



Workforce Planning Hamilton

LABOUR MARKET

MONTHLY SNAPSHOT

November

2023



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OVERVIEW

With the decision to hold the target policy rate at 5.0%, Canada saw total CPI inflation drop from 3.8% to 3.1% (-0.7%) in October 2023; further lessening consumer pressures as we enter into the holiday season. Employment in Ontario saw a year-over-year increase of 2.6%, with Retail Salespersons as the most in-demand occupation. In line with this, the provincial Wholesale and Retail Trade sector saw employment losses in November, signaling a need for retail workers.



In November, Hamilton saw little change in the unemployment rate as fall hiring increased the number of labour force participants. Hamilton's labour force expanded by 0.9%, with proportionate increases in the employed and unemployed populations. Compared last month, Hamilton saw a drop off in youth labour force participation, and a relatively low employment rate compared to other CMAs. As we approach the holidays, the Hamilton CMA will see a swing towards hiring in sales-oriented occupations, with Retail Salespersons topping the list in November as the most in-demand occupation.

About

Workforce Planning Hamilton is a not-for-profit funded by the Ministry of Labour, Immigration, Training and Skills Development. We are leaders in Local Labour Market information in the Hamilton region.





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LMI INSIGHTS

Hamilton's Workforce



+0.9%

Labour Force

5.3%

Unemployment Rate



Retail Salesperson
Top In-Demand Job

Insights



+2.6%

Job Growth
In Ontario, Y/Y



2.4K

Hiring
Employers



7.4K

Job Posts



444K

Labour Force

Source: Statistics Canada (2023). Labour Force Survey



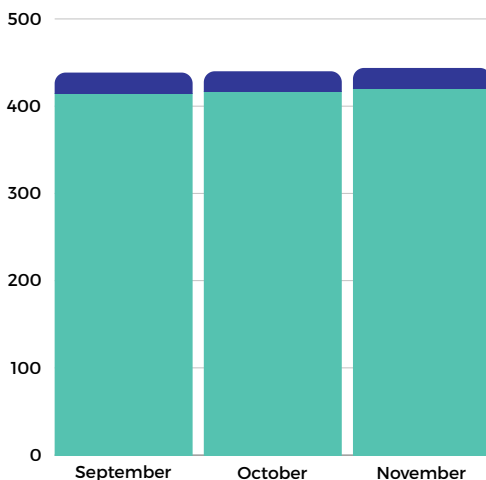


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NOV 2023



Figure 1. Unemployment by CMA, Sep-Nov 202



Source: Statistics Canada (2023). Labour Force Survey

Labour force characteristics in November for the Hamilton CMA saw the unemployment rate move up a tick to 5.3%, with both the employment rate and participation rates increasing in tandem with changes in the labour force. Hamilton saw an 0.3% increase in the employment rate to 61.1% and an 0.4% increase to the participation rate to 64.5% (seasonally adjusted).

The Hamilton CMA saw an 0.9% increase in the labour force (443,800 persons; seasonally adjusted). From this, employment grew by 0.7% to 420,400 persons (seasonally adjusted). Likewise, with the overall increase in labour force participants, unemployment rose by 3.1% to 23,400 job-seekers (seasonally adjusted).





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BY REGIONS...

Region	Unemployment %
Windsor	7.6%
St. Catharines	7.3%
Toronto	6.6%
Ontario	6.1%
Kitchener-Cambridge-Waterloo	6.1%
Guelph	5.8%
London	5.8%
Canada	5.7%
Hamilton	5.3%
Brantford	4.2%

Source: Statistics Canada (2023). Labour Force Survey

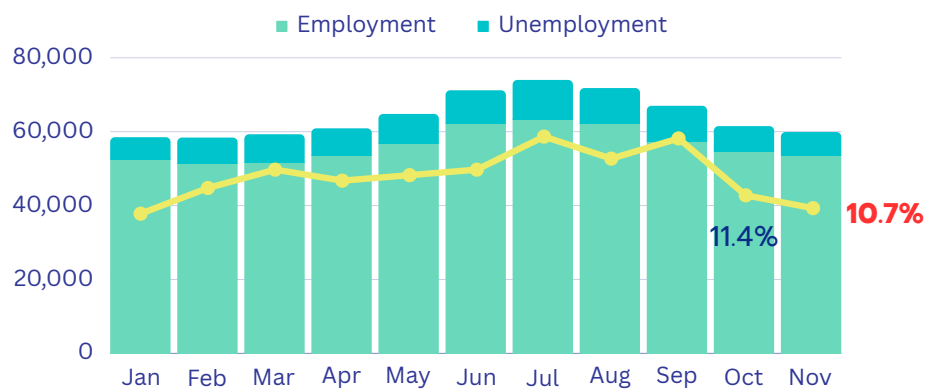




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YOUTH

Figure 2. Youth (15-24) Employment and Unemployment in Hamilton CMA, Jan-Nov 2023



Labour Force

Source: Statistics Canada (2023). Labour Force Survey

In November, the Hamilton CMA saw a drop off in youth labour force participants. The labour force shrank by 3%, with proportional losses in both employed youth and job-seekers (seasonally unadjusted). Participation among youth also declined in November, with 57.7% youth labour force participation (-4.5% since October).

Figure 3. Youth (15-24) Employment Rates by Select CMAs, Nov 2023

CMA	Employment %
St. Catharines	61.6%
Brantford	58.9%
Kitchener-Cambridge-Waterloo	56%
Hamilton	55.6%
Toronto	44.3%

Compared to other CMAs in proximity, the Hamilton CMA had a relatively low employment rate (55.6%) among youth in October. The St. Catharines CMA had the highest employment rate among youths at 61.6%, with Toronto boasting the lowest at 44.3%.

Source: Statistics Canada (2023). Labour Force Survey





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INDUSTRIES IN ONTARIO

Top Growing

Top Declining

Industry	Monthly Growth	Industry	Monthly Decline
Business, Building and Other Support Services	+10.7K	Health Care and Social Assistance	-12.3K
Professional, Scientific and Technical Services	+8.8K	Wholesale and Retail Trade	-8.2K
Other Services (except Public Admin)	+7.2K	Finance, Insurance and Real Estate	-8.2K
Manufacturing	+6.1K	Public Admin	-4.1K
Accommodation and Food Services	+4.4K	Information and Cultural Industries	-2.6K

Source: Statistics Canada (2023), Labour Force Survey

The top growing industry in November for Ontario was Business, Building and Other Support Services with a growth of 10,700 workers. Following was the Tech sector, with almost 9,000 workers added. Of note, Accommodation and Food Services was the fifth top growing industry, regaining half of the workers lost in October.

Ontario's top declining industry for November was Health Care and Social Assistance, losing 12,300 workers. In contrast, the industry was among the top growing industries last month. Month-over-month, the Healthcare industry lost almost half of what it gained last month (-5.4K). Ontario's Information and Cultural industry also saw a loss of 2,600 workers. The industry did not see a net loss, however, as it gained 27,800 workers in October.



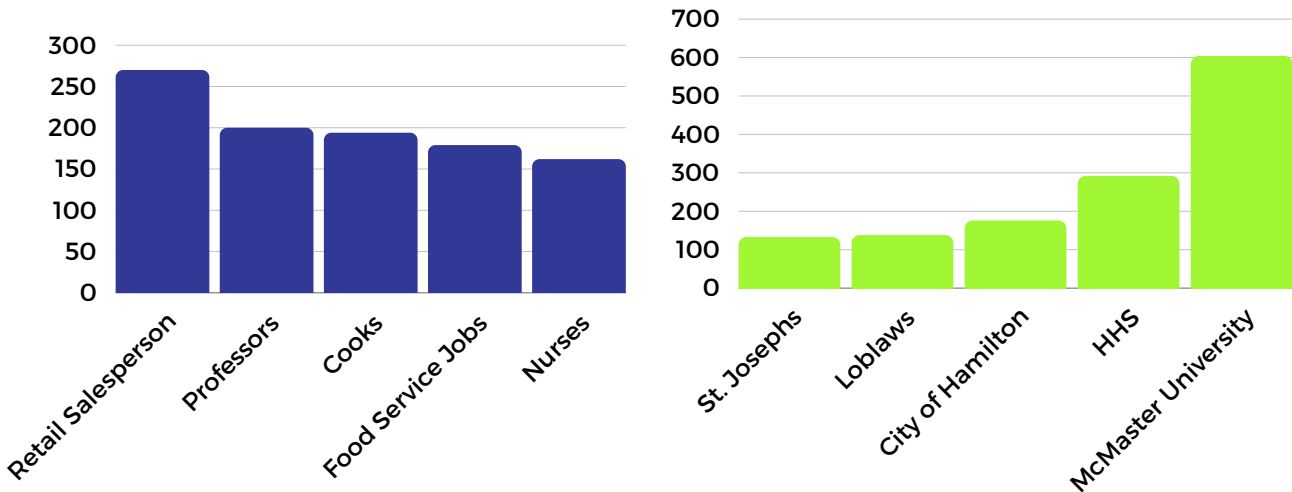


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JOB DEMAND

In Demand Jobs

In November, Retail Salespersons were at the top of the list for the occupation with the most job postings on our website. As the holiday season approaches, Hamilton will see more sales-oriented occupations populate the job board.



The top five hiring employers for November were 1) McMaster University with 604 job postings, Hamilton Health Sciences with 292 job posts; the City with 176 job posts; Loblaws with 138; and St. Josephs with 133 job posts.

Top Skills



Communication



Support



Management



Customer Service



Organization





WORKFORCE PLANNING HAMILTON

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