



JOB DEMAND REPORT

APRIL 2023

HIGHLIGHTS

| JOB POSTINGS BY THE NUMBERS | | | | # OF DAYS POSTED | |
|-----------------------------|----------------|-----------|------------|------------------|--------|
| POSTING COUNT | NEW THIS MONTH | COMPANIES | JOB BOARDS | AVERAGE | MEDIAN |
| 8,321 | 4,673 | 2,422 | 30 | 22.4 | 21 |

REPORT BUILDER

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

OCCUPATION FILTERS

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

OTHER FILTERS

- COMMUNITY
- CITY
- JOB BOARD

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

Source:

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

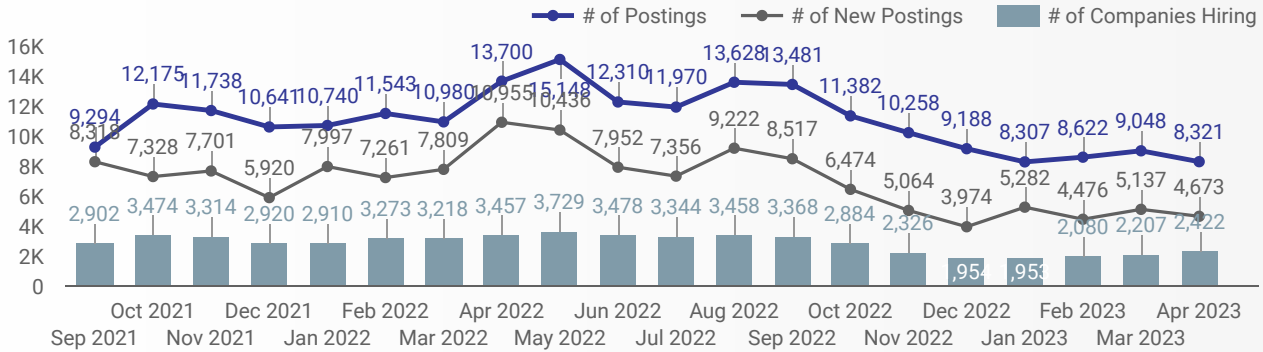


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Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.

JOB POSTINGS BY MONTH

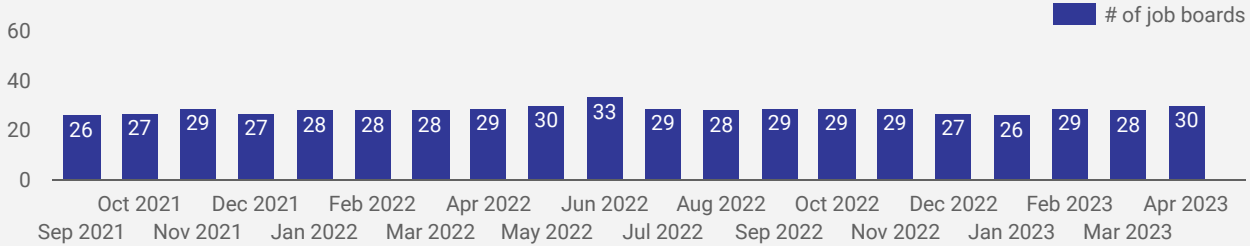
How many job postings were active for at least 1 day this month?



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

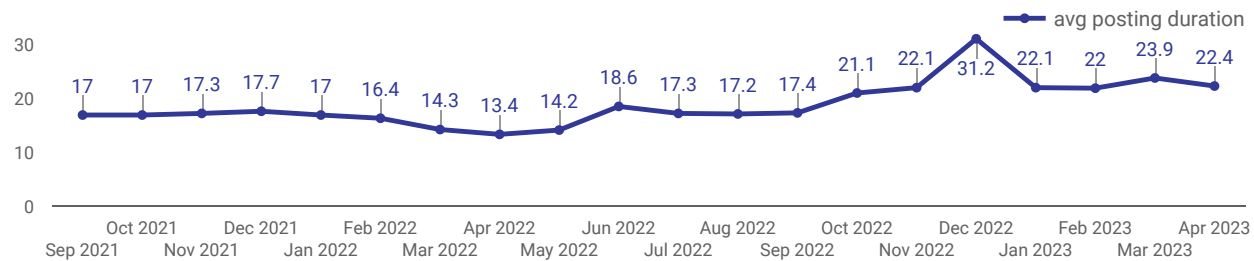
NUMBER OF ACTIVE JOB BOARDS

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



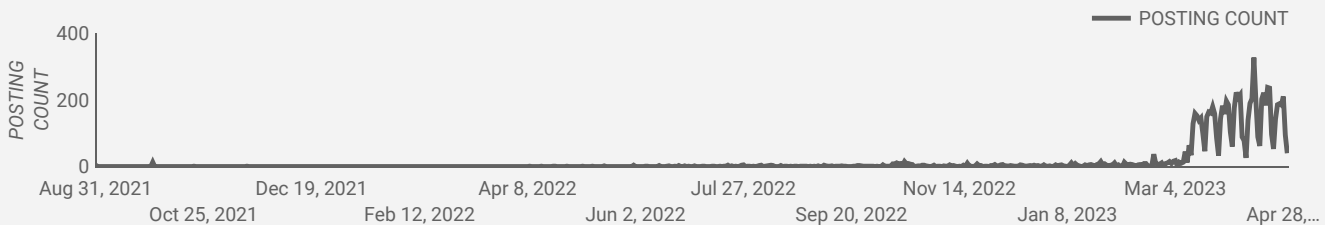
AVG & MEDIAN POSTING LENGTH BY DAYS

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



POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

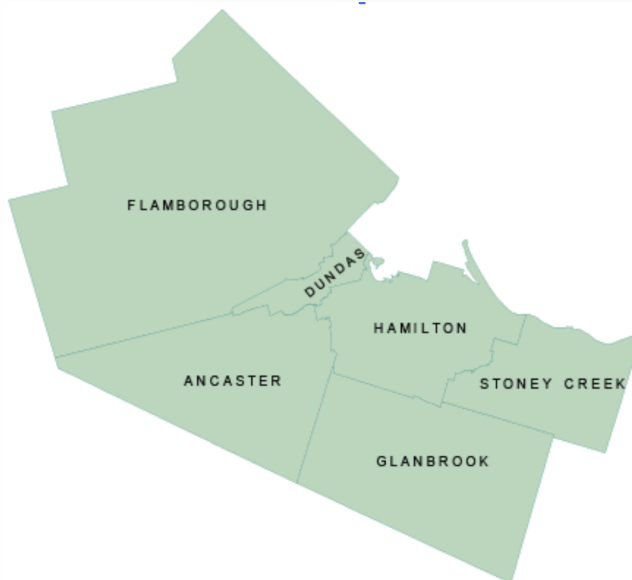
How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

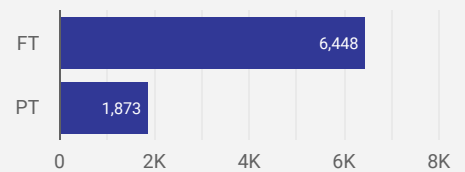
How many job postings were active for at least 1 day this month?

| COMMUNITY | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|--------------------|---------------|----------------------------|-------------------------------|
| 1. Hamilton | 6,547 | 22.1 | 21 |
| 2. Stoney Creek | 786 | 24.2 | 21 |
| 3. Ancaster | 453 | 23.9 | 21 |
| 4. Dundas | 328 | 25.0 | 21 |
| 5. Flamborough | 205 | 20.3 | 21 |
| Grand total | 8,319 | 22.4 | 21 |



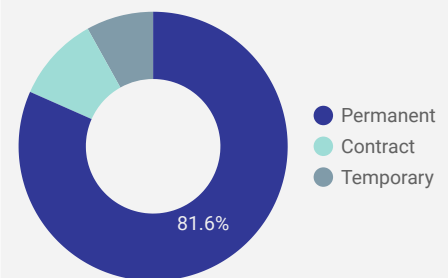
JOB TYPE

Full-time vs Part-time



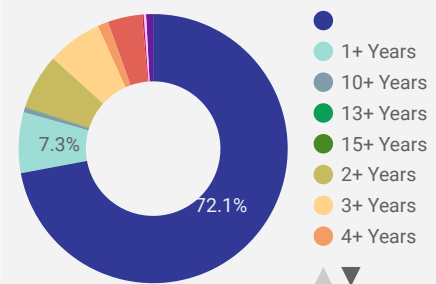
JOB DURATION

Permanency of jobs posted



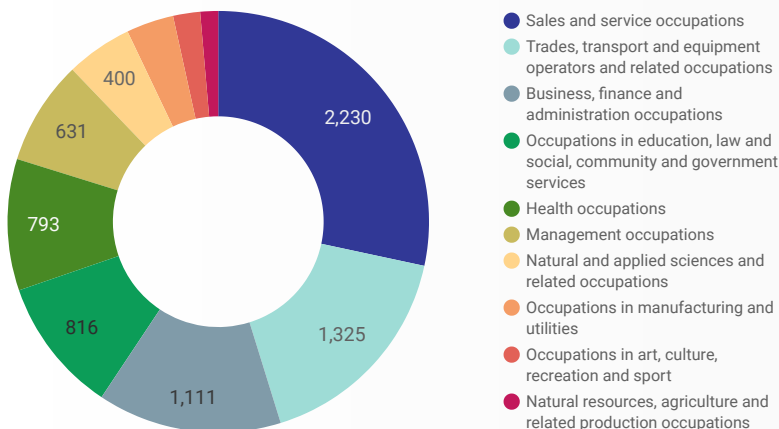
JOB EXPERIENCE

Job Postings by Experience Level Required



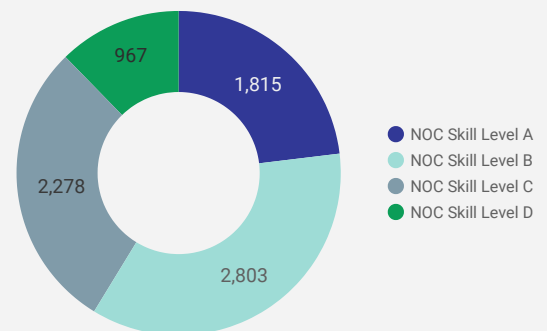
JOB POSTINGS BY JOB CATEGORY

What broad occupational category is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



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

TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

| | COMPANY | COMMUNITY | POSTINGS COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|--|--------------|----------------|----------------------------|-------------------------------|
| 1. | McMaster University - Hamilton, ON | Hamilton | 473 | 19.6 | 21 |
| 2. | Hamilton Health Sciences | Hamilton | 357 | 18.7 | 21 |
| 3. | St Joseph's Healthcare Hamilton | Hamilton | 168 | 24.8 | 21 |
| 4. | City of Hamilton | Hamilton | 134 | 22.7 | 21 |
| 5. | Kijiji | Hamilton | 80 | 15.0 | 15 |
| 6. | Mohawk College | Hamilton | 58 | 11.4 | 7 |
| 7. | Metro | Hamilton | 55 | 13.1 | 21 |
| 8. | Randstad | Ancaster | 52 | 24.0 | 21 |
| 9. | Hamilton-Wentworth District School Board | Hamilton | 47 | 22.2 | 4 |
| 10. | Aerotek | Hamilton | 46 | 21.0 | 21 |
| 11. | YMCA Hamilton Burlington Brantford | Hamilton | 45 | 36.4 | 36 |
| 12. | American Iron and Metal Recycling | Hamilton | 45 | 19.5 | 21 |
| 13. | Great Clips | Hamilton | 45 | 13.5 | 7 |
| 14. | Oakridge Group Inc. | Hamilton | 41 | 20.1 | 21 |
| 15. | Aspire Bakeries | Ancaster | 40 | 60.4 | 21 |
| 16. | Tim Hortons | Hamilton | 38 | 31.8 | 21 |
| 17. | Carmen's Group | Hamilton | 33 | 20.3 | 21 |
| 18. | Victorian Order of Nurses / VON | Hamilton | 33 | 30.1 | 21 |
| 19. | ArcelorMittal Dofasco | Hamilton | 31 | 36.1 | 21 |
| 20. | LHR Saudi Arabia | Hamilton | 31 | null | null |
| 21. | Randstad | Hamilton | 31 | 28.6 | 32 |
| 22. | Rona | Flamborough | 30 | 19.9 | 21 |
| 23. | Umbrella Family and Child Centres of Hamilton - Hamilton, ON | Hamilton | 29 | 20.2 | 21 |
| 24. | YWCA Hamilton | Hamilton | 29 | 20.9 | 21 |
| 25. | Lowe's | Hamilton | 28 | 18.1 | 21 |
| 26. | Stantec | Stoney Creek | 28 | 17.5 | 21 |
| 27. | Wesley | Hamilton | 28 | 21.0 | 21 |
| 28. | Canadian Tire Corporation Limited | Hamilton | 28 | 21.0 | 21 |
| 29. | Rona | Hamilton | 27 | 21.3 | 21 |
| 30. | Compass Group Canada | Hamilton | 26 | 18.0 | 21 |

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

260

| | JOB TITLE | COMPANY | LOCATION | HOURLY WAGE |
|-----|---|--|--------------|-------------|
| 1. | Speech And Language Therapist | The MomMe Clinic | Hamilton | 105 |
| 2. | Associate Therapist (registered Social Worker) | The Cove Therapy Inc. | Hamilton | 105 |
| 3. | Speech Language Pathologist Assistant | Speech Associates | Hamilton | 100 |
| 4. | Clinical Dentist | City of Hamilton | Hamilton | 97 |
| 5. | Registered Massage Therapist | the wellness hub | Stoney Creek | 80 |
| 6. | Occupational Therapist | Q-IME GROUP | Hamilton | 80 |
| 7. | Massage Therapist | Thrive Physiotherapy | Hamilton | 80 |
| 8. | Registered Massage Therapist | Kinstruct Health Chiropractic & Wellness | Flamborough | 77 |
| 9. | Manager - Heritage, Urban Design & Site Plan | City of Hamilton | Hamilton | 76 |
| 10. | Occupational Therapist | Practice in Rehabilitation Inc. | Hamilton | 75 |
| 11. | Manager, Business Support - Children's & Community Services | City of Hamilton | Hamilton | 73 |
| 12. | Manager Of Energy Initiatives | City of Hamilton | Hamilton | 73 |

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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. | Associate Or Pediatric Dentist | Appletree Dental for Kids | Hamilton | 250,000 |
| 2. | Vp Finance | Robert Half | Hamilton | 200,000 |
| 3. | Window And Door Sales Person | Brookstone Windows & Doors | Hamilton | 195,000 |
| 4. | Associate Dentist | Confidential | Hamilton | 186,028 |
| 5. | Chief Financial And Risk Officer | Healthcare & Municipal Employees' Credit Union | Hamilton | 182,400 |
| 6. | Dean, Mckeil School Of Business, Creative Industries, Liberal Studies & Communications | Mohawk College | Hamilton | 175,137 |
| 7. | Controllor | Robert Half | Hamilton | 170,000 |
| 8. | Director Of Taxation | Robert Half | Hamilton | 170,000 |
| 9. | Vice President Of Communication And Digital Transformation | YMCA Hamilton Burlington Brantford | Hamilton | 165,000 |
| 10. | Vice President Of Communication & Digital | YMCA Hamilton Burlington Brantford | Hamilton | 165,000 |

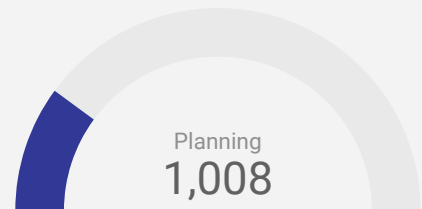
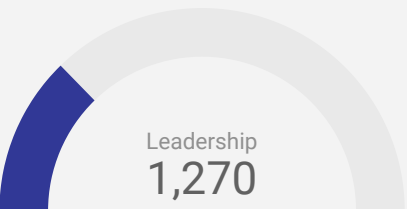
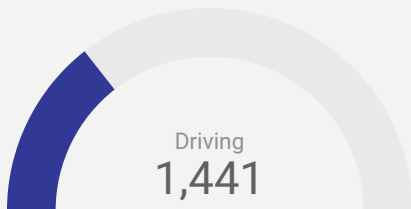
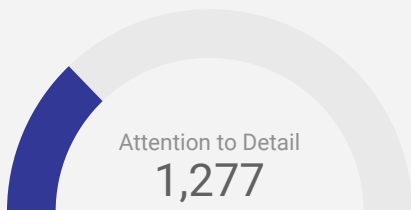
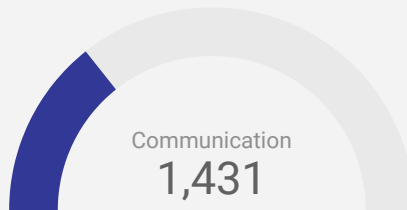
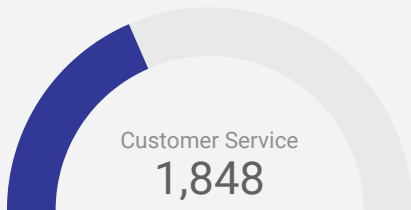
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,321



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,321



Driver's License
141



First Aid
424



Regular Access to a Vehicle
298



Criminal Record Check
366



Microsoft Office
475



Food Safety
190



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 | 436 | 19.8 | 21 |
| 2. | 7511 | Transport truck drivers | NOC Skill Level C | 259 | 20.7 | 21 |
| 3. | 6711 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 252 | 23.6 | 21 |
| 4. | 6322 | Cooks | NOC Skill Level B | 229 | 28.8 | 21 |
| 5. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 193 | 25.2 | 21 |
| 6. | 7452 | Material handlers | NOC Skill Level C | 171 | 20.1 | 21 |
| 7. | 4212 | Social and community service workers | NOC Skill Level B | 162 | 22.7 | 21 |
| 8. | 1241 | Administrative assistants | NOC Skill Level B | 158 | 25.4 | 21 |
| 9. | 6552 | Other customer and information services representatives | NOC Skill Level C | 158 | 19.9 | 21 |
| 10. | 4412 | Home support workers, housekeepers and related occupations | NOC Skill Level C | 147 | 22.6 | 21 |
| 11. | 0621 | Retail and wholesale trade managers | NOC Skill Level A | 136 | 20.8 | 21 |
| 12. | 4011 | University professors and lecturers | NOC Skill Level A | 126 | 27.2 | 21 |
| 13. | 7321 | Automotive service technicians, truck and bus mechanics and mechanical repairers | NOC Skill Level B | 122 | 27.4 | 21 |
| 14. | 6311 | Food service supervisors | NOC Skill Level B | 116 | 45.9 | 21 |
| 15. | 1221 | Administrative officers | NOC Skill Level B | 114 | 23.2 | 21 |
| 16. | 3233 | Licensed practical nurses | NOC Skill Level B | 113 | 23.9 | 21 |
| 17. | 7611 | Construction trades helpers and labourers | NOC Skill Level D | 111 | 20.0 | 21 |
| 18. | 6622 | Store shelf stockers, clerks and order fillers | NOC Skill Level D | 96 | 17.6 | 21 |
| 19. | 1414 | Receptionists | NOC Skill Level C | 89 | 19.6 | 21 |
| 20. | 4214 | Early childhood educators and assistants | NOC Skill Level B | 81 | 21.3 | 21 |
| 21. | 6513 | Food and beverage servers | NOC Skill Level C | 80 | 20.8 | 21 |
| 22. | 6541 | Security guards and related security service occupations | NOC Skill Level C | 79 | 19.8 | 21 |
| 23. | 6211 | Retail sales supervisors | NOC Skill Level B | 75 | 26.8 | 21 |
| 24. | 6731 | Light duty cleaners | NOC Skill Level D | 74 | 24.5 | 21 |
| 25. | 1243 | Medical administrative assistants | NOC Skill Level B | 73 | 18.1 | 21 |
| 26. | 8612 | Landscaping and grounds maintenance labourers | NOC Skill Level D | 72 | 19.4 | 21 |
| 27. | 0631 | Restaurant and food service managers | NOC Skill Level A | 72 | 22.7 | 21 |
| 28. | 6611 | Cashiers | NOC Skill Level D | 71 | 21.5 | 21 |
| 29. | 9619 | Other labourers in processing, manufacturing and utilities | NOC Skill Level D | 69 | 31.2 | 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 | 436 | 19.8 | 21 |
| 2. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 338 | 21.4 | 21 |
| 3. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 281 | 21.6 | 21 |
| 4. | 632 | Chefs and cooks | NOC Skill Level B | 275 | 27.5 | 21 |
| 5. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 252 | 23.6 | 21 |
| 6. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 244 | 22.9 | 21 |
| 7. | 301 | Professional occupations in nursing | NOC Skill Level A | 204 | 24.5 | 21 |
| 8. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 186 | 23.2 | 21 |
| 9. | 745 | Longshore workers and material handlers | NOC Skill Level C | 171 | 20.1 | 21 |
| 10. | 655 | Customer and information services representatives | NOC Skill Level C | 161 | 19.9 | 21 |
| 11. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 157 | 24.1 | 21 |
| 12. | 323 | Other technical occupations in health care | NOC Skill Level B | 156 | 22.9 | 21 |
| 13. | 401 | University professors and post-secondary assistants | NOC Skill Level A | 155 | 24.4 | 21 |
| 14. | 673 | Cleaners | NOC Skill Level D | 154 | 22.5 | 21 |
| 15. | 651 | Occupations in food and beverage service | NOC Skill Level C | 151 | 20.4 | 21 |
| 16. | 961 | Labourers in processing, manufacturing and utilities | NOC Skill Level D | 147 | 27.4 | 21 |
| 17. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 136 | 20.8 | 21 |
| 18. | 732 | Automotive service technicians | NOC Skill Level B | 134 | 26.8 | 21 |
| 19. | 631 | Service supervisors | NOC Skill Level B | 130 | 49.5 | 21 |
| 20. | 761 | Trades helpers and labourers | NOC Skill Level D | 124 | 20.0 | 21 |
| 21. | 341 | Assisting occupations in support of health services | NOC Skill Level C | 121 | 21.2 | 21 |
| 22. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 120 | 18.2 | 21 |
| 23. | 141 | General office workers | NOC Skill Level C | 119 | 19.5 | 21 |
| 24. | 662 | Other sales support and related occupations | NOC Skill Level D | 117 | 17.6 | 21 |
| 25. | 731 | Machinery and transportation equipment mechanics (except motor vehicles) | NOC Skill Level B | 112 | 28.2 | 21 |
| 26. | 112 | Human resources and business service professionals | NOC Skill Level A | 108 | 29.8 | 21 |
| 27. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 103 | 19.8 | 21 |
| 28. | 011 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 99 | 21.1 | 21 |
| 29. | 152 | Supply chain logistics, tracking and scheduling co-ordination | NOC Skill Level C | 99 | 26.0 | 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 | 537 | 29.8 | 21 |
| 2. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 496 | 23.3 | 21 |
| 3. | 64 | Sales representatives and salespersons - wholesale and retail trade | NOC Skill Level C | 465 | 20.2 | 21 |
| 4. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 447 | 20.2 | 21 |
| 5. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 424 | 23.1 | 21 |
| 6. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 407 | 21.0 | 21 |
| 7. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 286 | 24.8 | 21 |
| 8. | 32 | Technical occupations in health | NOC Skill Level B | 283 | 21.6 | 21 |
| 9. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 281 | 21.6 | 21 |
| 10. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 279 | 28.3 | 21 |
| 11. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 259 | 21.0 | 21 |
| 12. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 230 | 24.7 | 21 |
| 13. | 11 | Professional occupations in business and finance | NOC Skill Level A | 228 | 23.4 | 21 |
| 14. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 222 | 20.0 | 21 |
| 15. | 14 | Office support occupations | NOC Skill Level C | 219 | 20.1 | 21 |
| 16. | 40 | Professional occupations in education services | NOC Skill Level A | 214 | 22.4 | 21 |
| 17. | 30 | Professional occupations in nursing | NOC Skill Level A | 204 | 24.5 | 21 |
| 18. | 66 | Sales support occupations | NOC Skill Level D | 188 | 19.0 | 21 |
| 19. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 185 | 21.0 | 21 |
| 20. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 170 | 23.8 | 21 |
| 21. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 169 | 22.1 | 21 |
| 22. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 162 | 24.0 | 21 |
| 23. | 41 | Professional occupations in law and social, community and government services | NOC Skill Level A | 157 | 19.2 | 21 |
| 24. | 96 | Labourers in processing, manufacturing and utilities | NOC Skill Level D | 147 | 27.4 | 21 |
| 25. | 52 | Technical occupations in art, culture, recreation and sport | NOC Skill Level B | 137 | 29.6 | 21 |
| 26. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 132 | 20.9 | 21 |
| 27. | 76 | Trades helpers, construction labourers and related occupations | NOC Skill Level D | 131 | 19.7 | 21 |

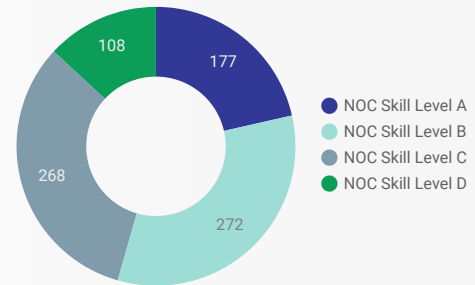
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

| | | | | |
|-----------------|--------------|-----------|---------------|-----------------------------|
| ACTIVE POSTINGS | NEW POSTINGS | COMPANIES | JOB LANGUAGES | # OF DAYS POSTED |
| 896 | 0 | 488 | 11 | AVERAGE: 20.4 MEDIAN: 21 |

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

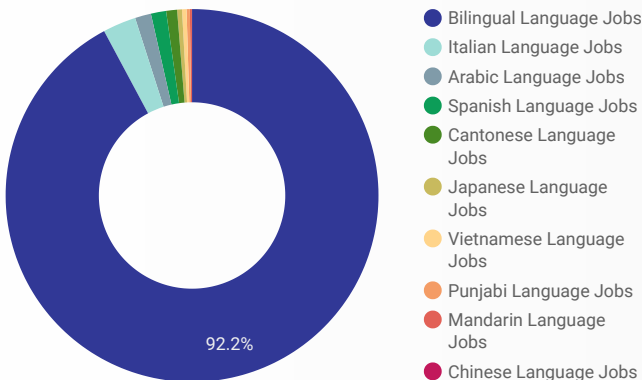
- 177 Skill Level A - Management/ Professional Occupations usually requiring University
- 272 Skill Level B - Usually college education or apprenticeship training
- 268 Skill Level C - Usually secondary education or occupation-specific training
- 108 Skill Level D - Usually on-the-job training



| LANGUAGES | NOC Skill Level D | NOC Skill Level A | NOC Skill Level C | NOC Skill Level B |
|-------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Lang... | 98 | 161 | 254 | 246 |
| Italian Langu... | 3 | 7 | 4 | 7 |
| Arabic Langu... | | 5 | | 6 |
| Cantonese La... | 3 | 2 | 2 | 2 |
| Spanish Lang... | | 1 | 4 | 4 |
| Vietnamese L... | 2 | | 2 | 3 |
| Japanese Lan... | 1 | | 1 | 2 |

LANGUAGE SKILLS BREAKDOWN

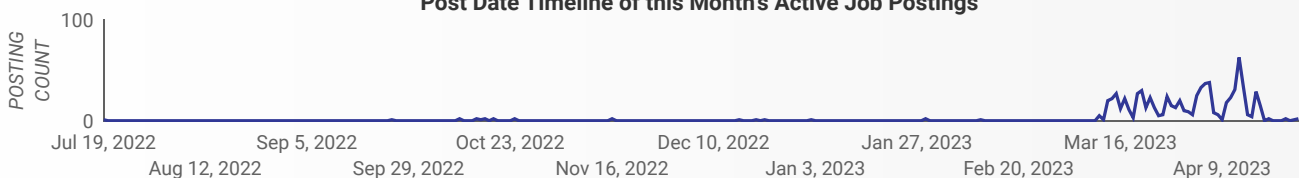
Which kinds of language skills do employers seek?



| LANGUAGES | POSTING COUNT |
|-----------------------------|---------------|
| 1. Bilingual Language Jobs | 827 |
| 2. Italian Language Jobs | 21 |
| 3. Arabic Language Jobs | 12 |
| 4. Cantonese Language Jobs | 10 |
| 5. Spanish Language Jobs | 9 |
| 6. Vietnamese Language Jobs | 8 |
| 7. Japanese Language Jobs | 4 |

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

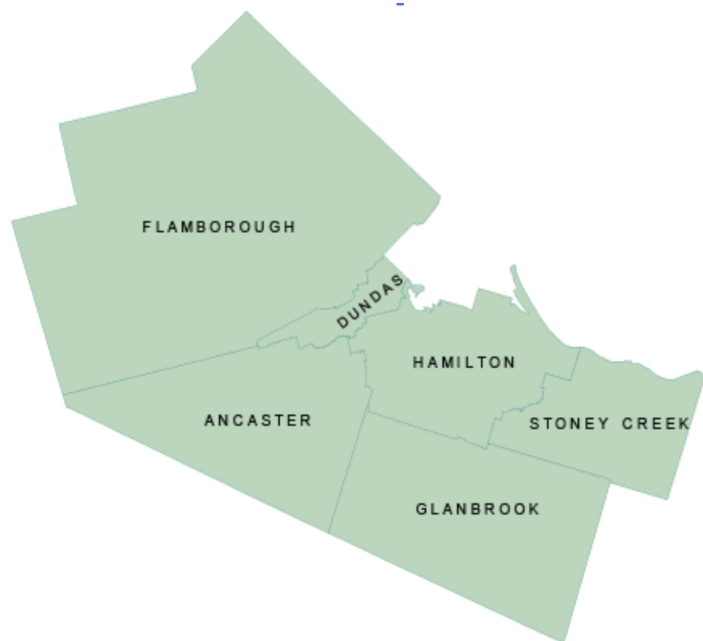
What language skills are sought by 1-Digit NOC?

| BROAD OCCUPATIONAL CATEGORY | Bilingual ... | Italian La... | Arabic La... | Cantones... | Spanish ... | Vietname... | Grand total |
|--|---------------|---------------|--------------|-------------|-------------|-------------|-------------|
| Business, finance and administration occup... | 105 | 1 | 2 | 2 | 1 | | 113 |
| Health occupations | 81 | | | | | | 81 |
| Management occupations | 49 | 6 | 2 | 2 | | | 60 |
| Natural and applied sciences and related o... | 33 | | | | | | 33 |
| Natural resources, agriculture and related p... | 8 | | | | | | 8 |
| Occupations in art, culture, recreation and s... | 20 | 1 | | | 2 | | 23 |
| Occupations in education, law and social, c... | 96 | | 7 | | 1 | 2 | 107 |
| Occupations in manufacturing and utilities | 27 | 1 | | | | 2 | 30 |
| Sales and service occupations | 203 | 12 | | 5 | 3 | 3 | 230 |
| Trades, transport and equipment operators ... | 137 | | | | 2 | | 140 |
| Grand total | 759 | 21 | 11 | 9 | 9 | 7 | 825 |

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 | 697 | 20.2 | 21 |
| 2. Stoney Creek | 82 | 21.3 | 21 |
| 3. Ancaster | 57 | 20.1 | 21 |
| 4. Dundas | 32 | 20.5 | 21 |
| 5. Flamborough | 28 | 20.8 | 21 |
| Grand total | 896 | 20.4 | 21 |





LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME | POSTINGS |
|--|----------|
| 1. Retail salespersons | 44 |
| 2. Social and community service workers | 36 |
| 3. Food counter attendants, kitchen helpers an... | 32 |
| 4. Other customer and information services rep... | 27 |
| 5. Cooks | 24 |
| 6. Registered nurses and registered psychiatric ... | 22 |
| 7. Construction trades helpers and labourers | 21 |
| 8. Material handlers | 21 |
| 9. Transport truck drivers | 18 |
| 10. Home support workers, housekeepers and re... | 18 |
| 11. Receptionists | 16 |
| 12. Other labourers in processing, manufacturing... | 16 |
| 13. Administrative officers | 15 |
| 14. Restaurant and food service managers | 13 |
| 15. Food and beverage servers | 12 |
| 16. Automotive service technicians, truck and bu... | 11 |
| 17. Administrative assistants | 11 |
| 18. Retail and wholesale trade managers | 10 |
| 19. Accounting and related clerks | 10 |
| 20. Bartenders | 10 |
| 21. Medical administrative assistants | 9 |
| 22. Other instructors | 9 |
| 23. Light duty cleaners | 9 |
| 24. Heavy-duty equipment mechanics | 8 |
| 25. Landscaping and grounds maintenance labo... | 8 |
| 26. Program leaders and instructors in recreatio... | 8 |
| 27. Estheticians, electrologists and related occu... | 7 |
| 28. Professional occupations in advertising, mar... | 7 |
| 29. Family, marriage and other related counsellors | 6 |
| 30. Chefs | 6 |
| 31. Heating, refrigeration and air conditioning m... | 6 |
| 32. Roofers and shinglers | 6 |

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MULTILINGUAL HIRING EMPLOYERS

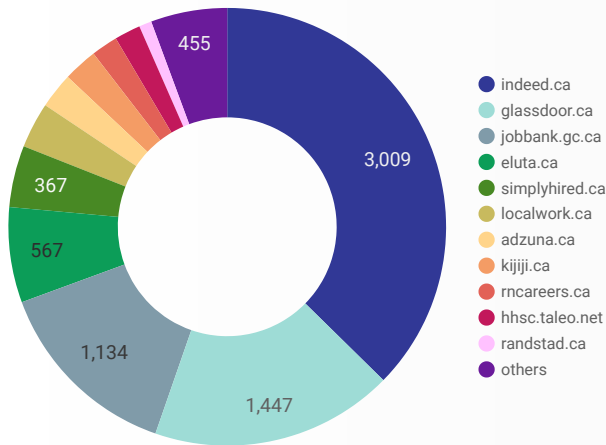
Which employers are seeking multilingual candidates?

| COMPANY | POSTINGS |
|---|----------|
| 1. Hamilton Health Sciences | 93 |
| 2. YWCA Hamilton | 28 |
| 3. Canwork Staffing Inc | 13 |
| 4. Lynwood Charlton Centre | 13 |
| 5. Wesley | 10 |
| 6. Expert Staffing Solutions | 9 |
| 7. The Source | 9 |
| 8. Catholic Children's Aid Society of Hamilton / CCAS | 8 |
| 9. easyhome Franchise | 7 |
| 10. Triple M Metal | 7 |
| 11. Confidential | 6 |
| 12. Columbia International College | 6 |
| 13. Stephenson's Rental Services | 6 |
| 14. Victorian Order of Nurses / VON | 6 |
| 15. CBI Health | 6 |
| 16. Centre de sant   communautaire Hamilton/Niagara | 5 |
| 17. JL Metals Inc | 5 |
| 18. Pearle Hospitality | 5 |
| 19. AVL Manufacturing Inc. | 5 |
| 20. Flynn Canada Ltd. | 5 |
| 21. Hamilton-Wentworth District School Board | 4 |
| 22. Undefined Restaurant | 4 |
| 23. Coll  ge Bor  al | 4 |
| 24. Stryker | 4 |
| 25. Industria Pizzeria + Bar | 4 |
| 26. Ressay Gardens | 4 |
| 27. Zarky's Fine Foods | 4 |
| 28. TownePlace Suites by Marriott Hamilton | 4 |
| 29. Jack Astor's | 4 |
| 30. McMaster University - Hamilton, ON | 4 |

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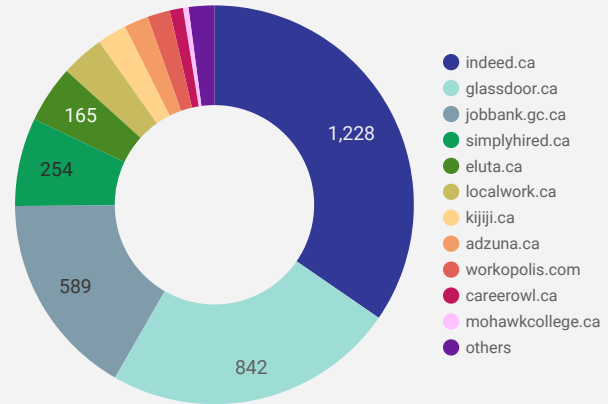
JOB POSTINGS BY JOB BOARD

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 | 3,009 | 20.0 | 21 | 1,228 |
| 2. | glassdoor.ca | 1,447 | 20.9 | 21 | 842 |
| 3. | jobbank.gc.ca | 1,134 | 38.4 | 27 | 589 |
| 4. | eluta.ca | 567 | 20.5 | 21 | 165 |
| 5. | simplyhired.ca | 367 | 20.5 | 21 | 254 |
| 6. | localwork.ca | 272 | 9.7 | 5 | 124 |
| 7. | adzuna.ca | 212 | 13.9 | 14 | 70 |
| 8. | kijiji.ca | 204 | 15.0 | 15 | 85 |
| 9. | rncareers.ca | 158 | 25.8 | 16 | 10 |
| 10. | hhsc.taleo.net | 155 | | | 1 |
| 11. | randstad.ca | 75 | 26.1 | 28 | 1 |
| 12. | careerowl.ca | 71 | 152.9 | 149 | 38 |
| 13. | workopolis.com | 70 | | | 65 |
| 14. | careerarc.com | 64 | 21.2 | 13 | 11 |
| 15. | jobillico.com | 41 | 54.0 | 19 | 15 |
| 16. | greatsn.com | 38 | 41.0 | 52 | 10 |
| 17. | hreapp.hamilton.ca | 29 | 32.2 | 13 | 1 |