small enterprises with 1 to 4 employees.
- The industry experienced employment growth of 8% since 2021. From a 2-year change perspective, the industry experienced an employment loss of 4.6%, having yet recouped the losses experienced during the pandemic.
- The average offered hourly wage for Construction occupations was \$30.12/hour in the Hamilton ER. The employee wage rate for Construction occupations in Ontario was \$33.38/hour in 2022.

From the EmployerOne 2022...

Journeypersons were the second most in-demand occupation in 2021, following Service workers. Trades occupations came predominantly from the Construction and Manufacturing industries.



Wholesale and Retail Trade (41-45)

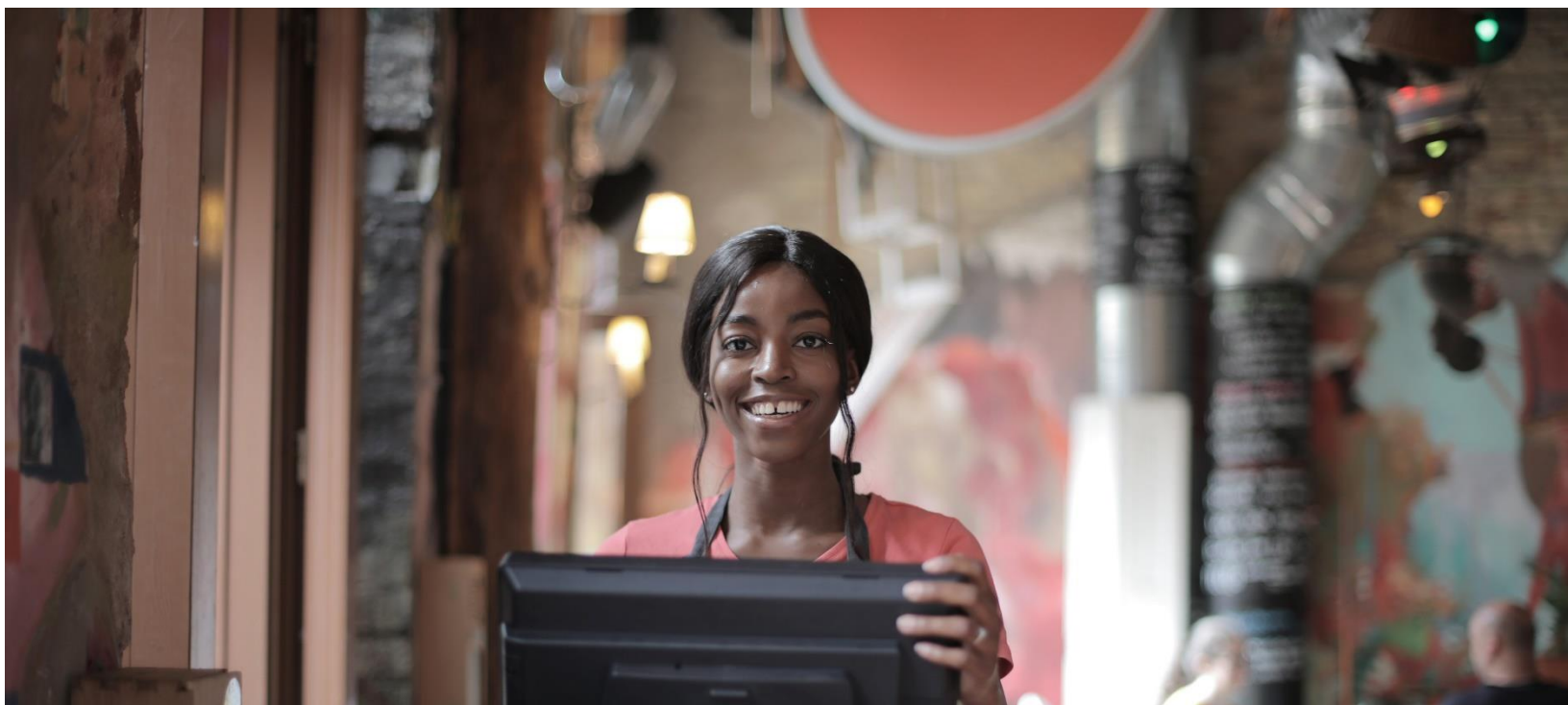
Figure 29. The Wholesale and Retail Trade Industry, 2022, Hamilton-Niagara (ER)



- The Wholesale and Retail Trade industry in the Hamilton-ER had a total industry size of 10,585 businesses and enterprises as of June 2022, where 82% of businesses had less than 20 employees.
- The industry experienced employment growth of 10% since 2021. Compared to employment in 2020, the industry saw a 2-year growth of 14.4%. Overall, employment in the industry in 2022 exceeded pre-pandemic numbers.
- The average offered hourly wage for Wholesale and Retail Trade occupations was \$21.91/hour in the Hamilton ER. The employee wage range for Construction occupations in Ontario was \$24.70/hour in 2022.

From the EmployerOne 2022...

Employers in Retail and Wholesale Trade noted a lack of applicants as one of the main driving forces behind recruitment issues in 2021, at 24%.



Professional, Scientific and Technical Services (54)

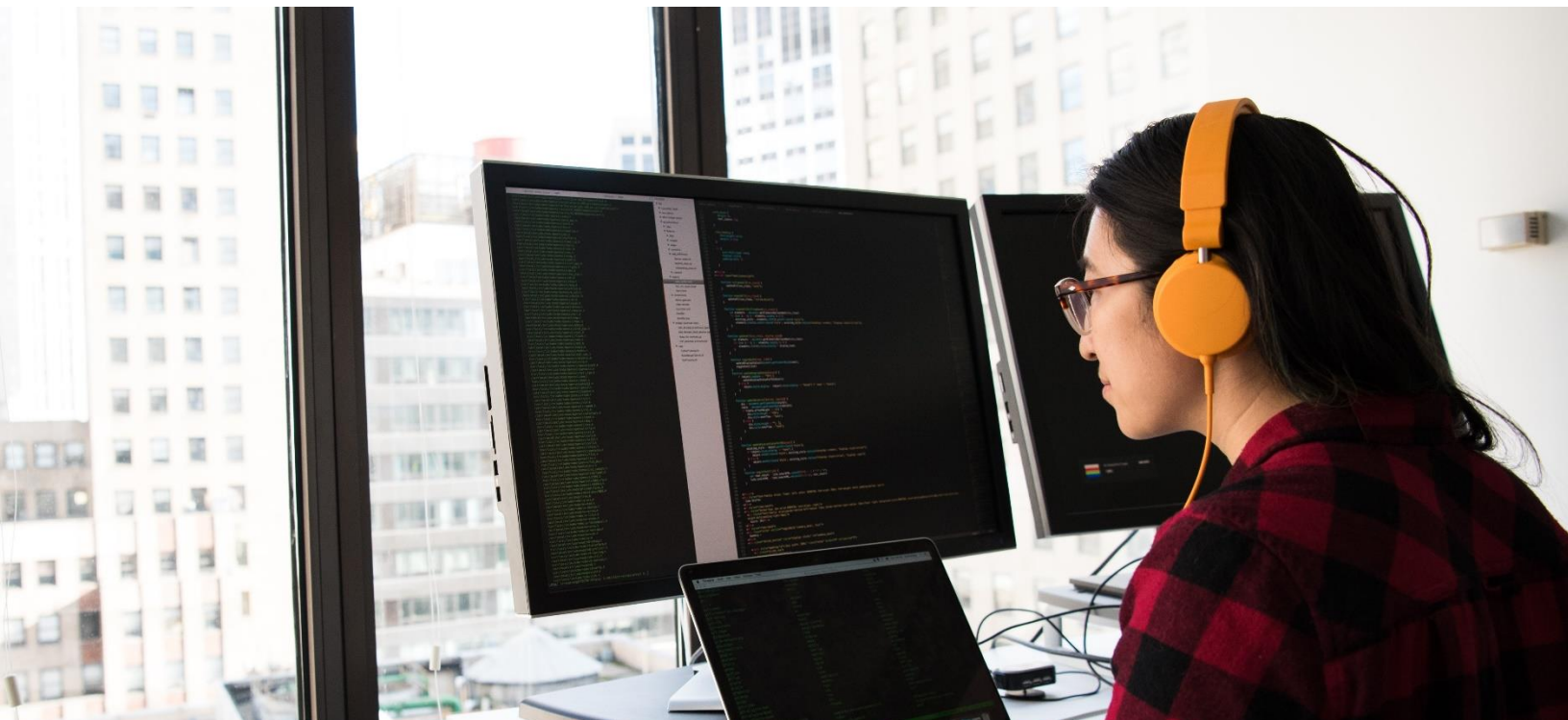
Figure 30. *The Professional, Scientific and Technical Services Industry, 2022, Hamilton-Niagara (ER)*



- The Professional, Scientific and Technical Services industry in the Hamilton-ER had a total industry size of 10,637 businesses and enterprises as of June 2022. Majority of businesses had between 1 to 4 employees (74%), with 26% of businesses having more than 5 employees.
- The industry experienced employment growth of 20% since 2021. From a 2-year perspective, the industry grew by 70% from 2020. Compared to other industries, employment in the Professional, Scientific and Technical Services industry has experienced an upwards trend since 2020 due to the boom in Canada's tech sector.
- The average offered hourly wage for occupations in the industry was \$25.86/hour in the Hamilton ER. The employee wage rate for occupations within Professional, Scientific and Technical Services in Ontario was \$41.90/hour in 2022.

From the EmployerOne 2022...

Employers in Professional, Scientific and Technical Services in Hamilton noted that increasing their online marketing potential and online business presence was one of their main priorities going into 2022.



Health Care and Social Assistance (62)

Figure 31. The Health Care and Social Assistance Industry, 2022, Hamilton-Niagara (ER)



- The Health Care and Social Assistance industry in the Hamilton-ER had a total industry size of 8,240 businesses and enterprises as of June 2022. Most businesses employed 1 to 4 employees (52%). Whereas others employed between 5 to 9 (20%), 10 to 19 (15%); and more than 20 employees (13%).
- The industry experienced an employment decline of 4% since 2021. Throughout 2021-2022 the COVID-19 pandemic, compounded by subsequent variants, caused staffing shortages and worker burnout within the Health Care industry as the demand for Health Care workers grew. With this said the industry expanded by 2.5% from 2020 to 2022 due to increased hiring in 2020.
- The average offered hourly wage for occupations in Health Care and Social Assistance was \$27.01/hour. The employee wage range in Ontario was \$30.95/hour.

From the EmployerOne 2022...

Among other industries in 2021, Hamilton's Health Care and Social Assistance industry had the highest share of employers with Equity, Diversity and Inclusion policies or practices in their workplace (66%).



Accommodation and Food Services (72)

Figure 32. The Accommodation and Food Services Industry, 2022, Hamilton-Niagara (ER)



- The Accommodation and Food Services industry in the Hamilton-ER had a total industry size of 3,839 businesses and enterprises as of June 2022. Majority of businesses employed between 1 to 49 employees (92%), with the rest employing over 50 employees (8%).
- The industry experienced employment growth of 20% since 2021. From 2020 to 2022, the industry grew by 18.9%. Compared to employment in 2019 (57,800 employed), employment in 2022 (49,600) has yet to recover to pre-pandemic times.
- The average offered hourly wage for occupations in Accommodation and Food Services was \$17.92/hour. The employee wage range in Ontario was \$18.93/hour.

From the EmployerOne 2022...

Hamilton's Accommodation and Food Services industry was one of the top industries that saw the largest negative impacts to business revenue in 2021.



Job Vacancy Data

Figure 33. Job Vacancies, Q3 2021 vs Q3 2022, Ontario and Hamilton-Niagara (ER)

Geography	Statistics	Q3 2021	Q3 2022	Change	% Change
Ontario	# Of Vacancies	338,835	372,075	+33,190	+9.8%
	Vacancy Rate	5.3%	5.4%	X	+0.1%
Hamilton ER	# Of Vacancies	33,925	37,090	+3,165	+9.3%
	Vacancy Rate	5.5%	5.7%	X	+0.2%

Source: Statistics Canada, Job Vacancy and Wage Survey

- Compared to the third quarter of 2021, job vacancies in Ontario increased by 33,190 (9.8%). In Hamilton, job vacancies jumped up by 9.3%, likewise.
- The job vacancy rate – the number of job vacancies expressed as a percentage of labour demand for all jobs – was 5.4% for Ontario and 5.7% for the Hamilton ER in the third quarter. There were slight increases in the vacancy rates for both geographies in 2022.

Labour shortages in 2021 and subsequently 2022 were a significant issue. From our EmployerOne 2022 survey, industries that faced the largest employee recruitment issues in 2021-2022 were Agriculture, Forestry, Fishing and Hunting (60%), Finance and Insurance (57%); Retail Trade (45%); Manufacturing (43%); Educational Services (42%); and Accommodation and Food Services (40%). Going into 2023, it will be interesting to see if these industries continue to face labour shortages.

OCCUPATIONS

The New TEER System

On November 16th, 2022, the Government of Canada switched to the 2021 version of the National Occupational Classification (NOC), which included the new TEER system. The six categories of Training, Education, Experience, and Responsibilities (TEER) system replaced the former five-category skill level structure seen in NOC 2016. For this year's analysis, however, the 2016 NOC system was used to maintain historical comparability.

Figure 34. Change in Employment (in thousands) by 1-Digit NOC, 2020 to 2022, Hamilton (CMA)

Occupations (Broad Occupational Groups)	2018	2019	2020	2021	2022	1-Year Change	
						Total Change	% Change
Total Employed, All Occupations	403	411.2	384.9	408.2	416.5	+8.3	+2%
Management Occupations	38.5	40.5	31.9	35.8	44	+8.2	+23%
Business, Finance and Administration Occupations	57	65.1	62.5	71.9	67	-4.9	-7%
Natural and Applied Sciences and Related Occupations	27.2	27.8	27.4	32.7	38.1	+5.4	+17%
Health Occupations	31.2	31.4	30.3	40.3	35	-5.3	-13%
Occupations in Education, Law and Social, Community and Government Services	47.5	47.6	46.7	47.4	48.8	+1.4	+3%
Occupations in Art, Culture, Recreation and Sport	15	13.5	7.9	13.1	12.5	-0.6	-5%
Sales and Service Occupations	104.8	101.8	94.3	97.6	95.8	-1.8	-2%
Trades, Transport and Equipment Operators and Related Occupations	53.3	55.7	59	47.7	48.8	+1.1	+2%
Natural Resources, Agriculture and Related Production Occupations	6.1	6.1	3.1	3.5	5.2	+1.7	+49%
Occupations in Manufacturing and Utilities	22.4	21.9	21.9	18.2	21.2	+3	+16%

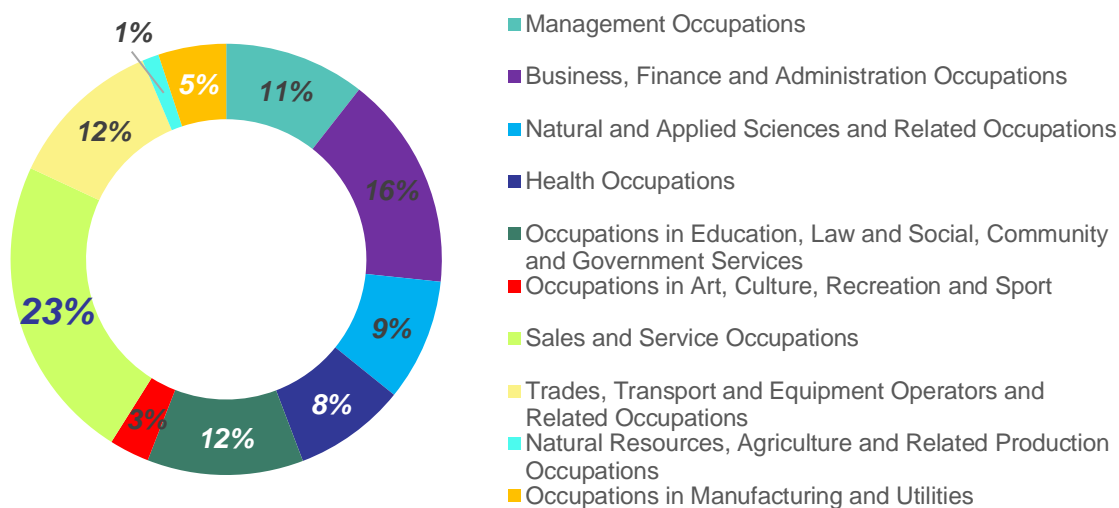
Source: Statistics Canada, Labour Force Survey

Changes in Employment

- From 2021 to 2022, total employment in Hamilton for all occupations increased modestly by 2%. From a 2-year perspective, employment increased by 8%.
- In total, 6 out of 10 broad occupational groups saw increases in employment from 2021 to 2022. The occupational group that saw the largest employment growth from 2021 to 2022 were Natural Resources, Agriculture and Related Production occupations (+49%). Compared to previous years, this industry saw significant losses in 2020 but has slowly recouped the losses in 2022, recovering by 85%.
- Following Natural Resources were Management Occupations (+23%), Natural and Applied Sciences and Related Occupations (+17%); and Occupations in Manufacturing and Utilities (+16%). Modest increases occurred in Education, Law and Social, Community and Government Services (+3%) and the Trades (+2%).
- Only two occupational groups did not see 2-year growth: the Trades (17%) and Occupations in Manufacturing and Utilities, which saw a 2-year decline of 3%. With eight out of ten occupations experiencing a 2-year growth, Hamilton's economy is close to a full recovery from the pandemic losses.
- With this said, 4 out of 10 broad occupational groups saw declines in employment from a year-over-year basis. Health occupations saw the largest employment decline (-13%) from 2021 to 2022. Following were Business, Finance and Administration Occupation (-7%); Occupations in Art, Culture, Recreation and Sport (-5%); and Sales and Service Occupations (-2%).
- The Health Care and Social Assistance Industry [62] experienced a troubled and strenuous 2022 as mounting burnout and sickness among Health workers increased⁶. Employment in 2022 was, as such, reflective of the difficulties, with an occupational loss of 5,300 workers. From a 2-year change perspective, the occupational groups still saw a growth of 16% as the pandemic drastically increased employment among Health Care workers in 2021.

⁶ CBC (2022), link: <https://www.cbc.ca/news/canada/hamilton/hamilton-shortage-health-care-workers-1.6528650>

Figure 35. Share of Employment by Occupational Group, 2022, Hamilton (CMA)



Source: Statistics Canada, 2021 Census of Population

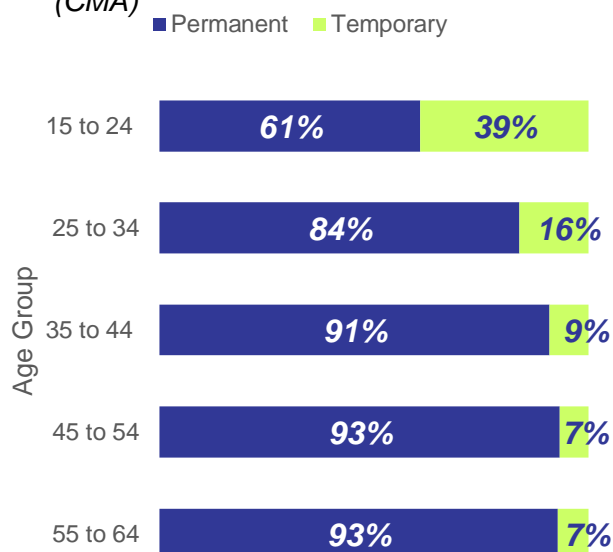
In 2022, most of Hamilton's labour share was in Sales and Service (23%).

From the 2021 Census of Population, Figure 36 Looks at the breakdown of worker permanency in the Hamilton CMA, by age groups.

The youth group, those aged 15 to 24 years, held the highest percentage of workers in temporary positions (39%). This is attributed to many youths being in education (e.g., high-school and post-secondary).

Apart from this, majority of those in the core-working age group (25 to 54 years old) held permanent work positions.

Figure 36. Worker Permanency by Age Groups and Gender, 2021 Census, Hamilton (CMA)



Source: Statistics Canada, 2021 Census of Population

JOB POSTINGS

WPH's **Job Board Tool** collects job postings data from 38 job boards and employer websites that recruit candidates in the Hamilton region. Data spanning from January 2022 to December 2022 was used for this year's analysis. All data shown below was sourced from WPH's Job Board Tool.

Figure 37. Job Postings⁷ and Employers, Job Board Data 2022 (Quarterly), Hamilton

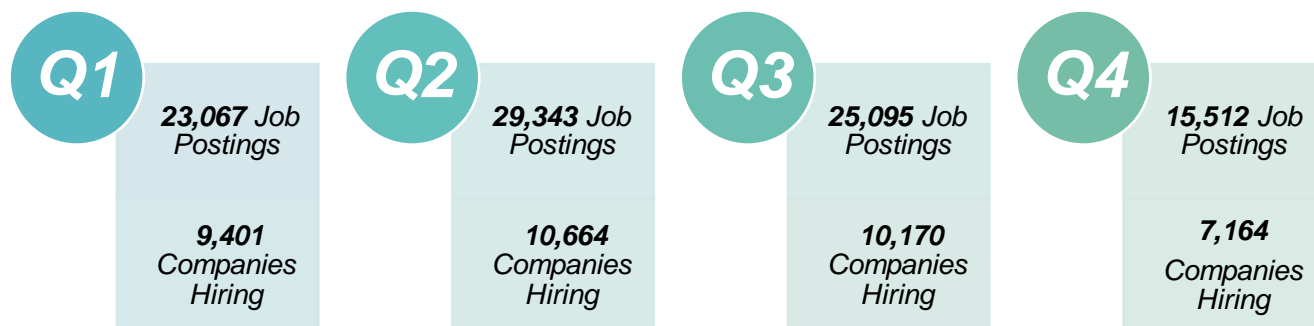


Figure 38. Top 10 Hiring Industries by 2-Digit NAIC, Job Postings 2022, Hamilton

2-Digit NAIC	Industry	Job Postings Count
44-45	Retail Trade	9,255
62	Health Care and Social Assistance	7,356
56	Administrative and Support, Waste Management and Remediation Services	6,758
72	Accommodation and Food Services	3,854
54	Professional, Scientific, and Technical Services	2,025
23	Construction	1,746
81	Other Services (Except Public Administration)	1,704
52	Finance and Insurance	1,525
61	Educational Services	1,448
41	Wholesale Trade	1,428

The top hiring industry in Hamilton was the Retail Trade sector.

⁷ Job postings look at the number of new job postings throughout each quarter of 2022.

- **Health Care and Social Assistance** came in second as the top hiring sector. This sector is particularly prominent in Hamilton, as the city houses several hospitals and the Hamilton Health Sciences (comprised of a hospital network of several hospitals and a cancer centre serving Hamilton).
- Third was **Administrative and support, waste management and remediation services**. Several job postings from this sector were attributed to staffing and recruitment firms hiring talent for various occupations and employers.

Figure 39. Top 10 In-Demand Jobs by 4-Digit NOC, Job Postings 2022, Hamilton

4-Digit NOC	Occupation	Job Postings Count
6421	Retail salespersons	3,797
7452	Material handlers	2,258
6322	Cooks	1,595
6552	Other customer service and information services representatives	1,530
0621	Retail and wholesale trade managers	1,342
6711	Food counter attendants, kitchen helpers and related support occupations	1,295
7511	Transport truck drivers	1,228
4412	Home support workers, housekeepers and related occupations	1,214
6731	Light duty cleaners	1,003
1241	Administrative assistants	935

Retail Salespersons continue to be the most in-demand occupation with over 3,000 job postings in 2022.

- In a post-pandemic economy, many of the occupations within the **Sales and Service** sector [6] were in high demand, including occupations such as Retail Salespersons, Customer Service Representatives, and Cooks.
- Occupations in **Trades and Transportation** [7] also made the top 10 list: Material Handlers (NOC 7452) and Transport Truck Drivers (NOC 7511).
- Many of the occupations seen above were **Skill-C** level occupations (do not require post-secondary education), signalling that labour shortages for entry-level jobs have continued into 2022.

Average Offered Wages of Job Vacancies

Figure 40. Average Hourly Wages of Job Vacancies, Q3 2021 vs Q3 2022, Ontario and Hamilton-Niagara (ER)

	Q3 2021	Q3 2022	Change	% Change
Ontario	\$23.15	\$24.65	+\$1.50	+6.5%
Hamilton ER	\$20.85	\$22.25	+\$1.40	+6.7%

Source: Statistics Canada, Job Vacancy and Wage Survey

- Figure 40 looks at the average hourly wages of job vacancies in Ontario and the Hamilton ER. The data is only reflective of the *offered* hourly wages taken from job postings and, as such, can be used as a measure of job demand for the regions.
- For Ontario, average wages of vacant positions increased by \$1.50 to \$24.65/hour in Q3 2022. For Hamilton, average wages of vacant positions similarly increased by \$1.40 to \$22.25/hour.
- When comparing wage data from Q3 2021 to Q3 2022, we can see that average hourly wages for both regions increased. Inflationary pressure as well as a drum-tight labour market in 2022 led to many employers opting to increase wages as a means to stay competitive.
- Further, wages sharply increased from Q4 2021 to Q1 2022 (\$21.8 to \$23.15 for the Hamilton ER). The Ontario government increased the minimum wage from \$15.00/hour to \$15.50/hour in October⁸. With many job vacancies coming from entry-level positions, some of the fluctuations seen in the offered wages from job postings can be explained by the minimum wage hike compounded by employment disruptions from the Omicron-variant in late 2021 to early 2022.

⁸ Government of Ontario, link: <https://news.ontario.ca/en/release/1001954/ontario-working-for-workers-by-raising-the-minimum-wage>



SERVICE PROVIDERS IN HAMILTON

This section will delve into feedback from employment service providers in the Hamilton area and discusses WPH's community consultations with local employers and service providers to see what the main challenges and priorities were in 2022.

Employment Ontario (EO) – funded by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) – provides programs and services that support jobseekers in finding their next job. Each fiscal year, a report on EO clients is provided to the local boards to assess the impact of EO programs. For Hamilton, there are eight service providers funded by EO, with a total of 10 locations spread across the city.

This year's data covers the 2021-22 fiscal year (April 2021 to March 2022) and covers the following programs:

- Canada Ontario Job Grant (COJG);
- Employment Service (ES);
- Literacy and Basic Skills (LBS);
- Ontario Employment Assistance Services (OEAS);
- Second Career (SC) – now known as Better Jobs Ontario (BJO);
- Youth Job Connection: Summer (YJC-S);
- Apprenticeship (APPR).

All data used for the subsequent tables, figures, and charts were sourced from Employment Ontario data unless stated otherwise.

EMPLOYMENT ONTARIO (EO) DATA

Figure 41 shows the number of clients for all EO programs over the last three years, including the year-over-year change in clients for 2020/2021-2021/2022.

Figure 41. *Employment Ontario Client Numbers, 2019 to 2022, Hamilton*

Program	Clients	2019/ 2020	2020/ 2021	2021/ 2022	Change (Y/Y)
COJG	Number of Employers	71	66	77	+17%
	Number of Clients	340	230	340	+48%
ES⁹	Number of Assisted Service Clients	5,207	3,418	N/A	N/A
	Number of Unassisted R&I Clients	15,235	7,161	N/A	N/A
LBS	Number of In-Person Learners (New + Carry-Over)	1,337	1,112	1,063	-4%
OEAS	Number of Clients	603	411	N/A	N/A
SC	Number of Clients	142	172	197	+15%
YJC	Number of Clients	424	130	N/A	N/A
YJC-S	Number of Clients	222	95	N/A	N/A
APPR	Number of New Registrations	1,235	715	897	+25%
	Number of Active Apprentices	3,388	3,531	3,657	+4%

For the 2022 fiscal year, EO program enrollment for the Hamilton region increased for the most part. Programs such as the Apprenticeship program, Second Career (Better Jobs Ontario) and the Canada Ontario Job Grant saw increases in the number of clients but other programs saw declines in enrollment.

Pages 43 to 48 provides summaries for all EO programs.

⁹ In lieu of data for Hamilton due to ongoing changes with Employment Ontario and the Service System Managers in the Hamilton-Niagara region, data on the Western Region and Ontario were used as supplements in this years LLMP. The Western Region includes Four County Board, Chatham Kent, Elgin Middlesex Oxford, Grand Erie, Hamilton, Niagara, Sarnia Lambton, Waterloo Wellington Dufferin, and Windsor Essex.

CANADA ONTARIO JOB GRANT (COJG)

Canada-Ontario Job Grant (COJG) provides opportunities for employers, individually or in groups, to invest in their workforce, with help from the government. The Canada-Ontario Job Grant provides direct financial support to individual employers or employer consortia who wish to purchase training for their employees.

Client Enrollment by Geography

In **Hamilton**, the number of COJG employers and clients increased from 2021 to 2022. Clients increased by 48% percent and recovered to the enrollment level seen in 2019 but was still significantly below the enrollment level pre-pandemic in 2018. The number of employers increased by 17%.

In the **Western** region, the number of clients increased by 12% and the number of employers increased by 23% from 2021 to 2022.

Client enrollment for **Ontario** amounted to 10,767 participants, with a total of 2,837 employers in 2022. Compared to last year, client enrollment increased by 4% and the number of employers increased by 16%.

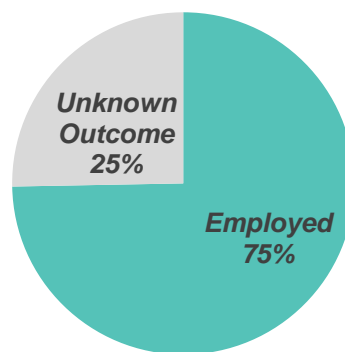
2022 Client Trends for Hamilton

- Enrollment increased for all age groups in 2022, with those aged 25-44 making up majority of program clients (59%).
- Most COJG clients were male (71%; female: 29%).
- Most clients had an unknown educational status (46%). However, 19% had either an applied, associate, or bachelor's degree.

Client Employment Outcomes

From a cohort of 340, 254 (75%) of clients were employed at the duration of their program.

Figure 42. Employment Ontario – COJG Clients, Employment Outcomes, 2021/2022, Hamilton



EMPLOYMENT SERVICES (ES)

Employment Service offers a range of resources, supports and service components to respond to the career and employment needs of individuals and the skilled labour needs of employers, and can help individuals on a path to higher skill training and employment.

Client Enrollment by Geography

In the **Western** Region there were a total of 22,292 Assisted Service clients and 107,741 Unassisted Service clients in 2022. Compared to last year, Assisted ES clients declined by 27% and Unassisted clients declined by 5%.

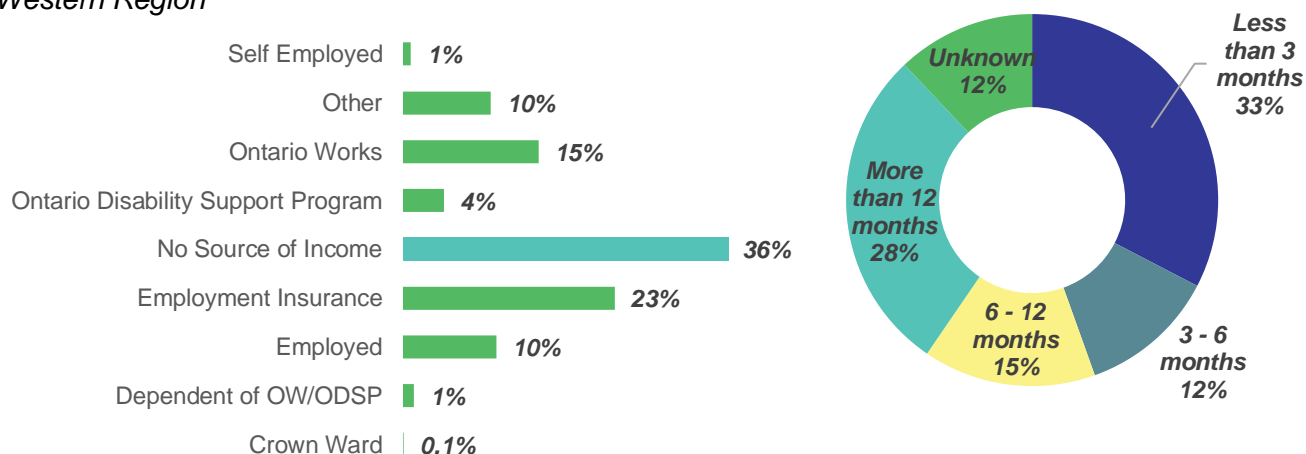
ES enrollment in **Ontario** totaled 99,810 for Assisted clients and 396,909 for Unassisted clients in 2022. From 2021 to 2022, Assisted clients declined by 15% and Unassisted clients decreased by 4%.

2022 Client Trends for the Western Region

- Most clients were in the core-working age group of 25-44 (49%).
- Designated groups (e.g., racialized, blind, deaf, etc.) made up majority of the ES client landscape (64%).
- Most clients had completed high school (33%), whereas many also had a certificate or diploma (26%).

Client Enrollment by Source of Income and Duration of Unemployment/Training

Figure 43. Employment Ontario – ES Clients, Income Source and Unemployment Status, 2021/2022, Western Region



The majority of Employment Service clients had no source of income (36%) in 2022. Similar to 2021 (37%), no source of income retained the largest share of ES clients. In second was employment insurance (23%), which remained the second largest income source among ES clients from last year (22%). Looking to the unemployment status of clients prior to program enrollment; most clients were unemployed for less than 3 months (33%). However, many were also unemployed for more than 12 months (28%).

Client Employment Outcomes

From the **22,292** Assisted Service clients...

68% were employed at the duration of their program.

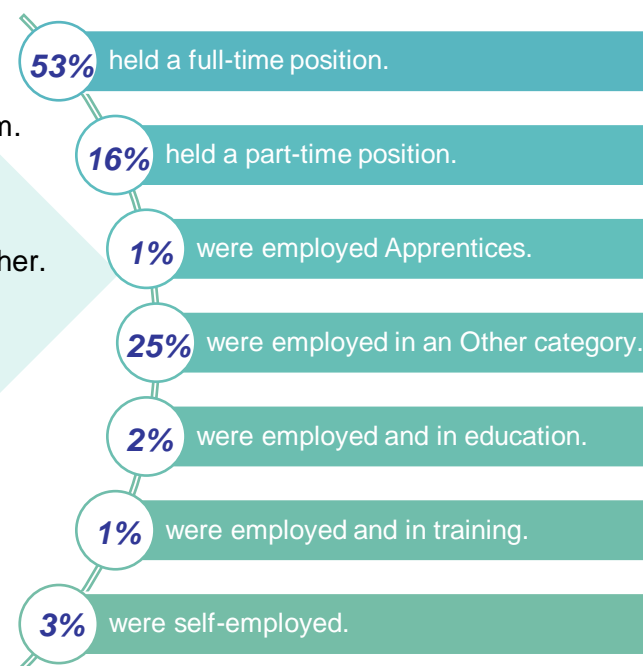
13% were in education or training.

5% had an employment outcome categorized as Other.

6% were unemployed.

8% had an unknown employment outcome.

Figure 44. Employment Ontario – ES Clients, Employed Outcomes, 2021/2022, Western Region



Compared to last year, employment among ES clients increased from 62% in 2021 to 68% in 2022. Overall, employment was scattered throughout various industries. Recurring industries where clients were hired included Manufacturing, Health Care and Social Assistance; Retail Trade; and Accommodation and Food Services. In addition, clients went into occupations such as Labourers in Processing, Manufacturing and Utilities, in Sales and Service, and in the Trades.

LITERACY AND BASIC SKILLS (LBS)

The Ontario Literacy and Basic Skills (LBS) program helps adults in Ontario to develop and apply communication, numeracy, interpersonal and digital skills to achieve their goals

Client Enrollment by Geography

In **Hamilton**, there were 1,063 LBS clients in 2022. This figure included new in-person learners and those that carried over from last year. Overall, Hamilton saw a decline of 4% in LBS clients. However, compared to pre-pandemic times, LBS clients increased by 22% from 2018 to 2022.

In the **Western** region, there was an increase of 11% in LBS clients from 2021 to 2022.

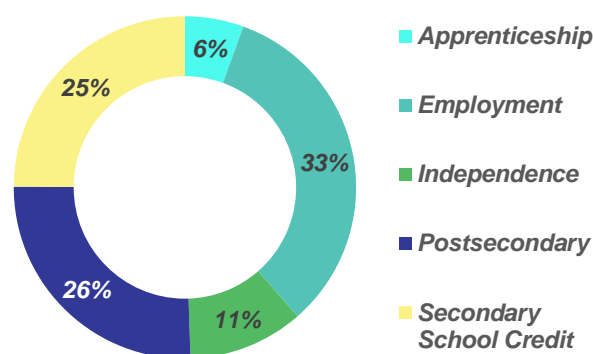
LBS clients in **Ontario** totaled 35,164 in 2022. Compared to last year, the number of clients increased by 6%.

2022 Client Trends for Hamilton

- LBS learners aged 25-44 made up majority of enrollment (47%). In addition, most LBS learners were female (63%; male: 36%).
- Most learners had a high-school diploma (26%) or had less than a grade 12 education (26%). Many learners further had a certificate or diploma (16%), whereas another 16% had less than a Grade 9 education.
- From the cohort of 1,063, 25% were employed as their main source of income. 21% of learners had the Ontario Disability Support program as their main source of income; and 16% reported no source of income.

Learners' Goal Path

Figure 45. Employment Ontario – LBS Clients, Goal Paths, 2021/2022, Hamilton



- Of the 2022 cohort of LBS learners, 33% had a learners' goal path of employment at the duration of their program. Compared to 2021, where 22% of learners had a learners' goal path of employment, 2022 saw a jump in those aiming for employment after program completion.
- Aside from employment, 26% had a learners' goal path of post-secondary education at the duration of their program.
- Similarly, 25% were in the LBS program for their secondary school credits; 11% were in the LBS program for independence; and 6% were enrolled in the LBS program for Apprenticeship.

SECOND CAREER (SC)

Second Career – has now been replaced by Better Jobs Ontario and is an Ontario government initiative that offers skills-training and financial support for eligible laid-off workers, helping them find jobs in high-demand occupations.

Client Enrollment by Geography

In **Hamilton**, the number of SC clients increased by 15% from 2021 to 2022. Client enrolled dipped in 2019 to 142 due to the pandemic but returned to pre-pandemic levels with 197 clients (194 in 2018) in 2022.

In the **Western** region, the number of SC clients increased by 2% from 2021 to 2022.

Total client enrollment in **Ontario** for SC amounted to 3,777 participants in 2022. From 2021 to 2022, the number of SC clients increased by 21%.

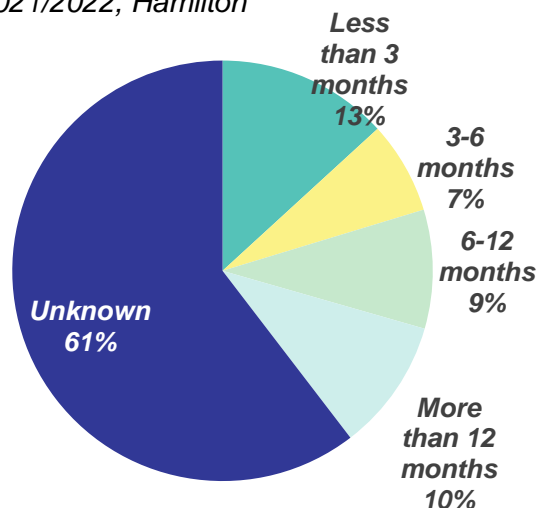
2022 Client Trends for Hamilton

- Majority of clients were in the 25-44 age group or core-working age group (60%).
- 53% of SC clients were female and 47% were male.
- Most clients had an unknown educational status (40%), with 19% of clients having either a certificate or diploma.

Length of Time out of Employment/Training

- In 2022, majority of SC clients' reported unemployment status was unknown (61%).
- However, 13% had been unemployed for less than 3 months.
- 10% had been unemployed for more than 12 months.
- 9% had been unemployed for 6-12 months
- And 7% of SC clients had been unemployed for 3-6 months.

Figure 46. Employment Ontario – SC Clients, Unemployment Status Prior to Enrollment, 2021/2022, Hamilton



APPRENTICESHIPS (APPR)

Client Enrollment by Geography

Apprenticeship registration in **Hamilton** increased by 25% in 2022, and the number of active apprentices increased by 4%. Compared to pre-pandemic times, the number of active apprentices recovered to enrollment levels seen in 2018 but new registrations have not recovered.

In the **Western** region, apprenticeship registration increased by 32% from 2021 to 2022 and the number of active apprentices increased by 6%.

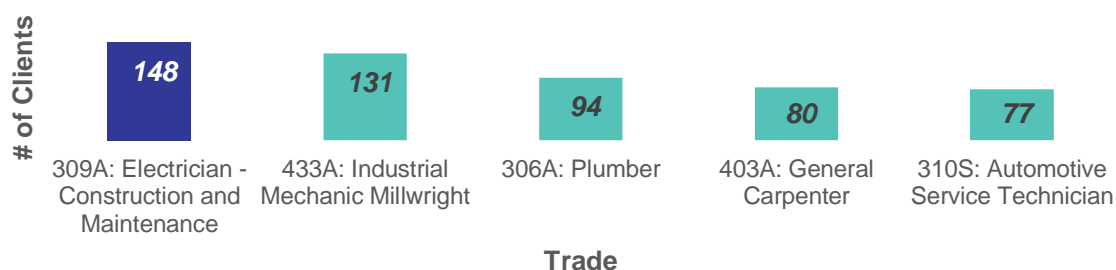
For **Ontario**, there were a total of 22,056 new apprenticeship registrations with 84,937 active apprentices in the province. Compared to last year, the number of new registrations increased by 32% and the number of active apprentices increased by 8%.

2022 Client Trends for Hamilton

- The age group of 14-24 made up 48% of new registrants and the 25-44 age group made up 49% of new registrants, 1% of new registrants were in the 45-64 group. The average age of new apprenticeship registrants was 26.
- Majority of new registrants were male (88%).
- By educational attainment, majority of new registrants completed high-school (91%).
- Approximately 15% of new registrants were from designated groups.

Top 5 Trades by New Registrants

Figure 47. Employment Ontario – APPR Clients, New Registrations by Trade, 2021/2022, Hamilton



- In 2022, the trade that reported the most registrations were 309A: Electricians – Construction and Maintenance with 148 new registrants.
- Like last year, Electricians had the most registrations among the trades.
- Overall, there were new registrants for 18 different trades in the Hamilton region.

COMMUNITY CONSULTATIONS

WPH consults with community stakeholders annually to develop the Local Labour Market Plan. Consultations were facilitated throughout the year with local employers and employment service providers. Community stakeholders added to our intelligence by sharing their experiences, challenges and priorities with both clients and employers.

WPH's strong partnership with the City of Hamilton allowed us to collaborate again with their Economic Development office to offer the Hamilton EmployerOne 2022 Survey. The survey reached over 1,000 employers and provided a crucial update from Hamilton businesses. Key findings from our survey results found that employee attraction and retention was a main business priority in 2022. Many employers noted the impact of rising inflation was a major concern going into 2022. To review all the results of our survey, please refer to the EmployerOne 2022 Survey Results Report on our website.

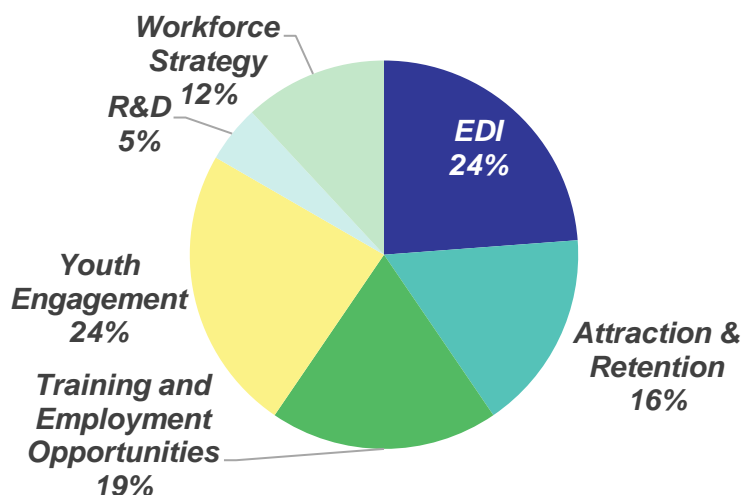
In October 2022, WPH launched our first ever Youth Roundtable Event. This event brought together key organizations and collaborators in the Hamilton region that worked with the youth community. The Roundtable was hosted through a webinar format with panel spotlights and discussed the vicissitudes of youth and mental wellbeing, diversity, community living, training opportunities and much more. The event had 9 panelists, including post-secondary institutions, non-profit organizations, the City of Hamilton, and the Canadian Mental Health Association. In total, we had 44 participants join in the webinar. Key insights gathered from this event found that more efforts should be allocated to notifying youth of the opportunities available in the community. To get the full snapshot, please refer to our YouTube channel for the presentation video.

Throughout 2022, we further consulted with major employers in the Hamilton region, such as ArcelorMittal Dofasco, on the needs of the community. One need that was brought up was Equity, Diversity, and Inclusion (EDI) in workplaces. Providing the opportunity for in-depth EDI training for management and staff was at the forefront of our conversation so that EDI was actionable – and not just a conversation. Skills gaps in the labour force was also addressed through conversations with employment service providers, including Adult Basic Education Association (ABEA). In particular, the need to address the soft-skills deficit: literacy, financial competency, math skills, and digital literacy. Providing training opportunities for job seekers to hone their soft skills will be crucial in 2023.

Our main consultation piece occurred in November 2022 as part of our Local Labour Market Plan, where over 40 community stakeholders offered their insights. Key community stakeholders included employment service providers, post-secondary institutions, local employers, the City of Hamilton, and other non-profit organizations. Our community consultation piece was facilitated through a presentation of the overarching economic developments in Hamilton and Ontario; including employer insights we gathered from our EmployerOne 2022 Survey. Community consultations were also facilitated through an open-discussion format during the presentation and Menti-Meter polling to inclusively voice community needs and concerns.

From our community consultations, we summarized the key priorities, concerns, and perspectives of all participants. Below is a pie-chart that looks at responses from the community by main priority.

Figure 48. Community Priorities, 2022 Community Consultations



Youth Engagement

24% of participants rated youth engagement as a top priority going into 2023. The youth community is an integral part of Hamilton's labour market. Engaging and training youth to be successful in the labour market was brought up many times during our consultations; particularly, how to successfully navigate and find employment in a difficult job market. Many brought up the need for streamlined skills training programs; as well as enhancing current programs and addressing barriers to youth employment. Overall, there were strong sentiments to help bolster Hamilton's youth participation rate and offer meaningful employment opportunities for the youth community.

Equity, Diversity, and Inclusion (EDI)

24% of participants voiced priorities in EDI practices as something they wanted to focus on in 2023. From our EmployerOne 2022 Survey, only 35% of employers in Hamilton had some type of EDI practice or policy in place, whereas 65% did not. Going into 2023, focusing on EDI will be crucial for attracting and retaining qualified, high-skilled, and motivated employees. It will also be a competitive factor for employers to be able to show their EDI policies in action at their businesses.

Training and Employment Opportunities

19% of participants said that implementing and learning more about training and employment opportunities for clients was a priority in 2023. Specifically, better understanding the gaps in skills for job seekers and helping to bridge these gaps through training and work placements. These sentiments further coincided with results from our EmployerOne 2022 survey, where offering skill development opportunities for employees was a top priority in 2022. Training and employment opportunities also closely relate to employee retention and, as such, was a prevalent theme in 2022.

Attraction and Retention Strategies

16% of participants said that attraction and retention strategies will be a facet they focus on in 2023. Throughout 2022, Hamilton's economy has experienced a tight labour market with a record-low unemployment rate and high number of job vacancies. Additionally, majority of employers surveyed from our EmployerOne rated attracting new employees as a top priority in 2022. Better understanding how to retain talented employees going into 2023 will be important in building a sustainable workforce.

Workforce Strategy

12% of participants were interested in focusing on workforce strategy going into 2023. Some of these strategies included collaborating with stakeholders, managing employee and employer expectations, and supporting Hamilton's economic recovery and long-term stability.

Research and Development (R&D)

5% of participants also noted down that doing further research and development into best practices to address employer and job seeker needs was something they wanted to focus on in 2023. As there is no one-size-fits-all solution for employer and job seeker needs, finding ways to target specific needs will be important in addressing any skills gaps, retention issues, and employee-employer mismatches.

Below is a snapshot of all the insights we garnered from our community consultations in 2022.

Building community through supportive and employment and inclusive economic development		Hiring FT/PT and new equipment budgets		Ensure job seekers have the in-demand skills	Soft skills training for youth and newcomers
Diversity and Inclusion	The underrepresented in the skilled trades	Understanding employer training gaps and developing free programming to support their needs (e.g., EDI)	Training needs of youth 14-29	Connecting with employers for employee education opportunities (new hires and employee retention)	
To network with inclusive employers who will provide employment to persons with disabilities, then avoid stigma or fears and focus on job seekers' full potential		Developing Made in Hamilton solutions for workforce development and retention strategies through federal and provincial funding opportunities		Strong understanding of motivating factors of new job seekers, understanding gaps in sector-specific skills training, collaboration on data and research	
Increasing connections between adult upgrading programs and employers, supporting apprenticeships with skills upgrading for success in-training and for their certification of qualification exam as well as supporting people to access training using BJO		Build on skilled training programs	Inclusion and community outreach	Managing employee and employer expectations	Collaborate with key stakeholders
Awareness of skills trades to school boards and opportunities for youth	To recruit internationally trained healthcare professionals to match them with the healthcare employers	Supporting employers with the Employment Services program offering retention support		Identify new programs and existing initiatives that can be enhanced to help youth 14-29 access employment and training opportunities	
For employers to possibly take on a job seeker on a 2 week 'trial' to determine if it is a good fit but provide the job seeker 'experience' to get familiar with the work, gain some insight and skills short term before jumping into long-term employment		Engaging youth 18-29. Low participation rates in labour market	Connecting the dots between housing availability and economic opportunity	Supporting just economic recovery and stability	Barriers and Challenges to Youth 14-29
Supporting folks looking for training and employment that is rewarding, meaningful, valued, and fair					
Ensuring that employers welcome newcomers into their workforce and that newcomers are employed commensurate with their skills	Positive workplace culture	Hiring Indigenous, hiring bilingual, hiring BIPOC	Connect with stakeholders and community partners to find solutions to systematic barriers around integrating IEHPs into the Canadian labour force		



THE ACTION PLAN

The Labour Market Action Plan (2022-2023) below identifies key priorities based on consultations with our community stakeholders (Figure 48). Every few years, our priorities are updated to meet the ever-changing dynamics of Hamilton's labour market. This year's priorities reflect what is most crucial for Hamilton's community and economy in 2023.

#1. ENGAGING HAMILTON'S YOUTH: EMPLOYMENT AND TRAINING

This priority reflects WPH's efforts in supporting the youth community in Hamilton through our Hamilton Youth Workforce initiative. Last year, WPH launched our first ever Youth Roundtable event to capture the voices of youth leaders in the community; as well as shed light on the available youth programming in the region. The event highlighted the need to address educating youth on the employment pathways and the barriers associated with finding meaningful employment. Accordingly, this priority has shifted slightly to focus on what programs and employment opportunities are available for Hamilton youths; and how such programs can be streamlined to address the current youth employment disparities in 2023.

Evidence

- The youth community has been one of the hardest hit by the COVID-19 pandemic. The youth unemployment rate was double the unemployment rate for those in the core-working age group (25 to 54 years old) in 2021 and low youth participation rates in 2022 continued to persist (down 5.4% since December 2021). Further, from our community consultations in 2022, 24% of employers noted that youth engagement was something that needed to be addressed.

ACTIONS 2022 – 2023

Youth Advocacy on Employment

In 2022, WPH resumed our efforts on youth advocacy regarding employment opportunities and virtual networking engagements. WPH's community page; Hamilton Youth Workforce continued to establish a steering committee of youth-based agencies and employment supports, as well as welcome youth leaders to provide their input and suggestions from their personal experience and provide youth with a better grasp of what Hamilton's labour market reveals to support with employment decisions. To further aid youth in the community, WPH hosted a Youth Roundtable virtual event for youth leaders to partake and discuss the vicissitudes in what makes employment meaningful for youths.

PROPOSED ACTIONS 2023 – 2024

Hamilton Youth Workforce: Youth Programs

By using the unemployment data on youth and mental health rates, we will examine barriers for employment through evaluation reviews and interview processes with youth and local agencies and employment providers. We will further: engage with youth and youth centered programming online to share their experience with finding employment in Hamilton; assist with navigating resourceful information; and connect with Hamilton's Employment Ontario Providers that focus on youth employment to engage in youth mental health workshops.

Career Pathways

WPH will continue our efforts with ABEA, the Workforce Planning Board of Grand Erie, and the Workforce Collective in streamlining the Career Pathways tool for job seekers and employers in 2023. This tool will serve as an aid for employers seeking to better understand labour force trends; and for job seekers wanting to learn more about the in-demand jobs in their region. This action further intersects with priority 3.

#2. FOSTERING EQUITABLE, DIVERSE, AND INCLUSIVE WORKPLACES IN HAMILTON

This priority is a new priority that emerged from on-going conversations with community members, local employers, and employment service providers; and reflects the need to update Hamilton's labour force to a 2023 lens. Central to this priority is addressing Equity, Diversity and Inclusion (EDI) policies and practices in the workplace. From our community consultations, EDI must be actionable and not just a conversation. Employees and employers alike could benefit from EDI training as a tool to drive inclusivity in workplaces – as well as retain a diverse workforce. As labour shortages grow and employers try to remain competitive in a tight-labour market, it is imperative in recognizing the role EDI has in the workplace.

Evidence

- 24% of participants from our 2022 community consultations noted EDI as something they would focus on in 2023.
- Only 35% of Hamilton employers responded to having some sort of EDI policy or practice in their workplace from the EmployerOne 2022.
- Further, EDI policies and practices were not equally distributed among Hamilton employers. For example, industries such as Health Care and Social Assistance had a larger proportion of employers with EDI practices relative to other industries.

PROPOSED ACTIONS 2023 – 2024

Equity, Diversity and Inclusion Training for Hamilton Small to Medium Employers

Workforce Planning Hamilton (WPH), in partnership with Mohawk College's Centre for Community Partnerships & Experiential Learning (CCPEL) department, is proposing a unique project designed to engage and enhance the capacity of employers and industry facing labour shortages to attract and retain diverse workers by encouraging partnerships across the economy and amongst stakeholders.

#3. UNDERSTANDING AND BRIDGING THE EMPLOYMENT GAP IN HAMILTON'S LABOUR FORCE

This priority amalgamates priorities #2 and #4 from last year to better reflect the skills gap present in 2023's labour pool. This priority reflects the responses we got from our community consultations – *Training and employment opportunities* as well as *attraction and retention strategies* – through employers and service providers. The pandemic greatly shifted the way we worked and new work models of hybrid and remote working flourished in 2020. Now as we go into 2023, some skills may be lacking from job seekers due to pandemic learning and different working situations.

Evidence

- Community consultations with employment service providers highlighted the need to address the soft skills gap (e.g., literacy, digital skills, communication skills).
- Certain occupational groups and industries have shifted due to the pandemic and better understanding the skills needed to succeed in 2023 will be crucial. Occupational groups such as the Trades still saw a 2-year decline since 2020 and as such, addressing potential skills gap may help pave the way to improving employment.

ACTIONS 2022 – 2023

Career Laddering Project

A regional project involving the Adult Basic Education Association, Niagara Workforce Planning Board, and the Workforce Planning Board of Grand Erie that looks at entry level jobs in Manufacturing and Healthcare and Social Assistance that has potential for employees to progress through the company.

Apprentice Toolkit

WPH worked closely with the Mohawk Community Apprenticeship Hub, other Apprenticeship Groups, and agencies to gather information that was helpful to individuals interested in beginning the employment pathway of skilled trade apprenticeships. An apprenticeship toolkit will provide local LMI to future apprentices in order to provide a general context of what employers are requesting and looking for in an apprentice.

PROPOSED ACTIONS 2023 – 2024

Skills for Success

Partnering again with Adult Basic Education Association (ABEA), this collaboration addresses potential skills gaps in workplaces for local Hamilton businesses through Organizational Needs Assessments (ONAs).

Career Pathways

Leveraging WPH's strong partnership with other local boards, as well as Adult Basic Education Association (ABEA) the Career Ladders project has evolved to Career Pathways in 2022-2023. Akin to priority 1, Career Pathways will allow job-seekers from all demographic backgrounds to access the available employment opportunities in the region. It will further help educate job-seekers on what career pathways are out there and where they can start from an entry-level position.

#4. IDENTIFY CRITICAL LABOUR MARKET TRENDS IN THE EVER-CHANGING ECONOMY

This priority has changed from 2022's priority to better account for Hamilton's economy in 2023. From our community consultations, this priority reflects both *workforce strategy* as well as *research and development*. Compared to last year's priority – which still heavily focused on Hamilton's recovery phase and pandemic economy – this priority now reflects the post-pandemic economy. Major economic developments in 2022, such as inflationary pressure, supply-chain disruptions accompanied with a drum-tight labour market and strong economic recovery meant that many sectors went through unique changes.

Understanding labour market trends is imperative in addressing what occupations and industries are facing the most difficulties. Such trends shed light on where we can orient these workers and what skills and knowledge gaps workers face in 2023. As such – Labour Market Information (LMI): employment, unemployment, participation, and job demand – are foundational to informing WPH's priorities and projects.

Evidence

- From our EmployerOne 2022, many employers noted that inflation on business costs was a mounting concern going into 2022.
- Employment among occupational groups in Hamilton almost made a full 2-year recovery. Only 2 out of 10 groups saw 2-year declines in employment.
- Hamilton's unemployment rate hiked down from 6.8% 2021 to 4.9% in 2022, this was accompanied with high levels of job vacancies across many sectors. This is particularly important as addressing where workers are going when they quit will be essential in highlighting industry labour shortages.

ACTIONS 2022 – 2023

Workforce Data Management Strategy

Through employment engagement, labour market presentations, and other outreach initiatives to community partners throughout the 2022 fiscal year, WPH collected information on skill gap shortages and industry training needs to update changing labour market information.

Monthly Labour Market Snapshots

Monthly reports using job posting and labour force survey data. Through monthly labour market information dissemination, WPH helped provide timely labour trends and updates to the community.

EmployerOne 2022

WPH continued our collaboration with City of Hamilton's Economic Development in 2022 to gather information on business priorities and concerns through the annual EmployerOne survey.

PROPOSED ACTIONS 2023 – 2024

EmployerOne 2023

2023 will mark the 10th consecutive year Workforce Planning Hamilton has delivered the EmployerOne survey. Workforce Planning Hamilton in partnership with the City of Hamilton's Economic Development Division will be organizing this survey to create an updated snapshot of Hamilton's business and employer needs

Labour Market Information 101

Over the last few years, the need for labour market information training sessions and educational opportunities for growth has increased in the Hamilton region. WPH would like to continue our efforts in keeping the community aware of local and provincial economic changes by partnering with Statistics Canada to train community members in a basic first level LMI (Labour Market Information) 101 Course.

Continued Monthly Labour Market Information Releases

Monthly reports using job posting and labour force survey data will continue into 2023. This will help provide timely and accessible labour market information to the community.

Workforce Planning Hamilton

Business, Labour & Community: Planning for Prosperity

Since 1997 Workforce Planning Hamilton has provided planning, partnerships and projects that highlight local labour market trends and support workforce development.

WPH is a member of Workforce Planning Ontario, a network of 26 labour market planning areas across Ontario.

Our evidence-based approach relies on key industry sector and demographic data combined with local intelligence from employers and other local partners to develop a strategic vision for Hamilton.

Log on to WPH's website and you will:

Discover our community **Projects and Partners** that promote labour force development.

Learn about local labour market trends, opportunities, and priorities in our **Publications**.

Connect to **Links** on training, employment, and labour market information.

Find Hamilton's largest **Job Board!**



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