



# JOB DEMAND REPORT

## MARCH 2023

### HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS				# OF DAYS POSTED	
POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS	AVERAGE	MEDIAN
9,048	5,137	2,207	28	23.9	21

### REPORT BUILDER

The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

#### OCCUPATION FILTERS

- SKILL TYPE NAME / 1-DIGIT NOC
- MAJOR GROUP / 2-DIGIT NOC
- MINOR GROUP / 3-DIGIT NOC
- UNIT GROUP / 4-DIGIT NOC
- SKILL LEVEL
- JOB TYPE
- JOB DURATION
- ADDITIONAL LANGUAGE
- SPECIFIC JOB TAGS

#### OTHER FILTERS

- COMMUNITY
- CITY
- JOB BOARD

NOC = National Occupation Classification | NAICS = North American Industry Classification System

**Source:**

Job posting data is collected by Workforce Planning Hamilton from job boards and employer websites that recruit candidates in the Hamilton Region.

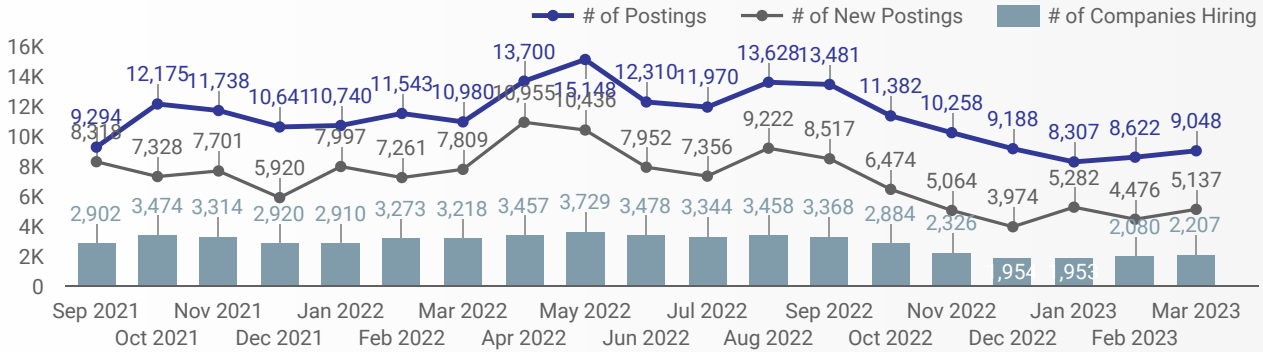


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## JOB POSTINGS BY MONTH

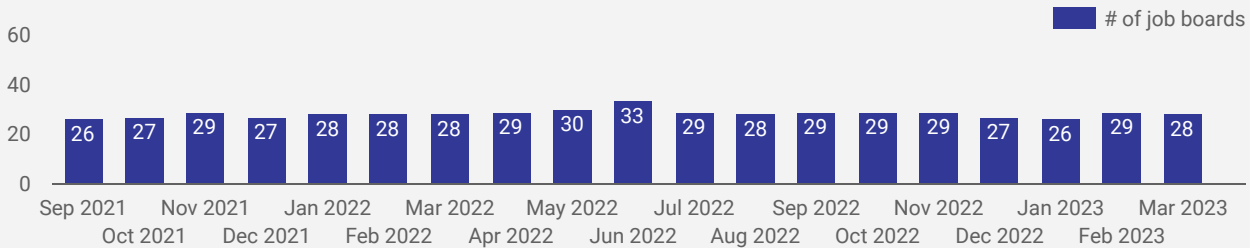
How many job postings were active for at least 1 day this month?



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

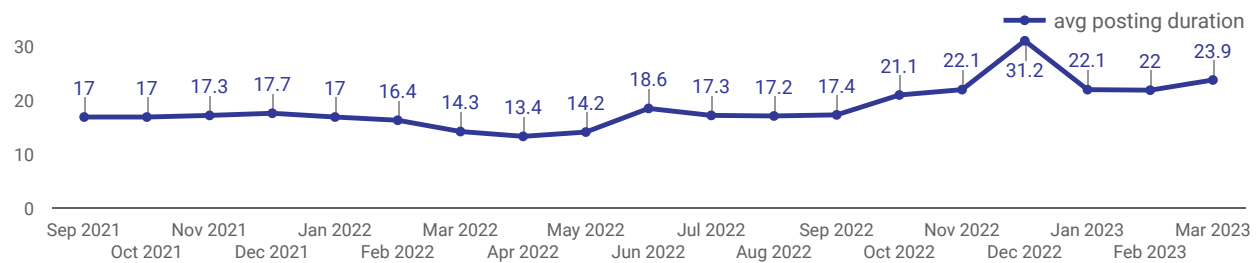
## NUMBER OF ACTIVE JOB BOARDS

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



## AVG & MEDIAN POSTING LENGTH BY DAYS

How long are employers having to recruit for to find candidates to fill their job vacancies?



## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

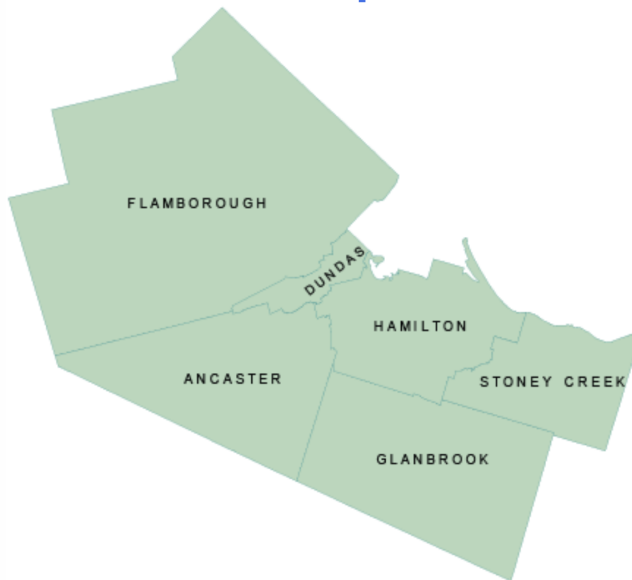
How many job postings were active for at least 1 day this month?



## JOB POSTINGS BY COMMUNITY

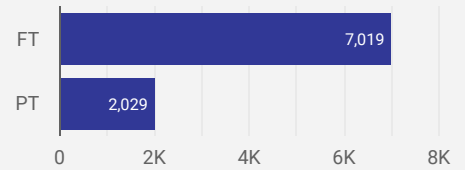
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	7,203	24.3	21
2. Stoney Creek	815	22.1	21
3. Ancaster	519	22.1	21
4. Dundas	300	23.7	21
5. Flamborough	209	20.1	21
<b>Grand total</b>	<b>9,046</b>	<b>23.9</b>	<b>21</b>



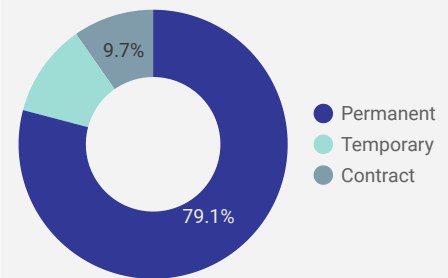
## JOB TYPE

Full-time vs Part-time



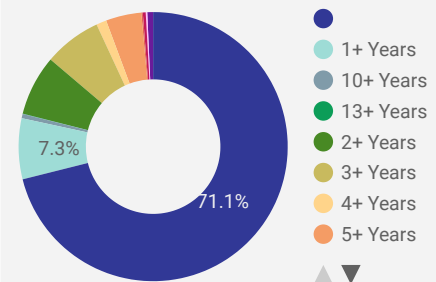
## JOB DURATION

Permanency of jobs posted



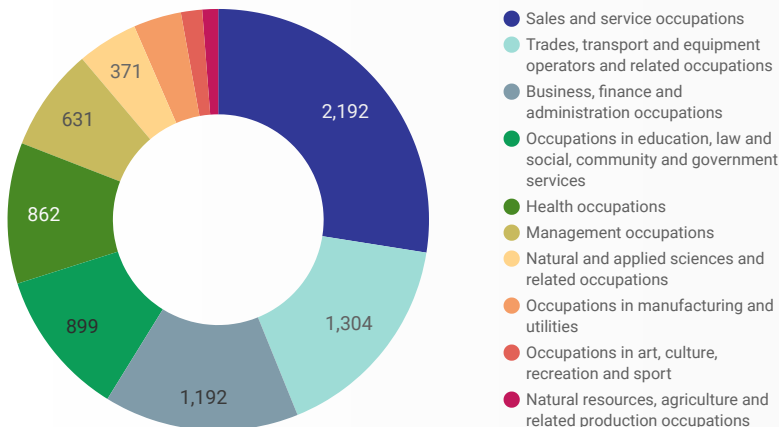
## JOB EXPERIENCE

Job Postings by Experience Level Required



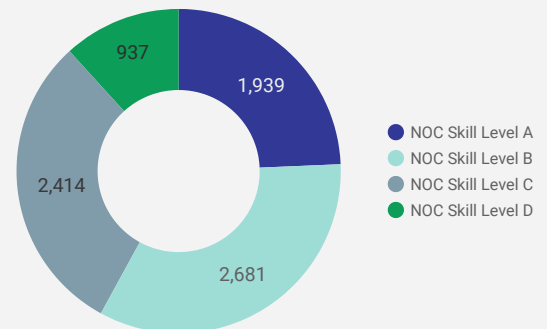
## JOB POSTINGS BY JOB CATEGORY

What broad occupational category is being recruited?



## JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

## TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	COMMUNITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Hamilton Health Sciences	Hamilton	624	51.6	42
2.	McMaster University - Hamilton, ON	Hamilton	574	20.3	21
3.	St Joseph's Healthcare Hamilton	Hamilton	215	18.6	21
4.	City of Hamilton	Hamilton	161	21.6	21
5.	Kijiji	Hamilton	80	15.0	15
6.	Randstad	Ancaster	79	32.4	21
7.	Mohawk College	Hamilton	62	11.4	6
8.	Aerotek	Hamilton	52	19.3	21
9.	Stantec	Stoney Creek	52	14.9	14
10.	Home Depot	Hamilton	49	15.8	15
11.	Scotiabank	Hamilton	48	17.4	14
12.	Tim Hortons	Hamilton	48	20.4	21
13.	American Iron and Metal Recycling	Hamilton	47	22.8	21
14.	Randstad	Hamilton	46	27.8	21
15.	Great Clips	Hamilton	44	8.2	3
16.	Carmen's Group	Hamilton	44	24.5	21
17.	Hamilton-Wentworth District School Board	Hamilton	44	16.5	5
18.	Metro	Hamilton	43	25.5	20
19.	Oakridge Group Inc.	Hamilton	42	18.6	21
20.	YMCA Hamilton Burlington Brantford	Hamilton	41	20.6	21
21.	Shoppers Drug Mart	Hamilton	39	15.8	14
22.	Compass Group Canada	Hamilton	38	19.1	21
23.	Rona	Hamilton	36	20.9	21
24.	Lowe's	Hamilton	34	18.8	21
25.	Victorian Order of Nurses / VON	Hamilton	33	56.3	25
26.	Wesley	Hamilton	29	20.9	21
27.	Rona	Flamborough	29	19.8	21
28.	Thrive Group	Hamilton	27	17.9	21
29.	Canadian Tire Corporation Limited	Hamilton	27	20.5	21
30.	Aspire Bakeries	Ancaster	26	21.0	21
31.	Staples	Hamilton	26	16.9	14

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Job Postings

235

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE
1.	Certified Nutritionist & Dietitian	Circle Studios	Hamilton	150
2.	Osteopath / Manual Practitioner	Circle Studios	Hamilton	140
3.	Reiki Practitioner	Circle Studios	Hamilton	120
4.	Registered Social Worker	Circle Studios	Hamilton	120
5.	Traditional Chinese Medicine & Acupuncture Practitioner	Circle Studios	Hamilton	120
6.	Speech And Language Therapist	The MomMe Clinic	Hamilton	105
7.	Director, Corporate Facilities And Energy Management	City of Hamilton	Hamilton	102
8.	Hr Generalist	Acara Solutions	Hamilton	100
9.	Board Certified Behaviour Analyst (bcba)	Teach Me My Way Services	Hamilton	100
10.	Clinical Psychologist	The MomMe Clinic	Hamilton	100
11.	Speech-language Pathologist	Mountain Speech Language Services	Stoney Creek	100
12.	Speech Language Pathologist Assistant	Speech Associates	Hamilton	100

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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 Agent	Michael St. Jean Realty	Hamilton	350,000
2.	Real Estate Sales Representative	Michael St. Jean Realty	Hamilton	350,000
3.	Associate Dentist	Monarch Dentistry	Stoney Creek	346,674
4.	Associate Dentist	Charlton Dentistry	Hamilton	340,277
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.	Ceo (chief Executive Officer)	Spirit Staffing Omega	Hamilton	200,000
9.	Window And Door Sales Person	Brookstone Windows & Doors	Hamilton	195,000
10.	Associate Dentist	Confidential	Hamilton	186,028
11.	Dean, Mckeil School Of Business, Creative Industries, Liberal	Mohawk College	Hamilton	175,137

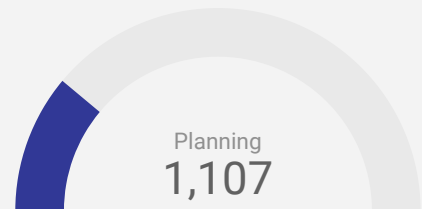
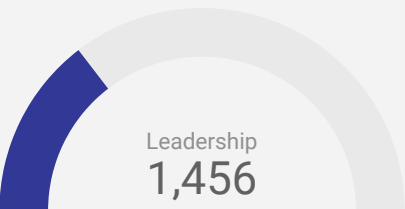
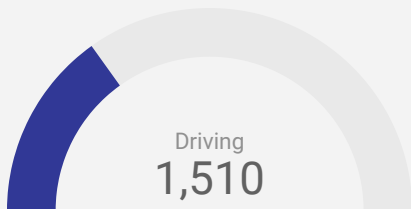
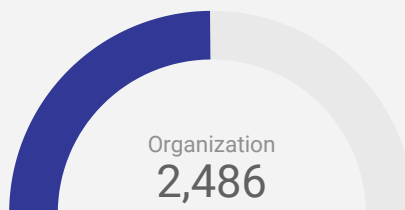
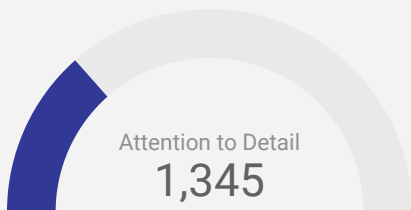
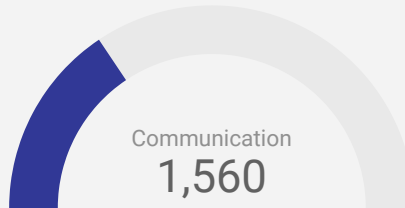
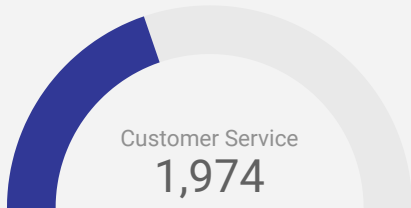
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

9,048



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

9,048



Driver's License  
181



First Aid  
416



Regular Access to a Vehicle  
291



Criminal Record Check  
427



Microsoft Office  
557



Food Safety  
169



## JOB POSTINGS BY SKILL LEVEL, FREQUENCY, & DURATION

What jobs are in-demand and/or hard to fill?

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	480	21.1	21
2.	7511	Transport truck drivers	NOC Skill Level C	254	20.6	21
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	247	21.1	21
4.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	213	33.6	21
5.	6322	Cooks	NOC Skill Level B	211	29.5	21
6.	4011	University professors and lecturers	NOC Skill Level A	208	24.9	21
7.	7452	Material handlers	NOC Skill Level C	189	23.1	21
8.	1241	Administrative assistants	NOC Skill Level B	176	22.7	21
9.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	161	20.4	21
10.	0621	Retail and wholesale trade managers	NOC Skill Level A	155	19.3	21
11.	4212	Social and community service workers	NOC Skill Level B	154	22.9	21
12.	6552	Other customer and information services representatives	NOC Skill Level C	140	20.4	21
13.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	119	20.8	21
14.	1221	Administrative officers	NOC Skill Level B	110	23.8	21
15.	6311	Food service supervisors	NOC Skill Level B	105	56.0	21
16.	1414	Receptionists	NOC Skill Level C	101	20.8	21
17.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	94	18.3	21
18.	3233	Licensed practical nurses	NOC Skill Level B	89	19.9	21
19.	7611	Construction trades helpers and labourers	NOC Skill Level D	88	20.4	21
20.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	83	22.6	21
21.	6541	Security guards and related security service occupations	NOC Skill Level C	83	22.9	21
22.	6731	Light duty cleaners	NOC Skill Level D	77	19.8	21
23.	6611	Cashiers	NOC Skill Level D	77	17.3	21
24.	6513	Food and beverage servers	NOC Skill Level C	76	22.9	21
25.	6211	Retail sales supervisors	NOC Skill Level B	71	31.7	21
26.	0631	Restaurant and food service managers	NOC Skill Level A	68	19.4	21
27.	1243	Medical administrative assistants	NOC Skill Level B	67	24.3	21
28.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	63	29.8	21
29.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	63	27.5	21

## JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	642	Retail salespersons	NOC Skill Level C	480	21.1	21
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	335	21.0	21
3.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	261	23.0	21
4.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	251	23.8	21
5.	632	Chefs and cooks	NOC Skill Level B	249	30.5	21
6.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	247	21.1	21
7.	401	University professors and post-secondary assistants	NOC Skill Level A	245	24.3	21
8.	301	Professional occupations in nursing	NOC Skill Level A	223	33.3	21
9.	745	Longshore workers and material handlers	NOC Skill Level C	189	23.1	21
10.	122	Administrative and regulatory occupations	NOC Skill Level B	186	22.3	21
11.	441	Home care providers and educational support occupations	NOC Skill Level C	176	20.5	21
12.	673	Cleaners	NOC Skill Level D	159	20.4	21
13.	062	Retail and wholesale trade managers	NOC Skill Level A	155	19.3	21
14.	341	Assisting occupations in support of health services	NOC Skill Level C	153	25.4	21
15.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	150	23.8	21
16.	655	Customer and information services representatives	NOC Skill Level C	145	20.3	21
17.	141	General office workers	NOC Skill Level C	140	23.2	21
18.	111	Auditors, accountants and investment professionals	NOC Skill Level A	139	18.4	21
19.	732	Automotive service technicians	NOC Skill Level B	139	23.0	21
20.	323	Other technical occupations in health care	NOC Skill Level B	138	25.1	21
21.	651	Occupations in food and beverage service	NOC Skill Level C	127	22.5	21
22.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	123	30.1	21
23.	631	Service supervisors	NOC Skill Level B	118	49.2	21
24.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	114	20.4	21
25.	662	Other sales support and related occupations	NOC Skill Level D	114	18.6	21
26.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	110	18.0	21
27.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	105	24.7	21
28.	112	Human resources and business service professionals	NOC Skill Level A	105	24.9	21



## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	63	Service supervisors and specialized service occupations	NOC Skill Level B	502	29.2	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	500	21.0	21
3.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	499	22.7	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	420	20.8	21
5.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	413	21.8	21
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	405	21.5	21
7.	40	Professional occupations in education services	NOC Skill Level A	301	22.3	21
8.	32	Technical occupations in health	NOC Skill Level B	281	27.2	21
9.	73	Maintenance and equipment operation trades	NOC Skill Level B	272	25.8	21
10.	72	Industrial, electrical and construction trades	NOC Skill Level B	272	22.1	21
11.	14	Office support occupations	NOC Skill Level C	261	21.7	21
12.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	257	19.3	21
13.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	251	23.8	21
14.	11	Professional occupations in business and finance	NOC Skill Level A	244	20.6	21
15.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	239	22.4	21
16.	30	Professional occupations in nursing	NOC Skill Level A	223	33.3	21
17.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	218	22.7	21
18.	31	Professional occupations in health (except nursing)	NOC Skill Level A	205	25.5	21
19.	66	Sales support occupations	NOC Skill Level D	191	18.1	21
20.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	183	20.5	21
21.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	166	23.3	21
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	161	25.0	21
23.	34	Assisting occupations in support of health services	NOC Skill Level C	153	25.4	21
24.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	153	26.3	21
25.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	150	23.8	21
26.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	149	18.7	21
27.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	124	20.4	21

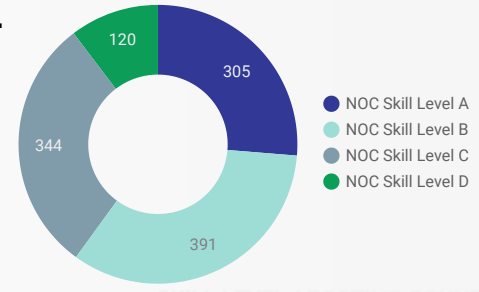
## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED
1,485	0	593	10	AVERAGE: 34.4 MEDIAN: 21

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

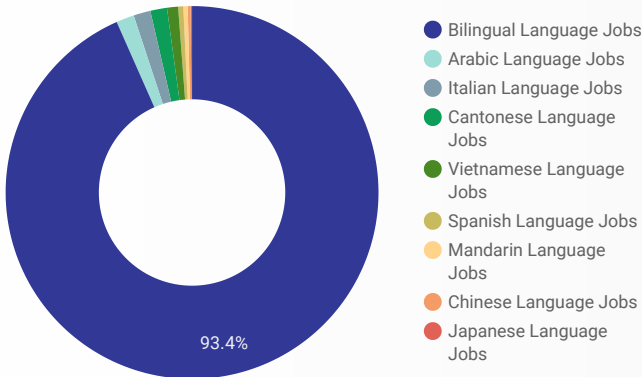
- 305** Skill Level A - Management/ Professional Occupations usually requiring University
- 391** Skill Level B - Usually college education or apprenticeship training
- 344** Skill Level C - Usually secondary education or occupation-specific training
- 120** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level D	NOC Skill Level A	NOC Skill Level C	NOC Skill Level B
Bilingual Lang...	107	287	323	361
Italian Langu...	4	4	6	7
Cantonese La...	3	3	6	5
Arabic Langu...	1	7	1	8
Vietnamese L...	4	4	5	
Chinese Lang...		3	1	
Mandarin Lan...	1		1	

## LANGUAGE SKILLS BREAKDOWN

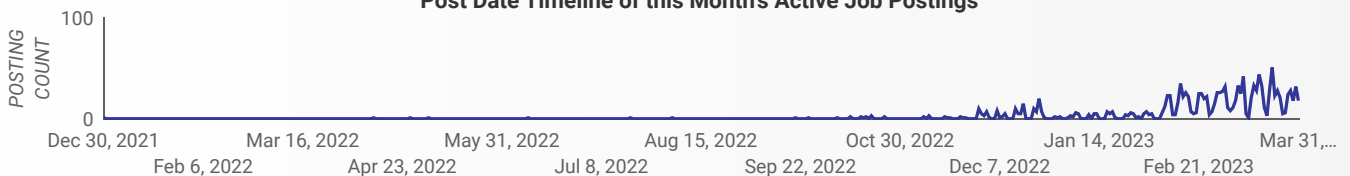
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	1,396
2. Italian Language Jobs	23
3. Arabic Language Jobs	19
4. Cantonese Language Jobs	18
5. Vietnamese Language Jobs	14
6. Spanish Language Jobs	5
7. Mandarin Language Jobs	4

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



## LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

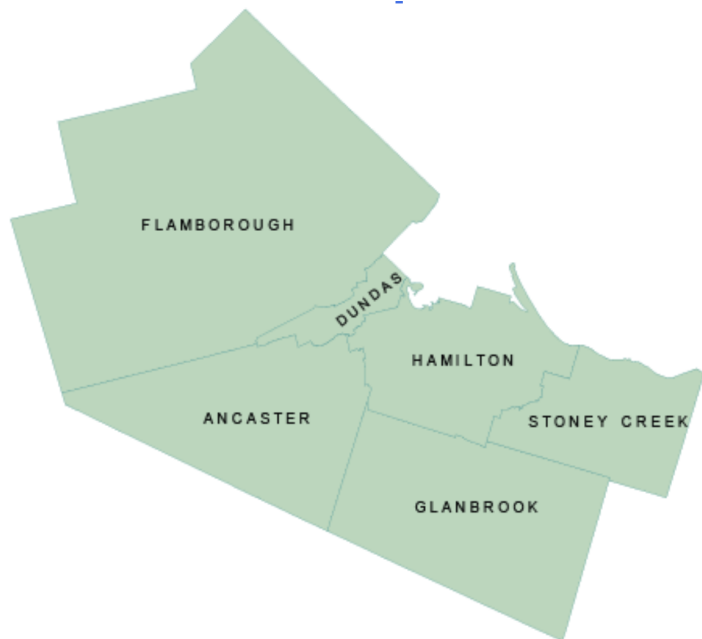
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Italian La...	Cantones...	Arabic La...	Vietname...	Chinese ...	Grand total
Business, finance and administration occup...	178		2	2		2	187
Health occupations	197		1	1	1	1	201
Management occupations	72	4	3	2		1	82
Natural and applied sciences and related o...	49						50
Natural resources, agriculture and related p...	12						12
Occupations in art, culture, recreation and s...	21						22
Occupations in education, law and social, c...	132			11	4		148
Occupations in manufacturing and utilities	28				4		32
Sales and service occupations	230	17	11	1	4		266
Trades, transport and equipment operators ...	159						160
<b>Grand total</b>	<b>1,078</b>	<b>21</b>	<b>17</b>	<b>17</b>	<b>13</b>	<b>4</b>	<b>1,160</b>

## MULTILINGUAL JOB POSTINGS BY COMMUNITY

What language skills are sought by community?

COMMUNITY	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	1,252	36.9	21
2. Stoney Creek	98	20.9	21
3. Ancaster	59	20.8	21
4. Dundas	43	21.5	21
5. Flamborough	33	20.3	21
<b>Grand total</b>	<b>1,485</b>	<b>34.4</b>	<b>21</b>



## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Registered nurses and registered psychiatric ...	63
2. Retail salespersons	60
3. Social and community service workers	43
4. Food counter attendants, kitchen helpers an...	37
5. Other customer and information services rep...	32
6. Cooks	26
7. Home support workers, housekeepers and re...	25
8. Material handlers	24
9. Receptionists	23
10. Administrative assistants	22
11. Administrative officers	21
12. Retail and wholesale trade managers	19
13. Other labourers in processing, manufacturing...	18
14. Transport truck drivers	17
15. Nurse aides, orderlies and patient service as...	16
16. Professional occupations in advertising, mar...	16
17. Food and beverage servers	14
18. Medical administrative assistants	14
19. Automotive service technicians, truck and bu...	14
20. Restaurant and food service managers	14
21. Construction trades helpers and labourers	13
22. Accounting and related clerks	12
23. Financial managers	10
24. Allied primary health practitioners	10
25. General office support workers	10
26. Landscaping and grounds maintenance labo...	10
27. Other assisting occupations in support of he...	9
28. Human resources professionals	9
29. Medical sonographers	9
30. Medical radiation technologists	9
31. Respiratory therapists, clinical perfusionists ...	9
32. Dental assistants	9

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## MULTILINGUAL HIRING EMPLOYERS

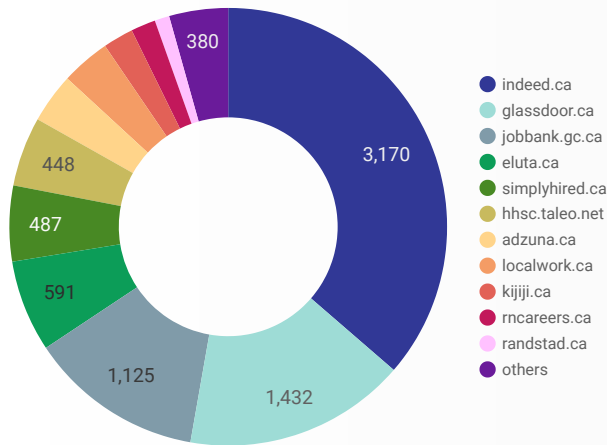
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	456
2. YWCA Hamilton	25
3. Triple M Metal	15
4. Lynwood Charlton Centre	11
5. The Source	11
6. Expert Staffing Solutions	10
7. Wesley	10
8. Canwork Staffing Inc	10
9. McMaster University - Hamilton, ON	10
10. Confidential	9
11. Adventec Manufacturing Inc.	9
12. CBI Health	9
13. Victorian Order of Nurses / VON	8
14. Rygiel Supports For Community Living	7
15. The MomMe Clinic	7
16. Farm Boy Inc.	7
17. Scotiabank	7
18. Canadian Mental Health Association, Hamilton Branch	6
19. Community Living Hamilton	6
20. Stephenson's Rental Services	6
21. Zarky's Fine Foods	6
22. Kelseys Upper James	6
23. Canadian Tire Ancaster	6
24. Pearle Hospitality	5
25. Columbia International College	5
26. Flynn Canada Ltd.	5
27. Compass Group Canada	5
28. Ressay Gardens	5
29. Collège Boréal	5
30. AVL Manufacturing Inc.	4

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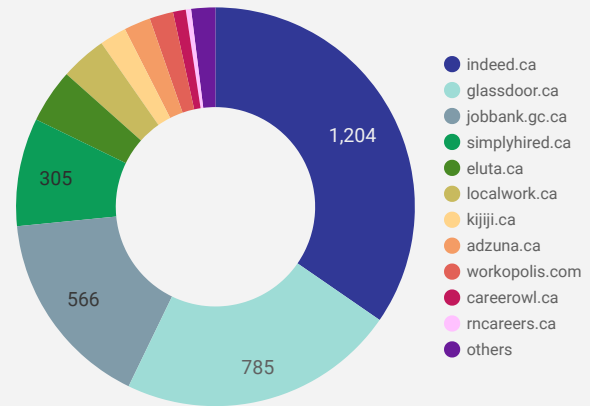
## JOB POSTINGS BY JOB BOARD

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	3,170	20.2	21	1,204
2.	glassdoor.ca	1,432	20.9	21	785
3.	jobbank.gc.ca	1,125	34.5	22	566
4.	eluta.ca	591	20.5	21	152
5.	simplyhired.ca	487	20.4	21	305
6.	hhsc.taleo.net	448	64.9	63	1
7.	adzuna.ca	321	14.0	14	75
8.	localwork.ca	317	13.0	6	130
9.	kijiji.ca	196	15.0	15	76
10.	rncareers.ca	159	17.3	14	15
11.	randstad.ca	95	39.1	35	1
12.	workopolis.com	72	146.5	147	67
13.	careerowl.ca	61	131.6	141	36
14.	careerarc.com	59	45.2	22	12
15.	greatsn.com	32	13.5	14	7
16.	jobillico.com	31	27.2	14	12
17.	careerbuilder.ca	28	38.8	28	11

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